



## Ohio Revised Code

### Section 124.387 Bereavement leave.

Effective: October 3, 2023

Legislation: House Bill 33

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(A) As used in this section, "stillborn" has the same meaning as in section 124.136 of the Revised Code.

(B) Each full-time permanent and part-time permanent employee whose salary or wage is paid directly by warrant of the director of budget and management shall be granted three days of bereavement leave with pay due to the death of a member of the employee's immediate family.

(C) Except as provided in division (E) of this section, an employee described in division (B) of this section may use bereavement leave under this section when the employee is the parent of a miscarried or stillborn child. An employee using bereavement leave based on a miscarriage shall provide appropriate medical documentation of the miscarriage. An employee using bereavement leave based on a stillbirth shall provide a copy of the fetal death certificate.

(D) The bereavement leave described in this section begins within one of the following time periods:

(1) Not more than five calendar days after the immediate family member's death;

(2) Not more than five days before or five days after the date of the immediate family member's funeral.

(E) An employee who takes bereavement leave granted under this section on the basis of a stillbirth is ineligible for parental leave or benefits under section 124.136 of the Revised Code based on the same stillbirth.

(F) Compensation for bereavement leave shall be equal to the employee's base rate of pay.



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