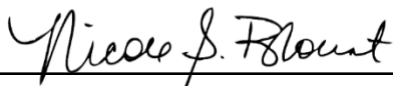


3361:30-31-23 Time off from work: requirements for medical certification for use of sick time.

The following rule applies to all employees, except those employees covered by a collective bargaining agreement addressing this topic.

- (A) The human resources department shall create policies and practices outlining the circumstances under which all eligible employees shall:
- (1) Submit a certificate from a licensed health care professional describing the nature of the employee's or the employee's immediate family member's condition. Such policies and practices shall require that unless otherwise prohibited by state or federal law or regulation (such as the Family and Medical Leave Act) an employee who requires medical attention while absent on sick leave time shall provide a certificate from a licensed health care professional stating the nature of the illness in order to justify the use of sick time.
 - (2) Submit a certificate from a licensed health care professional stating the employee's inability to work and the probable date of recovery;
 - (3) Submit a certificate from a licensed health care professional stating the employee's ability to return to work and resume some or all the employee's job duties.
- (B) In accordance with divisions (F)(1) and (F)(2) of section 124.14 of the Revised Code, this rule supersedes any portion of the Revised Code or Administrative Code covering the same subject matter, including but not limited to section 124.38 of the Revised Code.

Effective: April 3, 2019

Certification: 

Nicole S. Blount
Executive Director of Board Relations

Date: March 20, 2019

Promulgated under: RC. Section 111.15

Rule amplifies: R.C. 3361.03

Prior effective date: April 24, 1978

May 12, 1978

February 21, 1980

September 1, 1988

July 15, 2012