



Representative Nino Vitale
85th Ohio House District

Representative Brigid Kelly
31st Ohio House District

Sponsor Testimony on House Bill 137
April 9, 2019

Thank you Chair Manning, Vice Chair Dean, and Ranking Member Lepore-Hagan,

The balance between capital and labor and labor and capital has been debated for centuries. One thing I'm sure all of us in this room can agree on is that when the two, the business and the laborer, agree to work with each other, the terms of that agreement are spelled out on a regular basis on something we all recognize as 'the paycheck.'

House Bill 137 is a simple bill that frankly won't change a lot in the state of Ohio because almost all employers are already in compliance with this bill. HB 137 requires every employer in the state of Ohio to provide a paycheck to an employee during a regular pay period, which might be once a week or every other week and specifies a few key items to include.

If I were to spell out this 'contract agreement' from the Workers' duties, I would say they include:

1. To perform conscientiously the work they have freely agreed to do.
2. Not to damage the employer's property or resort to violence.

If I were to spell out this 'contract of agreement' from the Employers' duties I would say they include:

1. Respecting the dignity of their workers, not treating them as indentured labor or simply a factor of production, but remembering that working for a living is an honorable thing.

2. Not to overtax their workers by giving them work that is beyond their capacity.
3. 'to give everyone what is just,' and not to reduce wages by fraud or undue pressure.

I stand before you today as someone who's spent many of their days as an employee, but now, as an employer as well. Our family owns a heavy vehicle brake manufacturing business in Urbana, Ohio with just over 480 employees. We run three shifts, 5 to 6 days a week.

I feel it is not only critical, but essential to provide an employee a regular written summary of this working agreement. Can you remember how many hours you worked say 1 month ago, or 1 year ago? Trying to remember accurately what happened some time ago can be a challenge. Sadly, in a very small amount of cases, there are a few employers who have maybe willingly or unwillingly, incorrectly compensated an employee. And in other cases, workers have asked for and never received a paycheck.

I have spent a considerable amount of time researching payroll software to ensure that what this legislation asks for is easily accessible as part of your 'off-the-shelf software.' In some cases, it can be purchased for as little as \$79.

I have also spent considerable time talking with various employers and even with representatives from accounting organizations in Ohio that handle paychecks for large and small businesses, to ensure that we are not putting an undue burden on business, while maintaining this balance which I feel is not only proper, but 'just' for the worker.

The comment I received most while discussing this bill with the business community was: "you mean Ohio doesn't require us to give employees paychecks?" As you can imagine, all were in favor of this bill and felt it was the absolute right thing to do.

To defraud anyone of wages that are due is a great crime and I hope you will agree with me and my joint sponsor, Representative Kelly that this crime should be eliminated, as much as possible, from the great state of Ohio and I ask for your support on this bill.