



CENTRAL OHIO WORKER CENTER

WORKER JUSTICE ▪ JUSTICIA LABORAL

2800 South High Street Columbus, OH 43207

Testimony on HB 106 before the Senate Small Business and Economic Opportunity Committee

December 9, 2024

Good morning, Chairman Lang, Vice Chairman Wilkin, Ranking Member Sykes and members of the committee. I am Claudia Cortez and I am the Director of Programs at the Central Ohio Worker Center, a non-profit organization dedicated to advocating for low-wage and immigrant workers in our community. On behalf of the Central Ohio Worker Center, I would like to highlight House Bill 106's significance to the workers we serve.

At COWC, we advocate for and empower immigrant and low-wage workers through education as well as resources. This year, we have trained over 380 workers on their rights in the workplace and have assisted hundreds more with workplace issues and violations like wage theft and discrimination. Many of these exploited workers do not receive pay stubs, making it difficult to file complaints or to protect their rights. Every week, we assist workers who do not receive a pay stub and are not being paid properly. For example: they may be paid less than Ohio's minimum wage, not paid overtime they are legally owed, or having illegal deductions removed from their wages without their knowledge.

HB 106 would require employers to issue pay stubs, which would help ensure that workers are paid fairly and transparently by providing them with a clear breakdown of wages and deductions. Pay stubs are also often necessary for workers needing proof of income for housing, loans, and other financial requirements.

Reputable and socially responsible businesses are already providing paystubs for their employees or could very easily do so.

Passing a pay stub issuance law is a vital step to protect workers' rights and enhance transparency in the workplace because of the significant benefits it offers to both workers in the workplace and also to the entire labor force.

Thank you for your consideration.