

As Reported by the Senate Small Business and Economic Opportunity
Committee

135th General Assembly

Regular Session
2023-2024

H. B. No. 106

Representatives Jarrells, Lipps

Cosponsors: Representatives Russo, Miranda, Galonski, Upchurch, Forhan, Miller, A., Brewer, Isaacsohn, Grim, Baker, McNally, Liston, Blackshear, Brent, Mohamed, Brown, Seitz, Jones, Schmidt, Miller, J., Dell'Aquila, Hillyer, Skindell, Bird, Brennan, Sweeney, Klopfenstein, Weinstein, Gross, Humphrey, Somani, Abdullahi, Rogers, Johnson, Carruthers, Claggett, Creech, Dobos, Edwards, Ghanbari, Holmes, Hoops, King, Lampton, Lightbody, Loychik, Manning, Mathews, Oelslager, Pavliga, Roemer, Stein, Thomas, C., White, Williams, Willis, Young, T.

A BILL

To enact section 4113.14 of the Revised Code to 1
enact the Pay Stub Protection Act requiring 2
employers to provide earnings and deductions 3
statements to each of the employer's employees. 4

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF OHIO:

Section 1. That section 4113.14 of the Revised Code be 5
enacted to read as follows: 6

Sec. 4113.14. (A) As used in this section: 7

(1) "Employee" and "employer" have the same meanings as in 8
section 4113.51 of the Revised Code. 9

(2) "Workweek" means a fixed, regularly recurring period 10
of one hundred sixty-eight hours that an employer expressly 11
adopts for purposes of complying with section 7 of the "Fair 12

<u>Labor Standards Act of 1938," 29 U.S.C. 207.</u>	13
<u>(B) Every employer shall provide each of the employer's</u>	14
<u>employees with a written or electronic statement or access to a</u>	15
<u>statement of the employee's earnings and deductions for each pay</u>	16
<u>period on the employer's regular paydays. An employer shall</u>	17
<u>include all of the following information in the statement:</u>	18
<u>(1) The employee's name;</u>	19
<u>(2) The employee's address;</u>	20
<u>(3) The employer's name;</u>	21
<u>(4) The total gross wages earned by the employee during</u>	22
<u>the pay period;</u>	23
<u>(5) The total net wages paid to the employee for the pay</u>	24
<u>period;</u>	25
<u>(6) A listing of the amount and purpose of each addition</u>	26
<u>to or deduction from the wages paid to the employee during the</u>	27
<u>pay period;</u>	28
<u>(7) The date the employee was paid and the pay period</u>	29
<u>covered by that payment;</u>	30
<u>(8) For an employee who is paid on an hourly basis, all of</u>	31
<u>the following information:</u>	32
<u>(a) The total number of hours the employee worked in that</u>	33
<u>pay period;</u>	34
<u>(b) The hourly wage rate at which the employee was paid;</u>	35
<u>(c) The employee's hours worked in excess of forty hours</u>	36
<u>in one workweek.</u>	37
<u>(C) An employee who does not receive a statement as</u>	38

required by division (B) of this section shall make a written 39
request to the employee's employer to receive the statement. The 40
employer shall provide the employee with the statement not later 41
than ten days after receiving the request. If the employee does 42
not receive the requested statement within the ten-day period, 43
the employee may submit a report of the violation to the 44
director of commerce. If, on receipt of a report, the director 45
determines that there are reasonable grounds to believe that a 46
violation exists, the director shall issue a written notice to 47
the employee's employer. On receipt of a notice, the employer 48
shall immediately post the notice, or a copy of the notice, in a 49
conspicuous place on the employer's premises. The employer shall 50
keep the notice posted for ten days. 51

Section 2. This act shall be known as the Pay Stub 52
Protection Act. 53