



**Representative Josh Williams**  
**Ohio House District 44**

**Representative Melanie Miller**  
**Ohio House District 67**

**House Ways and Means Committee**  
**House Bill 231 – Sponsor Testimony**  
**Wednesday, October 29, 2025**

**Rep. Williams:**

Chairman Roemer, Vice Chair Thomas, Ranking Member Troy, and members of the House Ways and Means Committee, thank you for the opportunity to provide proponent testimony on the Paid Parental Leave Act, which I am proud to reintroduce this General Assembly alongside my colleague, Representative Melanie Miller.

At the heart of Ohio's culture and communities are strong family units: Families that work tirelessly to give their children a better life, stronger values, and brighter opportunities. The bond between parent and child is one of the most foundational aspects of a child's development. Those first few months of life is an extremely critical time; from birth to one-years-old, a child exhibits stages of development rapidly. In the first month there's basic movements like head control and tracking objects with their eyes. By the second, they start to hold their heads up briefly and even begin to smile. By month three, babies start reaching for objects. Six months and they babble and sit up with support. Finally, at one-year babies start walking, saying their first words, and show more

independent exploration. This concise timeline is momentous for children and parents alike, and the role of the guardian is vital.

Unfortunately, many working families across our state are forced to make an impossible choice: stay home and care for a newborn or return to work prematurely due to financial necessity or lack of paid leave. That is why this legislation matters.

Here's how it will work:

- The credit will equal the lesser of the amount of benefits paid to the employee, or \$300 per day of paid parental leave.
- Businesses may claim the credit in the tax year when benefits are paid, up to a maximum of \$54,000 per year.
- If a business earns more credit than it can use in a given year, it can carry the excess forward for up to three years.

By encouraging businesses to take part in this initiative, we are strengthening the very foundation of our state, our families. The Paid Parental Leave Act is not just a policy proposal; it is a statement of values that reflects our commitment to the well-being of parents, children, and employers alike. Together, we can ensure that no Ohioan is forced to choose between caring for their newborn and maintaining their livelihood. I would now like to hand it over to my joint sponsor, Representative Melanie Miller.

**Rep. Miller:**

Chairman Roemer, Vice Chair Thomas, Ranking Member Troy, and members of the House Ways and Means Committee, thank you for the opportunity to provide proponent testimony on the Paid Parental Leave Act. It is an honor to reintroduce this legislation alongside my colleague and friend, Representative Williams.

Through my work at our local pregnancy care center, I've had the privilege of walking alongside countless new parents as they welcome life into the world. And I have seen, firsthand, the struggles many of them face when it comes to balancing work, recovery, and caring for their newborn.

I've met mothers who, after a C-section, are still healing physically and emotionally yet feel pressured to return to work far too soon because they can't afford to take unpaid leave. I've seen fathers who deeply want to be present to support their partners, to bond with their babies, but are not offered any paternity leave at all. These are not isolated cases. They are real families doing their best under difficult circumstances.

The Paid Parental Leave Act doesn't impose a new mandate on employers. Instead, it creates a nonrefundable tax credit that encourages and rewards businesses that voluntarily offer paid parental leave to their employees.

In addition, the bill includes responsible oversight measures. Each year, by September 1st, the Tax Commissioner will report to the chairs of the House and Senate Ways and Means Committees on the number of businesses that claimed the credit and the total value of credits awarded. Businesses may be required to submit documentation of their

parental leave policies, and the Commissioner is authorized to adopt any rules necessary to ensure effective implementation.

Paid parental leave should not be a privilege reserved only for federal employees or large corporations. Ohio has the chance to lead by example in supporting policies that strengthen families, improve child health outcomes, and make our workforce more competitive and compassionate. This legislation does just that, while also respecting the needs and constraints of the business community.

As someone who has spent years advocating for strong families, I believe this legislation reflects Ohio's core values—family, faith, and community. It shows compassion for working parents while supporting small businesses that want to do the right thing but need help making it financially possible. By helping employers offer this benefit we're investing in Ohio's future. We can make our state a place where businesses want to grow and where families want to stay and thrive.

We urge your support for House Bill 231. Thank you, Chairman Roemer and members of the committee, for your time and thoughtful consideration. We welcome any questions you may have.