

As Introduced

133rd General Assembly

Regular Session

2019-2020

H. B. No. 137

Representatives Kelly, Vitale

Cosponsors: Representatives Galonski, Sheehy, Miranda, Patterson, O'Brien, Boggs, Riedel, Becker, West, Smith, K., Crossman, Brown, Upchurch, Ingram, Rogers, Weinstein, Seitz, Strahorn, Lightbody, Denson

A BILL

To enact section 4113.14 of the Revised Code to
require an employer to provide earnings and
deductions statements to each of the employer's
employees.

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

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

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

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

(2) "Workweek" means a fixed, regularly recurring period
of one hundred sixty-eight hours that an employer expressly
adopts for purposes of complying with the "Fair Labor Standards
Act of 1938," 29 U.S.C. 207, as amended.

(B) Every employer shall provide each of the employer's
employees with a written or electronic statement or access to a
statement of the employee's earnings and deductions for each pay

period on the employer's regular paydays. An employer shall 17
include all of the following information in the statement: 18

(1) The employee's name; 19

(2) The employee's address; 20

(3) The employer's name; 21

(4) The total gross wages earned by the employee during 22
the pay period; 23

(5) The total net wages paid to the employee for the pay 24
period; 25

(6) A listing of the amount and purpose of each addition 26
to or deduction from the wages paid to the employee during the 27
pay period; 28

(7) The date the employee was paid and the pay period 29
covered by that payment; 30

(8) For an employee who is paid on an hourly basis, all of 31
the following information: 32

(a) The total number of hours the employee worked in that 33
pay period; 34

(b) The hourly wage rate at which the employee was paid; 35

(c) The employee's hours worked in excess of forty hours 36
in one workweek. 37

(C) An employee who does not receive a statement as 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