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Representative Dontavius L. Jarrells
Assistant Minority Leader
Ohio House District 1

Rep. Jarrells:

Chair Lang, Vice Chair Wilkin, Ranking Member Sykes, and members of the Senate Small Business and Economic Opportunity committee, thank you for the opportunity to have Representative Lipps and I provide sponsor testimony on House Bill 106. This bill will allow Ohio to join 41 other states that already require employers to provide their employees access to their pay statements.

A constituent initially brought this issue to Former Representative Brigid Kelly's attention. When this constituent's employer went through a change in ownership, she and her coworkers stopped receiving their regular pay statements. They were also denied access to view them. Upon receiving their W-2's at the beginning of the following year, they noticed two things: Their total earnings from the preceding year were significantly lower than they had been in the past, and their hourly wage differed from what they were paid by the previous owners. While the employees were able to recover their lost wages through the legal process, their employer was not - and is still not - required to provide them with pay statements.

Ohio is currently one of only nine states where an employer can legally choose not to provide their employees with a statement detailing their pay information. With the passage of this bill, employees could ensure that they are paid an adequate wage for their hours worked, and have access to the documentation that proves it. This bipartisan legislation would make Ohio an access state – meaning employers can comply with the pay statement requirement by providing either a written, printed, or electronic pay stub- or provide employees access to their electronic pay stubs. Such a statement shall include the following information:

- (1) The employee's name;
- (2) The employee's address;
- (3) The employer's name;
- (4) The total gross wages earned by the employee during the pay period;
- (5) The total net wages paid to the employee for the pay period;
- (6) A listing of the amount and purpose of each addition to or deduction from the wages paid to the employee during the pay period;
- (7) The date the employee was paid and the pay period covered by that payment;

(8) For an employee who is paid on an hourly basis, all of the following information: (a) The total number of hours the employee worked in that pay period; (b) The hourly wage rate at which the employee was paid; (c) The employee's hours worked in excess of forty hours in one workweek.

Thank you for your time and consideration of this bill- together, we can protect Ohio's workers, and promote transparency within the workplace.

