



State Representative Scott Lipps

Chairman Lang, Vice Chairman Wilkin, Ranking Member Sykes, and Members of the Senate Small Business and Economic Opportunity Committee, thank you for the opportunity for Representative Jarrells and I to provide sponsor testimony of House Bill 106. This bill will allow Ohio to join 41 other states that require employers to provide their employees with access to their pay statements.

A constituent of former Rep. Brigid Kelly initially brought this to our attention after her employer went through a change in ownership. She and her coworkers stopped receiving their regular pay statements and were denied access to view them. Upon receiving their W-2's at the beginning of the year, they noticed that their total earnings of the previous year were significantly lower than they had been in the past and that their hourly wage was different than it was under the previous ownership. While the employees were able to recover lost wages through the legal process, their employer was not – and still is not- required to provide them with pay statements. This bill would change that.

Ohio is currently one of only nine states where an employer can legally choose to not provide their employees with a statement detailing their pay information. This bipartisan legislation would make Ohio an access state – meaning that employers can comply with the pay statement requirement by providing either a written, printed, or electronic pay stub (or access to the electronic pay stub).

The Fair Labor Standards Act (FLSA) does not require an employer to provide employees with pay stubs but does require that employers keep accurate records of hours worked and wages paid to

employees. While we are aware that the case in former Rep. Kelly's district is rare, we would like to assure that all hard-working Ohioans are able to see their wages and deductions as needed without taking their cases to court – especially since their employer is already required to keep track of this information.

As a 2020 report from Policy Matters Ohio notes:

“Employers who don't provide paystubs cut their employees off from participation in basic aspects of economic life. When a worker lacks proof of income, securing everything from a car loan to an apartment may be off the table. Meanwhile, safety net programs exclude workers who can't prove they are working.”

People need access to their own pay information – for transparency in the workplace, to combat wage theft, and to help more Ohioans have the tools they need.

Rep. Jarrells and I appreciate the chance to offer testimony on House Bill 106 and would be happy to answer any questions the committee may have.

HB106 Facts and Figures

135th GA House Commerce and Labor Committee: (10-0)

135th GA House Floor Vote: (96-0)

No Opposition Votes against this bill.

Proponents in 135th GA

William Kuehnle – Catholic Conference of Ohio

Danielle DeLeon Spires – Ohio Poverty Law Center

States without pay stub laws

1. Alabama
2. Arkansas
3. Florida
4. Georgia
5. Louisiana
6. Mississippi
7. Ohio
8. South Dakota
9. Tennessee

26 states require electronic stub (at minimum)

11 states require it to be on paper stub