



Proponent Testimony House Bill 106
Senate Small Business and Economic Opportunity Committee
Catholic Conference of Ohio
April 9th, 2024

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 provide proponent testimony. My name is Will Kuehnle, and I am an associate director with the Catholic Conference of Ohio. The Catholic Conference is the official voice of the Catholic Church in Ohio on matters of public policy, and we are pleased to support House Bill 106, known as the Pay Stub Protection Act.

Fundamentally, this bill promises working Ohioans the ability to verify their income. Ohio is one of a handful of states where the law does not require employers to provide a pay stub, despite such proof of income being necessary to secure stable housing, apply for loans, or confirm the accuracy of wages. The Pay Stub Protection Act will give every Ohioan confidence in their compensation and help protect employers from honest mistakes.

The Catholic faith considers work a fundamental right. The United States Conference of Catholic Bishops wrote in their *Pastoral Letter on the U.S. Economy* that the fundamental right to make a living calls for protection in the form of fundamental fairness in all agreements and transactions. Transparency between businesses and workers demonstrates respect for the dignity that all people possess. Regardless of whether one is a consumer, employee, or employer, all people deserve equal knowledge and freedom in economic transactions, contracts, or promises.

Notably, the first modern pronouncement from a Pope on social issues came just before the turn of the 20th century in the form of a letter on economic justice. Pope Leo spoke severely of the practice – widespread both then and now – of wage theft. Pope Leo wrote, “to defraud any one of wages that are his due is a great crime which cries to the avenging anger of Heaven.” The Pay Stub Protection Act will defend working Ohioans from this crime. This bill assures the people of Ohio that their work is to be duly rewarded and that their government recognizes their right to all earned wages.

The Catholic Conference is glad to support House Bill 106 and we ask for your swift passage of this legislation. Thank you for the opportunity to provide this testimony. I am happy to answer your questions.