

As Reported by the House Commerce and Labor Committee

134th General Assembly

Regular Session

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H. B. No. 187

Representatives Kelly, Lipps

Cosponsors: Representatives Riedel, Smith, K., West, Boggs, Brown, Ingram, Lepore-Hagan, Howse, Brent, Denson, Liston, Miller, A., Miller, J., O'Brien, Russo, Skindell, Weinstein, Boyd, Crawley, Crossman, Leland, Miranda, Sweeney, Galonski, Lightbody, Sobecki, Upchurch, Sheehy, Troy, Jarrells, Hicks-Hudson, Smith, M., Blackshear, Sykes, Grendell, Jones, Manning, Patton, Vitale, Wiggam, Seitz, Robinson, Oelslager



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 include all of the following information in the statement: 14 15 16 17 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 the pay period; 22 23

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

(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; 26 27 28

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

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

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

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

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

(C) An employee who does not receive a statement as required by division (B) of this section shall make a written request to the employee's employer to receive the statement. The 38 39 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