

# Ohio's new 'Pay Stub Protection Act' ensures workers' access to pay information

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COLUMBUS, Ohio—Workers in Ohio will soon be guaranteed access to their pay statements, as well as details about any money deducted from their paycheck, under a recently passed state law.

[House Bill 106](#), dubbed the Pay Stub Protection Act, will not only help Ohioans verify they're paid all the wages they're owed, proponents say, but it will ensure that workers get the documentation they need to obtain things like housing and loans.

Under the bipartisan bill, which takes effect April 9, Ohio employers must provide each of their employees a written, printed, or electronic pay stub (or, at least, access to one) that lists:

- The name of the employer and employee
- The employee's address
- The worker's gross and net wages for the pay period
- Any money added to or subtracted from their paycheck during the pay period
- For hourly employees, the number of hours they worked during the pay period (including overtime) and their hourly wage rate.

Until now, Ohio has been one of nine states where employers aren't legally required to give workers access to their pay information.

State Rep. Dontavius Jarrells, a Columbus Democrat who co-sponsored HB106, said in written legislative testimony that while wage theft is rare, all Ohio workers should be able to see basic information about their wages and deductions without having to file legal action against their employer -- especially because employers are already required to keep track of such information.

Claudia Cortez, director of programs at the Central Ohio Worker Center, told lawmakers last year that her nonprofit has helped hundreds of immigrant and low-wage workers with issues like wage theft and discrimination.

Many of these workers don't receive a pay stub -- which not only makes it hard for them to realize if they're paid less than they should, but makes it difficult for them to file a complaint to get such problems fixed, Cortez said [in written testimony](#).

In addition, many Ohioans need pay stubs to verify their income when applying for credit or a loan, renting or buying a home, and/or obtaining government benefits that have work requirements, said Danielle DeLeon Spires, a policy advocate at the Ohio Poverty Law Center, in [separate written testimony](#).

"Passing a pay stub issuance law is a vital step to protect workers' rights and enhance transparency in the workplace because of the significant benefits it offers to both workers in the workplace and also to the entire labor force," Cortez concluded.

The Pay Stub Protection Act was originally introduced in 2019 after then-state Rep. Brigid Kelly, a Cincinnati Democrat, [heard from a constituent](#) upset that the new owners of the place where she worked significantly lowered wages without explanation and stopped issuing pay statements to her and her co-workers.

Neither Kelly nor her Republican co-sponsor, then-state Rep. Nino Vitale, were able to get the measure passed before Kelly died last March. However, the proposal was successfully reintroduced last session by Jarrells and then-state Rep. Scott Lipps, a Warren County Republican.

After passing the Ohio House and Senate unanimously, Gov. Mike DeWine [signed HB106 into law earlier this month](#) without comment.