



COUNTY ADVISORY BULLETIN

CAB

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Phone: 614-221-5627 • Fax: 614-221-6986 • www.ccao.org

Bulletin 2025-07

April 2025

OHIO PAY STUB PROTECTION ACT

APPLICABLE LEGISLATION: House Bill 106 (135th General Assembly)

REVISED CODE SECTIONS ENACTED: 4113.14

LEAD SPONSORS: Rep. Dontavius Jarrells and Rep. Scott Lipps

HOUSE COSPONSORS: Russo, Miranda, Galonski, Upchurch, Forhan, Miller, A., Brewer, Isaacsohn, Grim, Baker, McNally, Liston, Blackshear, Brent, Mohamed, Brown, Seitz, Jones, Schmidt, Miller, J., Dell'Aquila, Hillyer, Skindell, Bird, Brennan, Sweeney, Klopfenstein, Weinstein, Gross, Humphrey, Somani, Abdullahi, Rogers, Johnson, Carruthers, Claggett, Creech, Dobos, Edwards, Ghanbari, Holmes, Hoops, King, Lampton, Lightbody, Loychik, Manning, Mathews, Oelslager, Pavliga, Roemer, Stein, Thomas, C., White, Williams, Willis, Young, T.

SENATE COSPONSORS: Antonio, Blessing, Cirino, Craig, DeMora, Gavarone, Ingram, Reineke, Reynolds, Schaffer, Smith, Sykes, Wilkin, Wilson

EFFECTIVE DATE: April 9, 2025

BACKGROUND

The Ohio Pay Stub Protection Act passed in December 2024 and creates a new requirement for Ohio employers to provide pay stubs to employees. Employers should review their payroll practices to ensure their pay stubs comply with all applicable federal, state, and local laws and regulations.

DEFINITIONS

Employee: Any person who performs a service for wages or other remuneration for an employer. (R.C. 4113.51(A))

Employer: Any person who has one or more employees. "Employer" includes an agent of an employer, the state or any agency or instrumentality of the state, and any municipal corporation, county, township, school district, or other political subdivision or any agency or instrumentality thereof. (R.C. 4113.51(B))

Workweek: A fixed, regularly recurring period of 168 hours that an employer expressly adopts for purposes of complying with section 7 of the "Fair Labor Standards Act of 1938," 29 U.S.C. 207.

REQUIREMENT FOR COUNTIES AND OTHER EMPLOYERS TO PROVIDE PAY STUBS TO EMPLOYEES

R.C. 4113.14(B)

The law requires an employer, including counties, to provide each of the employer's employees with a statement or access to a statement of the employee's earnings and deductions for each pay period on the employer's regular paydays. The statement may be provided in writing or electronically.

PAY STUB REQUIRED INFORMATION

R.C. 4113.14(B)

The employer must include the following information on the required statement:

- The employee's name;
- The employee's address;
- The employer's name;
- The total gross wages earned by the employee during the pay period;
- The total net wages paid to the employee for the pay period;
- A listing of the amount and purpose of each addition to or deduction from the wages paid to the employee during the pay period;
- The date the employee was paid and the pay period covered by that payment;
- For an employee who is paid on an hourly basis, all of the following information:
 - The total number of hours the employee worked in that pay period;
 - The hourly wage rate at which the employee was paid;
 - The employee's hours worked in excess of forty hours in one workweek.

REQUEST FOR STATEMENT AND NOTICE OF VIOLATION

R.C. 4113.14(C)

If an employee does not receive a statement or access to the statement, the employee must make a request, in writing, to the employer to receive a statement. The employer has ten days after receiving the request to provide the statement to the employee.

If an employee does not receive the requested statement within the ten-day period, the employee may submit a report of the violation to the director of the Ohio Department of Commerce.

After receiving the report, if the Director of Commerce determines that there are reasonable grounds to believe that an employer violated the act, the director will issue a written notice to the employer.

Once the employer receives the notice, the employer must immediately post the notice or a copy in a conspicuous place on the employer's premises. The employer must keep the notice posted for ten days.

The Act does not provide a private right of action against employers.