

# LEGAL UPDATE

# OHIO

## Ohio Enacts Wage Statement Law

On Jan. 8, 2025, Ohio enacted the [Pay Stub Protection Act](#) (the Act) requiring employers to provide earning and deduction statements to each employee. The Act becomes effective on **April 9, 2025**.

### Wage Statement Requirements

The Act requires employers to provide written or electronic wage statements (or access to these statements) to every employee each pay period. The statement must include the following information:

- The employee's name and 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 wages paid to the employee during the pay period; and
- The date the employee was paid and the pay period covered by that payment.

If employees are paid on an hourly basis, employers must also include the total number of hours the employee worked in the pay period, the hourly rate at which the employee was paid and the employee's hours worked in excess of 40 hours in one workweek in the wage statement.

### Enforcement

Employees who do not receive a wage statement may make a written request to their employer. The employer must provide the statement no later than 10 days after receiving an employee's request. If the employer does not provide the statement to the employee within the required time frame, the employee may report the violation to the Ohio Director of Commerce (ODOC). If the ODOC determines that the employer violated the Act, it will issue a written notice to the employer. Employers must post the notice in a conspicuous place in the workplace for at least 10 days.

Provided to you by **Employco USA, Inc.**

### Important Dates

#### Jan. 8, 2025

Ohio enacted the Pay Stub Protection Act.

#### April 9, 2025

The Act becomes effective.

***The new law requires Ohio employers to provide earning and deduction statements to employees each pay period.***