

**PRELIMINARY** STAFF MEASURE SUMMARY

CARRIER:

Senate Committee on Workforce

**REVENUE:** No revenue impact

**FISCAL:** May have fiscal impact, statement not yet issued

**SUBSEQUENT REFERRAL TO:**

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**Action:**

**Vote:**

**Yeas:**

**Nays:**

**Exc.:**

**Prepared By:** Matthew Germer, Administrator

**Meeting Dates:** 3/9

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**WHAT THE MEASURE DOES:** Defines “wages” for certain wage claims. Requires employer to maintain time and pay records of terminated employee for three years from date of termination, to provide records to employee if requested, and to provide employee with written statement of reasons for termination. Modifies information that must be included in itemized statement provided to employee each pay period. Establishes civil right of action for certain wage claims for unpaid wages and for violation of certain wage statutes. Specifies procedures for establishing lien for amount of unpaid wages. Authorizes Commissioner of Bureau of Labor and Industries to void notice of lien if commissioner determines that employee has failed to established prima facie case for wage claim. Prohibits waiver of rights. Prohibits determination by employer against employee for certain actions taken by employee related to wage claims.

**ISSUES DISCUSSED:**

**EFFECT OF COMMITTEE AMENDMENT:**

**BACKGROUND:**