

## **SB 279 -1 STAFF MEASURE SUMMARY**

### **Senate Committee On Workforce**

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**Meeting Dates:** 3/1, 4/5

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#### **WHAT THE MEASURE DOES:**

Requires that employee's notice of nonpayment of wages and compensation to employer include clear and unambiguous statement that payment of unpaid wages and compensation within 12 days of receiving notice limits penalty to amount of employee's unpaid wages or compensation.

#### **ISSUES DISCUSSED:**

- Burden of employers defending nonpayment of wage and compensation claims
- Additional hurdle to employees seeking remedy for nonpayment of wages and compensation under SB 279
- Resources available to employers and employees concerning claims for nonpayment of wages

#### **EFFECT OF AMENDMENT:**

-1 Removes qualifier that required statement in written notice of nonpayment must be "clear and unambiguous."

#### **BACKGROUND:**

Under current law, the penalty for willful nonpayment of wages or compensation of an employee whose employment ceases is the amount of the employee's wages or compensation for eight hours per day at the employee's regular hourly rate until the amount is paid, the employee initiates action on the violation, or the penalty has continued for longer than 30 days.

An employee is not required to submit a written notice of nonpayment. However, by submitting a written notice of nonpayment, the employee becomes eligible to receive a penalty exceeding 100 percent of the employee's unpaid wages or compensation if the employer fails to pay the full amount of the employee's unpaid wages or compensation within 12 days of receiving notice. If the employee does not submit a written notice of nonpayment, the penalty may not exceed 100 percent of the employee's unpaid wages or compensation. To satisfy the requirement for written notice, the notice must include the estimated amount of wages or compensation alleged to be owed or an allegation of facts sufficient to estimate the amount owed.

SB 279 establishes an additional requirement for the employee's written notice of nonpayment of wages. The notice must include a clear and unambiguous statement that if the employer pays the full amount of the employee's unpaid wages or compensation within 12 days after receiving written notice of nonpayment, the penalty may not exceed 100 percent of the employee's unpaid wages or compensation.