Department of Planning and Budget
2020 Fiscal Impact Statement

1. **Bill Number:** HB689

House of Origin	☒	Introduced	☐	Substitute	☐ Engrossed
Second House	☐	In Committee	☐	Substitute	☐ Enrolled

2. **Patron:** Aird

3. **Committee:** Labor and Commerce

4. **Title:** Wage payment statements.

5. **Summary:** This bill limits the scope of the requirement enacted in 2019 that requires periodic wage payment statements to show the number of hours worked during the pay period. The measure provides that the statement is required to show the number of hours worked if the employee is either (i) paid on the basis of the number of hours worked or (ii) paid on the basis of a salary that is less than the standard salary level adopted by the U.S. Department of Labor establishing an exemption from the overtime premium pay requirements of the federal Fair Labor Standards Act. The measure contains an emergency clause.

6. **Budget Amendment Necessary**: No.

7. **Fiscal Impact Estimates:** Preliminary, see item 8.

8. **Fiscal Implications:** The Department of Labor and Industry (DOLI) indicates that its Labor Law Division has been responding to additional calls about the need for reporting hours on salaried employees on their paystubs. DOLI anticipates that limiting the requirement to people paid on an hourly basis and those who are eligible for overtime under the Fair Labor Standards Act (FLSA) will not add any additional calls or contacts for the Division.

9. **Specific Agency or Political Subdivisions Affected:** Department of Labor and Industry.

10. **Technical Amendment Necessary:** No.

11. **Other Comments:** None.