

1 State of Arkansas  
2 91st General Assembly  
3 Regular Session, 2017  
4

# A Bill

HOUSE BILL 1625

5 By: Representative Leding  
6

## For An Act To Be Entitled

8 AN ACT TO CREATE THE RIGHT TO KNOW YOUR PAY ACT; AND  
9 FOR OTHER PURPOSES.  
10

## Subtitle

11 TO CREATE THE RIGHT TO KNOW YOUR PAY ACT.  
12  
13  
14  
15

16 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
17

18 SECTION 1. Arkansas Code Title 11, Chapter 4, Subchapter 4, is amended  
19 to add an additional section to read as follows:

20 11-4-406. Pay stub requirement.

21 (a) An employer of four (4) or more employees shall provide to each  
22 employee at least one (1) time each month a pay stub that:

23 (1) Lists:

24 (A) For an hourly employee, the total hours worked by the  
25 employee and the gross and net wages; or

26 (B) For a nonhourly employee, the gross and net wages;

27 (2) Includes the rate of pay for the pay period;

28 (3) Includes overtime hours and compensation for overtime work  
29 during the pay period;

30 (4) Identifies the pay period for which the payment is being  
31 made;

32 (5) Includes an itemization of deductions describing at a  
33 minimum the name, title, or other identifying words or numbers for each  
34 deduction; and

35 (6) Lists the employer's name, address, and telephone number.

36 (b) A pay stub under this section may be provided in either a paper or



1 an electronic format.

2 (c)(1) An employer shall provide a monthly pay stub only for a current  
3 employee.

4 (2) An employer may provide a pay stub for a former employee  
5 with the final paycheck.

6 (3) A former employee who does not receive a pay stub with the  
7 final paycheck may request a pay stub for the final work period within thirty  
8 (30) days after termination of the employment.

9 (d) An employer who fails to provide a pay stub as required under this  
10 section may be assessed a penalty under § 11-4-206.

11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36