

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

As Engrossed: H3/23/17

# A Bill

HOUSE BILL 1625

5 By: Representative Leding  
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## For An Act To Be Entitled

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

### Subtitle

10 TO CREATE THE RIGHT TO KNOW YOUR PAY ACT.  
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13 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:  
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16 SECTION 1. Arkansas Code Title 11, Chapter 4, Subchapter 4, is amended  
17 to add an additional section to read as follows:

18 11-4-406. Pay stub requirement.

19 (a) An employer of five (5) or more employees shall provide to each  
20 full-time employee who has worked at least sixty (60) days for the employer  
21 at least one (1) time each month a pay stub that:

22 (1) Lists:

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

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

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

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

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

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

34 (6) Lists the employer's name, address, and telephone number.  
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1 (b) A pay stub under this section may be provided in either a paper or  
2 an electronic format.

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

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

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

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

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