

1 State of Arkansas
2 92nd General Assembly
3 Regular Session, 2019
4
5 By: Senator G. Leding
6

A Bill

SENATE BILL 655

For An Act To Be Entitled

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

Subtitle

12 TO CREATE THE RIGHT TO KNOW YOUR PAY ACT.

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 employee's gross and net wages; or

25 (B) For a nonhourly employee, the employee's gross and net
26 wages; (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 employee's final paycheck.

7 (3) A former employee who does not receive a pay stub with his
8 or her final paycheck may request a pay stub for the final work period within
9 thirty (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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