

S 2630

Pay Stub Disclosure Act

Congress: 114 (2015–2017, Ended)

Chamber: Senate

Policy Area: Labor and Employment

Introduced: Mar 3, 2016

Current Status: Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Latest Action: Read twice and referred to the Committee on Health, Education, Labor, and Pensions. (Mar 3, 2016)

Official Text: <https://www.congress.gov/bill/114th-congress/senate-bill/2630>

Sponsor

Name: Sen. Franken, Al [D-MN]

Party: Democratic • **State:** MN • **Chamber:** Senate

Cosponsors (4 total)

Cosponsor	Party / State	Role	Date Joined
Sen. Gillibrand, Kirsten E. [D-NY]	D · NY		Mar 3, 2016
Sen. Brown, Sherrod [D-OH]	D · OH		Mar 15, 2016
Sen. Warren, Elizabeth [D-MA]	D · MA		Mar 16, 2016
Sen. Sanders, Bernard [I-VT]	I · VT		Mar 17, 2016

Committee Activity

Committee	Chamber	Activity	Date
Health, Education, Labor, and Pensions Committee	Senate	Referred To	Mar 3, 2016

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 HR 4376	Related bill	Mar 23, 2016: Referred to the Subcommittee on Workforce Protections.

Pay Stub Disclosure Act

This bill amends the Fair Labor Standards Act of 1938 to require each employer to provide an initial disclosure to each employee who is not subject to exemption from minimum wage and maximum hour requirements within 15 days after: (1) the employee is hired, or (2) specified information in the initial disclosure changes.

The information specified in that initial disclosure shall include:

- the pay rate and form of compensation;
- the name of the employer and any other name used by the employer to conduct business; and
- the physical address and telephone number of the employer's main office or principal place of business, and a mailing address if different from the first one.

The bill specifies additional disclosures that must be in each pay stub, including the pay period covered, the employee's name, the total hours worked by the employee, benefits, allowances, and reimbursements.

The bill also prescribes the form of the pay stub as well as employer notice requirements.

An employer shall keep records of the information disclosed in an employee's pay stub for three years from each stub's issuance.

In the event that an employee who is not subject to minimum wage and maximum hour exemptions requests an inspection of his or her records, the employer shall provide copies of them for up to three years before the request.

The bill prescribes civil penalties for employer failure to comply with this Act.

Actions Timeline

- **Mar 3, 2016:** Introduced in Senate
- **Mar 3, 2016:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.