HR 4376

Pay Stub Disclosure Act

Congress: 114 (2015–2017, Ended)
Chamber: House
Policy Area: Labor and Employment
Introduced: Jan 13, 2016
Current Status: Referred to the Subcommittee on Workforce Protections.
Latest Action: Referred to the Subcommittee on Workforce Protections. (Mar 23, 2016)
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Sponsor

Name: Rep. Scott, Robert C. "Bobby" [D-VA-3]
Party: Democratic • **State:** VA • **Chamber:** House

Cosponsors (34 total)

Cosponsor	Party / State	Role	Date Joined
Rep. Jeffries, Hakeem S. [D-NY-8]	D · NY		Feb 2, 2016
Rep. Pocan, Mark [D-WI-2]	D · WI		Feb 2, 2016
Rep. Takano, Mark [D-CA-41]	D · CA		Feb 2, 2016
Rep. Grijalva, Raúl M. [D-AZ-3]	D · AZ		Feb 3, 2016
Rep. Bonamici, Suzanne [D-OR-1]	D · OR		Feb 9, 2016
Rep. Ellison, Keith [D-MN-5]	D · MN		Feb 11, 2016
Rep. Clarke, Yvette D. [D-NY-9]	D · NY		Feb 25, 2016
Rep. Edwards, Donna F. [D-MD-4]	D · MD		Feb 25, 2016
Rep. Gutierrez, Luis V. [D-IL-4]	D · IL		Feb 25, 2016
Rep. Lee, Barbara [D-CA-13]	D · CA		Feb 25, 2016
Del. Norton, Eleanor Holmes [D-DC-At Large]	D · DC		Feb 26, 2016
Rep. DeSaulnier, Mark [D-CA-11]	D · CA		Feb 26, 2016
Rep. Grayson, Alan [D-FL-9]	D · FL		Feb 26, 2016
Rep. Van Hollen, Chris [D-MD-8]	D · MD		Feb 26, 2016
Rep. Adams, Alma S. [D-NC-12]	D · NC		Mar 3, 2016
Rep. Brady, Robert A. [D-PA-1]	D · PA		Mar 3, 2016
Rep. Cohen, Steve [D-TN-9]	D · TN		Mar 3, 2016
Rep. Conyers, John, Jr. [D-MI-13]	D · MI		Mar 3, 2016
Rep. Davis, Danny K. [D-IL-7]	D · IL		Mar 3, 2016
Rep. Kaptur, Marcy [D-OH-9]	D · OH		Mar 3, 2016
Rep. McDermott, Jim [D-WA-7]	D · WA		Mar 3, 2016
Rep. Moore, Gwen [D-WI-4]	D · WI		Mar 3, 2016
Rep. Nadler, Jerrold [D-NY-10]	D · NY		Mar 3, 2016
Rep. Pingree, Chellie [D-ME-1]	D · ME		Mar 3, 2016
Rep. Polis, Jared [D-CO-2]	D · CO		Mar 3, 2016
Rep. Schakowsky, Janice D. [D-IL-9]	D · IL		Mar 3, 2016
Rep. Watson Coleman, Bonnie [D-NJ-12]	D · NJ		Mar 3, 2016
Rep. Wilson, Frederica S. [D-FL-24]	D · FL		Mar 3, 2016
Rep. Chu, Judy [D-CA-27]	D · CA		Mar 7, 2016
Rep. Visclosky, Peter J. [D-IN-1]	D · IN		Mar 7, 2016
Rep. Clark, Katherine M. [D-MA-5]	D · MA		Mar 21, 2016
Rep. Roybal-Allard, Lucille [D-CA-40]	D · CA		Mar 21, 2016
Rep. Larsen, Rick [D-WA-2]	D · WA		May 23, 2016
Rep. Lofgren, Zoe [D-CA-19]	D · CA		Dec 1, 2016

Committee Activity

Committee	Chamber	Activity	Date
Education and Workforce Committee	House	Referred to	Mar 23, 2016

Subjects & Policy Tags

Policy Area:

Labor and Employment

Related Bills

Bill	Relationship	Last Action
114 S 2630	Related bill	**Mar 3, 2016:** Read twice and referred to the Committee on Health, Education, Labor, and Pensions.

Summary (as of Jan 13, 2016)

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 certain exemptions 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 and truncated Social Security number, 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 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 23, 2016:** Referred to the Subcommittee on Workforce Protections.
- **Jan 13, 2016:** Introduced in House
- **Jan 13, 2016:** Referred to the House Committee on Education and the Workforce.

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