

HOUSE RESEARCH

Bill Summary

FILE NUMBER: H.F. 748
Version: As introduced

DATE: March 6, 2013

Authors: Simon

Subject: Prompt payment of wages

Analyst: Anita Neumann (651-296-5056)

This publication can be made available in alternative formats upon request. Please call 651-296-6753 (voice); or the Minnesota State Relay Service at 1-800-627-3529 (TTY) for assistance. Summaries are also available on our website at: www.house.mn/hrd/hrd.htm.

Section

- 1** **Penalty for failure to pay wages promptly.** Provides that wages are earned and unpaid if the employee was not paid for time worked at the employee's regular rate of pay or the rate required under law, regulation, rule, ordinance, resolution, policy, contract, or other legal authority, whichever rate of pay is greater. Provides for a penalty equal to the regular rate of pay or the rate required by law, whichever is greater. A discharged employee may recover additional amounts as compensatory damages.

Demand for payment need not be in writing or state the precise amount due. An employee may directly seek and recover payment from an employer, even if the employee is not party to a contract that requires a specific rate of pay as long as the contract or law, regulation, rule, ordinance, resolution, policy, or other legal authority requires payment to the employee at a particular rate of pay.

- 2** **Payment to employees who quit or resign; settlement of disputes.** Provides that wages are earned and unpaid if the employee was not paid for all time worked at the regular rate of pay or the rate required by law, regulation, rule, ordinance, resolution, policy, contract, or other legal authority, whichever is greater. Provides for a penalty and additional amounts as compensatory damages.

Demand for payment need not be in writing or state the precise amount due. An employee may directly seek and recover payment from an employer, even if the employee is not party to a contract that requires a specific rate of pay as long as the contract or law, regulation, rule, ordinance, resolution, policy, or other legal authority requires payment to the employee at a particular rate of pay.

Removes language eliminating coverage of the law to any employee after a quit or discharge,

Section

who upon audit is found to have not properly accounted for or paid to the employer funds or property for which they were responsible. Prohibits any deductions from wages due or earned unless specifically authorized.