

1 State of Arkansas  
2 90th General Assembly  
3 Regular Session, 2015  
4

As Engrossed: H3/6/15 H3/16/15

# A Bill

HOUSE BILL 1276

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.  
10

### Subtitle

11 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 four (4) or more employees shall provide to each  
20 employee at least one (1) time each month a pay stub that:

21 (1) Lists:

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

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

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

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

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

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

33 (6) Lists the employer's name, address, and telephone number.

34 (b) A pay stub under this section may be provided in either a paper or  
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1 an electronic format.

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

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

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

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

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12 /s/Leding  
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