

Regular Session, 2012

HOUSE BILL NO. 363

BY REPRESENTATIVE THOMPSON

EMPLOYMENT/WAGES: Requires employers to maintain a record of overtime compensation paid to employees

1 AN ACT

2 To enact R.S. 47:120, relative to overtime compensation; to require employers to retain a
3 record of overtime compensation paid; to provide for employee receipt of overtime
4 data; to provide a time period for retention of the data; to provide for effectiveness;
5 and to provide for related matters.

6 Be it enacted by the Legislature of Louisiana:

7 Section 1. R.S. 47:120 is hereby enacted to read as follows:

8 §120. Overtime compensation; reporting requirement

9 A. Every employer who pays overtime compensation shall maintain a record
10 of the amount of overtime hours worked and the amount of overtime compensation
11 paid to employees each year, beginning January 1, 2013.

12 B. Upon the request of any employee, and unless otherwise previously
13 provided by the employer, the employer shall provide to an employee his overtime
14 data. The employer shall retain the data for a period of not less than three years.

15 C. The provisions of this Section shall be void and of no effect on July 1,
16 2014.

DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

Thompson

HB No. 363

Abstract: Requires, beginning Jan. 1, 2013 and ending July 1, 2014, every employer who pays overtime compensation, to maintain a record of the overtime hours and amount of compensation paid to employees each year.

Proposed law requires, beginning Jan. 1, 2013, every employer who pays overtime compensation, to maintain a record of the overtime hours and amount of compensation paid to employees each year. Further requires the employer to retain overtime data for a period of not less than three years.

Proposed law requires, upon the request of an employee, and unless otherwise previously provided by the employer, an employer to provide the employee with his overtime data.

Proposed law requires that the provisions of proposed law be void and of no effect on July 1, 2014.

(Adds R.S. 47:120)

Summary of Amendments Adopted by House

Committee Amendments Proposed by House Committee on Ways and Means to the original bill.

1. Deleted requirement that an employer report overtime data to the Dept. of Revenue (DOR).
2. Added requirement that, upon the request of an employee, and unless otherwise previously provided by the employer, an employer provide an employee with his overtime data.
3. Changed the party who shall retain overtime data from the DOR to the employer.
4. Deleted authorization for DOR to promulgate rules and regulations.

House Floor Amendments to the engrossed bill.

1. Added requirement that the provisions of proposed law be void and of no effect on July 1, 2014.