

HOUSE RESEARCH

Bill Summary

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Overview

This bill makes changes to provisions relating to payment of wages and commissions. It prohibits employers from changing the way commissions are paid to employees after those employees have earned the commissions and left employment; it provides for damages to an employee for twice the amount in dispute if an employer violates certain wage payment requirements; and it prohibits an employer from requiring an employee or an applicant to pay for background checks or testing or for certain required training.

Section

- 1 **Certain acts relating to payment of wages unlawful.** Provides that when an employee quits or is terminated and has earned commissions that have not yet been paid, the employer cannot alter the method, timing, or procedures for paying the commissions from what was provided for when they were earned.

Also provides that an employer who violates this requirement or other requirements relating to prohibited practices in payment of wages is liable in a civil action brought by the employee for twice the amount in dispute.

- 2 **Expenses for background checks and training.** Except as specifically provided by law, prohibits employers from requiring employees or applicants to pay for: (1) background checks, credit checks, pre-employment or employment testing, or orientation or (2) training required by federal or state law or by the employer to maintain the employee's current position, unless training is required to maintain a license, certification, or registration.

Exempts landlords of residential buildings from the coverage of this act.