

State of Arkansas  
92nd General Assembly  
Regular Session, 2019

# A Bill

SENATE BILL 655

By: Senator G. Leding

## For An Act To Be Entitled

AN ACT TO CREATE THE RIGHT TO KNOW YOUR PAY ACT; AND  
FOR OTHER PURPOSES.

### Subtitle

TO CREATE THE RIGHT TO KNOW YOUR PAY ACT.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Arkansas Code Title 11, Chapter 4, Subchapter 4, is amended to add an additional section to read as follows:

11-4-406. Pay stub requirement.

(a) An employer of five (5) or more employees shall provide to each full-time employee who has worked at least sixty (60) days for the employer at least one (1) time each month a pay stub that:

(1) Lists:

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

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

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

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

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

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

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



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

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

(2) An employer may provide a pay stub for a former employee with the employee's final paycheck.

(3) A former employee who does not receive a pay stub with his or her final paycheck may request a pay stub for the final work period within thirty (30) days after termination of the employment.

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