

By: Zaffirini

S.B. No. 1340

A BILL TO BE ENTITLED

AN ACT

relating to the required earnings statement provided by employers.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Section 62.003, Labor Code, is transferred to Subchapter B, Chapter 61, Labor Code, and redesignated as Section 61.0181, Labor Code, to read as follows:

Sec. 61.0181 [~~62.003~~]. EARNINGS STATEMENT. (a) At the end of each pay period, an employer shall give each employee a written earnings statement covering the pay period.

(b) An earnings statement must be signed by the employer or the employer's agent and must show:

(1) the name of the employee;

(2) the rate of pay;

(3) the total amount of pay earned by the employee during the pay period;

(4) any deduction made from the employee's pay and the purpose of the deduction;

(5) the amount of pay after all deductions are made; and

(6) the total number of:

(A) hours worked by the employee if the employee's pay is computed by the hour; or

(B) units produced by the employee during the pay period if the employee's pay is computed on a piece rate.

1           (c) An earnings statement may be in any form determined by  
2 the employer. The information required by Subsection (b) may be  
3 stated on a check voucher or bank draft given to an employee for the  
4 employee's wages.

5           (d) In this section, "pay period" means the period that an  
6 employee works for which salary or wages are regularly paid under  
7 the employee's employment agreement.

8           SECTION 2. Section 62.053, Labor Code, is amended to read as  
9 follows:

10           Sec. 62.053. COST OF MEALS OR LODGING. In computing the  
11 wage paid to an employee, an employer may include the reasonable  
12 cost to the employer of furnishing meals, lodging, or both to the  
13 employee if:

14                   (1) meals or lodging customarily are furnished by the  
15 employer to employees; and

16                   (2) the cost of the meals and lodging are separately  
17 stated and identified in the earnings statement furnished to the  
18 employee under Section 61.0181 [~~62.003~~].

19           SECTION 3. This Act takes effect September 1, 2019.