

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1993

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HOUSE BILL 599

Short Title: Wage & Hour Notice.

(Public)

Sponsors: Representative Wright.

Referred to: Business and Labor.

March 29, 1993

A BILL TO BE ENTITLED

AN ACT TO AMEND THE REQUIREMENT OF NOTICE TO EMPLOYEES ABOUT WAGE AND HOUR TERMS OF EMPLOYMENT.

The General Assembly of North Carolina enacts:

Section 1. G.S. 95-25.13 reads as rewritten:

"§ 95-25.13. Notification, posting, and records.

Every employer shall:

- (1) Notify his employees, orally or in writing at the time of hiring, of the rate of pay, policies on vacation time and pay, sick leave and comparable matters, and the day, and place for payment of wages; At the time of hiring, give to each employee a written statement, to be dated and signed by the employer and the employee, setting forth the wage and hour terms of employment. The statement shall include the anticipated hours of work, the wages agreed upon, the time and place for payment of wages, and policies, if any, regarding sick pay, vacation pay, holiday pay, commissions, bonuses, and other amounts promised.
- (2) Make available to his employees, in writing or through a posted notice maintained in a place accessible to his employees, employment practices and policies with regard to vacation pay, sick leave, and comparable matters; Give to each employee a written statement, to be dated and signed by the employer and employee, of changes in the wage and hour terms of employment specified in subdivision (1) of this section. No change in those terms shall take effect until seven

1                    days after the employee and employer have signed such a statement,  
2                    provided that nothing in this section shall prevent an employer from  
3                    increasing wages or otherwise changing the terms of employment to  
4                    the benefit of employees retroactively, taking immediate disciplinary  
5                    action, or terminating the employment relationship.

6                    (3) ~~Notify his employees, in writing or through a posted notice~~  
7                    ~~maintained in a place accessible to his employees, of any changes in~~  
8                    ~~the arrangements specified in (2) above prior to the time of such~~  
9                    ~~changes except that wages and benefits may be retroactively increased~~  
10                    ~~without the prior notice required by this subsection; and~~ Maintain a  
11                    written record of the terms of employment specified in subdivision (1)  
12                    of this section and changes in the terms of employment made pursuant  
13                    to subdivision (2) of this section and, at the request of an employee to  
14                    see such individual's records, make those records available to the  
15                    requesting employee at a reasonable place and time within one  
16                    working day after the request is made.

17                    (4) Furnish each employee with an itemized statement of deductions made  
18                    from his wages under G.S. 95-25.8 for each pay period such  
19                    deductions are made."

20                    Sec. 2. This act becomes effective March 31, 1994.