

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 1032 Session of
1989

INTRODUCED BY BELFANTI, VEON, KOSINSKI, TIGUE, STABACK,
LESCOVITZ, DOMBROWSKI, PRESSMANN, CORRIGAN, RYBAK, ACOSTA,
HOWLETT, BELARDI, LAUGHLIN AND OLASZ, APRIL 5, 1989

REFERRED TO COMMITTEE ON LABOR RELATIONS, APRIL 5, 1989

AN ACT

1 Amending the act of July 14, 1961 (P.L.637, No.329), entitled
2 "An act relating to the payment of wages or compensation for
3 labor or services; providing for regular pay days; conferring
4 powers and duties upon the Department of Labor and Industry,
5 including powers and duties with respect to the civil
6 collection of wages; providing civil and criminal penalties
7 for violations of the act; providing for their collection and
8 disposition and providing for additional civil damages,"
9 further providing for regular payday and enforcement; and
10 imposing a duty on successor employers to pay back wages.

11 The General Assembly of the Commonwealth of Pennsylvania
12 hereby enacts as follows:

13 Section 1. Section 3(a) of the act of July 14, 1961
14 (P.L.637, No.329), known as the Wage Payment and Collection Law,
15 amended July 14, 1977 (P.L.82, No.30), is amended to read:

16 Section 3. Regular Payday.--(a) Wages other than fringe
17 benefits and wage supplements. Every employer shall pay all
18 wages, other than fringe benefits and wage supplements, due to
19 his employees on regular paydays designated in advance by the
20 employer. Overtime wages may be considered as wages earned and
21 payable in the next succeeding pay period. All wages, other than

1 fringe benefits and wage supplements, earned in any pay period
2 shall be due and payable within [the number of days after the
3 expiration of said pay period as provided in a written contract
4 of employment or, if not so specified, within the standard time
5 lapse customary in the trade or within 15] eight days from the
6 end of such pay period. The wages shall be paid in lawful money
7 of the United States or check, except that deductions provided
8 by law, or as authorized by regulation of the Department of
9 Labor and Industry for the convenience of the employe, may be
10 made including deductions of contributions to employe benefit
11 plans which are subject to the Employee Retirement Income
12 Security Act of 1974, 29 U.S.C. § 1001 et seq.

13 * * *

14 Section 2. The act is amended by adding a section to read:

15 Section 6.1. Successor Employer's Duty to Pay Back Wages.--A
16 successor employer shall be responsible financially, upon the
17 sale of the company, for back wages due employes of the previous
18 employer. These wages may be paid in installments.

19 Section 3. This act shall take effect in 60 days.