



e-Alert: California Amends Pay Records Law

California Governor Jerry Brown recently signed [SB 1252](#) into law. This new law, which goes into effect on January 1, 2019, amends [California Labor Code 226](#), which relates to an employee's right to review their payroll records. Under the existing law, current and former employees may request to review their wage- and payroll-related records, within 21 calendar days of receipt of the request.

Under the new amended law, current and former employees may now request to "receive a copy of the records" rather than just inspect the copy. If the employer provides a copy, the current or former employee may be charged with the cost of reproduction.

The wage- and payroll-related records include:

- Gross wages earned;
- Total hours worked by the employee, with exceptions;
- Number of piece-rate units earned and any applicable piece rate if the employee is paid on a piece-rate basis (i.e., payment based on number of units produced or "pieces" completed);
- Deductions;
- Net wages earned;
- Inclusive dates of the pay period;
- Name of the employee and only the last four digits of his or her Social Security number or an employee identification number;
- Name and address of the legal entity that is the employer; and
- All applicable hourly rates in effect during the pay period and the corresponding number of hours worked at each hourly rate by the employee.

Next steps for California employers

- Update your employee handbooks with these new changes.
- If you are one of our full-service clients, we will work with you to review your current policies to ensure they are compliant with these new regulations.
- If you are not a current client but are interested in learning more about our services, please [contact us](#).

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