



House of Representatives *State of Utah*

UTAH STATE CAPITOL COMPLEX • 350 STATE CAPITOL
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February 13, 2025

Mr. Speaker,

The Business, Labor, and Commerce Committee recommends **H.B. 186**, WAGE PAYMENT AMENDMENTS, by Representative K. J. Christofferson, be replaced and reports a favorable recommendation on **1st Sub. H.B. 186**, WAGE PAYMENT AMENDMENTS with the following amendments:

1. *Page Line 41 through 45:*

- 41 (i) the unpaid wages of the employee become due immediately~~[-]~~; and
42 (ii) the employer shall pay the wages to the employee within ~~{24 hours}~~ one
business day of the time of
43 separation at the specified place of payment.
44 (b) An employer satisfies the ~~{24-hour}~~ one business day time
requirement described in Subsection (1)(a) if:
45 (i) (A) the employer mails the wages to the employee; and

2. *Page Line 48 through 50:*

- 48 the employer's payroll; or
49 (ii) within ~~{24 hours}~~ one business day after the employer separates the
employee from the employer's
50 payroll, the employer:

3. *Page Line 52 through 54:*

- 52 (B) hand delivers the wages to the employee.

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- 53 (c) (i) In case of failure to pay wages due an employee within ~~{24~~
~~hours}~~ one business day [~~of written~~
54 ~~demand~~], the wages of the employee shall continue, at the same rate that the

Respectfully,

A. Cory Maloy
Chair

Voting: 9-0-7

5 HB0186.HC1.wpd 2/13/25 4:33 pm rrandles/RR2 tmoore/rwood

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