

THE LEGISLATURE OF THE STATE OF WYOMING

Senate

Cheyenne, February 10, , 19 77

Mr. President:

Your Committee No. 10 on Labor and Federal Relations

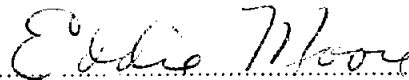
to whom was refereed SF No. 165

respectfully reports same back to the Senate with the recommendation that

IT DO NOT PASS

AYES: Senators Moore, Zimmer, Ostlund, Proffit

NOES: Senator Rector



Eddie Moore, Chairman

1977

STATE OF WYOMING

77LSD-489-01

SENATE FILE NO. 165

Wyoming Employment Standards Act.

Sponsored by: Senator McDANIEL

Rodger McDaniell

A BILL

for

1 AN ACT to create W.S. 27-195.1 through 27-195.33; and to
2 repeal W.S. 22.1-14, 27-6 through 27-9, 27-17, 27-18,
3 27-192 through 27-196, 27-207 through 27-210.4, 27-210.18
4 through 27-210.25, 27-218 through 27-223 and 27-225
5 through 27-234 relating to employment, wage and hour stan-
6 dards; creating the Wyoming Employment Standards Act; pro-
7 viding for uniform definitions, administration and
8 enforcement of employment standards; providing for new
9 employment standards, minimum wage, overtime and other
10 wages and hour provisions; providing for payment of wages,
11 equal pay for equal work, collection of unpaid wages, and
12 other standards; providing for severability, and providing
13 for an effective date.

14 Be It Enacted by the Legislature of the State of Wyoming:

15 Section 1. W.S. 27-195.1 through 27-195.33 are
16 created to read:

1 27-195.1. Citation. This act may be cited as the
2 "Wyoming Employment Standards Act of 1977".

3 27-195.2. Definitions.

4 (a) For the purpose of this act:

5 (i) "Commissioner" means the commissioner of
6 labor and statistics, the deputy commissioner of labor and
7 statistics or any designee authorized by the commissioner
8 to act in his behalf, in his capacity or as his repre-
9 sentative;

10 (ii) "Court" means the district court in the
11 judicial district of the state of Wyoming in which the
12 unlawful employment practice or other violation occurred
13 or any other court which is competent to grant relief and
14 remedies;

15 (iii) "Employee" means any individual employed
16 by any employer;

17 (iv) "Employer", except where otherwise speci-
18 fied, means:

19 (A) The state of Wyoming, any political
20 subdivision, board, commission, department, institution or
21 school district;

1 (B) Any individual, partnership, associ-
2 ation, joint stock company, trust, corporation, labor
3 organization, the administrator or executor of an estate
4 of a deceased person, the receiver of an estate of a
5 deceased person, any surety who guarantees the performance
6 of an employer, trustee or any successor thereof; or

7 (C) Any person acting directly or indi-
8 rectly in the interest of an employer in relation to an
9 employee.

10 (v) "Order" means:

11 (A) Any legal directive from the commis-
12 sioner mandating compliance with this act or issuing
13 directions to insure or effectuate compliance either with
14 or without an administrative hearing; and

15 (B) The manner in which preliminary and
16 final dispositions are procured in administrative hear-
17 ings.

18 (vi) "Person" means all those defined under
19 subsection (a)(iii) and (iv) of this section;

20 (vii) "Tip" means any gratuity received by any
21 employee and shall be the sole property of the employee

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1 and not payable in whole or in part to the employer or any
2 other person;

3 (viii) "Unlawful employment practice" means
4 those practices, acts, omissions or violations specified
5 in this act;

6 (ix) "Wage" means the compensation paid an
7 employee in consideration for his services, work, perfor-
8 mance, hours or any other labor whether the amount is
9 determined on a time, task, piece, commission or other
10 basis; and includes:

11 (A) Amounts received as vacation, holi-
12 day or sick pay;

13 (B) Payment of any health and welfare
14 fund, pension fund, vacation plan, apprenticeship program
15 or any other employment benefits; and

16 (C) Payments made directly to a third
17 party for the benefit of the employee.

18 (x) "This act" means W.S. 27-195.1 through
19 27-195.33.

20 27-195.3. Wages: semimonthly payments required;
21 exceptions.

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1 (a) Every employer shall pay his employees on or
2 before the first day of each month those wages earned
3 during the first fifteen (15) days of the preceding month,
4 and shall pay the employees on or before the fifteenth day
5 of each month those wages earned during the remaining days
6 of the preceding month. If the first or the fifteenth
7 day of the month occurs on a day which is not a working
8 day, the last preceding working day shall be the payday
9 for all employees regularly paid at one (1) location. The
10 employer shall post copies of W.S. 27-195.3, printed in
11 plain type, in at least two (2) conspicuous places where
12 the notices can be seen by the employees.

13 (b) If any employee is absent from his regular place
14 of employment at the time wages are paid and does not
15 receive his wages through an authorized representative, he
16 is entitled to the payment at any time thereafter upon
17 demand to the proper person or at the place where wages
18 are usually paid.

19 (c) Nothing within this section shall prevent the
20 employee and employer from agreeing either verbally or in
21 writing as to any other place or time of payment, provided
22 that the place or time of payment is beneficial and satis-
23 factory to both the employee and employer, and that the

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1 employer does not require any employee to enter into any
2 such agreement as a condition to employment.

3 27-195.4. Same; employee to be furnished detachable
4 part of check, etc., showing deduction. An employer shall
5 furnish each of his employees a detachable part of the
6 check, draft or voucher when making payment of wages. The
7 detachable stub shall give an itemized statement showing
8 all deductions made, the base wage rate, total earnings,
9 number of overtime hours and regular hours.

10 27-195.5. Same; employer to pay wages within four-
11 teen days after termination or discharge. When an
12 employee terminates his employment or is discharged there-
13 from, the employer shall pay all wages earned and due
14 within fourteen (14) days or within the next regularly
15 scheduled payday, whichever is first.

16 27-195.6. Same; benefit payments. An employer shall
17 not refuse or otherwise fail to provide or make payments
18 to any health, welfare, pension, vacation, apprenticeship
19 program or any other employment benefit where the benefits
20 have been agreed upon by the employer and the employee or
21 his agent or representative.

22 27-195.7. Employer to pay agreed upon wage, salary,
23 etc. An employer shall not pay any employee a lower wage,

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1 salary or compensation other than that provided for or
2 agreed upon in a collective bargaining agreement or an
3 agreement or contract between the employer and the
4 employee.

5 27-195.8. Offsets by employer prohibited; excep-
6 tions.

7 (a) An employer shall not offset any amounts from an
8 employee's wages except:

9 (i) Sums advanced from the employer to the
10 employee in the course of employment; and

11 (ii) Purchases made by the employee from the
12 employer during the term of employment.

13 (b) An employer may recover any sums which are found
14 by the court to be owed the employer by the employee.

15 27-195.9. Minimum wage; exceptions.

16 (a) An employer shall not pay any employee a rate
17 below the minimum hourly wage, which is:

18 (i) Beginning July 1, 1977, two dollars
19 (\$2.00) per hour;

20 (ii) Beginning January 1, 1978, two dollars

1 and ten cents (\$2.10) per hour; and

2 (iii) Beginning January 1, 1979, two dollars
3 and twenty cents (\$2.20) per hour.

4 (b) The following are exempt from subsection (a) of
5 this section:

6 (i) Any individual employed in ranching, farm-
7 ing or any other agricultural concern having less than
8 five (5) employees;

9 (ii) Any individual engaged in activities of a
10 charitable, religious or nonprofit organization;

11 (iii) Any minor sixteen (16) years of age or
12 under;

13 (iv) Any part-time employee working consist-
14 ently less than twenty (20) hours per week;

15 (v) Any individual employed solely as an out-
16 side salesman whose compensation is based on sales commis-
17 sions only;

18 (vi) Any individual whose employment involves
19 driving an ambulance or other emergency vehicle and who is
20 on call at anytime; or

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1 (vii) Any individual who is enrolled and
2 participating in any educational training or apprentice-
3 ship program approved by the commissioner.

4 (c) Any tipped employee who regularly receives more
5 than fifty dollars (\$50.00) a month in tips shall be paid
6 not less than seventy-five percent (75%) of the current
7 minimum wage.

8 27-195.10. Overtime: when required.

9 (a) An employer shall pay any employee one and one-
10 half (1 1/2) times that employee's hourly wage rate for
11 every hour over eight (8) hours in any one (1) day or over
12 forty-eight (48) hours in any one (1) week.

13 (b) The overtime rate must be paid:

14 (i) Beginning January 1, 1978, for every hour
15 over forty-six (46) hours worked in any one (1) week;

16 (ii) Beginning January 1, 1979, for every hour
17 over forty-four (44) hours worked in any one (1) week; and

18 (iii) Beginning January 1, 1980, for every
19 hour over forty-two (42) hours worked in any one (1) week.

20 27-195.11. Employer to keep employment records;
21 burden on employer to show payment; employer required to

1 present records, permit inspection, etc. by commissioner.

2 (a) The employer shall maintain an employment record
3 of each employee, including:

4 (i) The name, address and occupation of the
5 employee;

6 (ii) The employee's rate of pay;

7 (iii) The amount paid the employee each pay
8 period; and

9 (iv) The total hours worked each day and each
10 work week by the employee.

11 (b) The employer shall keep and maintain the employ-
12 ment records on or about the place or location of employ-
13 ment and shall maintain them at least two (2) years past
14 the date of payment.

15 (c) If any employer violates the provisions within
16 subsections (a) and (b) of this section, the employer
17 shall have the burden of proving that an employee has been
18 paid if the employee or commissioner brings legal action
19 against him.

20 (d) Upon order by the commissioner, the employee
21 shall present, submit or provide any employment record for

1 inspection, examination or reproduction by the commis-
2 sioner.

3 27-195.12. Employer liable for damages.

4 (a) An employer may not require or otherwise compel
5 any employee to donate or contribute services, labor,
6 time, wages or other advantages to any charitable, polit-
7 ical, religious or other social cause, fund or organiza-
8 tion.

9 (b) Any employer who violates this provision is
10 liable to an employee for actual, consequential and
11 exemplary damages in any civil action.

12 27-195.13. Polygraph tests prohibited; damages.

13 (a) Any employer shall not require a polygraph test
14 or any other examination as a condition of employment or
15 continuation of employment.

16 (b) Any employer who violates this provision is
17 liable to an employee for actual, consequential and
18 exemplary damages in any civil action.

19 27-195.14. Employees entitled to time off to vote;

20 employer liable for damages.

21 (a) An employer shall not refuse an employee or

1 deduct any pay from an employee, for taking time off from
2 any service or employment on the day of any primary, gen-
3 eral or special election to cast his vote. The time shall
4 be for a period of one (1) hour at the convenience of the
5 employer other than meal hours.

6 (b) Any employer who violates this provision is
7 liable to an employee for actual, consequential and
8 exemplary damages in any civil action.

9 27-195.15. Lunch and rest periods.

10 (a) An employer shall provide any employee:

11 (i) At least a thirty (30) minute lunch period
12 when employed for more than four (4) hours during a calen-
13 dar day, and any employee required to remain at the
14 employer's premise during a lunch period shall be compen-
15 sated at the employee's regular hourly pay rate;

16 (ii) Two (2) fifteen (15) minute paid rest
17 periods, one (1) before the lunch hour and one (1) after
18 the lunch hour, both to be at the convenience of the
19 employer.

20 27-195.16. Child labor commission; composition;

21 duties; child labor commissioner.

1 (a) There is established a child labor commission to
2 be composed of the commissioner of labor and statistics,
3 the state superintendent of public instruction and a
4 representative of the state department of health and
5 social services, division of health and medical services.

6 (b) The commission shall be authorized to declare
7 any occupation, trade, employment, process or place
8 dangerous, injurious, hazardous or prejudicial to the
9 life, limb, health, safety, welfare or morals of children
10 seventeen (17) years of age or under.

11 (c) The commissioner of labor and statistics shall
12 serve as child labor commissioner and shall be responsible
13 for the enforcement of child labor laws.

14 27-195.17. Same; prohibited occupations for children
15 seventeen years or under.

16 (a) Any child seventeen (17) years of age or under
17 shall not be employed by an employer in any of the follow-
18 ing occupations except for the purpose of instruction in
19 the public schools:

20 (i) The operation of or working on heavy con-
21 struction equipment;

22 (ii) Employment requiring contact with or

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1 exposure to explosives or dangerous chemicals; or

2 (iii) Any other occupation, trade, employment
3 or place declared by the child labor commission to be
4 dangerous for children seventeen (17) years of age or
5 under.

6 27-195.18. Same: prohibited employment practices for
7 children fifteen years or under: limitations upon employ-
8 ment.

9 (a) An employer shall not employ, permit or suffer
10 any child fifteen (15) years of age or under to work at
11 any gainful occupation, except in domestic service.

12 (b) If a child fifteen (15) years of age or under is
13 employed in domestic services, the employer shall not
14 employ the child:

15 (i) Before 7:00 a.m. or after 7:00 p.m.,
16 except after 9:00 p.m. from June 1 through Labor Day;

17 (ii) More than three (3) hours per day on
18 school days;

19 (iii) More than eighteen (18) hours per week
20 during school weeks;

21 (iv) More than eight (8) hours per day on

1 nonschool days; or

2 (v) More than forty (40) hours per week during
3 nonschool weeks.

4 (c) No child fifteen (15) years of age or under who
5 is enrolled in any private or public school shall be
6 employed during the time school is in session, except
7 where employment is in conjunction with an educational or
8 school program.

9 27-195.19. Work permits for children: required;
10 issuance; procedure.

11 (a) An employer shall not employ, permit or suffer
12 any child eighteen (18) years of age or under to work at
13 any gainful occupation unless the employer has procured a
14 work permit for the child and has the permit on file for
15 inspection by the commissioner.

16 (b) The work permit may be issued and signed by the
17 permit officer of any school district or by any other
18 person designated by the commissioner and shall be on a
19 form prescribed by the commissioner.

20 (c) The work permit shall:

21 (i) Include the name, sex, age, date and place

1 of residence of the child and the name and address of the
2 child's parent, guardian or custodian;

3 (ii) Be made in triplicate, one (1) copy to be
4 mailed to the employer, one (1) copy to be mailed to the
5 commissioner and one (1) to be kept by the issuing offi-
6 cer; and

7 (iii) Be returned by the employer to the
8 commissioner within one (1) week after termination of the
9 child's employment.

10 27-195.20. Same: duties and powers of commissioner.

11 (a) The commissioner shall:

12 (i) Prepare and provide all blank forms
13 required to carry out the provisions of W. S. 27-195.19
14 through 27-195.22;

15 (ii) Maintain a file of all work permits;

16 (iii) Receive copies of work permits pursuant
17 to W. S. 27-195.19(c)(ii) at the end of each month for
18 permits issued during the month from individuals author-
19 ized to issue the permits; and

20 (iv) Receive all work permits returned by
21 employers marked cancelled.

1 (b) The commissioner shall have access to any build-
2 ing or placed where children eighteen (18) years of age or
3 under are employed.

4 ~~27-195, 21. Same: application by child; proof of age~~
5 ~~required; records, papers, etc. to be filed with issuing~~
6 ~~officer.~~

7 (a) A work permit for the employment of a child
8 eighteen (18) years of age or under shall not be issued
9 until after the child has made personal application there-
10 for and the following evidence, records and papers have
11 been filed with the issuing officer:

12 (i) A written statement, signed by the
13 employer, showing an intent to employ the child and the
14 nature of the work in which the child is to be employed;

15 (ii) One (1) of the following records or
16 papers certifying that the child is fourteen (14) years of
17 age or over, preferred in the following order:

18 (A) A duly attested transcript of the
19 legal record of birth of the child;

20 (B) A duly attested transcript of the
21 certificate of baptism of the child showing the date of

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1 birth and place of baptism;

2 (C) A passport or certificate of arrival
3 in the United states showing the age of the child;

4 (D) A bona fide contemporary bible or
5 other family record; or

6 (E) In the event none of the above are
7 produced and the person authorized to issue work permits
8 is satisfied that none of the above can be produced, the
9 statement of a public school official and an affidavit of
10 the parent, guardian or custodian of the child, specifying
11 that the child is fourteen (14) years of age or over.

12 27-195.22. Same; refusal to issue work permits.

13 (a) The issuing officer may refuse the issuance of a
14 work permit for any of the following reasons;

15 (i) If it is apparent from the application
16 that the employment is in a hazardous occupation as speci-
17 fied in W.S. 27-195.17;

18 (ii) The application does not certify that the
19 applicant meets the requirements pursuant to W.S.
20 27-195.21; or

21 (ii) If for any reason the employment does not

1 meet any of the requirements within W.S. 27-195.16 through
2 27-195.21.

3 27-195.23. Employer to pay equal pay for equal work
4 on the basis of sex; exceptions; violation of section.

5 (a) An employer shall not discriminate within any
6 establishment in which his employees are employed, between
7 employees on the basis of sex by paying wages to employees
8 in the establishment at a rate less than the rate at which
9 he pays wages to employees of the opposite sex in the
10 establishment for equal work on jobs which require equal
11 skill, effort and responsibility, and which are performed
12 under similar working conditions. An employer who is
13 paying a wage rate differential in violation of this sub-
14 section shall not, in order to comply with the provisions
15 of this subsection, reduce the wage rate of any employee.

16 (b) Exceptions to subsection (a) of this section
17 include situations where wage payment is made pursuant to:

18 (i) A seniority system;

19 (ii) A merit system;

20 (iii) Any system which measures earnings by
21 quantity or quality of production; or

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1 (iv) A differential based on any factor other
2 than sex.

3 (c) An employer who violates the provisions of sub-
4 sections (a) and (b) of this section is liable to
5 employees affected in the amount of their unpaid wages,
6 and in an additional equal amount as liquidated damages.

7 27-195.24. Same; action by employee to recover
8 liability; commissioner may bring action against employer
9 violating W.S. 27-195.23.

10 (a) Action to recover any unpaid wages and liqui-
11 dated damages pursuant to W.S. 27-195.23(c) may be pre-
12 sented before any court of competent jurisdiction by any
13 one (1) or more employees for and in behalf of themselves
14 and other employees similarly situated, and no agreement
15 by any employee to work for less than the wage to which
16 the employee is entitled under W.S. 27-195.23 is a defense
17 to any such action.

18 (b) At the request of any employee paid less than
19 the wage to which he may be entitled pursuant to W.S.
20 27-195.23, the commissioner may take an assignment of a
21 wage claim in trust for the assigning employee and may
22 take legal action as provided in W.S. 27-195.31.

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1 27-195.25. Retaliation against employee; damages.

2 (a) No employer shall discharge, discipline, demote,
3 fail to promote or in any manner discriminate against any
4 employee because an employee has made any complaint to his
5 employer, the commissioner or any other person, or has
6 instituted or caused to be instituted any proceeding
7 related to this act, or has testified or is about to tes-
8 tify in any proceeding or investigation.

9 (b) Any employer who violates subsection (a) of this
10 section is liable to an employee for actual consequential
11 and exemplary damages in any civil action.

12 27-195.26. Nonresident employer to post cash or bond
13 with the commissioner; exceptions; court shall enjoin
14 operations. (a) Any nonresident employer doing business
15 or operating in the state shall post cash or bond approved
16 by the attorney general in the amount of five thousand
17 dollars (\$5,000.00) each year with the commissioner to
18 insure the payment of wages of employees working in the
19 state of Wyoming.

20 (b) The following are exempt from subsection (a) of
21 this section:

22 (i) Charitable and religious organizations;

(ii) Nonprofit organizations;

(iii) Employers owning more than five thousand dollars (\$5,000.00) worth of real property in the state, subject to execution; and

(iv) Employers who have continuously posted cash or bond for five (5) consecutive years.

(c) Upon petition by the commissioner and a finding by the court that any nonresident employer is violating subsection (a) of this section, the court shall enjoin the employer from doing business or otherwise operating in the state until the employer has posted cash or bond with the commissioner in accordance with subsection (a) of this section.

27-195.27. Commissioner; authority to investigate complaints; etc.; authority to promulgate and enact rules and regulations; may enter into reciprocal agreements; to issue orders; failure to comply with order.

(a) The commissioner shall:

(i) Investigate complaints and allegations of any violations of this act;

(ii) Propose, enact and promulgate rules and

1 regulations in compliance with the Wyoming Administrative
2 Procedure Act, to assist in the application, operation,
3 interpretation and enforcement of this act;

4 (iii) Issue necessary orders to insure compli-
5 ance with this act.

6 (b) The commissioner may enter into agreements with
7 agencies of other states or the federal government for the
8 reciprocal enforcement and collection of wage claims when
9 any state is authorized by law to do the same.

10 (c) It is an unlawful employment practice for any
11 person to refuse or otherwise fail to comply with a lawful
12 order of the commissioner.

13 27-195, 28. Same: authority to conduct hearings, adopt
14 rules, render a decision.

15 (a) The commissioner may:

16 (i) Convene, hold, conduct and preside over
17 administrative hearings upon matters within this act;

18 (ii) Adopt, enact and promulgate rules in
19 compliance with the Wyoming Administrative Procedure Act
20 to regulate hearings;

21 (iii) Enter and inspect places of employment;

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1 and

2 (iv) Render a decision or issue an order based
3 upon the hearing.

4 ~~27-195.29. Appeal of commissioner's decision or~~
5 ~~order.~~ Any person aggrieved by a final decision or order
6 of the commissioner is entitled to a judicial review as
7 provided by law.

8 ~~27-195.30. Commissioner may seek judicial enforce-~~
9 ~~ment of administrative order; legal proceedings to enforce~~
10 ~~act.~~

11 (a) If a person fails to comply with an order of the
12 commissioner or fails to petition for judicial review of
13 the order, the commissioner may obtain a court order for
14 the enforcement of any order upon the showing that the
15 party is subject to the jurisdiction of the order, and
16 resides or transacts business within the county in which
17 the petition for enforcement is filed.

18 (b) The commissioner may undertake all necessary
19 legal proceedings to insure compliance and enforcement of
20 this act.

21 ~~27-195.31. Employee granted cause of action for~~
22 ~~wages due.~~

1 (a) An employee who has not been paid wages pursuant
2 to this act is entitled to:

3 (i) A cause of action to bring suit or other
4 legal action against the employer for wages earned and
5 due;

6 (ii) A penalty assessed against the employer
7 at a rate of five percent (5%) of the wages due and unpaid
8 per day, but not to exceed twenty (20) days;

9 (iii) A reasonable attorney fee to be taxed as
10 costs of the suit where the court or jury finds wages
11 earned, due and unpaid in accordance with this act; and

12 (iv) Incidental or consequential damages.

13 27-195.32. Commissioner may take assignment of
14 unpaid wages; attorney general to assist in collection of
15 wages; court costs; payment of collected wages.

16 (a) The commissioner may take assignment of unpaid
17 wages due an employee or any cause of action within the
18 provisions of this act. Any proceedings by one (1) or
19 more employees to assert any claims arising pursuant to
20 the terms of this act may be brought in any court of
21 competent jurisdiction.

1 (b) The commissioner in pursuing the collection of
2 any wage claim upon which he has taken assignment, shall
3 be assisted by the attorney general or his representative.
4 In all suits commenced under this act, no court costs or
5 any fees for necessary writs or proceedings shall be
6 required of the commissioner. In the event there is a
7 judgment rendered against the defendant, the court shall
8 assess as part of the judgment costs of the proceedings.

9 (c) The commissioner shall attempt for a period of
10 not less than two (2) years from the date of collection of
11 wages, to make payments collected under this act to the
12 persons entitled thereto. Wages collected by the commis-
13 sioner which remain unclaimed for a period of more than
14 two (2) years shall revert to the general fund of the
15 state of Wyoming.

16 27-195.33. Unlawful employment practice is a mis-
17 demeanor; fine and imprisonment; prosecution.

18 (a) Any person who violates the provisions of this
19 act is guilty of a misdemeanor and upon conviction shall
20 be fined not more than five hundred dollars (\$500.00) or
21 imprisoned in the county jail not more than ninety (90)
22 days, or both.

(b) The county and prosecuting attorney of any county in this state or the attorney general shall, upon complaint on the oath of the commissioner, prosecute before any court of competent jurisdiction in the name of the state of Wyoming, any action or proceeding against any person charged with an unlawful employment practice and violation of any provision of this act.

8 Section 3. If any provision of this act or its
9 application to any person or circumstance is held invalid,
10 the invalidity does not affect other provisions or appli-
11 cations of the act which can be given effect without the
12 invalid provision or application, and to this end the
13 provisions of this act are severable.

14 Section 4. This act is effective July 1, 1977.

15 (END)

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FISCAL NOTE

Fiscal Note No. 468
 Requester Senator McDaniel

| | |
|----------|--------------|
| L.S.O. | Draft |
| 489 | L1 |
| Bill No. | Jt. Res. No. |

Part I. Fiscal Data:

| | | |
|---|---|--|
| SHORT TITLE OF BILL: <u>Wyoming Employment Standards Act.</u> | STATUTORY REFERENCE Nos. create and repeal <u>W.S. 27-195.1 et al</u> | NAME OF FUND <u>Not applicable</u> |
| AGENCY TITLE: <u>Not applicable</u> | | |
| SOURCE OF APPROPRIATION/REVENUE <u>Not applicable</u> | | New Program (X) Change in Existing Program (X) Local Government Impact () |

If more than one appropriation is involved, show overall effect below, but show breakdown by appropriation and fiscal year on a separate page. Round to nearest hundred dollars.

| EFFECT OF PROPOSAL | FISCAL PERIODS | | |
|--------------------------------|-----------------------------------|-----------------|----------------|
| | BIENNIAL INCREASE OR (-) DECREASE | | |
| | First Biennial | Second Biennial | Third Biennial |
| Salaries & Number of Personnel | \$ | | |
| Supporting Expenses | | | |
| Permanent Property | | | |
| Aids to Localities | | | |
| Other | | | |
| ESTIMATED TOTAL COST | \$ | | |
| GENERAL FUND | | | |
| FEDERAL FUND | | | |
| OTHER | | | |
| ESTIMATED TOTAL REVENUE | \$ | | |

Part II. Explain in a clear and concise manner what effect this measure will have on the costs and revenues of state government. Specify the source of funds for appropriations. Include effect on the current biennium and also the long-range fiscal effect, if any. Show how you arrived at the estimate. Use attached sheet and any additional sheets which you may need.

NO FISCAL IMPACT.

| | | | |
|----------|------|-------------------------------|---------------------------|
| 11/18/77 | Date | Agency | Authorized Representative |
| | Date | Legislative Auditor Clearance | |

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