

CHAPTER NO. 492.

HOUSE BILL NO. 579

INTRODUCED BY FAGG, DOZIER, MANNING

IN THE HOUSE

February 6, 1979	Introduced and referred to Committee on State Administration.
February 20, 1979	Committee recommend bill do pass. Report adopted.
February 21, 1979	Second reading, do pass as amended.
February 22, 1979	Correctly engrossed.
	Third reading, passed. Transmitted to second house.

IN THE SENATE

February 23, 1979	Introduced and referred to Committee on Labor and Employment Relations.
March 16, 1979	Committee recommend bill be concurred in as amended. Report adopted.
March 19, 1979	Motion pass consideration.
March 20, 1979	Second reading, concurred in as amended.
March 23, 1979	Third reading, concurred in as amended.

IN THE HOUSE

March 24, 1979	Returned from second house. Concurred in as amended.
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March 26, 1979	On motion, consideration passed until the 71st Legislative Day.
March 29, 1979	Second reading, amendments adopted.
March 30, 1979	Third reading, amendments adopted. Sent to enrolling.
	Reported correctly enrolled.

House BILL NO. 579

2 INTRODUCED BY Fager Djein Manning

4 A BILL FOR AN ACT ENTITLED: "AN ACT PROVIDING THAT AN
5 EMPLOYEE SEPARATED FROM EMPLOYMENT SHALL RECEIVE HIS FINAL
6 PAYCHECK ON THE NEXT REGULAR PAYDAY FOR THE PAY PERIOD
7 DURING WHICH HE WAS SEPARATED FROM EMPLOYMENT OR 15 DAYS
8 FROM THE DATE OF SEPARATION, WHICHEVER OCCURS FIRST;
9 AMENDING SECTION 39-3-205, MCA."

10
11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA

12 Section 1. Section 39-3-205, MCA, is amended to read:
13 "39-3-205. Payment of wages when employee separated
14 from employment prior to payday. Whenever any employee is
15 separated from the employ of any employer, all the unpaid
16 wages of such employee shall become due and payable within 3
17 days on the next regular payday for the pay period during
18 which the employee was separated from employment or 15 days
19 from the date of separation from employment, whichever
20 occurs first, either through the regular pay channels or by
21 mail if requested by the employee. However--where an
22 employer's payroll checks originate at an office outside the
23 state, the time provided herein for payment of wages shall
24 be extended for 3 additional days."

-End-

HB 577
INTRODUCED BILL

10
11 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA

1 FOR 3 ADDITIONAL DAYS. HOWEVER, WHERE AN EMPLOYER'S PAYROLL
2 CHECKS ORIGINATE AT AN OFFICE OUTSIDE THE STATE, THE TIME
3 PROVIDED HEREIN FOR PAYMENT OF WAGES SHALL BE EXTENDED FOR 3
4 ADDITIONAL DAYS."

-End-

1 HOUSE BILL NO. 579
2 INTRODUCED BY FAGG, DOZIER, MANNING

4 A BILL FOR AN ACT ENTITLED: "AN ACT PROVIDING THAT AN A
5 PUBLIC EMPLOYEE SEPARATED FROM EMPLOYMENT SHALL RECEIVE HIS
6 FINAL PAYCHECK ON THE NEXT REGULAR PAYDAY FOR THE PAY PERIOD
7 DURING WHICH HE WAS SEPARATED FROM EMPLOYMENT OR 15 DAYS
8 FROM THE DATE OF SEPARATION, WHICHEVER OCCURS FIRST;
9 PROVIDING FOR IMMEDIATE PAYMENT UPON SEPARATION FROM
10 EMPLOYMENT IN CERTAIN CASES; AMENDING SECTION 39-3-205.
11 HCA."

13 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

1 requested by the employee. However--where-an-employer's
2 payroll-checks-originate-at-an-office-outside-the-state--the
3 time-provided-herein-for-payment-of-wages-shall-be--extended
4 for--3-additional-days. HOWEVER, WHERE AN EMPLOYER'S PAYROLL
5 CHECKS ORIGINATE AT AN OFFICE OUTSIDE THE STATE, THE TIME
6 PROVIDED HEREIN FOR PAYMENT OF WAGES SHALL BE EXTENDED FOR 3
7 ADDITIONAL DAYS.

8 121. WHEN AN EMPLOYEE IS SEPARATED FOR CAUSE FROM
9 EMPLOYMENT BY THE EMPLOYER, ALL THE UNPAID WAGES OF THE
10 EMPLOYEE SHALL BECOME DUE AND PAYABLE IMMEDIATELY UPON SUCH
11 SEPARATION."

-End-

March 15, 1979

SENATE STANDING COMMITTEE REPORT
(Labor & Employment Relations)

That House Bill No. 579, third reading bill, be amended as follows:

1. Title, line 9.

Following: line 8

Insert: "PROVIDING FOR IMMEDIATE PAYMENT UPON SEPARATION FROM
EMPLOYMENT IN CERTAIN CASES;"

2. Page 1, line 14.

Following: "payday."

Strike: "Whenever"

Insert: "Except as provided in subsection (2), whenever"

3. Page 2.

Following: line 4

Insert: "(2) When an employee is separated from employment by
the employer, all the unpaid wages of the employee shall become
due and payable immediately upon such separation."

March 20, 1979

SENATE COMMITTEE OF THE WHOLE

That House Bill No. 579, third reading bill, be amended as follows:

1. Amendment number 3, line 1 of the inserted paragraph.
Following: "separated"
Insert: "for cause"