

2025 Regular Session

SENATE BILL NO. 133

BY SENATOR PRESSLY

Prefiled pursuant to Article III, Section 2(A)(4)(b)(i) of the Constitution of Louisiana.

WORKFORCE COMMISSION. Provides relative to payment of employees and liability of employers for failure to pay. (8/1/25)

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AN ACT

To amend and reenact R.S. 23:631(A)(1)(a), 633(A), and 635 and to enact R.S. 23:651(6), relative to payment of employees; to provide for the payment of wages; to provide relative to the frequency of the payment of wages; to provide penalties; to provide relative to deadlines for the payment of wages; to provide definitions; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 23:631(A)(1)(a), 633(A), and 635 are hereby amended and reenacted and R.S. 23:651(6) is hereby enacted to read as follows:

§631. Discharge or resignation of employees; payment after termination of employment

A.(1)(a) Upon the discharge of any laborer or other employee of any kind ~~whatever~~, it shall be the duty of the person employing such laborer or other employee to pay the amount then due under the terms of employment, whether the employment is by the hour, day, week, or month, on or before the next regular payday or no later than fifteen days following the date of discharge, whichever occurs first.

* * *

§633. Payment twice monthly for certain occupations; penalty for violations

A. It shall be the duty of each employer subject to this Section to inform his **laborers or** employees at the time of hire what wages they will be paid, the method in which they will be paid and the frequency of payment along with any subsequent changes thereto. Except as provided under Subsection B of this Section, any employer that fails to designate paydays must pay his employees on the first and sixteenth days of the month or as near as is practicable to those days.

* * *

§635. Assessment of fines against employees unlawful; exceptions

No person, acting either for himself or as agent or otherwise, shall assess any fines against his **laborers or** employees or deduct any sum as fines from their wages. This Section shall not apply in cases where the employees wilfully or negligently damage goods or works, or in cases where the employees wilfully or negligently damage or break the property of the employer, or in cases where the employee is convicted or has pled guilty to the crime of theft of employer funds, but in such cases the fines shall not exceed the actual damage done.

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§651. Definitions

* * *

(6) "Laborer" shall mean any individual employed by an employer.

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

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Present law provides that upon discharge of any laborer or other employee, an employer will pay the employee the amount then due, whether the employment is by the hour, day, week, or month, on or before the next regular payday or no later than 15 days following the date of discharge, whichever occurs first.

Proposed law retains present law and makes technical changes.

Present law provides that if the court determines that the employer's failure or refusal to pay

the amount of wages owed was in good faith, but the employer is subsequently found by the court to owe the amount in dispute, the employer will be liable only for the amount of wages in dispute plus judicial interest incurred from the date that the suit is filed.

Proposed law retains present law and makes technical changes.

Present law requires that every employer inform his employees at the time of hire what wages they will be paid, as well as the method and frequency of payment.

Proposed law retains present law and requires employers to also notify laborers about the wages they will be paid, as well as the method and frequency of payment.

Proposed law defines "laborer".

Effective August 1, 2025.

(Amends R.S. 23:631(A)(1)(a), 633(A), and 635; adds R.S. 23:651(6))