Section 31-60-8. Wage payments for hours worked.

(a) Wages and compensation shall be paid for each day's work, including any overtime work performed, at a rate not less than the minimum wage for each hour worked. Employees engaged in the performance of work on a commission or piecework basis shall receive a wage for each hour worked equal to at least the minimum wage for each hour worked.

(b) If an employee is paid a piece rate or commission, such rate is not required to be at a location designated by the employer but is subject to the provisions of subsection (a) if the employee is actually called upon to work.

(c) Piece rates in relation to time rates:

(1) Wages paid to each employee who is compensated for his services on a piece or commission basis shall be paid at a rate not less than the appropriate minimum wage fixed by law for each hour worked.

(2) The wage paid to an employee shall be at least the hourly rate of the minimum wage for each hour worked.

(3) Any pay plan superimposed upon an hourly rate or a piece rate shall not be required to take into account the hours worked on an hourly rate when computing wages paid for any workweek.

(4) The wage paid to such employee shall be not less than the minimum wage per hour for each hour worked.

(d) Allowances, representatives of not less than the minimum wage for each hour worked on piece rate for that week.

(e) Any day during which an employee is required by the employer to be at or is entitled to be at his or her usual place of employment, such additional travel time shall be paid at the minimum wage per hour for eachhour worked.

Section 31-60-9. Apparel.

Employees required to wear uniforms or other clothing supplied by the employer for use in the course of employment shall be paid at a rate not less than the minimum wage for each hour worked.

Section 31-60-10. Young workers.

(a) Notwithstanding any other provision of this section, the following provisions, relative to the employment of minors, are effective as follows:

(1) Effective 1-1-17, the minimum wage for minor employees, who are at least 16 but not over 18 years of age, is $10.10 per hour.

(2) Effective 1-1-17, for the first 200 hours of employment, the minimum wage for minor employees, who are at least 16 but not over 18 years of age, is the minimum wage per hour for each hour worked.

(b) As used in this section, "minor" means a person under the age of 18 years.

Section 31-60-11. Overtime.

(a) Except as provided in subsection (b) of this section, each employee employed in an enterprise which has an annual gross payroll of more than four hundred dollars per week shall be paid for each hour worked in excess of forty in any workweek a premium wage at a rate not less than one and one-half times the regular rate of the employee for each hour worked in excess of forty hours.

(b) The provisions of subsection (a) of this section shall not apply to:

(1) Employees employed in a field of artistic endeavor, who spend more than 75 percent of their time during the workweek engaged in the artistic part of the work of the enterprise; or

(2) Employees engaged in the performance of work on a piece or commission basis.

(c) Except as provided in subsection (b) of this section, each employee employed in an enterprise which has an annual gross payroll of more than four hundred dollars per week shall be paid for each hour worked in excess of forty in any week a premium wage at a rate not less than one and one-half times the regular rate of the employee for each hour worked in excess of forty hours.

(d) Overtime premium wages described in this section shall be paid only with respect to hours actually worked in excess of forty during each workweek.

Section 31-60-12. Filing wage records.

(a) Each employer shall maintain records of wages and other compensation paid to his employees. Such record shall include:

(1) The name of each employee;

(2) The address of such employee;

(3) The nature of the work performed by such employee;

(4) The hours worked by such employee;

(5) The regular rate of such employee;

(6) The amount paid at the regular rate to such employee;

(7) The overtime rate paid to such employee; and

(8) The amount paid at the overtime rate to such employee.

(b) Each employer shall submit to the Department of Labor such records in such manner as the Department may prescribe and shall retain such records for a period of not less than two years after the date of payment.

(c) If the Department determines, after an examination of any records required to be maintained by this section, that wages paid to employees are less than the minimum wage for such hours worked, the Department shall determine and require the payment of the amount of such deficiency and any applicable interest.


(a) Each employer who employs any domestic worker shall maintain and submit to the Department of Labor records in such manner as the Department may prescribe and shall retain such records for a period of not less than two years after the date of payment.

(b) Each domestic worker maintained and submitted by the Department of Labor for any period shall be paid a wage not less than the minimum wage for each hour worked during such period.

Section 31-60-14. Waiver of wages.

(a) Nothing contained in this section shall be deemed to authorize the waiver of wages.

(b) An employer may not agree with an employee to reduce wages.

Section 31-60-15. Miscellaneous payments.

(a) Nothing contained in this section shall be deemed to authorize the making of any payment to employees other than wages unless such payment is authorized by law.

(b) All payments made by employers to employees shall be made at such time and in such manner as the employer shall determine.

(c) All payments made by employers to employees under this section shall be made at the rates prescribed by law.

Section 31-60-16. Deductions and allowances for reasonable needs.

(a) Each employer shall maintain records of wages and other compensation paid to his employees. Such record shall include:

(1) The name of each employee;

(2) The address of such employee;

(3) The nature of the work performed by such employee;

(4) The hours worked by such employee;

(5) The regular rate of such employee;

(6) The amount paid at the regular rate to such employee;

(7) The overtime rate paid to such employee; and

(8) The amount paid at the overtime rate to such employee.

(b) Each employer shall submit to the Department of Labor such records in such manner as the Department may prescribe and shall retain such records for a period of not less than two years after the date of payment.