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OFFICE OF  
SECRETARY OF STATE  
DEPT. OF STATE BUILDING  
CHARLOTTE, NORTH CAROLINA

**WEST VIRGINIA LEGISLATURE**  
**REGULAR SESSION, 1976**

— ● —

**ENROLLED**

*Committee Substitute for*  
**HOUSE BILL No. 1301**

(By Mr. *Kopp*)

— ● —

PASSED *March 13,* 1976

In Effect *July 1, 1976* **Passage**



**FILED IN THE OFFICE OF  
SECRETARY OF STATE OF  
WEST VIRGINIA**

**THIS DATE *4/1/76***

**ENROLLED**  
**COMMITTEE SUBSTITUTE**  
**FOR**

**H. B. 1307**

(By MR. KOPP)

(Originating in the House Committee on the Judiciary)

[Passed March 13, 1976; in effect July 1, 1976.]

AN ACT to amend and reenact sections two and three, article five-c, chapter twenty-one of the code of West Virginia, one thousand nine hundred thirty-one, as amended, relating to minimum wages and maximum hours; and overtime compensation.

*Be it enacted by the Legislature of West Virginia:*

That sections two and three, article five-c, chapter twenty-one of the code of West Virginia, one thousand nine hundred thirty-one, as amended, be amended and reenacted to read as follows:

**ARTICLE 5C. MINIMUM WAGE AND MAXIMUM HOURS STANDARDS FOR EMPLOYEES.**

**§21-5C-2. Minimum wages.**

1     On and after the first day of July, one thousand nine  
2     hundred seventy-six, every employer shall pay to each of his  
3     employees wages at a rate not less than two dollars and twenty  
4     cents per hour.

**§21-5C-3. Maximum hours; overtime compensation.**

1     (a) On and after the first day of July, one thousand nine

2 hundred seventy-six, no employer shall employ any of his  
3 employees for a workweek longer than forty-two hours, unless  
4 such employee receives compensation for his employment in  
5 excess of the hours above specified at a rate of not less than  
6 one and one-half times the regular rate at which he is em-  
7 ployed.

8 (b) As used in this section the "regular rate" at which  
9 an employee is employed shall be deemed to include all  
10 remuneration for employment paid to, or on behalf of, the  
11 employee, but shall not be deemed to include:

12 (1) Sums paid as gifts; payments in the nature of gifts  
13 made at Christmas time or on other special occasions, as a  
14 reward for service, the amounts of which are not measured by  
15 or dependent on hours worked, production, or efficiency;

16 (2) Payments made for occasional periods when no work  
17 is performed due to vacation, holiday, illness, failure of  
18 the employer to provide sufficient work, or other similar  
19 cause; reasonable payments for traveling expenses, or other  
20 expenses, incurred by an employee in the furtherance of his  
21 employer's interests and properly reimbursable by the em-  
22 ployer, and other similar payments to an employee which  
23 are not made as compensation for his hours of employment;

24 (3) Sums paid in recognition of services performed during  
25 a given period if either, (a) both the fact that payment  
26 is to be made and the amount of the payment are deter-  
27 mined at the sole discretion of the employer at or near  
28 the end of the period and not pursuant to any prior con-  
29 tract, agreement or promise causing the employee to expect  
30 such payments regularly; or (b) the payments are made  
31 pursuant to a bona fide profit-sharing plan or trust or bona  
32 fide thrift or savings plan, meeting the requirements of the  
33 commissioner set forth in appropriate regulation which he  
34 shall issue, having due regard among other relevant factors,  
35 to the extent to which the amounts paid to the employee are  
36 determined without regard to hours of work, production or  
37 efficiency; or (c) the payments are talent fees (as such  
38 talent fees are defined and delimited by regulations of the  
39 commissioner) paid to performers, including announcers, on  
40 radio and television programs;

41 (4) Contributions irrevocably made by an employer to a  
42 trustee or third person pursuant to a bona fide plan for  
43 providing old-age, retirement, life, accident, or health in-  
44 surance or similar benefits for employees;

45 (5) Extra compensation provided by a premium rate paid  
46 for certain hours worked by the employee in any day or  
47 workweek because such hours are hours worked in excess of  
48 eight in a day or in excess of the maximum workweek ap-  
49 plicable to such employee under subsection (a) or in excess  
50 of the employee's normal working hours or regular working  
51 hours, as the case may be;

52 (6) Extra compensation provided by a premium rate paid  
53 for work by the employee on Saturdays, Sundays, holidays or  
54 regular days of rest, or on the sixth or seventh day of the  
55 workweek, where such premium rate is not less than one and  
56 one-half times the rate established in good faith for like  
57 work performed in nonovertime hours on other days; or

58 (7) Extra compensation provided by a premium rate paid  
59 to the employee, in pursuance of an applicable employment  
60 contract or collective bargaining agreement, for work out-  
61 side of the hours established in good faith by the con-  
62 tract or agreement as the basic, normal or regular work-  
63 week where such premium rate is not less than one and  
64 one-half times the rate established in good faith by the  
65 contract or agreement for like work performed during such  
66 workweek.

67 (c) No employer shall be deemed to have violated sub-  
68 section (a) by employing any employee for a workweek in  
69 excess of the maximum workweek applicable to such employee  
70 under subsection (a) if such employee is employed pursuant  
71 to a bona fide individual contract, or pursuant to an agree-  
72 ment made as a result of collective bargaining by repre-  
73 sentatives of employees, if the duties of such employee neces-  
74 sitate irregular hours of work, and the contract or agree-  
75 ment (1) specifies a regular rate of pay of not less than  
76 the minimum hourly rate provided in section two and com-  
77 pensation at not less than one and one-half times such rate  
78 for all hours worked in excess of such maximum workweek,

79 and (2) provides a weekly guaranty of pay for not more than  
80 sixty hours based on the rates so specified.

81 (d) No employer shall be deemed to have violated sub-  
82 section (a) by employing any employee for a workweek in  
83 excess of the maximum workweek applicable to such employee  
84 under such subsection if, pursuant to an agreement or under-  
85 standing arrived at between the employer and the employee  
86 before performance of the work, the amount paid to the  
87 employee for the number of hours worked by him in such  
88 workweek in excess of the maximum workweek applicable to  
89 such employee under such subsection:

90 (1) In the case of an employee employed at piece rates,  
91 is computed at piece rates not less than one and one-half  
92 times the bona fide piece rates applicable to the same work  
93 when performed during nonovertime hours; or

94 (2) In the case of an employee performing two or more  
95 kinds of work for which different hourly or piece rates have  
96 been established, is computed at rates not less than one and  
97 one-half times such bona fide rates applicable to the same  
98 work when performed during nonovertime hours; or

99 (3) Is computed at a rate not less than one and one-  
100 half times the rate established by such agreement or under-  
101 standing as the basic rate to be used in computing overtime  
102 compensation thereunder: *Provided*, That the rate so estab-  
103 lished shall be authorized by regulation by the commissioner  
104 as being substantially equivalent to the average hourly earnings  
105 of the employee, exclusive of overtime premiums, in the  
106 particular work over a representative period of time; and if  
107 (i) the employee's average hourly earnings for the workweek  
108 exclusive of payments described in subdivisions (1) through  
109 (7) of subsection (b) are not less than the minimum hourly  
110 rate required by applicable law, and (ii) extra overtime com-  
111 pensation is properly computed and paid on other forms of  
112 additional pay required to be included in computing the  
113 regular rate.

114 (e) Extra compensation paid as described in subdivisions  
115 (5), (6) and (7) of subsection (b) shall be creditable toward  
116 overtime compensation payable pursuant to this section.

The Joint Committee on Enrolled Bills hereby certifies that the foregoing bill is correctly enrolled.

James L. Davis  
Chairman Senate Committee

Charles C. Chustad Jr.  
Chairman House Committee

Originated in the House.

Takes effect July 1, 1976.

J. Dillon, Jr.  
Clerk of the Senate

W. Blankenship  
Clerk of the House of Delegates

W. B. Brothman  
President of the Senate

Lewis F. M. Thomas  
Speaker House of Delegates

The within approved this the 31<sup>st</sup>  
March, 1976.  
day of

Arva Shaefer  
Governor



PRESENTED TO THE  
GOVERNOR

Date 3/25/76

Time 2:00 p.m.