The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Yoursheka D. Butler.

## DIGEST 2024 Regular Session

Stine

<u>Proposed law provides that for the purpose of proposed law and present law, compensation available</u> in the form of commission, incentive pay, or bonus will be considered an amount then due only if, at the time of separation, the compensation has been earned and not modified or extinguished in accordance with a written policy addressing the commission, incentive pay, or bonus.

Proposed law provides that the following are lawful:

- (1) A policy requiring the laborer or employee to be employed on the date, according to the policy, the payment is due without regard for the reason the laborer or employee separated.
- (2) A policy providing for adjustments to the amount based on changes to the order generating a commission which affects the amount of the commission.
- (3) A policy providing that a payment to the laborer or employee is not earned unless and until the employer has received the payment which generates the commission, incentive pay, or bonus.
- (4) In the case of a bonus, the amount of which is determined by financial information reflecting the employer's performance on an annual, quarterly, or other periodic basis, a reasonable amount of time will be allowed based on standard accounting practices used by the employer to make the determination as to whether a bonus is due and the amount thereof.

Effective August 1, 2024.

(Adds R.S. 23:631(E))

SB 317 Original