

AN ACT

1 Amending the act of July 14, 1961 (P.L.637, No.329), entitled
2 "An act relating to the payment of wages or compensation for
3 labor or services; providing for regular pay days; conferring
4 powers and duties upon the Department of Labor and Industry,
5 including powers and duties with respect to the civil
6 collection of wages; providing civil and criminal penalties
7 for violations of the act; providing for their collection and
8 disposition and providing for additional civil damages,"
9 expanding the scope of the act.

10 The General Assembly of the Commonwealth of Pennsylvania
11 hereby enacts as follows:

12 Section 1. Section 2.1 of the act of July 14, 1961 (P.L.637,
13 No.329), known as the Wage Payment and Collection Law, added
14 July 14, 1977 (P.L.82, No.30), is amended to read:

15 Section 2.1. Definitions.--The following words and phrases
16 when used in this act shall have, unless the context clearly
17 indicates otherwise, the meanings given to them in this section:

18 "Authorized representative." An employe of the Department of
19 Labor and Industry who is empowered to perform duties assigned
20 in conformity with all existing laws, rules and regulations
21 administered by the department.

1 "Check." A draft drawn on a bank and payable on demand.

2 "Department." The Department of Labor and Industry.

3 "Employer." Includes the Commonwealth; any of its political
4 subdivisions; any authority created by the General Assembly and
5 any instrumentality or agency of the Commonwealth; every person,
6 firm, partnership, association, corporation, receiver or other
7 officer of a court of this Commonwealth and any agent or officer
8 of any of the above-mentioned classes employing any person in
9 this Commonwealth.

10 "Fringe benefits or wage supplements." Includes all monetary
11 employer payments to provide benefits under any employe benefit
12 plan, as defined in section 3(3) of the Employee Retirement
13 Income Security Act of 1974, 29 U.S.C. § 1001 et seq.; as well
14 as separation, vacation, holiday, or guaranteed pay;
15 reimbursement for expenses; union dues withheld from the
16 employes' pay by the employer; and any other amount to be paid
17 pursuant to an agreement to the employe, a third party or fund
18 for the benefit of employes.

19 "Secretary." The Secretary of Labor and Industry.

20 "Wages." Includes all earnings of an employe, regardless of
21 whether determined on time, task, piece, commission or other
22 method of calculation. The term "wages" also includes fringe
23 benefits or wage supplements whether payable by the employer
24 from his funds or from amounts withheld from the employes' pay
25 by the employer.

26 Section 2. This act shall take effect in 60 days.