

# **WEST VIRGINIA LEGISLATURE**

**2024 REGULAR SESSION**

**Introduced**

## **Senate Bill 156**

BY SENATORS SWOPE, BOLEY, OLIVERIO, PHILLIPS,

ROBERTS, TARR, WOODRUM, AND STUART

[Introduced January 10, 2024]



1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding thereto a new section,  
2 designated §5-22-4; and to amend and reenact §21-1C-5 of said code, all relating to  
3 requiring certain documents that include records of wages to be considered confidential;  
4 prohibiting a governmental entity that requires a private company contracting with, or  
5 seeking to contract with, a governmental entity for a construction project to submit any  
6 document that includes records of actual wages paid to employees from disclosing  
7 document or information contained therein to any other entity or person; permitting  
8 disclosure of such document or information to a state or federal agency; providing that any  
9 such document containing records of actual wages paid to employees shall be considered  
10 confidential and proprietary and may not be considered a public record; defining  
11 "governmental entity"; defining contents of certified payroll document; providing that any  
12 document containing records of actual wages paid to employees filed or submitted  
13 pursuant to the West Virginia Jobs Act may not be disclosed by the Division of Labor or a  
14 public authority to any other entity or person other than to a state or federal agency; and  
15 providing that any document submitted or filed pursuant to the West Virginia Jobs Act that  
16 includes records of actual wages paid to employees or information contained therein shall  
17 be considered confidential and proprietary and may not be considered a public record.

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

**CHAPTER 5. GENERAL POWERS AND AUTHORITY OF THE  
GOVERNOR, SECRETARY OF STATE, AND ATTORNEY GENERAL;  
BOARD OF PUBLIC WORKS; MISCELLANEOUS AGENCIES,  
COMMISSIONS, OFFICES, PROGRAMS, ETC.**

**ARTICLE 22. GOVERNMENT CONSTRUCTION CONTRACTS.**

**§5-22-4. Prohibition on requiring submission of wage records; exception.**

1 (a) A governmental entity that requires a private company that has contracted with, or is  
2 seeking to contract with, a governmental entity for a construction project to submit any document

3 that includes records of actual wages paid to employees may not disclose the document or the  
4 information contained therein to any other entity or person: *Provided*, That this prohibition does  
5 not prevent disclosure of the document or the information contained therein to another state or  
6 federal agency. Any such document is confidential and proprietary and is not a public record for  
7 the purposes of §29B-1-1 *et seq.* of this code.

8 (b) For the purposes of this section, "governmental entity" means the state and its  
9 subdivisions or any other entity or person acting on behalf of the state and its subdivisions.

## CHAPTER 21. LABOR.

### ARTICLE 1C. WEST VIRGINIA JOBS ACT.

#### §21-1C-5. Applicability and scope of article; reporting requirements.

1 (a) This article applies to expenditures for construction projects by any public authority for  
2 public improvements as defined by this article.

3 (b) For public improvement projects let pursuant to this article, the public authority shall  
4 file, or require an employer as defined in §21-1C-2 of this code to file with the Division of Labor  
5 copies of the waiver certificates and a certified payrolls, pursuant to §21-5A-1 *et seq.* of this code,  
6 ~~or other comparable documents that include the number of employees, the county and state~~  
7 ~~wherein the employees reside and their occupation~~ payroll document that includes:

8 (1) The name and address of the employer;

9 (2) Identification of the payroll number and the work week ending date;

10 (3) The name of the project location;

11 (4) Identification of the contract number; and

12 (5) The name of each employee, including the following information for each employee:

13 (A) The employee's work classification or job title;

14 (B) The county and state of residence;

15 (C) The days and hours worked;

16           (D) The hourly rate of pay or salary;

17           (E) Gross wages;

18           (F) Federal and state withholding amounts, or other authorized deductions; and

19           (G) Net pay.

20           (c) The Division of Labor shall compile the information required by this section and submit  
21 it annually to the Joint Committee on Government and Finance by October 15. The joint committee  
22 may forward these reports to the Legislative Auditor to review and make comments regarding the  
23 usefulness of the information collected and to suggest changes to the division's method of  
24 reporting to ensure the information collected will prove useful in evaluating the effectiveness of  
25 the provisions of this article.

26           (d) Each public authority ~~has the duty to~~ shall implement the reporting requirements of this  
27 article. Every public improvement contract or subcontract let by a public authority shall contain  
28 provisions conforming to the requirements of this article.

29           (e) The Division of Labor ~~is authorized to~~ may establish procedures for the efficient  
30 collection of data, collection of civil penalties prescribed in §21-1C-6 of this code, and transmittal  
31 of data to the Joint Committee on Government and Finance.

32           (f) Any document filed or submitted pursuant to this section that includes records of actual  
33 wages paid to employees may not be disclosed by the Division of Labor or a public authority to  
34 any other entity or person: *Provided*, That this prohibition does not prevent disclosure of the  
35 document or information contained therein to another state or federal agency. Any such document  
36 shall be considered confidential and proprietary, and may not be considered a public record, for  
37 the purposes of §29B-1-1 et seq. of this code.

NOTE: The purpose of this bill is to require that certain documents that contain records of wages be considered confidential.

Strike-throughs indicate language that would be stricken from a heading or the present law, and underscoring indicates new language that would be added.