

House Engrossed

industrial commission; wages; adjudication

State of Arizona  
House of Representatives  
Fifty-seventh Legislature  
Second Regular Session  
2026

# HOUSE BILL 2744

AN ACT

AMENDING TITLE 23, CHAPTER 1, ARTICLE 1, ARIZONA REVISED STATUTES, BY  
ADDING SECTION 23-111; RELATING TO THE INDUSTRIAL COMMISSION OF ARIZONA.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:  
2 Section 1. Title 23, chapter 1, article 1, Arizona Revised  
3 Statutes, is amended by adding section 23-111, to read:  
4 23-111. Commission; investigation; overtime wage; employers;  
5 rules; definitions  
6 A. THE COMMISSION MAY INVESTIGATE AND ADJUDICATE MATTERS THAT ARE  
7 RELATED TO OVERTIME WAGE PAY VIOLATIONS.  
8 B. AN EMPLOYEE SHALL FILE A COMPLAINT WITH THE COMMISSION NOT MORE  
9 THAN ONE YEAR AFTER THE ALLEGED VIOLATION OCCURRED.  
10 C. THE COMMISSION SHALL ADOPT RULES THAT PROVIDE ALL OF THE  
11 FOLLOWING:  
12 1. THE PROCESS ON HOW AN EMPLOYEE OR THE EMPLOYEE'S AUTHORIZED  
13 REPRESENTATIVE SHALL FILE A COMPLAINT.  
14 2. HOW AN EMPLOYER WILL RECEIVE NOTICE OF THE COMPLAINT FROM THE  
15 COMMISSION.  
16 3. THE TIME FRAMES RELATED TO RESPONSE PERIODS.  
17 4. THE COMMISSION'S INVESTIGATION PROCEDURES.  
18 D. THE COMMISSION MAY DO ANY OF THE FOLLOWING IN AN OVERTIME WAGE  
19 ADJUDICATION CASE:  
20 1. ADMINISTER OATHS AND AFFIRMATIONS.  
21 2. ISSUE SUBPOENAS.  
22 3. COMPEL THE ATTENDANCE OF WITNESSES.  
23 4. COMPEL THE PRODUCTION OF RECORDS.  
24 5. CONDUCT HEARINGS UNDER OATH.  
25 6. ISSUE DETERMINATIONS PURSUANT TO SECTION 44-1201 THAT INCLUDE AN  
26 ORDER FOR THE PAYMENT OF WAGES THAT ARE OWED, INCLUDING INTEREST.  
27 E. THIS SECTION DOES NOT PREVENT AN EMPLOYEE FROM SEEKING OTHER  
28 REMEDIES AT LAW.  
29 F. FOR THE PURPOSES OF THIS SECTION:  
30 1. "COMMISSION" MEANS THE INDUSTRIAL COMMISSION OF ARIZONA.  
31 2. "EMPLOYEE" HAS THE SAME MEANING PRESCRIBED IN SECTION 23-493.  
32 3. "OVERTIME WAGE":  
33 (a) MEANS WAGES THAT ARE OWED FOR HOURS WORKED IN EXCESS OF THE  
34 STATUTORY WORKWEEK AS DEFINED IN 29 CODE OF FEDERAL REGULATIONS SECTION  
35 778.105.  
36 (b) INCLUDES PREMIUM PAY AS AGREED ON BY THE EMPLOYEE AND EMPLOYER,  
37 BUT NOT LESS THAN ONE HUNDRED FIFTY PERCENT OF THE BASE RATE OF PAY.