

REFERENCE TITLE: industrial commission; wages; adjudication

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

HB 2744

Introduced by
Representative Rivero

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 THAT INCLUDE AN ORDER FOR THE PAYMENT OF
26 WAGES THAT ARE OWED, INCLUDING INTEREST.
27 7. ENFORCE OF THE COMMISSION'S DETERMINATIONS.
28 E. THIS SECTION DOES NOT PREVENT AN EMPLOYEE FROM SEEKING OTHER
29 REMEDIES AT LAW.
30 F. FOR THE PURPOSES OF THIS SECTION:
31 1. "COMMISSION" MEANS THE INDUSTRIAL COMMISSION OF ARIZONA.
32 2. "EMPLOYEE" HAS THE SAME MEANING PRESCRIBED IN SECTION 23-493.
33 3. "OVERTIME WAGE":
34 (a) MEANS WAGES THAT ARE OWED FOR HOURS WORKED IN EXCESS OF THE
35 STATUTORY WORKWEEK AS DEFINED IN 29 CODE OF FEDERAL REGULATIONS SECTION
36 778.105.
37 (b) INCLUDES PREMIUM PAY AS REQUIRED BY STATE LAW.