

SENATE FLOOR AMENDMENT

Second Reading

BY SENATOR Danielson

1 Strike the Business, Labor, and Technology Committee Report, dated
2 March 19, 2026.

3 Amend printed bill, page 2, strike lines 4 and 5 and substitute:
4 **"8-6-120. Overtime wages for agricultural employees -**
5 **agricultural employee overtime pay study - definitions - rules."**

6 Page 3 of the bill, after line 12 insert:

7 **"(3) Overtime pay study.**

8 (a) WITHIN NINETY DAYS AFTER THE EFFECTIVE DATE OF THIS
9 SECTION, AS AMENDED, THE DEPARTMENT OF LABOR AND EMPLOYMENT
10 SHALL ENTER INTO A CONTRACT WITH AN INSTITUTION OF HIGHER
11 EDUCATION WITH DEMONSTRATED EXPERTISE IN LABOR ECONOMICS TO
12 CONDUCT A COMPREHENSIVE, STATEWIDE STUDY OF AGRICULTURAL
13 LABOR CONDITIONS. THE STUDY MUST EXAMINE ALL AGRICULTURAL
14 SECTORS AND INCLUDE, AT A MINIMUM:

15 (I) WAGE AND COMPENSATION DATA;

16 (II) ECONOMIC IMPACTS OF OVERTIME THRESHOLDS ON
17 EMPLOYEES AND THEIR FAMILIES AND ON FARM AND RANCH OPERATORS;

18 (III) INDUSTRY AND STATEWIDE ECONOMIC IMPACTS; AND

19 (IV) EMPLOYEE PARTICIPATION.

20 (b) (I) NO LATER THAN TWELVE MONTHS AFTER THE EFFECTIVE
21 DATE OF THIS SECTION, AS AMENDED, THE INSTITUTION OF HIGHER
22 EDUCATION CONTRACTING WITH THE DEPARTMENT OF LABOR AND
23 EMPLOYMENT PURSUANT TO SUBSECTION (3)(a) OF THIS SECTION SHALL
24 DELIVER TO THE DEPARTMENT A WRITTEN REPORT SUMMARIZING THE
25 FINDINGS OF THE STUDY.

26 (II) NO LATER THAN THIRTY DAYS AFTER RECEIVING THE REPORT,
27 THE DEPARTMENT SHALL:

28 (A) TRANSMIT THE REPORT TO THE PRESIDENT OF THE SENATE AND
29 THE SPEAKER OF THE HOUSE OF REPRESENTATIVES;

30 (B) TRANSMIT THE REPORT TO THE GOVERNOR; AND

31 (C) POST THE REPORT PUBLICLY ON THE DEPARTMENT'S WEBSITE,
32 WHERE IT MUST REMAIN ACCESSIBLE FOR AT LEAST TEN YEARS.

33 (c) THE DEPARTMENT SHALL ADOPT RULES AS NECESSARY TO
34 IMPLEMENT THIS SUBSECTION (3), INCLUDING PROCEDURES FOR SOLICITING
35 AND SELECTING AN INSTITUTION OF HIGHER EDUCATION, ESTABLISHING
36 CONFIDENTIALITY PROTECTIONS FOR STUDY PARTICIPANTS, AND
37 ADMINISTERING ANY GRANT OR SUBCONTRACT RELATIONSHIPS
38 ESTABLISHED UNDER THE CONTRACT DESCRIBED IN SUBSECTION (3)(a) OF
39 THIS SECTION."

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