BUSINESS & FACILITIES UPDATE

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AB 1565 – Limits Liability of General Contractors for Sub-Contractor's Failure to Comply with the Labor Code.

Last year, the Legislature enacted Labor Code section 218.7, which holds direct contractors liable, under certain types of construction contracts, for unpaid wages, benefits, or contributions that a subcontractor owes to its workers. Labor Code section 218.7 allows direct contractors to require subcontractors to provide certain payroll records so that the direct contractor can evaluate the subcontractor's compliance with wage and hour laws. The direct contractor may withhold payments until the subcontractor provides those records.

When Labor Code section 218.7 was enacted, Governor Brown explained that in 2018 the sponsors of that law would pass clarifying legislation regarding the scope of liability for contractors. This bill is that clarifying legislation. AB 1565 strikes language providing that the direct contractor's liability for unpaid wages or benefits is in addition to any other existing rights and remedies. AB 1565 also provides that in order to withhold payments, the direct contractor must specify in its contract with the subcontractor, what specific documents and information that the subcontractor is required to provide.

(AB 1565 amends Section 218.7 of the Labor Code.)

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