

AB 1688
Car Wash Industry
Effective 1/1/04

This legislation requires the car washing and polishing industry to comply with specific record-keeping requirements concerning employee wages, hours and working conditions.

Employers are required to register with the Labor Commissioner and pay a registration fee. Failure to register will result in a fine of \$100 per calendar day of violation up to a maximum of \$10,000. The fee will be used to establish a Car Wash Worker Fund.

Covered employers include: any individual, partnership, corporation, limited liability company, joint venture, or association engaged in the business of car washing and polishing that engages any other individual in providing those services.

"Employer" does not include any charitable, youth, service, veteran, or sports group, club, or association that conducts car washing and polishing on an intermittent basis to raise funds for charitable, education, or religious purposes. "Employer" does not include any licensed vehicle dealer, car rental agency, or automotive repair business that conducts car washing and polishing ancillary to its primary business of selling, leasing, or servicing vehicles. "Employer" does not include any self-service car wash or automated car wash that has employees for cashiering or maintenance purposes only.

Records to be gathered and maintained for three years include the following:

1. The names and addresses of all employees engaged in rendering actual services for any business of the employer.
2. The hours worked daily by each employee, including the times the employee begins and ends each work period.
3. All gratuities received daily by the employer, whether received directly from the employee or indirectly by deduction from the wages of the employee or otherwise.
4. The wage and wage rate paid each payroll period.
5. The age of all minor employees.
6. Any other conditions of employment.