

■ WAGE PAYMENT LAWS

TERMS:

Paydays and Pay Periods — Wages earned by an agricultural employee must be paid twice each calendar month, on paydays designated in advance by the employer. Work performed from the 1st through the 15th day of the month must be paid between the 16th and the 22nd of that month; work performed from the 16th through the last day of the month must be paid between the 1st and the 7th of the following month.

When agricultural workers are furnished room and board by the employer, wages are payable once each calendar month, on a designated regular payday. No two paydays may be more than 31 days apart, and payment must include all wages earned up to the regular payday.

Agricultural workers employed by a farm labor contractor or crew leader must receive their pay at least once a week, on a business day designated in advance by the contractor. Payment must include all wages earned up to and including the 4th day before such payday.

Final Wages — Whenever an employer fires or lays off a worker, final wages must generally be paid immediately, but workers who are seasonally employed in the curing, canning or drying of perishable fruits and vegetables and who are laid off must receive final pay within 72 hours. If an employee with no written contract for a definite period quits the job, the worker's wages are payable no later than 72 hours after resignation; workers who give at least 72 hours' prior notice of their intention to quit are entitled to final pay at the time of quitting.

Method of Payment — Farm employers must pay all wages in legal U.S. currency, or by check payable on demand in cash at full face value. Employers may not pay workers in scrip, coupons or any other medium redeemable in goods.

Pay Statements — Every farm employer must, at the time of each payment of wages or at least twice a month, provide each worker with an itemized written statement showing (1) total earnings, (2) total hours worked, if pay is by the hour, (3) all deductions from earnings, (4) net wages earned, (5) the dates of the period for which the worker is being paid, (6) the worker's name and Social Security number, and (7) the name and address of the employer.

ENFORCEMENT: *Division of Labor Standards Enforcement, California Department of Industrial Relations, Oakland, California 94612.* A worker who has not received regular or final pay in accordance with these provisions may file a claim — available online at www.dir.ca.gov/dlse/HowToFileWageClaim.htm — or may email the Division at DLSE2@dir.ca.gov.

The law also gives workers the right to sue the employer in civil court to collect unpaid wages, using a private attorney or a public legal services program.