

■ **STATE LIEN LAWS (*CLAIMS FOR WAGES*)**

TERMS:

**Pay Periods** — Employers in Idaho must pay their workers' wages at least once each calendar month, on regular paydays designated in advance. In general, a designated payday may not be more than 15 days after the end of the pay period for which payment on that day is to be made. If the regular payday falls on a non-workday, payment must occur on the preceding workday.

**Method of Pay** — Wages must be paid in lawful U.S. currency, by check drawn on banks where suitable arrangements are made for cashing at no charge to the worker, or by direct deposit to an account voluntarily selected by the worker.

**Withholding of Wages** — No employer may withhold or divert any portion of a worker's wages, unless the employer is required or authorized to do so by state or federal law, or the employer has written authorization from the worker to make such a deduction for a lawful purpose. For each pay period for which deductions from the worker's pay are made, the employer must provide the worker with an itemized statement of each such deduction.

**Wage Claims** — A worker with a claim for unpaid wages in an amount up to \$1,000 may request the state enforcement agency to take legal action on his or her behalf to collect the unpaid wages in court. A judgment in favor of the worker may include, in addition to the unpaid wages, reasonable attorney's fees and court costs, plus damages of up to *three times* the amount of the unpaid wages.

ENFORCEMENT: *Wage and Hour Bureau, Idaho Department of Labor, Boise, Idaho 83735 (208-332-3570).*

If the claim involves more than \$1,000 in unpaid wages, the worker has the right to file a civil lawsuit against the employer directly, using a private attorney or public legal service provider.

SPECIAL NOTE: It is illegal for an employer to fire or discriminate in any other way against a worker because the worker made a claim, testified in a proceeding, or discussed or consulted with anyone concerning the worker's rights under this law.