

## ■ WAGE PAYMENT LAWS

### TERMS:

**Paydays** — Every employer must pay each worker at least twice a month, and no payday may occur more than 18 days after the end of the pay period. A worker who is absent or for any other reason is not paid on the designated payday must receive his or her earnings within 6 days after demand for payment.

**Final Pay** — A worker who quits or is laid off or fired must be paid all earnings in full no later than the next regular payday, or within 14 days after termination, whichever is later.

**Deductions from Pay** — No employer may make any deduction from a worker's wages unless the deduction is authorized by local, state or federal law or is authorized in writing by the worker for some lawful benefit. In general, it is illegal for an employer to make a deduction to cover fines, breakage, losses due to lost or stolen property, or losses due to property damage.

**Pay Statements** — Like most other employers in the state, farm operators who employ 10 or more workers and make any deductions from their pay are required to furnish each such worker, at the time of payment, a statement showing the amount of each deduction and the general purpose for which the deduction is made.

**ENFORCEMENT:** *Division of Employment Standards, Apprenticeship, and Mediation, Department of Workplace Standards, Frankfort, Kentucky 40601 (502-564-1524).*

As an alternative to filing a claim or complaint with the Department, the law gives workers who have not been paid their wages in accordance with these provisions the right to sue the employer in civil court, using a private attorney or a public legal services program.