

■ WAGE PAYMENT LAWS

TERMS:

Paydays and Pay Periods — Workers generally must be paid at least once a month, but regardless of the length of the pay period, employers must pay wages earned by each worker to within 6 days of the date of payment (or within 7 days in the case of a worker employed 7 days a week).

Final Pay — A worker who leaves his or her job must receive final pay in full on the next regular payday, or on the following Saturday if there is no regular payday. Whenever a worker is laid off or fired by the employer, final wages must be paid in full on the day of termination.

Pay Statements — Each time wages are paid, employers are required to furnish their employees with a written statement showing the name of the employer, the name of the employee, the date, the number of hours worked, the hourly pay rate, and the amount of any deductions from pay.

Method of Payment — An employer who pays wages by check or draft must make arrangements for the cashing of payroll checks at a bank or elsewhere, without charge or discount.

Deductions from Pay — Each time an employer makes a deduction from the wages of any worker for Social Security, health insurance, or any other benefit, the employer must give the worker a written statement showing the amount and nature of each such deduction at the time of payment. Employers are forbidden from penalizing a worker for being late to work by deducting from wages any amount other than the wages the worker would have earned during the time actually lost.

ENFORCEMENT: *Massachusetts Department of Labor Standards, Boston, Massachusetts 02114 (617-626-6952).*

As an alternative to filing a complaint with the Department, a worker affected by a violation of the wage payment laws may take action in civil court against the employer directly, using a private attorney or public legal service provider.

SPECIAL NOTE: A person may not fire, punish or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by these provisions.