

■ **STATE LABOR LAWS (*WAGE PAYMENTS*)**

TERMS:

Pay Periods and Paydays — In general, every worker performing labor or services which require changes in residence must be paid no less often than every 15 days. Otherwise, employers must pay at least once every 31 days, on a regular payday designated in advance by the employer.

Wage Deductions for Loss or Damage — As a rule, no employer may make any deduction for damage to property or to collect on a loan, unless the worker voluntarily and in writing authorizes the employer to do so and the authorization is given after the damage occurred or the loan was made.

Pay Statements — At the end of each pay period, an employer must give each worker a written earnings statement that includes the worker's name, the hourly pay rate (if wages are paid by the hour), the total number of hours worked (unless the state minimum wage does not apply), the gross pay earned, a list of any deductions made from the worker's gross earnings, the worker's net pay, and the ending date of the pay period.

Final Pay — When a worker performing labor which requires the worker to change residences leaves the job or is fired or laid off, the employer must pay the worker's final wages within 24 hours; if not, the employer is responsible for the worker's living expenses while the worker waits for his or her earnings. In the case of migrant workers, wages earned but unpaid at the time the worker quits are due within 5 days thereafter. For all other workers, earnings that are unpaid at the time the employee quits are payable no later than the next regularly scheduled payday.

ENFORCEMENT: *Labor Standards Division, Minnesota Department of Labor and Industry, St. Paul, Minnesota 55155 (651-284-5070).*

As an alternative to filing a wage claim or complaint with the state agency, the law gives workers the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program.