

■ **NEBRASKA WAGE PAYMENT AND COLLECTION ACT**

TERMS:

Paydays — Each employer must pay all wages due on regular paydays designated by the employer, or agreed upon by the employer and the worker. An employer must give 30 days' written notice of any change in regular paydays.

Pay Statements — On each regular payday, the employer generally must provide each worker with a statement showing, among other things, the number of hours worked, the wages earned, and any deductions made from the worker's gross pay.

Wage Deductions — An employer is prohibited from deducting or withholding any portion of a worker's wages unless required by state or federal law or court order, or unless authorized in writing by the worker.

Final Pay — Whenever an employer fires or lays off a worker, or when the job ends, the worker's unpaid wages are due on the next regular payday, or within 2 weeks of the date of termination, whichever is sooner.

Payment by Debit Card — Employers who choose to pay wages with a payroll debit card must follow federal rules against compulsory use of electronic fund transfers as a condition of employment. Additionally, the employer must allow a worker at least one withdrawal per pay period at no cost to the worker.

ENFORCEMENT: *Office of Labor Standards, Nebraska Department of Labor, Lincoln, Nebraska 68508 (402-471-2239)*. This agency may assist workers in trying to resolve unpaid wage claims, and a form for that purpose is available on the Department's website, at dol.nebraska.gov/LaborStandards/WageComplaint/WageComplaintForm.

When informal attempts to collect unpaid wages fail, the Wage Payment and Collection Act can be enforced in civil court. A worker who has not received full pay within 30 days of the regular designated or agreed-on payday may file suit against the employer, using a private attorney or public legal service provider.