

■ WAGE PAYMENT LAWS

TERMS: New Hampshire's wage payment laws, summarized below, apply only to those farm operators and other agricultural establishments that employ 5 or more workers in farm labor.

Pay Periods and Paydays — Every covered employer generally must pay wages no less often than once a week, within 8 days after the end of the week in which the work is performed, and on regular paydays designated in advance by the employer.

Method of Payment — Wages normally must be paid (1) in lawful U.S. currency, (2) by electronic fund transfer, (3) by direct deposit to a bank chosen by the worker, (4) with a payroll or debit-type card, or (5) by check, drawn on a bank convenient to the place of employment and where arrangements have been made to allow workers to cash their paychecks at full value.

If wages are paid using a payroll card, the employer must provide the worker at least one free withdrawal of any portion or all of the balance on the card per pay period. None of the costs of the payroll card account may be passed on to the worker.

Final Wages — Whenever an employer lays off or fires a worker, the employer must pay the worker's final wages in full within 72 hours of termination. A worker who quits, on the other hand, is entitled to receive final pay no later than the next regular payday, or within 72 hours if the worker gave at least one pay period's notice of intention to quit.

Wage Withholding — No employer may withhold or divert any portion of a worker's wages unless required or authorized to do so by state or federal law, or the employer has written authorization from the worker to make the deduction for a lawful purpose and for the worker's own benefit. Employers are obligated to furnish each worker with a statement of deductions from pay for each pay period in which such deductions are made.

Disclosure — At the time of hiring, each worker must be notified by the employer as to the rate of pay and the day and place of payment. The employer must also notify each worker before making any changes in these terms.

ENFORCEMENT: *Inspection Division, New Hampshire Department of Labor, Concord, New Hampshire 03301 (603-271-3176).*

As an alternative to enforcement by the Department, a worker may collect unpaid wages by taking legal action against the employer in civil court, using a private attorney or public legal service provider.