WAGE PAYMENT LAWS

TERMS:

Pay Periods and Paydays — As a rule, farm operators and all other employers must pay workers' wages at least twice each month, on regular paydays designated in advance by the employer. The end of the pay period for which payment is made on a regular payday may not be more than 10 working days before the payday.

Method of Payment — Wages must be paid (1) in lawful U.S. money, (2) by check, provided suitable arrangements are made for workers to cash their checks conveniently and for the full amount for which the checks are drawn, or (3) by direct deposit to a federally- or state-regulated financial institution.

Final Pay — Whenever an employer fires or lays off a worker, or when a worker quits or leaves the job for any reason, the employer must pay final wages no later than the next regular payday.

Wage Withholding — It is illegal for an employer to withhold any part of a worker's wages unless the employer is required or authorized to do so by state or federal law, or the amounts withheld are for contributions authorized in writing for an employee benefit or savings plan or for other lawful purposes.

Disclosures — At the time of hiring, employers must notify their workers concerning the rate of pay and the schedule of paydays, and must notify the workers in advance of any change in pay rates or paydays. Employers are required to furnish each worker with a statement of any deductions made from the worker's pay for each pay period in which such deductions are made.

ENFORCEMENT: *Division of Wage and Hour Compliance, New Jersey Department of Labor and Workforce Development, Trenton, New Jersey 08625 (609-292-2305).*