

■ **WAGE PAYMENT LAW**

TERMS:

**Paydays and Pay Periods** — Employers must pay their workers' wages at least twice a month, on regular paydays designated in advance by the employer. A payday must occur no more than 11 days after the end of the pay period.

**Final Wages** — Whenever a worker's employment ends, the employer generally must pay final wages in full on the next regular payday for the pay period in which the work was performed.

**Method of Payment** — Wages may be paid only (1) in lawful U.S. money, (2) by check or similar written draft that can be cashed on demand for U.S. money and at full face value, or (3) by electronic deposit to an account that the worker can access on demand and without discount.

**Pay Statements** — With each payment of wages, employers must provide each worker with an itemized statement showing all deductions from the worker's earnings.

ENFORCEMENT: *Wage and Hour Unit, Oklahoma Department of Labor, Oklahoma City, Oklahoma 73105 (405-521-6598).*

As an alternative to filing a wage claim with the Department, the law gives workers the right to sue the employer in civil court to collect unpaid wages, using a private attorney or a public legal services program.