

■ WAGE PAYMENT LAWS

TERMS:

Paydays — Every employer must establish a regular payday, and workers are entitled to written notice of any change in the scheduled payday at least 3 paydays in advance. Unless pay is on a fixed bi-weekly, semi-monthly, monthly or yearly rate, workers must be paid weekly, and each payday must fall within 9 days of the end of the payroll period in which the wages were earned.

Method of Pay — Employers are not permitted to pay wages in any medium other than (1) in lawful U.S. money, (2) by check, convertible into cash on demand and at full face value, or (3) by electronic transfer to the worker's bank account or payroll card. Employers are permitted to pay wages using a payroll card only if the worker is able to make at least one withdrawal from the payroll card account per pay period without charge, up to the full amount of the net wages for the pay period.

Final Wages — Whenever a worker quits the job or is terminated by the employer, the worker's final wages are payable on the next regular payday.

Earnings Statements — On every regular payday, the employer is obligated to furnish the worker with a statement showing the hours worked during the pay period, the deductions made from the worker's pay, and the basis or reason for each such deduction.

ENFORCEMENT: *Labor Standards Program, Workforce Regulation and Safety Division, Rhode Island Department of Labor and Training, Cranston, Rhode Island 02920 (401-462-8550).*

As an alternative to filing a wage claim with the Department, a person who has not received wages in accordance with these provisions may take action in civil court against the employer involved, using a private attorney or public legal service provider.

SPECIAL NOTE: An employer may not fire, discipline or discriminate in any manner against a worker because the worker has filed a complaint, participated in a proceeding, or exercised any other right afforded by these provisions.