

■ **WAGE AND HOUR LAWS (*WAGE PAYMENTS*)**

TERMS: In general, every farm employer is obligated to pay all cash wages at least once a month, on regular paydays designated in advance by the employer. Unless an employer and employee agree to another method of payment, wages must be paid (1) in lawful U.S. money, (2) by check, or (3) by direct deposit to the employee's bank account.

When a worker quits or an employer terminates a worker from employment, the worker's final pay is due not later than the next regular payday, or as soon thereafter as the worker returns any of the employer's property which is in the worker's possession.

ENFORCEMENT: *Wage and Hour Office, Division of Labor and Management, South Dakota Department of Labor and Regulation, Pierre, South Dakota 57501 (605-773-3681).*

As an alternative to filing a wage claim with the state agency, the law gives workers the right to sue the employer in civil court to enforce these provisions, using a private attorney or a public legal services program.

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.