

■ WAGE PAYMENT LAW

TERMS:

Paydays and Pay Periods — Workers must receive their wages weekly, unless the employer notifies the workers in writing of his or her intention to pay every 2 weeks or twice a month. In any case, not more than 6 days may elapse between the end of a pay period and the corresponding date of payment.

Final Wages — A worker who voluntarily leaves the job must receive final pay on the next regular payday (or on the following Friday, if there is no regular payday). An employee who is fired or laid off must be paid in full within 72 hours after termination.

Method of Payment — Under most circumstances, wages may not be paid in any form other than (1) in lawful money, (2) by check, (3) by direct deposit to a bank or other financial institution, or (4) by credit to a payroll card account in a federally insured bank or other financial institution.

Payroll cards may be used to pay wages only if the worker agrees to it, and the payroll card account must allow the worker at least 3 free withdrawals, one of which must permit withdrawal of the entire balance. None of the employer's costs for a payroll card account may be passed on to the worker.

Payment of wages using vouchers, store orders, or other non-cash methods is generally prohibited.

ENFORCEMENT: *Wage and Hour Program, Vermont Department of Labor, Montpelier, Vermont 05601 (802-828-4204).* A worker who has not received all wages due may file a complaint with the Department.

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

SPECIAL NOTE: It is illegal for an employer to fire or otherwise retaliate against a worker because (1) the worker filed a complaint of a violation of the wage payment law, (2) the worker has cooperated with the state labor department in an investigation of a violation, or (3) the employer believes the worker is going to file such a complaint or cooperate in such an investigation. A worker who has suffered from an act of retaliation may take action in civil court for damages, using a private attorney or public legal service provider.