

# THE WEST VIRGINIA WAGE PAYMENT AND COLLECTION ACT

This poster is required to be posted in a place accessible in accordance with Chapter 21, Article 5, Section 9 of the Code of West Virginia.

## Requires The Employer to:

Have a payday at least once every two weeks.\*\*

Pay in money, or in check or money order on banks convenient to the place of work where arrangements have been made for cashing.

On discharge, pay all wages, including fringe benefits, within seventy-two hours of the last hour of employment.

On quitting, pay all wages, including fringe benefits, at the regular payday, (except if one play period's notice is given by the employee, all wages including benefits must be paid at the time of quitting).

On lay-off or strike, pay all wages, including fringe benefits at the next regular payday, (except if requested by the employee, all wages including fringe benefits must be paid by mail).

Notify employees in writing at the time of hiring of the rate of pay and of the day, hour and place of payment and thereafter of any changes.

Make known to all employees in writing or by accessible posted notice all employment practices and policies regarding vacation pay, sick leave and other fringe benefits.

Furnish each employee with an itemized statement of deductions made from the wages of each pay period.

\*\*Does not apply to railroad companies by special arrangement.

Employers engaged in construction work, or the severance, production or transportation (excluding railroads and water transporters) of minerals, must have demonstrated the ability to pay all wages and fringe benefits due employees, or must have posted a bond securing payment.

## PREVENTS THE EMPLOYER FROM:

Selling goods or supplies to employees at prices higher than the current value.

Deducting more than 25% of an employee's earnings under a wage assignment (excluding amount required by law to be withheld, union dues, club dues, pension plans, payroll savings plans, credit unions, charities, and hospitalization and medical insurance).

Taking a wage assignment unless it is notarized and specifies the amount due, states that three-fourths of the wages are exempt, and contains the written acceptance of the employee.

Refusing to pay the wages owed, up to \$800, to the relatives of deceased employees.

Refusing to pay the wages of the employees, employed by its subcontractor who has failed to pay his or her employees.

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