

IS THE WAGE DEDUCTION.....

PERMITTED?

required by law?

- taxes, Social Security
- court-ordered garnishments

YES
MAY BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

recoupment of a wage advance?

- employee request for advance on wages
- employee free to spend the advanced money any way he/she chose
- taxes, etc. withheld and a wage statement issued
- recouping deduction promptly made

Yes

No

authorized by the employee?

- signed writing
- specifically authorizing deduction from wages
- at specific intervals
- in specific amounts
- for specific purpose

-OR-

sufficient indication of intent to repay?

- history of regular deductions

Yes

YES
IN THE AUTHORIZED AMOUNT BUT MAY NOT BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

No

an employee benefit?
• health insurance
• retirement
(written authorization required)

Yes

intended as repayment for a good or service actually furnished by the employer and accepted by the employee?

No

Yes

for room/board in amounts within Minimum Wage Rules?

Yes

No

No

NO
ANYTHING ELSE:
• PENALTY FOR MISCONDUCT
• REPARATIONS FOR LOSS/DAMAGE
• PAYMENT FOR REQUIRED UNIFORM
• PAYMENT FOR MEDICAL EXAM AS A CONDITION OF EMPLOYMENT