IS THE WAGE DEDUCTION….. PERMITTED?

required by law?
- taxes, Social Security
- court-ordered garnishments

Yes → YES: **MAY** BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

No →

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 → YES: **MAY** BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

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 → YES: **MAY** BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

No →

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

Yes → for room/ board in amounts within Minimum Wage Rules?

Yes → YES: **MAY** BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

No → YES: IN THE AUTHORIZED AMOUNT BUT **MAY NOT** BRING PAY BELOW MINIMUM WAGE FOR THE PAY PERIOD

No →

Is it anything else, such as
- A penalty for misconduct?
- Reparations for loss or damage?
- Payment for a required uniform?

→ NOT PERMITTED

NO

ANYTHING ELSE:
- PENALTY FOR MISCONDUCT
- REPARATIONS FOR LOSS/DAMAGE
- PAYMENT FOR REQUIRED UNIFORM
- PAYMENT FOR MEDICAL EXAM AS A CONDITION OF EMPLOYMENT