

● STATE WAGE PAYMENT LAW

STATUTORY CITATION: Conn. Gen. Stat. §§ 31-71a – 31-71i

RELATED REGULATIONS: Conn. Agencies Regs. §§ 31-60-1 – 31-60-16

GENERAL SUMMARY: These provisions regulate the frequency and format of wage payments in Connecticut and apply to all employers in the state, regardless of industry.

SPECIFIC TERMS AND CONDITIONS

FREQUENCY OF PAYMENTS — Employers must generally pay their employees weekly or bi-weekly, on a regular payday designated in advance. The payday may not be more than 8 days after the end of the period for which the payment is being made; if the regular payday falls on a non-workday, wages must be paid on the preceding workday.

PAYMENT AT TERMINATION — When an employee quits, the employer must pay the employee's wages in full not later than the next regular payday. When an employer terminates an employee, the employer must pay final wages not later than the next business day after termination.

WITHHOLDING PART OF WAGES — Employers are prohibited from withholding or diverting any part of an employee's wages unless (1) the employer is authorized to do so under federal or state law, (2) the employer has written authorization to do so from the employee, or (3) the deductions are for automatic contributions to a federally recognized retirement plan.

ADMINISTRATION AND ENFORCEMENT

PRIMARY ENFORCEMENT AGENCY — *Division of Wage and Workplace Standards, Connecticut Department of Labor, Wethersfield, Connecticut 06109 (860-263-6791)*. This agency is empowered to prosecute claims for unpaid wages and to assess the fines applicable to a violation of these provisions. Employers who violate any of these provisions may also be subject to criminal prosecution.

SECONDARY OR ASSOCIATED ENFORCEMENT AGENCY — *None*.

PRIVATE CIVIL ACTION — As an alternative to administrative enforcement by the state labor department, workers may recover unpaid wages through civil court action, utilizing private legal counsel or a public legal service provider. In any such action, employees are entitled to recover *twice* the full amount of the unpaid wages, attorney's fees and court costs.