

Method of Payment by State, 2019

From sea to shining sea, the manner in which employers may pay their employees differs. Every state, US territory and Washington DC has a unique set of guidelines. Scroll through the dropdown to view your state's requirements, particularly in regards to direct deposit and payroll debit cards.

Federal / Alabama / Alaska / Arizona / Arkansas / California / Colorado

Connecticut / Delaware / District of Columbia / Florida / Georgia / Hawaii / Idaho

Illinois / Indiana / Iowa / Kansas / Kentucky / Louisiana / Maine / Maryland

Massachusetts / Michigan / Minnesota / Mississippi / Missouri / Montana

Nebraska / Nevada / New Hampshire / New Jersey / New Mexico / New York

North Carolina / North Dakota / Ohio / Oklahoma / Oregon / Pennsylvania

Rhode Island / South Carolina / South Dakota / Tennessee / Texas / Utah

Vermont / Virginia / Washington / West Virginia / Wisconsin / Wyoming

Federal Payment Method Regulations

The FLSA requires employers to compute the amount of wages owed to employees and then pay the full minimum wage and overtime amounts to employees free and clear in cash or with a negotiable instrument, such as a check, except for legally required tax deductions, allowable costs of certain furnished facilities and deductions made for employees' convenience, such as insurance payments or union dues.

Among the electronic methods that employers are using to pay employees: Direct deposit: Generally, direct deposit lets employers electronically deposit wages into employees' personal bank accounts. Employers deposit employees' net pay directly into workers' personal checking or savings account, although some employers allow direct deposit only to employee accounts at the financial institution where the employer maintains its payroll account and other employers make use of a nationwide network of automated clearing houses that let them make payroll deposits directly into employees' accounts in almost any financial institution in the country.

- Payroll cards: Also known as paycards, pay cards, prepaid cash cards or stored-value cards, these cards let employees receive their pay electronically, much like direct deposit, but without the requirement of maintaining a bank account. Wages are loaded onto a plastic card rather than into a personal checking or savings account, and employees may access their money at automated teller machines(ATMs). Payroll cards may be branded or unbranded. Branded cards have a credit card logo and may be used like other credit cards, requiring a signature when used to buy goods or services and a personal identification number (PIN) when used for transactions at ATMs. Unbranded cards are marked with the logo of an ATM network, such as Cirrus or MAC, and may be used only at ATMs and at stores that allow debit-card purchases.
- Flexible spending account cards: Employers may use electronic debit cards to store the value of an employee's flexible spending account, according to Revenue Ruling 2003-43. FSA accounts allow employees to set aside pretax dollars from their paychecks to cover personal health-care, dependent-care or transportation expenses. Employees may use the FSA cards at places that provide health-care services or prescriptions and accept MasterCard or Visa.
- Incentive cards:Employers use incentive cards to provide bonuses to employees for meeting sales or performance goals. The value of the bonus is stored on the card. Such cards enable employees to receive bonuses quickly and also separate the bonuses from the employees' regular paychecks, which highlights the value of the bonuses to employees.

Federal Reserve Board Regulation E generally sets forth the consumer protection rights and requirements that apply to electronic fund transfers. Specifically, employers that hold their own payroll card accounts, or issue payroll cards and agree to provide EFT services to payroll card holders cannot require employees to be paid by payroll card. Regulation E also applies to payroll cards.

Direct-Deposit plans are subject to two requirements imposed by the Electronic Funds Transfer Act. Under the law's Section 907, employers must have their employees' advance written authorization to transfer funds from employees' accounts. Under Section 913, employers may not require employees to establish accounts for receipt of electronic transfers with a particular financial institution as a condition of employment.

Alabama

There is no provision in Alabama law concerning method of payment.

Alaska

Employers may pay wages in cash or by negotiable checks, drafts, or orders payable without discount on presentation to a bank within Alaska.

- Direct deposit: Employers may deposit wages directly into financial institutions chosen by employees if the employee voluntarily authorizes direct deposit. All deposits must be in a bank, savings and loan association, or a credit union of the employee's choice.
- Payroll debit card: There is no provision in Alaska law concerning payroll debit cards. According to Alaska's Department of Labor, employers must not require payment by debit card as a condition of employment. Employee participation must be voluntary.

Arizona

Employers may pay wages by cash, negotiable bank check, warrants payable on demand, direct deposit or payroll debit card.

- Direct deposit: Employers may deposit wages directly in a financial institution within the state designated by employees with an employee's written consent. Employees must be allowed one withdrawal from each deposit free of any service charge. When wages are paid by direct deposit, employees must be given a written or electronic statement of earnings and withholdings.
- Payroll debit card: Employers may pay wages to a payroll debit card if deposit is offered to employees and employees do not provide consent or designate a financial institution. Employees must receive one free withdrawal for each debit card deposit per pay period, but no more than one free withdrawal a week. When wages are paid by payroll debit card, employees must be given a written or electronic statement of earnings and withholding.

Arkansas

Employers may pay wages by cash, check or electronic deposit. Employees have the right to be paid in cash if their employers have paid employees with checks drawn on accounts with insufficient funds.

- Direct deposit: Employers may pay employees by electronic direct deposit into the employee's accounts. Employees may opt out of direct deposit by providing employers with a written statement requesting to receive their payments by check.
- Payroll debit card: There is no provision in Arkansas law concerning wage payments by payroll debit card. According to the Arkansas Department of Labor, the laws for direct deposit also apply to payroll debit cards and employee participation must be voluntary.

Note: Under a measure that was signed April 10, 2019, by Gov. Asa Hutchinson (R) which is expected to take effect Aug. 10, 2019, wage payments may be made by payroll card if a free withdrawal is allowed for each deposit made on the card.

California

Employers may pay wages by cash, check, or direct deposit. Checks and direct deposit must be negotiable and payable in cash, on demand, without discount, at a financial institution in California. The name and address of the institution must appear on the check unless the employer is a bank.

- Direct deposit: Employers may deposit wages directly in a financial institution, chosen by the employee, after receiving the employee's voluntary authorization. The financial institution must be located in California.
- Payroll debit card: There are no provisions in California law concerning payroll debit cards for wage payments. According to an opinion letter from the California Division of Labor Standards Enforcement, employers may pay wages by debit card with employee authorization. The cardholder must not be charged a fee to use the card and must be given a booklet showing locations of all or most ATMs throughout the state.

Colorado

Wages may be paid in cash or by check. The check must bear the name and address of the bank.

- Direct deposit: Employers may deposit wages directly in a financial institution of the employees choice that is authorized by the U.S. or one of the states to receive deposits in the U.S., if employees' have voluntarily authorized such deposit.
- Payroll debit card: Employers may deposit an employee's wages on a payroll card, provided the employee* has free means of access to the entire amount of net pay at least once per pay period or

*Employees may choose another means of payment of wages.

A payroll card may be an access device that an employee uses to receive payroll funds from an employer.

Connecticut

Employers may pay wages in cash, by negotiable check, by direct deposit, or by a payroll debit card.

- Direct deposit: Employers may pay employees by direct deposit upon employees' written request.
- Payroll debit card: Employers may pay employees with payroll debit cards as long as these conditions are met, employees have the option to receive compensation through direct deposit or check.
 - Employees must agree in writing or electronically to be compensated through payroll cards.
 - There are no fees associated with using the payroll card.
 - Payroll cards are associated with a network of in-state ATMs.
 - Employees may access the balance of the card at any time for free.
 - Employees are presented with a statement of all deductions and withholdings applied to their compensation, and no fee associated

with paying employees or issuing payroll cards is charged to employees.

Delaware

Employers may pay wages by cash, check, direct deposit, or payroll debit card. Employers must make suitable arrangements for cashing checks for the full amount at banks or other business establishments convenient to the place of employment.

- Direct Deposit: Employers may deposit wages directly into an account designated by the employee with an employee's written authorization.
- Payroll debit card: Employers may pay employees using payroll debit cards. It is the employer's responsibility to ensure that the payroll debit card system allow full payment of wages on regular paydays and without cost to the employees.

Employers may also offer a payroll debit card system to unbanked employees with their written authorizations. Costs associated with accounts established for unbanked employees who voluntarily participate in the payroll debit card program must be reasonable under the circumstances.

District of Columbia

Employers may pay wages in cash, by check or by electronic funds transfer.

- Direct deposit: Direct deposit is allowed after an employee voluntarily authorizes the deposit. There may be no cost or charges to employees to retrieve all their wages on payday.
- Payroll debit card: There are no local laws or regulations regarding payroll debit cards.

According to the District of Columbia Department of Employment Services, employers may pay employees with debit cards if employees voluntarily agree to participate. There may be no cost or charges to employees to retrieve all wages on payday.

Florida

Wages may be paid by cash, check, order, draft, note, memorandum or payroll debit card. Any payment instrument, including checks and payroll debit cards, must be negotiable, payable in cash, on demand, without discount, at an established place of business in the state, the name and address of which must appear on the instrument or in the payroll debit card issuing materials. Sufficient funds must be available at the time that the wage-payment instrument is issued and for a reasonable time period after, which must be at least 30 days.

- Direct deposit: Employers may pay employees by direct deposit with a written authorization. Employees must designate in writing the financial institution of their choice in which the direct deposit is to be made. Employers must have sufficient funds or credit or an arrangement or understanding with the employer's financial institution for payment. Employees who refuse to authorize direct deposit must not be terminated solely for their refusal.
- Payroll debit cards: Wages may be paid by payroll debit card. Payroll debit card issuing materials must show the employer's name and business address. Employers that pay by payroll debit card must not charge employees to cash these instruments.
 - Labor-pool employers—those employers that contract with third party-users to supply day laborers on a temporary basis or those that hire, employ, recruit or contract with workers to fill temporary day-labor needs—may elect to make wage payments to day laborers by payroll debit card or electronic funds transfer under certain conditions.
 - Labor-pool employers must provide to day laborers before their first pay period notices that include the payment method to be used and the day laborer's options to elect another payment method other than payroll debit card or electronic fund transfer.
 - Labor-pool employers must offer to day laborers who choose to be paid by payroll debit card the option to elect payment by electronic funds transfer and, before the payroll-card option is elected, a list with addresses of nearby businesses that do not charge a fee to withdraw the contents of the payroll debit card.

Labor-pool employers may, upon written request by day laborers, electronically deliver the written itemized statements that must accompany each wage payment and that must detail each deduction from wages.

Georgia

Employers may pay wages in cash, by check or, with the consent of employees, by authorization of electronic credit transfer to an account with a bank, trust company or other financial institution. Payments may also be made by credit to a payroll card account under certain conditions

Checks must be negotiable and payable in cash, on demand, without discount, and at some established place of business in the U.S., the name and address of which must appear on the check. Employers also must, on employees' demand, redeem checks in cash on regular paydays or within 30 days after issuance if there is no regular payday.

- Direct deposit: Employers may pay employees by direct deposit with employees' authorization. The funds must be transferred to the employee's account with a bank, trust company, or other financial institution authorized by the United States, or one of the several states to receive deposits in the United States, or by credit to a payroll card account.
- Payroll card accounts: Employers may pay employees by credit to a payroll card account, which is an account to which electronic fund transfers of the wages or salary of such employees are made on a recurring basis.

Employees are to be provided with a written explanation of associated fees, a form to opt-out of such payments and the ability to opt-out by submitting in writing a request for a check or information for an electronic funds transfer.

Employees must be provided with the explanation and form at least 30 days before the account becomes available or at the time of hiring. The month must be divided into at least two equal periods and the payments made for each period must correspond to the full net amount of wages or earnings due the employees for that pay period.

Hawaii

Employers may pay wages by cash or by check convertible to cash on demand.

- Direct deposit: Employers may pay employees by direct deposit provided that: the employees voluntarily authorized, in writing or electronic signature, the direct deposit to the employee's account and financial institution of the employee's choice:
 - Deposits and accounts of the financial institution selected are insured by the Federal Deposit Insurance Corporation or any other comparable federal or state agency
 - Employees may cancel the direct deposit at any time with reasonable notice
 - Employers must provide a pay statement
 - Employees are not required to pay any costs or fees for the direct deposit of wages into the employee's account
 - Employees must not be disciplined or otherwise penalized for authorizing or refusing to authorize the direct deposit of wages.
- Payroll debit card: Employers may pay wages with payroll debit cards provided that these conditions are met:
 - Employees are given the option of receiving wages by direct deposit, paper check or payroll card before selecting any payment option
 - Payroll card usage must not be made mandatory
 - Participation in the payroll card program must not be made a condition of hire or continued employment
 - Employees must give voluntary consent in writing or via electronic signature
 - Employees must be notified in writing that they may cancel the arrangement at any time with reasonable notice
 - Before consenting to a payroll card, employees must be given notification, in writing, using at least a 10-point font, describing the employee's options for receiving wages, the paycard fee schedule that states the dollar amount of all fees, and a notice that states whether third parties may assess additional fees relating to the use of the paycard

- Employers are responsible for fees assessed against the employee outside of the payroll card fee schedule
- Employers must honor an employee's written requests to change payment by payroll card to another method within two pay periods of the request
- Payroll card accounts must not assess fees based on account balances
- Payroll card accounts must allow one free payroll card replacement at no cost unless a card has been inactive
- Pooled payroll card accounts are permitted if sub-accounts are for the sole benefit of the named employee
- Funds in payroll accounts generally do not expire but accounts may be closed after six months of inactivity given notice is provided to the employee
- Wages are deposited into the employees' accounts on or before an employee's regular payday

Idaho

Employers may pay wages in cash or by checks drawn on banks when arrangements have been made for cashing checks without charge to employees.

The director may, upon application showing good and sufficient reasons, permit employers to withhold payment of wages more than the 15 day period.

- Direct Deposit: Employers may deposit wages directly in a financial institution with employees' voluntary authorization.
- Payroll debit card: There are no state laws or regulations regarding payroll debit cards.

According to the Wage and Hour Division of the Idaho Department of Labor, employers may pay employees with payroll debit cards as long as there are no charges to employees, employees volunteer to receive their pay via debit card, and employees may withdraw from the plan and receive paper checks at any

time. Employers must not charge employees for replacing lost or stolen payroll debit cards.

Illinois

Employers may pay wages in cash or by check redeemable on demand and without discount at a financial institution readily available to employees.

- Direct Deposit: Direct deposit is permissible only if employees volunteer to be paid by direct deposit and are allowed to designate the bank or financial institution for such deposits.
- Payroll debit card: Employers may pay wages with payroll cards provided these conditions are met:
 - Receipt of wages by payroll card must not be made a condition of employment or a condition for receipt of particular benefits
 - Employees must receive written disclosure noting that participation in the payroll card program is voluntary, listing other optional forms of payment
 - Employees must give voluntary consent in writing or by electronic signature
 - Before consenting to a payroll card, employees must be given written notification of the mechanics of the plan, including costs and restrictions and free services
 - Employees must be able to withdraw wages from the payroll card account once a pay period but not less than twice a month for free
 - Employees may request one free transaction history statement a month and unlimited telephone access to account balance
 - Upon making requests to change the wage payment method, employers must begin payment in the requested method within two pay periods
 - Fees for account inactivity may be assessed after one year of inactivity, and
 - Employers must honor employee written requests to change payment by payroll card to another method within two pay periods of the request

Indiana

Employers may pay wages in cash or by negotiable check, draft or money order.

- Direct deposit: Employers may require employees to receive wages by direct deposit. Direct deposit is allowed to financial institutions designated by employees.
- Payroll debit card: There are no state laws or regulations regarding payroll debit cards. The Wage and Hour Division, for Indiana's Department of Labor, has circulated an opinion letter that provides guidance for employers when paying wages with a payroll debit card.

According to the opinion letter, employers may pay employees with payroll debit cards, provided employees may access all their wages in cash without being charged a fee and their payroll debit card is attached to an FDIC insured bank account.

Iowa

Employers may pay wages in cash or by check, unless employees agree in writing to payment in another form. Wages must be paid at the place of employment, during normal employment hours, or at a place and hour mutually agreed to by employers and employees or employees may elect to have the wages sent for direct deposit, on or by the regular payday of employees, into a financial institution designated by employees. Wages due may be sent to employees by mail upon written request by the employees.

- Direct deposit: Employers may require, as a condition of employment that were employees hired on or after July 1, 2005, to participate in direct deposit of the employees' wages in a financial institution of the employees' choice unless any of the following conditions exist:
 - The costs to employees of establishing and maintaining accounts for direct deposit would reduce their wages below the minimum wage.
 - Employees would incur fees to their accounts because of direct deposit.
 - The provisions of a collective bargaining agreement prohibit employers from requiring direct deposit as a condition of hire.
 - Employers must not require employees hired before July 1, 2005, to be paid by direct deposit. However, these employees may elect to

have their wages paid by direct deposit to a financial institution of their choice.

- Payroll debit card: There are no state laws or regulations regarding payroll debit cards. According to the Iowa Division of Labor, employers must not require debit cards as a condition of hire or employment.

Kansas

Employers may pay wages by cash, check, direct deposit, or payroll card.

- Direct Deposit: Employers may pay wages by direct deposit to accounts designated by employees. Written consent is not required by the employee. Employers that elect to pay wages only by direct deposit must offer an alternative payment method as a default option for employees that fail to designate a bank account for the deposit.
 - At least 30 days prior to implementing a direct deposit program, employers must either conduct one or more employee forums to educate employees regarding the use of direct deposit or distribute educational information to employees about direct deposit.
- Payroll debit card: Employers may pay wages by payroll card if employees are allowed at least one withdrawal per pay period at no cost for an amount equal to net wages.
 - At least 30 days prior to implementing a payroll card program, employers must either conduct one or more employee forums to educate employees regarding the use of payroll cards or distribute educational information to employees about payroll cards.
 - Employers retain no interest in wages paid by payroll card, other than the right to correct inadvertent overpayments in accordance with the rules governing direct deposit. Employers must not charge employees initiation, loading, or other participation fees, with the exception of the cost required to replace a lost, stolen, or damaged card.

Kentucky

Employers may pay wages in cash, by check, direct deposit, payroll card accounts convertible into cash on demand at full face value.

- Direct deposit: Direct deposit is allowed and employers may mandate it as long as employees have access to the full amount of wages on payday and incur no additional cost, according to an opinion by Kentucky's attorney general.
- Payroll debit card: Employers may pay wages by payroll debit cards and employers may mandate use of the cards as long as employees have the ability to draw their entire net pay on payday without having to pay fees to the financial institution issuing the cards.
 - Employees may not be charged an activation fee, and the payroll card account must provide the employee with the ability to make at least one free withdrawal per pay period for any amount up to and including the full wage amount.

Louisiana

Employers may pay wages in cash or by check.

- Direct deposit: There are no state laws or regulations regarding direct deposit.
- Payroll debit cards: There are no state laws or regulations regarding payroll debit cards.

Maine

Employers may pay wages in cash or by check.

- Direct Deposit: Direct deposit is allowed. Employers may make direct deposit mandatory provided employees may withdraw the funds on a specific payday, without an additional cost, and are able to choose the financial institutions into which wages will be deposited.
- Payroll debit card: Payroll debit cards are allowed provided employees have agreed to it and they may make an initial withdrawal of the entire net pay without any additional cost.

Maryland

Employers may pay wages in cash or by check, by direct deposit or by payroll debit card.

- Direct Deposit: Direct deposit to a personal bank account is allowed with authorization by employees.
- Payroll debit card: Employers may pay employees by payroll debit cards with the written consent of employees. Any fees applicable to debit cards must be disclosed to employees in writing.

Massachusetts

Employers may pay wages in cash or by check.

- Direct deposit: Employers may require employees to be paid through direct deposit. Employers must not choose the financial institution where employees will receive the funds.
- Payroll debit card: There are no state laws or regulations regarding payroll debit cards.
 - According to the Massachusetts Attorney General's Office, payroll debit cards are allowed if the system provides full and timely payment and no fees apply.

Michigan

Cash or check: Employers may pay wages in cash or by check payable on demand without discount.

- Direct deposit: Except in certain situations, direct deposit is only allowed with employees' voluntary written consent. However, employers or agents of an employer may require their employees to receive wages only through direct deposit or a payroll debit card that complies if the employer provided the employee with all of the following:
 - A written form that allows employees the option to receive wages either by direct deposit to the employees' account at a financial institution or through a payroll debit card.
 - A statement indicating that, except for an employee currently paid by direct deposit or any employee of an employer paying wages by payroll debit card to 1 or more of its employees on January 1, 2005, failure to return the form within 30 days with the account information necessary to implement direct deposit will be presumed to indicate consent to receiving wages through a payroll debit card. If an employee is currently paid by direct deposit, the

method of payment must not be changed to payroll debit card without written consent of the employee.

- Employers must not require their employees to pay any fees or costs incurred by employers in connection with paying wages or establishing a process for paying wages by direct deposit.
- Employees may request a change in the method of receiving wages established, when employers require employees to receive wages only through direct deposit or a payroll debit card, at any time.
- Employers must take no longer than one pay period to implement the change after the employer receives the request and any information necessary to implement it.
- An employer must allow an employee to select payment by direct deposit or electronic transfer, under their payment options, freely, without intimidation, coercion, or fear of discharge or reprisal for the choice.
- Payroll debit card: Wages may not be paid by payroll debit card without an employee's voluntary written consent. However, employers, or agents of an employer, may require employees to receive wages only through direct deposit or a payroll debit card that complies if employers have provided employees the following:
 - a written form that allows employees the option to receive wages either by direct deposit to the employee's account at a financial institution or through a payroll debit card.
 - a statement indicating that, except for employees paid by direct deposit or any employee of an employer paying wages by payroll debit card to one or more of its employees on Jan. 1, 2005, failure to return the form within 30 days with the account information necessary to implement direct deposit will be presumed to indicate consent to receiving wages through a payroll debit card. If an employee is paid by direct deposit, the method of payment must not be changed to payroll debit card without written consent of the employee.
 - a written disclosure that specifies the following concerning payroll debit cards: terms and conditions for use, including an itemized list of any and all fees; methods for accessing wages without charge; statement that, if the payroll debit card is used outside of the

specified network of automatic teller machines, both the payroll card issuer and the operator of the automatic teller machine may impose charges; methods to obtain free balance inquiries; employee's right to elect to change the method of receiving wages at any time; and the payroll debit card does not provide access to a savings or checking account.

- Employers must not require employees to pay any fees or costs incurred by employers in connection with paying wages or establishing a process for paying wages by payroll debit card.
- Employees may request a change in the method of receiving wages established when employers require employees to receive wages only through direct deposit or a payroll debit card, at any time.
- The employer must take no longer than one pay period, to implement the change, after the employer receives the request and any information necessary to implement the request. Employers must allow employees to select payment by direct deposit or electronic transfer, under their payment options, freely, without intimidation, coercion, or fear of discharge or reprisal for the choice.

Minnesota

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed. Employees may refuse direct deposit by making a written objection to employers.
- Payroll debit card: Paying wages with payroll debit cards, sometimes known as payroll cards, paycards, or pay cards, is permitted as long as employees give voluntary, written consent. The consent must not be made a condition of hire or continued employment. The following conditions also apply:
 - Employers must provide a written disclosure of all wage payment options available to employees, the terms and conditions of the card account, and a list of fees that may be deducted from the account.
 - Employees must be allowed to withdraw an amount up to the total of the entire net pay in a free transaction, available on or after the regular payday.
 - Employers must provide employees, upon the employees' written or oral request, one free transaction history each month that includes

all deposits, withdrawals, deductions, or charges by any entity from or to the employees' payroll card account.

- Payroll cards or payroll card accounts must not be linked to any form of credit including, but not limited to, a loan against future pay or a cash advance on future pay. Unless employees agree in writing to the use, information generated by the employees' possession or use of a payroll card or payroll card account may only be used to process transactions and administer the payroll card and the payroll card account.
- Employers who offers a payroll card account option to employees using materials in a language other than English, must provide the written disclosure and written and all payroll card account agreements in that other language.
- Employees who are being paid wages by electronic fund transfer to a payroll card account may request to be paid wages by another method that is allowed by law. Upon employees' request to change the wage payment method, employers must provide a form on which employees must indicate the change. Employers must, within 14 days of request by their employees, begin payment by a different allowable method.
- Employers may not charge their employees initiation, participation, loading, or other fees to receive wages payable in an electronic fund transfer to a payroll card account.
- Fees imposed by employers or payroll card issuer that were not disclosed to employees must not be deducted from the employees' payroll card account or charged to employees.
- Inactivity or dormancy fees must not be deducted from employees' payroll card account or charged to employees.

Mississippi

There is no provision in Mississippi law concerning method of payment.

Missouri

Payment must be made in cash or by check.

- Direct deposit: There are no state laws or regulations regarding direct deposit.
 - According to the Division of Wage Standards, employers may make direct deposit mandatory, provided employees receive the full face value of the payment with no charge.
- Payroll debit cards: There are no state laws or regulations regarding payroll debit cards.
 - According to the Division of Wage Standards, employers may make payroll debit cards mandatory, provided employees receive the full face value of the payment with no charge.

Montana

Employers may pay wages by check, direct deposit, via payroll debit card or in cash.

- Direct Deposit: Employers may pay employees by direct deposit with an employees' written or electronic consent. If consent is electronic, employers must keep a record of the response. Employees must not be required to use direct deposit.
- Payroll Debit Cards: Employers may use payroll debit cards under the following conditions:
 - Employee consent given
 - Employees have the option to receive the full amount of wages by check or cash without extraordinary steps to obtain the check or cash
 - Employers clearly identify the charges associated with using the card
 - Full wages may be collected by employees in cash using the card without a fee for the initial withdrawal
 - Employees receive an itemized list of wage deductions and authorized withholdings in writing or electronically

Nebraska

There is no provision in Nebraska law concerning method of payment.

- Direct deposit: There are no state laws or regulations regarding direct deposit.
 - According to the Department of Labor, employers may use direct deposit to pay wages and may make its use mandatory.
- Payroll debit cards: Employers may elect to pay wages with a payroll debit card as long as they are in compliance with federal guidelines.
 - Employers must allow employees at least one withdrawal per pay period without charge including the total amount of employees' wages.
 - According to the Nebraska Department of Labor, employers may use payroll debit cards to pay wages and may make their use mandatory.

Nevada

Wages must be paid in cash or by check unless the employee has agreed in writing to some other form of payment or the employer has been directed to make some other form of payment by a court or a federal, state, or local government agency.

- Direct deposit and payroll debit cards: Employers may pay by direct deposit under the following conditions:
 - Employees are able to obtain immediate payment in full
 - Employees are given at least one free transaction per pay period
 - Employees are informed of any fees or other charges
 - Employees have given written consent to any fees or other charges
 - An alternative location of payment is easily and readily accessible to employees
 - There are no other requirements or restrictions that a reasonable person would find to be an unreasonable burden or inconvenience
 - The use of direct deposit or the use of debit cards is optional at the election of employees.

New Hampshire

Employers may pay wages in cash, by check, electronic funds transfer at no cost to employees, direct deposit with employee written authorization to banks chosen by employees or payroll debit card.

Employers that offer payment by electronic funds transfer or direct deposit must give employees the option of being paid by check.

- Direct deposit: Direct deposit is allowed as long as employees voluntarily authorize the deposit in writing to a bank of their choice and are not charged a fee.
- Payroll debit card: Employers may pay wages by payroll debit card provided they obtain written consent from the employee.
 - Employers must furnish employees with a written disclosure of all payment options available, along with the terms and conditions of the card account, any changes to the terms and conditions of the card account, and a list of any fees that may be assessed to the card account by a third party.
 - Employees must be allowed the opportunity to withdraw up to and including the full balance of the payroll debit card account at least once a pay period at no cost. The withdrawal site must be located at a financial institution or other area convenient to the place of employment.
 - Employers must not pass on to employee charges they incur associated with the payroll card. Employees may discontinue receiving wages via payroll debit cards at any time without penalty.

New Jersey

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed with written employee consent.
 - Consent must be obtained without coercion, intimidation, or fear of discharge or reprisal for refusal to accept direct deposit.

- Employees must be able to withdraw wages to the same extent and in the same manner as if the deposit were made directly by employees.
- An employee consent must not be on the condition of hire or continued employment.
- The employees must be issued with a statement of deductions made from his or her wages for each pay period such deductions were made. Employees may, on timely notice to their employers, elect not to have wages paid by direct deposit.
- If employees with direct deposit are charged a check-deposit-return fee, the employer must reimburse the employee as soon as possible but no later than the next regularly scheduled payday for the full amount of the check-deposit-return fee. This reimbursement is not treated as wages paid to the employee.
- Payroll debit cards: Employers may deposit employees' wages in a payroll debit card account.
 - Employees must consent in writing to use of a payroll debit card. Consent must be obtained without coercion, intimidation, or fear of discharge or reprisal for refusal to accept the payroll debit card. The employees consent must not be on a condition of hire or continued employment.
 - Employees' wages deposited in a payroll debit card account must be available for the employees' use in the same fashion as directly deposited wages.
 - Employees must be allowed at least one withdrawal per pay period, of the full amount of wages, without fee.
 - The employee must be furnished with a statement of deductions made from his or her wages for each pay period such deductions were made.
 - Employers must disclose to employees, in writing, each of the features of the payroll debit card, including any fees that are charged to the card holder for the use of the features. This disclosure must include an explanation of the specific means by which

employees may, on at least one occasion per pay period, use the payroll debit card to withdraw wages in full, without any fee.

New Mexico

Employers may pay wages in cash or by check.

- Payroll debit card: There are no state laws or regulations regarding payroll debit cards.
 - According to the New Mexico Department of Workforce Solutions, payroll debit cards are permitted if there is no charge to employees.
 - Wages must be paid in full without any reduction or deduction.

New York

There is no provision in New York law concerning method of payment in regard to wage payment requirements.

- Employers who uses methods of payments other than cash or check must provide employees with a written notice that identifies the following:
 - A plain language description of all of the employee's options for receiving wages
 - Statement that the employer may not require the employee to accept wages by payroll debit card or by direct deposit;
 - Statement that the employee may not be charged any fees for services that are necessary for the employee to access his or her wages in full; and
 - If offering employees the option of receiving payment via payroll debit card, a list of locations where employees may access and withdraw wages at no charge to the employees within reasonable proximity to their place of residence or place of work.
- Direct deposit: In general, direct deposit is allowed only with the employees' advance written consent. Direct deposit may be mandated for executive, administrative or professional employees earning more than \$900 a week.

- Payroll debit card: Employers are permitted to pay employees with payroll debit cards if:
 - The employer has consent from the employee;
 - The employer provides the information, described above, underneath Method of Payment, and the employer has received consent at least seven business days before taking action to issue payment of wages by payroll debit card, during such seven business days the employee's consent must not take effect;
 - The employee has local access to one or more automated teller machines that offer withdrawals at no cost to the employee;
 - The employee has at least one method to withdraw up to the total amount of wages for each pay period or balance remaining on the payroll debit card without the employee incurring a fee;
 - The employer or agent must not charge, directly or indirectly, including the following: activation fees, general transactions, overdraft, general status, customer service, and maintenance, and balance inquiry, debit card replacement at reasonable intervals, closing an account or issuing a payment of the remaining balance by check or other means or prohibiting transactions from ATMs that charges for balance inquiries;
 - The employer must not deliver payment of wages delivered by payroll debit card account that is linked to any form of credit including a loan against future pay or a cash advance on future pay.
 - The employer must not pass on any of its own costs associated with a payroll debit card account to any employee nor may an employer any receive kickback or other financial remuneration.

A New York Industrial Board of Appeals Feb. 16, 2017 rescinded payroll-card regulations that were to take effect on March 7, 2017, ruling they were arbitrary, capricious, and without rational basis.

A state court ruled on May 23, 2018, vacating the agency's Feb. 16 ruling. The regulations sought to ensure workers were aware of all wage-payment options and that they could access their full wages by direct deposit or payroll debit card without being subject to hidden fees.

North Carolina

Employers may pay wages in cash, money order, negotiable check or through direct deposit into an institution whose deposits are insured by the United States government or an institution selected by the employee. Payment must be made in full, except for legal or required deductions, on the designated payday.

- Direct deposit: Employers may pay wages by direct deposit as long as payments are made in full on designated paydays, subject to authorized deductions and legal withholds.
 - Employers may make direct deposit a condition of employment.
 - Employees must be free to choose their own financial institution if direct deposit is the only options offered.
 - If employers require direct deposit, employees must not incur additional costs through participation if those costs result in employees being paid less than the minimum wage.
 - If direct deposit is voluntary, the cost to employees may reduce their pay to less than below the minimum wage.
- Payroll debit card: Employers may pay employees with payroll debit cards as long as employees may withdraw all of their wages on payday and one-time use of the card on payday is free.
 - Employers may provide payroll debit cards that impose a monthly withdrawal fee if the payroll debit card is optional and fees are imposed after the initial “no cost” withdrawal.
 - If direct deposit is used with a payroll card account, employers may require the account to be with a particular financial institution, as long as such deposits are insured by the federal government and as long as employees are allowed to choose any financial institution for regular direct deposits.

North Dakota

Employers may pay wages by check drawn on banks convenient to the place of employment or with direct deposit in financial institutions chosen by employees.

- Direct deposit: Direct deposit is allowed to financial institutions chosen by employees.
- Payroll debit card: Payment by payroll debit cards is permitted at the election of employees when offered by their employer.
 - The debit card must be issued by a federally insured bank or credit union.
 - Employers must deposit with the issuer funds in an amount at least equal to the wages due and any account fees before paying wages by debit cards.

Ohio

Employers may pay wages in cash or by check.

- Direct deposit: There are no state laws or regulations regarding direct deposit.
 - Employers may make direct deposit mandatory for employees, according to the Department of Commerce.
- Payroll debit cards: There are no state laws or regulations regarding payroll debit cards.
 - Payroll debit cards are permitted if there is no charge to employees.
 - Employers may make use of payroll debit cards mandatory, according to the Department of Commerce.

Oklahoma

Employers may pay wages in cash, by check, or by electronic means.

- Direct deposit: Employers may require wage payment by direct deposit, according to an opinion letter by the Oklahoma attorney general, but employees must be free to select the bank where they receive the deposits.
 - Employers must not require direct deposit and must offer employees other wage payment options—either by payroll check or cash payment—if employees are not free to choose the bank for

direct deposits. In addition, employees must not be charged a fee to receive wages electronically.

- Payroll debit card: Employers must not require that employees be paid by payroll debit card account and a “payroll access device,” according to an opinion letter by the Oklahoma attorney general.
 - Employees must be free to voluntarily choose to receive their pay from a payroll card account. Employees must not be charged a fee to receive wages electronically.

Oregon

Employers may pay wages in cash, by check, or by another negotiable instrument payable without discount in cash on demand. Employees may accept instruments payable in the future with interest.

- Direct deposit: Direct deposit is allowed when employees voluntarily authorize the deposit to an account in a financial institution and the deposit is made without discount.
- Payroll debit card: Payroll debit cards are allowed as a payment vehicle provided employees:
 - Voluntarily authorize receiving the paycards
 - May make an initial withdrawal of the entire net pay amount without charges
 - Have the option of revoking the agreement, instead choosing other means of wage payment that incur no employee cost.
 - Employers have 30 days to revoke the paycard agreement after receiving written notice from employees, unless employers and employees agree otherwise.

Pennsylvania

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed if employees request it in writing or electronically. The written agreement must include all terms and conditions under which transfers of funds are to be made and the methods employees may use to withdraw permission for direct deposit.

Employees must receive a separate written record of each deposit either prior to or at the time of the deposit.

- Payroll debit card: There are no state laws or regulations regarding payroll debit cards. According to the Pennsylvania Bureau of Labor Law Compliance, payments by payroll debit card is permitted with employee consent but must not be mandatory.
 - Charges or fees associated with debit card payments constitute invalid wage deductions prohibited by law.
 - Wages may be paid to workers using a payroll card if authorized by the worker in writing or electronically. Among the requirements:
 - employers must not choose a payroll card account that charges certain fees and must not require employees to accept wage payments by payroll card as a condition of employment.
 - Before obtaining employees' authorization to receive wage payments through a payroll card, employers must provide employees with notice of all wage-payment options and the payroll card's terms and conditions, including fees that may be deducted by the financial institution issuing the card and a notice that third parties also may assess fees.
 - Employees must be informed of how they may access wages at not cost, and they must be allowed to make at least one free withdrawal and one free in-network ATM withdrawal each pay period.
 - Employees also must be provided with a written or electronic statement of earnings and deductions each pay period.
 - Employers also must accept workers' written or electronic requests to change wage-payment method to direct deposit or check by the first payday 14 days after the request is received.
 - The financial institution holding the account must provide the card recipient with all disclosures, notices, account access and other protections required by federal Consumer Financial Protection Bureau regulations.

- There must be no fees associated with certain actions associated with the card, including issuing the card and one replacement card in a year, the transfer of wages to the card and for not using the card for a period less than 12 months.

Puerto Rico

Employers may pay wages in cash, by check, or by electronic means. Acceptable electronic means include direct deposit, electronic transfer, or credits to a payroll card.

The choice of payment type, such as by cash, check or electronic transfer, is at the employee's discretion. Payment by electronic means must be made to the bank chosen by the employee and must become cash on the day of the payment.

Employers may deduct any monetary amount from the next payment if by special agreement, custom or other reason, the employee or worker receives a cash advance through check or other electronic means of payment before the regular payday.

Employers must not stipulate in any contract that all or part of an employee's wages must be paid in a form other than money, check or electronic means of payment.

- Direct deposit: Direct deposit is allowed with authorization from employees into financial institutions of the employees' choice.
 - Employers must give employees a statement indicating the wages deposited or transferred after authorized deductions. The statement may be distributed in writing or electronically (by telephone, facsimile or through a website) at the employee's discretion and with no additional charge.
 - Direct deposit must be voluntary and employees allowed to receive payment in cash or by check instead. Any costs related to making direct deposit are wholly the responsibility of employers.

Rhode Island

Employers may pay wages by check, direct deposit, payroll debit card and cash.

- Direct deposit: Direct deposit is allowed upon written or electronic request of employees.
 - Deposits must be made at financial institutions of employees' choice.
- Payroll debit card: Payroll debit cards are allowed if the following requirements are met:
 - Employees gave permission in writing or electronically
 - Employees are able to select the financial institution to receive their wages
 - Employees are able to make at least one withdrawal from the payroll card account in each pay period without charge for any amount including the full amount of net wages
 - Employees who receive wages more frequently than weekly must be able to make at least one withdrawal from their payroll card account in each pay period without charge for any amount including the full amount of net wages
 - Employees must be able to check their payroll card account balances, either, through an automated telephone system, or online through the use of the internet, without cost

South Carolina

Employers may pay wages in cash or by check.

- Direct deposit: Employers may deposit all wages to an employee's credit at a financial institution which is doing business in South Carolina and is insured by an agency of the federal government.
 - Employees must be furnished a statement of earnings and withholdings when an employee's wages are paid at a financial institution.
 - Employers who are adopting a wage deposit plan must entitle each employee to at least one withdrawal for each deposit, free of any service charge.

- Payroll debit card: Payroll debit cards are permitted if employees are notified at least seven days in advance and no fees are charged to employees.

South Dakota

Employers may pay wages in cash, by check or direct deposit, or in other forms agreed to by employees.

- Direct deposit: Direct deposit is permitted.
 - Employers may require employees to accept direct deposit.
- Payroll debit card: There are no state laws or regulations regarding payroll debit cards.
 - According to the South Dakota labor department, payroll debit cards are permitted provided the employees may withdraw their entire amount of wages without cost.
 - Use of payroll debit cards may be mandatory.

Tennessee

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed.
 - Employees must be free to choose the financial institutions where wages will be deposited.
- Payroll debit card: Payroll debit cards are allowed if employees are able to withdraw or transfer funds free for the first transaction.
 - If employees agree to be paid through direct deposit but do not designate an account at a bank in a timely manner, employers may pay the employee by payroll debit card.

Texas

Employers may pay wages in cash, check, direct deposit, or by payroll debit card.

- Employees may agree in writing to receive all or part of their wages in kind or in another form. Wages must be:
 - sent by registered mail and delivered by payday,
 - delivered to employees at the place of employment during work hours or at a designated place and time,
 - delivered to someone designated by employees in writing
 - provided by any other reasonable means requested by employees in writing
- Direct deposit: Employers may elect to pay wages by direct deposit to employees who maintain bank accounts. Employers establishing direct deposit systems must:
 - notify each affected employee of the implementation of the system in writing at least 60 days before the system is scheduled to become operational
 - obtain from each affected employee any information required by the employee's financial institution for the direct deposit of wages.
- Payroll debit card: According to the Texas Workforce Commission, payroll debit cards are permitted if employees agree to their use in writing.
 - Employees must be able to withdraw money at a place convenient to their employment and without charge.

Utah

Employers may pay wages in cash, check, draft or by electronic transfer to an institution designated by employees. Checks and drafts must be negotiable and payable in cash, on demand, without discount, at a depository institution. The name and address of the depository institution must appear on the check or draft.

- Direct deposit: Direct deposit is allowed after employees voluntarily authorize electronic payment. Employers need not obtain employee consent if their federal employment tax deposits for the previous year were at least \$250,000 and at least 67% of employees have their wages deposited by electronic transfer.

- Employees must be allowed to choose the financial institution into which wages are deposited.
- Employees may refuse to have their wages deposited by electronic funds transfer by filing a written request with employers.
- Employees may not refuse to have their wages deposited by electronic transfer if for the year preceding the pay period for which employees are being paid, employers' federal employment tax deposits are equal to or more than \$250,000 and at least two-thirds of the employees have their wages deposited by electronic transfer.
- Employers may not designate a particular depository institution for the payment or deposit of a check or draft for wages.
- Payroll debit card: According to the Utah Labor Commission, payroll debit cards are permitted if the following requirements are met:
 - There is no fee for in-full lump-sum withdrawals;
 - The full amount of wages are made available on payday
 - On each payday, the employer must provide the employee with a statement of deductions from gross wages either in writing or electronically.

Vermont

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed when an employee voluntarily authorizes the deposit in writing to his or her account in any financial institution.
- Payroll debit card: Credit to a payroll card account is allowed, with voluntarily written authorization, by an employer in a federally insured depository institution to which electronic fund transfers of the employee's wages, salary, or other employee compensation is made on a recurring basis, and the following conditions are met:
 - The employer has disclosed in writing explaining all of the wage payment options and the terms and conditions of the payroll debit card. A copy of the disclosure must be provided in the employee's primary language or in a language that the employee understands.

- Enrollment in a payroll card program must not be a condition of hire or continued employment.
- Employers must ensure that the payroll card account provides that during each pay period, the employee has at least three free withdrawals from the payroll card, one of which permits withdrawal of the full amount of the balance at a federally insured depository institution or other location convenient to the place of employment.
- The employer must provide one free card replacement each year.
- Employers must not pass any costs associated with the payroll card account to the employee and the employer must not receive any financial remuneration for using the pay card at the employee's expense.
- Employers must provide the employee the option to discontinue receipt of wages by a payroll card account at any time and without penalty to the employee.
- The payroll card issued must be a branded-type card that may be used at a PIN-based or signature-based outlet and the payroll card agreement prevents withdrawals in excess of the account balance and protects the account from being overdrawn.
- The card must not be linked to any form of credit, including a loan against future pay or a cash advance on future pay.
- The employer must not charge the employee an initiation, loading, or other participatory fee to receive wages payable in an electronic fund transfer to a payroll card account, with the exception of the cost required to replace a lost, stolen, or damaged payroll card.
- The employer must ensure that the payroll card account provides to the employee, upon the employee's written or oral request, one free written transaction history each month which includes all deposits, withdrawals, deductions, or charges by any entity from or to the employee's payroll card account for the preceding 60 days. The employer must also ensure that the account allows the employee to elect to receive the monthly transaction history by electronic mail.

Virginia

Employers may pay wages in cash, by check payable at face value, by electronic funds transfer or by deposit to a credit or prepaid debit card.

- Direct deposit: Direct deposit is allowed into an account in the employee's name at a financial institution designated by the employee or into a trust account on which the employee is named as the beneficiary.
 - If the employee does not designate an institution to receive electronic payment or consent to payment into a trust account, wages must be paid in cash or by check.
- Payroll debit card: Payroll debit cards are permitted.
 - Employees hired after Jan. 1, 2010, who fail to designate a bank account for direct deposit may be paid by credit to a prepaid debit card or card account, even if the employee does not consent.
 - Employers must inform employees of any applicable fees and get employee consent. If an employee does not consent, payment must be made by cash or check.

Washington

Employers may pay wages in cash or by check. Sales representatives may request that their wages and commissions be sent through registered mail.

- Direct deposit: Direct deposit is allowed and may be mandated as long as there is no cost to employees and the funds are available on the established payday.
- Payroll debit card: Payroll debit cards are permitted if no fees are charged for withdrawing wages and employees are able to withdraw the entire amount.

West Virginia

Employers may pay wages in cash, check, deposit, or by electronic transfer of immediately available funds into an employee's payroll card account in a federally insured depository institution.

- Direct deposit: Direct deposit is allowed if agreed upon in writing by employees and employers.
- Payroll card: Employers may pay wages by depositing immediately available funds into an employee's payroll card account. The employer and employee must agree in writing to use a payroll card.
 - A payroll card account is an account in a federally insured depository institution in which the employer deposits wages, salary, commissions and other compensation on a recurring basis.

Wisconsin

Employers may pay wages in cash or by check.

- Direct deposit: Employers may deposit wages directly. Direct deposit may be made mandatory.
- Payroll debit card: Employers may pay wages by payroll debit cards if employees are not charged any fees

Wyoming

Employers may pay wages in cash or by check.

- Direct deposit: Direct deposit is allowed if employees voluntarily authorize it.
- Payroll debit card: Employers may pay employees with payroll debit cards if employees voluntarily authorize it.

