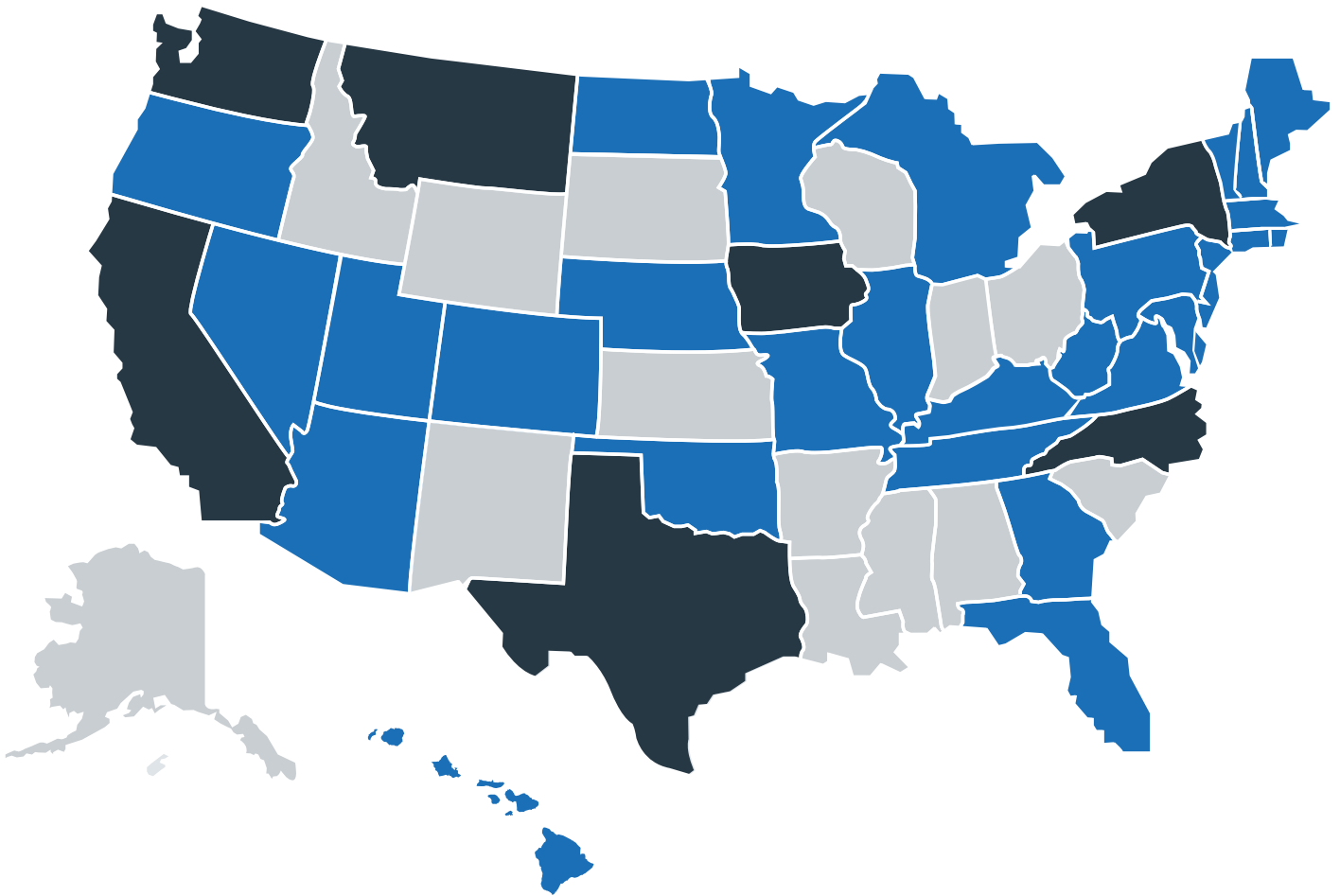


Payroll Card Legislation By State



- States without statutes and/or regulations addressing payroll cards
- States with statutes and/or regulations but no explicit agency guidance
- States where the wage & hour enforcement agency published guidance addressing payroll cards

States With Statutes And/Or Regulations But No Explicit Agency Guidance	
Jurisdiction	Agency Guidance
Arizona	None located
Colorado	Colorado Department. of Labor and Employment, Methods of Payment ; Advisory Bulletins, Methods of Payment, 1(I)
Connecticut	None located
Delaware	None located
Florida	None located
Georgia	None located
Hawaii	Hawaii Department of Labor and Industrial Relations, Wage Standards Division, Direct Deposits, Debit Cards, Electronic Pay Statements.
Illinois	Illinois Department of Labor, Electronic Payroll Debit/Credit Cards for Payment of Wages; Form of Payment FAQ
Kansas	None located

States With Statutes And/Or Regulations But No Explicit Agency Guidance

Jurisdiction	Agency Guidance
Kentucky	None located
Maine	None located
Maryland	None located
Massachusetts	Information for Staffing Agencies Regarding the Temporary Workers Right to Know Law; Information for Worksite Employers Using Employment, Placement, or Staffing Agency Services
Michigan	Michigan Department of Licensing and Regulatory Affairs, Wage and Hour Division, Informational Sheet: Record Keeping Requirements
Minnesota	Minnesota Department of Labor and Industry, Labor Standards, Frequently asked questions about wages and overtime, Labor Standards - Payroll Cards
Nebraska	None located
Nevada	None located
New Hampshire	None located
New Jersey	New Jersey Department of Labor and Workforce Development, Wage & Hour Compliance (Employer) FAQs
North Dakota	None located
Oklahoma	Oklahoma Department of Labor, Wage and Hour FAQs #9
Oregon	BOLI, State Laws Regulating Minimum Wage and the Payment of Wages; Frequently Asked Questions: Paydays . Technical Assistance for Employers, Direct Deposit of Employee Wages; Paychecks
Pennsylvania	None located
Rhode Island	None located
Tennessee	None located
Utah	Utah Labor Commission, Payment of Wages via Pay Cards
Vermont	Vermont Department of Labor, Can My Employer Do That? Electronic or Direct Deposit; Wage and Hour – Fair Labor Practices Frequently Asked Questions
Virginia	Virginia Department of Labor and Industry Field Operations Manual, Payment of Wages ; Virginia Works Newsletter, Pay Cards
West Virginia	West Virginia Division of Labor, Wage and Hour Fact Sheet, Wage Payment & Collection (WPCA): Acceptable Methods for Meeting Payroll

States Where The Wage And Hour Enforcement Agency Has Published Guidance Expressly Addressing Payroll Cards

Jurisdiction	Agency Guidance
California	California Division of Labor Standards Enforcement, DLSE Opinion Letter 2008.07.07 (July 7, 2008)
Iowa	Iowa Workforce Development, Wage Frequently Asked Questions
Montana	Montana Department of Labor and Industry, Electronic Wage Payments FAQs
New York	New York Department of Labor, Letters from Maria L. Colavitos, dated October 29, 2009 and January 15, 2010 .
North Carolina	North Carolina Department of Labor, Fact Sheet on Debit-Payroll Card Payment and Direct Deposit
Texas	Texas Workforce Commission, Especially For Texas Employers, Electronic Fund Transfer of Wages
Washington	Washington State Department of Labor and Industries, Pay Requirements – Getting Paid