



PAYING THE EMPLOYEE

CHAPTER 5

2016 CPP Study Group



FLSA does not Regulate

- Payment frequency (chart on page 5-2 to 5-5)
- Termination pay (chart on page 5-6 to 5-8)
- Payment media – cash, check, DD, pay card
- Direct Deposit (see page 5-10 for flow) (state chart pages 5-14 to 5-17)
 - DD authorization form, federal law does not require written authorization, states do (debiting account)
- International EFTS, must be coded to ID it as IAT
- Pre note not required
- Cost benefit
- Electronic pay cards
 - Branded or unbranded
 - Federal Reserve Board regulates accounts
 - Watch for state laws



FLSA does not Regulate (cont.)

- Pay statements (state table pg. 5-29 to 5-30)
- Unclaimed Property (state chart pg. 5-29 to 5-31 – 5-32)
- Deceased Employee wages (state chart pg. 5-33 to 5-37)