

Washington: Payment interval rules amended for consistency and clarity

By Devra S. Hermosilla

Beginning March 1, 2007, Washington employers are subject to revised payday interval regulations, intended to be more understandable. The revised rules impose the following requirements on employers:

- Pay all wages at no longer than monthly intervals on regular paydays (this requirement already exists and is retained).
- Implement a regular payroll system. If paying at monthly intervals, wages from up to seven days before payday may be withheld (for payment the next month).
- Pay employees on established paydays. On paydays, employers may hand-deliver paychecks, mail paychecks or make direct deposit and electronic transfer funds available.
- Pay wages no later than 10 days after the end of the pay period, except for monthly payroll systems (seven-day withholding as discussed above).

Employers also may establish separate pay periods for regular and overtime wages.

For more information on the revised payday interval regulations, see Washington Administrative Code 296-126-023, 296-128-035 and 296-131-010 and the Washington Department of Labor and Industries [web site](#).

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