



Your rights under the Pennsylvania Wage Payment & Collection Law

Employees Must Be Paid Their Wages On Time

Timing of Payment

The law requires wages to be paid in full and on time.

Notice to Employees

Your employer must provide notice, at the time of hiring, the rate of pay and the amount of any fringe benefits or wage supplements.

Your employer must also provide notice ahead of time if wage rates or fringe benefit amounts change.



Learn more about the Pennsylvania Wage Payment & Collection Law at L&I's [BLLC page](#), including how to submit a complaint form and FAQs.

Deductions

Your employer can only deduct from your promised pay rate for your convenience. Examples of deductions made for convenience are those that you've authorized for tax contributions, union dues, and donations to charities.

Damages

When at least a month has passed and you still remain unpaid, you may be entitled to both your unpaid wages and additional damages (liquidated damages) of 25% of the total amount of wages due, or \$500, whichever is greater.

Penalties

The law provides both civil and criminal penalties for violations.

Questions/Complaints

If you feel that your employer has violated the Pennsylvania Wage Payment & Collection Law, you should file a complaint with the Bureau of Labor Law Compliance.

You can contact the Bureau of Labor Law Compliance at LaborLaw@pa.gov or by phone at 1-800-932-0665. Free interpretation services are available.