

West Virginia Wage Payment

Employers in West Virginia are generally required to pay employee wages **at least twice every month**, with no more than **19 days** between settlements (unless otherwise provided by special agreement).

- Employees who are absent on a regular payday must be paid at their request.

Notice Requirements

- Employers must notify employees, in writing, at the time of hiring of the rate of pay, and of the day, hour, and place of payment.
 - If an employer changes a policy concerning these terms, the employer must notify employees in writing prior to implementing any such change.
 - The employer may also make notification by posting a notice containing the changes in a location accessible to its employees.
- Employers are also required to post a portion of the wage payment law provided by the state [Division of Labor](#).

Payroll Cards

On March 23, 2022, West Virginia [amended](#) its wage payment laws and changed several provisions regarding payroll cards. The amendments become effective June 9, 2022. West Virginia requires employers to pay employee wages with cash, check, direct deposit or payroll card. Beginning June 9, 2022, employers will no longer be required to obtain a written agreement to pay employee wages through direct deposit or payroll card. Instead, employers may unilaterally use payroll cards when employees fail to provide all the information employers need to successfully set up a direct deposit of wages.

Starting on June 9, 2022, the following requirements apply to payroll cards:

- Employers must offer employees the direct deposit option before setting up a payroll card for them;
- Employers must disclose, in writing, any applicable fees associated with the card;
- Employees must have the ability to make at least one withdrawal or transfer from their cards per pay period, without any cost or fee, for any amount up to the amount contained in the card; and
- Employees must be able to make unlimited withdrawals or transfers from their cards within the network of the institution that issued the card, without any cost or fee, for any amount up to the amount contained in the card.

Employers in West Virginia should review these amendments and update their payroll processes and procedures to ensure compliance with direct deposit and payroll card requirements by June 9, 2022.

More Information

For more information, please [click here](#).

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the

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