

[CDLE Official logo appearing in center; strings music]

0:04

[Title graphic: Final Pay]

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[Carrie in a lighted room with LCD screen, official logo animating at the back] Hi, I'm Carrie Chesney with the Colorado Department of Labor and Employment, Division of

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Labor Standards and Statistics. In this video, I will be teaching you about Pay at Separation

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or Final Pay. How you separate from employment determines when you should receive your final pay.

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If you are fired or laid off known as involuntary separation your employer must pay you immediately

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or within 24 hours of Separation depending on whether payroll is located on site. If you

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quit or resign, known as voluntary separation, your employer must pay you at the next regular payday.

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An employer may not withhold final pay. So, is it lawful or unlawful? [scene of truck drivers discussing by a truck] A worker is fired by their

0:48

employer. The employer tells the worker that they are withholding their final paycheck as payment

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for an incident in which the worker damaged a company truck during their work shift several

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months ago. The employer's failure to pay the worker is unlawful because the employer did not

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pay the worker their final pay within 24 hours at separation and the employer cannot withhold

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pay for property damage. The next thing you need to know about final pay is where and how your

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employer is allowed to pay you. Payment may be made at the work site, mailed to your last known

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address, or by direct deposit or pay card. So, is the next situation lawful or unlawful? [scene of woman opening a letter in her desk] A worker quits

1:32

their job and the employer chooses to mail their final paycheck to the worker's last known address

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instead of using direct deposit even though the worker requested direct deposit. This is lawful

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because the employer is still providing payment at the place of payment set out in the law. Regardless

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of your performance as an employee or the reasons for your employment separation, your employer must

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pay you for the entire amount of time you worked in your last pay period. If you think you are owed

2:00

wages you can file a claim with the Division of Labor Standards and Statistics at cdle.colorado.gov/complaint

2:10

If you are not sure whether you owed wages you can visit the division's website (coloradolaborlaw.gov), call 303 3188 441, or email cdle_labor_standards@state.co.us Thanks for watching!