



The laws in the following states expressly permit, or can be interpreted as permitting, employers to eliminate paper checks by giving employees the choice of receiving wages by direct deposit or on a payroll card:

Alabama
Arizona
Colorado
Delaware
Indiana
Kansas
Kentucky
Louisiana
Massachusetts

Maine
Michigan
Missouri
Mississippi
Nebraska
North Carolina
North Dakota
Ohio
Oklahoma

South Carolina
South Dakota
Tennessee
Texas
Utah
Washington
Wisconsin

In addition, the laws in the following states expressly permit, or can be interpreted as permitting, employers to eliminate paper checks for some, but not all employees:

Florida - For new hires hired after on or after July 1, 2009

Iowa - For employees hired on or after July 1, 2005.

Virginia - For employees hired after January 1, 2010.

Disclaimer: The materials available here are for informational purposes only and should not be relied on as legal advice. Labor and employment law is a dynamic field. Accordingly you should contact your attorney to obtain advice with respect to any particular topic or issue.