Department of Labor and Industries
Employment Standards Section
PO Box 44510
Olympia WA 98504-4510

EMPLOYER RIGHTS WAGES PAID

RCW 49.52.050 Rebates of Wages - False Records - Penalty.
Any employer or officer, vice principal or agent of any employer, whether said employer be in private business or an elected public official, who

(1) Shall collect or receive from any employee a rebate of any part of wages theretofore paid by such employer to such employee; or

(2) Wilfully and with intent to deprive the employee of any part of his wages, shall pay any employee a lower wage than the wage such employer is obligated to pay such employee by any statute, ordinance, or contract; or

(3) Shall willfully make or cause another to make any false entry in any employer's books or records purporting to show the payment or more wages to an employee than such employee received; or

(4) Being an employer or an person charged with the duty of keeping any employer's books or records shall wilfully fail or cause another to fail to show openly and clearly in due course in such employer's books and records any rebate of or deduction from any employee's wages; or

(5) Shall wilfully receive or accept from any employee any false receipt for wages;

Shall be guilty of a misdemeanor.

RCW 49.52.060 Authorized Withholding.

The provision of RCW 49.52.050 shall not make it unlawful for an employer to withhold or divert any portion of an employee's wages when required or empowered so to do by state or federal law or when a deduction has been expressly authorized in writing in advance by the employee for a lawful purpose accruing to the benefit of such employee nor shall the provisions of RCW 49.52.050 make it unlawful for an employer to withhold deductions for medical, surgical, or hospital care or service, pursuant to any rule or regulation: Provided, that the employer derives no financial benefit from such deduction and the same is openly, clearly and in due course recorded in the employer's books. [1939 c 195 5 2; RRS % 7612-22.]

RCW 49.52.070 Civil Liability for Double Damages.

Any employer an any officer, vice principal or agent of any employer who shall violate any of the provisions of subdivisions (1) and (2) of RCW 49.52.050 shall be liable in a civil action by the aggrieved employee or his assignee to judgment for twice the amount of the wages unlawfully rebated or withheld by way of exemplary damages, together with costs of suit and a reasonable sum for attorney's fees; Provided, however, that the benefits of this section shall not be available to any employee who has knowingly submitted to such violations. [1939 c 195 % 3; RRS % 7612-23.]