



Mark J. Ventola  
Direct dial: 617.897.5630  
Fax: 617.439.9363  
mventola@sheehan.com

#### Practice Areas

Labor, Employment and  
Employee Benefits  
Corporate Law and Governance  
Business Litigation  
Private Companies and  
Professional Practices

## Ask The Expert - Mass High Tech

### What are an employer's payroll obligations when an employee quits or is terminated?

Monday, February 28, 2005

This is a frequently asked question and employers are often confused about what they must pay an employee whose employment is terminated, either voluntarily or involuntarily. When an employee quits, an employer is required by the Massachusetts Wage Act to pay the employee through the final day of work. The final paycheck must be provided in the next regular payroll cycle. If an employee is fired, however, he or she must be paid for all time worked on the final workday. In either circumstance, the employee must also be paid for all accrued and unused vacation time, as this time is also considered to be wages under the Wage Act.

Additional information for this attorney  
may be found on our website.