



HR MATTERS

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***Should My Final Paycheck
Include Vacation Time?***

Q: *I was fired from my job yesterday. When does my employer have to give me my final paycheck? And what about accrued vacation time -- I've earned 15 days of vacation, but didn't get a chance to take them off before I got fired.*

A: I am sorry to hear about the firing, but hope that you soon find yourself in greener pastures. Funny how life often works that way -- although the humor is lost on the best of us until we come out the other end.

The silver lining is that California law protects employees in your situation. Your employer is required to hand over your final paycheck immediately upon firing you (or within 72 hours if you quit).

Your final paycheck must include payment for all of your accrued vacation. Wishing you the best in your transition.

Ref: California Labor Code, Sections 201 and 202.



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