

**SALARY REDUCTION NOTICE REQUIREMENTS**

<b>State</b>	<b>Advance Warning Requirements</b>	<b>Additional Material Requirements Beyond Time and Notice in Writing</b>
<b>California</b>	Notice any time prior to the change becoming effective.	No additional written notice is required as long as the new wage rate is reflected on the next wage statement issued to the employee.
<b>District of Columbia</b>	Notice any time prior to the change becoming effective.	New wage theft notice should be issued reflecting updated rate of pay and overtime rate of pay for all employees.
<b>Maine</b>	Notice one working day prior to change becoming effective	None.
<b>Maryland</b>	Notice one pay period prior to change becoming effective.	None.
<b>Minnesota</b>	Minnesota Wage Theft Law requires advanced notices of changes to pay.	Issue a new wage theft notice reflecting updated rate of pay (and overtime rate of pay if the employee is non-exempt). Required for all employees. Minneapolis wage theft ordinance requires employee signature to acknowledge receipt of written notice.
<b>Missouri</b>	Written notice 30 days prior to change becoming effective. This notice requirement does not apply if an employee is asked to work fewer hours or changes to a different position with different duties. (Note: Penalty is \$50 per employee). MRS § 290.100.	None.
<b>Nevada</b>	Written notice seven days prior to change becoming effective or compliance with the requirements relating to the decrease that are imposed on the employer pursuant to the provisions of any collective bargaining agreement or any contract between the employer and the employee. NRS608.100.	None.
<b>New York</b>	Written notice seven days prior to change becoming effective. N.Y. Labor Law § 195.	Issue a new wage theft notice using applicable model NYS form. Required for all employees. Form acknowledgment section must be signed by employee. N.Y. Labor Law § 195. Form located <a href="#">here</a> .
<b>North Carolina</b>	Written notice 24 hours prior to change becoming effective. N.C.G.S. § 95-25.13(3).	None.
<b>South Carolina</b>	Written notice seven days prior to change becoming effective. S. Carolina Code 41-10-30.	None.
<b>West Virginia</b>	Written notice one pay period prior to change becoming effective. W. Va. § 42 CSR 5-4.3	None.