

FLSA-656

October 16, 1975

The President has asked this office to reply to your letter of September 21, 1975.

With regard to the contribution of a day's pay for charity purposes, you are referred to section 531.40(c) of the enclosed bulletin. You will note that while deductions may be made from an employee's wages for voluntary contributions to charitable organizations from which the employer receives no profit or benefit directly or indirectly, the employee must voluntarily authorize that the deductions be made. The deductions will not be considered voluntary if they are a condition of obtaining employment or if other forms of coercion are used to obtain their consent. Involuntary deductions for contributions to charitable organizations are prohibited to the extent that they reduce an employee's wage below that which he or she is entitled to receive under the Fair Labor Standards Act. Sections 531.36 and 531.37 indicate the extent to which involuntary deductions may be made.

The Wage and Hour Division has an office at 2222 West 95th Street, Chicago, Illinois 60643, telephone: 318-828-8832. If you would like further information concerning this matter, the people there will be pleased to assist you in any way they can.

Sincerely,

William Hoffman, Director
Division of Minimum Wage
and Hour Standards
Wage and Hour Division

Enclosure