

## PAYROLL DEDUCTIONS

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Payroll deductions will be made from wages in compliance with the Oregon Wage Collection Law ([Oregon Revised Statutes 652.610](#)). In addition, payroll deductions will be made in compliance with Oregon Revised Statutes [244](#). For assistance with payroll deduction questions, contact Payroll.

### **PROPER DEDUCTIONS FROM WAGES**

Deductions will be withheld from wages when one of the following conditions is met:

1. The deduction is required by law. Examples: Federal and state taxes, social security, Medicare, PERS or a garnishment order.
2. The deduction is for the employee's benefit who has signed an authorization for the deduction. Examples: Group health insurance premiums, credit union loan payments, tax deferred annuities.
3. Other deductions where the employee has signed an authorization for the deduction as long as the employer is not the ultimate recipient of the money. Examples: Foundation contributions, outside payroll deduction authorizations to athletic clubs, water/coffee services.
4. The deduction is made in accordance with a Collective Bargaining Agreement to which the College and employee are parties. Example : Union dues.
5. A deduction from a final paycheck for a cash loan to an employee, if the employee has voluntarily signed a loan agreement, and the loan was for the employee's sole benefit provided all the conditions outlined in [ORS 652.610](#) and [ORS 23.185](#)(1) (a) or (d) are met. Example: Emergency payroll advance.

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