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Wage Statements, Final Pay and Waiting-Time Penalties for Guards

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California law requires itemized wage statements with specific information on every pay stub, and requires final wages to be paid immediately on involuntary termination or within 72 hours of a resignation without notice, with waiting-time penalties for late final pay.

Why pay stub accuracy matters

Security guards often work variable shifts, multiple posts, and overtime, which makes accurate wage statements especially important for catching underpayment.

Labor Code 226 requires each pay stub to itemize specific categories so an employee can verify the pay is correct.

Required wage statement items and final pay deadlines

Requirement	Rule	Source
Itemized pay stub	Gross wages, hours worked, deductions, pay period, hourly rates, employer name/address	Labor Code 226
Final pay on involuntary termination	Due immediately at time of termination	Labor Code 201
Final pay on resignation with 72+ hours notice	Due on the last day of work	Labor Code 202
Final pay on resignation without notice	Due within 72 hours of resignation	Labor Code 202
Waiting-time penalty	Up to 30 days of wages for late final pay	Labor Code 203

Red flags on a guard's pay stub

- Missing or unclear hourly rates when a guard worked shifts at different pay rates
- No breakdown of regular versus overtime hours
- Employer name or address missing or inaccurate

- Deductions that are not itemized or explained

What to keep

Save every pay stub, your final paycheck, and any termination paperwork; these documents are the core evidence in a wage claim.

Research and education only

This page is for research and education about California pay stub and final pay rules and is not legal advice. Summit Force Security Group is not a law firm and does not provide legal representation.

For a specific final-pay dispute, contact the California Labor Commissioner's Office or a licensed California employment attorney.

Quick answers

What must be on a security guard's pay stub?

Gross and net wages, hours worked, all applicable hourly rates, deductions, the pay period, and the employer's name and address, among other items required by Labor Code 226.

When is final pay due if a guard is fired?

Immediately at the time of termination under Labor Code 201.

When is final pay due if a guard quits?

On the last day worked if 72 hours' notice was given, or within 72 hours if no notice was given, under Labor Code 202.

What is a waiting-time penalty?

A penalty of up to 30 days of the employee's wages that an employer may owe for willfully failing to pay final wages on time under Labor Code 203.

What can a guard do about an inaccurate pay stub?

Keep copies and raise the issue with the employer, and consider a wage claim with the Labor Commissioner if it is not corrected.

Primary sources — read the official text

Labor Code Section 226	California Legislative Information	https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=226.&lawCode=LAB
Labor Code Sections 201-203	California Legislative Information	https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=201.&lawCode=LAB
Wage Statement FAQ	California DLSE	https://www.dir.ca.gov/dlse/faq_wagestatements.htm
Final Pay FAQ	California DLSE	https://www.dir.ca.gov/dlse/faq_finalpay.htm

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