What Damages Can You Claim When Your Employer Fails to Pay You at Termination?

Services

Employment & Labor Law

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Introduction

At Cohen Cleary, P.C., we understand the importance of fair treatment in the workplace, and we are committed to ensuring that employees are protected under the law. One area where employees often find themselves facing injustice is when their employer fails to provide payment for wages, vacation time, and earned bonuses upon termination. Fortunately, there is legal recourse for employees in such situations, thanks to the landmark case of Reuters v. City of Methuen, 489 Mass 465 (2022). This case has established a "strict liability" standard, offering significant protections and remedies for employees whose employers have failed to pay them in full upon termination.

The Case of Reuters v. City of Methuen

In 2022, the Massachusetts Supreme Judicial Court issued a groundbreaking ruling in the case of Reuters v. City of Methuen. This case set an important precedent for employees who have been wronged by their employers when it comes to unpaid wages, vacation time, and earned bonuses at the time of termination.

Under the "strict liability" standard established in this case, employers are held accountable for their actions and can be liable to employees for the following:

Triple Damages: The most significant aspect of the Reuters case is the award of triple damages. If an employer fails to pay an employee what they are owed upon termination, the court may require the employer to pay three times the amount of unpaid wages. This substantial penalty serves as a strong deterrent to employers who might otherwise withhold payment.

Reasonable Attorney's Fees: Employees who prevail in their claims against their former employers are entitled to have their reasonable attorney's fees paid by the employer. This provision ensures that employees have access to quality legal representation without being burdened by legal expenses.

Other Possible Damages: Beyond triple damages and attorney's fees, employees may also be entitled to additional damages, depending on the specific circumstances of their case. These can include interest on unpaid wages, punitive damages, and compensation for emotional distress caused by the employer's actions.

Seeking Legal Remedies with Cohen Cleary, P.C.

If you find yourself in a situation where your former employer has failed to provide you with

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payment for wages, vacation time, or earned bonuses upon termination, you don't have to suffer in silence. The legal protections established by the Reuters case are in place to help you seek justice and recover the compensation you rightfully deserve.

At Cohen Cleary, P.C., we specialize in employment law and have a deep understanding of the intricacies of cases like these. We encourage anyone who believes they have been wronged by their former employer in this manner to contact us immediately at 508-880-6677. Our experienced team of attorneys is ready to listen to your case, assess the facts, and provide guidance on how to proceed.

Conclusion

The case of Reuters v. City of Methuen has set a powerful precedent in Massachusetts for employees who have not received their full wages, vacation time, or earned bonuses upon termination. Under the "strict liability" standard established in this case, employers can be held accountable and may face significant penalties, including triple damages and payment of attorney's fees.

If you believe that you have been a victim of such unfair treatment by your former employer, don't hesitate to reach out to Cohen Cleary, P.C. Our dedicated team is here to help you navigate the legal process, seek the compensation you deserve, and ensure that justice is served. Contact us today at 508-880-6677 to discuss your case and explore your options for seeking remedies under the law.

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