

Earned Wage Access (EWA)

EWA is a financial product that allows individuals and families to voluntarily access the wages for the hours that they have already worked, prior to their payday.

1



Marsha is a nurse at an Urgent Care. She has worked 24 hours of a 40-hour work week.

2



She had to replace a flat tire on Monday, which left her with no grocery money on Wednesday.

3

EWA products can help!

Does Marsha's employer offer EWA? If not, she still has a direct-to-consumer option.

In the **employer-integrated model**, Marsha voluntarily enrolls in a company-sponsored EWA program. She is then able to withdraw a portion of her earned wages.

In the **direct-to-consumer model**, Marsha works directly with the fintech platform to access her earned wages.

4



Funds are transferred directly to Marsha's bank, making them accessible via her mobile app.

Setting the Standard for Responsible EWA

EWA isn't a loan or credit

- It does not require credit checks or inquiries
- It does not assess fees or base access on creditworthiness
- It does not charge a fee in installments
- It does not charge interest or late fees
- It does not report to credit bureaus

EWA is an innovative financial product!

- A voluntary no cost free option must be made available to all users
- Strong fee disclosures represented in a clear and transparent manner
- Allows users to cancel at any time
- Numerous other consumer protections aligned with how the product operates

For a full list of standards, please visit [fintechcouncil.org/what-we-do](https://www.fintechcouncil.org/what-we-do)



www.fintechcouncil.org

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EWA: Clear and Consistent Regulation

The AFC and its members advocate at both the federal and state levels.

Typical State Landscape:

- EWA is an emerging industry not envisioned when most lending laws were put in place
- Risk that a patchwork of policies and regulation would result in disparate availability of EWA products based on state
- The potential impact is fewer financial product options for vulnerable populations to access their money in a safe, convenient, and cost-effective manner

Federal Landscape:

- Currently, federal regulators are exploring the proper oversight environment for EWA
- Congress is considering legislation to establish a tailored regulatory framework for EWA
- The CFPB has issued an advisory opinion clarifying covered EWA providers that are not subject to TILA.

AFC-Supported Regulatory Frameworks:

- Nevada, Signed, June 2023
- Missouri, Signed, July 2023

EWA serves as an important alternative to high-cost predatory and payday loans and gives families the options they need to support their families.

“Black and Hispanic consumers were substantially more likely than non-Hispanic white consumers to be unable to cover expenses for more than a month. Low-income households (\$20,000 or less) were more than ten times as likely as high-income households (\$125,001 or more) to be unable to cover expenses for more than a month. Similarly, younger consumers and consumers with less education were more likely than older groups and those with more education to be unable to cover expenses.”

CFPB December 2023

A new study on EWA by the Financial Health Network found that most consumers have a positive experience with EWA. The report further noted that families plan to continue using the service and it increases their ability to pay bills on time. Many users took advantage of EWA for the first time to cover an emergency expense that compounded their daily expenses.

Financial Health Network December 2023



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