

FINAL WAGE PAYMENT TIMING FOR PRIVATE EMPLOYERS



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The following is a general chart regarding final wage payments for private employers. It does not cover public employers (state and local governments). Keep in mind that there may be exceptions or special rules for certain industries or professions which are not detailed below. In addition, some provisions may be affected by the existence of a collective-bargaining agreement. Please see our detailed [wage and hour](#) section for the particular state in question for a more detailed explanation.

State	Termination	Resignation	Vacation Payout Requirement
Federal	No specific regulation currently exists.	No specific regulation currently exists.	No specific regulation currently exists.
Alabama	No specific regulation currently exists.	No specific regulation currently exists.	Vacation must be paid upon separation if the employer's policy provides for vacation payout.
Alaska	Payment is due within 3 working days after the termination.	Payment is due no later than the next regular payday that is at least 3 days after the employer received notice of the employee's termination of services.	Vacation must be paid upon separation if the employer's policy, practice, or a contract provides for vacation payout.
Arizona	Payment is due within 7 working days or at the end of the next regular pay period, whichever occurs earlier.	Payment is due no later than the regular payday for the pay period during which the separation occurred.	Vacation must be paid upon separation if the employer's policy, practice or a contract provides for vacation payout.
Arkansas	Payment is due within 7 days of discharge provided the employee has requested or demanded payment. In all other cases, the payment must be made on the regularly scheduled payday.	No specific regulation currently exists.	Vested vacation must be paid upon separation if the employer's policy provides for vested vacation.
California	Payment is due immediately.	Payment is due within 72 hours if the employee quits without notice. Employees who give at least 72 hours' notice of intent to resign must be paid upon separation.	Vested vacation must be paid upon separation at the final pay rate.

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Colorado	Payment is due immediately. However, if the employer's accounting unit responsible for the drawing of paychecks is not regularly scheduled to be operational, wages due must be made available no later than 6 hours after the unit would normally be operational.	Payment is due no later than next regular payday.	Vacation must be paid upon separation if the employer's policy provides for vacation.
Connecticut	Payment is due no later than the next business day.	Payment is due no later than the next regular payday.	Vested vacation, holidays, sick days and earned leave must be paid upon separation if the employer's policy or employment contract provides these items.
Delaware	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vested vacation, and holidays must be paid upon separation if the employer's policy or employment contract provides these items.
District of Columbia	Payment is due no later than the working day following the date of discharge.	Payment is due within 7 days of resignation, or no later than the next regular payday, whichever occurs earlier.	Vacation must be paid upon separation unless the employer has a written policy stating employees are not entitled to vested vacation upon separation.
Florida	No specific regulation currently exists.	No specific regulation currently exists.	Vested vacation must be paid upon separation if the employer's policy provides for vacation.
Georgia	No specific regulation currently exists.	No specific regulation currently exists.	No specific regulation currently exists.

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Hawaii	Payment is due immediately, if possible, but no later than the next working day.	Payment is due no later than the next regular payday. However, if the employee gives at least one pay period's notice of intention to resign, payment must be made upon separation.	Vacation must be paid upon separation if the employer's policy or practice provides for vacation payout.
Idaho	Payment is due no later than the next regular payday, or 10 days after the date of discharge, or within 48 hours of employee request, whichever occurs earlier.	Payment is due no later than the next regular payday, or 10 days after the date of discharge, or within 48 hours of employee request, whichever occurs earlier.	No specific regulation exists.
Illinois	Payment is due immediately, if possible, but no later than the next regular payday.	Payment is due immediately, if possible, but no later than the next regular payday.	Vested vacation must be paid upon separation, at the final pay rate, if the employer's policy provides for vacation.
Indiana	Payment is due no later than the next regular payday.	Payment is due immediately, if possible, but no later than the next regular payday.	Vested vacation based on time worked must be paid upon separation, if the employer's policy provides for vacation.
Iowa	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	A proportionate amount of vacation time, reflecting the portion of the year for which the employee was employed, must be paid upon separation if the employer's policy provides for vacation or for pro-rata vacations.
Kansas	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation if the employer's policy provides for payout. Payout may be limited by employer policy requiring a condition to be met before payout (e.g. a certain amount of notice, etc.)

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Kentucky	Payment is due no later than the next regular payday or 14 days following the date of discharge, whichever occurs later.	Payment is due no later than the next regular payday or 14 days following termination, whichever occurs later.	Vested vacation must be paid upon separation if the employer's policy provides for vacation.
Louisiana	Payment is due no later than the next regular payday or no later than 15 days after the date of discharge, whichever occurs earlier.	Payment is due no later than the next regular payday or no later than 15 days after the date of resignation, whichever occurs earlier.	Vested vacation must be paid upon separation if the employer's policy provides for vacation.
Maine	Payment is due no later than the next regular payday or 2 weeks after demand is made, whichever occurs earlier.	Payment is due no later than the next regular payday or 2 weeks after demand is made, whichever occurs earlier.	Vested vacation must be paid upon separation if the employer's policy provides for vacation. If a business is sold, the seller must pay employees for vested vacation unless they contractually agree to honor previously vested vacation.
Maryland	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation is not required to be paid upon separation if the employer has a written policy stating employees are not entitled to vested vacation upon separation and employees were notified of such upon hire.
Massachusetts	Payment is due immediately (or in Boston as soon as laws requiring payrolls, bills, and accounts to be certified have been complied with).	Payment is due no later than the next regular payday, or on the following Saturday if there is no regular payday.	Vacation and holidays must be paid upon separation if due under an employer oral or written agreement.
Michigan	Payment is due immediately, or as soon as the amount can be determined.	Payment is due as soon as the amount can be determined.	Vacation must be paid upon separation unless otherwise specified in writing with the employee's willing consent.

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Minnesota	Payment is due immediately, (within 24 hours) upon demand.	Payment is due no later than the next regular payday. If the 1st regular payday is less than 5 calendar days after the employee's last day, full payment may be delayed until the 2nd regular payday, but may not exceed a total of 20 calendar days following the employee's last day.	Vacation must be paid upon separation if the employer's policy or practice provides for vacation payout.
Mississippi	No specific regulation currently exists.	No specific regulation currently exists.	Vested vacation must be paid upon separation unless the employer's policy or employment contract states that vested vacation will not be paid out.
Missouri	Payment is due immediately.	No specific regulation currently exists.	No specific regulation currently exists.
Montana	Payment is due immediately unless the employer has a written policy allowing for payment on the next regular payday or within 15 days of the termination, whichever occurs earlier.	Payment is due no later than the next regular payday or within 15 days of the resignation date, whichever occurs earlier.	Vested vacation must be paid upon separation if the employer's policy provides for vacation.
Nebraska	Payment is due no later than the next regular payday or within 2 weeks of the date of discharge, whichever occurs earlier.	Payment is due no later than the next regular payday or within 2 weeks of the resignation date, whichever occurs earlier.	Vested vacation must be paid upon separation if the employer's policy provides for vacation.
Nevada	Payment is due immediately.	Payment is due no later than the next regular payday or 7 days after resignation, whichever is earlier.	No specific regulation currently exists.

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New Hampshire	Payment is due within 72 hours.	Payment is due no later than the next regular payday. However, if the employee gives a least one pay period's notice of intention to resign, employer must pay within 72 hours.	Vacation, holiday pay, sick pay, and personal days must be paid upon separation if the employer's policy provides for these items. Additionally, employers may recoup negative vacation (or other time off) balance amounts from a final paycheck if employees provide a written request to do so, free from coercion.
New Jersey	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation only if the employer's policy provides for payout. Payout may also be limited by employer policy requiring a condition to be met before payout (e.g. a certain amount of notice, etc.)
New Mexico	Payment is due within 5 days.	Payment is due no later than the next regular payday.	No specific regulation currently exists.
New York	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation is not required to be paid upon separation if the employer has a written policy stating employees lose or forfeit vacation under certain conditions, those conditions are met and employees were notified of such upon hire.
North Carolina	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vested vacation must be paid upon separation unless the employer's policy or employment contract states vacation is forfeited upon separation.

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North Dakota	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	<p>Vacation or other paid leaves must be paid upon separation, at the final rate of pay, if the employer's policy provides for these items.</p> <p>Vacation or other paid leave does not have to be paid out for workers employed less than one year who quit with less than five days of notice; provided they were notified of this exception in writing upon hire.</p>
Ohio	No specific regulation currently exists.	No specific regulation currently exists.	No specific regulation currently exists.
Oklahoma	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation, and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.
Oregon	Payment is due no later than the end of the 1st business day after the date of discharge.	If the employee gives at least 48 hours' notice of intention to resign, employer must pay upon discharge (unless it is not a business day). If the employee gives less than 48 hours' notice payment is due within 5 days or the next regular payday, whichever occurs earlier.	Vacation, and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.
Pennsylvania	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vested vacation and holiday must be paid upon separation if the employer's policy provides for vacation and holidays.

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Rhode Island	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vested vacation must be paid upon separation, if the separating employee was employed for one year or more.
South Carolina	Payment is due within 48 hours of discharge or by the next regular payday, which may not exceed 30 days.	Payment is due within 48 hours of discharge or by the next regular payday, which may not exceed 30 days.	Vacation, holidays, and sick leave must be paid upon separation if the employer's policy or other agreement provides for it.
South Dakota	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation, and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.
Tennessee	Payment is due no later than the next regular payday, but cannot exceed 21 days from the date of discharge.	Payment is due no later than the next regular payday, but cannot exceed 21 days from the date of discharge.	Vacation or compensatory time off must be paid upon separation if the employer's policy or labor contract provides for payout.
Texas	Payment is due no later than the 6th day after discharge.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation if the employer's policy or employment contract provides for it.
Utah	Payment is due within 24 hours of discharge.	Payment is due no later than the next regular payday.	No specific regulation currently exists.
Vermont	Payment is due within 72 hours of discharge.	Payment is due on the last regular payday or, if there is no regular payday, on the following Friday.	Vacation must be paid upon separation if the employer's policy or employment contract provides for it.
Virginia	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	No specific regulation currently exists.

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Washington	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation pay is not due upon separation unless expressly granted by contract.
West Virginia	Payment is due no later than the next regular payday or 4 business days, whichever is earlier.	If the employee gives at least a full pay period's notice of intention to resign, employer must pay upon separation. If the employee gives less than a full pay period's notice, payment is due no later than the next regular payday.	Vacation must be paid upon separation unless a written agreement, which is compliant with state law, exists to the contrary.
Wisconsin	Payment is due no later than the next regular payday or monthly, whichever is earlier.	Payment is due no later than the next regular payday or monthly, whichever is earlier.	Vested vacation must be paid upon separation if the employer's policy or employment contract provides vacation.
Wyoming	Payment is due within 5 business days of discharge.	Payment is due within 5 business days of discharge.	Vested vacation must be paid upon separation if the employer's policy or employment contract does not state vacation is forfeited upon separation. Any such agreement must be acknowledged by employee in writing.

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