

STATE FINAL PAYCHECK LAWS GUIDE

Employers in the United States of America are not required by federal law to give former employees their final paycheck immediately upon termination. Some states, however, may require immediate payment. The timeframes for distributing final paychecks vary based on which party initiates the employment separation.

State	Statute	Involuntary Termination	Voluntary Termination
Alabama	No statute	No statute	No statute
Alaska	Alaska Stat. § 23.05.140	Within three working days	Next regular payday at least three days after employee gives notice
Arizona	Ariz. Rev. Stat. Ann. § 23-353	Within seven working days or the end of the next regular pay period, whichever is sooner	Paid in the usual manner: all wages are due no later than the regular payday for the pay period during which the termination occurred
Arkansas	Arkansas Code § 11-4-405	Within seven days from discharge	No statute
California	Cal. Lab. Code §§ 201, 202, and 227.3	Immediately	Within 72 hours, or immediately if employee has given at least 72 hours' notice
Colorado	Colo. Rev. Stat. Ann. § 8-4-109	Immediately (within six hours of start of next workday, if payroll unit is closed; 24 hours if unit is offsite)	Next scheduled payday
Connecticut	Conn. Gen. Stat. Ann. § 31-71c	Next business day after discharge	Next scheduled payday
Delaware	Del. Code Ann. tit. 19, § 1103	Next scheduled payday	Next scheduled payday
District of Columbia	D.C. Code § 32-1303	Next business day	Next scheduled payday or within seven days, whichever is sooner
Florida	No statute.	No statute	No statute
Georgia	No statute.	No statute	No statute
Hawaii	Haw. Rev. Stat. § 388-3	Immediately or next business day, if conditions prevent immediate payment	Next scheduled payday or immediately, if employee gives one pay period's notice

State	Statute	Involuntary Termination	Voluntary Termination
Idaho	Idaho Code §§ 45-606	Next payday or within 10 days business days, whichever is sooner; if employee makes a written request for earlier payment, within 48 hours (2 days) of receiving request (excluding weekends & holidays)	Next payday or within 10 business days whichever is sooner; if employee makes a written request for earlier payment, within 48 hours (2 days) of receiving request (excluding weekends & holidays)
Illinois	820 Ill. Comp. Stat. 115/5	At time of separation if possible, but no later than next payday	At time of separation if possible, but no later than next payday
Indiana	Ind. Code §§ 22-2-9-2 and 22-2-5-1	Next scheduled payday	Next scheduled payday; if employee has not provided a forwarding address, employer may wait until 10 days after employee demands wages or until employee provides an address where the check may be mailed
Iowa	Iowa Code Ann. § 91A.4	Next scheduled payday	Next scheduled payday
Kansas	Kan. Stat. Ann. § 44-315	Next scheduled payday	Next scheduled payday
Kentucky	Ky. Rev. Stat. Ann. § 337.055	Next scheduled payday or within 14 days, whichever is later	Next scheduled payday or within 14 days, whichever is later
Louisiana	La. Rev. Stat. Ann. § 23:631	Next payday or within 15 days, whichever is earlier	Next payday or within 15 days, whichever is earlier
Maine	Me. Rev. Stat. Ann. tit. 26, § 626	Next scheduled payday or within two weeks after demand, whichever is earlier	Next scheduled payday or within two weeks after demand, whichever is earlier
Maryland	Md. Lab. & Emp. Code Ann. § 3-505	Next scheduled payday	Next scheduled payday
Massachusetts	Mass. Ann. Laws Ch. 149 § 148	Day of discharge	Next payday. If no scheduled payday, then the following Saturday
Michigan	Mich. Comp. Laws §§ 408.475	Next scheduled payday	Next scheduled payday

State	Statute	Involuntary Termination	Voluntary Termination
Minnesota	Minn. Stat. §§ 181.11 and 181.14	Within 24 hours	Next payday; if payday is less than five days after last day of work, employer may pay on the following payday or 20 days after last day of work, whichever is earlier
Mississippi	No statute.	No statute	No statute
Missouri	Mo. Ann. Stat. § 290.110	Day of discharge	No statute
Montana	Mont. Code Ann. § 39-3-205	If laid off or terminated for cause: immediately; employer may have a written policy extending this time to the next payday or within 15 days, whichever is earlier	Next payday or within 15 days, whichever is earlier
Nebraska	Neb. Rev. Stat. § 48-1230	Next scheduled payday or within two weeks, whichever is earlier	Next scheduled payday or within two weeks, whichever is earlier
Nevada	Nev. Rev. Stat. §§ 608.020 and 608.030	Immediately	Next scheduled payday or within seven days, whichever is earlier
New Hampshire	N.H. Rev. Stat. Ann. § 275:44	Within 72 hours; if employee is laid off, employer may wait until the next payday	Next scheduled payday or within 72 hours, if employee gives one pay period's notice
New Jersey	N.J. Stat. Ann. § 34:11-4.3	Next scheduled payday	Next scheduled payday
New Mexico	N.M. Stat. Ann. §§ 50-4-4, 50-4-5	Within five days	Next payday
New York	N.Y. Labor Laws § 191	Next scheduled payday	Next scheduled payday
North Carolina	N.C. Gen. Stat. § 95.25.7	Next scheduled payday	Next scheduled payday
North Dakota	N.D. Cent. Code § 34-14-03	Next payday	Next payday
Ohio	Ohio Rev. Code Ann. § 4113.15	First of the month for wages earned in the first half of prior month; fifteenth of the month for wages earned in second half of prior month	First of the month for wages earned in the first half of prior month; fifteenth of the month for wages earned in second half of prior month

State	Statute	Involuntary Termination	Voluntary Termination
Oklahoma	Okla. Stat. Ann. tit. 40, § 165.3	Next scheduled payday	Next scheduled payday
Oregon	Or. Rev. Stat. § 652.140	End of first business day after termination	Immediately if employee has given 48 hours' notice (excluding weekends & holidays). Without notice, within five days or the next payday, whichever is the earliest
Pennsylvania	43 Pa. Cons. Stat. Ann. § 260.5	Next scheduled payday	Next scheduled payday
Rhode Island	R.I. Gen. Laws § 28-14-4	Next scheduled payday	Next scheduled payday
South Carolina	S.C. Codified Laws § 41-10-50	Within 48 hours or next scheduled payday, but not more than 30 days	No statute
South Dakota	S.D. Codified Laws §§ 60-11-10 and 60-11-11	Next payday or when employee returns employer's property	Next payday or when employee returns employer's property
Tennessee	Tenn. Code. Ann. § 50-2-103	Next scheduled payday or within 21 days, whichever is later	Next scheduled payday or within 21 days, whichever is later
Texas	Texas Code Ann., Labor § 61.014	Within six days	Next payday
Utah	Utah Code Ann. § 34-28-5	Within 24 hours	Next scheduled payday
Vermont	Vt. Stat. Ann. tit. 21, § 342	Within 72 hours	Next scheduled payday or, if no scheduled payday exists, the next Friday
Virginia	Va. Code § 40.1-29	Next scheduled payday	Next scheduled payday
Washington	Wash. Rev. Code § 49.48.010	End of next pay period	If employee quits: end of next pay period
West Virginia	W. Va. Code § 21-5-4	Next scheduled payday	Next scheduled payday
Wisconsin	Wis. Stat. Ann. § 109.03	Next payday or within one month, whichever is earlier	Next payday
Wyoming	Wyo. Stat. Ann. § 27-4-104	Next scheduled payday	Next scheduled payday

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