FINAL PAYCHECK LAWS BY STATE

Deadline after a firing or layoff and after a resignation, unused vacation and the late-pay penalty, read in each state's statute or labor department page on November 23, 2026. Hours count as whole days; business days skip weekends.

State	Fired or laid off	Quit	Unused vacation	Late-pay penalty	Law
Alabama	No state deadline verified	No state deadline verified	Not verified from an official source	Not verified from an official source	U.S. DOL: last paycheck (federal rule)
Alaska	Within 3 working days	Next regular payday at least 3 days after the employer gets notice	Not verified from an official source	Regular wages from demand to payment, up to 90 working days	AS 23.05.140(b), (d)
Arizona	Within 7 working days or by the end of the next regular pay period, whichever is sooner	Regular payday for the pay period in which the employee quit	Not verified from an official source	Employee may recover treble the unpaid wages in a civil action (§ 23-355)	A.R.S. §§ 23-353, 23-355
Arkansas	Next regular payday	Not verified from an official source	Not verified from an official source	Double the wages due if a discharged employee is not paid within 7 days of that payday	Arkansas Department of Labor and Licensing FAQs
California	Immediately at the time of discharge or layoff	Within 72 hours of quitting. With notice: At the time of quitting, if the employee gave at least 72 hours' notice	Yes: accrued vacation is paid with the final wages	Waiting time penalty: a day's pay for each day late, up to 30 days, if the failure is willful	Labor Code §§ 201, 202, 203, 227.3 (DIR FAQ)
Colorado	Immediately (within 6 hours of the next workday start if payroll is closed, 24 hours if it is off-site)	Next regular payday	Yes: earned vacation must be paid and cannot be forfeited	Penalties if wages are not paid within 14 days of a written demand or complaint	C.R.S. § 8-4-109 (CDLE INFO #3A, INFO #3E)
Connecticut	Next business day after the discharge. Layoff: Next regular payday	Next regular payday	Only if the employer's policy or a labor agreement provides for payout	Twice the wages in a civil action, unless the employer had a good faith belief it complied	Conn. Gen. Stat. §§ 31-71c, 31-76k, 31-72
Delaware	Next regular payday or 3 business days after the last day worked, whichever is later	Next regular payday or 3 business days after the last day worked, whichever is later	Only if an agreement provides vacation pay: then due within 30 days after it is required to be paid (§ 1109)	10% of the unpaid wages per day (Sundays and holidays excluded), up to the amount unpaid	19 Del. C. §§ 1103, 1109
District of Columbia	Next working day after the discharge	Next regular payday or 7 days after quitting, whichever is earlier	Not verified from an official source	10% of the unpaid wages per working day or treble the unpaid wages, whichever is smaller	D.C. Code § 32-1303
Florida	No state deadline verified	No state deadline verified	Not verified from an official source	Not verified from an official source	U.S. DOL: last paycheck (federal rule)
Georgia	No state deadline verified	No state deadline verified	Not verified from an official source	Not verified from an official source	U.S. DOL: last paycheck (federal rule)
Hawaii	At the time of discharge, or the next working day if immediate payment is prevented. Layoff: Next regular payday (temporary layoff)	Next regular payday. With notice: At the time of quitting, if the employee gave at least one pay period's notice	Unused vacation is not wages under chapter 388 (court annotation to § 388-3): the employer's policy decides	An equal amount plus 6% interest a year, and a civil penalty of at least $500 or $100 per violation	HRS §§ 388-3, 388-10
Idaho	Next regular payday or 10 days (weekends and holidays excluded), whichever is earlier	Next regular payday or 10 days (weekends and holidays excluded), whichever is earlier	Not verified from an official source	Wages continue for up to 15 days, at most $750 ($500 if paid before a lien is filed)	Idaho Code §§ 45-606, 45-607
Illinois	At separation if possible, no later than the next regular payday	At separation if possible, no later than the next regular payday	Yes, where a contract or policy provides paid vacation: earned vacation cannot be forfeited	Damages of 5% of the underpayment for each month it stays unpaid	820 ILCS 115/5, 115/14
Indiana	Regular payday for the pay period in which the separation occurred	Next usual and regular payday	Not verified from an official source	Under IC 22-2-5-2: two times the wages due as liquidated damages if the employer did not act in good faith, plus attorney's fees and costs	IC 22-2-9-2, 22-2-5-1, 22-2-5-2
Iowa	Next regular payday for the period in which the wages were earned	Next regular payday for the period in which the wages were earned	Due if an agreement or policy provides it, pro rata for the part of the year worked	Liquidated damages, costs and attorney fees if the failure was intentional	Iowa Code §§ 91A.4, 91A.8
Kansas	Next regular payday	Next regular payday	Not verified from an official source	If willful: 1% of the unpaid wages per day (Sundays and holidays excluded) after the 8th day, up to 100%	K.S.A. 44-315
Kentucky	Next normal pay period or 14 days after separation, whichever is later	Next normal pay period or 14 days after separation, whichever is later	Not verified from an official source	Not verified from an official source	Kentucky wage and hour poster (KRS 337.055)
Louisiana	Next regular payday or 15 days after the separation, whichever is earlier	Next regular payday or 15 days after the separation, whichever is earlier	Yes, if the employee is eligible and has accrued it under the employer's policy; earned vacation cannot be forfeited	Not verified from an official source	La. R.S. 23:631

State	Fired or laid off	Quit	Unused vacation	Late-pay penalty	Law
Maine	Next established payday	Next established payday	Yes, vacation accrued from January 1, 2023, unless the employer has 10 or fewer employees or is public	Twice the unpaid wages as liquidated damages, plus a fine of $100 to $500 per violation	26 M.R.S. §§ 626, 626-A
Maryland	The day the wages would have been paid had employment continued	The day the wages would have been paid had employment continued	Yes, unless a written policy the employee was told about limits payout	A court may award up to 3 times the wage if it was withheld without a bona fide dispute	Md. Code, Lab. & Empl. §§ 3-505, 3-507.2
Massachusetts	On the day of discharge	Next regular payday (the following Saturday if there is none)	Yes: vacation payments due under an oral or written agreement are wages	Treble damages as liquidated damages in a civil action	M.G.L. c. 149, §§ 148, 150
Michigan	Immediately, as soon as the amount can with due diligence be determined	As soon as the amount can with due diligence be determined	Not verified from an official source	Not verified from an official source	MCL 408.475
Minnesota	Immediately on the employee's written demand; in default after 24 hours	First regular payday; the second if the first is under 5 days away, but within 20 days	Not verified from an official source	Average daily earnings for each day in default after the employee's written demand, up to 15 days (discharge or resignation)	Minn. Stat. §§ 181.13, 181.14
Mississippi	No state deadline verified	No state deadline verified	Not verified from an official source	Not verified from an official source	U.S. DOL: last paycheck (federal rule)
Missouri	On the day of discharge	No resignation deadline in § 290.110, which covers discharges only	Not verified from an official source	Wages continue for up to 60 days if not paid within 7 days of a written request	RSMo 290.110
Montana	Fired for cause: immediately, unless a written policy allows the next payday or 15 days, whichever is first. Layoff: Immediately, unless a written policy allows the next payday or 15 days, whichever is first	Next regular payday or 15 days, whichever is first	Not verified from an official source	Up to 110% of the wages due	MCA 39-3-205, 39-3-206
Nebraska	Next regular payday or 2 weeks after separation, whichever is sooner	Next regular payday or 2 weeks after separation, whichever is sooner	Yes: earned but unused vacation is wages due at separation	Attorney's fees if the wages are not paid within 30 days of the payday and the employee wins	Neb. Rev. Stat. §§ 48-1229, 48-1230, 48-1231
Nevada	Immediately on discharge or temporary layoff	Next regular payday or 7 days after quitting, whichever is earlier	Not verified from an official source	Wages continue at the same rate for up to 30 days if not paid within 3 days of the due date after a discharge, or on the due date after a resignation	NRS 608.020, 608.030, 608.040
New Hampshire	Within 72 hours of the discharge. Layoff: Next regular payday	Next regular payday. With notice: Within 72 hours, if the employee gave at least one pay period's notice	Yes, when vacation pay is a matter of employment practice or policy (RSA 275:43, V)	If willful: 10% of the unpaid wages per day (Sundays and holidays excluded), up to the amount unpaid	RSA 275:44, 275:43
New Jersey	Next regular payday	Next regular payday	Not required by state law; if the employer provides it, its policy or agreement decides (NJDOL)	Not verified from an official source	NJDOL wage and hour FAQ (N.J.S.A. 34:11-4.3)
New Mexico	Within 5 days of the discharge if the amount is fixed; task, piece and commission wages within 10 days	Next succeeding payday (without a written contract for a definite period)	Not verified from an official source	Not verified from an official source	NMSA §§ 50-4-4, 50-4-5 (NM Department of Workforce Solutions FAQ)
New York	The payday on which the next pay would have been due	The payday on which the next pay would have been due	Only if the employer has a policy granting it (NYSDOL)	Not verified from an official source	Labor Law § 191(3) (NYSDOL frequency of pay FAQ)
North Carolina	Next regular payday	Next regular payday	Under the employer's policy; it can be forfeited only if the employee was notified of a forfeiture policy	Unpaid wages with interest, plus an equal amount as liquidated damages unless the employer shows good faith	G.S. 95-25.7, 95-25.12, 95-25.22
North Dakota	Regular payday for the period worked; by certified mail after a discharge	Regular payday for the period worked; by certified mail after a discharge	Yes, accrued paid time off, except in the cases § 34-14-09.2 allows (for example a quit after under a year with under 5 days' notice, if disclosed at hiring)	Wages continue for each day in default, up to 30 days	N.D.C.C. §§ 34-14-03, 34-14-09.1, 34-14-09.2
Ohio	No separate deadline: the regular semimonthly schedule	No separate deadline: the regular semimonthly schedule	Not verified from an official source	If wages stay unpaid 30 days after the payday without a dispute: 6% of the unpaid amount or $200, whichever is greater	R.C. 4113.15
Oklahoma	Next regularly designated payday	Next regularly designated payday	Not verified from an official source	Not verified from an official source	Oklahoma Department of Labor FAQ
Oregon	End of the first business day after the termination	Within 5 days (weekends and holidays excluded) or the next regular payday, whichever is first. With notice: On the last day, if the employee gave at least 48 hours' notice (weekends and holidays excluded)	Not verified from an official source	If willful: wages continue at the hourly rate for 8 hours a day for up to 30 days	ORS 652.140, 652.150

State	Fired or laid off	Quit	Unused vacation	Late-pay penalty	Law
Pennsylvania	Next regular payday	Next regular payday	Not verified from an official source	If wages stay unpaid 30 days after the payday without a good faith dispute: 25% of the wages due or $500, whichever is greater	Wage Payment and Collection Law §§ 5, 10
Rhode Island	Next regular payday	Next regular payday	Yes, after at least 1 year of service	Not verified from an official source	R.I. Gen. Laws § 28-14-4
South Carolina	Within 48 hours or by the next regular payday, which may not exceed 30 days	Within 48 hours or by the next regular payday, which may not exceed 30 days	Vacation pay due under the employer's policy or contract counts as wages (§ 41-10-10)	Employee may recover 3 times the unpaid wages, plus costs and attorney's fees	S.C. Code §§ 41-10-50, 41-10-80
South Dakota	Next regular payday, or when the employer's property is returned	Next regular payday, or when the employer's property is returned	Not verified from an official source	Not verified from an official source	SDCL 60-11-10, 60-11-11
Tennessee	Next regular payday or 21 days after separation, whichever is later	Next regular payday or 21 days after separation, whichever is later	Only if the employer's policy or labor agreement says so	Not verified from an official source	Tenn. Code § 50-2-103(g) (TDLWD)
Texas	Within 6 calendar days of discharge or layoff	Next regularly scheduled payday	Part of the final pay where a written policy or agreement provides it (TWC)	Not verified from an official source	Texas Labor Code § 61.014 (TWC guidebook)
Utah	Within 24 hours of the separation	Next regular payday	Not verified from an official source	When the employer separates the employee: wages continue from the employee's written demand for up to 60 days if not paid within 24 hours of it	Utah Code § 34-28-5
Vermont	Within 72 hours of the discharge	Last regular payday (the following Friday if there is none)	Not verified from an official source	Not verified from an official source	21 V.S.A. § 342(b)
Virginia	The date the wages would have been paid had employment continued	The date the wages would have been paid had employment continued	Not verified from an official source	Wages plus an equal amount as liquidated damages and 8% interest; triple if the failure was knowing	Va. Code § 40.1-29
Washington	End of the established pay period	End of the established pay period	Not verified from an official source	Twice the wages willfully withheld, plus costs and attorney's fees	RCW 49.48.010, 49.52.070
West Virginia	Next regular payday (by mail if the employee asks)	Next regular payday (by mail if the employee asks)	Accrued vacation that can be calculated is part of the final wages, unless an agreement provides otherwise	Two times the unpaid amount as liquidated damages	W. Va. Code §§ 21-5-1, 21-5-4
Wisconsin	On the employer's regular pay schedule	On the employer's regular pay schedule	Vacation pay agreed on or provided by established policy counts as wages (DWD)	A court may add up to 100% of the wages due as increased wages (Wis. Stat. § 109.11), plus attorney's fees and costs	Wisconsin DWD: wage payment and collection
Wyoming	Next regular payday	Next regular payday	Not required; a policy or promise to pay it out must be honored	In a lawsuit, 18% a year interest from the separation plus attorney's fees and costs; a willful violation is a misdemeanor with a fine of $500 to $750	W.S. 27-4-104, 27-4-105 (vacation: Wyoming DWS FAQ)

Federal law sets no final paycheck deadline (U.S. DOL). "Not verified from an official source" means the state page could not be read or did not cover the point, not that the state has no rule. A labor agreement, contract or local law can change the date. Source links: draivix.com/templates/final-paycheck-laws-by-state.

FINAL PAYCHECK LOG

One row per separation. Enter the due date from the state table or the calculator at draivix.com; the status and the days late follow by formula.

Employee	State	How the job ended	Last day worked	Final pay due	Paid on	Status
Jamie Ortiz	California	Quit, no notice	01/15/2027	01/18/2027	01/18/2027	**On time**
Sam Patel	Texas	Laid off	01/15/2027	01/21/2027	01/22/2027	**1 day(s) late**

Paid late	**1**

Keep proof of when and how the final pay was delivered (pay stub, deposit record or mailing date) with the payroll records: the FLSA requires payroll records for 3 years.