Georgia labor law checklist 2026

Minimum wage	$7.25 an hour. The state rate of $5.15 is below the federal minimum, so the federal $7.25 applies to nearly all employers.
Tipped cash wage	$2.13
Next change	None scheduled
Overtime	The federal FLSA rule applies: overtime at 1.5 times the regular rate after 40 hours in a workweek. There is no daily overtime rule.
Exempt salary test	Federal $684 a week ($35,568 a year).
Meal breaks	No state meal break law for adult employees. Federal law doesn't require meal breaks either, but if you give one of 30 minutes or more and the employee is fully relieved of duty, it can be unpaid.
Rest breaks	No state rest break law for adults. Under federal law, short breaks of 5 to 20 minutes that you choose to give must be paid.
Final pay if fired	No state final pay law. Pay by the next regular payday as a practical standard.
Final pay if they quit	No state final pay law. Pay by the next regular payday.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	No statewide paid sick leave law. Check city and county rules, and federal contractor rules (Executive Order 13706) if they apply.
Paid family leave	No state paid family leave program. The federal FMLA gives eligible employees of employers with 50 or more employees up to 12 weeks of unpaid, job-protected leave.
Pay transparency	No statewide pay transparency law requiring pay ranges in job postings.
New hire reporting	Report each new hire within 10 days, shorter than the federal 20-day deadline.
State income tax	Withhold state income tax.
State agency	Georgia Department of Labor: https://dol.georgia.gov

What trips up Georgia employers

- [ ] Report new hires within 10 days, half the federal deadline.
- [ ] Employers with 25 or more employees that offer sick leave must let staff use up to 5 days a year for family care.
- [ ] Georgia cities and counties can't set their own minimum wage.
- [ ] Check the minimum wage on January 1 and July 1, and update payroll and posters.
- [ ] Confirm final pay timing before every termination meeting.

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