

Maine labor law checklist 2026

Minimum wage	\$15.10 an hour.
Tipped cash wage	\$7.55
Next change	\$15.70 (tipped \$7.85) on January 1, 2027
Local rates	Portland and Rockland set local minimum wages above the state rate.
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	Exempt employees must earn more than 3,000 times the state minimum wage divided by 52: \$871.16 a week (\$45,300 a year) in 2026.
Meal breaks	A 30-minute meal or rest break after 6 consecutive hours, unpaid if the employee is fully relieved of duty. Exceptions apply where fewer than 3 employees are on duty and they have frequent breaks.
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	By the next regular payday or within 2 weeks of the employee's demand, whichever comes first.
Final pay if they quit	Same as a termination.
Unused PTO	Required for employers with 11 or more employees. Earned paid vacation must be paid at separation.
Paid sick leave	Earned Paid Leave: employers with 11 or more employees must allow 1 hour for every 40 hours worked, up to 40 hours a year, usable for any reason.
Paid family leave	Maine Paid Family and Medical Leave: benefits began May 1, 2026, with up to 12 weeks of leave. Premiums are 1 percent of wages; employers with 15 or more employees pay at least half.
Pay transparency	Required for employers with 10 or more employees since July 29, 2026: pay range in job postings and to current employees on request.
New hire reporting	Report each new hire within 7 days, shorter than the federal 20-day deadline.
State income tax	Withhold state income tax.
State agency	Maine Department of Labor: https://www.maine.gov/labor

What trips up Maine employers

- ☐ Report new hires within 7 days.
- ☐ Employers with 11 or more employees must pay out earned vacation at separation.
- ☐ Portland and Rockland set local minimum wages above the state rate.
- ☐ Pay ranges are now required in postings for employers with 10 or more employees.
- ☐ Check the minimum wage on January 1 and July 1, and update payroll and posters.
- ☐ Confirm final pay timing before every termination meeting.

All 50 states and DC, comparison tables, and a free CSV: hrtally.com/state-labor-laws

Compare HR and payroll software for multi-state employers at www.hrtally.com