

Massachusetts labor law checklist 2026

Minimum wage	\$15.00 an hour.
Tipped cash wage	\$6.75
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	A 30-minute meal break for every 6 hours worked, during which the employee is free of all duties and free to leave.
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	On the last day of work.
Final pay if they quit	By the next regular payday.
Unused PTO	Required. Earned vacation is treated as wages and must be paid on the final day, along with other final wages.
Paid sick leave	Earned Sick Time: 1 hour for every 30 hours worked, up to 40 hours a year. Employers with 11 or more employees must pay for it.
Paid family leave	Massachusetts PFML: up to 12 weeks of family leave, 20 weeks of medical leave, and 26 weeks combined in a benefit year, funded by employer and employee contributions.
Pay transparency	Required for employers with 25 or more employees since October 29, 2025: pay range in job postings.
New hire reporting	Report each new hire within 14 days, shorter than the federal 20-day deadline.
State income tax	Withhold state income tax.
State agency	Massachusetts Executive Office of Labor and Workforce Development: https://www.mass.gov/orgs/executive-office-of-labor-and-workforce-development

What trips up Massachusetts employers

- ☐ Late wages, including final pay and vacation, carry mandatory triple damages.
- ☐ Terminated employees must be paid in full on their last day, including accrued vacation.
- ☐ Report new hires within 14 days.
- ☐ Massachusetts uses a strict test for independent contractors, so misclassification risk is high.
- ☐ 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

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