

State labor law chart 2026

State	Min. wage	Tipped	Next change	Sick leave	Family leave	Pay range law	Final pay if fired
Alabama	\$7.25	\$2.13	None scheduled	No	No	No	No state final pay law.
Alaska	\$14.00	No tip credit	\$15.00 in July 2027	Yes	No	No	Within 3 working days after termination.
Arizona	\$15.15	\$12.15	\$15.65 in Jan. 2027	Yes	No	No	Within 7 working days or by the end of the next regular pay period, whichever comes first.
Arkansas	\$11.00	\$2.63	None scheduled	No	No	No	By the next regular payday.
California	\$16.90	No tip credit	\$17.40 in Jan. 2027	Yes	Yes	Yes, 15+	Immediately, on the last day of work.
Colorado	\$15.16	\$12.14	\$15.71 in Jan. 2027	Yes	Yes	Yes, all	Immediately.
Connecticut	\$16.94	\$6.38	\$17.48 in Jan. 2027	Yes	Yes	On request	By the next business day.
Delaware	\$15.00	\$2.23	None scheduled	No	Yes	From Sept. 2027	By the next regular payday.
District of Columbia	\$18.40	\$10.30	Adjusts July 2027	Yes	Yes	Yes, all	By the next business day.
Florida	\$15.00	\$11.98	Adjusts Sept. 2027	No	No	No	No state final pay law.
Georgia	\$7.25	\$2.13	None scheduled	No	No	No	No state final pay law.
Hawaii	\$16.00	\$14.75	\$18.00 in Jan. 2028	No	Disability only	Yes, 50+	Immediately, or by the next working day if immediate payment isn't possible.
Idaho	\$7.25	\$3.35	None scheduled	No	No	No	By the next regular payday or within 10 days (excluding weekends and holidays), whichever comes first.
Illinois	\$15.00	\$9.00	None scheduled	Yes	No	Yes, 15+	Immediately if possible, and no later than the next regular payday.
Indiana	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday.
Iowa	\$7.25	\$4.35	None scheduled	No	No	No	By the next regular payday.
Kansas	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday.
Kentucky	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday or within 14 days, whichever is later.
Louisiana	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday or within 15 days, whichever comes first.
Maine	\$15.10	\$7.55	\$15.70 in Jan. 2027	Yes	Yes	Yes, 10+	By the next regular payday or within 2 weeks of the employee's demand, whichever comes first.
Maryland	\$15.00	\$3.63	None scheduled	Yes	From 2028	Yes, all	By the next regular payday.
Massachusetts	\$15.00	\$6.75	None scheduled	Yes	Yes	Yes, 25+	On the last day of work.
Michigan	\$13.73	\$5.49	\$15.00 in Jan. 2027	Yes	No	No	By the next regular payday.
Minnesota	\$11.41	No tip credit	\$11.87 in Jan. 2027	Yes	Yes	Yes, 30+	Within 24 hours of the employee's written demand.
Mississippi	\$7.25	\$2.13	None scheduled	No	No	No	No state final pay law.
Missouri	\$15.00	\$7.50	None scheduled	Repealed 2025	No	No	On the day of discharge.

State	Min. wage	Tipped	Next change	Sick leave	Family leave	Pay range law	Final pay if fired
Montana	\$10.85	No tip credit	\$11.20 in Jan. 2027	No	No	No	Immediately, unless your written policy allows payment by the next regular payday or within 15 days, whichever is earlier.
Nebraska	\$15.00	\$2.13	\$15.26 in Jan. 2027	Yes	No	No	By the next regular payday or within 2 weeks, whichever comes first.
Nevada	\$12.00	No tip credit	None scheduled	Yes	No	After interview	Immediately.
New Hampshire	\$7.25	\$3.27	None scheduled	No	Voluntary	No	Within 72 hours.
New Jersey	\$15.92	\$6.05	\$16.48 for most employers in Jan. 2027	Yes	Yes	Yes, 10+	By the next regular payday.
New Mexico	\$12.00	\$3.00	None scheduled	Yes	No	No	Within 5 days, or 10 days if pay is based on tasks, pieces, or commission.
New York	\$17.00	Varies	Adjusts Jan. 2027	Yes	Yes	Yes, 4+	By the next regular payday.
North Carolina	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday.
North Dakota	\$7.25	\$4.86	None scheduled	No	No	No	By the next regular payday.
Ohio	\$11.00	\$5.50	\$11.40 in Jan. 2027	No	No	Cleveland, Columbus	By the next regular payday or within 15 days, whichever comes first.
Oklahoma	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday.
Oregon	\$15.55	No tip credit	Adjusts July 2027	Yes	Yes	No	By the end of the first business day after termination.
Pennsylvania	\$7.25	\$2.83	None scheduled	Local only	No	No	By the next regular payday.
Rhode Island	\$16.00	\$3.89	\$17.00 in Jan. 2027	Yes	Yes	On request	By the next regular payday (within 24 hours if the business is closing, merging, or relocating).
South Carolina	\$7.25	\$2.13	None scheduled	No	No	No	Within 48 hours or by the next regular payday, but no later than 30 days.
South Dakota	\$11.85	\$5.93	\$12.30 in Jan. 2027	No	No	No	By the next regular payday.
Tennessee	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday or within 21 days, whichever is later.
Texas	\$7.25	\$2.13	None scheduled	No	No	No	Within 6 calendar days of discharge.
Utah	\$7.25	\$2.13	None scheduled	No	No	No	Within 24 hours of separation.
Vermont	\$14.42	\$7.21	Adjusts Jan. 2027	Yes	Voluntary	Yes, 5+	Within 72 hours.
Virginia	\$12.77	\$2.13	\$13.75 in Jan. 2027	Home health only	No	Yes, all	By the next regular payday.
Washington	\$17.13	No tip credit	\$17.73 in Jan. 2027	Yes	Yes	Yes, 15+	By the next regular payday.
West Virginia	\$8.75	\$2.62	None scheduled	No	No	No	By the next regular payday.
Wisconsin	\$7.25	\$2.33	None scheduled	No	No	No	By the next regular payday.
Wyoming	\$7.25	\$2.13	None scheduled	No	No	No	By the next regular payday.

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

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