

Vermont labor law checklist 2026

Minimum wage	\$14.42 an hour.
Tipped cash wage	\$7.21
Next change	Inflation adjustment (rate announced by the Vermont Department of Labor) on January 1, 2027
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 fixed length, but employees must get reasonable opportunities during work periods to eat and use the restroom.
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	Within 72 hours.
Final pay if they quit	By the next regular payday, or the following Friday if there is no regular payday.
Unused PTO	Not required by state law. Follow your written policy or contract, and apply it consistently.
Paid sick leave	Earned Sick Time: 1 hour for every 52 hours worked, up to 40 hours a year.
Paid family leave	No mandatory program. Vermont's voluntary Family and Medical Leave Insurance program lets employers buy coverage, and individuals can enroll.
Pay transparency	Required for employers with 5 or more employees since July 1, 2025: pay range 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	Vermont Department of Labor: https://labor.vermont.gov

What trips up Vermont employers

- ☐ Report new hires within 10 days of the first day of work.
- ☐ Final pay for terminated employees is due within 72 hours.
- ☐ Pay ranges are required in postings for employers with 5 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

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