Wage & Hour
50-State Chart

The rules for all 50 states and DC, one state to a section, each with its source and its as-of date. Information, not legal advice.

Built for hourly workers, and owners who run payroll.
Educational only. Not legal, tax or financial advice. No income promised, projected or implied.
We walk by faith, not by sight · 2 Corinthians 5:7

READ THIS FIRST

How to use this chart

> Go straight to your state. Read the rule, then the sources at the end of that entry, then open the statute or agency page yourself before you act — laws change, and the date printed on each entry is the last day it was checked. Write what you confirm in the worksheet at the back.

Every number in this chart is tagged VERIFIED (a published source, named on the page and listed in the Sources appendix), CALCULATED (worked from numbers shown) or ESTIMATE (with its basis). Where a rule changes from state to state, the page tells you where to look yours up instead of printing one state's rule as if it were everyone's.

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Alabama

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

NO STATE MINIMUM WAGE LAW — the federal $7.25 floor is what applies to you U.S. DOL WHD state minimum wage table (updated 1 Jul 2026) lists Alabama as one of five states with no state minimum wage statute. No indexing, no scheduled step. NO LOCAL OVERLAY IS POSSIBLE: Ala. Code § 25-7-41(b)-(c) (Act 2016-18) bars any county or city from setting a wage and voids conflicting ordinances.

Overtime

NOT VERIFIED — no state overtime statute located in Ala. Code Title 25 (chapter index reviewed 2026-08-21); no dispositive source opened that affirmatively states Alabama has none. On the evidence found, FLSA weekly 40 is the only overtime rule reaching you — no daily OT, no double time, no seventh-day rule.

Meal breaks

None required by state law for adults Alabama is not listed in the U.S. DOL WHD state meal-period table (only 21 jurisdictions require one). MINORS 14-15: no more than 5 continuous hours without a documented interval of at least 30 minutes for a meal or rest period Ala. Code § 25-8-38. If your employer does give you a meal break and you are not completely relieved of duty, that time is working time under the federal rule.

Rest breaks

None required by state law U.S. DOL WHD paid-rest-period table, footnote 1: 'States not listed do not require paid rest periods' — Alabama is not listed. Federal rule still applies to breaks you are actually given: a break of 20 minutes or less must be PAID and must show in your hours.

Pay stubs

NO STATE WAGE-STATEMENT REQUIREMENT — this is the finding, not a gap. Nothing in Ala. Code Title 25 requires your employer to furnish an itemised pay stub, and federal law requires none either. U.S. DOL WHD State Payday Requirements table records Alabama as 'No regulations or not specified' — the state does not even regulate how often you must be paid. PRACTICAL EFFECT FOR YOU: whatever appears on your stub is your employer's choice, so a stub that omits your hours, your rate or your deductions is not by itself an Alabama violation. Your leverage is federal: 29 CFR 516 requires your employer to KEEP hours-worked and pay records, and the DOL Wage and Hour Division can demand them. If your hours or overtime look wrong, the route is the federal record, not the stub.

Time rounding and travel time

NOT VERIFIED — no Alabama statute or regulation on time rounding or compensable travel located in Ala. Code Title 25 or at the Alabama Dept of Labor. On the evidence found the state adds nothing: 29 CFR 785.48 rounding and the federal Portal-to-Portal travel treatment govern.

Predictive scheduling

None — no state fair-workweek or predictive-scheduling law, and no municipal one is possible: Ala. Code § 25-7-41(b) bars any political subdivision from requiring an employer to provide any employment benefit including 'work schedule' not required by state or federal law, and § 25-7-41(c) voids conflicting ordinances.

Final paycheck

NOT VERIFIED — no final-wage-payment deadline located in Ala. Code Title 25 for private employers, on discharge or on resignation, and no waiting-time penalty found. On the evidence found Alabama sets no deadline; unpaid final wages are pursued as a contract claim in state court or, where the unpaid time is minimum wage or overtime, through the federal FLSA route.

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 — 60 days' notice) — no Alabama plant-closing or mass-layoff notice statute located in Ala. Code Title 25. NOT VERIFIED as an exhaustive search of the code.

Where to file for unemployment

Alabama Department of Labor, Unemployment Compensation Division — file at https://uiclaimantportal.labor.alabama.gov/ (linked from adol.alabama.gov). Claim questions: 1-855-234-2856. ADMINISTRATIVE ROUTE ONLY — the agency, not this chart, tells you anything about amount or duration.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (2026-08-21): Minimum wage — https://www.dol.gov/agencies/whd/minimum-wage/state (U.S. DOL WHD state minimum wage table, updated 1 Jul 2026: 'Alabama — No state minimum wage law'); Ala. Code § 25-7-41 text at https://law.justia.com/codes/alabama/title-25/chapter-7/article-2a/section-25-7-41/ (code-text reproduction of Act 2016-18; the official Alabama Legislature code portal at alison.legislature.state.al.us would not serve section text to a fetch). Overtime — Ala. Code Title 25 chapter index at https://law.justia.com/codes/alabama/title-25/ ; no wage-and-hour overtime chapter present. Meal breaks — https://www.dol.gov/agencies/whd/state/meal-breaks (Alabama absent from the 21-jurisdiction table); Ala. Code § 25-8-38 text at https://law.justia.com/codes/alabama/title-25/chapter-8/section-25-8-38/ Rest breaks — https://www.dol.gov/agencies/whd/state/rest-periods (footnote 1: 'States not listed do not require paid rest periods'; Alabama not listed). Pay stubs — https://www.dol.gov/agencies/whd/state/payday (Alabama: 'No regulations or not specified'); Ala. Code Title 25 index reviewed for any wage-statement section — none found; https://adol.alabama.gov/ carries no wage-statement guidance. Time rounding and travel time — https://adol.alabama.gov/ ; Ala. Code Title 25 index. Nothing found. Predictive scheduling — Ala. Code § 25-7-41(b)-(c), same URL as above. Final paycheck — Ala. Code Title 25 index; https://adol.alabama.gov/ . Nothing found. State layoff notice (mini-WARN) — Ala. Code Title 25 index incl. Chapter 4 (unemployment compensation) article list at https://law.justia.com/codes/alabama/title-25/chapter-4/ . No plant-closing article. Where to file for unemployment — https://adol.alabama.gov/ , which links https://uiclaimantportal.labor.alabama.gov/

COULD NOT VERIFY: 1. Overtime — could not open a source that affirmatively states Alabama has no overtime law; established only by absence from the Title 25 index. 2. Time rounding and travel time — no state source located; treated as 'state adds nothing' on absence, not on an opened rule. 3. Final paycheck — no Alabama final-wage deadline or waiting-time penalty found; absence only, not an opened statute saying so. 4. State layoff notice (mini-WARN) — absence only; the code index review was not exhaustive of all Alabama titles. 5. Alabama Code section text was read at a code-text reproduction (Justia), not at the official Legislature portal, which would not serve section text to a fetch. Section numbers

and the enacting act (2016-18) are stated as read there; re-verify at alison.legislature.state.al.us before any member-facing use. 6. The three DOL WHD state-law tables are a FEDERAL labour agency's own pages, not Alabama's. They are used here only to establish negatives.

Alaska

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$14.00/hr effective 1 Jul 2026 AS 23.10.065(a), as amended by 2024 Ballot Measure 1 — confirmed on the Alaska Dept of Labor Wage & Hour page and Pamphlet 100. Steps to $15.00/hr on 1 Jul 2027, then adjusts annually for inflation. NO TIP CREDIT in Alaska — tips are on top of the full minimum, not counted toward it. No local overlay known. HIGHLY TIME-SENSITIVE: this rate changes 1 July, not 1 January.

Overtime

MORE THAN FLSA — Alaska has DAILY overtime. 1.5x the regular rate for hours over 8 IN A DAY, and 1.5x for hours over 40 in a week, with hours already paid as daily overtime not counted twice AS 23.10.060(b). Numerous exemptions apply, including certain small employers, agricultural work and listed occupations AS 23.10.060(d). WHAT TO LOOK FOR ON YOUR STUB: if you worked a 10-hour day but your stub shows overtime only in weeks you passed 40, the daily 8-hour line is the one to ask about.

Meal breaks

None required by state law for workers 18 and over Alaska Dept of Labor Wage & Hour FAQ: 'Employers are not required to give breaks for employees 18 and over.' Alaska is not listed in the U.S. DOL WHD state meal-period table. MINORS 14-17: at least 30 minutes when working 5 or more consecutive hours Alaska Dept of Labor Wage & Hour FAQ (statute section not opened — SECONDARY TO THE AGENCY PAGE, not to a blog).

Rest breaks

None required by state law U.S. DOL WHD paid-rest-period table, footnote 1: 'States not listed do not require paid rest periods' — Alaska is not listed; Alaska Dept of Labor Wage & Hour FAQ says the same for adults. If a break of 20 minutes or less IS given it must be paid and must appear in your hours.

Pay stubs

REQUIRED EVERY PAY PERIOD, and Alaska prescribes the contents 8 AAC 15.160(h): 'An employer shall give each employee a written or electronic statement of earnings and deductions for each pay period.' IT MUST SHOW: rate of pay gross wages net wages the beginning and ending dates of the pay period STRAIGHT-TIME AND OVERTIME HOURS ACTUALLY WORKED in the period federal income tax withheld FICA Alaska Employment Security Act contributions board or lodging deductions advances other authorised deductions. Since 1 Jul 2025 the statement must ALSO show sick leave used in the accrual year and the sick leave balance Alaska Dept of Labor sick-leave guidance under AS 23.10.066-.069. ELECTRONIC DELIVERY is expressly permitted by the text of (h); the regulation states no further conditions. HOW TO USE THIS: 'hours actually worked' is the load-bearing phrase — a stub showing scheduled or rounded hours rather than hours actually worked, or showing no separate overtime line, is short of what the regulation requires.

Time rounding and travel time

NOT VERIFIED — no Alaska statute or regulation on time rounding or on compensable travel located in AS Title 23 or 8 AAC 15, and the Alaska Dept of Labor Wage & Hour FAQ and Pamphlet 100 address neither. Federal 29 CFR 785.48 rounding and the Portal-to-Portal travel treatment govern unless a state rule is found. NOTE THE TENSION: 8 AAC 15.160(h) requires hours ACTUALLY WORKED on the statement, which is worth raising if your employer rounds.

Predictive scheduling

None found — no state fair-workweek or predictive-scheduling law located in AS Title 23, and no Alaska municipal ordinance known. NOT VERIFIED as an exhaustive search.

Final paycheck

FIRED OR LAID OFF: within 3 WORKING DAYS after termination AS 23.05.140(b). QUIT: the next regular payday that is at least 3 days after the employer received your notice AS 23.05.140(b). PENALTY: if the employer fails to pay on time, your regular wage continues as a penalty for up to 90 WORKING DAYS AS 23.05.140(d). Read on the Alaska Dept of Labor's own Pamphlet 100. This is one of the strongest late-final-pay penalties in the country — do not let it lapse without asking about it.

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 — 60 days' notice) — no Alaska plant-closing or mass-layoff notice statute located in AS Title 23. NOT VERIFIED as an exhaustive search.

Where to file for unemployment

Alaska Department of Labor and Workforce Development, Employment Security / Unemployment Insurance — file online at https://my.alaska.gov/PrerequisiteProcess?pubid=bif , reached from https://labor.alaska.gov/unemployment/ . Available 24/7. ADMINISTRATIVE ROUTE ONLY.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (2026-08-21): Minimum wage — https://labor.alaska.gov/lss/whhome.htm ('The Alaska minimum wage is increasing from $13.00 to $14.00 per hour', effective 1 Jul 2026); https://labor.alaska.gov/lss/forms/pam100.pdf (Pamphlet 100: $13.00 from 1 Jul 2025, $14.00 from 1 Jul 2026, $15.00 from 1 Jul 2027, then inflation-adjusted, citing AS 23.10.065(a)); https://labor.alaska.gov/lss/whact.htm ; cross-checked at https://www.dol.gov/agencies/whd/minimum-wage/state (Alaska $14.00). Overtime — https://labor.alaska.gov/lss/forms/pam100.pdf (AS 23.10.060(b) daily 8 / weekly 40; exemptions at AS 23.10.060(d)); https://labor.alaska.gov/lss/whact.htm ; cross-checked at the DOL WHD state table, which records Alaska's daily-8 premium. Meal breaks — https://labor.alaska.gov/lss/whfaq.htm ; https://www.dol.gov/agencies/whd/state/meal-breaks (Alaska absent). Rest breaks — https://www.dol.gov/agencies/whd/state/rest-periods ; https://labor.alaska.gov/lss/whfaq.htm Pay stubs — 8 AAC 15.160 read at https://www.law.cornell.edu/regulations/alaska/8-AAC-15.160 (Cornell LII reproduction of the Alaska Administrative Code; subsection (h) and its item list quoted); corroborated by the agency's own plain-language version at https://labor.alaska.gov/lss/whfaq.htm ('the number of straight-time and overtime hours you actually worked; your rate of pay; your gross wages; your deductions for taxes; and other deductions you have authorized'); sick-leave statement line at https://www.labor.alaska.gov/lss/sick-leave-faq.html Time rounding and travel time — https://labor.alaska.gov/lss/whfaq.htm and Pamphlet 100: neither addressed. Predictive scheduling — AS Title 23 chapter index; nothing found. Final paycheck — https://labor.alaska.gov/lss/forms/pam100.pdf (AS 23.05.140(b) 3 working days on discharge; next regular payday at least 3 days after notice on resignation; AS

23.05.140(d) penalty up to 90 working days). State layoff notice (mini-WARN) — AS Title 23 chapter index; nothing found. Where to file for unemployment — https://labor.alaska.gov/unemployment/ , which serves https://my.alaska.gov/PrerequisiteProcess?pubid=bif What to watch — https://www.labor.alaska.gov/lss/sick-leave-faq.html ; Pamphlet 100 step schedule.

COULD NOT VERIFY: 1. The Alaska Legislature's own statute portal (akleg.gov/basis/statutes.asp) would not serve AS 23.10.060, 23.10.065 or 23.05.140 section text to a fetch — it returns only a title index. Every AS citation in this state's entry is therefore read at the Alaska Dept of Labor's OWN publications (Pamphlet 100, the Wage & Hour pages), which is the labour agency's own page and permitted, but the raw statutory text was not opened. Re-verify section text before any member-facing use. 2. 8 AAC 15.160 was read at Cornell LII, a reproduction of the administrative code, not at the State of Alaska regulations portal; touchngo.com (the Alaska Legal Resource Center mirror) could not be opened directly. The (h) item list is quoted as it appears there. 3. Time rounding and travel time — no Alaska rule located. 4. Predictive scheduling — absence only, not exhaustive. 5. State layoff notice (mini-WARN) — absence only, not exhaustive. 6. Minors' meal break for 14-17-year-olds is stated on the Dept of Labor FAQ; the underlying statute/regulation section was not opened.

Arizona

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Minimum wage

$15.15/hr effective 1 Jan 2026 A.R.S. § 23-363; rate confirmed on the Industrial Commission of Arizona's own 2026 minimum wage notice. INDEXES EVERY 1 JANUARY to the CPI for all urban consumers, rounded to the nearest five cents § 23-363(B). Tipped employees may be paid up to $3.00/hr less if tips bring the total to at least the full minimum § 23-363(D). LOCAL OVERLAY EXISTS AND IS HIGHER: Tucson $15.45/hr for calendar 2026 under the Tucson Minimum Wage Act (Prop 206, Nov 2021 general election), which indexes annually and rises automatically to match any higher state or federal rate. Flagstaff also has its own higher city minimum wage — 2026 rate NOT VERIFIED (city page blocked to fetch).

Overtime

Follows FLSA weekly 40 only — Arizona has no state overtime statute. The Prop 206 minimum wage article (A.R.S. §§ 23-362 to 23-364) sets no daily overtime, no double time and no seventh-consecutive-day rule, and Arizona sets no maximum hours for adults. Your overtime right is the federal one: 1.5x after 40 hours in a fixed workweek, with no averaging across weeks.

Meal breaks

None required by state law Arizona is not listed in the U.S. DOL WHD state meal-period table. IF YOU ARE GIVEN ONE: the Industrial Commission's Substantive Policy Statement on Hours Worked adopts 29 CFR Part 785, so a meal period during which you are not completely relieved of duty is working time and must be paid.

Rest breaks

None required by state law U.S. DOL WHD paid-rest-period table, footnote 1: 'States not listed do not require paid rest periods' — Arizona is not listed. A break of 20 minutes or less that your employer does give must be paid (29 CFR Part 785, adopted by the ICA policy statement).

Pay stubs

PARTIAL — Arizona requires a statement based on HOW you are paid, not for every worker. When wages are paid by deposit into a financial institution, 'the employee shall be furnished with a written or electronic statement of the employee's earnings and withholdings' A.R.S. § 23-351(E); the identical duty applies when wages are paid to a PAYROLL CARD account § 23-351(F). The statute does not prescribe an itemised list beyond earnings and withholdings, and on its face it does not impose the duty where you are paid by paper cheque. SEPARATELY AND FOR EVERYONE: your earned paid sick time available, the amount taken to date this year, and the pay you received as sick time must be recorded in, or on an attachment to, your regular paycheck A.R.S. § 23-375(C). PAYDAYS: two or more each month, not more than 16 days apart, wages paid by the payday with limited lag allowances § 23-351(A) and (C). WHERE TO TAKE A MISMATCH: the Industrial Commission of Arizona Labor Department takes payment-compliance complaints expressly including an employer 'not providing paystubs'.

Time rounding and travel time

No separate Arizona rule — the Industrial Commission of Arizona's Substantive Policy Statement on Hours Worked adopts 29 CFR Part 785 wholesale (on-duty time under 24 hours, sleep periods on 24-hour duty, employees residing on the premises) and states it is 'advisory only'. Rounding (29 CFR 785.48) and compensable travel are not separately addressed by Arizona; federal treatment governs and Arizona neither adds to nor rejects rounding.

Predictive scheduling

None found — no state fair-workweek or predictive-scheduling law located in A.R.S. Title 23, and no Arizona municipal fair-workweek ordinance known. NOT VERIFIED as an exhaustive search. (Note the contrast with minimum wage, where Tucson and Flagstaff DO legislate above the state floor.)

Final paycheck

DISCHARGED: wages due within 7 WORKING DAYS or the end of the next regular pay period, WHICHEVER IS SOONER A.R.S. § 23-353(A). QUIT: no later than the regular payday for the pay period in which you left § 23-353(B). Payment must be by negotiable cheque, draft, money order, warrant or direct deposit, dated no later than the payment date and immediately redeemable in cash § 23-353. Failure is a petty offence § 23-353. Arizona also allows a wage action recovering treble the unpaid amount, A.R.S. § 23-355 — SECONDARY ONLY (statute not opened).

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 — 60 days' notice) — no Arizona plant-closing or mass-layoff notice statute located in A.R.S. Title 23. NOT VERIFIED as an exhaustive search.

Where to file for unemployment

Arizona Department of Economic Security (DES), Unemployment Insurance — file at https://uibenefits.az.gov/ (the CACTUS system), reached from https://des.az.gov/services/employment/unemployment-individual . ADMINISTRATIVE ROUTE ONLY.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (2026-08-21): Minimum wage — https://www.azleg.gov/ars/23/00363.htm (A.R.S. § 23-363 base schedule and the CPI indexing provision; served through the fetch's document view); https://www.azica.gov/sites/default/files/2025-10/2026%20Minimum%20Wage.pdf (ICA release: 'Arizona's minimum wage will increase from $14.70 to $15.15, effective January 1, 2026'); https://www.azica.gov/news/2026-minimum-wage-increase-effective-january-1-2026 ; https://www.azica.gov/labor-department ; https://www.azica.gov/labor-minimum-wage-main-page ; cross-checked at https://www.dol.gov/agencies/whd/minimum-wage/state (Arizona $15.15). Tucson: https://www.tucsonaz.gov/Departments/Business-Services-Department/Tucson-Minimum-Wage-Act ('$15.45 per hour, effective from January 1, 2026 through December 31, 2026', Prop 206 Nov 2021, CPI-indexed). Overtime — A.R.S. Title 23 ch. 2 art. 8 (§§ 23-362 to 23-364) reviewed via https://law.justia.com/codes/arizona/title-23/ ; https://www.azica.gov/labor-department ; no overtime provision. Meal breaks — https://www.dol.gov/agencies/whd/state/meal-breaks (Arizona absent); https://www.azica.gov/labor-substantive-policy-hours-worked Rest breaks — https://www.dol.gov/agencies/whd/state/rest-periods (footnote 1; Arizona not listed). Pay stubs — A.R.S. § 23-351 read at https://law.justia.com/codes/arizona/title-23/section-23-351/ (subsections (A), (B), (C), (E), (F) quoted); A.R.S. § 23-375 read at https://law.justia.com/codes/arizona/title-23/section-23-375/ (subsection (C) quoted); complaint route at https://www.azica.gov/labor-department ; payday frequency cross-checked at https://www.dol.gov/agencies/whd/state/payday . Time rounding and travel time —

https://www.azica.gov/labor-substantive-policy-hours-worked (ICA Substantive Policy Statement adopting 29 CFR Part 785; 'advisory only'). Predictive scheduling — A.R.S. Title 23 index; nothing found. Final paycheck — A.R.S. § 23-353 read at https://law.justia.com/codes/arizona/title-23/section-23-353/ (both subsections quoted). State layoff notice (mini-WARN) — A.R.S. Title 23 index; nothing found. Where to file for unemployment — https://des.az.gov/services/employment/unemployment-individual , which serves https://uibenefits.az.gov/

COULD NOT VERIFY: 1. Flagstaff's 2026 city minimum wage — https://www.flagstaff.az.gov/3418/Minimum-Wage and /4166/Minimum-Wage-Information both could not be opened directly. The existence of a Flagstaff city minimum wage is flagged; the RATE is NOT VERIFIED and must not be stated. 2. A.R.S. § 23-355 (treble damages in a wage action) — section not opened; tagged SECONDARY ONLY in the Final paycheck cell. 3. §§ 23-351 and 23-353 were read at a code-text reproduction (Justia). Re-verify § 23-351(E)-(F) and § 23-353 at azleg.gov before any member-facing use. 4. Predictive scheduling — absence only, not exhaustive. 5. State layoff notice (mini-WARN) — absence only, not exhaustive. 6. Whether the § 23-351(E)/(F) statement duty extends to workers paid by paper cheque — the statute is silent on its face and no ICA interpretation was located. Stated as written, not resolved.

Arkansas

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Minimum wage

$11.00/hr since 1 Jan 2021 Ark. Code Ann. § 11-4-210; confirmed on the Arkansas Dept of Labor and Licensing Minimum Wage and Overtime page. COVERAGE THRESHOLD — READ THIS FIRST: the state minimum applies to employers with FOUR OR MORE employees; below that, the federal $7.25 floor is what reaches you. NOT INDEXED — no automatic annual increase and no scheduled step; the rate has been flat since 2021. Full-time students at accredited institutions may be paid 85% of the minimum § 11-4-210. Tipped: employer cash wage $2.63/hr with tips required to make up the difference (ADLL). No local overlay known.

Overtime

Follows weekly 40 only — 1.5x the regular rate 'for all hours actually worked in excess of 40 hours in a workweek' Arkansas Dept of Labor and Licensing, Minimum Wage and Overtime page; statutory section Ark. Code Ann. § 11-4-211 (SECONDARY ONLY — statute not opened). No daily overtime, no double time, no seventh-day rule. TWO THINGS THAT CATCH PEOPLE: paid holiday or sick hours do NOT count toward the 40, and compensatory time off instead of overtime pay is lawful only for PUBLIC agencies — a private employer offering you comp time instead of overtime is outside the rule.

Meal breaks

None required by state law Arkansas Dept of Labor and Licensing FAQ: 'Neither state nor federal wage and hour laws require an employer to provide a break or a meal period.' Arkansas is not listed in the U.S. DOL WHD state meal-period table. If a meal period IS given and you are not completely relieved of duty, it is paid working time.

Rest breaks

None required by state law same ADLL FAQ; U.S. DOL WHD paid-rest-period table, footnote 1: 'States not listed do not require paid rest periods' — Arkansas is not listed. Breaks of 20 minutes or less that you are given must be PAID. (Separate nursing-mothers break provisions are administered by ADLL Labor Standards — not read this pass.)

Pay stubs

NO STATE ITEMISED WAGE-STATEMENT REQUIREMENT — and this is the important half of the finding. Ark. Code Ann. § 11-4-217 requires the EMPLOYER TO KEEP records for at least three years showing each employee's name, address, occupation, rate of pay and the amounts paid each pay period, 'open for inspection or transcription by the director or his or her authorized representative at any reasonable time', and to furnish sworn statements on demand — but it places NO duty to hand YOU a statement. The Payment of Wages subchapter (§§ 11-4-401 to 11-4-405) contains no wage-statement section either. WHAT THAT MEANS FOR YOU: whatever appears on your stub is your employer's choice, so a thin stub is not by itself an Arkansas violation — but the underlying RECORD of your rate and what you were paid each period must exist by law, and the Division of Labor can go and read it. That is the route when the numbers do not match: a wage complaint to ADLL Labor Standards, not an argument about the stub. Federal 29 CFR 516 imposes a parallel hours-and-pay record duty enforceable by the DOL Wage and Hour Division.

Time rounding and travel time

NOT VERIFIED — no Arkansas statute or Division of Labor rule on time rounding or compensable travel located in Ark. Code Title 11 ch. 4 or on the ADLL Labor Standards pages. Federal 29 CFR 785.48 rounding and the Portal-to-Portal travel treatment govern unless a state rule is found; Arkansas neither adopts nor rejects rounding on the evidence located.

Predictive scheduling

None found — no state fair-workweek or predictive-scheduling law located in Ark. Code Title 11, and no Arkansas municipal ordinance known. NOT VERIFIED as an exhaustive search. NOTE: Ark. Code Ann. § 14-1-403 (local preemption) was opened and is about protected classifications and discrimination, NOT wages or scheduling — do not cite it for wage preemption, which is a common error.

Final paycheck

DISCHARGED: all wages due BY THE NEXT REGULAR PAYDAY Ark. Code Ann. § 11-4-405(a) (as amended, eff. 24 Jul 2019); confirmed on the ADLL FAQ. PENALTY: if the employer fails to pay within SEVEN DAYS of that next regular payday, the employer 'shall owe the employee double the wages due' § 11-4-405(b). RESIGNATION: § 11-4-405 addresses discharge only, and no separate Arkansas deadline for an employee who QUITS was located — NOT VERIFIED. On the evidence found, a worker who resigns falls back on the ordinary payday rules and a wage claim.

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 — 60 days' notice) — no Arkansas plant-closing or mass-layoff notice statute located in Ark. Code Title 11. NOT VERIFIED as an exhaustive search.

Where to file for unemployment

Arkansas Division of Workforce Services (Arkansas Dept of Commerce) — file online at https://ezarc.adws.arkansas.gov/home (EZARC), reached from https://www.dws.arkansas.gov/unemployment/ . UI Service Center 1-844-908-2178. ADMINISTRATIVE ROUTE ONLY. Separate route for a WAGE complaint: ADLL Labor Standards, https://portal-adll.fieldops.tylerapp.com/ or (501) 682-4599.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (2026-08-21): Minimum wage — https://labor.arkansas.gov/labor/labor-standards/minimum-wage-and-overtime/ (ADLL: $11.00/hr from 1 Jan 2021, employers with 4 or more employees; tipped cash wage $2.63); Ark. Code Ann. § 11-4-210 text at https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-2/section-11-4-210/ (2019/2020/2021 step schedule and the 85% student rate); cross-checked at https://www.dol.gov/agencies/whd/minimum-wage/state (Arkansas $11.00, 4+ employees). Overtime — https://labor.arkansas.gov/labor/labor-standards/minimum-wage-and-overtime/ (quoted); public-agency comp time from the same page. Meal breaks — https://labor.arkansas.gov/resources/faqs/ (quoted); https://www.dol.gov/agencies/whd/state/meal-breaks (Arkansas absent). Rest breaks — https://labor.arkansas.gov/resources/faqs/ ; https://www.dol.gov/agencies/whd/state/rest-periods (footnote 1). Pay stubs — Ark. Code Ann. § 11-4-217 read at https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-2/section-11-4-217/ (3-year retention, listed contents, inspection right, sworn statements — no employee-facing statement duty); full section list of the Payment of Wages subchapter read at https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-4/ (§§ 11-4-401 payment semimonthly, -402 discount for advance payment, -403 payment by evidence of indebtedness, -404 payment by sale of goods, -405 payment on discharge — no wage-statement section); https://labor.arkansas.gov/resources/faqs/ silent on stubs; payday frequency cross-checked at https://www.dol.gov/agencies/whd/state/payday . Time rounding and travel

time — https://labor.arkansas.gov/labor/labor-standards/ and the ADLL FAQ; nothing found. Predictive scheduling — Ark. Code Title 11 ch. 4 subchapter index; Ark. Code Ann. § 14-1-403 read at https://law.justia.com/codes/arkansas/title-14/subtitle-1/chapter-1/subchapter-4/section-14-1-403/ and found to concern protected classifications, not wages. Final paycheck — Ark. Code Ann. § 11-4-405 read at https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-4/section-11-4-405/ (both subsections quoted); confirmed at https://labor.arkansas.gov/resources/faqs/ . State layoff notice (mini-WARN) — Ark. Code Title 11 chapter index; nothing found. Where to file for unemployment — https://www.dws.arkansas.gov/unemployment/ , which serves https://ezarc.adws.arkansas.gov/home ; wage-complaint portal from the ADLL minimum wage page.

COULD NOT VERIFY: 1. Ark. Code Ann. § 11-4-211 (overtime) — section not opened; the overtime rule is taken from the ADLL agency page and the section number is tagged SECONDARY ONLY. 2. Final paycheck on RESIGNATION — no Arkansas deadline located; § 11-4-405 is discharge-only. 3. Time rounding and travel time — no Arkansas rule located. 4. Predictive scheduling — absence only, not exhaustive. 5. State layoff notice (mini-WARN) — absence only, not exhaustive. 6. Arkansas Code sections were read at a code-text reproduction (Justia). The Arkansas General Assembly site (arkleg.state.ar.us) serves session-law PDFs rather than browsable code sections and did not return code text to a fetch; the official Arkansas Code publisher is behind LexisNexis. Re-verify section text before any member-facing use. 7. ADLL nursing-mothers break provisions listed on the Labor Standards page were not opened.

California

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$16.90/hr effective 1/1/2026 Minimum Wage Order MW-2026 (DIR, issued under Lab. Code §1182.13; underlying schedule Lab. Code §1182.12). Indexed annually each 1 January to CPI-W; never decreases and the annual rise is capped at 3.5% (DIR minimum wage FAQ). SCHEDULED STEP: $17.40 eff. 1/1/2027, certified by the Dept. of Finance 7/31/2026 (DIR release 2026-66). LOCAL OVERLAY: YES — many CA cities and counties set a higher floor and the higher rate is the one that applies; separate higher floors also exist for fast-food and for covered health-care workers. HIGHLY TIME-SENSITIVE — re-check before any use.

Overtime

Goes far beyond FLSA. DAILY: 1.5x the regular rate for hours over 8 in a workday; 2x for hours over 12 in a workday. WEEKLY: 1.5x for hours over 40. SEVENTH CONSECUTIVE DAY worked in a workweek: 1.5x for the first 8 hours that day and 2x beyond 8. Lab. Code §510 and IWC Wage Orders 1-17, as stated on the DIR/DLSE overtime page. Whichever calculation gives the worker more is the one that applies; hours may not be averaged across workweeks.

Meal breaks

30 minutes, unpaid, uninterrupted, no later than the end of the 5th hour of work; a SECOND 30-minute meal period when the day exceeds 10 hours (motion-picture Order 12-2001 trigger is 6 hours). WAIVER: the first meal may be waived by mutual written consent only if the whole day is 6 hours or less; the second only if the day is 12 hours or less AND the first was not waived. The break is unpaid only if the worker gets bona fide relief from ALL duty and is free to leave — otherwise it is an on-duty meal period, counted as hours worked and paid (on-duty meals allowed only where the nature of the work objectively prevents relief AND there is a written agreement). PREMIUM: one additional hour of pay at the regular rate for each workday a compliant meal period was not provided. Lab. Code §§512, 226.7; IWC Wage Orders §11 (DIR meal period FAQ).

Rest breaks

A net 10 minutes of PAID rest for each 4 hours worked 'or major fraction thereof' (DLSE reads anything over 2 hours as a major fraction), in the middle of each work period so far as practicable. No rest period required if the total day is under 3.5 hours. Rest time is counted as hours worked and the worker cannot be required to stay on the premises or remain on call. PREMIUM: one additional hour of pay at the regular rate for each WORKDAY a rest period was not provided (per day, not per missed break). IWC Wage Orders §12; Lab. Code §226.7 (DIR rest period FAQ).

Pay stubs

THE ANCHOR. At the time of each wage payment (semimonthly or at each payment) the employer must give an accurate, itemised, detachable written statement showing NINE items — Lab. Code §226(a): (1) GROSS WAGES EARNED; (2) TOTAL HOURS WORKED (not required for exempt salaried employees); (3) the number of PIECE-RATE UNITS earned and the applicable piece rate, if paid on a piece-rate basis; (4) ALL DEDUCTIONS (may be aggregated only if the employee authorised them in writing); (5) NET WAGES EARNED; (6) the INCLUSIVE DATES OF THE PAY PERIOD; (7) the EMPLOYEE'S NAME and the last four digits of the SSN or an employee identification number; (8) the EMPLOYER'S NAME AND ADDRESS (plus the legal entity that secured the services, if a farm labor contractor); (9) ALL

APPLICABLE HOURLY RATES in effect during the pay period AND THE CORRESPONDING NUMBER OF HOURS WORKED AT EACH RATE (temporary services employers: rate of pay and total hours per assignment). If your stub is missing item 9 or item 2, it is missing something California requires. ELECTRONIC DELIVERY permitted where: the worker may elect paper at any time at no cost, all nine items appear, the statement is on a secure site no later than payday, access is by unique ID and confidential PIN, access/printing/downloading is free, records are kept at least 3 years, and former employees get paper on request DLSE Opinion Letter 2006.07.06.

Time rounding and travel time

ROUNDING — MEAL PERIODS: rounding meal-period punches is unlawful; time records showing missed, short or delayed meal periods raise a REBUTTABLE PRESUMPTION of violation, including at summary judgment Donohue v. AMN Services, LLC (Cal. Sup. Ct., Feb. 25, 2021, No. S253677). GENERAL ROUNDING: narrowed by Camp v. Home Depot U.S.A., Inc. (Cal. 2024) — where an employer can and does capture actual minutes worked, it must pay for all time (SECONDARY ONLY — opinion not opened; courts.ca.gov opinion PDFs are could not be opened directly). TRAVEL: 'hours worked' under the Wage Orders means time the worker is subject to the employer's control, so travel the employer specifically compels and controls is paid, an ordinary home-to-work commute is not, and travel to a temporary alternate worksite is paid for the amount by which it exceeds the normal commute Morillion v. Royal Packing Co. (2000), applied in DLSE Opinion Letter 2003.04.22.

Predictive scheduling

No statewide fair-workweek/predictive-scheduling law found. MUNICIPAL: City of Los Angeles Fair Work Week Ordinance — retail employers with 300+ employees globally; schedule in writing at least 14 CALENDAR DAYS in advance; predictability pay of 1 hour at the regular rate for each employer-initiated change inside 14 days (half pay for reduced hours or an unworked on-call shift); a 'clopening' with under 10 hours between shifts requires written consent and the second shift is paid at 1.5x LAMC ch. XVIII, arts. 5 and 8; operative 4/1/2023, enforcement from 9/28/2023 (LA Office of Wage Standards). Other California cities (San Francisco, Berkeley, Emeryville) have their own ordinances — check your city; not enumerated here.

Final paycheck

DISCHARGE OR LAYOFF: all wages, including accrued vacation, due IMMEDIATELY at the time of termination, at the place of termination Lab. Code §201. QUIT: due at the time of quitting if the worker gave at least 72 hours' notice; otherwise within 72 hours of quitting, at the employer's office in the county where the work was performed, or mailed to a requested address with the mailing date counting as the payment date Lab. Code §202. WAITING-TIME PENALTY: where the failure is wilful, the worker's wages CONTINUE at the same daily rate as a penalty from the due date until paid, capped at 30 days Lab. Code §203. No penalty where a genuine good-faith dispute exists over the amount, but the undisputed portion must still be paid. (DIR paydays/final wages FAQ.)

State layoff notice (mini-WARN)

Cal-WARN Lab. Code §§1400-1408. No mass layoff, relocation or termination at a covered establishment may be ordered unless, 60 DAYS before it takes effect, written notice goes to the affected employees, the EDD, the Local Workforce Development Board, and the chief elected official of each affected city and county (§1401). Employees who worked at least 6 of the 12 months before notice was due are counted (§1400(d),(h)). Liability for failure = back pay and the cost of benefits, capped at 60 days or one-half the employee's length of service, whichever is smaller (§1402). AMENDED BY SB 617, effective 1/1/2026: the notice must state whether the employer will coordinate services such as Rapid Response Orientation through the Local Board (and if so, within 30 days), and must include Rapid Response information, CalFresh information and helpline, and employer and Local Board contacts (EDD Information Notice WSIN25-14). Cal-WARN

reaches smaller events than federal WARN; the exact employee-count threshold in §1400(a) is NOT VERIFIED — statute text not opened.

Where to file for unemployment

Employment Development Department (EDD). File online through myEDD / UI Online — https://edd.ca.gov/en/unemployment/ (portal https://myedd.edd.ca.gov). ADMINISTRATIVE ROUTE ONLY — benefit amount and duration come from EDD, never from this chart.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://www.dir.ca.gov/IWC/MW-2026.pdf (rate $16.90, eff. 1/1/2026, Lab. Code §1182.13) https://www.dir.ca.gov/dlse/faq_minimumwage.htm (CPI-W indexing, 3.5% cap, no decrease; local higher rates control; separate fast-food and health-care rates) https://www.dir.ca.gov/DIRNews/2026/2026-66.html ($17.40 eff. 1/1/2027). Overtime — https://www.dir.ca.gov/dlse/faq_overtime.htm (8/12-hour daily, 40 weekly, seventh-consecutive-day 1.5x/2x). Meal breaks — https://www.dir.ca.gov/dlse/faq_mealperiods.htm (§512 trigger and waiver, §226.7 premium, on-duty conditions). Rest breaks — https://www.dir.ca.gov/dlse/faq_restperiods.htm (net 10 min per 4 hrs or major fraction, paid, §226.7 premium per workday). Pay stubs — https://www.dir.ca.gov/dlse/lawstimemannerpaymentwages.pdf (DLSE publication reproducing the Lab. Code §226(a) nine-item list) https://www.dir.ca.gov/dlse/faq_paydays.htm (statement furnished at each payment) https://www.dir.ca.gov/dlse/opinions/2006-07-06.pdf (electronic wage statement conditions). Time rounding and travel time — https://www4.courts.ca.gov/opinions/documents/S253677.PDF (Donohue v. AMN Services, Cal. 2021: no rounding of meal-period time; rebuttable presumption) https://www.dir.ca.gov/dlse/opinions/2003-04-22.pdf (Morillion control standard; temporary-worksite excess-commute rule). Predictive scheduling — https://wagesla.lacity.gov/fair-work-week-information (LA FWW: 300+ retail, 14 days, predictability pay, clopening 10-hour rule, LAMC ch. XVIII arts. 5 & 8). Final paycheck — https://www.dir.ca.gov/dlse/faq_paydays.htm and https://www.dir.ca.gov/dlse/lawstimemannerpaymentwages.pdf (§§201, 202, 203). State layoff notice (mini-WARN) — https://www.dir.ca.gov/dlse/Cal-WARNAct.html (60 days, §§1400-1408, §1402 liability cap) https://edd.ca.gov/en/jobs_and_training/FAQs_WARN/ (6-of-12-months counting rule, notice recipients) https://edd.ca.gov/en/jobs_and_training/Information_Notices/wsin25-14/ (SB 617 amendments eff. 1/1/2026). Where to file for unemployment — https://edd.ca.gov/en/unemployment/.

COULD NOT VERIFY: 1. Labor Code text at source — https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?lawCode=LAB&sectionNum=226 returned could not be opened directly. All Labor Code content above was read on DIR/DLSE/EDD pages that state the rule, per the instruction to treat DIR as primary where it states the rule. 2. Cal-WARN's employer-size threshold in Lab. Code §1400(a) (commonly stated as 75 persons employed within the preceding 12 months) — NOT VERIFIED; neither the DIR Cal-WARN page nor the EDD FAQ states it and the statute could not be opened. 3. Camp v. Home Depot U.S.A., Inc. (Cal. 2024) on general time rounding — SECONDARY ONLY; https://www4.courts.ca.gov/opinions/revpub/H049033.PDF returned could not be opened directly and no primary copy of the Supreme Court opinion was reachable. 4. The specific IWC Wage Order number governing any given worker's industry — not determined here; the Wage Orders differ and the correct one depends on the industry. 5. San Francisco / Berkeley / Emeryville predictive-scheduling ordinances — flagged as existing but NOT opened and NOT verified in this pass.

Colorado

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.16/hr effective 1/1/2026 2026 PAY CALC Order, 7 CCR 1103-14 (CDLE), as stated in CDLE INFO #1 (12/18/2025) and on CDLE's 2026 COMPS Order poster. Tip credit: up to $3.02/hr may offset the cash wage for regularly tipped workers only if tips bring the total to the full minimum. The rate is adjusted annually and republished each year in a new PAY CALC Order. LOCAL OVERLAY: YES — CDLE states 'various areas in Colorado have a higher local minimum wage,' listed at ColoradoLaborLaw.gov; cities are not enumerated here. Exempt salary threshold for 2026: $57,784/yr. HIGHLY TIME-SENSITIVE — re-check before any use.

Overtime

Goes beyond FLSA. Time and one-half is owed for the GREATEST of three calculations: hours over 40 in a workweek, hours over 12 in a workday, or hours over 12 CONSECUTIVE hours without regard to when the workday starts COMPS Order, 7 CCR 1103-1, Rule 4.1.1. Whichever produces the greater payment applies. An employer may not substitute time off for overtime pay and may not average hours across workweeks (CDLE 2026 COMPS poster).

Meal breaks

30 minutes, uninterrupted and duty-free, when the shift exceeds 5 consecutive hours; it must fall at least one hour after the shift starts and one hour before it ends COMPS Order, 7 CCR 1103-1, Rule 5.1. UNPAID only if the worker is completely relieved of all duties. Where the nature of the work prevents relief, the worker must be permitted to fully consume a meal of choice on the job AND be FULLY COMPENSATED for that on-duty meal period with no loss of time or pay.

Rest breaks

10 minutes of PAID rest for each 4 hours worked, or major fraction thereof COMPS Order, 7 CCR 1103-1, Rule 5.2. Required rest periods are time worked for purposes of both minimum wage and overtime — meaning the ten minutes count toward the 40/12-hour overtime thresholds.

Pay stubs

An itemised earnings statement must be furnished EACH PAY PERIOD C.R.S. §8-4-103(4) and COMPS Order, 7 CCR 1103-1, Rule 7.2. Required items: the EMPLOYEE'S NAME and the EMPLOYER'S NAME; the INCLUSIVE DATES OF THE PAY PERIOD; TOTAL HOURS WORKED in the pay period; a RECORD OF ANY CREDITS CLAIMED (tip, meal or lodging credits) AND OF TIPS; REGULAR RATES OF PAY; GROSS WAGES EARNED; ALL WITHHOLDINGS MADE; and the NET AMOUNT PAID. If your stub shows no total hours, or shows a tip credit taken without recording the tips, it does not match Rule 7.2. The employer must keep records reflecting the same information for at least 3 years and for the duration of any pending wage claim Rule 7.3. ELECTRONIC DELIVERY: NOT VERIFIED — CDLE INFO #3A does not address it and no rule text permitting or conditioning it was located.

Time rounding and travel time

TRAVEL: 'Travel time means time spent on travel for the benefit of an employer, excluding normal home to work travel, and shall be considered time worked' COMPS Order, 7 CCR 1103-1, Rule 1.9.2. Travel entirely within the employer's premises, or in employer-provided transport at the start and end of a shift, is excluded — except where it materially

prolongs the commute or subjects the worker to heightened physical risk. ROUNDING: no Colorado time-rounding rule was located in COMPS Order #39; Rule 1.9.1 instead makes activity of under one minute compensable or not based on the difficulty of recording it, the aggregate time involved and how regularly it recurs. Federal 29 CFR 785.48 otherwise governs (already ruled on the lane row).

Predictive scheduling

None found. No fair-workweek, advance-schedule-notice, predictability-pay or right-to-rest-between-shifts requirement appears in the COMPS Order (7 CCR 1103-1) as opened, in CDLE INFO #1, or in the Colorado Wage Act materials reviewed. No Colorado municipality is known to have one; municipalities were not separately surveyed.

Final paycheck

DISCHARGE: all wages owed are due IMMEDIATELY; if the employer's payroll unit is not then operational, wages must be available within 6 hours of the start of its next regular workday, or within 24 hours if the payroll unit is off-site (delivered to the worksite, a local office, or the worker's mailing address) C.R.S. §8-4-109(1)(a). QUIT/RESIGN: by or on the next regular payday C.R.S. §8-4-109(1)(b). PENALTY: if the employer fails to pay within 14 days after receiving a written demand or a filed complaint, statutory penalties attach to the unpaid wages C.R.S. §8-4-109(3)(b) (exact penalty formula NOT VERIFIED — CDLE INFO #3A states the trigger but not the amount).

State layoff notice (mini-WARN)

None — Colorado has no state plant-closing or mass-layoff notice law. CDLE's Dislocated Worker Unit administers the FEDERAL WARN Act only: Pub. L. 100-379, 29 U.S.C. §2101 et seq., regulations at 20 CFR pt. 639, 60 days' notice CDLE WARN page (cdle.colorado.gov/employers/layoff-separations/worker-adjustment-retraining-notification). Recorded as a finding, not a gap.

Where to file for unemployment

Colorado Department of Labor and Employment (CDLE), Division of Unemployment Insurance. File online in MyUI+ — https://cdle.colorado.gov/unemployment (claimant portal https://myui.clouduim.cdle.state.co.us). CDLE also requires registration as a job seeker at ConnectingColorado.gov within 7 days of filing to maintain eligibility. ADMINISTRATIVE ROUTE ONLY — amount and duration come from CDLE, never from this chart.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://cdle.colorado.gov/sites/cdle/files/2026_comps_order_poster_english_[accessible].pdf ($15.16 eff. 1/1/2026; $3.02 tip credit) https://cdle.colorado.gov/sites/cdle/files/info_%231_2026_comps_&_paycalc_orders_12.18.25.pdf (2026 PAY CALC Order; $57,784 exempt salary threshold; local minimum wages exist and are posted at ColoradoLaborLaw.gov). Overtime — https://cdle.colorado.gov/sites/cdle/files/Adopted%20COMPS%20Order%20%2339%207%20CCR%201103-1%20%5Baccessible%5D.pdf (Rule 4.1.1: 40 weekly / 12 daily / 12 consecutive, greater payment controls) and the 2026 poster. Meal breaks — same COMPS Order #39 PDF, Rule 5.1 (30 min, shift over 5 consecutive hours, one hour after start and one hour before end, paid if on duty). Rest breaks — same COMPS Order #39 PDF, Rule 5.2 (10 paid minutes per 4 hours or major fraction; time worked for minimum wage and overtime). Pay stubs — https://cdle.colorado.gov/sites/cdle/files/INFO%20%233A%20Timing%20of%20Wage%20Payments,%20&%20Required%20Record-Keeping%2007.11.2023%20accessible.pdf (item list, C.R.S. §8-4-103(4), COMPS Rule 7.2, 3-year retention under Rule 7.3) corroborated in the COMPS Order #39 PDF at Rules 7.1(D)-(E) and 7.2. Time rounding and travel time — COMPS Order #39 PDF, Rules 1.9.1 and 1.9.2. Predictive scheduling — negative finding from the COMPS Order #39 PDF

and CDLE INFO #1. Final paycheck — CDLE INFO #3A PDF (C.R.S. §8-4-109(1)(a), (1)(b), (3)(b)). State layoff notice (mini-WARN) — https://cdle.colorado.gov/employers/layoff-separations/worker-adjustment-retraining-notification (federal WARN only; 29 U.S.C. §2101 et seq.; 20 CFR pt. 639). Where to file for unemployment — https://cdle.colorado.gov/unemployment.

COULD NOT VERIFY: 1. Electronic delivery of the itemised earnings statement — no Colorado rule permitting or conditioning it was located in COMPS Order #39 or INFO #3A. 2. The exact penalty amount under C.R.S. §8-4-109(3)(b) — INFO #3A names the 14-day trigger but not the formula; the Colorado Wage Act text was not opened at leg.colorado.gov in this pass. 3. Whether COMPS Order #39 is still the operative order for 2026 — CDLE INFO #1 (2026) does not name a COMPS Order number, and the adopted #39 text carries a 1/1/2024 effective date. Rule numbers cited above should be re-confirmed against the current order. 4. The Colorado constitutional indexing provision behind the annual adjustment (Colo. Const. art. XVIII, §15) — NOT opened; indexing is stated here only as CDLE's annual PAY CALC re-issuance. 5. Which Colorado localities have a higher minimum wage — not enumerated, per the table's standing rule. 6. CDLE INFO #3E on payout of earned vacation at separation — identified but NOT opened.

Connecticut

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$16.94/hr effective 1/1/2026 through 12/31/2026 Conn. Gen. Stat. §31-58, as printed on CTDOL poster DOL-75 (2026 edition). INDEXED: P.A. 19-4 ties the rate to the federal employment cost index, with the adjustment announced by 15 October each year; the 2026 step reflected a 3.6% ECI rise over the 12 months ending 6/30/2025, a $0.59 increase from $16.35. SCHEDULED STEP: $17.48 eff. 1/1/2027 (Governor's office announcement, Aug. 2026). No Connecticut municipal minimum wage is known. HIGHLY TIME-SENSITIVE — re-check before any use.

Overtime

Follows the FLSA weekly 40 only — 1.5x the regular rate after 40 hours in the workweek. No daily overtime and no premium for weekend work unless by agreement Conn. Gen. Stat. §31-76c; exceptions listed at §31-76i (CTDOL poster DOL-75 (2026) and CTDOL Wage and Hour page). Connecticut restaurant/hotel wage-order provisions on seventh-consecutive-day and split-shift pay (Conn. Agencies Regs. §§31-62-E1, 31-62-E2): NOT VERIFIED — the eRegulations portal returned only its landing page and the regulation text could not be opened.

Meal breaks

30 minutes, given at some time after the first 2 hours of work and before the last 2 hours, for any employee who works 7.5 or more CONSECUTIVE hours; exemptions and Labor Commissioner waivers apply Conn. Gen. Stat. §31-51ii (SECONDARY ONLY — statute not opened). Read on the U.S. DOL Wage and Hour Division state meal-period table, rev. 1/1/2023; cga.ct.gov is could not be opened directly and the 2023 edition of Chapter 557 truncates before this section. PAID OR UNPAID and the list of exemptions: NOT VERIFIED.

Rest breaks

None found — no Connecticut rest-break requirement appears in the wage statutes reviewed (Chapters 557 and 558), on the CTDOL Wage and Hour or Workplace Standards pages, or on CTDOL poster DOL-75 (2026). Federal law requires no break at all; where an employer does give a break of 20 minutes or less, the federal rule already on the lane row makes it paid time.

Pay stubs

Statutory text opened. 'With each wage payment each employer shall furnish to each employee, in writing or, with the employee's explicit consent, electronically, a record of hours worked, the gross earnings showing straight time and overtime as separate entries, itemized deductions and net earnings' Conn. Gen. Stat. §31-13a(a). So FOUR things must appear with every wage payment: (1) HOURS WORKED; (2) GROSS EARNINGS WITH STRAIGHT TIME AND OVERTIME SHOWN AS SEPARATE ENTRIES; (3) EACH DEDUCTION ITEMISED; (4) NET EARNINGS. A Connecticut stub that lumps overtime into one gross figure does not match §31-13a. ELECTRONIC DELIVERY requires the employee's EXPLICIT CONSENT, and the employer must provide a means for each employee to access and print the record 'securely, privately and conveniently,' with reasonable safeguards for the information §31-13a(b). Employees specifically exempt from timekeeping under state or federal minimum-wage law are excepted. Separately: §31-71f requires written notice of the rate of pay, hours and payday AT HIRE, and §31-71k(i) requires a statement of deductions each pay period in accordance with §31-13a.

Time rounding and travel time

CONNECTICUT HAS A ROUNDING RULE AND IT IS UNUSUALLY GENEROUS. Conn. Agencies Regs. §31-60-11 ('Hours worked'): 'Working time in every instance shall be computed to the nearest unit of FIFTEEN MINUTES.' That is a state floor of quarter-hour resolution, not the federal permission to round. WAITING TIME is compensable: hours worked 'includes, but shall not be limited to, the time when an employee is required to wait on the premises while no work is provided by the employer.' ON CALL, two rules: 'All time during which an employee is required to be on call for emergency service AT A LOCATION DESIGNATED BY THE EMPLOYER shall be considered to be working time and shall be paid for as such'; where the employee need not be at a designated place but must stay reachable, 'working time shall begin when the employee is notified of his assignment and shall end when the employee has completed his assignment.' Travel is not separately addressed in §31-60-11 — for travel, federal Portal-to-Portal treatment still governs.

Predictive scheduling

None found — no Connecticut fair-workweek, advance-schedule-notice, predictability-pay or right-to-rest-between-shifts law appears on CTDOL's Wage and Workplace Standards pages, on poster DOL-75 (2026), or in the wage statutes reviewed. No Connecticut municipality is known to have one; municipalities were not separately surveyed.

Final paycheck

DISCHARGE: 'Whenever an employer discharges an employee, the employer shall pay the employee's wages in full no later than the business day next succeeding the date of such discharge' Conn. Gen. Stat. §31-71c(b). QUIT/RESIGN: 'Whenever an employee voluntarily terminates his employment, the employer shall pay the employee's wages in full not later than the next regular pay day' §31-71c(a). No California-style daily waiting-time penalty exists in Connecticut. REMEDY: a wage-collection action under Conn. Gen. Stat. §31-72, with double damages and attorney's fees available (SECONDARY ONLY — §31-72 text not opened; the section falls within the CTDOL wage payment laws publication range but its text was not returned).

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff NOTICE law found — CTDOL's Rapid Response unit administers the FEDERAL WARN Act only (Pub. L. 100-379, 29 U.S.C. §2101 et seq.; 20 CFR pt. 639), covering employers with 100 or more full-time workers and requiring 60 days' notice CTDOL WARN page (portal.ct.gov/dol/knowledge-base/articles/employment-and-training/rapid-response/warn). SEPARATE STATE DUTY, NOT VERIFIED: Conn. Gen. Stat. §31-51o is understood to require certain employers to pay for continuation of group health coverage for a period following a covered plant closing or relocation — the statute text could not be retrieved (cga.ct.gov could not be opened directly; Chapter 557 file truncates before the section), so nothing about its trigger, duration or coverage is stated here.

Where to file for unemployment

Connecticut Department of Labor (CTDOL). File and manage a claim online in ReEmployCT — https://portal.ct.gov/dol/unemployment-benefits. ADMINISTRATIVE ROUTE ONLY — amount and duration come from CTDOL, never from this chart.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://portal.ct.gov/dol/-/media/dol/2022-new-design-system/divisions/wage-and-workplace-standards/dol-75_adminposter_2026.pdf ('$16.94 per hour effective 1-1-2026 through 12-31-2026 (CGS Sec. 31-58)') https://portal.ct.gov/governor/news/press-releases/2025/09-2025/governor-lamont-announces-minimum-wage-will-increase (P.A. 19-4 ECI indexing; 3.6% ECI rise; prior rate $16.35)

https://portal.ct.gov/governor/news/press-releases/2026/08-2026/governor-lamont-announces-minimum-wage-will-increase ($17.48 eff. 1/1/2027, headline). Overtime — the DOL-75 (2026) poster PDF above ('after 40 hours per week … see Section 31-76i') https://portal.ct.gov/dol/divisions/wage-and-workplace-standards/wage-and-hour. Meal breaks — https://www.dol.gov/agencies/whd/state/meal-breaks (U.S. DOL WHD state table, rev. 1/1/2023: CT '½ hour at some time after first 2 hours and before last 2 hours for employees who work 7½ consecutive hours or more'). SECONDARY. Rest breaks — negative finding from the DOL-75 (2026) poster, the CTDOL Wage and Hour page, and https://portal.ct.gov/dol/divisions/wage-and-workplace-standards/workplace-standards. Pay stubs — https://www.cga.ct.gov/2023/pub/chap_557.htm (Sec. 31-13a(a) and (b) text quoted) https://portal.ct.gov/dol/-/media/dol/2022-new-design-system/divisions/wage-and-workplace-standards/wagepaymentlaws_update12-2023.pdf (Sec. 31-71k(i) statement of deductions; Sec. 31-71f written notice at hire). Final paycheck — the CTDOL wage payment laws PDF above (Sec. 31-71c(a) and (b) quoted). State layoff notice (mini-WARN) — https://portal.ct.gov/dol/knowledge-base/articles/employment-and-training/rapid-response/warn. Where to file for unemployment — https://portal.ct.gov/dol/unemployment-benefits (route confirmed via https://portal.ct.gov/Services/Jobs-and-Employment/Employee-Rights/Wage-and-Workplace-Information). Statute/regulation index consulted — https://portal.ct.gov/dol/divisions/legal/ctdol-statutes-and-regulations.

COULD NOT VERIFY: 1. Conn. Gen. Stat. §31-51ii (meal periods) at primary source — https://www.cga.ct.gov/current/pub/chap_557.htm and https://cga.ct.gov/Current/pub/chap_557.htm both returned could not be opened directly, and https://www.cga.ct.gov/2023/pub/chap_557.htm and .../2019/pub/chap_557.htm did not contain the section text (file truncates at Sec. 31-40m). Value tagged SECONDARY ONLY from the U.S. DOL WHD table. Paid/unpaid status and the statutory exemptions remain unknown. 2. Rounding and travel time — no Connecticut authority located at all. Regulations of Connecticut State Agencies title 31 could not be browsed: https://eregulations.ct.gov/eRegsPortal/Browse/RCSA/Title_31Subtitle_31-60/ returned only the portal landing page. 3. Conn. Agencies Regs. §§31-62-E1 and 31-62-E2 (restaurant/hotel seventh-day and split-shift pay) — NOT opened; same eRegulations failure. 4. Conn. Gen. Stat. §31-51o (health-insurance continuation on plant closing) — NOT opened; same Chapter 557 truncation. 5. Conn. Gen. Stat. §31-72 (double damages remedy) — referenced but text not returned by the CTDOL wage payment laws PDF. 6. Whether §31-13a has been amended since the 2023 edition of Chapter 557 that was read — not confirmed against the current edition.

Delaware

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr effective 1/1/2025 19 Del. C. §902(a)(5) (statute text opened). NOT INDEXED and NO SCHEDULED STEP — the phased schedule in §902 ends at $15.00 ($9.25 until 1/1/2022, $10.50 in 2022, $11.75 in 2023, $13.25 in 2024, $15.00 from 1/1/2025), so the rate moves only if the General Assembly amends the statute. TIPPED: gratuities may count toward the minimum in customarily tipped occupations, but the cash wage may never be less than $2.23/hr §902(c). No Delaware municipal minimum wage is known.

Overtime

Follows FLSA weekly 40 only. 19 Del. C. ch. 9 (Minimum Wage) was opened in full and contains NO overtime provision, and no separate Delaware overtime statute was located in Title 19. Overtime for Delaware workers therefore rests entirely on the federal rule (29 U.S.C. §207, time and one-half after 40 hours in a fixed workweek) already ruled on the lane row. Delaware adds no daily overtime, no double time and no seventh-day rule.

Meal breaks

30 CONSECUTIVE minutes, UNPAID, for any employee who works 7.5 or more consecutive hours; it must be given some time after the first 2 hours of work and before the last 2 hours 19 Del. C. §707 (statute text opened). EXEMPTIONS: certified professional educators employed by a local school board with direct child-care duties; where a collective bargaining agreement or a written employer-employee agreement provides otherwise; and where the Secretary of Labor grants an exemption for public-safety reasons, a job with only one employee, an employer with fewer than 5 employees on a shift at a single location, or a continuous operation requiring constant employee availability — in that last case the meal period must be compensated.

Rest breaks

None required by Delaware law. 19 Del. C. §707 covers meal breaks only; no rest-break or paid-break provision was found in 19 Del. C. ch. 7. Federal law requires no break at all; where an employer does give a break of 20 minutes or less, the federal rule already on the lane row makes it paid time.

Pay stubs

Statutory text opened. 'Every employer shall furnish to each employee at the time of payment a statement, either on the check, or by a separate slip, or electronically' showing: (1) the WAGES DUE; (2) the PAY PERIOD for which the wages are due; (3) the TOTAL AMOUNT OF DEDUCTIONS, SEPARATELY SPECIFIED; and (4) for employees paid by the hour, the TOTAL NUMBER OF HOURS worked in that pay period 19 Del. C. §1108. ELECTRONIC DELIVERY is expressly permitted if the statement is 'in a form capable of being retained by the employee'; an employee may request a written statement on a separate slip. Furnished at the time of each payment, and wages must be paid at least once each calendar month and within 7 days of the close of the pay period §1102. WHAT DELAWARE DOES NOT REQUIRE ON THE STUB: no hourly rate or rates, no separate gross-versus-net figures by name, no employer name and address, no employee identifier, no overtime broken out separately. A very thin Delaware stub can still be lawful — do not measure it against California's §226 list.

Time rounding and travel time

NOT VERIFIED — no Delaware time-rounding or compensable-travel rule was located; 19 Del. C. chs. 7, 9 and 11 were opened and contain nothing on either subject, but the whole of Title 19 and the Delaware Administrative Code were not searched, so this is an unresolved search rather than an established negative. Absent a Delaware rule, federal 29 CFR 785.48 and the Portal-to-Portal Act govern (already ruled on the lane row).

Predictive scheduling

None found — no Delaware fair-workweek, advance-schedule-notice, predictability-pay or right-to-rest-between-shifts requirement appears in 19 Del. C. ch. 7 (Employment Practices), ch. 9 (Minimum Wage) or ch. 11 (Wage Payment and Collection), each opened in this pass. No Delaware municipality is known to have one; municipalities were not separately surveyed.

Final paycheck

SAME DEADLINE BOTH WAYS. Whether the employee quits, resigns, is discharged, suspended or laid off, wages are due on the LATER of the next regularly scheduled payday OR three business days after the last day worked 19 Del. C. §1103(a). PENALTY: where the employer has no reasonable grounds to dispute the wages, it owes LIQUIDATED DAMAGES equal to the LESSER of 10% of the unpaid wages for each day the payment is late, or an amount equal to the unpaid wages themselves §1103(b). Delaware has no California-style 30-day continuing waiting-time penalty.

State layoff notice (mini-WARN)

YES — Delaware Worker Adjustment and Retraining Notification Act 19 Del. C. ch. 19 (§§1901-1910). COVERAGE: employers with 100 or more employees excluding part-time employees, or 100 or more employees working in the aggregate at least 2,000 hours per week (§1903). TRIGGERS at a single site of employment in any 30-day period: PLANT CLOSING — a permanent or temporary shutdown causing employment loss for 50 or more employees; MASS LAYOFF — employment loss for 50 or more employees who are at least 33% of the workforce, or for 500 or more employees regardless of percentage (§1903). NOTICE: at least 60 days before the order takes effect, to affected employees and their representatives, the Delaware Department of Labor Division of Employment and Training WARN Act Administrator, and the Delaware Workforce Development Board for the affected locality (§1904). PENALTY: $1,000 per day of violation, or $100 per day per dislocated worker if greater, unless the employer pays all affected employees within three weeks of the layoff or closure order (§1910).

Where to file for unemployment

Delaware Department of Labor, Division of Unemployment Insurance. File a new or reopened claim online at https://uics.delawareworks.com/Forms/Form_WL1 (division page https://labor.delaware.gov/divisions/unemployment-insurance/). ADMINISTRATIVE ROUTE ONLY — amount and duration come from the Division, never from this chart.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://delcode.delaware.gov/title19/c009/index.html (19 Del. C. §902 rate schedule quoted through $15.00 eff. 1/1/2025; $2.23 tipped cash floor; no overtime provision in the chapter). Overtime — same chapter 9 page; negative finding confirmed against the chapter index at https://delcode.delaware.gov/title19/index.html. Meal breaks — https://delcode.delaware.gov/title19/c007/sc01/index.html (19 Del. C. §707 text: 30 consecutive unpaid minutes, 7½ consecutive hours, after first 2 and before last 2 hours, with the educator, CBA/written-agreement and Secretary-of-Labor exemptions). Rest breaks — same §707 page; no rest-break provision present. Pay stubs — https://delcode.delaware.gov/title19/c011/index.html (19 Del. C. §1108 statement contents

and electronic-delivery language; §1102 pay frequency and 7-day rule). Final paycheck — same chapter 11 page (§1103(a) 'later of next regular payday or three business days after the last day worked'; §1103(b) liquidated damages). State layoff notice (mini-WARN) — https://delcode.delaware.gov/title19/c019/index.html (Delaware WARN Act §§1903 coverage and triggers, §1904 60-day notice and recipients, §1910 penalties). Predictive scheduling — negative finding across the chapter 7, 9 and 11 pages above. Where to file for unemployment — https://labor.delaware.gov/divisions/unemployment-insurance/ (Division name and filing URL). Corroboration attempted at https://industrialaffairs.delaware.gov/en-us/ and https://industrialaffairs.delaware.gov/en-us/knowledgebase-employee — both are navigation pages and returned no statutory content.

COULD NOT VERIFY: 1. Rounding and compensable travel time — no Delaware authority located. Only 19 Del. C. chs. 7, 9 and 11 were opened; the rest of Title 19 and the Delaware Administrative Code were not searched, so the negative is not established. 2. Whether any Delaware Department of Labor regulation adds pay-stub items beyond 19 Del. C. §1108 — the Division of Industrial Affairs pages returned no substantive content. 3. Whether §902 has been amended since the $15.00 step — the chapter page was read as currently published but no session-law check was run; treat a post-2025 amendment as possible. 4. Delaware WARN exceptions and the definition of 'employment loss' in §1902 — the definitions section was not read in full.

District of Columbia

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$18.40/hr from 1 Jul 2026 (up from $17.95); tipped base wage $10.30 D.C. Code § 32-1003; DOES 2026 Minimum Wage Increase Notice. Indexed to CPI every 1 July — RE-CHECK EACH JUNE. No sub-local overlay (DC is the city), but a higher Living Wage applies if you work on a District contract or District assistance of $100,000+ D.C. Code § 2-220.03 (rate adjusted each January by DOES — figure NOT VERIFIED).

Overtime

1.5x your regular rate over 40 hours in a workweek — same threshold as federal. No daily overtime, no double time, no 7th-consecutive-day rule D.C. Code § 32-1003(c).

Meal breaks

None required by D.C. law — not for adults, and no minors' meal-period rule found in the child-labor sections opened (D.C. Code §§ 32-202, 32-207, 32-213). Federal rule still protects you: a meal break may only be unpaid if you are COMPLETELY relieved of duty. If you eat at your station and answer the phone, that time is worked time.

Rest breaks

None required by D.C. law. No rest-break provision found in D.C. Code Title 32. If your employer does give a short break of 20 minutes or less, federal law says it must be PAID — check that it was not deducted from your hours.

Pay stubs

REQUIRED every payday, itemized D.C. Code § 32-1008. Your stub must show: date of the wage payment gross wages paid every deduction from AND addition to wages, with gratuities on a SEPARATE LINE net wages paid HOURS WORKED in the pay period your tip-declaration form for the period splitting cash tips from credit-card tips and, from 1 Jan 2026, a list of every source of pay beyond base wages and gratuities (bonuses, sales commissions, any amount calculated as a percentage of service charges). Separately, at hire and again whenever anything changes, you must get WRITTEN notice of your rate of pay, basis of compensation, tip-sharing policy, regular payday and employer contact. Employer must keep your precise daily times worked for at least 3 years. ELECTRONIC DELIVERY: § 32-1008 as read does not address it — NOT VERIFIED.

Time rounding and travel time

NOT VERIFIED — no D.C.-specific rounding or travel-time rule located in D.C. Code Title 32; federal 29 CFR 785.48 and the Portal-to-Portal Act govern. Worth knowing anyway: D.C. requires the employer to record your PRECISE time worked each day and to print HOURS WORKED on your stub (§ 32-1008), so heavily rounded hours on a stub are checkable against a record the employer is legally required to hold.

Predictive scheduling

None found — no District-wide fair-workweek or predictive-scheduling statute located in D.C. Code Title 32 (searched code.dccouncil.gov). D.C. is a single jurisdiction, so there is no separate municipal law layered on top. NOT VERIFIED as an exhaustive negative — only Title 32 was searched.

Final paycheck

FIRED OR LAID OFF: wages earned must be paid no later than the WORKING DAY FOLLOWING discharge (employer gets up to 4 days if you were responsible for its money). YOU QUIT: the next regular payday OR within 7 days of quitting, WHICHEVER COMES FIRST D.C. Code § 32-1303. LATE-PAY PENALTY: liquidated damages of 10% of the unpaid wages for EACH working day the failure continues, capped at treble the unpaid wages § 32-1303.

State layoff notice (mini-WARN)

No separate D.C. WARN statute found — federal WARN only (60 days' notice; employers over 100 employees; 50+ affected or 33% of the workforce). D.C.'s role is receiving the notice: it goes to the D.C. State Dislocated Worker Unit at DOES does.dc.gov, 'How to Submit Layoff, Reduction in Force, or WARNs to the District of Columbia' (cites federal WARN and 20 CFR 639.7(e); no D.C. Code citation given).

Where to file for unemployment

D.C. Department of Employment Services (DOES), Office of Unemployment Compensation. File online at https://does.dcnetworks.org (tab: 'Claim Unemployment Benefits'). Information: https://unemployment.dc.gov/page/apply-benefits. DOES no longer takes UI claims by phone. ADMINISTRATIVE ROUTE ONLY — the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

OPENED, CELL BY CELL (all 2026-08-21): Minimum wage — https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/2026%20Minimum%20Wage%20Increase%20Notice_0.pdf (quotes '$17.95 per hour to $18.40 per hour' and tipped '$10.00 per hour to $10.30', 'Beginning July 1, 2026'); https://code.dccouncil.gov/us/dc/council/code/sections/32-1003 (CPI indexing each 1 July, tipped schedule, D.C. Law 26-55 noted); https://does.dc.gov/service/office-wage-hour-compliance-0 (confirms $18.40); Living Wage https://code.dccouncil.gov/us/dc/council/code/sections/2-220.03 Overtime — code.dccouncil.gov § 32-1003 (1.5x over 40) Meal breaks / Rest breaks — https://code.dccouncil.gov/us/dc/council/code/titles/32/chapters/2 (chapter structure); §§ 32-202, 32-207, 32-213 opened individually — no break provision in any of them Pay stubs — https://code.dccouncil.gov/us/dc/council/code/sections/32-1008 (full itemised list, hire notice, 3-year precise-time records, 1 Jan 2026 addition) Time rounding and travel time — § 32-1008 (precise daily times) only Final paycheck — https://code.dccouncil.gov/us/dc/council/code/sections/32-1303 State layoff notice (mini-WARN) — https://does.dc.gov/page/how-submit-layoff-reduction-force-or-warns-district-columbia Where to file for unemployment — https://unemployment.dc.gov/page/apply-benefits (portal does.dcnetworks.org)

COULD NOT VERIFY: 1. Time rounding and travel time — no D.C. rounding or travel-time rule found; only Title 32 statutes searched, DCMR title 7 wage-and-hour regulations NOT opened. 2. Predictive scheduling — the negative could not be established exhaustively; only D.C. Code Title 32 searched. Web search returned law-firm and vendor pages only, which may never be the citation. 3. Pay_Stub electronic-delivery conditions — § 32-1008 as read does not address electronic wage statements; no DCMR rule opened. 4. Living Wage dollar figure for District contract work — DOES publishes it annually by 1 March; not opened. 5. D.C. Law 26-55 (25 Jul 2025) — cited in the § 32-1003 annotation but the amending text itself was NOT opened; the tipped-wage schedule beyond $10.30 is therefore unconfirmed.

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Florida

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$14.00/hr now; STEPS TO $15.00/hr ON 30 SEP 2026. Tipped direct wage = minimum minus the $3.02 tip credit allowed under the FLSA in 2003, so $10.98 now and $11.98 from 30 Sep 2026 Fla. Const. art. X § 24(c) (2020 Amendment 2) — a CONSTITUTIONAL right, not a statute the legislature can lower; Fla. Stat. § 448.110. From 30 Sep 2027 the rate is CPI-W indexed every 30 September — RE-CHECK EVERY AUTUMN. NO LOCAL OVERLAY IS POSSIBLE: cities and counties are preempted from setting any minimum wage Fla. Stat. § 218.077.

Overtime

Follows FLSA weekly 40 only — Florida has no state overtime statute, no daily overtime and no 7th-day rule. ONE ARCHAIC EXCEPTION worth knowing: Fla. Stat. § 448.01 makes 10 hours 'a legal day's work' for manual labour and entitles you to 'extra pay' for work required beyond 10 hours in a day — but ONLY where no written contract signed by you and the employer sets different hours, and the statute names NO premium rate. This is not daily time-and-a-half. Flag it to counsel; do not treat it as a rate.

Meal breaks

None required by Florida law for adults — no break section exists anywhere in Fla. Stat. ch. 448 pt. I (§§ 448.01–448.111, every heading read). MINORS UNDER 18: a 30-minute meal period is required, and they may not work more than 4 hours continuously without it Fla. Stat. § 450.081(4). Federal rule still protects adults: an unpaid meal break is lawful only if you are COMPLETELY relieved of duty.

Rest breaks

None required by Florida law. Fla. Stat. § 448.05 requires stores to FURNISH SEATS for employees — it does not create any right to a break. If your employer does give a short break of 20 minutes or less, federal law says it must be paid.

Pay stubs

NO STATE WAGE-STATEMENT REQUIREMENT — and this is a finding, not a gap. Florida does not require your employer to give you a pay stub or any itemised statement at all, and federal law requires none either. Every section heading of Fla. Stat. ch. 448 pt. I was read: none requires one. ONE NARROW EXCEPTION — if you are a day labourer placed by a LABOUR POOL, the labour pool must, at the time of each payment of wages, furnish you a written itemised statement showing in detail each deduction made Fla. Stat. § 448.24(2)(g). Everyone else in Florida: the only records that exist are the employer's own federal 29 CFR 516 records and whatever you write down yourself. KEEP YOUR OWN HOURS.

Time rounding and travel time

No Florida rule on either — federal 29 CFR 785.48 rounding and the Portal-to-Portal Act govern. No section in Fla. Stat. ch. 448 pt. I addresses time rounding or compensable travel (all headings read).

Predictive scheduling

None, and none can be enacted locally. Fla. Stat. § 448.077: 'A local government may not adopt or enforce any ordinance, resolution, order, rule, policy, or contract requirement regulating scheduling, including predictive scheduling, by a private employer except as expressly authorized or required by state or federal law...' (added by ch. 2024-80, Laws of Fla., § 4). Local wage and benefit mandates are separately preempted by Fla. Stat. § 218.077.

Final paycheck

NO FLORIDA DEADLINE — no statute sets when final wages must be paid on discharge OR on resignation, and there is NO waiting-time penalty. Confirmed by reading every section heading of Fla. Stat. ch. 448 pt. I (§§ 448.01–448.111). Your routes are federal: the U.S. DOL Wage and Hour Division / FLSA. For a MINIMUM-WAGE shortfall specifically, Fla. Stat. § 448.110(6) requires you to give the employer WRITTEN notice first — identifying the wage owed, the dates and hours worked, and the total — after which the employer has 15 calendar days to pay or resolve before you may sue. Fla. Stat. § 448.08 allows attorney's fees to a successful litigant in an unpaid-wages action.

State layoff notice (mini-WARN)

No Florida mini-WARN found — federal WARN only (60 days). Title XXXI (Labor) chapter list at leg.state.fl.us contains no plant-closing or mass-layoff notice chapter. Florida's role is receiving the notice: it goes to FloridaCommerce Rapid Response / the state Dislocated Worker Unit, and filed notices are published at https://reactwarn.floridajobs.org/WarnList/Records. NOT VERIFIED as a complete negative — FloridaCommerce's own WARN pages (could not be opened) .

Where to file for unemployment

Called 'Reemployment Assistance', administered by FloridaCommerce (the former Department of Economic Opportunity) under Fla. Stat. ch. 443. Agency information page: https://www.floridajobs.org/Reemployment-Assistance-Service-Center/reemployment-assistance/claimants. ADMINISTRATIVE ROUTE ONLY — no amount, no duration; the agency tells you those.

Sources for this entry · as of 2026-08-21

OPENED, CELL BY CELL (all 2026-08-21): Minimum wage — https://initiativepetitions.dos.fl.gov/InitiativeForms/Fulltext/Fulltext_1801_EN.pdf (Florida Division of Elections OFFICIAL full text of the 2020 amendment to Fla. Const. art. X § 24: '$10.00 per hour' on 30 Sep 2021 'and then increase each September 30th thereafter by $1.00 per hour, until the Minimum Wage reaches $15.00 per hour on September 30th, 2026'; CPI-W indexing from 30 Sep 2027; tip credit 'up to the amount of the allowable FLSA tip credit in 2003'); http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=0400-0499/0448/Sections/0448.110.html; preemption http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&URL=0200-0299/0218/Sections/0218.077.html Overtime — .../0448/Sections/0448.01.html (full text of legal day's work / extra pay) Meal breaks — .../0450/Sections/0450.081.html (minors, 30 min after 4 continuous hours) Rest breaks, Pay_Stub, Time rounding and travel time, Final paycheck (negatives) — .../0448/0448.html, every section heading of ch. 448 pt. VyRal read: 448.01, .03, .04, .045, .05, .07, .075, .076, .077, .08, .09, .095, .101–.106, .109, .110, .111. No wage-statement section, no final-pay section, no break section, no rounding/travel section. Pay_Stub exception — .../0448/Sections/0448.24.html (labour pool itemised deduction statement) Predictive scheduling — .../0448/Sections/0448.077.html (full text quoted) Title XXXI chapter list (no plant-closing chapter) — http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Index&Title_Request=XXXI

COULD NOT VERIFY: 1. The $14.00 / $10.98 figures are computed from the constitutional schedule and the 2003 FLSA tip credit ($5.15 minimum less $2.13 cash wage = $3.02), NOT read off the poster. 2. 3. The Florida Constitution text at flsenate.gov and leg.state.fl.us truncated before Article X in every fetch; the Division of Elections official amendment full text was used instead. 5. Fla. Stat. § 448.01 'extra pay' — no rate is stated in the statute and no Florida case construing it was opened.

Georgia

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

State rate $5.15/hr — BELOW the federal floor, and it does not govern most jobs. Georgia DOL, verbatim: 'Georgia's minimum wage is $5.15 per hour, however, with some limited exceptions, the federal minimum wage rate applies.' Federal $7.25/hr since 24 Jul 2009 is what you should actually be paid O.C.G.A. § 34-4-3, as cited by GDOL at dol.georgia.gov/minimum-wage. NOT indexed, no scheduled step — it has not moved in decades. NO LOCAL OVERLAY IS POSSIBLE: local wage mandates are preempted O.C.G.A. § 34-4-3.1(b).

Overtime

Follows FLSA weekly 40 only — Georgia has no state overtime statute, no daily overtime, no 7th-day rule. GDOL, verbatim: 'Employees must receive overtime pay for hours worked in excess of 40 in a workweek at a rate of 1 and 1/2 their regular rates of pay' dol.georgia.gov FLSA FAQ (Individuals).

Meal breaks

None required by Georgia law. GDOL, verbatim: 'Neither the Fair Labor Standards Act (FLSA) nor Georgia law requires breaks or meal periods be given to workers' dol.georgia.gov FLSA FAQ (Individuals). Federal rule still protects you: if you ARE given a meal break and it is unpaid, you must be COMPLETELY relieved of duty for it — working through lunch is worked time.

Rest breaks

None required by Georgia law (same GDOL statement). But GDOL also states, verbatim: 'Breaks of short duration, from 5 to 20 minutes, are common. The FLSA requires that workers be compensated during short break periods.' So a short break you actually get must be PAID — check it was not deducted.

Pay stubs

NO STATE WAGE-STATEMENT REQUIREMENT — and this is a finding, not a gap. Georgia does not require your employer to hand you an itemised pay stub, and federal law requires none either. GDOL's own Employment Laws and Rules page names no wage-payment, pay-stub or final-pay law and refers all wage questions to the U.S. DOL Wage and Hour Division. O.C.G.A. § 34-7-2 governs only HOW OFTEN certain employers must pay (semi-monthly) — not what must be shown to you — and is tagged: 'O.C.G.A. § 34-7-2 semi-monthly pay periods (SECONDARY ONLY — statute not opened)'. KEEP YOUR OWN RECORD OF HOURS; in Georgia it may be the only one you control.

Time rounding and travel time

No Georgia rule on either — federal 29 CFR 785.48 rounding and the Portal-to-Portal Act govern. GDOL names no state hours-worked, rounding or travel-time rule and routes all such questions to the U.S. DOL Wage and Hour Division dol.georgia.gov FLSA FAQ; dol.georgia.gov/obtain-information-about-employment-issue.

Predictive scheduling

None, and it is barred at local level too. O.C.G.A. § 34-4-3.1 preempts local wage and employment-benefit mandates and, at subsection (d), local regulation of employee scheduling by private employers — added by the 'Protecting Georgia Businesses and Workers Act', 2022 Ga. L. Act 823 (SB 331), which the Georgia Legislative Counsel's 2022 Summary of General Statutes describes as prohibiting 'local government entities from regulating the hours or scheduling that an employer is required to provide employees'. Subsection text itself: SECONDARY ONLY — statute not opened (Georgia's official code sits behind the LexisNexis portal, which redirected).

Final paycheck

NO GEORGIA DEADLINE — no state statute sets when final wages must be paid on discharge or on resignation, and there is NO waiting-time penalty. GDOL's Employment Laws and Rules page names none, and its 'Obtain Information About an Employment Issue' page states that 'resolution of most workplace problems is the responsibility of several federal agencies' and directs wage matters to the U.S. DOL Wage and Hour Division. SEPARATE FROM PAY, AND USEFUL: when you separate, your employer must give you a GDOL Separation Notice (Form DOL-800) — you need it for your unemployment claim; mass separations are covered by GDOL Rule 300-2-4-.10. NOT VERIFIED — the individual separation-notice rule number was not located at rules.sos.ga.gov.

State layoff notice (mini-WARN)

Federal WARN only — Georgia has no plant-closing or mass-layoff notice law. GDOL's Employment Laws and Rules page references the federal WARN Act and names nothing state-level; GDOL Rapid Response receives the notices and provides layoff services dol.georgia.gov/rapid-response-activities-provided-gdol.

Where to file for unemployment

Georgia Department of Labor (GDOL), MyUI Claimant Portal. Start at https://dol.georgia.gov/get-unemployment-assistance; the claimant login is https://www.dol.state.ga.us/public/uiben/customer/login. Bring your Form DOL-800 Separation Notice. ADMINISTRATIVE ROUTE ONLY — the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

OPENED, CELL BY CELL (all 2026-08-21): Minimum wage — https://dol.georgia.gov/minimum-wage (GDOL, primary state agency page; quotes $5.15, cites O.C.G.A. 34-4-3, states federal $7.25 applies with limited exceptions) Overtime / Meal breaks / Rest breaks — https://dol.georgia.gov/faqs-individuals/individuals-faqs-fair-labor-standards-act (GDOL, verbatim quotes used in the cells) Pay stubs / Final paycheck / Time rounding and travel time / State layoff notice (mini-WARN) (negatives) — https://dol.georgia.gov/employment-laws-and-rules (names only child labor, new-hire reporting, GDOL UI rules and the 2006 immigration compliance act; no wage-payment, pay-stub, final-pay or state WARN law) and https://dol.georgia.gov/obtain-information-about-employment-issue (routes wage matters to U.S. DOL Wage and Hour Division) Predictive scheduling — https://www.legis.ga.gov/api/document/docs/default-source/general-statutes/22sumdoc.pdf (Georgia Legislative Counsel 2022 Summary of General Statutes: Act 823 / SB 331, 'Protecting Georgia Businesses and Workers Act'); section text cross-checked at https://law.justia.com/codes/georgia/title-34/chapter-4/section-34-4-3-1/ — SECONDARY, POINTER ONLY Separation notice / UI rules — https://rules.sos.ga.gov/gac/300-2-4 (Georgia Secretary of State, official Administrative Code; Rule 300-2-4-.10 Mass Separation Notices) and https://rules.sos.ga.gov/gac/300-2-3 (all 20 rules listed; no individual separation-notice rule found there) State layoff notice (mini-WARN) — https://dol.georgia.gov/rapid-response-activities-provided-gdol Where to file for unemployment — https://dol.georgia.gov/get-unemployment-assistance; https://dol.georgia.gov/file-unemployment-insurance-claim

COULD NOT VERIFY: 1. O.C.G.A. statute TEXT for §§ 34-4-3, 34-4-3.1 and 34-7-2 — https://www.lexisnexis.com/hottopics/gacode/ 302-redirects to advance.lexis.com and was not fetchable; https://ga.elaws.us/law/34-4-3.1 returned could not be opened directly (could not be opened directly). The Georgia General Assembly site (legis.ga.gov) publishes bills, not the Code. Sections are therefore cited from GDOL's own page (primary agency) and the Legislative Counsel summary (primary legislative document), with statute text tagged SECONDARY ONLY. 2. Pay stubs — the negative is established from GDOL agency pages, not from a section-by-section reading of O.C.G.A. Title 34. Treat as strongly supported, not exhaustively proven. 3. Final paycheck — same basis; no Georgia final-pay statute located, but Title 34 was not read section by section. 4. The individual (non-mass) Separation Notice rule requiring Form DOL-800 was not located in Ga. Comp. R. & Regs. 300-2-3 or 300-2-4.

Hawaii

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$16.00/hr from 1 Jan 2026; next step $18.00/hr on 1 Jan 2028 HRS § 387-2(a) (as amended by Act 114, Session Laws of Hawaii 2022). NOT CPI-indexed — it moves only on this statutory schedule, so nothing changes between the two dates. TIP CREDIT: your employer may pay up to $1.25/hr below the minimum (rising to $1.50/hr on 1 Jan 2028) and ONLY if your wages plus tips together come to at least $7.00 MORE than the applicable minimum wage HRS § 387-2(b). Counties do not set their own minimum wage — no local overlay known. SEE WATCH FLAG: read on a Legislature mirror, re-confirm.

Overtime

1.5x your regular rate over 40 hours in a workweek HRS § 387-3. No daily overtime, no double time, no 7th-consecutive-day rule. AGRICULTURE ONLY: an eligible agricultural employer may elect up to 20 workweeks in a year (1 Jul–30 Jun) in which overtime starts after 48 hours instead of 40, still at 1.5x.

Meal breaks

None required by Hawaii law for adults. MINORS 14–15: may not work more than 5 hours continuously without an interval of at least 30 CONSECUTIVE MINUTES for a rest or lunch period HRS § 390-2. No meal-period rule for 16- and 17-year-olds. Federal rule still protects adults: an unpaid meal break is lawful only if you are COMPLETELY relieved of duty.

Rest breaks

None required by Hawaii law for adults — the only break provision in the child-labor law is the minors' 30 minutes under HRS § 390-2. If your employer does give a short break of 20 minutes or less, federal law says it must be PAID.

Pay stubs

REQUIRED at EVERY payday HRS § 388-7(4): a legible printed, typewritten or handwritten record showing (1) your TOTAL GROSS COMPENSATION, (2) the AMOUNT AND PURPOSE of EACH deduction, (3) TOTAL NET COMPENSATION, (4) DATE OF PAYMENT, and (5) the PAY PERIOD COVERED. The employer must keep a copy for at least 6 years. ELECTRONIC DELIVERY is permitted only 'upon receipt of written authorization from the employee' — if you never signed for it, you are entitled to paper. WHAT THE LIST DOES NOT INCLUDE, AND YOU SHOULD KNOW IT: hours worked and your hourly rate are NOT among the required items, so a lawful Hawaii stub can be silent on your hours. Your hours live in the employer's records (HRS § 387-6 and federal 29 CFR 516). Separately, § 388-7(1)–(2) requires WRITTEN notice at hire of your rate of pay and the day, hour and place of payment, and written notice of any change BEFORE it takes effect.

Time rounding and travel time

NOT VERIFIED — no Hawaii-specific rounding or travel-time rule located in HRS ch. 387 or ch. 388; federal 29 CFR 785.48 and the Portal-to-Portal Act govern. Hawaii Administrative Rules title 12 (DLIR wage and hour rules) were NOT opened, so this negative is not exhaustive.

Predictive scheduling

None found — no Hawaii fair-workweek or predictive-scheduling statute located in HRS ch. 387, 388 or 390, and no county ordinance known. NOT VERIFIED as an exhaustive negative — a full HRS title-by-title search was not run.

Final paycheck

FIRED OR DISCHARGED: wages in full AT THE TIME of discharge; only if the timing genuinely prevents immediate payment, no later than the NEXT WORKING DAY. YOU QUIT: the next regular payday — but IMMEDIATELY if you gave at least ONE PAY PERIOD'S NOTICE, so giving proper notice changes your rights. SUSPENDED OR LAID OFF (including a labour dispute): no later than the next regular payday HRS § 388-3. LATE PAY: the employer is liable for the unpaid wages PLUS a sum equal to them, with interest at 6% per year from the date the wages were due, plus a penalty of not less than $500 or $100 for each violation, whichever is greater; knowing violations are criminal HRS § 388-10. NOTE: unused vacation is not 'wages' under § 388-3 (2005 case note).

State layoff notice (mini-WARN)

HAWAII HAS ITS OWN, AND IT IS STRONGER THAN FEDERAL WARN — the Dislocated Workers Act, HRS ch. 394B. Written notice of a closing, divestiture, partial closing or relocation at least 60 DAYS beforehand, given to EACH EMPLOYEE and to the DLIR director HRS § 394B-9. Trigger is a 'covered establishment' = 50 OR MORE persons employed at any time in the preceding 12 months (federal WARN needs 100) HRS § 394B-2. PLUS a DISLOCATED WORKER ALLOWANCE: for up to 4 weeks the employer pays you the difference between your average weekly wages and the weekly unemployment benefit you receive HRS § 394B-10. Non-compliance: civil penalty up to $500 per day, plus liability to affected employees for back pay and benefits up to 60 days.

Where to file for unemployment

Hawaii Department of Labor and Industrial Relations (DLIR), Unemployment Insurance Division. File online at https://huiclaims.hawaii.gov. Information: https://labor.hawaii.gov/ui/. ADMINISTRATIVE ROUTE ONLY — the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

Minimum wage — https://data.capitol.hawaii.gov/hrscurrent/Vol07_Ch0346-0398/HRS0387/HRS_0387-0002.htm (full subsection (a) schedule read: $12.00 from 1 Oct 2022, $14.00 from 1 Jan 2024, $16.00 from 1 Jan 2026, $18.00 from 1 Jan 2028; subsection (b) tip credit: 25c, 50c (2015), 75c (2016), $1.00 (Oct 2022), $1.25 (Jan 2024), $1.50 (Jan 2028), with the '$7.00 more than the applicable minimum wage' condition; amendment note ends 'am L 2022, c 114') Overtime — .../HRS0387/HRS_0387-0003.htm (40-hour threshold, 1.5x, 20-week agricultural election at 48 hours) Meal breaks / Rest breaks — .../HRS0390/HRS_0390-0002.htm (minors 14–15: 'No more than five hours continuously without an interval of at least thirty consecutive minutes for a rest or lunch period') Pay stubs — .../HRS0388/HRS_0388-0007.htm (paragraph (4) item list, 6-year retention, electronic 'upon receipt of written authorization from the employee'; paragraphs (1)-(3) hire/change/leave notices) Final paycheck — .../HRS0388/HRS_0388-0003.htm (discharge / resignation / layoff) and .../HRS0388/HRS_0388-0010.htm (sum equal to unpaid wages, 6% interest, not less than $500 or $100 per violation, criminal liability, anti-retaliation) State layoff notice (mini-WARN) — .../HRS0394B/HRS_0394B-0009.htm (60 days to each employee and the director; $500/day penalty; 60-day back pay cap), .../HRS0394B/HRS_0394B-0002.htm ('covered establishment' = 'fifty or more persons' in the preceding 12 months), .../HRS0394B/HRS_0394B-0010.htm (4-week dislocated worker allowance = average weekly wages minus weekly UI benefit) Where to file for unemployment — https://labor.hawaii.gov/ui/ (DLIR; portal https://huiclaims.hawaii.gov/) DLIR Wage Standards Division context — https://labor.hawaii.gov/wsd/ (confirms ch. 387 wage and hour, ch. 388 unpaid wages, overtime after 40)

COULD NOT VERIFY: The official HRS host blocked every fetch; the Legislature's data.capitol.hawaii.gov mirror was used instead. SESSION YEAR OF THAT COMPILATION NOT STATED on the section pages — every HRS cell in this state's entry is flagged for re-confirmation. DLIR's plain-language wage FAQ was not available to cross-check the statutes. 3. Time rounding and travel time — no Hawaii rule found, but HAR title 12 (DLIR administrative rules) was NOT opened; the negative is not exhaustive. 4. Predictive scheduling — negative not exhaustively established; only HRS ch. 387, 388 and 390 were searched, and no county ordinance search was run. 5. HRS § 388-7(4) was summarised rather than reproduced verbatim by the reader used on two attempts; the five required items and the electronic-authorisation proviso are consistent across both reads but the exact statutory wording was not captured character-for-character. 6. Whether HRS § 387-6 or HAR requires HOURS WORKED to appear on the wage statement — § 388-7(4) does not list it; no rule opened that adds it.

Idaho

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, effective 24 Jul 2009 Idaho Code 44-1502(1). Tipped cash wage $3.35/hr 44-1502(2). Under-20 training wage $4.25/hr for first 90 consecutive days 44-1502(3). NOT indexed, NO scheduled step — statute says it 'shall conform to, and track with, the federal minimum wage', so it moves only if Congress moves. NO local overlay: cities and counties are barred from setting a higher minimum wage 44-1502(4). TIME-SENSITIVE — re-check before use.

Overtime

No state overtime statute — federal FLSA weekly 40 governs. Idaho Code 44-1502 contains no overtime provision. Idaho DOL: time and one-half for all hours over 40 in a workweek, each workweek stands alone, no averaging across weeks Idaho Dept of Labor Labor Laws FAQ. NO daily overtime, NO double time, NO seventh-day rule in Idaho.

Meal breaks

NONE required by state law, at any age Idaho Dept of Labor Labor Laws FAQ: 'Idaho law does not require employers to give breaks or meal periods. Employees would only be entitled to breaks if it is the employer's policy to provide them.' No meal-period section exists in Idaho Code Title 44 ch.15 or Title 45 ch.6. If your employer's own policy or handbook promises a meal break, that promise is a contract question, not an Idaho wage-law question.

Rest breaks

NONE required by state law same Idaho DOL FAQ (no rest periods, no breaks, no time off required). WORKER NOTE: if your employer does give you a short break, the FEDERAL rule already on the lane rows makes breaks of 20 minutes or less paid working time — a short break that is deducted from your hours is a federal issue, not an Idaho one.

Pay stubs

DEDUCTIONS ONLY — the narrowest wage-statement duty in this matrix. 'An employer shall furnish each employee with a statement of deductions made from the employee's wages for each pay period such deductions are made' Idaho Code 45-609(2); willful failure is a misdemeanor. WHAT IDAHO DOES NOT REQUIRE ON YOUR STUB: hours worked, rate of pay, gross wages, overtime hours, overtime pay, or year-to-date totals — none of it. A stub showing only net pay and a deduction list can be fully lawful in Idaho. Separately, at HIRE your employer must tell you your rate of pay and the usual payday, in writing if you ask, and must notify you of any wage REDUCTION before you do the work Idaho Code 45-610; employment records kept 3 years. Electronic delivery: statute is silent — NOT VERIFIED (no condition stated in 45-609 or 45-610).

Time rounding and travel time

NOT VERIFIED — no Idaho rounding or travel-time rule located. Idaho Code Title 44 ch.15 (minimum wage) and Title 45 ch.6 (wage claims) were read section-by-section and neither addresses time rounding or compensable travel; Idaho DOL publishes no rule on either. Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment (already ruled on the lane rows) are what governs. Stated as an absence found, not as a rule read.

Predictive scheduling

NOT VERIFIED — no Idaho fair-workweek or predictive-scheduling statute located, and no Idaho municipal ordinance identified. Idaho Code 44-1502(4) preempts local MINIMUM WAGE ordinances; by its terms it does not address scheduling, so it neither authorises nor bars a local scheduling ordinance. No advance-notice, predictability-pay or right-to-rest requirement was found at any Idaho primary source. Absence, not a rule read.

Final paycheck

SAME DEADLINE WHETHER YOU ARE FIRED, LAID OFF OR QUIT: all wages due by the EARLIER of the next regularly scheduled payday or 10 days after separation, weekends and holidays excluded Idaho Code 45-606(1). YOU CAN SPEED IT UP: make a WRITTEN request for earlier payment and the employer must pay within 48 hours of receiving it, weekends and holidays excluded 45-606(1). WAITING-TIME PENALTY: your wages continue at the same rate as if you were still working, up to 15 days, capped at $750 — or $500 if the employer pays before a lien is filed Idaho Code 45-607. You forfeit the penalty if you hide from or refuse payment 45-607.

State layoff notice (mini-WARN)

No Idaho plant-closing or mass-layoff notice law — federal WARN only (60 days) Idaho Dept of Labor Layoff Assistance page cites solely 'The U.S. Department of Labor WARN Act requires covered employers to give workers written notice at least 60 calendar days before plant closings and mass layoffs' and gives no Idaho Code citation. Idaho DOL publishes a WARN notice log but administers no state act, so there is no lower state trigger to fall back on.

Where to file for unemployment

Idaho Department of Labor. Unemployment claims filed at the Claimant Portal: https://www2.labor.idaho.gov/ClaimantPortal/Login (entry point https://www.labor.idaho.gov/job-seekers/unemployment-benefits/). SEPARATE ROUTE FOR UNPAID WAGES — a wage claim is not an unemployment claim: https://www2.labor.idaho.gov/whclaim, Wage and Hour Section 208-332-3579 / 800-843-3193. Administrative route only; the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

CELL BY CELL, URLs ACTUALLY OPENED (all 2026-08-21):

Minimum wage — https://legislature.idaho.gov/statutesrules/idstat/Title44/T44CH15/SECT44-1502/ (Idaho Code 44-1502, full text: $7.25, $3.35 tipped, $4.25 youth 90 days, conform-and-track clause, subsec. (4) local preemption; last amended 2016 ch.145 s.1). Cross-checked https://www.labor.idaho.gov/businesses/labor-laws/labor-laws-faq/ ($7.25 / $3.35, cites Idaho Code 44-1502).

Overtime — https://www.labor.idaho.gov/businesses/labor-laws/labor-laws-faq/ (time and one-half over 40 in a workweek, no averaging, follows FLSA). Absence of any state OT provision confirmed by reading 44-1502 in full at the legislature URL above.

Meal breaks and Rest breaks — https://www.labor.idaho.gov/businesses/labor-laws/labor-laws-faq/ ('Idaho law does not require employers to give breaks or meal periods'). Corroborated at https://www.labor.idaho.gov/wp-content/uploads/2024/12/Guide_Idaho-labor-laws_2025.pdf (Idaho DOL Guide to Idaho Labor Laws 2025: no rest periods, breaks, lunch breaks or other time off mandated).

Pay stubs — https://legislature.idaho.gov/statutesrules/idstat/Title45/T45CH6/SECT45-609/ (45-609(2) verbatim: statement of deductions each pay period in which deductions are made; willful violation a misdemeanor) and https://legislature.idaho.gov/statutesrules/idstat/Title45/T45CH6/SECT45-610/ (45-610: 3-year records, rate-of-pay and payday notice at hire, written on request, notice before wage reduction — NO itemised statement duty). Chapter section list read at https://legislature.idaho.gov/statutesrules/idstat/Title45/T45CH6/ to confirm no other wage-statement section exists in ch.6. Idaho DOL Guide (URL above) states the same 45-609 duty.

Time rounding and travel time — searched Title 44 ch.15 (44-1502) and the full Title 45 ch.6 section list (45-601 through 45-621) at the legislature URLs above; no rounding or travel section exists. Idaho DOL Guide and FAQ silent.

Predictive scheduling — no Idaho statute located; 44-1502(4) read in full and covers minimum wage only.

Final paycheck — https://legislature.idaho.gov/statutesrules/idstat/Title45/T45CH6/SECT45-606/ (45-606 verbatim: earlier of next payday or 10 days, weekends/holidays excluded; 48 hours on written request) and https://legislature.idaho.gov/statutesrules/idstat/Title45/T45CH6/SECT45-607/ (45-607: wages continue up to 15 days, $750 cap, $500 if paid before lien, forfeiture for absconding). Corroborated in the Idaho DOL FAQ and Guide.

State layoff notice (mini-WARN) — https://www.labor.idaho.gov/businesses/layoff-assistance/ (federal WARN only, 60 days, no Idaho Code cited).

Where to file for unemployment — https://www.labor.idaho.gov/job-seekers/unemployment-benefits/ (Idaho DOL administers UI; Claimant Portal https://www2.labor.idaho.gov/ClaimantPortal/Login). Wage-claim route from https://www2.labor.idaho.gov/whclaim per Idaho DOL search result and Guide.

COULD NOT VERIFY: 1. Time rounding and travel time — no Idaho primary source addresses rounding or compensable travel; cell rests on searched absence in Title 44 ch.15 and Title 45 ch.6, not on text read. 2. Predictive scheduling — no Idaho state statute and no Idaho municipal ordinance located; absence, not a rule read. Idaho city codes were not individually searched. 3. Electronic delivery of the 45-609(2) deduction statement — statute is silent; no Idaho DOL guidance on electronic wage statements found. 4. https://www.labor.idaho.gov/dnn/Businesses/Wage-and-Hour returned only chapter pointers (Title 44 ch.15, Title 45 ch.6) and its linked guide PDF at /dnn/Portals/0/Publications/Guide_Idaho-labor-laws.pdf returned 404; the current guide was reached at the wp-content URL above instead. 5.

Illinois

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr for workers 18+, effective 1 Jan 2025 820 ILCS 105/4(a)(1); confirmed current at Illinois DOL. Tipped: employer may take a gratuity allowance of up to 40% of the applicable minimum, i.e. cash wage $9.00 820 ILCS 105/4(c) / IDOL wage table. Under 18 and working under 650 hours in the calendar year: $13.00/hr 820 ILCS 105/4(a)(1). NOT indexed and NO scheduled step after 1 Jan 2025 — the statutory ladder ends at $15.00. LOCAL OVERLAY EXISTS AND IS HIGHER: Chicago and Cook County run their own minimum wage ordinances above the state floor — check your city and county, they are not enumerated here. TIME-SENSITIVE.

Overtime

Weekly 40 only — time and one-half over 40 hours in a workweek 820 ILCS 105/4a(1). NO daily overtime, NO double time, NO seventh-consecutive-day premium in Illinois: a 12-hour day triggers nothing by itself. ONE STATE-ONLY PREMIUM TO KNOW: under the One Day Rest In Seven Act a covered employee who voluntarily works on the 24-hour rest day owes overtime-rate pay in the domestic-worker provision 820 ILCS 140/2. Exemptions listed at 820 ILCS 105/4a(2).

Meal breaks

REQUIRED. At least 20 minutes, beginning no later than 5 hours after the start of the work period, for any employee working 7.5 continuous hours or more 820 ILCS 140/3 (One Day Rest In Seven Act), as amended by P.A. 102-828 eff. 1 Jan 2023. LONG SHIFTS: an ADDITIONAL 20-minute meal period for every additional 4.5 continuous hours worked beyond 7.5. Restroom time does not count as your meal period 820 ILCS 140/3. Exempt: employees under a collective bargaining agreement, certain staff monitoring people with developmental disabilities or mental illness, and licensed EMS personnel on call during an 8-hour period (who may eat while on call). PAID OR UNPAID: 820 ILCS 140/3 does not say — federal DOL Fact Sheet #22 (lane rows) governs, so it is unpaid only if you are completely relieved of duty.

Rest breaks

NO paid short rest-break requirement in Illinois. What Illinois requires instead is a REST DAY: at least 24 consecutive hours of rest in every consecutive 7-day period 820 ILCS 140/2 (One Day Rest In Seven Act), as amended eff. 1 Jan 2023. Exempt from the rest day: part-time employees working 20 hours or fewer per week, emergency skilled-labor situations, agricultural and coal mining workers, seasonal agricultural processing (max 20 weeks/yr), security guards and watchmen, executive/administrative/professional and outside sales employees, certain towing-vessel crew, and employees whose rest periods are set by a collective bargaining agreement. Domestic workers get the 24-hour rest day and it should where possible fall on their day of religious worship 820 ILCS 140/2.

Pay stubs

REQUIRED EVERY PAY PERIOD, AND THE LIST IS SPELLED OUT IN THE STATUTE. Your employer must 'furnish each employee with a pay stub for each pay period' 820 ILCS 115/10. A 'pay stub' means an itemised statement reflecting: (1) HOURS WORKED (2) RATE OF PAY (3) OVERTIME PAY (4) OVERTIME HOURS WORKED (5) GROSS WAGES EARNED (6) DEDUCTIONS MADE FROM WAGES (7) TOTAL OF WAGES AND DEDUCTIONS YEAR TO DATE 820 ILCS 115/2, as added by P.A. 103-953 eff. 1 Jan 2025. If any of those seven is missing from your stub, the stub does

not meet Illinois law. RETENTION: employer must keep a copy of your pay stub at least 3 YEARS after the date of payment 820 ILCS 115/10 (the records-retention duty added by P.A. 103-953). COPIES ON REQUEST: you — including as a FORMER employee — may request copies, up to twice in any 12-month period, and the employer has 21 CALENDAR DAYS to produce them; the request goes to payroll, HR, your supervisor or whoever the employer's policy designates 820 ILCS 115/10. ELECTRONIC STUBS: permitted, but where the employer furnishes stubs electronically and access ends when employment ends, the employer must OFFER you a record of ALL pay stubs from the preceding 12 months by your final pay period 820 ILCS 115/10. At hire the employer must notify you of your rate of pay and the time and place of payment, and must post payday notices on IDOL forms 820 ILCS 115/10.

Time rounding and travel time

TRAVEL: Illinois adopts the federal treatment by regulation — 'an employee's travel, performed for the employer's benefit' is compensable hours worked, and the rule expressly incorporates 29 CFR 785.33 through 785.41 (emergency callback, special one-day assignment, travel as part of the principal activity) 56 Ill. Adm. Code 210.110. ROUNDING: NO separate Illinois rounding rule — 210.110 defines hours worked but does not address rounding, and IDOL publishes none; federal 29 CFR 785.48 (lane rows) governs. Illinois does not reject rounding outright.

Predictive scheduling

NO STATEWIDE fair-workweek or predictive-scheduling law — Illinois has none in 820 ILCS 105, 115 or 140. THE SIGNIFICANT LAW HERE IS MUNICIPAL: Chicago operates a Fair Workweek Ordinance (advance schedule notice, predictability pay, right to decline shifts scheduled without required rest) covering named industries and employer/income thresholds. It is a CITY ordinance enforced by the Chicago Department of Business Affairs and Consumer Protection, not by IDOL — a Chicago worker with a schedule complaint goes to the city, not the state. Municipal terms deliberately NOT enumerated here. Chicago's own ordinance page (could not be opened) to an automated reader — flag only, terms NOT VERIFIED at municipal primary source. Statewide answer: none verified absence in the Illinois wage statutes read below.

Final paycheck

SAME DEADLINE FOR DISCHARGE AND RESIGNATION: final compensation 'at the time of separation, if possible, but in no case later than the next regularly scheduled payday' 820 ILCS 115/5. On your written request the employer must MAIL the check to you 115/5. EARNED VACATION IS WAGES: unless a collective bargaining agreement says otherwise, unused earned vacation must be paid as part of final compensation at your final rate of pay, and it cannot be forfeited on separation 820 ILCS 115/5. PENALTY: on top of the unpaid amount you may recover damages of 5% OF THE UNDERPAYMENT FOR EACH MONTH it stays unpaid, plus costs and reasonable attorney's fees; willful refusal can carry criminal penalties and administrative fees 820 ILCS 115/14. (Rate, not a computation — this chart never calculates what anyone is owed.)

State layoff notice (mini-WARN)

YES — Illinois WARN Act, 820 ILCS 65, and its triggers are LOWER than federal WARN, so a layoff too small for federal notice can still require Illinois notice. COVERED EMPLOYER: 75 or more employees excluding part-time, or 75+ employees working at least 4,000 hours per week in aggregate 820 ILCS 65/5 (federal WARN starts at 100). MASS LAYOFF: employment loss at a single site in any 30-day period for at least 33% of employees AND at least 25 employees, or 250+ employees, excluding part-time 65/5 (federal floor is 50). PLANT CLOSING: shutdown causing employment loss for 50 or more employees excluding part-time in any 30-day period 65/5. NOTICE: 60 days to affected employees and their representatives, to the Department of Commerce and Economic Opportunity, and to the chief elected official of each municipal and county government where the loss occurs 820 ILCS 65/10. SPECIAL CASE: owners of investor-owned electric generating plants or coal mining operations owe 2 YEARS notice 65/10. Penalty provision at 820 ILCS 65/15 —

NOT VERIFIED (section not opened).

Where to file for unemployment

Illinois Department of Employment Security (IDES). File a new unemployment claim at https://ides.illinois.gov/unemployment/file-a-claim.html (start with '10 Things You Should Know', https://ides.illinois.gov/unemployment/file-a-claim/10-things-you-should-know.html). SEPARATE ROUTE FOR UNPAID WAGES OR A BAD PAY STUB — that is the Illinois Department of Labor, not IDES: https://labor.illinois.gov/ , Wage Claim division, DOL.Wages@Illinois.gov, 312-793-2808. Administrative route only.

Sources for this entry · as of 2026-08-21

CELL BY CELL, URLs ACTUALLY OPENED (all 2026-08-21):

Minimum wage — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001050K4 (820 ILCS 105/4: $15.00 for 18+ on and after 1 Jan 2025; $13.00 youth under 18 under 650 hrs; gratuity allowance not to exceed 40% of the applicable minimum). Cross-checked at Illinois DOL https://labor.illinois.gov/laws-rules/fls/minimum-wage-law.html ($15.00; tipped $9.00; youth $13.00; no further step listed) and https://labor.illinois.gov/faqs/minimum-wage-overtime-faq.html ('Beginning January 1, 2025, the minimum wage in Illinois is $15.00 per hour', citing 820 ILCS 105/4).

Overtime — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001050K4a (820 ILCS 105/4a(1) verbatim: no workweek over 40 hours without 1.5x; no daily threshold anywhere in the section; exemptions at 4a(2)). IDOL FAQ above cites 820 ILCS 105/4a(1).

Meal breaks — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001400K3 (820 ILCS 140/3 verbatim: 20 minutes, no later than 5 hours in, for 7.5+ continuous hours; additional 20 minutes per additional 4.5 hours; restroom time excluded; CBA / developmental-disability monitor / licensed EMS exemptions; P.A. 102-828 eff. 1 Jan 2023).

Rest breaks — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001400K2 (820 ILCS 140/2 verbatim: 24 consecutive hours of rest per consecutive 7-day period; domestic-worker overtime-rate provision and worship-day preference; full exemption list).

Pay stubs — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001150K2 (820 ILCS 115/2, the 'pay stub' definition verbatim — the seven required items; updated by P.A. 103-953 eff. 1 Jan 2025) and https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001150K10 (820 ILCS 115/10: furnish a pay stub each pay period; keep a copy not less than 3 years; copies on request twice per 12 months within 21 calendar days; the separation duty where electronic stubs become inaccessible — offer a record of all stubs from the preceding year by the final pay period; hire-time rate/time/place notice; payday posting on IDOL forms). Corroborated at IDOL press release https://labor.illinois.gov/news/press-release.30753.html (hours worked, pay rates, overtime pay, deductions; 3-year retention; copies at least twice per 12-month period; P.A. 103-0953).

Time rounding and travel time — https://ilga.gov/commission/jcar/admincode/056/056002100A01100R.html (56 Ill. Adm. Code 210.110, hours worked: travel performed for the employer's benefit is compensable, expressly referencing 29 CFR 785.33–785.41; section contains NO rounding provision).

Final paycheck — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001150K5 (820 ILCS 115/5 verbatim: at time of separation if possible, no later than next regularly scheduled payday; mail on written request; earned vacation as final compensation, no forfeiture) and https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082001150K14 (820 ILCS 115/14: damages of 5% of the underpayment per month unpaid, costs and attorney's fees, criminal exposure for wilful refusal). Corroborated at https://labor.illinois.gov/faqs/wage-payment-faq.html (final compensation on next regularly

scheduled payday; semi-monthly pay frequency, wages no later than 13 days after the end of the pay period; executive/administrative/professional may be paid monthly).

State layoff notice (mini-WARN) — https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082000650K5 (820 ILCS 65/5 definitions verbatim: 75-employee employer test incl. 4,000-aggregate-hours alternative; mass layoff 33% and 25, or 250; plant closing 50) and https://www.ilga.gov/legislation/ilcs/fulltext?DocName=082000650K10 (820 ILCS 65/10: 60 days to affected employees and representatives, DCEO, and chief elected official of each municipal and county government; 2 years for investor-owned electric generating plants and coal mining operations).

Where to file for unemployment — https://ides.illinois.gov/unemployment/file-a-claim.html (IDES administers UI; filing entry point and the '10 Things You Should Know' start page).

COULD NOT VERIFY: 1. Flagged as an overlay, deliberately not enumerated, terms unread. 2. 820 ILCS 65/15 — Illinois WARN penalty section not opened; the penalty for failing to give Illinois WARN notice is NOT VERIFIED. 3. Whether the 820 ILCS 140/3 meal period is paid or unpaid — the Illinois statute is silent; treated under the federal completely-relieved-of-duty rule already ruled on the lane rows, not under an Illinois rule. 4. Illinois has no rounding regulation; the cell states searched absence in 56 Ill. Adm. Code 210.110 and IDOL guidance, not a rule read. The Part 210 section index at https://www.ilga.gov/commission/jcar/admincode/056/05600210sections.html returned 404; the individual section was reached directly. 5. https://www.ilga.gov/Legislation/ILCS/ILCS3?ActID=2402&ChapterID=68 and .../ilcs3.asp?ActID=2402 returned 404 — the fulltext?DocName= path was used instead. 6.

Indiana

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, effective 24 Jul 2009 Indiana Minimum Wage Law, IC 22-2-2; rate and date stated on the Indiana Department of Labor's own minimum wage poster (in.gov). Tipped cash wage $2.13/hr with tip credit, tips plus cash must reach $7.25 Indiana DOL Wage & Hour FAQ. Under-20 training wage $4.25/hr for the first 90 consecutive days Indiana DOL poster. NOT indexed, NO scheduled step — the figure has not moved since 2009 and matches the federal floor. NO local overlay: IC 22-2-2-10.5 bars a unit of local government from setting a higher minimum wage (SECONDARY ONLY — statute not opened; section title read on the code index, text unavailable, see Sources). TIME-SENSITIVE.

Overtime

Weekly 40 only. 'Both the federal Fair Labor Standards Act (FLSA) and the Indiana Minimum Wage Law generally require employers to pay employees 1½ times their regular rate of pay when employees work more that forty (40) hours during a work week' Indiana Department of Labor Wage & Hour FAQ (in.gov), exceptions at IC 22-2-2-3(a)–(p). NO daily overtime, NO double time, NO seventh-day rule in Indiana. Statutory text of IC 22-2-2-4 SECONDARY ONLY — statute not opened.

Meal breaks

ADULTS: NONE required by state law 'Indiana law does not require employers to provide adult employees lunch breaks or other breaks' — State of Indiana official FAQ (faqs.in.gov), echoed by Indiana DOL Wage & Hour FAQ ('Indiana state law does not require employers to provide rest breaks or meal breaks'). UNDER 18: 'Indiana employers must provide a child less than eighteen (18) years of age one (1) or two (2) rest breaks totaling at least thirty (30) minutes if the child is scheduled to work at least six (6) consecutive hours' State of Indiana FAQ, citing Indiana's child labor law at IC 20-33-3 (SECONDARY ONLY — statute not opened). Separate rules may reach airline pilots, truck drivers and union-covered workers.

Rest breaks

ADULTS: NONE required by state law Indiana DOL Wage & Hour FAQ. UNDER 18: the same 30-minute total in one or two rest breaks for a scheduled 6+ consecutive hours faqs.in.gov, IC 20-33-3 (SECONDARY ONLY — statute not opened). WORKER NOTE: where a break IS given, the federal rule already on the lane rows makes breaks of 20 minutes or less paid working time — a short break docked from your hours is a federal issue, not an Indiana one.

Pay stubs

REQUIRED, THREE ITEMS. Indiana requires 'employers to provide employees with statements of their hours worked, wages paid, and deductions taken from the paycheck' Indiana Department of Labor Wage & Hour FAQ (in.gov), citing Indiana Code § 22-2-2-8. So your Indiana stub must show (1) HOURS WORKED (2) WAGES PAID (3) DEDUCTIONS TAKEN. ELECTRONIC DELIVERY IS PERMITTED same Indiana DOL FAQ ('Electronic provision is permitted') — no further condition stated by the agency. WHAT INDIANA DOES NOT REQUIRE: rate of pay, overtime hours, overtime pay, gross wages as a separate line, or year-to-date totals — none of those appear in the agency's statement of the rule. Statutory text of IC 22-2-2-8 Employers must also post the Minimum Wage Law IC 22-2-2-8.

Time rounding and travel time

NOT VERIFIED — no Indiana rounding or travel-time rule located at any Indiana primary source. Indiana DOL's Wage & Hour pages and the State of Indiana wage FAQs address neither. Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment (already ruled on the lane rows) are what governs. Indiana Code could not be searched section-by-section because iga.in.gov serves the Code only through JavaScript and returned no statutory text to an automated reader. Stated as a failed search, not as a rule read.

Predictive scheduling

NOT VERIFIED — no Indiana fair-workweek or predictive-scheduling law located, and no Indiana municipal ordinance identified. No advance-notice, predictability-pay or right-to-rest requirement appears on any Indiana Department of Labor page opened. Absence found in agency material, not a rule read.

Final paycheck

NEXT REGULAR PAYDAY, WHETHER YOU QUIT OR WERE FIRED: 'Final wages must be paid on or before the next regularly scheduled payday on which the employee would have been normally paid had the employee remained employed' Indiana Department of Labor Wage & Hour FAQ (in.gov). The agency states no separate, shorter deadline for discharge. PAY FREQUENCY WHILE EMPLOYED: at least semimonthly, or biweekly if requested Indiana DOL FAQ citing IC 22-2-5-1(a) (statutory text SECONDARY ONLY — not opened). WAITING-TIME PENALTY: NOT VERIFIED — the penalty provision is at IC 22-2-5-2 and could not be read; iga.in.gov returned no statutory text, and no Indiana DOL page opened states the penalty. Do not assume a penalty exists or its size.

State layoff notice (mini-WARN)

No Indiana state plant-closing or mass-layoff notice law — FEDERAL WARN ONLY (60 days) Indiana Department of Workforce Development WARN page (https://www.in.gov/dwd/warn-notices/) references only the federal WARN Act, 29 U.S.C. 2101, 'requiring employers to provide 60 days notice in advance of covered plant closings and covered mass layoffs', and directs employers to the U.S. Department of Labor rather than to any Indiana Code provision. DWD publishes and hosts WARN notices but administers no state act, so there is no lower state trigger to fall back on.

Where to file for unemployment

Indiana Department of Workforce Development (DWD), through the Uplink system. File a new unemployment claim at https://www.in.gov/dwd/indiana-unemployment/file (claimant portal https://uplink.in.gov/CSS/CSSClaimHomePage.htm). SEPARATE ROUTE FOR UNPAID WAGES OR A BAD PAY STUB — that is the Indiana Department of Labor, not DWD: online wage claim form at https://www.in.gov/dol/wage-and-hour/online-wage-claim-form/ . Administrative route only; the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

CELL BY CELL, URLs ACTUALLY OPENED (all 2026-08-21):

PRIMARY-SOURCE FAILURE, STATED FIRST BECAUSE IT SHAPES THE WHOLE ROW — https://iga.in.gov/laws/2025/ic/titles/22#22-2-2-8 and https://iga.in.gov/laws/2025/ic/titles/22/articles/2/chapters/5 were both opened and BOTH returned only page metadata and a JavaScript-required message, with no statutory text. Indiana Code text was therefore never read at source. Per the task's Indiana instruction, the Indiana Department of Labor's own in.gov pages are used as primary where they state the rule, and every statute-level detail is tagged SECONDARY ONLY.

Minimum wage — https://www.in.gov/dol/files/updated-pdfs-4-7-2026/Indiana2009MinimumWage.pdf (Indiana DOL minimum wage poster: $7.25 effective 24 July 2009; $2.13 tipped with tip credit; $4.25 under-20 for first 90 consecutive days; exceptions at IC 22-2-2-3(a)–(p)) and https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ (tipped base $2.13, tips must make up the difference). Local preemption: section title 'Prohibition Against Unit Establishing, Mandating, or Requiring Higher Minimum Wage; Exception' at IC 22-2-2-10.5 read from a code section index only — text not opened, tagged SECONDARY ONLY.

Overtime — https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ (verbatim: 1½ times regular rate over 40 in a work week, under both FLSA and the Indiana Minimum Wage Law) and the DOL poster above (exceptions at IC 22-2-2-3).

Meal breaks and Rest breaks — https://faqs.in.gov/hc/en-us/articles/115005044387-Is-there-any-information-regarding-Indiana-lunch-or-breaks-laws (verbatim adult answer and the verbatim under-18 rule: one or two rest breaks totalling at least 30 minutes for a scheduled 6+ consecutive hours; child labor law cited to IC 20-33-3) and https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ ('Indiana state law does not require employers to provide rest breaks or meal breaks').

Pay stubs — https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ (verbatim: employers must 'provide employees with statements of their hours worked, wages paid, and deductions taken from the paycheck', citing Indiana Code § 22-2-2-8; electronic provision permitted). Section title 'Statement of Hours and Wages; Furnishing Employees; Posting Law' for IC 22-2-2-8 confirmed on a code section index. STATUTE TEXT NOT OPENED — SECONDARY ONLY.

Time rounding and travel time — searched https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ and https://www.in.gov/dol/wage-and-hour/wage-and-hour-home/ ; neither addresses rounding or travel time. Indiana Code not searchable at source.

Predictive scheduling — no provision on any in.gov Department of Labor page opened; Indiana Code not searchable at source.

Final paycheck — https://www.in.gov/dol/wage-and-hour/wage-and-hour-faqs/ (verbatim: final wages on or before the next regularly scheduled payday on which the employee would normally have been paid; pay frequency at least semimonthly or biweekly if requested, citing IC 22-2-5-1(a)). https://kb.dol.in.gov/?tagIds=&text=final+&knowledgeId=cac6afb2-14c0-4d77-9e1d-b3f58c09e6dc was opened and returned only metadata — no answer text. Wage-deduction limits read at https://www.in.gov/dol/wage-and-hour/wage-and-hour-home/ (uniform/equipment assignments capped at the lesser of $2,500/yr or 5% of weekly disposable earnings; no deduction may cut below minimum wage or into FLSA overtime).

State layoff notice (mini-WARN) — https://www.in.gov/dwd/warn-notices/ (federal WARN Act, 29 U.S.C. 2101, 60 days; no Indiana state act referenced; employers directed to U.S. DOL). https://www.in.gov/dwd/employers/warn-notices/ returned 404.

Where to file for unemployment — https://www.in.gov/dwd/indiana-unemployment/file and https://uplink.in.gov/CSS/CSSClaimHomePage.htm (DWD / Uplink claimant self-service). Wage-claim route at https://www.in.gov/dol/wage-and-hour/online-wage-claim-form/ .

COULD NOT VERIFY: 1. ALL INDIANA STATUTORY TEXT — iga.in.gov serves the Indiana Code only through JavaScript; https://iga.in.gov/laws/2025/ic/titles/22#22-2-2-8 and https://iga.in.gov/laws/2025/ic/titles/22/articles/2/chapters/5 both returned no text. IC 22-2-2-4, 22-2-2-8, 22-2-2-10.5, 22-2-5-1, 22-2-5-2 and 20-33-3 are all SECONDARY ONLY. 2. WAITING-TIME PENALTY on late final wages — believed to sit at IC 22-2-5-2; statute unreadable and no Indiana DOL page opened states it. NOT VERIFIED; no penalty figure asserted. 3. Time rounding and travel time — no Indiana source addresses it; failed search, not a rule read. 4. Predictive

scheduling — no Indiana source addresses it; Indiana city codes not individually searched. 5. Electronic pay stub CONDITIONS — Indiana DOL says electronic provision is permitted but states no condition (access, ability to print, opt-out); the condition set is NOT VERIFIED. 6. https://www.in.gov/dol/employment-standards/wage-and-hour-frequently-asked-questions/ , https://www.in.gov/dol/employment-standards/youth-employment-system-yes/ and https://www.in.gov/dwd/employers/warn-notices/ each returned 404; working URLs listed above were used instead.

Iowa

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, effective 1 Jan 2008, or the federal rate under 29 U.S.C. 206 'whichever is greater' Iowa Code 91D.1(1)(a). FIRST 90 CALENDAR DAYS OF A NEW JOB: employer may pay $6.35/hr 91D.1(1)(d). Tipped: employer may credit up to 40% of the applicable minimum against tips for workers receiving more than $30/month in tips — employer's cash share $4.35/hr 91D.1(1)(c) and Iowa Workforce Development minimum wage poster. Small-business carve-out: most retail/service establishments grossing under $300,000/yr are exempt (hospitals, schools, laundries, construction and public agencies covered regardless) 91D.1(2). NOT indexed, NO scheduled step — unchanged since 2008. NO local overlay possible: cities are barred from setting a higher minimum wage Iowa Code 364.3(12). TIME-SENSITIVE.

Overtime

No state overtime law — 'Overtime is covered by the federal Fair Labor Standards Act' Iowa Workforce Development, Your Rights Under the Iowa Minimum Wage Law (official poster), which directs overtime questions to the U.S. Department of Labor. Iowa Code 91D.1 sets a wage floor and no overtime rate. NO daily overtime, NO double time, NO seventh-day rule in Iowa; federal weekly 40 governs.

Meal breaks

ADULTS: NONE required by state law. Iowa Code ch. 91A (wage payment) and ch. 91D (minimum wage) contain no meal-period provision. UNDER 16: 'If such person is employed for a period of five hours or more each day, an intermission of not less than thirty minutes shall be given' Iowa Code 92.7 — a 30-minute break for a minor under 16 working 5+ hours in a day, alongside that section's 8-hour/day and 40-hour/week caps (6 hours/day, 28 hours/week during the school year). If you are 16 or older, Iowa requires your employer nothing; a promised break comes from your employer's own policy.

Rest breaks

ADULTS: NONE required by state law — no rest-break provision in Iowa Code ch. 91A or 91D. UNDER 16: the 30-minute intermission at Iowa Code 92.7 is the only Iowa break entitlement, and it is age-limited. WORKER NOTE: where a short break is given, the federal rule already on the lane rows makes breaks of 20 minutes or less paid working time — a short break docked from your hours is a federal issue, not an Iowa one.

Pay stubs

REQUIRED EVERY PAYDAY, THREE ITEMS, AND IOWA SPELLS OUT HOW IT MAY BE DELIVERED. On each regular payday the employer must send or give the employee 'a statement showing the hours the employee worked, the wages earned by the employee, and deductions made for the employee' Iowa Code 91A.6(4). So your Iowa stub must show (1) HOURS WORKED (2) WAGES EARNED (3) DEDUCTIONS MADE. HOURS EXCEPTION: hours need not be shown for an employee exempt from federal overtime — UNLESS the employer has a policy of paying that employee overtime, a bonus, or anything else based on hours 91A.6(4). DELIVERY, FOUR PERMITTED METHODS 91A.6(4): mail to the employee; secure electronic transmission or other secure electronic means; in person at the workplace during normal hours; or electronic access with the ability to print it FREE OF CHARGE. YOUR OPT-OUT FROM ELECTRONIC DELIVERY: if you do not have the means to receive or access an electronic statement, you may notify the employer IN WRITING at least one pay period in advance and the employer must then use one of the other methods

91A.6(4). WHAT IOWA DOES NOT REQUIRE: rate of pay, overtime hours, overtime pay broken out, or year-to-date totals. PAY FREQUENCY: monthly, semimonthly or biweekly on regular paydays at consistent intervals, and a payday may be no more than 12 days (excluding Sundays and legal holidays) after the end of the period the wages were earned in Iowa Code 91A.3(1).

Time rounding and travel time

NOT VERIFIED — no Iowa rounding or travel-time rule located. Iowa Code ch. 91A (91A.2, 91A.3, 91A.4, 91A.6, 91A.8 read) and ch. 91D contain no rounding or compensable-travel provision, and Iowa DIAL's wage pages address neither. Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment (already ruled on the lane rows) are what governs. Stated as an absence found, not as a rule read.

Predictive scheduling

NO state fair-workweek or predictive-scheduling law, AND IOWA CITIES ARE BARRED FROM PASSING ONE. 'A city shall not adopt, enforce, or otherwise administer an ordinance, motion, resolution, or amendment providing for any terms or conditions of employment that exceed or conflict with the requirements of federal or state law relating to a minimum or living wage rate, any form of employment leave, hiring practices, employment benefits, SCHEDULING PRACTICES, or other terms or conditions of employment' Iowa Code 364.3(12). So there is no state law and, unlike Illinois, no municipal layer to check either — scheduling practices are expressly preempted by name.

Final paycheck

NEXT REGULAR PAYDAY, WHETHER YOU QUIT OR WERE FIRED: all wages earned, less lawful deductions, must be paid 'not later than the next regular payday for the pay period in which the wages were earned' Iowa Code 91A.4. Iowa sets no shorter deadline for discharge. COMMISSIONS: where the amount is the difference between a draw already paid and commissions actually earned, that difference is due not more than 30 DAYS after suspension or termination 91A.4. VACATION: any vacation pay owed is prorated to the fraction of the year worked, per the employer's agreement or policy 91A.4. PENALTY: if the failure to pay was INTENTIONAL, the employer owes the unpaid wages plus LIQUIDATED DAMAGES, court costs and attorney's fees; if not intentional, unpaid wages plus costs and fees Iowa Code 91A.8. Liquidated damages are defined as 5% of the unpaid wages multiplied by the number of days unpaid, excluding Sundays, legal holidays and the first 7 days after the payday, and may not exceed the unpaid wages themselves Iowa Code 91A.2. (Definition quoted, not applied — this chart never computes what anyone is owed.)

State layoff notice (mini-WARN)

YES — Iowa has its own layoff notification act, Iowa Code ch. 84C, and BOTH its triggers and its notice period differ from federal WARN. COVERED EMPLOYER: a person who employs 25 OR MORE employees excluding part-time 84C.2 (federal WARN starts at 100). BUSINESS CLOSING: shutdown causing employment loss for 25 or more employees other than part-time ch. 84C. MASS LAYOFF: employment loss for 25 or more employees other than part-time in any 30-day period ch. 84C (federal floor is 50). NOTICE: WRITTEN notice and the employer may not order the closing or layoff until the end of a 30-DAY period — SHORTER than federal WARN's 60 days, so federal WARN still controls where it applies and gives the longer notice. Notice goes to affected employees or their representatives AND to the Iowa Department of Workforce Development, and must state the location, whether the action is permanent or temporary, expected dates of employment loss, and the job titles affected ch. 84C. A collective bargaining agreement may set a different period, which then supersedes.

Where to file for unemployment

Iowa Workforce Development (IWD). File a new unemployment claim at https://workforce.iowa.gov/unemployment/initial-claim (weekly claims at https://workforce.iowa.gov/unemployment/weekly-claim; hub at https://workforce.iowa.gov/unemployment). SEPARATE ROUTE FOR UNPAID WAGES OR A BAD PAY STUB — a wage claim is not an unemployment claim, and in Iowa it goes to a DIFFERENT AGENCY: the Department of Inspections, Appeals & Licensing, https://dial.iowa.gov/i-need/claims/how-do-i-wage-claim/wage-claims-faq . Administrative route only; the agency, not this chart, tells you any amount or duration.

Sources for this entry · as of 2026-08-21

CELL BY CELL, URLs ACTUALLY OPENED (all 2026-08-21):

Minimum wage — https://www.legis.iowa.gov/docs/code/91D.1.pdf (Iowa Code 91D.1 verbatim: $7.25 as of 1 Jan 2008 or the federal rate under 29 U.S.C. 206 whichever is greater; $6.35 for the first 90 calendar days; 40% tip credit for those receiving more than $30/month in tips; $300,000 gross-sales exemption with named covered enterprises; franchisor clarification). Cross-checked at https://workforce.iowa.gov/media/234/download (Iowa Workforce Development poster 'Your Rights Under the Iowa Minimum Wage Law': $7.25; $6.35 initial 90-day rate; tipped employer share at least $4.35). Local preemption at https://www.legis.iowa.gov/docs/code/364.3.pdf (Iowa Code 364.3(12) verbatim).

Overtime — https://workforce.iowa.gov/media/234/download (IWD poster: 'Overtime is covered by the federal Fair Labor Standards Act', directing questions to U.S. DOL). Absence of any Iowa overtime rate confirmed by reading 91D.1 in full at the legis.iowa.gov URL above.

Meal breaks and Rest breaks — https://www.legis.iowa.gov/docs/code/92.pdf (Iowa Code 92.7 verbatim: persons under 16, 'an intermission of not less than thirty minutes' where employed 5 hours or more each day; 8 hrs/day and 40 hrs/week caps, 6 and 28 during the school year). Adult answer rests on reading Iowa Code 91A.2, 91A.3, 91A.4, 91A.6, 91A.8 and 91D.1 at legis.iowa.gov and finding no break provision in either chapter.

Pay stubs — https://www.legis.iowa.gov/docs/code/91A.6.pdf (Iowa Code 91A.6 verbatim: statement on each regular payday showing hours worked, wages earned and deductions made; the FLSA-exempt hours exception and its policy-based override; the four delivery methods including secure electronic transmission and electronic access with free printing; and the employee's written one-pay-period-advance opt-out where they lack the means to receive it electronically). Pay frequency from https://www.legis.iowa.gov/docs/code/91A.3.pdf (Iowa Code 91A.3(1): monthly, semimonthly or biweekly at consistent intervals; payday no more than 12 days, excluding Sundays and legal holidays, after the end of the period earned).

Time rounding and travel time — searched Iowa Code ch. 91A (sections 91A.2, 91A.3, 91A.4, 91A.6, 91A.8 read at legis.iowa.gov) and 91D.1; no rounding or travel provision. Iowa DIAL wage pages silent.

Predictive scheduling — https://www.legis.iowa.gov/docs/code/364.3.pdf (Iowa Code 364.3(12), quoted in the cell, preempts city ordinances on 'scheduling practices' by name). No state scheduling statute found in ch. 91A or 91D.

Final paycheck — https://www.legis.iowa.gov/docs/code/91A.4.pdf (Iowa Code 91A.4 verbatim: next regular payday for the pay period in which wages were earned; 30-day rule for the commission draw difference; prorated vacation), https://www.legis.iowa.gov/docs/code/91A.8.pdf (Iowa Code 91A.8: intentional failure carries liquidated damages plus costs and attorney's fees; non-intentional, unpaid wages plus costs and fees) and https://www.legis.iowa.gov/docs/code/91A.2.pdf (Iowa Code 91A.2 definition of liquidated damages: 5% x unpaid wages x days unpaid excluding Sundays, legal holidays and the first 7 days after payday; capped at the unpaid wages; not accruing during bankruptcy; 'days' means calendar days).

State layoff notice (mini-WARN) — https://www.legis.iowa.gov/docs/code/84C.pdf (Iowa Code ch. 84C verbatim: 25-employee employer definition excluding part-time; business closing and mass layoff both at 25 employees other than part-time, 30-day measuring period for the layoff; written notice and no order before the end of a 30-day period; CBA may supersede; notice to affected employees or their representatives and to the department of workforce development, with location, permanent/temporary, expected dates and job titles).

Where to file for unemployment — https://workforce.iowa.gov/unemployment/initial-claim , https://workforce.iowa.gov/unemployment/weekly-claim and https://workforce.iowa.gov/unemployment (Iowa Workforce Development). Wage-claim route at https://dial.iowa.gov/i-need/claims/how-do-i-wage-claim/wage-claims-faq and https://dial.iowa.gov/hearings/wage-and-child-labor/wages (Department of Inspections, Appeals & Licensing).

COULD NOT VERIFY: 1. Time rounding and travel time — no Iowa primary source addresses rounding or compensable travel; cell rests on searched absence across Iowa Code ch. 91A and 91D, not on text read. 2. Iowa DIAL's own FAQ ANSWERS on breaks, pay stubs and final pay — https://dial.iowa.gov/i-need/claims/how-do-i-wage-claim/wage-claims-faq and https://dial.iowa.gov/hearings/wage-and-child-labor/wages were both opened and returned only the FAQ question headings ('What kind of breaks are required under Iowa law?', 'Does my employer have to give me a pay stub?', 'When is my employer required to pay me after I have quit or been fired?') with the answers collapsed behind script and not served. The agency's positions on those three points were therefore NOT read; the cells rest on the Iowa Code sections read directly at legis.iowa.gov instead. 3. The adult no-meal-break and no-rest-break answers are stated from ABSENCE in Iowa Code ch. 91A and 91D, not from an Iowa agency statement that none is required. 4. Iowa Code ch. 84C penalty/enforcement provisions beyond the notice duty — not separately confirmed. 5. https://www.legis.iowa.gov/docs/code/92.7.pdf and .../code/2025/92.7.pdf both returned HTTP 500; section 92.7 was read from the full chapter PDF at .../docs/code/92.pdf instead. https://workforce.iowa.gov/unemployment/individual returned 404. 6.

Kansas

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, unchanged since 1/1/2010 K.S.A. 44-1203. No indexing, no scheduled step. By its own terms it does NOT apply to employers and employees covered by the FLSA — if the FLSA covers you, the federal $7.25 governs instead. Tipped cash wage $2.13, employer makes up any shortfall to $7.25. No local overlay is possible: K.S.A. 12-16,130 bars any city or county from requiring a higher wage.

Overtime

1.5x after 46 hours in a workweek — but ONLY for workers the FLSA does NOT cover K.S.A. 44-1204. Most Kansas hourly workers ARE FLSA-covered, so the federal 40-hour rule governs them, not 46. If a manager quotes you 46, ask whether the FLSA covers your job. No daily overtime, no double time, no seventh-day rule.

Meal breaks

None required by state law, at any age no meal-period section exists in K.S.A. Ch. 44; Kansas Dept of Labor: "Breaks are not required under state or federal law." If your employer does give an unpaid meal break, federal law still lets it be unpaid only when you are completely relieved of duty.

Rest breaks

None required by state law no rest-period section in K.S.A. Ch. 44; KDOL Workplace Laws FAQ. Federal rule still applies to breaks your employer chooses to give: a break of 20 minutes or less is paid work time.

Pay stubs

NO required pay stub. KDOL states plainly: "Your employer is not required to put anything on your pay stub." The ONLY state duty is on request — the employer must "furnish each employee, upon request by such employee, with an itemized statement of deductions made from his wages under K.S.A. 44-319 for each pay period such deductions are made" K.S.A. 44-320(d). Employer must also give written notice of your pay rate and paydays in advance (44-320(a),(b)) and pay at least once a month (K.S.A. 44-314). Make the request in writing and keep a copy — that request is the only lever the statute gives you.

Time rounding and travel time

NOT VERIFIED — no Kansas rounding or travel-time rule located in K.S.A. Ch. 44 or on KDOL pages, and the Kansas wage-payment regulations at K.A.R. 49-20 / 49-21 were not opened at source. Federal 29 CFR 785.48 rounding and the Portal-to-Portal travel rules govern in the meantime.

Predictive scheduling

None, and none is possible locally: K.S.A. 12-16,130 bars any city, county or local government unit from an ordinance requiring an employer to "alter or adjust any employee scheduling." No advance-notice right, no predictability pay, no right to rest between shifts in Kansas.

Final paycheck

Discharge AND resignation, same deadline: "not later than the next regular payday upon which he or she would have been paid if still employed" K.S.A. 44-315(a). WAITING-TIME PENALTY: willful nonpayment costs the employer 1% of the unpaid wages per day, excluding Sundays and legal holidays, beginning after an 8-day grace period, capped at 100% of the unpaid wages K.S.A. 44-315(b).

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff notice law — no such section anywhere in K.S.A. Ch. 44. Federal WARN (29 U.S.C. 2101 et seq., 60 days) is the only notice right you have. KDOL collects voluntary workforce-reduction reports for Rapid Response services only; that reporting is a service channel, not a notice right you can enforce.

Where to file for unemployment

Kansas Department of Labor — file a claim at https://www.dol.ks.gov/unemployment/apply-for-benefits (agency home https://www.dol.ks.gov/). Administrative route only; amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — https://www.ksrevisor.gov/statutes/chapters/ch44/044_012_0003.html (K.S.A. 44-1203, rate, tip credit, FLSA carve-out) https://www.ksrevisor.gov/statutes/chapters/ch12/012_016_0130.html (K.S.A. 12-16,130 local preemption).

Overtime — https://www.ksrevisor.gov/statutes/chapters/ch44/044_012_0004.html (K.S.A. 44-1204: 46-hour threshold, FLSA-covered exclusion, EMS/fire/police 258-hour/28-day provision).

Meal breaks and Rest breaks — https://www.dol.ks.gov/employers/workplace-laws/workplace-laws-faqs (KDOL: "Breaks are not required under state or federal law") https://ksrevisor.gov/statutes/ksa_ch44.html (full Ch. 44 index reviewed — no meal or rest period article exists).

Pay stubs — https://ksrevisor.gov/statutes/chapters/ch44/044_003_0020.html (K.S.A. 44-320, subsection (d) quoted verbatim) https://ksrevisor.gov/statutes/chapters/ch44/044_003_0019.html (K.S.A. 44-319, what may lawfully be deducted, and the floor that deductions may not push pay below minimum wage) https://www.dol.ks.gov/employers/workplace-laws/workplace-laws-faqs (KDOL: "Your employer is not required to put anything on your pay stub"; pay at least once a month).

Predictive scheduling — https://www.ksrevisor.gov/statutes/chapters/ch12/012_016_0130.html (express preemption of local scheduling ordinances) https://ksrevisor.gov/statutes/ksa_ch44.html (no scheduling article in Ch. 44).

Final paycheck — https://www.ksrevisor.gov/statutes/chapters/ch44/044_003_0015.html (K.S.A. 44-315, next-regular-payday rule and the 1%/day penalty capped at 100%).

State layoff notice (mini-WARN) — https://ksrevisor.gov/statutes/ksa_ch44.html (no plant-closing/mass-layoff article) https://www.dol.ks.gov/employers/employer-services/workforce-reduction-reporting (KDOL reporting page; notes Kansas no longer uses a formal Mass Layoff Filing spreadsheet, and asserts no state notice statute).

Where to file for unemployment — https://www.dol.ks.gov/ and https://www.dol.ks.gov/unemployment/apply-for-benefits.

COULD NOT VERIFY: 1. Time rounding and travel time — no Kansas authority found. K.A.R. 49-20-1 through 49-21-x (Kansas Wage Payment Act regulations) were identified but NOT opened at an official Kansas source; only a Cornell mirror surfaced in search, which is not a primary source under this chart's rules. Cell is recorded as NOT VERIFIED rather than guessed. 2. State layoff notice (mini-WARN) — the negative finding rests on the K.S.A. Ch. 44 index plus the KDOL reporting page; no single Kansas source affirmatively states "Kansas has no state WARN law." Recorded as a finding, not a certainty. 3. K.S.A. 44-314 (monthly pay frequency) was read only through the KDOL FAQ summary, not opened as statute text; it is cited here as supporting context, not as a load-bearing citation.

Kentucky

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr since 7/1/2009 KRS 337.275(1). No indexing and no scheduled step; the statute auto-matches any FEDERAL increase above it. Tipped: employer may pay the federal tipped cash rate for employees receiving more than $30/month in tips, but tips may NOT be counted to satisfy the statutory minimum KRS 337.275(2). No local overlay — city and county minimum wage ordinances were held preempted by KRS Ch. 337 and KRS 337.275(1) in Ky. Restaurant Ass'n v. Louisville/Jefferson Cnty. Metro Gov't, 501 S.W.3d 425 (Ky. 2016).

Overtime

TWO LAYERS. (1) 1.5x after 40 hours in a workweek KRS 337.285(1). (2) SEVENTH-DAY RULE, beyond the FLSA: "Any employer who permits any employee to work seven (7) days in any one (1) workweek shall pay him at the rate of time and a half for the time worked on the seventh day" KRS 337.050 — it does not apply if you worked 40 hours or less that week, and supervisors, foremen and several listed occupations are excepted. Unpaid wages or overtime carry an equal amount as liquidated damages (reducible for employer good faith); 3-year limit KRS 337.385.

Meal breaks

Yes, but the statute fixes TIMING, not length: employers must "grant their employees a reasonable period for lunch," as close to the middle of the shift as possible, and in no case sooner than 3 hours nor more than 5 hours after the shift commences KRS 337.355. No minimum minutes are stated. Under 803 KAR 1:065, "Ordinarily, thirty (30) minutes or more is long enough for a bona fide meal period" and it is unpaid ONLY if you are completely relieved from duty — eating at your station while covering a phone is paid time. CBAs and mutual employer-employee arrangements are preserved.

Rest breaks

YES — and this is the unusual one. "A rest period of at least ten (10) minutes during each four (4) hours worked," IN ADDITION to the regularly scheduled lunch period, and it is PAID: "No reduction in compensation shall be made for hourly or salaried employees" KRS 337.365. Excepted: employees under the Federal Railway Labor Act, and CBAs providing equal or greater rest minutes. Rolling the 10 minutes into your lunch is not a lawful substitute — the statute says in addition.

Pay stubs

YES for employers with TEN OR MORE employees: a paper or electronic statement furnished at the time of payment of each salary or wage, showing THE AMOUNT OF EACH DEDUCTION and THE GENERAL PURPOSE for which the deduction is made KRS 337.070 (amended 2017 Ky. Acts ch. 134, sec. 5, eff. 6/29/2017). ELECTRONIC DELIVERY is permitted only if the employer provides access to a computer AND a printer for review and printing by the employee. KNOW THE LIMITS: the statute does NOT require hours worked or rate of pay to appear, and employers with fewer than 10 employees are not covered at all. Hours and wage records are kept under KRS 337.320 — ask for them if your stub is silent on hours.

Time rounding and travel time

ROUNDING: no Kentucky rule — 803 KAR 1:065 contains no rounding provision and none appears in KRS Ch. 337; federal 29 CFR 785.48 governs. TRAVEL: 803 KAR 1:065 sec. 7(3) — travel as part of the principal activity, "such as travel from job site to job site during the workday, must be counted as hours worked"; sec. 7(4) — overnight travel away from home is worktime when it cuts across the workday. ON-CALL: sec. 3(4) — an employee required to remain on call on the premises, or so close that the time cannot be used effectively for their own purposes, is working while on call; merely leaving contact information is not.

Predictive scheduling

None. No predictive-scheduling, fair-workweek, reporting-pay or call-in-pay section exists anywhere in KRS Ch. 337 (full chapter index reviewed section by section). No Kentucky municipality is known to have one, and any local attempt would face the preemption reasoning of Ky. Restaurant Ass'n v. Louisville/Jefferson Cnty. Metro Gov't, 501 S.W.3d 425 (Ky. 2016).

Final paycheck

SAME deadline whether you were dismissed or quit, and it can lawfully fall AFTER your next payday: "not later than the next normal pay period following the date of dismissal or voluntary leaving or fourteen (14) days following such date... whichever last occurs" KRS 337.055. No separate waiting-time penalty statute. The remedy is KRS 337.385 — the unpaid wages plus an equal amount as liquidated damages, reducible if the employer proves good faith and reasonable grounds; action must be commenced within 3 years.

State layoff notice (mini-WARN)

No Kentucky state plant-closing or mass-layoff notice law — the full KRS Ch. 337 index contains no such section, and the Commonwealth's own employer guide at kyworks.ky.gov describes only "the Worker Adjustment and Retraining Notification (WARN) Act, Public Law 100-379 (29 U.S.C. § 2101 et seq.)" and its 60 calendar days. Kentucky publishes received WARN notices at kcc.ky.gov but adds no state notice right or state severance duty.

Where to file for unemployment

Kentucky Career Center, Office of Unemployment Insurance (Education and Labor Cabinet) — file at https://uiclaimsportal.ky.gov/ ; agency information at https://kcc.ky.gov/ and https://elc.ky.gov/Agencies/Pages/Office-of-Unemployment-Insurance.aspx. Administrative route only; amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=32064 (KRS 337.275: $7.25 from 7/1/2009, federal auto-match, tipped provision) https://caselaw.findlaw.com/court/ky-supreme-court/1754765.html (opinion text of Ky. Restaurant Ass'n v. Louisville/Jefferson Cnty. Metro Gov't, 2015-SC-000371-TG, decided 11/10/2016, 501 S.W.3d 425: "Because the Ordinance conflicts with this scheme, and KRS 337.275(1) in particular, the Ordinance is invalid.").

Overtime — https://apps.legislature.ky.gov/law/statutes//statute.aspx?id=54508 (KRS 337.285, 40-hour rule) https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=32049 (KRS 337.050, seventh-day time-and-a-half and its exceptions) https://apps.legislature.ky.gov/law/statutes//statute.aspx?id=55338 (KRS 337.385, liquidated damages, good-faith reduction, 3-year limitation, eff. 7/15/2024).

Meal breaks — https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=32077 (KRS 337.355) https://apps.legislature.ky.gov/law/kar/titles/803/001/065/6904/ (803 KAR 1:065: bona fide meal periods not worktime, thirty minutes ordinarily long enough, complete relief from duty).

Rest breaks — https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=49845 (KRS 337.365, ten minutes per four hours, in addition to lunch, no reduction in compensation) 803 KAR 1:065 (short rest periods of five to twenty minutes counted as hours worked).

Pay stubs — https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=46677 (KRS 337.070: ten-or-more-employee threshold, paper or electronic statement at time of payment, amount and general purpose of each deduction, computer-and-printer access condition; amendment history 2017 Ky. Acts ch. 134, sec. 5, eff. 6/29/2017).

Time rounding and travel time — https://apps.legislature.ky.gov/law/kar/titles/803/001/065/6904/ (803 KAR 1:065 sections 3(4), 7(3), 7(4); confirmed absence of any rounding provision) https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38890 (full KRS Ch. 337 index — no rounding section).

Predictive scheduling and State layoff notice (mini-WARN) — https://apps.legislature.ky.gov/law/statutes/chapter.aspx?id=38890 (full KRS Ch. 337 section list reviewed: no scheduling, reporting-pay, call-in-pay, plant-closing or mass-layoff section) https://kyworks.ky.gov/Services/Documents/Employer%20Guide%20to%20WARN.pdf (Kentucky's own employer guide describes the FEDERAL WARN Act only).

Where to file for unemployment — https://kcc.ky.gov/ and https://uiclaimsportal.ky.gov/ .

What to watch — https://apps.legislature.ky.gov/recorddocuments/bill/26RS/hb270/orig_bill.pdf (2026 RS HB 270 amending KRS 337.275) https://apps.legislature.ky.gov/recorddocuments/bill/25RS/hb593/orig_bill.pdf (2025 RS HB 593).

COULD NOT VERIFY: 1. Nothing in the eleven columns was left unverified for Kentucky. Two qualifications on the record: (a) the Ky. Restaurant Ass'n opinion was read on a case-reporter site hosting the court's own text rather than on the Kentucky Court of Justice site, and the parallel cite 501 S.W.3d 425 was taken from the reporter, not confirmed page-by-page against the bound volume; (b) KRS 337.320 (employer record-keeping) is cited as supporting context from the Ch. 337 index title only and was not opened as full statute text. 2. Whether any Kentucky city has a predictive-scheduling ordinance was not exhaustively canvassed — the finding is that no STATE law exists and none is known municipally, not that every Kentucky ordinance was searched.

Louisiana

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

NONE — Louisiana has NO state minimum wage. There is no minimum wage statute anywhere in La. R.S. Title 23 (full title index reviewed), and 2026 Reg. Sess. HB 353 is captioned "Establishes a state minimum wage," which confirms none exists today. THE FEDERAL FLOOR GOVERNS: FLSA $7.25/hr, tipped cash wage $2.13 with the employer making up any shortfall. No local overlay is possible either — La. R.S. 23:642, "Setting minimum wage or employee benefits; prohibited," bars any local governmental subdivision from setting "a minimum wage rate which a private employer would be required to pay" or mandatory vacation or sick days.

Overtime

No state overtime law at all — Title 23 contains no overtime section. Federal FLSA weekly 40 is the whole of it: 1.5x for hours over 40 in a fixed workweek, with no averaging across weeks. Louisiana has NO daily overtime, no double time, and no seventh-consecutive-day rule.

Meal breaks

NONE for adults. The only Louisiana meal-period statute covers MINORS UNDER SIXTEEN: no minor under 16 may work "for any five-hour period without one interval of at least thirty minutes within such period"; a break of at least 20 minutes is treated as de minimis and not a violation La. R.S. 23:213. Workers 16 and over have no state meal-break right, and federal law requires no break either. If your employer gives an unpaid meal break anyway, federal law lets it be unpaid only when you are completely relieved of duty.

Rest breaks

None required by state law, at any age no rest-period section exists in La. R.S. Title 23. Federal rule still governs any break your employer chooses to give: a break of 20 minutes or less is paid work time.

Pay stubs

NO state wage-statement requirement — Louisiana requires NOTHING on your pay stub. The full Title 23 index and every section of Chapter 6, Wages and Hours (R.S. 23:631 through 23:642), were reviewed and none requires a statement of hours, rate, or deductions to be furnished to the employee. R.S. 23:633 (twice-monthly payment for certain occupations) contains no deduction-statement duty. The related provisions — R.S. 23:14, 23:182, 23:217, 23:668 — are duties on the EMPLOYER'S OWN RECORDS, not on what reaches your hand. PRACTICAL CONSEQUENCE: in Louisiana your stub is not required to show your hours, so keep your own contemporaneous record of hours worked. That record is what makes an off-the-clock claim provable.

Time rounding and travel time

NOT VERIFIED — no Louisiana rounding or travel-time rule located; Title 23 has no hours-worked chapter, and the Louisiana Workforce Commission labour-law pages could not be opened (www.laworks.net is closed to automated readers). Federal 29 CFR 785.48 rounding and the Portal-to-Portal travel rules govern in the meantime.

Predictive scheduling

None. No state predictive-scheduling, fair-workweek, reporting-pay or call-in-pay law in La. R.S. Title 23, and no Louisiana municipality is known to have one. Note precisely: La. R.S. 23:642's preemption is written to minimum wage and to vacation and sick leave days — on its face it does NOT reach scheduling, so the absence here is a gap in the law rather than an express bar.

Final paycheck

THE TWO DEADLINES DIFFER SLIGHTLY. Discharge: "on or before the next regular payday or no later than fifteen days following the date of discharge, whichever occurs first" La. R.S. 23:631(A)(1)(a). Resignation: on or before the next regular payday FOR THE PAY CYCLE YOU WERE WORKING IN at separation, or 15 days after resigning, whichever occurs first R.S. 23:631(A)(1)(b). PENALTY WAGES: "ninety days wages at the employee's daily rate of pay, or else... full wages from the time the employee's demand for payment is made until the employer shall pay," WHICHEVER IS THE LESSER R.S. 23:632. Reasonable attorney fees are allowed on a well-founded suit filed after three days have elapsed from your first demand — so make a written demand and date it; the demand starts the clock the penalty runs on.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff notice law — no such section exists in La. R.S. Title 23. Federal WARN (29 U.S.C. 2101 et seq., 60 days) is the only notice right, and Louisiana adds no state severance duty.

Where to file for unemployment

Louisiana Workforce Commission — file through the HiRE system at https://www.louisianaworks.net/hire/vosnet/registration/ind/uiclaim.aspx (portal home https://www.louisianaworks.net/hire/) ; agency site https://www.laworks.net/. Administrative route only; amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — https://www.legis.la.gov/legis/Laws_Toc.aspx?folder=97&title=23 (full La. R.S. Title 23 index; no minimum wage statute exists) https://www.legis.la.gov/legis/law.aspx?d=83958 (R.S. 23:642, "Setting minimum wage or employee benefits; prohibited," 1997, local preemption quoted) https://www.legis.la.gov/Legis/ViewDocument.aspx?d=1442904 (2026 RS HB 353, digest abstract "Establishes a state minimum wage" — corroborates that none currently exists).

Overtime — https://www.legis.la.gov/legis/Laws_Toc.aspx?folder=97&title=23 (Title 23 index reviewed; no overtime section).

Meal breaks — https://legis.la.gov/legis/Law.aspx?p=y&d=83835 (R.S. 23:213, "Recreation or meal period," minors under sixteen, five-hour period, thirty-minute interval, twenty-minute de minimis provision).

Rest breaks — https://www.legis.la.gov/legis/Laws_Toc.aspx?folder=97&title=23 (Title 23 index; no rest-period section).

Pay stubs — https://www.legis.la.gov/legis/Laws_Toc.aspx?folder=97&title=23 (full Chapter 6 section list: 23:631 discharge/resignation payment, 23:632 liability and attorney fees, 23:633 payment twice monthly, 23:634 contract forfeiting wages, 23:635 fines against employees, 23:636 penalty, 23:637-641, 23:642 — none is a wage-statement statute; the only records provisions found are 23:14, 23:182, 23:217 and 23:668, all employer-side)

https://legis.la.gov/legis/Law.aspx?d=83947 (R.S. 23:633 read in full — no deduction-statement duty).

Final paycheck — https://www.legis.la.gov/legis/Law.aspx?d=83945 (R.S. 23:631(A), both discharge and resignation deadlines quoted) https://www.legis.la.gov/legis/Law.aspx?d=83946 (R.S. 23:632, ninety-days-wages penalty, lesser-amount rule, attorney fees after three days from demand) https://www.legis.la.gov/legis/Law.aspx?d=83948 (R.S. 23:634, contract forfeiting wages on discharge unlawful — wages actually earned are owed).

Predictive scheduling and State layoff notice (mini-WARN) — https://www.legis.la.gov/legis/Laws_Toc.aspx?folder=97&title=23 (Title 23 index; no scheduling, reporting-pay, plant-closing or mass-layoff section).

Where to file for unemployment — https://www.louisianaworks.net/hire/ and https://www.louisianaworks.net/Hire/vosnet/registration/ind/uiclaim.aspx (the state's own HiRE claim-filing page, reached from search since laworks.net itself is could not be opened directly).

What to watch — https://www.legis.la.gov/Legis/ViewDocument.aspx?d=1442904 (2026 HB 353) https://legis.la.gov/legis/ViewDocument.aspx?d=1308454 (2023 HB 374) https://legis.la.gov/legis/ViewDocument.aspx?d=1321328 (2023 SB 149) https://www.legis.la.gov/Legis/ViewDocument.aspx?d=1404643 (2025 SB 206).

COULD NOT VERIFY: 1. Time rounding and travel time — no Louisiana authority located at all. The Louisiana Workforce Commission labour-law page (https://www.laworks.net/laborlawinfo.asp) returned could not be opened directly and could not be opened, so no state agency statement on rounding, travel or hours worked was obtained. Recorded as NOT VERIFIED rather than assumed. 2. No Louisiana Workforce Commission page could be opened for any entry — every laworks.net fetch was closed to automated readers. The affirmative "Louisiana requires nothing" findings therefore rest on the statutory index and section texts at legis.la.gov, which is the stronger source, but no agency corroboration was obtained. 3. The 2026 HB 353 digest does not itself state that Louisiana currently has no minimum wage; it was used as corroboration alongside the Title 23 index, not as the citation. 4. R.S. 23:668 ("Records to be kept by employers") was identified in the index but not opened in full; it is described here as employer-side record-keeping on the strength of its title, and is not relied on as a citation.

Maine

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Minimum wage

$15.10/hr effective 1/1/2026, up from $14.65 26 M.R.S. §664(1); Maine DOL 2026 minimum wage poster and the 12/31/2025 news release ("the state minimum wage will increase from $14.65 to $15.10 per hour"). INDEXES ANNUALLY: from 2021 forward the rate rises by the increase in the CPI-W for the Northeast Region, rounded to the nearest nickel — a NEW RATE LANDS EVERY 1 JANUARY, so the next step is automatic, not legislated. Tipped "service employee" direct cash wage $7.55, and the tip credit may not exceed 50% of the minimum §664(2). LOCAL OVERLAY EXISTS: Portland and Rockland have their own ordinances; per Maine DOL the highest enforceable rate for the place the work is performed applies. HIGHLY TIME-SENSITIVE — re-check before any use.

Overtime

1.5x after 40 hours in a week 26 M.R.S. §664(3), with listed exemptions (auto service, mariners, certain public employees, agricultural processing, some federally regulated drivers). TWO MAINE-SPECIFIC ADDITIONS. (1) Maine's own EXEMPT SALARY THRESHOLD is higher than the federal one: 3,000 times the state minimum hourly wage, or the federal annualized rate, whichever is HIGHER §663(3)(K) — that is $871.16/week / $45,300.32/year effective 1/1/2026 (Maine DOL). A salary below that means you are NOT exempt in Maine, whatever your job title says. (2) MANDATORY overtime is capped: "An employer may not require an employee to work more than 80 hours of overtime in any consecutive 2-week period" §603, with exemptions; nurses may not be disciplined for refusing beyond 12 consecutive hours and must get 10 consecutive hours off after mandated overtime.

Meal breaks

Same statute as the rest break. After no more than 6 consecutive hours you are owed 30 consecutive minutes, and "This rest time may be used by the employee as unpaid mealtime, but only if the employee is completely relieved of duty" 26 M.R.S. §601. Maine DOL: "When the employer allows the employee to work through a rest break period, that time must be included as hours worked." So a working lunch is PAID time in Maine. Waivable by CBA or other written employer-employee agreement; suspended in emergencies threatening property, life, public safety or public health.

Rest breaks

YES — at least 30 consecutive minutes of rest time after no more than 6 consecutive hours of work 26 M.R.S. §601. DOES NOT APPLY where fewer than 3 employees are on duty at any one time AND the nature of the work allows the employee frequent PAID breaks of shorter duration — both conditions must hold, not just the headcount. Maine runs one statute covering both meal and rest; it does not add separate short paid breaks on top.

Pay stubs

YES, and it is a real prescribed list — the strongest of these four states. With each payment of wages the employer must furnish a statement showing FOUR items: the DATE OF THE PAY PERIOD, the HOURS, TOTAL EARNINGS, and ITEMIZED DEDUCTIONS 26 M.R.S. §665(1) (section titled "Powers and duties of commissioner"). ELECTRONIC DELIVERY IS PERMITTED ON CONDITIONS: an employer paying by direct deposit or other electronic transfer "shall provide each employee with an accurate record of the transfer, including the date of the pay period, the hours, total earnings and itemized deductions, when the transfer is made" — same four items, at the time of transfer — and where records are

provided electronically the employer must give a method by which the employee "may have ready access to the information and print it without cost to the employee." Employer must keep hours and wage records at least 3 years. Frequency: wages paid at regular intervals not exceeding 16 days on a known established day; the interval cannot be lengthened without 30 days' written notice; no fee may be charged for direct deposit §621-A. IF YOUR MAINE STUB DOES NOT SHOW YOUR HOURS, IT IS NON-COMPLIANT ON ITS FACE.

Time rounding and travel time

NOT VERIFIED — no Maine rounding or travel-time rule located. 26 M.R.S. Ch. 7 contains none, and the Maine DOL FAQ is silent on both rounding and travel time. Federal 29 CFR 785.48 rounding and the Portal-to-Portal travel rules govern in the meantime. One adjacent Maine rule that IS established: Maine DOL states that time worked through a §601 rest break must be counted as hours worked.

Predictive scheduling

None. No predictive-scheduling, fair-workweek, advance-notice, reporting-pay or call-in-pay section exists in 26 M.R.S. Ch. 7 (full chapter index reviewed), and no Maine municipality is known to have one. The nearest Maine analogue is the §603 cap on MANDATORY overtime — it limits the hours that can be forced on you, but gives no right to advance notice of a schedule and no predictability pay.

Final paycheck

Discharge AND resignation, same deadline: "An employee leaving employment must be paid in full no later than the employee's next established payday" 26 M.R.S. §626. Maine DOL adds that the check must be available for pickup at the business on that payday, or if mailed, must REACH your actual address no later than the established payday. Unused accrued vacation is payable as wages under §626 for covered employers. PENALTY: the unpaid wages and accrued vacation PLUS TWICE that amount as liquidated damages, plus costs of suit including a reasonable attorney's fee.

State layoff notice (mini-WARN)

YES — Maine has its own law and it beats federal WARN on both notice and money: the SEVERANCE PAY ACT, 26 M.R.S. §625-B. Covered establishment = 100 or more persons employed at any time in the preceding 12 months. NOTICE: not less than 90 DAYS in writing before a closing or relocation — to the Director of the Bureau of Labor Standards (§625-B(6)) and to employees and the municipal officers of the municipality (§625-B(6-A)); federal WARN gives only 60. SEVERANCE PAY: one week's pay for each year of employment, prorated for partial years, paid within one regular pay period after your last full day. TRIGGERS: permanent shutdown; relocation 100 or more miles away; or a mass layoff. ELIGIBILITY: continuously employed at least 3 years, not terminated for cause, and did not accept a job at or remain at the relocated facility. NO LIABILITY where the closing is caused by physical calamity or government order, or where a superior severance contract covers you. ENFORCEMENT: employee suit with attorney fees, or the Director of Labor Standards, who may hold funds in escrow; up to $500 per day for the notice violation.

Where to file for unemployment

Maine Department of Labor, Bureau of Unemployment Compensation — file at https://assist.reemployme.maine.gov/cp/landing ; agency information at https://www.maine.gov/unemployment/. Administrative route only; amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLs OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — https://legislature.maine.gov/statutes/26/title26sec664.html (26 M.R.S. §664(1) base rate and the CPI-W Northeast indexing formula; §664(2) tip credit capped at 50%) https://www.maine.gov/labor/docs/2026/posters/minwage/English_minimum_wage.pdf (Maine DOL 2026 poster, rev. 10/25: "$15.10 per hour effective January 1, 2026"; direct service wage "$7.55 per hour") https://www.maine.gov/labor/news_events/article.shtml?id=13338762 (MDOL release: increase from $14.65 to $15.10) https://www.maine.gov/labor/labor_laws/minimum_wage_faq.html (MDOL local-ordinance note: Portland and Rockland; "it falls to the jurisdiction with the highest minimum wage that can be enforced" — NOTE this page served stale 2023 rate content and was used ONLY for the local-overlay finding, never for the rate).

Overtime — https://legislature.maine.gov/statutes/26/title26sec664.html (§664(3) and exemptions) https://legislature.maine.gov/statutes/26/title26sec663.html (§663(3)(K), 3,000x the state minimum or the federal annualized rate, whichever is higher) https://www.maine.gov/labor/news_events/article.shtml?id=13338762 and the 2026 poster (both give $871.16/week, $45,300.32/year effective 1/1/2026) https://legislature.maine.gov/statutes/26/title26sec603.html (§603, 80 hours of mandatory overtime per consecutive 2-week period, nurse 12-hour and 10-hour-off provisions, exemptions).

Meal breaks and Rest breaks — https://legislature.maine.gov/statutes/26/title26sec601.html (§601 quoted: 30 consecutive minutes after no more than 6 consecutive hours; unpaid only if completely relieved of duty; fewer-than-3-on-duty exception; CBA waiver; emergency suspension) https://www11.maine.gov/labor/labor_laws/faq/index.shtml (MDOL: time worked through a rest break must be included as hours worked).

Pay stubs — https://legislature.maine.gov/statutes/26/title26sec665.html (26 M.R.S. §665(1), section title "Powers and duties of commissioner"; the four required items and the direct-deposit and print-without-cost conditions quoted verbatim; 3-year record retention) https://legislature.maine.gov/statutes/26/title26sec621-A.html (§621-A: intervals not to exceed 16 days, established day, 30 days' written notice to lengthen the interval, no fee for direct deposit, notice before a pay-rate decrease).

Final paycheck — https://legislature.maine.gov/statutes/26/title26sec626.html (§626: next established payday; twice the unpaid wages and accrued vacation pay as liquidated damages, costs and reasonable attorney's fee) https://www11.maine.gov/labor/labor_laws/faq/index.shtml (MDOL on pickup at the business or mail reaching the employee by the established payday).

State layoff notice (mini-WARN) — https://legislature.maine.gov/statutes/26/title26sec625-B.html (§625-B read twice: covered establishment 100+; closing, 100-mile relocation and mass-layoff triggers; one week's pay per year within one regular pay period; 3-year continuous employment eligibility; subsection 3 no-liability conditions; subsection 6 90-day notice to the director; subsection 6-A 90-day notice to employees and municipal officers; subsection 9 up to $500/day; enforcement and escrow).

Predictive scheduling — https://legislature.maine.gov/statutes/26/title26ch7sec0.html (full Title 26 Ch. 7 section index reviewed; no scheduling, fair-workweek, reporting-pay or call-in-pay section).

Where to file for unemployment — https://www.maine.gov/unemployment/ and https://assist.reemployme.maine.gov/cp/landing .

COULD NOT VERIFY: 1. Time rounding and travel time — no Maine authority located. https://www.maine.gov/labor/labor_laws/publications/mdolwageandhourmanual.html returned 404 and the MDOL wage-and-hour manual could not be opened; the MDOL FAQ that was opened is silent on rounding and on travel time. Recorded as NOT VERIFIED rather than assumed. 2. The Portland and Rockland local minimum wage RATES were deliberately not recorded — the MDOL page carrying them served stale content, and per this chart's rules localities are flagged, not

enumerated. The overlay finding stands; the figures do not. 3. §626's accrued-vacation-as-wages provision and its employer-size threshold were read in summary from the §626 page, not quoted subsection by subsection; the deadline and the double-damages penalty were quoted verbatim. 4. Whether any Maine municipality has a predictive-scheduling ordinance was not exhaustively canvassed — the finding is that no STATE law exists, not that every Maine ordinance was searched.

Maryland

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr, ALL employers regardless of size, eff. 1/1/2024 Md. Code Lab. & Empl. § 3-413(c) (Fair Wage Act). NOT indexed — no automatic annual raise and no scheduled step. Youth under 18 may be paid 85% = $12.75, § 3-413(d). Tipped cash wage $3.63 with tips required to bring you to $15.00 (MD DOL Employment Standards Service).

LOCAL OVERLAY — the county rate controls where it is higher: MONTGOMERY CO., THREE TIERS, eff. 7/1/2026 — $18.00 large (51 or more employees) / $16.50 mid-size (11–50 employees, plus tax-exempt organisations and Medicaid-funded home and community service providers with 11+) / $15.95 small (10 or fewer employees). HOWARD CO. — $16.00, both tiers as of 7/1/2026. Large employers reached $16.00 on 1/1/2025; small employers on 7/1/2026 (Council Bill 82-2021). CPI-U indexing begins January 2027, so $16.00 EXPIRES 31 Dec 2026. PRINCE GEORGE'S CO. — $15.30, eff. 1/1/2026. TIME-SENSITIVE — re-check the county rate before use.

CORRECTED 2026-09-06, both read at source: (1) The $16.50 mid-size Montgomery County tier was missing entirely, so a worker at an 11–50 employee employer would have checked their pay against the $15.95 small-employer figure and been short $0.55/hr. https://www.montgomerycountymd.gov/office-human-rights/minimum-wage-increase (2) The Howard County 7/1/2026 date was attached to the wrong tier and the CPI-U expiry was missing. https://www.howardcountymd.gov/finance/minimum-wage

Overtime

1.5× your usual hourly wage for hours over 40 in a workweek Md. Code Lab. & Empl. § 3-415. No daily overtime, no double time, no seventh-consecutive-day rule. ALTERNATIVE THRESHOLDS, § 3-420: 48 hours for bowling establishments and for non-hospital institutions primarily caring for the aged, sick, intellectually disabled or those with mental disorders who reside there; 60 hours for agricultural work exempt from federal overtime. § 3-415 also exempts certain rail/motor carrier drivers, auto and farm-equipment salespeople, taxi drivers, seasonal recreational establishments open under 7 months, and some nonprofit theatrical/concert employers.

Meal breaks

No general meal-break law for adults. RETAIL ONLY — Healthy Retail Employee Act, Md. Code Lab. & Empl. § 3-710: an employer with 50 or more retail employees for each working day in 20+ calendar weeks must give a nonworking shift break — at least 15 min on a 4-to-6 hour shift, at least 30 min on a shift over 6 hours, and an additional 15 min for every further 4 consecutive hours on an 8+ hour shift. Normally unpaid; it becomes PAID working time where the type of work prevents you being relieved of duty, or where a written agreement lets you eat while working and counts the break as hours worked. Excluded: employees under a collective bargaining agreement, overtime-exempt employees, government workers, corporate office staff, and anyone working at least 4 consecutive hours at a single location with 5 or fewer employees. If you are not in covered retail, Maryland requires no meal break at all.

Rest breaks

None required by state law for adults, apart from the retail shift breaks in Md. Code Lab. & Empl. § 3-710 above. FEDERAL RULE STILL PROTECTS YOU: any break of 20 minutes or less your employer does give must be PAID and counted as hours worked (DOL Fact Sheet #22) — an unpaid 10- or 15-minute break on your stub is a mismatch.

Pay stubs

WRITTEN STATEMENT EVERY PAY PERIOD Md. Code Lab. & Empl. § 3-504(a)(2), list expanded by the 2024 Wage Range Transparency Act eff. 10/1/2024. Your stub must show: (1) the employer's name as registered, address and telephone number (2) the DATE OF PAYMENT and the BEGINNING AND ENDING DATES of the pay period (3) the NUMBER OF HOURS WORKED, unless you are exempt from overtime (4) the RATES OF PAY (5) GROSS AND NET pay (6) the AMOUNT AND THE NAME of every deduction (7) any additional bases of pay including bonuses, commissions or other compensation (8) for piece work, the applicable piece rates and the number of pieces completed. DELIVERY: a physical pay stub or an online pay statement both satisfy the section. AT HIRE, § 3-504(a)(1): written notice of your rate of pay, your regular paydays and your leave benefits; and at least ONE PAY PERIOD'S advance notice of any change to a payday or a wage (a raise needs no advance notice). If your stub has no hours, no rate, or a deduction with an amount but no name, it does not match § 3-504.

Time rounding and travel time

No Maryland rounding rule — federal 29 CFR 785.48 governs rounding. TRAVEL AND HOURS OF WORK, COMAR 09.12.41.10: hours of work is time during the workweek you are required by the employer to be on the premises, on duty, or at a prescribed workplace. Travel time IS hours of work when you travel during regular working hours, travel between worksites, or are called out after hours for an emergency; ordinary home-to-work commuting is not. A meal period counts as work time if you are required to perform any duties during it. NOT VERIFIED: no Maryland provision rejecting or limiting rounding was located.

Predictive scheduling

NOT VERIFIED — no state fair-workweek or predictive-scheduling law found in the Md. Code Lab. & Empl. sections opened or listed by MD DOL Employment Standards Service, and no county or municipal ordinance was searched. Maryland has no state advance-notice-of-schedule or predictability-pay right that could be confirmed at primary source.

Final paycheck

SAME DEADLINE WHETHER YOU ARE FIRED OR QUIT: all wages earned before the end of employment are due 'on or before the day on which the employee would have been paid the wages if the employment had not been terminated' Md. Code Lab. & Empl. § 3-505(a). ACCRUED LEAVE, § 3-505(b): may be withheld only if the employer has a written policy limiting payout, told you of your leave benefits at hire under § 3-504(a)(1), and the policy says leave is not paid on separation. NO day-by-day waiting-time penalty. THE REMEDY IS BIGGER: § 3-507.2 lets a court award UP TO 3 TIMES the withheld wage plus reasonable counsel fees and costs where the wage was not withheld as the result of a bona fide dispute; suit may be brought 2 weeks after the required payment date, and on construction projects the general contractor is jointly and severally liable for a subcontractor's violation.

State layoff notice (mini-WARN)

Maryland Reduction in Operations law (Economic Stabilization Act), Md. Code Lab. & Empl. §§ 11-301 to 11-305 — on top of federal WARN.

NOTICE PERIOD — 60 DAYS. § 11-305: 'An employer shall provide written notice at least 60 days before initiating a reduction in operations.'

WHO MUST BE NOTIFIED (§ 11-305): all affected employees at the workplace; any exclusive representative or bargaining agency; part-time workers (under 20 hours a week) and those employed under 6 months — note they must be NOTIFIED even though they do not count toward the coverage thresholds; the Division's dislocated worker unit; and the

chief elected official of each affected political subdivision.

WHAT THE NOTICE MUST CONTAIN (§ 11-305): the workplace name and address; contact details for a company official; whether the reduction is permanent, temporary, or a shutdown; and the expected start date.

COVERED EMPLOYER, § 11-301: 50 or more employees, doing business in Maryland at least one year (state and local government excluded).

REDUCTION IN OPERATIONS: relocating operations so the workforce at the original site drops by at least 25% or 15 employees, whichever is greater; or shutting a workplace or part of its operations so the total number of employees drops by at least 25% or 15 employees, whichever is greater, over any 3-month period. Employees working under 20 hours a week or fewer than 6 months do not count toward these thresholds. 'Permanent' means the employer has not committed in writing to restore operations within 3 months.

TWO EXEMPTIONS (§ 11-305), and they shorten the notice rather than remove it — notice is still due 'as soon as practicable': (1) the employer was actively seeking capital or business to avoid the reduction and reasonably believed giving notice would have prevented obtaining it; (2) the reduction results from a natural disaster such as flood, earthquake or drought.

BUSINESS SALE: where the reduction results from the sale of a business, BOTH the seller and the purchaser must give notice.

STILL NOT ESTABLISHED: the penalty or enforcement mechanism. No penalty provision appears in §§ 11-301 to 11-305 as retrieved, and the Maryland DOL page does not state one. Do not tell a member there is no penalty — tell them it was not found in these sections.

CORRECTED 2026-09-06: this entry previously read 'NOT VERIFIED — the notice period (commonly reported as 60 days), the recipients of notice and the penalty are not in the text retrieved.' The earlier fetch stopped at § 11-304, which only directs the Secretary to develop guidelines and points onward to § 11-305 — and § 11-305 is where the whole notice regime actually lives. Read at source: https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=11-305 (Maryland General Assembly), cross-checked against https://labor.maryland.gov/employment/warn.shtml (Maryland Department of Labor), which independently confirms the 60 days and the four categories of recipient.

Where to file for unemployment

Maryland Department of Labor, Division of Unemployment Insurance — file in the BEACON portal at https://beacon.labor.maryland.gov/ (starting point: https://labor.maryland.gov/employment/unemployment.shtml). ADMINISTRATIVE ROUTE ONLY: the agency determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL.

Minimum wage — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-413 (Md. Code Lab. & Empl. § 3-413: $15.00 from 1/1/2024 for both the standard and the 14-or-fewer-employee tier; 85% youth rate; greater of state or federal applies). https://labor.maryland.gov/labor/wages/wagehrfacts.shtml (MD DOL Employment Standards Service: $15 for all employers regardless of size; tipped cash wage $3.63; Montgomery Co. $18.00/$15.95 eff. 7/1/2026, Howard Co. $16.00 eff. 7/1/2026, Prince George's Co. $15.30 eff. 1/1/2026; 3-year pay-record retention). https://www.labor.maryland.gov/labor/wages/ and https://labor.maryland.gov/labor/wages/minwagefaqs.shtml (both opened; the FAQ page still carries the pre-2024 employer-size framing and no current dollar figures — not relied on for the rate).

Overtime — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-415 (1.5× usual hourly wage; exemption list). https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-420 (48-hour bowling/care-institution threshold; 60-hour agricultural threshold). https://labor.maryland.gov/labor/wages/wagehrfacts.shtml (agency statement of the 40-hour rule and the 60-hour agricultural rule).

Meal breaks and Rest breaks — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-710 (Healthy Retail Employee Act: 50-retail-employee trigger, 15/30/additional-15 break structure, exclusions, working-shift-break written agreement).

Pay stubs — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-504 (full required content list, hiring notice, one-pay-period advance notice of change, physical or online statement).

Time rounding and travel time — https://regs.maryland.gov/us/md/exec/comar/09.12.41.10 (COMAR 09.12.41.10 Hours of Work: definition, travel during regular hours / between worksites / emergency call-out, meal period worked). https://regs.maryland.gov/us/md/exec/comar/09.12.41 (chapter listing).

Final paycheck — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-505 (deadline and accrued-leave exception). https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=3-507.2 (up to 3× plus counsel fees; 2-week wait; general-contractor joint liability).

State layoff notice (mini-WARN) — https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=11-301 (definitions, 50-employee employer, 25%-or-15 trigger, 3-month period, 'permanent'). https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=11-303 (quick response program only). https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gle&section=11-304 (mandatory guidelines language; no notice period in the retrieved text). https://mgaleg.maryland.gov/mgawebsite/Laws/StatuteText?article=gec&section=11-304 (WRONG ARTICLE — Econ. Dev. § 11-304 is authority incorporation, not WARN; recorded so the error is not repeated).

Where to file for unemployment — https://labor.maryland.gov/employment/unemployment.shtml (Division of Unemployment Insurance; BEACON at https://beacon.labor.maryland.gov/).

What to watch — county rates from labor.maryland.gov/labor/wages/wagehrfacts.shtml; FAMLI benefit start date from https://paidleave.maryland.gov/ ('Starting January 2028, eligible employees will be able to take up to 12 weeks of paid, job-protected leave'); § 3-504 amendment date from the statute text.

COULD NOT VERIFY: 1. Predictive scheduling — no Maryland state statute located; no county or municipal code searched. Recorded as NOT VERIFIED rather than as 'none exists'. 2. State layoff notice (mini-WARN) notice period, notice recipients and penalty — § 11-304 fetch returned quick-response-program text only; the 60-day figure widely reported for Maryland was NOT read at source and is therefore not stated as a value. 3. Maryland FAMLI payroll-contribution start date — paidleave.maryland.gov gave the January 2028 benefit date but no contribution date and no statutory citation. 4. Rounding — no Maryland rule on rounding of start/stop times located in COMAR 09.12.41; federal 29 CFR 785.48 is the operative rule by default, not by a Maryland pronouncement. 5. Whether any local minimum-wage overlay exists beyond Montgomery, Howard and Prince George's counties — no exhaustive county survey performed. 6. dsd.maryland.gov/regulations/Pages/09.12.41.00.aspx returned 404; COMAR was read at regs.maryland.gov instead.

Massachusetts

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr eff. 1/1/2023 M.G.L. c. 151 § 1. This was the final step of the 2018 five-year schedule — NOT indexed, and no further increase is enacted, so the figure has been static since 2023. Service (tipped) rate $6.75 M.G.L. c. 151 § 7, and your tips must bring you to at least $15.00 or the employer owes the difference. Agricultural minimum $8.00 M.G.L. c. 151 § 2A. The statute also bars the state rate from ever sitting less than $0.50 above the federal minimum. No Massachusetts municipal minimum-wage overlay identified.

Overtime

1.5× your regular rate for hours over 40 in a workweek M.G.L. c. 151 § 1A. No daily overtime, no seventh-day rule. READ THE EXEMPTION LIST BEFORE CONCLUDING YOU ARE NOT OWED IT: § 1A exempts roughly 20 categories from the STATE overtime law, including restaurant, hotel/motel, gasoline station, garage, hospital and health-care facility, non-profit school and college, seasonal (120 days or fewer), amusement park (150 days or fewer), agricultural, outside sales, and bona fide executive/administrative/professional employees earning over $80 a week. A STATE exemption is NOT the same as no overtime — most of those workers are still covered by the federal FLSA 40-hour rule, which is the layer to test next. Sunday and holiday premium pay was fully phased out as of 1/1/2023; retail work on New Year's Day, Veterans Day and Columbus Day is still voluntary and you may not be penalised for refusing it.

Meal breaks

30 minutes for a shift of MORE THAN SIX HOURS M.G.L. c. 149 § 100. Unpaid only if you are relieved of all duty and free to leave the workplace — if you stay at your post or are interrupted, it is working time and must be paid (federal DOL Fact Sheet #22 hours-worked rule). The meal break MAY be waived by the employee, so a signed waiver is not automatically unlawful; being told you have no choice is a different matter. No additional short breaks are required by § 100.

Rest breaks

None required by state law — Massachusetts has no paid rest-break statute. FEDERAL RULE STILL APPLIES: any break of 20 minutes or less that your employer does give must be PAID. Domestic workers are the exception with their own right: 24 consecutive hours off per week M.G.L. c. 149 § 190.

Pay stubs

A SUITABLE PAY SLIP, CHECK STUB OR ENVELOPE WITH EVERY PAYMENT OF WAGES M.G.L. c. 149 § 148. Required items, quoted: the NAME OF THE EMPLOYER the NAME OF THE EMPLOYEE the DAY, MONTH, YEAR the NUMBER OF HOURS WORKED the HOURLY RATE and the AMOUNTS OF DEDUCTIONS OR INCREASES made for the pay period. Massachusetts does NOT require net pay, the employer's address, or a named reason for each deduction — the shortest of those omissions matters: you are entitled to see hours and rate, so a salary-only stub for an hourly worker is a mismatch. FREQUENCY, § 148: weekly or bi-weekly, paid within six days of the end of the pay period (seven days where you worked 1-4 days or all 7 in the week). ELECTRONIC: permitted where you can print it free of charge and no fee is charged for the stub (Mass.gov Pay and Recordkeeping). BACKSTOP FOR CHECKING IT, 454 CMR 27.07: the employer must keep your name, address, occupation, amount paid each pay period, HOURS WORKED EACH

DAY, rate of pay and deductions for at least three years and give you a copy within ten business days of your request.

Time rounding and travel time

MASSACHUSETTS HAS ITS OWN RULES AND THEY GO BEYOND FEDERAL. ROUNDING, 454 CMR 27.07(4): the employer MAY round starting and stopping time to the nearest five minutes, tenth or quarter hour ONLY IF the method averages out over a reasonable period so you are fully compensated for all time actually worked — rounding that only ever goes the employer's way fails the rule. TRAVEL, 454 CMR 27.04: ordinary commuting is unpaid, BUT if you regularly work at a fixed location and are required to report somewhere else, all travel time in excess of your ordinary home-to-work travel is PAID; and travel from one place to another after the start of, or before the close of, the work day is PAID. ON-CALL, 454 CMR 27.04: all on-call time is compensable working time UNLESS you are not required to be at a work site or other location and are effectively free to use the time for your own purposes. REPORTING PAY, 454 CMR 27.04: if you are scheduled for three or more hours, report on time, and are not given the expected hours, you must be paid for AT LEAST THREE HOURS that day at no less than the basic minimum wage.

Predictive scheduling

No Massachusetts state fair-workweek or predictive-scheduling law identified — no advance-notice-of-schedule right and no predictability pay. The nearest state protection is the 454 CMR 27.04 REPORTING-PAY rule: three hours' pay at minimum wage when you are scheduled for three or more hours and sent home without the expected work. NOT VERIFIED as to any municipal ordinance — no Massachusetts city code was searched.

Final paycheck

THE TWO DEADLINES DIFFER, AND MASSACHUSETTS IS ONE OF THE STRICTEST STATES ON DISCHARGE. DISCHARGED OR LAID OFF: paid in full ON THE DAY OF DISCHARGE M.G.L. c. 149 § 148. RESIGNED/QUIT: paid in full on the following regular pay day, or in the absence of a regular pay day, on the following Saturday. No day-by-day waiting-time penalty — the remedy is larger: M.G.L. c. 149 § 150 makes TREBLE DAMAGES, as liquidated damages, MANDATORY for lost wages and other benefits, plus litigation costs and reasonable attorney's fees. ROUTE: file a complaint with the Attorney General's Fair Labor Division; you may sue 90 days after filing (or sooner with the AG's written assent) and within 3 YEARS of the violation — that three-year clock is the one to watch.

State layoff notice (mini-WARN)

NO MANDATORY STATE PLANT-CLOSING NOTICE TO WORKERS. M.G.L. c. 151A § 71A defines 'advance notification' as 'a voluntary declaration in writing given by the employer to the employee or to the employee's authorized collective bargaining agent that a plant closing will occur' — voluntary on its face. What IS mandatory runs the other way: § 71B requires the employer to 'promptly report to the commissioner' the information needed to determine employees' benefit eligibility, after which the commissioner must certify and give notice to the employer, the union, and any other interested party. Practical effect for a worker: the enforceable 60-day advance notice is FEDERAL WARN (29 U.S.C. 2101), not Massachusetts law.

Where to file for unemployment

Massachusetts Department of Unemployment Assistance (DUA) — file online at https://unemployment.mass.gov/Claimants/_/ using a MyMassGov account (how-to: https://www.mass.gov/how-to/apply-for-unemployment-benefits). ADMINISTRATIVE ROUTE ONLY: any amount or duration comes from DUA, not from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL.

Minimum wage — https://www.mass.gov/info-details/massachusetts-law-about-minimum-wage ($15.00 eff. 1/1/2023; service rate $6.75; c. 151 §§ 1, 7, 2A; final step of the five-year schedule, no further increases planned; state rate may not be less than $0.50 above federal). https://www.mass.gov/info-details/minimum-wage-and-overtime-information (confirms $15.00 and $6.75 as current; no extra pay required for weekend/holiday/night work; retail voluntariness on New Year's Day, Veterans Day, Columbus Day).

Overtime — https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151/Section1A (full 40-hour rule and the ~20 exempt categories, including the $80/week executive-administrative-professional threshold and the Sunday/holiday premium offset).

Meal breaks — https://www.mass.gov/guides/massachusetts-law-about-hours-and-conditions-of-employment (M.G.L. c. 149 § 100: 30 minutes on shifts exceeding six hours; waivable; no additional short breaks required; c. 149 § 190 domestic-worker 24-hour weekly rest).

Rest breaks — same page; no Massachusetts rest-break statute located.

Pay stubs — https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section148 (verbatim: 'a suitable pay slip, check stub or envelope showing the name of the employer, the name of the employee, the day, month, year, number of hours worked, and hourly rate, and the amounts of deductions or increases made for the pay period'; weekly/bi-weekly within six days of the end of the pay period). https://www.mass.gov/guides/pay-and-recordkeeping (electronic delivery permitted where the worker can print free of charge, no fee for the stub; 5-6 days worked = pay due within 6 days, 1-4 or 7 days worked = within 7 days).

Time rounding and travel time — https://www.mass.gov/doc/minimum-wage-regulation-454-cmr-2700-0/download (454 CMR 27.04 reporting pay, on-call time, travel time; 454 CMR 27.07(4) rounding-must-average-out rule; 454 CMR 27.07 records: hours worked each day, 3-year retention, copy to employee within ten business days). https://www.mass.gov/regulations/454-CMR-2700-minimum-wage (landing page — text not served there, PDF used instead).

Predictive scheduling — no state statute located; reporting-pay rule from 454 CMR 27.04 above.

Final paycheck — https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section148 (discharge = day of discharge; resignation = following regular pay day or following Saturday). https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter149/Section150 ('treble damages, as liquidated damages, for any lost wages and other benefits' plus costs and reasonable attorneys' fees; AG complaint then suit after 90 days; 3-year limitations period).

State layoff notice (mini-WARN) — https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151A/Section71A ('advance notification' defined as a VOLUNTARY written declaration). https://malegislature.gov/Laws/GeneralLaws/PartI/TitleXXI/Chapter151A/Section71B (mandatory 'shall thereupon promptly report to the commissioner'; commissioner notifies employer, union, other interested parties).

Where to file for unemployment — https://www.mass.gov/how-to/apply-for-unemployment-benefits (DUA; MyMassGov account; https://unemployment.mass.gov/Claimants/_/).

COULD NOT VERIFY: 1. Predictive scheduling at municipal level — no Massachusetts city ordinance was searched; recorded as NOT VERIFIED rather than 'none exists'. 2. Whether c. 151 § 1 has been amended since the 1/1/2023 step by any 2024-2026 session law — the Mass.gov page states no further increases are planned, but the session laws themselves were not opened. 3. The precise text of 454 CMR 27.04's subsection numbering — the regulation PDF was read and the substance quoted, but subsection numbers for reporting pay, on-call and travel are cited by section 27.04 generally rather than by pinpoint subdivision. 4. Whether any Massachusetts municipality has a minimum wage above the state rate — no municipal survey performed.

STATE 23 OF 51

Michigan

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$13.73/hr eff. 1/1/2026 Improved Workforce Opportunity Wage Act, as reworked in 2025 after Mothering Justice v. Attorney General — figures read at michigan.gov/leo (Wage & Hour). Tipped cash wage $5.49, which is 40% of the minimum, and only if you actually receive at least $8.24 in tips. Ages 16-17: 85% = $11.67. Training wage $4.25 for the first 90 calendar days for workers under 20. Covers employers with 2 OR MORE employees aged 16 and over. SCHEDULED STEP ALREADY SET: $15.00 on 1/1/2027 (tipped $6.30, minor $12.75); the tip-credit percentage then rises to 44% on 1/1/2028, 46% on 1/1/2029, progressing toward 50% by 2031. Statutory pinpoint SECONDARY ONLY — statute not opened (legislature.michigan.gov and www.legislature.mi.gov both fail TLS certificate verification). No Michigan local minimum-wage overlay identified — NOT VERIFIED. HIGHLY TIME-SENSITIVE.

Overtime

Follows the weekly-40 rule only: 'Nonexempt employees should be paid 1-1/2 times their regular rate of pay for hours worked over 40 in a 7-day workweek' michigan.gov/leo Minimum Wage and Overtime FAQ, under the Improved Workforce Opportunity Wage Act. NO daily overtime, NO double time, NO seventh-consecutive-day rule — Michigan adds nothing above the federal FLSA standard. MCL pinpoint SECONDARY ONLY — statute not opened (legislature.michigan.gov TLS failure).

Meal breaks

NONE for adults. Michigan LEO Wage & Hour states it plainly: 'There are no requirements for breaks, meal or rest periods for employees 18 years of age or older.' UNDER 18: 'Employees under the age of 18 may not work more than five hours without a documented 30-minute uninterrupted break' (Youth Employment Standards Act). WHAT STILL PROTECTS AN ADULT IS FEDERAL: any break of 20 minutes or less you ARE given must be paid, and a meal period is unpaid only if you are completely relieved of duty (DOL Fact Sheet #22) — so an unpaid 'lunch' you spend answering the phone is off-the-clock time even in Michigan. MCL pinpoint for the youth rule SECONDARY ONLY — statute not opened (TLS failure).

Rest breaks

None required by state law at any age — same Michigan LEO statement: no requirements for breaks, meal or rest periods for employees 18 or older. Michigan is a state where an employer may lawfully give you no break at all in an eight-hour shift. The only protection on a break you do get is federal: 20 minutes or less must be PAID.

Pay stubs

A RETAINABLE STATEMENT AT THE TIME OF PAYMENT OF WAGES Payment of Wages and Fringe Benefits Act, 1978 PA 390, MCL 408.479(2) — quoted by Michigan LEO. THE REQUIRED LIST IS SHORT, FOUR ITEMS: (1) the HOURS WORKED by the employee (2) the GROSS WAGES PAID (3) IDENTIFICATION OF THE PAY PERIOD for which payment is being made (4) A SEPARATE ITEMIZATION OF DEDUCTIONS. Hand harvesters on piece work also get the total number of units harvested. MICHIGAN DOES NOT REQUIRE the stub to show your RATE OF PAY, your NET PAY, the employer's name or address, or the reason for a deduction — so a lawful Michigan stub can still leave you unable to check the arithmetic. ELECTRONIC: permitted only if you can PRINT the statement at the time the wages are

paid, and the employer must use the same method consistently throughout the organisation. PAY FREQUENCY: weekly, biweekly, semimonthly or monthly. Rule statement is primary (state labour agency); MCL pinpoint SECONDARY ONLY — statute not opened (legislature.michigan.gov TLS failure). IF HOURS OR THE DEDUCTION ITEMISATION IS MISSING FROM YOUR STUB, THAT IS THE MISMATCH TO RAISE — it is one of only four things Michigan requires.

Time rounding and travel time

NOT VERIFIED — no Michigan state rounding rule and no Michigan travel-time rule was located at michigan.gov/leo Wage & Hour, and the Michigan Administrative Code was not opened. Federal law governs by default: 29 CFR 785.48 rounding and the Portal-to-Portal Act treatment of commuting versus workday travel. Recorded as a gap, not as 'Michigan permits anything'.

Predictive scheduling

NOT VERIFIED — no state fair-workweek or predictive-scheduling law was located at michigan.gov/leo Wage & Hour, and no Michigan municipal ordinance was searched. Michigan appears to give no state right to advance notice of a schedule or to predictability pay, but that is recorded as unlocated rather than as a confirmed absence.

Final paycheck

SAME DEADLINE WHETHER YOU QUIT OR ARE FIRED — THE REGULARLY SCHEDULED PAYDAY, and it comes from the RULE, not the statute. Mich. Admin. Code R 408.9007(1), 'Payment of wages on termination', READ AT SOURCE 2026-09-06: 'An employer shall pay all wages due an employee who quits or is discharged, except for an employee engaged in hand harvesting of crops, ON THE REGULARLY SCHEDULED PAYDAY FOR THE PERIOD IN WHICH THE TERMINATION OCCURS.' HAND HARVESTERS, R 408.9007(2): 'within 1 working day of the termination.' Rule authority: 1982 AACS; 1998-2000 AACS. THE STATUTE SAYS SOMETHING DIFFERENT AND BOTH ARE IN FORCE. MCL 408.475 requires payment of all wages earned and due 'as soon as the amount can with due diligence be determined' — a diligence standard with no date. The RULE supplies the date. Quote R 408.9007 when you need a deadline; quote MCL 408.475 when the employer claims it cannot compute the amount yet. CONTRACT WORKERS whose amount cannot be determined until the contract ends: paid as nearly as can be estimated, with final payment in full at the termination of the contract MCL 408.475. NO waiting-time penalty appears in either instrument — a penalty provision is NOT VERIFIED.

State layoff notice (mini-WARN)

No Michigan plant-closing or mass-layoff notice statute identified. Michigan LEO's Workforce Development WARN program administers the FEDERAL act only, citing 'the Worker Adjustment and Retraining Notification Act ... Public Law 100-379 (29 United States Code 2101, et seq.)'. Federal triggers as stated by LEO: facility closing = employment loss for 50 or more employees at a site in any 30-day period; mass layoff = 500 or more, or 50-499 where they are at least 33% of the active workforce; notice must reach the required parties AT LEAST 60 DAYS before the closing or layoff, subject to the faltering-company, unforeseeable-business-circumstances and natural-disaster exceptions. Notice goes to affected workers or their union, to LEO Workforce Development, and to the appropriate unit of local government. NOT VERIFIED that no state statute exists — the LEO page does not affirmatively say so; it simply administers federal WARN and cites no state law.

Where to file for unemployment

Michigan Unemployment Insurance Agency (UIA) — file and manage the claim through MiWAM (Michigan Web Account Manager) at https://miwam.unemployment.state.mi.us/ClmMiWAM/_/ (starting point: https://www.michigan.gov/uia; 1-866-500-0017; chat inside MiWAM; in-person, phone and virtual appointments available). ADMINISTRATIVE ROUTE ONLY: any amount or duration comes from UIA.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL.

SOURCE FAILURE, RECORDED FIRST AS INSTRUCTED: https://legislature.michigan.gov/(S(...))/mileg.aspx?page=getobject&objectname=mcl-408-479 FAILED — 'its automated-access file fetch failed: [SSL: CERTIFICATE_VERIFY_FAILED] certificate verify failed: self-signed certificate'. www.legislature.mi.gov is reported to fail identically. NO Michigan statute text was read at the legislature. Per instruction, michigan.gov/leo (Department of Labor and Economic Opportunity) is used as primary where it states the rule, and every statute-level pinpoint in this state's entry is tagged SECONDARY ONLY.

Minimum wage — https://www.michigan.gov/leo/news/2025/12/08/michigans-minimum-wage-set-to-increase-on-jan-1-2026 ($13.73 from 1/1/2026, up from $12.48; tipped $5.49 'provided the employee receives at least $8.24 in tips'; 85% youth rate $11.67; $4.25 training wage for under-20 in first 90 calendar days; Improved Workforce Opportunity Wage Act named). https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/frequently-asked-questions/wage-and-hour/minimum-wage-and-overtime-faq (full schedule table 2/21/2025 $12.48 1/1/2026 $13.73 1/1/2027 $15.00, tipped $4.74/$5.49/$6.30, minor $10.61/$11.67/$12.75; tip-credit percentages 38% from 2/21/2025, 40% from 1/1/2026, 44% from 1/1/2028, 46% from 1/1/2029 toward 50% by 2031; coverage 'employers that have 2 or more employees, 16 years of age and older'). https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/min-wage/michigan-minimum-wage-rate (opened; navigation hub, no figures served).

Overtime — same LEO FAQ URL as above ('1-1/2 times their regular rate of pay for hours worked over 40 in a 7-day workweek').

Meal breaks and Rest breaks — https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/frequently-asked-questions/wage-and-hour/breaks-meal-and-rest-periods (verbatim: 'There are no requirements for breaks, meal or rest periods for employees 18 years of age or older'; 'Employees under the age of 18 may not work more than five hours without a documented 30-minute uninterrupted break').

Pay stubs — https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/payment-of-wages-and-fringe-benefits-act-public-act-390-of-1978/wage-statements (verbatim required items: 'the hours worked by the employee, the gross wages paid, identification of the pay period for which payment is being made, a separate itemization of deductions'; hand-harvester units; 'at the time of payment of wages'; electronic permitted 'provided the employee has the ability to print out the statement at the time the wages are paid'; cites MCL 408.479(2)). https://www.michigan.gov/-/media/Project/Websites/leo/Documents/WAGE-HOUR/whd-98xx-Brochures/WHD-9801-Brochure-390/Brochure-Act-390.pdf (pay frequency weekly/biweekly/semimonthly/monthly; 'retainable pay statement at the time of payment of wages indicating hours worked, gross wages paid, an itemization of deductions, and the dates for which the wages were earned'; hand-harvester final pay 3 days on quit, 1 day on discharge).

Final paycheck — https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/payment-of-wages-and-fringe-benefits-act-public-act-390-of-1978/payment-of-wages-at-termination (verbatim MCL 408.475 language for voluntary leaving and discharge; hand-harvester 1 working day; contract-worker estimate-then-settle rule; no penalty stated).

State layoff notice (mini-WARN) — https://www.michigan.gov/leo/bureaus-agencies/wd/programs-services/worker-adjustment-and-retraining-notification-act-warn (notice recipients: affected workers or their representatives, LEO Workforce Development, appropriate unit of local government). https://www.michigan.gov/leo/-/media/Project/Websites/leo/Documents/WD/Programs_Services/Rapid-Response/WARN-Act-Criteria.pdf (cites 'Public Law 100-379 (29 United States Code 2101, et seq.)'; facility closing 50+ in any 30-day period; mass layoff 500+, or 50-499 constituting at least 33% of the active workforce; 'at least 60 days before a closing or layoff'; three exceptions).

Where to file for unemployment — https://www.michigan.gov/uia (UIA; MiWAM at https://miwam.unemployment.state.mi.us/ClmMiWAM/_/; 1-866-500-0017).

What to watch — minimum wage and tip-credit schedule from the LEO FAQ above. https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/paid-medical-leave-act (Earned Sick Time Act effective 2/21/2025; 'House Bill 4002' amended the Act; 72 hours for standard employers and 40 hours for small employers referenced in the contracted-employee notification provision; page points to Act 338 of 2018 as amended).

COULD NOT VERIFY: 1. ALL Michigan statutory text — legislature.michigan.gov fails TLS certificate verification (self-signed certificate). MCL 408.475, MCL 408.479(2), the Improved Workforce Opportunity Wage Act sections, the Youth Employment Standards Act break section, and 2025 PA 1 / HB 4002 session text were NOT opened. Every MCL pinpoint in this state's entry is SECONDARY ONLY. 2. Time rounding and travel time — no Michigan rule located; Michigan Administrative Code not opened. 3. Predictive scheduling — no state law located; no municipal ordinance searched. 4. Whether Michigan has a wage-payment penalty or damages multiplier for late final wages — the LEO page quotes the deadline but states no penalty. 5. Whether Michigan affirmatively has no state WARN statute — LEO administers federal WARN and cites no state law, but no negative statement was found. 6. Whether any Michigan locality has a minimum wage above the state rate, and whether state preemption of local wage ordinances applies — no preemption statute was opened and none is asserted here. 7. Earned Sick Time Act accrual rate and employee-count threshold for 'small employer' — the LEO landing page did not serve them; the 72-hour / 40-hour annual figures come from the contracted-employee notification text on that page. 8. https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/folder/minimum-wage-and-overtime returned 404; https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/earned-sick-time-act returned 404.

Minnesota

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$11.41/hr for ALL employers eff. 1/1/2026 Minn. Stat. § 177.24; MN DLI. The large-employer / small-employer split was eliminated — there is now ONE state rate. 90-day training wage for workers under 20: $9.31. INDEXED ANNUALLY, § 177.24 subd. 1(f): by 31 August each year the commissioner measures inflation using the implicit price deflator for personal consumption expenditures and raises the rate by the LESSER of 5% or that figure, effective the following 1 January; the rate may never be reduced. SCHEDULED STEP ALREADY PUBLISHED: $11.87 (training $9.68) on 1/1/2027. NO TIP CREDIT AT ALL — § 177.24 subd. 2: 'No employer may directly or indirectly credit, apply, or utilize gratuities towards payment of the minimum wage.' A Minnesota tipped worker is owed the full rate in CASH before any tip. LOCAL OVERLAY AND IT IS LARGE: Minneapolis $16.37 all employers (eff. 1/1/2026); Saint Paul $16.37 for macro, large and small employers, $14.25 for micro employers of 5 or fewer, $13.95 youth 14-17 (eff. 7/1/2026, Saint Paul City Code ch. 224). If you work in either city, check your stub against the CITY rate, not $11.41.

Overtime

TWO RULES SIT ON TOP OF EACH OTHER AND THE BETTER ONE WINS. Minnesota's own rule is WEAKER than federal: 1.5× the regular rate only after 48 HOURS in a workweek Minn. Stat. § 177.25. Most employees are covered by the federal FLSA, whose 40-hour rule then governs — the 48-hour state rule matters chiefly to workers the FLSA does not reach. Do not read '48 hours' as permission to pay straight time for hours 41-48 if you are FLSA-covered. § 177.25 excludes commissioned motor-vehicle salespeople, parts workers and mechanics; on-farm silo construction on piece rate; air-carrier employees whose excess hours come from voluntary shift trades; and health-care facility employees on an approved 14-day work period. State and local government employers may give 1.5 hours of compensatory time off per overtime hour instead of cash.

Meal breaks

30 MINUTES for each employee working SIX OR MORE CONSECUTIVE HOURS Minn. Stat. § 177.254 subd. 1 (current text — the trigger was tightened from the older eight-hour standard). Normally UNPAID, subd. 2 — but under Minn. R. 5200.0120 a meal period of 30 minutes or more is only unpaid if you are FULLY RELIEVED of all duties, and frequent interruption by work calls makes that time compensable. A collective bargaining agreement may set different terms, subd. 3. REMEDY IF DENIED, subd. 4: the employer 'is liable to the employee for the meal break time that should have been allowed at the employee's regular rate of pay, plus an additional equal amount as liquidated damages' — denial of the break is itself a money claim in Minnesota.

Rest breaks

YES, AND MINNESOTA IS UNUSUALLY SPECIFIC: 'An employer must allow each employee a rest break of at least 15 minutes or enough time to utilize the nearest convenient restroom, whichever is longer, within each four consecutive hours of work' Minn. Stat. § 177.253. PAID — under Minn. R. 5200.0120 a break of less than 20 minutes counts as hours worked, so a 15-minute rest break must appear as paid time. A collective bargaining agreement may set different terms. REMEDY IF DENIED: the rest-break time at your regular rate PLUS an equal amount as liquidated damages, § 177.253.

Pay stubs

THE LONGEST REQUIRED LIST OF THESE FOUR STATES. An earnings statement, written or electronic, AT THE END OF EVERY PAY PERIOD Minn. Stat. § 181.032(b). REQUIRED ITEMS: (1) your NAME (2) the RATE OR RATES OF PAY AND THE BASIS THEREOF — 'including whether the employee is paid by hour, shift, day, week, salary, piece, commission, or other method' (3) ALLOWANCES claimed for meals and lodging, if any (4) TOTAL HOURS WORKED in the pay period, unless exempt under ch. 177 (5) TOTAL GROSS PAY earned in the period (6) a LIST of deductions made from your pay (7) deductions under § 268B.14 (Paid Leave) AND the employer's contributions (8) NET PAY after all deductions (9) the DATE THE PAY PERIOD ENDS (10) the employer's LEGAL NAME and its operating name if different (11) the employer's PHYSICAL ADDRESS of its main office or principal place of business AND a mailing address if different (12) the employer's TELEPHONE NUMBER. ELECTRONIC DELIVERY IS CONDITIONAL: the employer must give you access to an employer-owned computer DURING WORKING HOURS to review AND PRINT the statement, must keep statements for three years, and must give you a paper statement if you request one with 24 hours' notice. AT HIRE, § 181.032(d): written notice of pay rates, allowances, paid-time-off policy, employment status, deductions, pay schedule and employer identification, which you sign to acknowledge. PAY FREQUENCY, § 181.101: all wages at least once every 31 days and all commissions at least once every three months; the commissioner may collect a penalty of your average daily earnings for each day beyond a ten-day demand. IF YOUR STUB HAS NO RATE, NO BASIS, NO HOURS, NO EMPLOYER PHONE NUMBER OR NO NET-PAY LINE, IT DOES NOT MATCH § 181.032.

Time rounding and travel time

NO Minnesota rounding rule was located — federal 29 CFR 785.48 governs rounding; NOT VERIFIED whether DLI takes any position rejecting it. HOURS WORKED IS DEFINED BY RULE, Minn. R. 5200.0120: 'The minimum wage must be paid for all hours worked. Hours worked include training time, call time, cleaning time, waiting time, or any other time when the employee must be either on the premises of the employer or involved in the performance of duties.' ON-CALL: 'An employee who is required to remain on the employer's premises or so close to the premises that the employee cannot use the time effectively for the employee's own purposes is working while on call' — merely leaving contact information at home is not on-call. BREAKS UNDER 20 MINUTES ARE PAID. OFF-DUTY time is excluded only where you are completely relieved of duty and free to leave for a definite period long enough to use for your own purposes. The rule does not address travel time — federal Portal-to-Portal treatment applies there.

Predictive scheduling

NOT VERIFIED — no state fair-workweek or predictive-scheduling law was located in the Minn. Stat. ch. 177 or ch. 181 sections opened, and no Minneapolis or Saint Paul city code was searched. Minnesota appears to give no state right to advance notice of a schedule or to predictability pay, but that is recorded as unlocated rather than confirmed. Minneapolis and Saint Paul both run their own labor-standards enforcement divisions, so a municipal scheduling ordinance is where one would exist if it does.

Final paycheck

THE TWO DEADLINES ARE VERY DIFFERENT, AND THE DISCHARGE ONE RUNS ON YOUR DEMAND. DISCHARGED Minn. Stat. § 181.13: wages and commissions actually earned and unpaid are 'immediately due and payable UPON DEMAND'; if not paid within 24 HOURS AFTER DEMAND the employer is in default, and you 'may charge and collect a penalty equal to the amount of the employee's average daily earnings ... for each day up to 15 days' that the default continues. Making the demand is the step that starts the clock. QUIT OR RESIGNED Minn. Stat. § 181.14 subd. 1: by the first regularly scheduled payday following your final day of employment, and in no event more than 20 calendar days; migrant workers within three days. Subd. 2: after written demand, the same average-daily-earnings penalty for up to 15

days. Subd. 3: an employer who disputes the amount and tenders a good-faith payment limits liability to that amount plus interest unless you later recover more in court. Subd. 4: an employer may audit your accounts for 10 calendar days after termination before paying if you were entrusted with money or property, but may NOT deduct for lost or damaged property or other claimed debts outside § 181.79.

State layoff notice (mini-WARN)

NO MANDATORY STATE NOTICE LAW. Minn. Stat. § 116L.976 has the commissioner 'ENCOURAGE' — not require — employers to give notice as early as possible to the commissioner, the affected employees, employee organisations and local government units. 'Plant closing' is defined as the announced or actual permanent or temporary shutdown of a single site of employment resulting in employment loss for 50 OR MORE employees (excluding those working fewer than 20 hours a week) during any 30-day period. An employer that does give notice must report the names, addresses and occupations of the employees who will be or have been terminated. NO state minimum notice period is set. Practical effect for a worker: the enforceable 60-day advance notice is FEDERAL WARN (29 U.S.C. 2101), not Minnesota law.

Where to file for unemployment

Minnesota Department of Employment and Economic Development (DEED), Unemployment Insurance Program — apply at https://www.uimn.org/ (applicant self-service system: https://www.uimn.org/applicants/howapply/application-process/self-service.jsp). ADMINISTRATIVE ROUTE ONLY: DEED determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL.

Minimum wage — https://www.dli.mn.gov/business/employment-practices/minimum-wage-minnesota (MN DLI: $11.41 with $9.31 training wage as of 1/1/2026; $11.87 with $9.68 training wage as of 1/1/2027; one rate for all employers; no tip credit; state rate supersedes federal when higher; Minneapolis and Saint Paul have their own ordinances). https://www.revisor.mn.gov/statutes/cite/177.24 (Minn. Stat. § 177.24 subd. 1 rate structure and the paragraph (c)/(f) indexing mechanism — implicit price deflator for personal consumption expenditures, commissioner calculates by 31 August, increase is the lesser of five percent or the calculated percentage, effective the following 1 January, rates shall not be reduced; subd. 2 verbatim: 'No employer may directly or indirectly credit, apply, or utilize gratuities towards payment of the minimum wage'). https://www.minneapolismn.gov/news/2025/december/minimum-wage/ via City of Minneapolis ($16.37 for all employers). https://www.stpaul.gov/departments/human-rights-equal-economic-opportunity/labor-standards-enforcement-and-education/minimum-wage (Saint Paul City Code ch. 224: macro/large/small $16.37, micro $14.25, youth $13.95, eff. 7/1/2026).

Overtime — https://www.revisor.mn.gov/statutes/cite/177.25 (verbatim 48-hour rule and the four exclusion categories; public-employer compensatory time at 1.5 hours per overtime hour).

Meal breaks — https://www.revisor.mn.gov/statutes/cite/177.254 (subd. 1 six-or-more-consecutive-hours / 30-minute rule; subd. 2 unpaid; subd. 3 collective bargaining; subd. 4 liquidated damages).

Rest breaks — https://www.revisor.mn.gov/statutes/cite/177.253 (verbatim 15-minutes-or-nearest-restroom-whichever-longer within each four consecutive hours; collective bargaining exception; liquidated damages).

Pay stubs — https://www.revisor.mn.gov/statutes/cite/181.032 (the full twelve-item earnings-statement list including the § 268B.14 Paid Leave deductions and employer contributions; the three electronic-delivery conditions — computer access during working hours to review and print, three-year retention, paper statement on 24 hours' notice; the notice-at-hire requirement with employee signature). https://www.revisor.mn.gov/statutes/cite/181.101 (wages at least once every 31 days,

commissions at least once every three months, ten-day demand penalty).

Time rounding and travel time — https://www.revisor.mn.gov/rules/5200.0120/ (Minn. R. 5200.0120 hours worked definition verbatim; on-call standard verbatim; breaks under 20 minutes compensated; off-duty exclusion; meal-period interruption rule; rule is silent on rounding and on travel time).

Final paycheck — https://www.revisor.mn.gov/statutes/cite/181.13 (discharge: immediately due and payable upon demand, 24-hour default, average-daily-earnings penalty up to 15 days, payment method/postmark rule). https://www.revisor.mn.gov/statutes/cite/181.14 (resignation: first regularly scheduled payday after the final day, up to 20 calendar days, migrant workers three days; subd. 2 penalty; subd. 3 good-faith tender; subd. 4 ten-day audit and the bar on property deductions outside § 181.79; subd. 5 payment method).

State layoff notice (mini-WARN) — https://www.revisor.mn.gov/statutes/cite/116L.976 (commissioner 'shall encourage' — voluntary at state level; 50-or-more employment-loss definition excluding under-20-hour employees; 30-day period; report of names, addresses and occupations; no state notice period set).

Where to file for unemployment — https://www.uimn.org/ (DEED administers the Minnesota Unemployment Insurance Program; applicant self-service system link recorded).

COULD NOT VERIFY: 1. Predictive scheduling — no state statute located and no Minneapolis or Saint Paul city code opened. Recorded as NOT VERIFIED, not as 'none exists'. 2. Rounding — no Minnesota statute or rule addressing rounding of start/stop times located; Minn. R. 5200.0120 is silent. Federal 29 CFR 785.48 governs by default, not by a Minnesota pronouncement. 3. Travel time — Minn. R. 5200.0120 does not address it; no Minnesota travel-time rule located. 4. The revisor text of § 177.24 subd. 1 served the pre-2024 rate table (2014-2016 steps plus 'the rate established under paragraph (c)'); the CURRENT dollar figures ($11.41 for 2026, $11.87 for 2027) come from MN DLI's minimum-wage page, which is the agency administering the indexing. The 2024 session law that merged the large- and small-employer tiers was NOT opened. 5. Whether the Minneapolis figure is set by ordinance section number — the City of Minneapolis news release was the source; the Minneapolis Code of Ordinances chapter was not opened. Saint Paul's ch. 224 citation came from the city's own labor-standards page. 6. https://www.dli.mn.gov/sites/default/files/pdf/minimum_wage_law.pdf, https://www.dli.mn.gov/workers/employee-rights/breaks-and-meals, https://www.dli.mn.gov/business/employment-practices/employer-guide-summary-minnesota-laws, https://www.dli.mn.gov/business/employment-practices/wage-theft-law-qa and https://www.uimn.org/applicants/needtoknow/apply-for-benefits/index.jsp all returned 404; the statutes and rules were read at revisor.mn.gov instead.

Mississippi

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

NO STATE MINIMUM WAGE LAW AT ALL — the federal FLSA floor of $7.25/hr governs (29 U.S.C. 206) US DOL WHD state minimum wage table, which reads for Mississippi: "No state minimum wage law." There is no state figure, no state indexing and no scheduled state step, so the only thing that can move the Mississippi floor is Congress. Cities and counties are BARRED from setting their own: Miss. Code § 17-1-51 (SECONDARY ONLY — statute not opened; MS legislature site TLS-unreachable). HIGHLY TIME-SENSITIVE only in the sense that a federal change moves MS directly.

Overtime

No state overtime statute — FLSA weekly 40 only, 1.5x over 40 in a fixed workweek (29 U.S.C. 207) Mississippi has no state wage-and-hour act; US DOL WHD state law tables carry no Mississippi entry. No daily overtime, no double time, no seventh-consecutive-day rule.

Meal breaks

None required by state law — no Mississippi meal-period statute US DOL WHD state meal-period table (Mississippi is not among the listed jurisdictions). Federal law requires no meal break at all; where one is given it is unpaid only if you are completely relieved of duty.

Rest breaks

None required by state law US DOL WHD state rest-period table — "States not listed do not require paid rest periods"; Mississippi is not listed. Under federal rule a break of 20 minutes or less that IS given must be paid.

Pay stubs

NO STATE WAGE-STATEMENT REQUIREMENT LOCATED — Mississippi mandates NOTHING on your stub, and federal law mandates nothing either, so a Mississippi stub can lawfully show no hours, no rate, no deduction breakdown. The only thing Mississippi regulates is pay FREQUENCY, and only for some employers: manufacturers employing 50+ and public service corporations must pay every two weeks or twice a calendar month Miss. Code § 71-1-35 (SECONDARY ONLY — statute not opened) and US DOL WHD state payday table. NOT VERIFIED — the absence of a stub statute could not be confirmed in the Mississippi Code itself (TLS failure, see Sources).

Time rounding and travel time

NOT VERIFIED — no Mississippi rounding or travel-time rule located, and the Mississippi Code could not be opened at primary source (TLS failure) to confirm the absence. Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment govern where there is no state rule.

Predictive scheduling

No state fair-workweek or predictive-scheduling law located, and no Mississippi municipality may enact one reaching private pay or leave — Miss. Code § 17-1-51 bars counties and municipalities from setting a mandatory minimum wage or a minimum number of vacation or sick days, paid or unpaid (SECONDARY ONLY — statute not opened).

Final paycheck

NOT VERIFIED — no Mississippi statute setting a final-pay deadline was locatable for either discharge or resignation, and no state waiting-time penalty was located; the Mississippi Code is TLS-unreachable to an automated reader so the absence is unconfirmed. Unpaid final wages in Mississippi are pursued as a contract claim or, where minimum-wage/overtime pay is involved, through the US DOL Wage and Hour Division.

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 et seq.) — no Mississippi state plant-closing or mass-layoff notice statute located MDES WARN Information page, which describes the federal Act and names the MDES Rapid Response Coordinator as the notice recipient, i.e. the federal Act's state dislocated-worker unit.

Where to file for unemployment

Mississippi Department of Employment Security (MDES) file online at https://reemployms.mdes.ms.gov/cp/landing (entry point mdes.ms.gov, available 24/7). ADMINISTRATIVE ROUTE ONLY — the agency, not this chart, tells a worker anything about eligibility, amount or duration.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED (2026-08-21), CELL BY CELL: Minimum wage / Overtime — US DOL WHD state minimum wage laws: https://www.dol.gov/agencies/whd/minimum-wage/state — Mississippi entry reads "No state minimum wage law"; FLSA-covered employers must pay the federal $7.25. Also opened https://www.dol.gov/agencies/whd/state/minimum-wage/history — Mississippi shown as not-applicable across all years, i.e. it has never had a state rate. Because Mississippi has no state wage-and-hour act, there is no state overtime provision either. Meal breaks — US DOL WHD state meal-period table: https://www.dol.gov/agencies/whd/state/meal-breaks — Mississippi not listed. Rest breaks — US DOL WHD state rest-period table: https://www.dol.gov/agencies/whd/state/rest-periods — "States not listed do not require paid rest periods"; Mississippi not listed. Pay stubs and payday frequency — US DOL WHD state payday table: https://www.dol.gov/agencies/whd/state/payday — the Mississippi entry describes FREQUENCY only ("every entity engaged in manufacturing of any kind in the State employing 50 or more employees ... and every public service corporation ... once every two weeks or twice during each calendar month") and imposes no itemisation duty. Text of Miss. Code § 71-1-35 read at FindLaw: https://codes.findlaw.com/ms/title-71-labor-and-industry/ms-code-sect-71-1-35.html — SECONDARY ONLY, not opened at an official Mississippi source. Predictive scheduling and local preemption — Miss. Code § 17-1-51 read at FindLaw: https://codes.findlaw.com/ms/title-17-local-government-provisions-common-to-counties-and-municipalities/ms-code-sect-17-1-51.html — SECONDARY ONLY, not opened at an official Mississippi source. State layoff notice (mini-WARN) — MDES: https://mdes.ms.gov/information-center/warn-information/ Where to file for unemployment — MDES: https://mdes.ms.gov/unemployment-claims/ ; claimant portal https://reemployms.mdes.ms.gov/cp/landing

PRIMARY-SOURCE FAILURE — THE MISSISSIPPI CODE COULD NOT BE OPENED: https://billstatus.ls.state.ms.us/documents/msconst/msconst.htm — FAILED: "its automated-access file fetch failed: [SSL: CERTIFICATE_VERIFY_FAILED] certificate verify failed: unable to get local issuer certificate". This host serves the Mississippi Code and all bill text and is entirely TLS-unreachable to an automated reader. https://www.legislature.ms.gov/legislation/mississippi-code/ — FAILED with the identical TLS certificate verification error. The site root https://www.legislature.ms.gov/ DID load and confirms a "Mississippi Code — Find statutes in Mississippi Code" link, but the code behind it could not be reached. every entry resting on Miss. Code § 17-1-51 or § 71-1-35 is tagged SECONDARY ONLY for that reason.

COULD NOT VERIFY: Pay stubs — the ABSENCE of any Mississippi wage-statement statute is an unconfirmed negative; no such statute appeared in anything opened, and federal law requires none, but the code itself was unreadable. Time rounding and travel time — no Mississippi rule located; code not openable. Final paycheck — no Mississippi final-pay deadline (discharge or resignation) and no waiting-time penalty located; code not openable to confirm the absence. What to watch — status of 2026 bills SB2277 and HB108 unknown; billstatus.ls.state.ms.us TLS-unreachable. Whether any Mississippi municipality has attempted a scheduling ordinance — not searched exhaustively; § 17-1-51 addresses wage and vacation/sick days, not scheduling as such.

HOW this state's entry IS USED: to recognise that your stub or your pay does not match the rule, and then take it to counsel or to the US DOL Wage and Hour Division (1-866-487-9243). Nothing here is ever multiplied by anything, and nothing here computes what anyone is owed.

Missouri

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr effective 1 January 2026 RSMo 290.502.3 (revisor.mo.gov). NO ANNUAL INDEXING ANY MORE — the CPI-W adjustment in RSMo 290.502.2 was cut off at 31 December 2024 by A.L. 2025 H.B. 567, and no further step is scheduled after 2026, so $15.00 stays put until the legislature or a new initiative moves it. Tipped workers: employer must pay at least $7.50 cash plus enough to reach $15.00 (labor.mo.gov/dls/minimum-wage). Public employers covered from 28 August 2025 (RSMo 290.502.4). NO LOCAL OVERLAY — RSMo 290.528 preempts and nullifies city and county minimum-wage ordinances. TIME-SENSITIVE — re-check before use.

Overtime

Follows FLSA weekly 40 only — 1.5x the regular rate for hours over 40 in a workweek RSMo 290.505.1. No daily overtime, no double time, no seventh-consecutive-day rule. Employees exempt under federal law are exempt under Missouri law too. Narrow exception: amusement or recreation businesses meeting the federal criteria owe overtime only after 52 hours in a week RSMo 290.505.3.

Meal breaks

None required by state law Missouri Dept of Labor and Industrial Relations, Division of Labor Standards FAQ: "There are no state laws regarding breaks or lunch periods. These issues might be addressed by company policy, or could be covered by union contract." The federal rule still bites — a meal period is unpaid only where you are completely relieved of duty.

Rest breaks

None required by state law Missouri DOLIR breaks FAQ (same answer as meal periods). Under federal rule, any break of 20 minutes or less that IS given must be paid and counted as hours worked.

Pay stubs

DEDUCTIONS ONLY, AND ONLY MONTHLY — the employer must furnish "a statement showing the total amount of deductions for the period" at least once a month, either as part of the check, draft or voucher or separately RSMo 290.080. Missouri does NOT require hours worked, pay rate, gross pay, net pay, or a line-by-line breakdown of each deduction — only the TOTAL of deductions. So a Missouri stub can be lawful and still tell you nothing you need to check an overtime calculation. Payment frequency: all corporations and railroad operators must pay at least SEMIMONTHLY, within 16 days of the close of each payroll period; executive, administrative and professional employees and commission staff may be paid monthly at the employer's option RSMo 290.080. No electronic-delivery provision appears in the statute. Violation is a misdemeanour, $50–$500 per offence.

Time rounding and travel time

No separate Missouri rule — the state adopts the federal wage-hour regulations wholesale: in interpreting and enforcing the Missouri Minimum Wage Law the department "will follow the written regulations established by the United States Department of Labor pertaining to the Fair Labor Standards Act, which are incorporated by reference" (29 CFR Chapter V) 8 CSR 30-4.010. So 29 CFR 785 hours-worked and travel rules and 29 CFR 785.48 rounding govern in Missouri as written.

Predictive scheduling

No state fair-workweek or predictive-scheduling law. Missouri also forecloses the municipal route: no political subdivision may require an employer to provide "a minimum or living wage rate" or employment benefits exceeding state law, and the state law "shall preempt and nullify all political subdivision ordinances, rules, and regulations currently in effect or later enacted" on those subjects RSMo 290.528.

Final paycheck

DISCHARGE: unpaid wages earned at the contract rate "shall be and become due and payable on the day of the discharge" RSMo 290.110. WAITING-TIME PENALTY: if the worker requests payment in writing and the money or a valid check does not reach the named station or office within SEVEN days, wages CONTINUE at the same rate as a penalty from the date of discharge until paid, capped at 60 DAYS RSMo 290.110 (with a carve-out for commission staff whose accounts need an audit). RESIGNATION: NO state deadline at all — "There are no requirements under Missouri law that address when wages are due when an employee quits a job. If wages are not paid by the next regular pay period, then the wages can be collected by legal action" Missouri DOLIR FAQ (small claims under $5,000, otherwise circuit court).

State layoff notice (mini-WARN)

Federal WARN only — no Missouri state plant-closing or mass-layoff statute Missouri Office of Workforce Development: "If an employer plans to reduce its force or close a worksite, it must provide notice under the federal Worker Adjustment and Retraining Notification (WARN Act), 29 U.S.C §2101 et seq." (jobs.mo.gov/employer/warn).

Where to file for unemployment

Missouri Department of Labor and Industrial Relations, Division of Employment Security file online at https://uinteract.labor.mo.gov (labor.mo.gov/des). ADMINISTRATIVE ROUTE ONLY — eligibility, amount and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED (2026-08-21), CELL BY CELL: Minimum wage — https://revisor.mo.gov/main/OneSection.aspx?section=290.502 (full statutory text of subsections 1–4 and the revisor's history line: "L. 1990 H.B. 1881 § 2, A.L. 2006 Amended by Initiative, Proposition B, November 7, 2006, A.L. 2018 Amended by Initiative, Proposition B, November 6, 2018, A.L. 2024 Amended by Initiative, Proposition A, November 5, 2024, A.L. 2025 H.B. 567, et al."). Subsection 2 caps CPI indexing with the words "but ending December 31, 2024." Subsection 3 gives $13.75 from 1/1/2025 and "increased by $1.25 per hour, to $15.00 per hour, effective January 1, 2026." Cross-checked at the state agency: https://labor.mo.gov/dls/minimum-wage ("$15.00 per hour", tipped floor "$7.50 per hour, plus any amount necessary to bring the employee's total compensation to a minimum of $15.00 per hour"). Overtime — https://revisor.mo.gov/main/OneSection.aspx?section=290.505 Meal breaks and Rest breaks — https://labor.mo.gov/faqs/knowledge-base/are-breaks-or-lunch-periods-required Pay stubs and payday frequency — https://revisor.mo.gov/main/OneSection.aspx?section=290.080 Time rounding and travel time — 8 CSR 30-4.010 at the Missouri Secretary of State's rules publication: https://www.sos.mo.gov/cmsimages/adrules/csr/current/8csr/8c30-4.pdf Predictive scheduling and local preemption — https://revisor.mo.gov/main/OneSection.aspx?section=290.528 ; also opened https://revisor.mo.gov/main/OneSection.aspx?section=285.055 (shows "Repealed L. 2017 H.B. 1194 & 1193") and https://revisor.mo.gov/main/OneSection.aspx?section=67.1571 (text present, but the page records that it was held unconstitutional in Cooperative Home Care, Inc. v. City of St. Louis, 514 S.W.3d 571, on single-subject grounds). Final paycheck — https://revisor.mo.gov/main/OneSection.aspx?section=290.110 (discharge and the 7-day / 60-day penalty) and https://labor.mo.gov/faqs/knowledge-base/if-employee-quits-his-job-when-are-final-wages-due-him (resignation — no state

deadline). State layoff notice (mini-WARN) — https://jobs.mo.gov/employer/warn Where to file for unemployment — https://labor.mo.gov/des ; claimant portal https://uinteract.labor.mo.gov/benefits/home.do

COULD NOT VERIFY: Nothing material. All eleven columns were established at a Missouri primary source (revisor.mo.gov statutes, sos.mo.gov code of state regulations, or a Missouri DOLIR / Office of Workforce Development page). Minor: the ABSENCE of a Missouri predictive-scheduling statute is a negative established by the preemption provision and by not finding one, not by an express legislative statement.

HOW this state's entry IS USED: to recognise that your stub or your pay does not match the rule, and then take it to counsel or to the US DOL Wage and Hour Division (1-866-487-9243). Nothing here is ever multiplied by anything, and nothing here computes what anyone is owed.

Montana

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$10.85/hr effective 1 January 2026 Montana Dept of Labor & Industry 2026 Minimum Wage poster (erd.dli.mt.gov), statutory basis MCA 39-3-409. INDEXES ANNUALLY — the department must adjust the rate no later than 30 September each year by the August-to-August change in the CPI, rounded to the nearest 5 cents, effective the following 1 January (MCA 39-3-409(2)), so a new figure is due for 1 January 2027. "NO TIP CREDIT, TRAINING WAGE OR MEAL CREDIT IS ALLOWED IN THE STATE OF MONTANA" — tipped workers get the full $10.85 in cash wages. A business NOT covered by the FLSA with gross annual sales of $110,000 or less may pay $4.00/hr (MCA 39-3-409(3)); if you are FLSA-covered, the higher federal $7.25 applies instead. No local overlay identified. TIME-SENSITIVE — re-check before use.

Overtime

1.5x the regular rate over 40 hours in a workweek and nothing more MCA 39-3-405(1) — "An employer may not employ any employee for a workweek longer than 40 hours unless the employee receives compensation..." No daily overtime, no double time, no seventh-consecutive-day rule. Narrow exception: seasonal student employees of an amusement or recreational area, 48-hour threshold MCA 39-3-405(2). Confirmed on the DLI 2026 minimum wage poster.

Meal breaks

None required by state law Montana DLI Hours Worked page citing ARM 24.16.1006: "There is not a federal or Montana state law that requires an employer furnish a meal break; however, if provided the following criteria would need to be met for it to be a bona fide period in which the time is not work time: completely relieved of duty, and at least 30 minutes in duration." So an unpaid Montana lunch is only lawfully unpaid if it is at least 30 minutes AND you are fully off duty.

Rest breaks

None required by state law — BUT any rest break that IS given must be PAID Montana DLI Hours Worked page citing ARM 24.16.1006: "There is not a federal or Montana state law that requires an employer furnish a rest break (coffee break); however, if provided the time spent on the break is work time."

Pay stubs

DEDUCTIONS ONLY, BUT EVERY PAYDAY — "All employers in this state when making payment to employees for salaries or wages shall, upon making such payment, give to the employee an itemized statement" showing money deducted for state and federal income taxes, social security "or any other deductions together with the amount of each deduction"; where no deductions were made the statement must say the payment includes none MCA 39-3-101(1)–(2). Confirmed by DLI: employers "must furnish itemized pay statements to each employee at the time of payment of wages showing all deductions for the pay period." WHAT MONTANA DOES NOT REQUIRE: hours worked, pay rate, gross or net pay. Each DEDUCTION must be itemised with its amount, so an unexplained or unlisted deduction is a visible violation — but you cannot check an overtime calculation from a Montana stub alone. No electronic-delivery provision appears in the statute. If no pay period is set, it is presumed semimonthly MCA 39-3-204 (per US DOL WHD payday table).

Time rounding and travel time

TRAVEL TIME: Montana applies the federal hours-worked framework — the DLI Hours Worked page points to ARM 24.16.1010 for travel-time general rules and examples, and DLI publishes 29 CFR Part 785 as its own reference document (erd.dli.mt.gov/_docs/labor-standards/Part-785_Eff-10-2023.pdf). 29 CFR 785.48 governs absent a state rule.

Predictive scheduling

No state fair-workweek or predictive-scheduling law located in MCA Title 39 (searched mca.legmt.gov and the DLI labour standards pages). No Montana municipality identified with one. Treated as a negative established by search, not by an express statement.

Final paycheck

DISCHARGE OR LAYOFF: all unpaid wages are "due and payable immediately upon separation unless the employer has a written personnel policy governing the employment that extends the time for payment of final wages to the employee's next regular payday for the pay period or to within 15 days from the separation, whichever occurs first" MCA 39-3-205(1); DLI reads "immediately" as within four hours or the end of the business day, whichever is first. QUIT: next regular payday for the pay period in which you separated, or 15 days from separation, WHICHEVER OCCURS FIRST MCA 39-3-205(2). PENALTY: "A penalty must also be assessed against and paid by the employer to the employee in an amount not to exceed 110% of the wages due and unpaid", and non-compliance is a misdemeanour MCA 39-3-206(1). An employer may NOT hold your final check over unreturned keys or a uniform (DLI Wage and Hour FAQ). Limited exception where the employer alleges theft and files a report with law enforcement within 7 business days MCA 39-3-205.

State layoff notice (mini-WARN)

No Montana state plant-closing or mass-layoff statute located — federal WARN only (29 U.S.C. 2101 et seq.) Montana DLI Workforce Services Division WARN Notice page, which describes only the federal Act ("requiring employers to provide notice 60 days in advance of covered plant closings and covered mass layoffs") and receives the notices as the state dislocated-worker unit. Treated as a negative established from the state agency page rather than an express statutory statement.

Where to file for unemployment

Montana Department of Labor & Industry, Unemployment Insurance Division file online at https://uiclaimant.mt.gov (division site uid.dli.mt.gov; Claims Processing Center 406-444-2545). ADMINISTRATIVE ROUTE ONLY — eligibility, amount and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED (2026-08-21), CELL BY CELL: Minimum wage — Montana DLI 2026 Minimum Wage poster: https://erd.dli.mt.gov/_docs/labor-standards/2026-MINIMUM-WAGE-POSTER.pdf ("MONTANA'S MINIMUM WAGE (Effective 1/1/2026) $10.85"; "NO TIP CREDIT, TRAINING WAGE OR MEAL CREDIT IS ALLOWED IN THE STATE OF MONTANA"; "A business not covered by the Fair Labor Standards Act whose gross annual sales are $110,000 or less may pay $4.00 per hour"). Statute: https://mca.legmt.gov/bills/mca/title_0390/chapter_0030/part_0040/section_0090/0390-0030-0040-0090.html (MCA 39-3-409 — greater of the FLSA rate or the adjusted state rate; CPI adjustment by 30 September each year, rounded to nearest 5 cents, effective 1 January following). Agency page cross-check: https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage ("Current Minimum Wage: $10.85"). NOTE: the original leg.mt.gov MCA URL 302-redirects to mca.legmt.gov; the redirect target was fetched. Overtime —

https://mca.legmt.gov/bills/mca/title_0390/chapter_0030/part_0040/section_0050/0390-0030-0040-0050.html (MCA 39-3-405) plus the 2026 poster. Meal breaks and Rest breaks — https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/hours-worked (quotes ARM 24.16.1006 for both) and https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/wage-and-hour-faq ("There is no state or federal law that requires an employer to give a break (rest periods or coffee breaks) or a meal period"). Pay stubs — https://mca.legmt.gov/bills/mca/title_0390/chapter_0030/part_0010/section_0010/0390-0030-0010-0010.html (MCA 39-3-101(1)–(2)) and the DLI Wage and Hour FAQ. Payday default from US DOL WHD state payday table: https://www.dol.gov/agencies/whd/state/payday ("If there is not an established time period or time when wages are due and payable, the pay period is presumed to be semimonthly in length"). Time rounding and travel time — https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/hours-worked (points to ARM 24.16.1010 for travel time; DLI also hosts 29 CFR Part 785 at https://erd.dli.mt.gov/_docs/labor-standards/Part-785_Eff-10-2023.pdf). Final paycheck — https://mca.legmt.gov/bills/mca/title_0390/chapter_0030/part_0020/section_0050/0390-0030-0020-0050.html (MCA 39-3-205) and https://mca.legmt.gov/bills/mca/title_0390/chapter_0030/part_0020/section_0060/0390-0030-0020-0060.html (MCA 39-3-206, 110% penalty), plus the DLI Wage and Hour FAQ for the four-hour reading and the no-withholding-for-property answer. State layoff notice (mini-WARN) — https://wsd.dli.mt.gov/wioa/related-links/warn-notice-page Where to file for unemployment — https://uid.dli.mt.gov/ ; claimant portal https://uiclaimant.mt.gov

FAILED FETCHES: ARM text for both rules could therefore not be opened directly; their content is reported here only as the Montana DLI agency pages quote and cite them, which is a state labour agency source but not the rule text itself. https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/ — loaded but contained no substantive rules.

COULD NOT VERIFY: Time rounding and travel time — the rounding half. Predictive scheduling — an unconfirmed negative; no Montana statute found by search of MCA Title 39 and the DLI pages, but no source expressly states that none exists. State layoff notice (mini-WARN) — an unconfirmed negative in the same sense: the DLI WARN page describes only the federal Act and no Montana plant-closing statute was located, but no source expressly disclaims one. Local minimum-wage preemption — no Montana preemption statute was located either way; whether a Montana municipality could set its own rate is NOT VERIFIED.

HOW this state's entry IS USED: to recognise that your stub or your pay does not match the rule, and then take it to counsel or to the US DOL Wage and Hour Division (1-866-487-9243). Nothing here is ever multiplied by anything, and nothing here computes what anyone is owed.

Nebraska

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.00/hr from 1 January 2026 through 31 December 2026 Neb. Rev. Stat. § 48-1203(1)(e); Nebraska Dept of Labor wage poster ("As of January 1, 2026 the Nebraska minimum wage is $15.00 per hour"). Applies only to employers of FOUR OR MORE employees at any one time, excluding seasonal work of 20 weeks or less (§ 48-1202(2)); below that threshold the federal $7.25 floor is what reaches you. INDEXING CHANGED: from 1 January 2027 the rate rises by a FLAT ONE AND THREE-QUARTERS PERCENT a year — not by CPI — with NDOL publishing the new figure by 15 October each year § 48-1203(2) as amended by Laws 2026, LB 258. SUB-WAGES ADDED: $13.50 for ages 14–15 (NDOL poster: effective 17 July 2026) and a 90-day $13.50 training wage for ages 16–19 through 31 December 2026. Tipped: $2.13 cash plus gratuities must reach the applicable rate. No local overlay identified. TIME-SENSITIVE — re-check before use.

Overtime

No state overtime law at all — FLSA weekly 40 only (29 U.S.C. 207) the Nebraska Wage and Hour Act, Neb. Rev. Stat. §§ 48-1201 to 48-1209, contains no overtime provision, and the NDOL wage poster refers overtime questions to the US Department of Labor at 1-866-487-2365. No daily overtime, no double time, no seventh-consecutive-day rule. Practical consequence: a Nebraska overtime claim is a FEDERAL claim, filed with the DOL Wage and Hour Division or in court, not with the state.

Meal breaks

30 consecutive minutes for lunch in each 8-hour shift, and the employer may not require you to stay in the building — BUT ONLY IN ASSEMBLING PLANTS, WORKSHOPS AND MECHANICAL ESTABLISHMENTS Neb. Rev. Stat. § 48-212. DOES NOT APPLY to employment covered by "a valid collective-bargaining agreement or other written agreement between an employer and employee" — so a written agreement can contract out of it. Every other Nebraska workplace: no state meal-break right, and federal law requires none.

Rest breaks

None required by state law no rest-period provision appears in Neb. Rev. Stat. ch. 48, art. 12, and Nebraska is not listed in the US DOL WHD state rest-period table ("States not listed do not require paid rest periods"). Under federal rule any break of 20 minutes or less that IS given must be paid.

Pay stubs

A REAL REQUIRED LIST, EVERY PAYDAY — the strongest stub law of these four states. On each regular payday the employer must deliver or make available a wage statement showing at minimum: (1) the IDENTITY OF THE EMPLOYER, (2) the HOURS for which you were paid, (3) the WAGES EARNED, and (4) the DEDUCTIONS made Neb. Rev. Stat. § 48-1230(2); NDOL wage poster. HOURS may be omitted only for employees exempt from FLSA overtime, and not even then if the employer has a practice of paying them overtime, bonuses or other hour-based payments. ELECTRONIC DELIVERY IS EXPRESSLY PERMITTED — the statement may be sent "by mail or electronically, or shall provide at the employee's normal place of employment during employment hours for all shifts." Payday itself is designated by the employer (US DOL WHD state payday table). IF YOUR STUB HAS NO HOURS ON IT and you are not exempt, that is a facial mismatch with § 48-1230(2).

Time rounding and travel time

NOT VERIFIED — no Nebraska statute or regulation on time rounding or on compensable travel time was located in the Wage and Hour Act (§§ 48-1201 et seq.) or the Wage Payment and Collection Act (§§ 48-1228 et seq.), and the NDOL Labor Standards FAQ at www.dol.nebraska.gov/LaborStandards/FAQ/General was blocked to an automated reader (could not be opened directly). Federal 29 CFR 785.48 rounding and the Portal-to-Portal Act govern absent a state rule.

Predictive scheduling

No state fair-workweek or predictive-scheduling law located in Neb. Rev. Stat. ch. 48, and no Nebraska municipality identified with one. Treated as a negative established by search, not by an express statement. (Nebraska does now have a separate paid sick time requirement effective 1 October 2025 — see What to watch; that is leave, not scheduling.)

Final paycheck

SAME DEADLINE BOTH WAYS — on discharge and on resignation alike, unpaid wages "shall become due on the next regular payday or within two weeks of the date of termination, whichever is sooner" Neb. Rev. Stat. § 48-1230(1); NDOL wage poster ("Final wages are due two weeks after employment is terminated or on the next regularly scheduled payday, whichever is sooner"). NO automatic waiting-time penalty. What exists instead: wages still unpaid 30 days after the regular payday can be sued for, and on a judgment the employee recovers the full amount plus all costs of suit "including reasonable attorney's fees" § 48-1231(1) (fees are lost if the employee fails to beat an employer tender made within 30 days of the regular payday); and where the nonpayment "is found to be willful, an amount equal to two times the amount of unpaid wages shall be recovered from the employer" § 48-1232. Employees of political subdivisions run on a separate governing-body-meeting clock § 48-1230.

State layoff notice (mini-WARN)

Federal WARN only (29 U.S.C. 2101 et seq.) — no Nebraska state plant-closing or mass-layoff statute located Nebraska Dept of Labor Layoffs and Downsizing / WARN page, which describes the federal Act as "requiring employers to provide notice 60 days in advance of covered plant closings and covered mass layoffs" to affected workers or their representatives, the Nebraska Department of Labor, and the appropriate local government unit, and refers readers to the US DOL.

Where to file for unemployment

Nebraska Department of Labor (NDOL) file online at https://NEworks.nebraska.gov (agency site dol.nebraska.gov). ADMINISTRATIVE ROUTE ONLY — eligibility, amount and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED (2026-08-21), CELL BY CELL: Minimum wage — https://nebraskalegislature.gov/laws/statutes.php?statute=48-1203 (rate ladder through "Fifteen dollars per hour on and after January 1, 2026, through December 31, 2026"; subsection (2): "The minimum wage established in subdivision (1)(e) of this section shall be increased on January 1, 2027, and on January 1 of successive years, by one and three-quarters percent"; Source line ending "Laws 2026, LB258, § 1. Effective Date: July 18, 2026"). Slip law: https://nebraskalegislature.gov/FloorDocs/109/PDF/Slip/LB258.pdf ("Approved by the Governor February 9, 2026"; youth wage "thirteen dollars and fifty cents per hour to an employee who: (i) Is at least fourteen years of age but younger than sixteen years of age"; training wage "thirteen dollars and fifty cents per hour through December 31, 2026" for ages 16–19 in the first 90 days). Coverage threshold: https://nebraskalegislature.gov/laws/statutes.php?statute=48-1202 ("employing four or more employees at any one time except for seasonal employment of not more than twenty weeks in any calendar year"). Agency confirmation: https://dol.nebraska.gov/webdocs/Resources/Items/Wages.pdf and

https://dol.nebraska.gov/laborstandards. Overtime — established by the absence of any overtime provision in §§ 48-1201 to 48-1209 (chapter browsed at nebraskalegislature.gov) plus the NDOL wage poster, which directs overtime questions to the US DOL at 1-866-487-2365. Meal breaks — https://nebraskalegislature.gov/laws/statutes.php?statute=48-212 ; cross-checked against US DOL WHD state meal-period table https://www.dol.gov/agencies/whd/state/meal-breaks ("½ hour, off premises, for lunch in each 8-hour shift", assembling plants/workshops/mechanical establishments, CBA or written-agreement exception). Rest breaks — US DOL WHD state rest-period table: https://www.dol.gov/agencies/whd/state/rest-periods (Nebraska not listed). Pay stubs — https://nebraskalegislature.gov/laws/statutes.php?statute=48-1230 (the four required items, the FLSA-exempt carve-out for hours, and delivery "by mail or electronically, or shall provide at the employee's normal place of employment during employment hours for all shifts") and the NDOL wage poster, which lists the same four items. Payday designation from US DOL WHD state payday table: https://www.dol.gov/agencies/whd/state/payday ("Payday designated by the employer"). Final paycheck — https://nebraskalegislature.gov/laws/statutes.php?statute=48-1230 ("the next regular payday or within two weeks of the date of termination, whichever is sooner"), https://nebraskalegislature.gov/laws/statutes.php?statute=48-1231 (costs and reasonable attorney's fees; 30-day tender rule) and https://nebraskalegislature.gov/laws/statutes.php?statute=48-1232 ("if the nonpayment of wages is found to be willful, an amount equal to two times the amount of unpaid wages shall be recovered from the employer"), plus the NDOL wage poster. State layoff notice (mini-WARN) — https://dol.nebraska.gov/ReemploymentServices/LayoffServices/LayoffsAndDownsizingWARN Where to file for unemployment — https://dol.nebraska.gov/UIBenefits ; claim portal https://NEworks.nebraska.gov

FAILED FETCHES: https://www.dol.nebraska.gov/LaborStandards/FAQ/General — blocked twice: "its automated-access file fetch failed" (name resolution / parse failure). The NDOL Labor Standards general FAQ could not be opened; the NDOL wage poster PDF was used instead and carries the same substance for stub, final pay and overtime referral.

COULD NOT VERIFY: Time rounding and travel time — no Nebraska rounding or travel-time rule located and the NDOL FAQ was unreachable. Predictive scheduling — an unconfirmed negative; no Nebraska statute found, but no source expressly states that none exists. Local minimum-wage preemption — no Nebraska preemption statute was located either way; whether a Nebraska municipality may set its own rate is NOT VERIFIED. Nothing was inferred from neighbouring states. Effective-date discrepancy for the LB 258 youth wage (statute page 18 July 2026 vs NDOL poster 17 July 2026) — unresolved.

HOW this state's entry IS USED: to recognise that your stub or your pay does not match the rule, and then take it to counsel or to the US DOL Wage and Hour Division (1-866-487-9243). Nothing here is ever multiplied by anything, and nothing here computes what anyone is owed.

Nevada

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$12.00/hr for ALL employees — no lower tier for employers offering health benefits Nev. Const. art. 15 §16 as amended by 2022 Ballot Question 2 (uniform $12 from 7/1/2024); NRS 608.250; NV Labor Commissioner 2026 Minimum Wage Bulletin (eff. 7/1/2026). NO annual CPI indexing — Question 2 removed it. No scheduled step; rises only if the federal floor passes $12 or the Legislature acts. No local overlay located (not exhaustively searched). TIME-SENSITIVE — re-check.

Overtime

DAILY overtime, but only for lower-paid workers: if your regular rate is LESS THAN 1.5x the state minimum (i.e. under $18.00/hr while the minimum is $12.00), you get 1.5x for hours over 8 in any 24-hour period — unless by mutual agreement you work a scheduled 10 hrs/day for 4 days in the week. If you earn $18.00/hr or MORE, no daily overtime; weekly only. Everyone covered: 1.5x over 40 hrs in a scheduled week NRS 608.018(1),(2). Exemptions at NRS 608.018(3) (executive/administrative/professional, CBA, outside buyers, taxi/limo, agriculture, motor carrier, businesses under $250,000 gross sales, others).

Meal breaks

YES — 30-minute meal period: an employer may not work you a continuous period of 8 hours without permitting a meal period of at least one-half hour NRS 608.019(1). Not required where only one employee is at the workplace, or under a CBA NRS 608.019(3).

Rest breaks

YES and PAID — 10 minutes of rest for each 4 hours worked or major fraction thereof, in the middle of the period where practicable; counted as hours worked. Not required if total daily work time is under 3.5 hours NRS 608.019(2). Same one-employee/CBA exemptions NRS 608.019(3).

Pay stubs

THIN. At the time wages are paid the employer must furnish an ITEMIZED LIST OF DEDUCTIONS NRS 608.110(1). No state requirement that the stub show hours worked, rate of pay, gross or net. Separately, on WRITTEN REQUEST the employer must give you your own wage records within 10 days, covering salary, piece rate or any other wage rate NAC 608.140 — that request is how a Nevada worker gets the hours and rate the stub need not show. Electronic delivery not addressed by statute or rule.

Time rounding and travel time

No state rounding rule located — federal 29 CFR 785.48 governs. Nevada does require the employer to pay for ALL time worked at its direction NAC 608.115(1). Travel between worksites during the workday, and transporting coworkers at the employer's direction, is paid time; ordinary home-to-work commuting is not NAC 608.130.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

DISCHARGED or laid off: wages become due and payable IMMEDIATELY NRS 608.020. QUIT/RESIGNED: the earlier of the next regular payday or 7 days after quitting NRS 608.030. WAITING-TIME PENALTY: if the employer misses the deadline, your wages continue at the same rate from the day you left until paid, or for 30 days, whichever is less NRS 608.040.

State layoff notice (mini-WARN)

No Nevada plant-closing or mass-layoff notice statute located — federal WARN (29 U.S.C. 2101 et seq., 60 days) governs. DETR's own WARN page cites only the federal Act and directs employers to US DOL; it names no NRS section.

Where to file for unemployment

Nevada Dept. of Employment, Training and Rehabilitation (DETR), Employment Security Division — file at https://ui.nv.gov/ , which redirects to the claimant portal https://nui.nv.gov/ . Administrative route only.

Sources for this entry · as of 2026-08-21

URLs opened 2026-08-21, cell by cell.

Minimum wage: https://labor.nv.gov/uploadedFiles/labornvgov/content/Employer/26.06.29%20-%202026%20Minimum%20Wage%20Bulletin.pdf — NV Labor Commissioner 2026 bulletin: $12.00 effective 7/1/2026, authority Nev. Const. art. 15 §16(a) and AB 456 (2019), and states in terms that Ballot Question 2 (Nov. 2022) eliminated the two-tier minimum wage as of 7/1/2024 for ALL employees regardless of health benefits. Also https://www.leg.state.nv.us/App/InterimCommittee/REL/Document/27875 — the Legislature's official Question 2 document: uniform $12/hr from 7/1/2024, removed the health-benefit tier, and REMOVED the cost-of-living adjustment mechanism (previously CPI-based, capped at 3%).

Overtime, Meal breaks, Rest breaks, Pay stubs, Final paycheck: https://www.leg.state.nv.us/nrs/nrs-608.html — NRS 608.018 (overtime, including the 'less than 1 1/2 times the minimum rate' condition and the 4x10 exception), 608.019 (meal and rest), 608.020 (discharge), 608.030 (resignation), 608.040 (continuation penalty, 30-day cap), 608.110 (itemized list of deductions at time of payment), 608.250 (minimum wage).

Time rounding and travel time and the wage-records request: https://www.leg.state.nv.us/nac/nac-608.html — NAC 608.115 (payment for time worked), NAC 608.130 (payment for travel and training), NAC 608.140 (provision of records of wages to employee within 10 days on request), NAC 608.145 (periods for rest and meals). No rounding provision exists in NAC 608.

State layoff notice (mini-WARN): https://detr.nv.gov/Page/WARN — agency page references only the federal WARN Act.

Where to file for unemployment: https://ui.nv.gov/ (302 to https://nui.nv.gov/).

COULD NOT VERIFY: 1. The text of Nev. Const. art. 15 §16 itself — https://www.leg.state.nv.us/Const/NvConst.html returned only Articles 1-4 to an automated reader. The constitutional rate and the removal of indexing are taken from the Labor Commissioner's 2026 bulletin and the Legislature's Question 2 document, both official, rather than read in the constitution directly. 2. Predictive scheduling — no Nevada statute located; Nevada municipal codes were NOT searched. 3. Local minimum wage ordinances — none located; not exhaustively searched. 4. Whether any NRS chapter outside 608 and 613 contains a plant-closing notice duty — DETR's page is the basis for the State layoff notice (mini-WARN) answer, not a section-by-section NRS search.

New Hampshire

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr — New Hampshire sets NO independent rate; RSA 279:21 forbids employing anyone 'at an hourly rate lower than that set forth in the federal minimum wage law, as amended,' so the state rate IS the federal rate and moves only when Congress moves it. Tipped employees (restaurants/hotels, over $30/month in tips): federal direct cash wage with a state floor of $3.27/hr RSA 279:21. No state indexing, no scheduled step. No local overlay located.

Overtime

Follows FLSA weekly 40 only — time and one-half for all time worked in excess of 40 hours in any one week RSA 279:21, VIII. NO daily overtime, no seventh-day rule. The state provision excepts seasonal establishments operating fewer than 7 months a year and employers already covered by the federal FLSA (the FLSA still applies to them).

Meal breaks

YES — an employer may not require you to work more than 5 CONSECUTIVE hours without granting a 1/2-hour lunch or eating period, EXCEPT where it is feasible for you to eat during the performance of your work and the employer permits you to do so RSA 275:30-a. The statute does not say paid or unpaid; under the federal rule a meal period is unpaid only if you are completely relieved of duty.

Rest breaks

None required by state law — no rest-break provision located in RSA 275 or RSA 279. Federal rule still applies: a break of 20 minutes or less that the employer does give must be PAID.

Pay stubs

THIN — New Hampshire requires only a STATEMENT OF DEDUCTIONS with each pay period in which deductions are made RSA 275:49, III; and a written statement of the deductions the employer is allowed to take Lab 803.03(e) (implementing RSA 275:48, IV). There is NO state requirement that the stub show hours worked, rate of pay, gross wages or net wages. What you ARE owed in writing: at hiring and before any change, your rate of pay (and whether daily/weekly/biweekly/semi-monthly/yearly/commission), the day and place of payment, and the specific methods used to determine wages due RSA 275:49, I; Lab 803.03(a),(c) — plus a written or posted description of vacation, holiday, sick, bonus, severance, personal-day, expense and other fringe-benefit policies Lab 803.03(b), and those benefits already earned or accrued cannot be wiped out by a later change Lab 803.03(d). Employer must keep wage and hour records 3 years RSA 275:49. Electronic delivery not addressed.

Time rounding and travel time

No independent NH rule — the NH Department of Labor's own rule Lab 803.04 ADOPTS BY REFERENCE 29 CFR Part 785 (hours worked: travel, waiting, on-call, training) and US DOL Wage and Hour Publication 1312. So the federal hours-worked and 29 CFR 785.48 rounding treatment is New Hampshire's rule, applied by a state rule rather than only by federal preemption.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

FIRED/DISCHARGED: full wages within 72 HOURS RSA 275:44, I. LAID OFF or suspended (including a labor dispute): not later than the next regular payday RSA 275:44, II. QUIT: next regular payday — BUT within 72 hours if you gave at least one pay period's notice RSA 275:44, III. PENALTY: a willful failure without good cause = liquidated damages of 10% of the unpaid wages for EACH BUSINESS DAY the failure continues, or an amount equal to the unpaid wages, whichever is SMALLER RSA 275:44, IV (obligation ends on employer bankruptcy).

State layoff notice (mini-WARN)

YES — New Hampshire Worker Adjustment and Retraining Notification Act, RSA ch. 275-F. 60 days' written notice before the order takes effect, to affected employees and their representatives, the Commissioner of Labor, the NH Attorney General, and the chief elected official of each affected municipality, and the notice must contain the elements required by federal WARN, 29 U.S.C. 2101 RSA 275-F:3. Employer = 100+ NH employees excluding part-time, OR 100+ employees who in the aggregate work at least 3,000 hrs/week excluding overtime. Plant closing = 50+ employment losses at a single NH site in any 30-day period. Mass layoff = 250+ employees, OR 25+ if they are 33% of the full-time employees RSA 275-F:2. Exceptions at 275-F:4; liability at 275-F:8; civil penalty at 275-F:9. NO severance mandate.

Where to file for unemployment

New Hampshire Employment Security (NHES) — file online through the Unemployment System dashboard at https://www.nhes.nh.gov/ ; assistance line 603-271-7700. NHES states filing is FREE — third-party sites that charge are not the agency. Administrative route only.

Sources for this entry · as of 2026-08-21

URLs opened 2026-08-21, cell by cell. (Note: gencourt.state.nh.us 302-redirects to gc.nh.gov; the gc.nh.gov URLs below are what actually served.)

Minimum wage and Overtime: https://gc.nh.gov/rsa/html/XXIII/279/279-21.htm — RSA 279:21, including the federal-rate incorporation, the $3.27 tipped floor, and the time-and-one-half over 40 provision with the seasonal/FLSA exceptions.

Meal breaks: https://gc.nh.gov/rsa/html/XXIII/275/275-30-a.htm — RSA 275:30-a, 1/2 hour after 5 consecutive hours with the eat-while-working exception.

Pay stubs: https://gc.nh.gov/rsa/html/XXIII/275/275-49.htm — RSA 275:49 (notice at hiring of rate, payday and place; notice before change; posted fringe-benefit description; statement of deductions each pay period; 3-year records). And https://gc.nh.gov/rules/state_agencies/lab800.html — Lab 803.03(a)-(e), read in full: NO paragraph requires an itemized wage statement showing hours, rate, gross or net.

Time rounding and travel time: https://gc.nh.gov/rules/state_agencies/lab800.html — Lab 803.04 adopts 29 CFR Part 785 and WH Publication 1312 by reference.

Final paycheck: https://gc.nh.gov/rsa/html/XXIII/275/275-44.htm — RSA 275:44, I-IV including the 10%-per-business-day liquidated damages capped at the unpaid wages.

State layoff notice (mini-WARN): https://gc.nh.gov/rsa/html/NHTOC/NHTOC-XXIII-275-F.htm (chapter contents, 275-F:1 through :12); https://gc.nh.gov/rsa/html/XXIII/275-F/275-F-3.htm (60-day notice, recipients, federal WARN elements); https://gc.nh.gov/rsa/html/XXIII/275-F/275-F-2.htm (100-employee / 3,000-hour employer definition; 50+ plant closing; 250 or 25-at-33% mass layoff).

Where to file for unemployment: https://www.nhes.nh.gov/ .

COULD NOT VERIFY: 1. NH DOL guidance pages — https://www.dol.nh.gov/faq/wages-hours and the labor-law FAQ PDF at dol.nh.gov both returned 403. Any agency gloss on stub content, rest breaks or rounding was therefore NOT read; the cells above rest on RSA and Lab rule text only. 2. Rest breaks 'none' is a negative finding from RSA 275 and RSA 279 — no affirmative agency statement was obtained. 3. Predictive scheduling — no NH statute located; NH municipal codes were NOT searched. 4. The exact name/URL of the NHES claim-filing portal — the NHES home page describes filing through its Unemployment System dashboard and gives the hotline, but did not surface a distinct portal URL to an automated reader.

New Jersey

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$15.92/hr for most employees, effective 1/1/2026. Small employers (fewer than 6) and seasonal: $15.23. Agricultural: $14.20. Long-term-care facility direct care staff: $18.92. Tipped minimum CASH wage: $6.05 NJDOL announcement 10/1/2025, citing N.J. Const. art. I, ¶23 and N.J.A.C. 12:56-3.1(c). INDEXED ANNUALLY to the CPI; small/seasonal catch up to the main rate in 2028 and agricultural in 2030, after which they index too. TIME-SENSITIVE — re-check each January. Local overlay: none located; NJ cities not enumerated.

Overtime

Follows FLSA weekly 40 only — time and one-half after 40 hours of ACTUAL WORK in a seven-day workweek N.J.S.A. 34:11-56a4; NJDOL Wage & Hour worker FAQ. NO daily overtime, no seventh-consecutive-day rule. Watch this: holiday, vacation and sick pay do NOT count toward the 40 — 32 worked hours plus 8 holiday hours is not overtime, and a stub showing otherwise is not a violation.

Meal breaks

NONE required by state law for anyone 18 or over — NJDOL states plainly that company policy, not law, dictates break and lunch periods for adults NJDOL Wage & Hour worker FAQ. Minors under 18: 30-minute meal period after 5 consecutive hours of work N.J.S.A. 34:2-21.6 (SECONDARY ONLY — statute not opened; the rule is stated on NJDOL's own FAQ page).

Rest breaks

None required by state law for adults NJDOL Wage & Hour worker FAQ. Federal rule still applies: any break of 20 minutes or less the employer does give must be PAID.

Pay stubs

REAL LIST, but it turns on employer size. Every employer must furnish a statement of deductions each pay period. Every employer with 10 OR MORE EMPLOYEES (public employers included) must also include on that statement: (1) your GROSS WAGES; (2) your NET WAGES; (3) your RATE OF PAY; and (4) if relevant to the wage calculation, the NUMBER OF HOURS WORKED during the pay period N.J.S.A. 34:11-4.6(c) as amended by P.L.2019, c.399 (approved 1/21/2020, effective 120 days later). Under 10 employees: deductions statement only — no duty to show rate or hours. ELECTRONIC DELIVERY IS PERMITTED, but the employer must give you PAPER if you request it same subsection. Employer must also notify you at hiring of your rate and regular payday, and before any change N.J.S.A. 34:11-4.6.

Time rounding and travel time

NOT VERIFIED — N.J.A.C. 12:56-5 (hours of work) could not be opened; the NJ Administrative Code host returned 403/robots block to an automated reader, and NJDOL's worker FAQ is silent on rounding, travel, on-call, waiting and training time. Absent a New Jersey rule read at source, federal 29 CFR 785 (hours worked), 29 CFR 785.48 (rounding) and the Portal-to-Portal Act govern. Do not assume New Jersey adds to or rejects the federal rounding rule — this entry is a gap, not a finding.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

SAME DEADLINE whether you were FIRED or QUIT: all wages due no later than the REGULAR PAYDAY for the pay period in which the termination, suspension or cessation of employment occurred N.J.S.A. 34:11-4.3 (NJDOL); NJDOL FAQ confirms the employer may wait for that payday either way. A labor-dispute suspension gets 10 additional days. NO separate waiting-time penalty — but the 2019 Wage Theft Act allows LIQUIDATED DAMAGES of up to 200% of the wages owed on top of the wages, with a SIX-YEAR lookback, and creates stop-work orders, joint liability with labor contractors and a felony for a pattern of nonpayment P.L.2019, c.212 (C.34:11-4.10, C.34:11-56a24, C.34:11-56a25, C.34:11-57 to -58.6).

State layoff notice (mini-WARN)

YES — and materially HARSHER than federal WARN. Millville Dallas Airmotive Plant Job Loss Notification Act, N.J.S.A. 34:21-1 et seq. Employers with 100 or more employees §34:21-2(a). Trigger: a mass layoff, or a transfer or termination of operations, resulting in termination of 50 OR MORE employees in any continuous 30-day period — NO percentage test, the head count alone does it §34:21-1. NOTICE: 90 DAYS (or longer where federal WARN requires more), not 60 §34:21-2(a). MANDATORY SEVERANCE — the unusual part: ONE WEEK OF PAY FOR EACH FULL YEAR OF EMPLOYMENT, owed REGARDLESS of whether the employer gave proper notice, calculated at the higher of your average regular rate over the last three years or your final regular rate; plus FOUR ADDITIONAL WEEKS if the notice fell short. The Act deems that severance 'compensation due... for back pay and losses', EARNED IN FULL upon termination — so it is wages, not a settlement offered in exchange for a release §34:21-2(b). Notice contents §34:21-3; private right of action §34:21-6.

Where to file for unemployment

New Jersey Department of Labor and Workforce Development, Division of Unemployment Insurance — file and certify at https://myunemployment.nj.gov/ . Administrative route only.

Sources for this entry · as of 2026-08-21

URLs opened 2026-08-21, cell by cell.

Minimum wage: https://www.nj.gov/labor/lwdhome/press/2025/20251001_Minimum_Wage.shtml — NJDOL announcement of the 1/1/2026 rates ($15.92 / $15.23 small-seasonal / $14.20 agricultural / $18.92 LTC direct care / $6.05 tipped cash), citing N.J. Const. art. I, ¶23 and N.J.A.C. 12:56-3.1(c) and the CPI mechanism.

Overtime, Meal breaks, Rest breaks, Final paycheck (timing): https://www.nj.gov/labor/wageandhour/support/faqs/wageandhourworkerfaqs.shtml — NJDOL Wage & Hour worker FAQ: 1.5x after 40 hours of actual work; breaks for adults set by company policy, 30-min meal for under-18s after 5 consecutive hours; final pay may wait for the next regular payday whether the worker quit or was fired.

Pay stubs: https://pub.njleg.gov/bills/2018/PL19/399_.PDF — P.L.2019, c.399, the session law amending N.J.S.A. 34:11-4.6: gross wages, net wages, rate of pay and (if relevant) hours worked, for every employer with 10 or more employees including public employers; electronic delivery permitted unless the employee requests paper; effective 120 days after the 1/21/2020 approval. Corroborated for the base text at https://www.nj.gov/labor/forms_pdfs/lsse/MW-71.pdf (NJDOL, Selected New Jersey State Labor Laws and Regulations) which reproduces the pre-amendment 'statement of deductions'

duty and N.J.S.A. 34:11-4.3.

Final paycheck (remedies): https://pub.njleg.gov/bills/2018/PL19/212_.PDF — P.L.2019, c.212, liquidated damages up to 200%, six-year lookback, stop-work orders, labor-contractor joint liability.

State layoff notice (mini-WARN): https://www.nj.gov/labor/assets/PDFs/WARN/NJ_WARN_ACT_2023law.pdf — NJDOL's own posting of N.J.S.A. 34:21-1 et seq. as amended: 100-employee coverage, 50-employee/30-day trigger with no percentage test, 90-day notice, one week per full year of severance owed regardless of notice plus four extra weeks for short notice, severance deemed earned back-pay compensation.

Where to file for unemployment: https://www.nj.gov/labor/myunemployment/ and https://myunemployment.nj.gov/ .

COULD NOT VERIFY: 1. Time rounding and travel time — N.J.A.C. Cell left as an explicit gap. 2. N.J.S.A. 34:11-56a4 was not opened directly; the overtime rule is taken from NJDOL's own FAQ page. 3. N.J.S.A. 34:2-21.6 (minors' meal period) was not opened; tagged SECONDARY ONLY in the cell. 4. NJDOL's WARN landing page https://www.nj.gov/labor/employer-services/warn/ returned empty content to an automated reader; the statute PDF hosted by the same agency was used instead. 5. Predictive scheduling — no NJ statute located; NJ municipal codes were NOT searched. 6. Local minimum wage ordinances — none located; not exhaustively searched.

New Mexico

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$12.00/hr — 'on and after January 1, 2023, at least twelve dollars ($12.00) an hour' NMSA 1978 §50-4-22(A)(5), as enacted by SB 437, Laws 2019 (read in the enrolled bill at nmlegis.gov). NO CPI indexing and NO further scheduled step in the Act. LOCAL OVERLAY EXISTS AND IS HIGHER IN PLACES — Santa Fe city and Santa Fe County run their own living-wage ordinances that adjust annually, and Las Cruces has its own rate; cities not enumerated here, check your own city or county. RE-CHECK BEFORE USE: no post-2019 amendment was located, but every NM Dept. of Workforce Solutions URL and nmonesource.com blocked the reader used, so the 2026 figure could not be confirmed on an agency page.

Overtime

Follows weekly 40 only — you may not be required to work more than 40 hours in any week of seven days unless paid one and one-half times your regular hourly rate for all hours over 40 NMSA 1978 §50-4-22(E) (SB 437, 2019). NO daily overtime, no seventh-day rule. Broad exemptions at §50-4-21(C): domestic workers in private homes, executives/administrators/supervisors, most government employees, commission salespersons, students and apprentices, seasonal camp staff, certain agricultural and unmanufactured-commodity work, group-home employees.

Meal breaks

None required by state law located — no adult meal-period provision appears in the Minimum Wage Act (NMSA ch. 50 art. 4) or in 11.1.4 NMAC. The only meal provision in the rules is for CHILD PERFORMERS in entertainment (11.1.4.12(B) NMAC). Federal law requires no meal break either; if your employer does give one and you are not completely relieved of duty, that time is working time under federal law.

Rest breaks

None required by state law located — no adult rest-break provision in 11.1.4 NMAC or NMSA ch. 50 art. 4; the 12-hour rest rule at 11.1.4.12(J) NMAC applies only to child performers. Federal rule still applies: a break of 20 minutes or less that IS given must be PAID.

Pay stubs

REAL AND DETAILED LIST — New Mexico requires a WRITTEN RECEIPT with your pay that identifies the employer and sets forth: your GROSS PAY the NUMBER OF HOURS YOU WORKED the TOTAL WAGES AND BENEFITS EARNED and an ITEMIZED LISTING OF ALL DEDUCTIONS withheld from gross pay NMSA 1978 §50-4-2(B) (SECONDARY ONLY — statute not opened; official publisher nmonesource.com returned 403 and dws.state.nm.us rejected the reader used). Deductions are limited to those specifically stated in a written contract of hiring entered into at the time of hiring §50-4-2(B). PAYDAYS: at least semi-monthly and no more than 16 days apart — work on the 1st-15th paid by the 25th, work on the 16th-end paid by the 10th of the next month (later if the payroll is run out of state) §50-4-2(A); monthly payment allowed only for FLSA professional, administrative, executive and outside sales employees §50-4-2(C). Electronic delivery of the receipt is not addressed. HOURS WORKED IS ON THIS LIST — a New Mexico stub that does not show your hours is missing a statutory item.

Time rounding and travel time

No state rounding rule and no adult travel-time rule located — 11.1.4 NMAC addresses travel time only for child performers (11.1.4.12(K) NMAC). Federal 29 CFR 785 and 29 CFR 785.48 rounding, and the Portal-to-Portal Act, govern. WORTH KNOWING: the employer must maintain true and accurate time and pay records, and where records are unavailable or inaccurate the Labor Relations Division computes wages from the EMPLOYEE'S own records or credible recollection of the hours worked 11.1.4.115 NMAC — which is why keeping your own record of hours matters in New Mexico.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

FIRED/DISCHARGED: wages that are fixed and definite within FIVE DAYS of discharge; compensation that is not fixed and definite (commission, piece rate, bonus) within TEN DAYS NMSA 1978 §50-4-4. QUIT/RESIGNED: due and payable at the NEXT SUCCEEDING PAYDAY (the employer may pay immediately if it chooses) §50-4-5. WAITING-TIME PENALTY: on late payment after discharge your wages CONTINUE at the same rate you were receiving, from the date of discharge until paid, recoverable in a civil action — but you cannot recover for any period after the 60TH DAY unless you made a timely demand for payment and the employer refused §50-4-4. (SECONDARY ONLY — statutes not opened; nmonesource.com returned 403.)

State layoff notice (mini-WARN)

NOT VERIFIED — no New Mexico plant-closing or mass-layoff notice statute was located in NMSA ch. 50, and NMDWS's own Rapid Response / WARN page (https://www.dws.state.nm.us/Rapid-Response) returned 'The requested URL was rejected' to an automated reader, so the agency's statement of what governs could not be read. Federal WARN, 29 U.S.C. 2101 et seq. (60 days' notice), governs unless a state act exists. Do not record 'no state WARN' as established until an NMDWS page or an NMSA search confirms it.

Where to file for unemployment

New Mexico Department of Workforce Solutions (NMDWS), Unemployment Insurance Bureau — agency site https://www.dws.state.nm.us/ ; claimant portal https://www.jobs.state.nm.us/ . NOT VERIFIED — dws.state.nm.us returned a site-level 'request rejected' and jobs.state.nm.us is closed to automated readers, so neither page was opened. Confirm the current filing URL with the agency directly. Administrative route only.

Sources for this entry · as of 2026-08-21

URLs opened 2026-08-21, cell by cell.

Minimum wage and Overtime: https://www.nmlegis.gov/Sessions/19%20Regular/final/SB0437.pdf — the enrolled text of SB 437 (2019) amending NMSA 1978 §50-4-22: the full rate schedule ending '(5) on and after January 1, 2023, at least twelve dollars ($12.00) an hour', the overtime provision at subsection E, and the absence of any CPI indexing mechanism. This is a New Mexico Legislature session document and is the primary basis for both cells. Exemption list at §50-4-21(C) corroborated from https://hr.unm.edu/docs/employment/new-mexico-minimum-wage-act-poster.pdf (an older printing of the Act, rate outdated at $7.50 — used ONLY for the structure of §50-4-21(C), never for a figure).

Meal breaks, Rest breaks, Time rounding and travel time: https://www.srca.nm.gov/parts/title11/11.001.0004.html — 11.1.4 NMAC (Minimum Wage Act rules), New Mexico State Records Center and Archives. Confirmed: no adult meal, rest, travel or rounding provisions; 11.1.4.12 NMAC governs child performers only (11.1.4.12(B) meal extension, (J) 12-hour rest, (K) travel); 11.1.4.115 NMAC requires true and accurate time and pay records and lets the Labor Relations Division rely on the employee's records or credible recollection where the employer's are missing or inaccurate.

Pay stubs: https://law.justia.com/codes/new-mexico/chapter-50/article-4/section-50-4-2/ — NMSA 1978 §50-4-2, subsections A (paydays, 16-day rule, 25th/10th cutoffs), B (written receipt: employer identity, gross pay, hours worked, total wages and benefits earned, itemized deductions; deductions limited to those in the written hiring contract) and C (monthly payment for FLSA-exempt professional/administrative/executive/outside sales). SECONDARY REPUBLISHER — see COULD NOT VERIFY below.

Final paycheck: https://law.justia.com/codes/new-mexico/chapter-50/article-4/section-50-4-4/ (discharge: 5 days fixed / 10 days unfixed; wages continue from discharge until paid; 60-day cap absent timely demand and refusal) and https://law.justia.com/codes/new-mexico/chapter-50/article-4/section-50-4-5/ (resignation: next succeeding payday). SECONDARY REPUBLISHER — see below.

COULD NOT VERIFY — the failures, named: This is the New Mexico Compilation Commission's official code site and the primary source for NMSA 1978. Because of that block, §50-4-2, §50-4-4 and §50-4-5 were read at law.justia.com instead and those cells are tagged SECONDARY ONLY. 2. https://www.dws.state.nm.us/en-us/Labor-Relations/Labor-Information/Minimum-Wage , https://www.dws.state.nm.us/Minimum-Wage-Information , https://www.dws.state.nm.us/Rapid-Response and https://www.dws.nm.gov/Portals/0/DM/LaborRelations/New_Mexico_Minimum_Wage_Act.pdf ALL returned a site-level 'The requested URL was rejected. Please consult with your administrator' page. The Department of Workforce Solutions could not be used as primary anywhere, which is why the 2026 minimum wage carries a re-check flag and State layoff notice (mini-WARN) and Where to file for unemployment are NOT VERIFIED. 3. https://www.jobs.state.nm.us/vosnet/Default.aspx — closed to automated readers; the claimant portal was not opened. 4. No NMSA section-by-section search for a state plant-closing statute was performed; absence is not established. 5. Predictive scheduling — no NM statute located; NM municipal codes were NOT searched. 6. Local minimum wage ordinances (Santa Fe city and county, Las Cruces) are flagged as EXISTING but their current rates were NOT verified and are deliberately not stated here.

New York

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

REGIONAL SPLIT. $17.00/hr in New York City, Long Island (Nassau/Suffolk) and Westchester; $16.00/hr in the remainder of the State — both eff. 1/1/2026 Lab. Law §652; 12 NYCRR 142-2.1 ('$17.00 per hour on and after January 1, 2026'). Tipped food service: $11.35 cash + $5.65 tip credit (downstate) / $10.70 cash + $5.30 tip credit (upstate). Tipped service employees: $14.15 + $2.85 / $13.30 + $2.70. Starting 2027 the rate indexes to a three-year average of CPI for the Northeast, subject to economic and budget suspension triggers NYSDOL. HIGHLY TIME-SENSITIVE — re-check before any use. No local overlay above the state floor located; municipal codes not searched.

Overtime

1.5x your regular rate over 40 hrs in a workweek (44 hrs for residential 'live-in' employees) 12 NYCRR 142-2.2. No daily overtime, no 7th-day rule. TWO STATE ADD-ONS FEDERAL LAW DOES NOT HAVE: (1) SPREAD OF HOURS — one extra hour's pay at the basic minimum wage rate for any day where the interval from your first start to your last finish exceeds 10 hours, or you work a split shift, or both 12 NYCRR 142-2.4. (2) CALL-IN / REPORTING PAY — if you report for work by request or permission you get at least 4 hours, or the hours in your regularly scheduled shift if shorter, at the basic minimum wage 12 NYCRR 142-2.3.

Meal breaks

Required, and it is unpaid time. Factory: 60 min for the noon-day meal. Mercantile/other: 30 min between 11am and 2pm on a shift over 6 hrs spanning that window Lab. Law §162(1)-(2). Shift that starts before 11am AND ends after 7pm: an ADDITIONAL 20 min between 5pm and 7pm §162(3). Shift over 6 hrs starting between 1pm and 6am: 60 min (factory) / 45 min (mercantile and other) at the midpoint of the shift §162(4). A shorter period is lawful only under a written Commissioner permit, which must be posted conspicuously and is revocable §162(5).

Rest breaks

No state-law paid rest break for adults located — Lab. Law §162 covers meal periods only and no rest-break provision appears in 12 NYCRR Part 142. Federal rule still reaches you: any break of 20 minutes or less your employer does give must be paid.

Pay stubs

REQUIRED WITH EVERY PAYMENT OF WAGES Lab. Law §195(3) (Wage Theft Prevention Act); also 12 NYCRR 142-2.7. YOUR STUB MUST SHOW: the dates of work covered by that payment your name the employer's name the employer's address AND phone number your rate or rates of pay and the basis of it (hour, shift, day, week, salary, piece, commission or other) gross wages deductions any allowances claimed as part of the minimum wage (tips, meal, lodging) net wages. IF YOU ARE NON-EXEMPT, ALSO: the regular hourly rate, the overtime rate, the number of regular hours worked and the number of overtime hours worked. IF PAID BY THE PIECE: the applicable piece rate or rates and the number of pieces completed. PLUS home care aide benefits (Pub. Health Law §3614-c) and Art. 8 prevailing wage supplements where they apply. STATUTORY DAMAGES EXIST: $250 for each work day the violation occurred, capped at $5,000, plus costs and reasonable attorney's fees §198(1-d) — the employer has a good-faith / full-and-timely-payment affirmative defence. The separate §195(1) wage notice at hire (rate, basis, allowances, regular pay day, employer

name/dba/address/phone, overtime rate, signed acknowledgment in English and your primary language, kept 6 years) carries $50 per work day capped at $5,000 §198(1-b). NOT VERIFIED: the statute is silent on electronic delivery and NYSDOL form LS49 states no e-delivery condition — treat electronic-only stubs as an open question.

Time rounding and travel time

No state time-rounding regulation located — 29 CFR 785.48 governs rounding. TRAVEL: state wage order is broader than the federal default — the minimum wage must be paid 'for the time an employee is permitted to work, or is required to be available for work at a place prescribed by the employer, and shall include time spent in traveling to the extent that such traveling is part of the duties of the employee' 12 NYCRR 142-2.1(b). Note also that 'spread of hours' is defined as the whole interval between the beginning and end of your workday, counting working time, meal periods and off-duty intervals 12 NYCRR 142-2.18 — so unpaid gaps still count toward the 10-hour spread trigger.

Predictive scheduling

No statewide predictive-scheduling or fair-workweek statute located — municipal codes not searched (New York City's Fair Workweek Law is municipal, not state). The nearest STATE rule is call-in / reporting pay: at least 4 hours, or your regularly scheduled shift if shorter, at the basic minimum wage when you report by request or permission 12 NYCRR 142-2.3.

Final paycheck

Discharge AND resignation are treated the same: wages must be paid not later than the regular pay day for the pay period during which the termination occurred; you may request payment by mail Lab. Law §191(3). During employment, a MANUAL WORKER must be paid weekly and not later than 7 calendar days after the end of the week the wages were earned §191(1)(a) (semi-monthly only by Commissioner authorisation). No employee may be required as a condition of employment to accept wages on any other schedule §191. No per-day waiting-time penalty located. NOT VERIFIED: §198(1-a) liquidated damages on unpaid wages — §198 was opened but only the §195 statutory-damages subsections were read.

State layoff notice (mini-WARN)

YES — New York State WARN Act, and it is broader than federal on both counts. Notice period: at least 90 days before the order takes effect (federal WARN is 60) Lab. Law §860-b(1). Employer covered at 50 or more employees excluding part-time, or 50 or more working at least 2,000 hours per week in the aggregate (federal is 100) §860-a. Plant closing: shutdown of a single site causing employment loss for 25 or more employees in any 30-day period. Mass layoff: employment loss at a single site in 30 days for at least 33% of employees AND at least 25 employees, OR at least 250 employees. Relocation: moving all or substantially all operations 50 miles or more. Employment loss includes termination other than discharge for cause, layoff over six months, or a cut in hours of more than 50% in each month of any six consecutive months. Notice goes to affected workers, their representatives, NYSDOL, local workforce investment boards, elected officials, school districts and emergency services. Exception: physical calamity, act of terrorism or war.

Where to file for unemployment

New York State Department of Labor (NYSDOL). File online at https://unemployment.labor.ny.gov/en-US/login (portal best 7:30am-7:30pm; do not use a VPN or proxy) or by phone at the Telephone Claim Center 1-888-209-8124, Mon-Fri 8am-5pm, hearing impaired 1-888-783-1370 https://dol.ny.gov/unemployment/file-your-first-claim-benefits. ADMINISTRATIVE ROUTE ONLY — NYSDOL determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL —

Minimum wage: https://dol.ny.gov/minimum-wage-0 (NYSDOL rate table eff. 01/01/2026, regional split, tipped cash wage and tip credit, 2027 CPI-Northeast indexing note and its economic/budget caveat) https://forms.labor.ny.gov/WP/CR142.pdf (12 NYCRR 142-2.1).

Overtime / spread of hours / call-in pay: https://forms.labor.ny.gov/WP/CR142.pdf — §142-2.2 (1.5x over 40, 44 for residential), §142-2.3 (call-in pay), §142-2.4 (extra hour on spread over 10 or split shift), §142-2.18 (definition of spread of hours).

Meal breaks and Rest breaks: https://www.nysenate.gov/legislation/laws/LAB/162 — §162(1) through §162(5). No rest-break provision present.

Pay stubs: https://www.nysenate.gov/legislation/laws/LAB/195 — §195(1) wage notice list and §195(3) wage statement list https://forms.labor.ny.gov/WP/LS49.pdf (NYSDOL form LS49 'Pay Stub Requirements', 10-item list plus conditional home care aide and prevailing wage supplement items) https://dol.ny.gov/LS49-doc (index page) https://forms.labor.ny.gov/WP/CR142.pdf §142-2.7 (statement with every payment of wages) and §142-2.6 (six-year payroll record).

Statutory damages: https://www.nysenate.gov/legislation/laws/LAB/198 — §198(1-b) $50 per work day capped at $5,000 for §195(1); §198(1-d) $250 per work day capped at $5,000 for §195(3); costs and reasonable attorney's fees; affirmative defences for complete and timely payment or reasonable good-faith belief.

Time rounding and travel time: https://forms.labor.ny.gov/WP/CR142.pdf §142-2.1(b) (hours worked includes time required to be available at a place prescribed by the employer and travel that is part of the duties) and §142-2.18. No rounding provision appears anywhere in Part 142.

Predictive scheduling: no statewide statute surfaced in searching; §142-2.3 call-in pay at https://forms.labor.ny.gov/WP/CR142.pdf is the nearest state rule.

Final paycheck: https://www.nysenate.gov/legislation/laws/LAB/191 — §191(1)(a) manual worker weekly within 7 days, §191(3) final wages by the regular pay day for the pay period of termination, payment by mail on request.

State layoff notice (mini-WARN): https://www.nysenate.gov/legislation/laws/LAB/860-B (90-day notice, recipients, calamity/terrorism/war exception) and https://www.nysenate.gov/legislation/laws/LAB/860-A (employer, mass layoff, plant closing, relocation and employment loss thresholds).

Where to file for unemployment: https://dol.ny.gov/unemployment/file-your-first-claim-benefits and the portal at https://unemployment.labor.ny.gov/en-US/login.

COULD NOT VERIFY: 1. Electronic delivery of the §195(3) wage statement. The statute contains no sentence addressing electronic form, print access or consent, and NYSDOL form LS49 states no condition. No NYSDOL rule (12 NYCRR Part 192) or opinion letter was opened. The conditions for a lawful electronic-only stub in New York are UNVERIFIED. 2. Lab. Law §198(1-a) liquidated damages on unpaid wages (widely stated as an additional 100% of wages due). §198 was opened but only the §195 statutory-damages subsections were returned and read. Not asserted. 3. Whether a §162 meal period may be waived by employee agreement. Only the §162(5) written Commissioner permit route was read. 4. 12 NYCRR Part 146, the Hospitality Industry Wage Order, was NOT opened. It governs restaurants and all-year hotels and has its own spread-of-hours (§146-1.6), call-in pay and tip credit rules. A hospitality worker must not rely on the Part 142 figures in this state's entry. 5. Local overlays. NYC Fair Workweek and any municipal wage ordinance — municipal codes not searched. 6.

Whether the 2027 transition to CPI indexing has been amended by any 2026 session law. NYSDOL's own page flags that planned increases 'may be affected by certain economic and budget conditions' but names no statutory mechanism that was read.

North Carolina

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr — the federal floor governs. The statute sets the minimum at the HIGHER of $6.15 or the federal FLSA rate under 29 U.S.C. 206(a)(1), so the state figure tracks federal automatically N.C. Gen. Stat. §95-25.3(a). No state indexing, no scheduled step, no state increase pending in the text read. Tip credit permitted to the federal limit, but only with advance notification, you keep all tips, and tip records must be certified each pay period; a tip pool may not reduce any one employee's tips by more than 15% §95-25.3(f). No local overlay located; municipal codes not searched.

Overtime

Follows the FLSA weekly 40 only — time and one half your regular rate for hours over 40 in a workweek N.C. Gen. Stat. §95-25.4(a). No daily overtime, no double time, no 7th-consecutive-day rule. NOT VERIFIED: the 45-hour seasonal amusement/recreational establishment proviso often attributed to this section did not appear in the text read (former subsection (b) was repealed in 1991) — do not rely on it either way.

Meal breaks

NONE REQUIRED for employees 16 and older. N.C. Department of Labor states plainly: 'The North Carolina Wage and Hour Act does not require mandatory rest breaks or meal breaks for employees 16 years of age or older.' Under 16: no youth may work more than five consecutive hours without an interval of at least 30 minutes for rest, and no break shorter than 30 minutes counts as interrupting a continuous work period N.C. Gen. Stat. §95-25.5(d).

Rest breaks

None required by state law for adults NCDOL breaks guidance; no rest-break provision located in N.C. Gen. Stat. ch. 95 art. 2A. Federal rule still reaches you: any break of 20 minutes or less your employer does give must be paid.

Pay stubs

NO FULL ITEMISED WAGE STATEMENT IS REQUIRED IN NORTH CAROLINA — this is the gap a NC worker needs to know about. What IS required N.C. Gen. Stat. §95-25.13: (1) written notice AT HIRING of your promised wages and the day and place for payment; (2) employment practices and policies relating to compensation made available in writing or by posted notice; (3) written notice at least one pay period BEFORE any change in promised wages (a retroactive increase needs no advance notice); (4) AN ITEMISED STATEMENT OF DEDUCTIONS made from your wages, furnished to you for each pay period in which deductions are made. Gross wages, net wages, hours worked, rate of pay and overtime hours are NOT statutorily required to appear on your stub. If your stub shows only a net figure, that is not by itself a state violation — but a deduction with no itemised statement is. NOT VERIFIED: no primary-source condition for electronic delivery of the deduction statement was located.

Time rounding and travel time

NOT VERIFIED — no state rounding or compensable-travel provision was located in N.C. Gen. Stat. ch. 95 art. 2A, and the article was not read section by section. Absent a state rule, 29 CFR 785.48 (rounding) and the Portal-to-Portal Act treatment of travel govern.

Predictive scheduling

No state law located — municipal codes not searched. No fair-workweek, advance-notice, predictability-pay or right-to-rest provision was located in N.C. Gen. Stat. ch. 95 art. 2A.

Final paycheck

Discharge AND resignation are treated identically: all wages due must be paid on or before the next regular payday, either through the regular pay channel or by trackable mail if you request that in writing N.C. Gen. Stat. §95-25.7. Wages based on bonuses, commissions or other forms of calculation are paid on the first regular payday after the amount becomes calculable §95-25.7. NOT VERIFIED: no waiting-time penalty appears in §95-25.7 itself; the remedies section §95-25.22 was not opened, so no penalty or liquidated-damages figure is stated here.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff notice statute located — federal WARN (29 U.S.C. 2101) governs, and the N.C. Department of Commerce Rapid Response programme receives federal WARN notices. NOT VERIFIED as an absence: this is a negative search result; the Commerce WARN page (could not be opened) and no state statute was opened to confirm there is none.

Where to file for unemployment

North Carolina Division of Employment Security (NCDES), within the Dept. of Commerce. File online through MyNCUIBenefits at https://claims.ui.des.nc.gov/CSS/ https://des.nc.gov/apply-unemployment. ADMINISTRATIVE ROUTE ONLY — DES determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL —

Minimum wage: https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_95/GS_95-25.3.html — §95-25.3(a) 'higher of $6.15 or the federal FLSA rate'; §95-25.3(f) tip credit, advance notification, employee retention of tips, certified tip records, 15% tip-pool cap.

Overtime: https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_95/GS_95-25.4.html — 40-hour workweek, time and one half the regular rate; former subsection (b) repealed 1991.

Meal breaks and Rest breaks: https://www.labor.nc.gov/workplace-rights/employee-rights-regarding-time-worked-and-wages-earned/what-know-about-breaks — NCDOL: no mandatory rest or meal breaks for employees 16 or older; under-16 rule and the note that it reaches enterprises under $500,000 in annual gross sales and private nonprofits https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_95/GS_95-25.5.html — §95-25.5(d), 30 minutes after five consecutive hours for youth under 16.

Pay stubs: https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_95/GS_95-25.13.html — all four employer duties, read in full.

Final paycheck: https://www.ncleg.gov/EnactedLegislation/Statutes/HTML/BySection/Chapter_95/GS_95-25.7.html — next regular payday for any separation, trackable mail on written request, calculable-amount rule for bonuses and commissions.

Where to file for unemployment: https://des.nc.gov/apply-unemployment and the claims portal https://claims.ui.des.nc.gov/CSS/.

COULD NOT VERIFY: 1. The seasonal amusement or recreational establishment 45-hour overtime proviso. It is commonly cited to §95-25.4 but did not appear in the statutory text returned. Not stated as law in this state's entry. 2. N.C. Gen. Stat. §95-25.22 (recovery of unpaid wages, liquidated damages, limitations period). Section not opened, so no penalty figure attaches to the Final paycheck cell. 3. Absence of a state statute is a negative search, not a read citation. 4. Rounding and compensable travel. No NC provision located; ch. 95 art. 2A was not read section by section. 5. Electronic delivery of the §95-25.13(4) itemised deduction statement. The statute says 'furnish ... in writing' and does not address electronic form; no NCDOL rule was opened. 6. Predictive scheduling and local wage ordinances. Municipal codes not searched. North Carolina is frequently described as preempting local wage ordinances; that preemption statute was NOT opened and is not asserted here.

North Dakota

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, effective 24 July 2009 N.D.C.C. §34-06-22 (which steps $5.85 from 24 Jul 2007, $6.55 from 24 Jul 2008, $7.25 from 24 Jul 2009). The state wage order points back to that section rather than restating a figure N.D. Admin. Code §46-02-07-02(1). NO INDEXING and no scheduled step — the rate has not moved since 2009 and matches the federal floor. The Commissioner of Labor retains rule authority to adopt a different rate §34-06-22, so re-check the rule chapter before use. No local overlay located; municipal codes not searched.

Overtime

Follows the weekly 40 only — 'Overtime pay must be paid at one and one-half times the regular rate of pay to any employee for hours worked in excess of forty hours in any one week' N.D. Admin. Code §46-02-07-02(4). No daily overtime, no double time, no 7th-consecutive-day rule.

Meal breaks

YES, BUT WITH AN UNUSUAL CONDITION: 'A minimum thirty-minute meal period must be provided in each shift exceeding five hours when there are two or more employees on duty' N.D. Admin. Code §46-02-07-02(5). If you are the only employee on duty, the rule does not reach you. NOT VERIFIED: the subsection read does not say whether the period is paid or unpaid, nor whether it may be waived — the federal treatment governs pay (a meal period is unpaid only if you are completely relieved of duty).

Rest breaks

None required by state law — no rest-break provision appears in N.D. Admin. Code ch. 46-02-07 (the Minimum Wage and Work Conditions Order). Federal rule still reaches you: any break of 20 minutes or less your employer does give must be paid.

Pay stubs

REQUIRED EACH PAY PERIOD N.D. Admin. Code §46-02-07-02(10): 'Every employer must furnish to an employee each pay period a check stub or pay voucher that indicates hours worked, the rate of pay, required state and federal deductions, and authorized deductions.' FOUR ITEMS: (1) hours worked (2) the rate of pay (3) required state and federal deductions (4) authorized deductions. Note what is NOT on the list: gross wages, net wages, the pay period dates, your name and the employer's name are not named in the rule. SEPARATELY, AND THIS IS THE CELL THAT CATCHES BAD DEDUCTIONS: an employer may withhold from your pay ONLY for advances paid to you other than undocumented cash; a recurring deduction you authorised in writing; a nonrecurring deduction you authorised in writing with the source of the deduction cited specifically; and a nonrecurring deduction for damage, breakage, shortage or negligence, which must be authorised by you AT THE TIME of the deduction N.D.C.C. §34-14-04.1. A deduction on your stub outside those four is itself the violation. NOT VERIFIED: no primary-source condition for electronic delivery of the stub or voucher was located.

Time rounding and travel time

NORTH DAKOTA HAS BOTH RULES, in the same section the row already quotes for meal breaks. ROUNDING ·46-02-07-02(10): 'Time clocks are not required. If used, the employer may round the time to the nearest five minutes or quarter hour using the total minutes for the day as long as the employee over a period of time is paid for all the time the employee has actually worked.' Note the two conditions — rounding is computed on the DAY'S TOTAL MINUTES, not punch by punch, and it must come out even over time; systematic rounding that always favours the employer fails the rule on its face. TRAVEL ·46-02-07-02(7): 'Ordinary travel from home to work need not be counted as work time. Special and unusual one-day assignments performed for the employer's benefit and at the employer's request is work time for the employee regardless of driver or passenger status.' The last clause matters on a crew truck — a passenger on a special one-day assignment is on the clock.

Predictive scheduling

No state law located — municipal codes not searched. No fair-workweek, advance-notice, predictability-pay or right-to-rest provision was located in N.D. Admin. Code ch. 46-02-07 or N.D.C.C. ch. 34-14.

Final paycheck

Discharge, voluntary resignation, and suspension as a result of an industrial dispute are ALL treated the same: unpaid wages or compensation become due and payable at the regular paydays established in advance by the employer for the periods worked N.D.C.C. §34-14-03. The employer must pay by certified mail to an address you designate, or as otherwise agreed by both parties. REMEDIES: interest on the unpaid wages from the date the wages are due until paid in full, plus double or treble damages where there has been a prior violation within one year §34-14-09.1. No fixed per-day waiting-time penalty located.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff notice statute located — federal WARN (29 U.S.C. 2101) governs, and Job Service North Dakota's Rapid Response programme receives federal WARN notices. NOT VERIFIED as an absence: this is a negative search result; the Job Service rapid-response page (could not be opened) and no state statute was opened to confirm there is none.

Where to file for unemployment

Job Service North Dakota. File online through UI Internet Claims Entry (ICE) at https://apps.nd.gov/jsnd/uiiaclaims/login.htm, or by automated telephone at (701) 328-4995 https://www.jobsnd.com/unemployment-individuals/file-claim. ADMINISTRATIVE ROUTE ONLY — Job Service ND determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL —

Minimum wage: https://ndlegis.gov/cencode/t34c06.pdf — N.D.C.C. §34-06-22, the three-step schedule ending at $7.25 effective 24 July 2009, plus the Commissioner's retained rule authority to set a different rate https://ndlegis.gov/prod/acdata/pdf/46-02-07.pdf — §46-02-07-02(1), 'The North Dakota minimum wage is set forth in North Dakota Century Code section 34-06-22.'

Overtime: https://ndlegis.gov/prod/acdata/pdf/46-02-07.pdf — §46-02-07-02(4), quoted in the cell.

Meal breaks: same PDF — §46-02-07-02(5), quoted in the cell.

Rest breaks: same PDF — no rest-break provision appears in the chapter as returned.

Pay stubs: same PDF — §46-02-07-02(10), quoted in full in the cell https://ndlegis.gov/cencode/t34c14.pdf — §34-14-04.1, the four permitted withholdings.

Final paycheck: https://ndlegis.gov/cencode/t34c14.pdf — §34-14-03 (discharge, voluntary separation and industrial-dispute suspension all due at the regular paydays established in advance; certified mail to a designated address) and §34-14-09.1 (interest from the date due, double or treble damages for a prior violation within one year).

Where to file for unemployment: https://www.jobsnd.com/unemployment-individuals/file-claim and the ICE portal https://apps.nd.gov/jsnd/uiiaclaims/login.htm.

COULD NOT VERIFY: 1. Whether the §46-02-07-02(5) meal period is paid or unpaid, and whether an employee may waive it. The subsection as returned states only the duration, the shift-length trigger and the two-or-more-on-duty condition. 2. Time rounding and compensable travel. Nothing surfaced in ch. 46-02-07; the chapter was not read section by section, so this is an unlocated rule rather than a confirmed absence. 3. Predictive scheduling. No state statute located; municipal codes not searched. 4. The absence is a negative search result only. 5. Electronic delivery of the §46-02-07-02(10) stub. The rule says 'a check stub or pay voucher' and does not address electronic form or employee consent. 6. Whether the Commissioner of Labor has adopted a rule under §34-06-22 setting a rate different from $7.25. §46-02-07-02(1) refers back to the statute, which is consistent with $7.25, but the full rule chapter was not read line by line and the rule-authority sentence in §34-06-22 keeps this open.

Ohio

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$11.00/hr non-tipped and $5.50/hr tipped cash wage, effective 1 January 2026 Ohio Const. art. II §34a; Ohio Dept. of Commerce announcement. INDEXED ANNUALLY: on 30 September each year the rate is increased effective the following 1 January by the rate of inflation for the prior twelve months per CPI-W for all urban wage earners and clerical workers, rounded to the nearest five cents art. II §34a. The 2026 step was +2.8%, from CPI-W September 2024 through August 2025 Commerce. EXCEPTION: employees under 16, and employees of businesses whose annual gross receipts for the preceding calendar year fall at or below the threshold, are paid the federal FLSA rate of $7.25 — the constitutional text states $250,000 (2006 dollars, itself indexed) and Commerce states the 2026 threshold is $405,000. HIGHLY TIME-SENSITIVE — this figure changes every 1 January. No local overlay located; municipal codes not searched.

Overtime

Follows the weekly 40 only — one and one half times your wage rate for hours worked in excess of forty in one workweek Ohio Rev. Code §4111.03(A). No daily overtime, no double time, no 7th-consecutive-day rule. EMPLOYER SIZE GATE: the state overtime duty does not reach an employer whose annual gross volume of sales made or business done is less than $150,000 (the FLSA may still reach you individually). Excluded categories include agricultural employees, bona fide executive, administrative and professional employees, outside salespeople and qualifying motor-carrier drivers; county and township employees may negotiate compensatory time instead.

Meal breaks

None required by state law for employees 18 and over — no adult meal-period provision was located in Ohio Rev. Code ch. 4111 or ch. 4113. MINORS: 'No employer shall employ a minor more than five consecutive hours without allowing the minor a rest period of at least thirty minutes,' and that rest period is not counted as part of the minor's hours worked Ohio Rev. Code §4109.07(C).

Rest breaks

None required by state law for adults — no adult rest-break provision located in Ohio Rev. Code ch. 4111. The only Ohio break mandate is the minors' 30-minute rest period after five consecutive hours §4109.07(C). Federal rule still reaches you: any break of 20 minutes or less your employer does give must be paid.

Pay stubs

REQUIRED ON EVERY REGULAR PAYDAY since 9 April 2025 under the Pay Stub Protection Act Ohio Rev. Code §4113.14 (H.B. 106). Your employer must provide a written or electronic statement, or access to a statement. IT MUST SHOW: your name your address the employer's name total GROSS wages for the pay period total NET wages paid for the pay period a listing of the amount AND purpose of each addition to or deduction from your wages the date of payment and the pay period the payment covers. IF YOU ARE PAID HOURLY, ALSO: total hours worked in the pay period your hourly wage rate and the hours worked in excess of forty in each workweek. IF YOU DO NOT GET ONE: make a WRITTEN request to your employer; the employer has ten days to supply it; if it still does not arrive you may report the violation to the Ohio Director of Commerce, who investigates and may issue a written notice the employer must post conspicuously for ten days. SEPARATE AND POWERFUL: Ohio Const. art. II §34a requires your employer to keep your name, address,

occupation, pay rate, HOURS WORKED FOR EACH DAY WORKED and each amount paid, for at least three years after your last day, and to provide that record WITHOUT CHARGE to you or to a person acting on your behalf upon request. NOT VERIFIED: the §4113.14 text read sets out a request-and-report process and no statutory damages or private right of action appeared — do not assume one.

Time rounding and travel time

NOT VERIFIED — no state time-rounding or compensable-travel provision was located in Ohio Rev. Code ch. 4111 or ch. 4113. Absent a state rule, 29 CFR 785.48 (rounding) and the Portal-to-Portal Act treatment of travel govern. WORTH KNOWING ANYWAY: Ohio Const. art. II §34a gives you the right to demand, without charge, the employer's record of hours worked FOR EACH DAY WORKED going back three years — that daily record is the state-law instrument for checking rounding and off-the-clock time against your stub.

Predictive scheduling

No state law located — municipal codes not searched. No fair-workweek, advance-notice, predictability-pay or right-to-rest provision was located in Ohio Rev. Code ch. 4111 or ch. 4113.

Final paycheck

NO SEPARATE SEPARATION DEADLINE LOCATED — the general payday rule governs on both discharge and resignation: wages earned in the first half of a month (through the 15th) must be paid by the 1st of the following month, and wages earned in the second half by the 15th of the following month; daily or weekly payment is permitted and exceptions exist for industry-standard practice or written agreement Ohio Rev. Code §4113.15(A). LIQUIDATED DAMAGES: where wages remain unpaid for thirty days beyond the scheduled payday (sixty days where there is no regular payday) and the non-payment is not the subject of a court dispute or otherwise contested, the employer owes, in addition to the wages, 'an amount equal to six per cent of the amount of the claim still unpaid and not in contest or disputed or two hundred dollars, whichever is greater' §4113.15(B).

State layoff notice (mini-WARN)

OHIO IS NOT A FEDERAL-WARN-ONLY STATE. Ohio Rev. Code §4141.28(C): 'An employer who lays off or separates within any seven-day period fifty or more individuals because of lack of work shall furnish notice to the director of the dates of layoff or separation and the approximate number of individuals being laid off or separated.' Notice runs to the Director of Job and Family Services AT LEAST THREE WORKING DAYS BEFORE the first layoff date, and the employer must also give information to the affected individuals and to the director at the time of separation. Threshold is 50 in seven days — far lower than federal WARN's 100-employee / 50-affected trigger, so a layoff too small for federal WARN can still carry this duty. Penalties sit at §4141.99. Federal WARN (29 U.S.C. §2101) applies on top where its own thresholds are met; ODJFS Rapid Response receives those notices. This is a NOTICE-TO-THE-STATE duty with a short fuse, not a 60-day employee-notice mini-WARN — do not describe it as one.

Where to file for unemployment

Ohio Department of Job and Family Services (ODJFS). File online at https://unemployment.cmt.ohio.gov/cmtview/ landing page https://jfs.ohio.gov/unemployment-services (unemployment.ohio.gov redirects there). ADMINISTRATIVE ROUTE ONLY — ODJFS determines any amount and duration, not this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL —

Minimum wage: https://codes.ohio.gov/ohio-constitution/section-2.34a — the CPI-W indexing sentence ('On the thirtieth day of each September, beginning in 2007, this state minimum wage rate shall be increased effective the first day of the following January by the rate of inflation ... rounded to the nearest five cents') and the under-16 / small-employer exception at $250,000 in the constitutional text https://com.ohio.gov/about-us/media-center/news/ohio%20minimum%20wage%20set%20to%20increase%20in%202026 — Ohio Dept. of Commerce, the administering agency: $11.00 non-tipped, $5.50 tipped, effective 1 January 2026, small-employer threshold $405,000, +2.8% derived from CPI-W September 2024 through August 2025.

Overtime: https://codes.ohio.gov/ohio-revised-code/section-4111.03 — 1.5x over forty in one workweek, the $150,000 annual gross volume threshold, and the excluded categories.

Meal breaks and Rest breaks: https://codes.ohio.gov/ohio-revised-code/section-4109.07 — §4109.07(C), minors only, quoted in the cell. No adult break provision located in ch. 4111.

Pay stubs: https://codes.ohio.gov/ohio-revised-code/section-4113.14 — the Pay Stub Protection Act, H.B. 106, effective 9 April 2025: the full required list, hourly-employee additions, 'written or electronic statement or access to a statement' on regular paydays, the ten-day written-request cure, reporting to the Director of Commerce, investigation and the ten-day conspicuous posting of the Director's written notice https://codes.ohio.gov/ohio-constitution/section-2.34a — the three-year employer record of name, address, occupation, pay rate, hours worked for each day worked and each amount paid, 'provided without charge to an employee or person acting on behalf of an employee upon request.'

Time rounding and travel time: no provision located in ch. 4111 or ch. 4113; the art. II §34a daily-hours record above is the state-law cross-check.

Final paycheck: https://codes.ohio.gov/ohio-revised-code/section-4113.15 — §4113.15(A) first-and-fifteenth rule and permitted daily/weekly/custom/agreement variations; §4113.15(B) liquidated damages, quoted in the cell.

Where to file for unemployment: https://jfs.ohio.gov/unemployment-services (reached via a 302 from https://unemployment.ohio.gov/) and the claims portal https://unemployment.cmt.ohio.gov/cmtview/.

COULD NOT VERIFY: 1. Remedies under §4113.14. The text read establishes a request-and-report process only. No statutory damages, penalty or private right of action appeared and none is asserted. 2. Whether §4113.15 contains a separation-specific deadline. The text returned addresses regular paydays only and drew no distinction between discharge and resignation, so the general payday rule is what is stated. 3. The absence is a negative search result only. 4. Time rounding and compensable travel. No Ohio provision located in ch. 4111 or ch. 4113; neither chapter was read section by section. 5. Predictive scheduling and local wage ordinances. Municipal codes not searched. Ohio is frequently described as preempting local minimum-wage ordinances; that preemption statute was NOT opened and is not asserted here. 6. The $405,000 small-employer threshold is taken from the Ohio Dept. of Commerce 2026 announcement (the administering agency) rather than from the constitutional text, which states $250,000 in 2006 dollars subject to the same indexing. The two are consistent in mechanism but the arithmetic linking them was not verified.

Oklahoma

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr — no indexing, no scheduled step Oklahoma Minimum Wage Act, 40 O.S. § 197.2 (rate confirmed on the OK Dept. of Labor Wage & Hour FAQ, and at the federal floor since 24 July 2000). The state Act only reaches employers with 10+ full-time employees at one location OR more than $100,000/yr gross business; if yours is smaller, the federal FLSA $7.25 is your floor instead. No city rate to check — Oklahoma preempts municipal minimum wages, 40 O.S. § 160.2 (SECONDARY ONLY — statute not opened). HIGHLY TIME-SENSITIVE — re-check.

Overtime

No state overtime law at all — the only rule is federal FLSA time-and-a-half after 40 hours in your workweek OK Dept. of Labor Wage & Hour FAQ ("time and one half should be paid to non-exempt employees for all hours worked over 40 in the work week"). No daily overtime, no double time, no seventh-consecutive-day rule in Oklahoma.

Meal breaks

None required by state law for workers 16 and older, paid or unpaid OK Dept. of Labor Wage & Hour FAQ (breaks and lunch periods are "benefits" left "at the discretion of the employer"). Minors 14-15 do get mandatory breaks under the state child-labor law, 40 O.S. § 75 (SECONDARY ONLY — statute not opened). If your employer gives you a break anyway, federal rules still apply: 20 minutes or less must be PAID, and a meal period is only unpaid if you are completely relieved of duty.

Rest breaks

None required by state law for workers 16 and older OK Dept. of Labor Wage & Hour FAQ. Oklahoma has no paid 10-minute rest break. A break under 20 minutes that your employer does give must be paid under federal law.

Pay stubs

Required with every payment of wages, but the required list is ONE item — deductions: "With each payment of wages earned by such employee, the employer shall issue to such employee a brief itemized statement of any and all deductions therefrom" 40 O.S. § 165.2. Paper or electronic both acceptable (OK Dept. of Labor Wage & Hour FAQ). READ THIS AS A WORKER: Oklahoma does NOT require your stub to show hours worked, rate of pay, gross wages or net wages. A stub listing only deductions is lawful here — so hours and rate must be checked against your own record of the shifts you worked, not against the stub.

Time rounding and travel time

NOT VERIFIED — no Oklahoma rounding rule and no Oklahoma travel-time rule located, and the full text of 40 O.S. could not be opened at source (oscn.net and oklegislature.gov both could not be opened directly; oksenate.gov Title 40 PDF returned its table of contents only). Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment govern unless an Oklahoma rule exists.

Predictive scheduling

NOT VERIFIED that none exists — no state fair-workweek or predictive-scheduling law located and no Oklahoma municipal ordinance known; ODOL guidance does not address scheduling at all. Silence in an agency FAQ is not proof of absence, so this is recorded as a gap rather than as a finding of none.

Final paycheck

Fired and quit are the SAME in Oklahoma: "Whenever an employee's employment terminates, the employer shall pay the employee's wages in full ... at the next regular designated payday" 40 O.S. § 165.3. No same-day or 72-hour rule. PENALTY: liquidated damages of 2% of the unpaid wages for each day the failure continues (40 O.S. § 165.3). "Wages" includes commissions, holiday and vacation pay, overtime, severance and bonuses (40 O.S. § 165.1). Claim route: ODOL Wage & Hour unit or court.

State layoff notice (mini-WARN)

NOT VERIFIED — no Oklahoma plant-closing or mass-layoff notice statute located, and no primary source was opened that affirmatively rules one out. Federal WARN (29 U.S.C. 2101 et seq. — 60 days' notice, 100+ employees) applies regardless of state law.

Where to file for unemployment

Oklahoma Employment Security Commission (OESC). File an initial claim at https://claimantportal.oesc.ok.gov — agency site https://oklahoma.gov/oesc.html, 405-525-1500. ADMINISTRATIVE ROUTE ONLY; the agency, not this chart, tells you amounts and duration.

Sources for this entry · as of 2026-08-21

URLs OPENED 2026-08-21, cell by cell — Minimum wage https://oklahoma.gov/labor/workplace-rights/wage-hour/faqs---wage-and-hour.html (ODOL: $7.25 since 24 July 2000; coverage 10+ full-time employees and/or >$100,000 gross) https://oklahoma.gov/content/dam/ok/en/omes/documents/WHMWPosterPlainLanguage--A.pdf (official Oklahoma Minimum Wage Act poster: employer = 10+ full-time workers in one place or more than $100,000 of business a year; long exemption list including part-timers under 25 hrs/week and students under 22). Overtime same ODOL FAQ. Meal breaks and Rest breaks same ODOL FAQ (no break required at 16+; 14-15-year-olds have state child-labor breaks). Pay stubs https://oklahoma.gov/content/dam/ok/en/labor/documents/safety-and-health/workplace-rights/wage-hour/20190114_TRANS_RUL_WH_Rules.pdf (ODOL Wage Law compilation reproducing 40 O.S. § 165.2 verbatim, plus twice-monthly payday rule and the dishonored-check/14-day reimbursement provision) https://oklahoma.gov/content/dam/ok/en/labor/documents/safety-and-health/workplace-rights/wage-hour/2022_0914_WPR_WH_PayStubClaimForm.pdf (ODOL Pay Stub Claim Form quoting § 165.2) ODOL FAQ for paper-or-electronic. Final paycheck ODOL Wage Law PDF above, reproducing 40 O.S. §§ 165.1 and 165.3. Where to file for unemployment https://oklahoma.gov/oesc.html (OESC; claimant portal https://claimantportal.oesc.ok.gov/en/login). What to watch SQ 832 defeat reported by news outlets and Ballotpedia — POINTERS ONLY, not the citation.

COULD NOT VERIFY: 1. 40 O.S. § 197.2 statutory TEXT — oscn.net could not be opened directly; oklegislature.gov Title 40 RTF could not be opened directly; oksenate.gov Title 40 PDF returned table of contents only. The $7.25 figure and the coverage thresholds come from ODOL, a state labour agency source, not from the section text. 2. Municipal minimum-wage preemption, 40 O.S. § 160.2 — statute not opened. Tagged SECONDARY ONLY in the cell. 3. 40 O.S. § 75 minor break provision — statute not opened; ODOL confirms minors have breaks but does not cite the section. 4. Time rounding and travel time — no rule located; Title 40 full text unreadable at source. 5. Predictive scheduling — no law located;

absence NOT affirmatively confirmed at any primary source. 6. State layoff notice (mini-WARN) — no Oklahoma statute located; absence NOT affirmatively confirmed at any primary source. 7. SECONDARY ONLY. 8. Whether the 2%-per-day liquidated damages under § 165.3 carries a statutory cap — cap language not read.

Oregon

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

THREE-TIER REGIONAL RATE, effective 1 July 2026 through 30 June 2027 Portland metro (inside the Metro urban growth boundary) $16.80 standard counties $15.55 non-urban counties $14.55 ORS 653.025; rates read on the Oregon BOLI minimum wage page. INDEXED ANNUALLY: BOLI adjusts the standard rate by CPI-U (US City Average, March to March, rounded to the nearest 5 cents) effective each 1 JULY — not 1 January. Metro is always standard + $1.25; non-urban is always standard − $1.00. The 18 non-urban counties are named in the statute: Baker, Coos, Crook, Curry, Douglas, Gilliam, Grant, Harney, Jefferson, Klamath, Lake, Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wheeler. No city rate to check — ORS 653.017 preempts local minimum wages (narrow exceptions for public employers, public contracts, and tax-abatement conditions). NEXT STEP 1 JULY 2027 — TIME-SENSITIVE.

Overtime

Time-and-a-half after 40 hours in a fixed 168-hour workweek — no general daily overtime ORS 653.261. No seventh-consecutive-day rule and no double time found. SEPARATE REGIME NOT VERIFIED: Oregon has a distinct daily-hours/overtime provision for mills, factories and manufacturing establishments at ORS 652.020 — that section was NOT opened, so if you work in manufacturing your daily rule may differ from the weekly one above.

Meal breaks

30 CONTINUOUS MINUTES, UNPAID, for a shift of more than 6 and up to 8 hours; none required under 6 hours; additional meal periods for longer shifts OAR 839-020-0050. TIMING IS PRESCRIBED: on a shift of 7 hours or less the meal must start after the 2nd hour worked and finish before the end of the 5th; on a shift over 7 hours, after the 3rd hour and before the end of the 6th. IF YOU ARE NOT COMPLETELY RELIEVED OF DUTY for the whole 30 minutes, the entire period must be PAID — an unpaid 30-minute deduction on a stub for a shift where you worked through is the classic mismatch.

Rest breaks

10 CONTINUOUS MINUTES, PAID, for each 4-hour work segment or major part of one OAR 839-020-0050. It may not be combined with the meal period, may not be deducted from the length of your work period, and may not be deducted from your pay.

Pay stubs

ONE OF THE LONGEST REQUIRED LISTS IN THE COUNTRY — an itemised statement with EVERY payment of wages ORS 652.610(1)(b): date of the payment dates of work covered by the payment employee's name employer's name and identifying/business information the rate or rates of pay whether pay is by hour, shift, day, week, salary, piece rate or commission GROSS wages NET wages the amount AND the purpose of each deduction and for non-exempt workers the regular hourly rate(s), the overtime rate(s), the number of regular hours worked and the pay for those hours (plus overtime hours and pay); piece-rate workers get the applicable piece rate and number of pieces. ELECTRONIC DELIVERY ONLY IF you expressly agree to it AND you can print or store the statement at the time of receipt — ORS 652.610(1)(c). If your Oregon stub shows a net figure and nothing else, it does not meet the statute.

Time rounding and travel time

TRAVEL — Oregon has its own rule, OAR 839-020-0045: ordinary home-to-work commuting is not work time even when you work at several job sites; travel BETWEEN job sites during the workday IS work time; travel to a special assignment outside a 30-mile radius is work time; extra travel beyond your normal commute on an emergency call-back is work time; overnight travel counts when it cuts across your normal working hours. WAITING/ON-CALL — OAR 839-020-0041: if you must stay on the premises or so close by that you cannot use the time for your own purposes, you are working. HOURS WORKED — OAR 839-020-0040: work "suffered or permitted" counts, and a policy against off-the-clock work is not enough; the employer must actually stop it. ROUNDING: no Oregon rounding rule located in OAR 839-020-0040 to -0047 — federal 29 CFR 785.48 governs.

Predictive scheduling

YES — Oregon is one of the few states with a STATE-LEVEL law: the Fair Work Week Act, ORS 653.412 to 653.485, rules at OAR ch. 839 div. 026. COVERAGE: employers primarily engaged in RETAIL, HOSPITALITY or FOOD SERVICES with 500 OR MORE EMPLOYEES WORLDWIDE (average employed each workday during 20 or more workweeks in the current or immediately preceding calendar year) — so a small local store owned by a large chain IS covered. Excluded: workers whose primary duties are not retail/hospitality/food service, salaried employees exempt from the minimum wage, and workers supplied by staffing/leasing firms (who also do not count toward the 500). WHAT YOU GET: (1) a WRITTEN work schedule at least 14 CALENDAR DAYS before the first day of that schedule — ORS 653.436; (2) a written GOOD FAITH ESTIMATE at hire of median monthly hours, how the voluntary standby list works, and whether on-call shifts may be required and on what objective standards — ORS 653.428; (3) RIGHT TO REST — the employer may not schedule you during the first 10 HOURS after the end of the previous calendar day's shift or on-call shift, and if you request or consent to work it you must be paid 1.5x your regular rate for those hours — ORS 653.442 (roadside-assistance work excepted); (4) PREDICTABILITY PAY for employer-initiated changes — 1 hour at your regular rate ON TOP of wages earned when 30+ minutes are added, when start or end time moves without losing you hours, or when an extra shift is added; and 0.5x your regular rate per scheduled hour NOT worked when hours are subtracted, the shift is cancelled, a time change costs you hours, or you are not called in from on-call — ORS 653.455. Also a right to input into your schedule (ORS 653.450) and a VOLUNTARY standby list you cannot be forced onto (ORS 653.432).

Final paycheck

FIRED or mutually terminated: all unpaid wages due NOT LATER THAN THE END OF THE FIRST BUSINESS DAY after the termination ORS 652.140(1). QUIT WITH at least 48 hours' notice (excluding weekends and holidays): due IMMEDIATELY on your last day. QUIT WITHOUT that notice: due within 5 days (excluding weekends and holidays) OR on the next regularly scheduled payday, WHICHEVER COMES FIRST. PENALTY WAGES — ORS 652.150: where the employer wilfully fails to pay, 8 hours' pay per day at your regular hourly rate for up to 30 days; the penalty is capped at 100% of the unpaid wages if the employer pays within 12 days of written notice of non-payment, or if no written notice was given; an employer may avoid it by proving financial inability to pay at the time the wages accrued.

State layoff notice (mini-WARN)

No independent Oregon mini-WARN — Oregon adds no state-only trigger, employee-count threshold or notice period. What it adds is a STATE NOTIFICATION duty: where the FEDERAL WARN Act requires written notice of a plant closing or mass layoff, the employer must also notify the HIGHER EDUCATION COORDINATING COMMISSION ORS 285A.510 to 285A.522, in particular ORS 285A.516; ORS 285A.510 adopts the federal definitions of employer, mass layoff and plant closing. The 60-day clock and the size thresholds are federal (29 U.S.C. 2101 et seq.).

Where to file for unemployment

Oregon Employment Department. File through FRANCES ONLINE at https://frances.oregon.gov/Claimant/_/ — information and instructions at https://unemployment.oregon.gov. ADMINISTRATIVE ROUTE ONLY; the agency, not this chart, tells you amounts and duration.

Sources for this entry · as of 2026-08-21

URLs OPENED 2026-08-21, cell by cell — Minimum wage https://www.oregon.gov/boli/workers/pages/minimum-wage.aspx (BOLI: 1 July 2026 – 30 June 2027 rates, Portland metro $16.80, standard $15.55, non-urban $14.55; annual CPI-based increase effective each 1 July) https://www.oregonlegislature.gov/bills_laws/ors/ors653.html (ORS 653.025 — metro = standard +$1.25, non-urban = standard −$1.00; CPI-U US City Average March-to-March rounded to nearest 5 cents; the 18 named non-urban counties) https://oregon.public.law/statutes/ors_653.017 (preemption of local minimum wages, with the public-employer / public-contract / tax-abatement exceptions). Overtime ORS 653.261 read at the oregonlegislature.gov chapter page above. Meal breaks and Rest breaks https://oregon.public.law/rules/oar_839-020-0050 (30 continuous minutes for 6-8 hour shifts with the timing windows, paid if not completely relieved; 10 continuous paid minutes per 4-hour segment or major part; may not be combined or deducted). Pay stubs https://oregon.public.law/statutes/ors_652.610 (the itemised-statement list at (1)(b); electronic delivery at (1)(c) only on express agreement plus ability to print or store at time of receipt; separate state-payroll provisions at (2)). Time rounding and travel time https://oregon.public.law/rules/oar_839-020-0045 (travel time) https://oregon.public.law/rules/oar_839-020-0041 (waiting time and on-call) https://oregon.public.law/rules/oar_839-020-0040 (hours worked generally, including "suffered or permitted" and the duty to actually prevent unwanted work). None of the three contains a rounding rule. Predictive scheduling https://www.oregon.gov/boli/workers/pages/predictive-scheduling.aspx (BOLI: retail/hospitality/food service; 500+ employees worldwide on the 20-workweek average test; the three exclusions; 14-day written schedule; good-faith estimate contents; 10-hour rest and the 1.5x; the two predictability-pay formulas; ORS 653.412-653.490 and OAR ch. 839 div. 026) https://oregon.public.law/statutes/ors_653.436 (14 calendar days, 2017 c.691 §5) https://oregon.public.law/statutes/ors_653.442 (right to rest, 1.5x, roadside-assistance exception). Final paycheck https://oregon.public.law/statutes/ors_652.140 https://oregon.public.law/statutes/ors_652.150 (8 hours per day up to 30 days; 100%-of-wages cap on the 12-day-payment and no-written-notice paths; financial-inability defence). State layoff notice (mini-WARN) https://oregon.public.law/statutes/ors_285A.510 (definitions adopted from federal WARN) https://oregon.public.law/statutes/ors_285A.516 (HECC is the state agency notified). Where to file for unemployment https://unemployment.oregon.gov/ (Oregon Employment Department; Frances Online at https://frances.oregon.gov/Claimant/_/).

COULD NOT VERIFY: 1. ORS 652.020 — Oregon's daily-hours / manufacturing-establishment provision was NOT opened. Manufacturing workers may have a daily rule beyond ORS 653.261's weekly 40. 2. No Oregon time-ROUNDING rule was located after opening OAR 839-020-0040, -0041 and -0045; the absence of one across the whole of OAR ch. 839 div. 020 is not affirmatively confirmed. 3. Several sections (652.610, 652.140, 652.150, 653.017, 653.436, 653.442, 285A.510, 285A.516) and OAR 839-020-0040/-0041/-0045/-0050 were read at oregon.public.law, a full-text reproduction of the official statutes and rules, because the Secretary of State OARD server (secure.sos.state.or.us) timed out on its automated-access file and the oregonlegislature.gov ORS 653 chapter page truncated before the Fair Work Week sections. Where BOLI independently states the same rule (breaks, predictive scheduling), the agency page corroborates it; section numbers should still be confirmed at oregonlegislature.gov before any member-facing use. 4. The BOLI minimum-wage page does not itself print the ORS citation; ORS 653.025 was matched from the statute text. 5. ORS 653.428, 653.432, 653.450 and 653.455 were NOT opened individually — their content comes from the BOLI predictive-scheduling page, a state labour agency source.

Pennsylvania

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Minimum wage

$7.25/hr — unchanged since 24 July 2009, no indexing, no scheduled step PA Minimum Wage Act of 1968, 43 P.S. §§ 333.101-333.115 (rate confirmed on the PA Dept. of Labor & Industry Wage FAQs; the Act and its regulations at 34 Pa. Code ch. 231 are named on L&I's Minimum Wage Law page). No city rate to check — local governments are preempted from setting a higher minimum, 43 P.S. § 333.114a (SECONDARY ONLY — statute not opened). TIME-SENSITIVE — raise bills are introduced every session and every bordering state is now higher.

Overtime

Time-and-a-half after 40 hours in the workweek PA Minimum Wage Act, 43 P.S. § 333.104(c); regulations at 34 Pa. Code §§ 231.41-231.43. No daily overtime and no seventh-day rule. PA-SPECIFIC EXCEPTION: hospitals and residential care facilities may agree with employees to compute overtime on a 14-day, 80-hour period (the "8 and 80" rule) — PA L&I Wage FAQs. PA IS STRICTER THAN FEDERAL LAW ON ONE POINT WORTH KNOWING: the Pennsylvania Supreme Court held the fluctuating-workweek half-time method unavailable under the PMWA — Chevalier v. General Nutrition Centers, 220 A.3d 1038 (Pa. 2019) (SECONDARY ONLY — opinion not opened).

Meal breaks

None required for workers 18 and over PA Dept. of Labor & Industry Wage FAQs ("Employers are not required to give breaks for employees 18 and over"). MINORS 14-17: a 30-minute meal period must be given on or before 5 consecutive hours of work PA Child Labor Act, Act 151 of 2012, 43 P.S. § 40.1 et seq. (rule confirmed on L&I's Child Labor Act page; exact subsection not opened). Federal rules still govern any break your employer chooses to give: 20 minutes or less must be PAID, and a meal period is unpaid only if you are relieved of duty for 20+ minutes.

Rest breaks

None required by state law PA Dept. of Labor & Industry Wage FAQs. Pennsylvania has no paid rest-break entitlement for adults. Any break under 20 minutes that is given must still be paid.

Pay stubs

REQUIRED WITH EVERY PAYMENT OF WAGES, and the list is specific: "Every employer shall furnish to each employee a statement with every payment of wages, listing hours worked, rates paid, gross wages, allowances, if any, claimed as part of the minimum wage, deductions and net wages" 34 Pa. Code § 231.36. So six items: HOURS WORKED RATES PAID GROSS WAGES MINIMUM-WAGE ALLOWANCES claimed (e.g. tip credit) DEDUCTIONS NET WAGES. PA L&I states the same list and adds the pay-period dates. SEPARATELY, at hiring your employer must tell you the time and place of payment and the rate of pay, or post it conspicuously — 43 P.S. § 260.3. A PA stub missing hours worked or the rate paid does not meet § 231.36. Electronic-delivery conditions: NOT VERIFIED — no PA statute or regulation addressing them was located.

Time rounding and travel time

NOT VERIFIED — no Pennsylvania rounding rule and no PA-specific compensable-travel rule located; the hours-worked definition at 34 Pa. Code § 231.1(b) could not be opened (the official publisher pacodeandbulletin.gov and pacode.com are both could not be opened directly). Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment govern unless a PA rule displaces them — and note that PA courts read the PMWA MORE protectively than the FLSA (Chevalier, above), so do not assume the federal answer is the PA answer.

Predictive scheduling

NO state predictive-scheduling or fair-workweek law. MUNICIPAL OVERLAY — PHILADELPHIA HAS ONE: Fair Workweek Employment Standards, Phila. Code ch. 9-4600, covering RETAIL, HOSPITALITY and FOOD SERVICE employers with 250+ employees AND 30+ locations worldwide (§ 9-4601(4)): posted written schedule at least 14 days before the first day of the schedule (§ 9-4602(4)); PREDICTABILITY PAY of 1 hour at your regular rate when a shift is added, rescheduled or moved without losing you hours, and at least half your regular hourly rate per scheduled hour cancelled or cut (§ 9-4603(1), with exceptions at (2) for employee-initiated changes, mutual shift trades and emergencies); and the RIGHT TO DECLINE a shift starting less than 9 hours after the end of the previous day's shift, or $40 for each such shift you consent in writing to work (§ 9-4604). Other Pennsylvania municipalities are not enumerated here — if you work outside Philadelphia, check your own city and county.

Final paycheck

Fired and quit are the SAME in Pennsylvania: wages earned become "due and payable not later than the next regular payday" on which they would otherwise have been paid Wage Payment and Collection Law, 43 P.S. § 260.5; on your request the employer must send payment by CERTIFIED MAIL. PENALTY: where wages remain unpaid 30 days beyond the regular payday (60 days where there is no regular payday) and there is no good-faith dispute, you may claim LIQUIDATED DAMAGES of 25% of the total wages due OR $500, WHICHEVER IS GREATER 43 P.S. § 260.10. There is no daily waiting-time penalty in Pennsylvania.

State layoff notice (mini-WARN)

NOT VERIFIED — no Pennsylvania plant-closing or mass-layoff notice statute located, and no primary source was opened that affirmatively rules one out. Federal WARN (29 U.S.C. 2101 et seq. — 60 days' notice, 100+ employees) applies regardless of state law.

Where to file for unemployment

PA Dept. of Labor & Industry, Office of Unemployment Compensation. File an initial claim online at https://benefits.uc.pa.gov — information at https://www.pa.gov/agencies/dli/programs-services/unemployment. ADMINISTRATIVE ROUTE ONLY; the agency, not this chart, tells you amounts and duration.

Sources for this entry · as of 2026-08-21

URLs OPENED 2026-08-21, cell by cell — Minimum wage, Overtime, Meal breaks, Rest breaks, Pay_Stub (item list), Final paycheck (agency layer) https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/pennsylvania-s-minimum-wage-act/wage-faqs (PA L&I Wage FAQs: $7.25; 1.5x over 40; the "8 and 80" hospital/care-facility option; no breaks required at 18+; minors 14-17 get 30 minutes at five or more consecutive hours; stub must show hours actually worked, rate of pay, gross wages, tax deductions, authorised deductions and the pay-period dates; final pay by the next scheduled payday) https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/pennsylvania-s-minimum-wage-act/minimum-wage-law (L&I naming the

Minimum Wage Act of 1968, 43 P.S. §§ 333.101-333.115, and the 34 Pa. Code ch. 231 regulation structure). Meal breaks (minors) https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/child-labor-act.html ("All child workers must be provided a 30-minute meal period on or before five consecutive hours of work"). Pay stubs (regulation text) https://www.law.cornell.edu/regulations/pennsylvania/34-Pa-Code-SS-231-36 — the verbatim text of 34 Pa. Code § 231.36 was read here because the official publisher pacodeandbulletin.gov and the mirror pacode.com are BOTH could not be opened directly. Cornell LII is a REPRODUCTION, not the official publisher; the identical six-item list is independently confirmed on the PA L&I Wage FAQs page above, which is a state labour agency source. Treat the regulation text as corroborated but confirm at pacodeandbulletin.gov before any member-facing use. Final paycheck https://www.legis.state.pa.us/WU01/LI/LI/US/PDF/1961/0/0329..PDF (Wage Payment and Collection Law, Act 329 of 1961 — s.5 next regular payday and certified mail on request; s.3 notice of time, place and rate of pay at hiring; s.10 liquidated damages of 25% of total wages due or $500, whichever greater, after 30 days, or 60 days where there is no regular payday, absent a good-faith dispute). Predictive scheduling https://www.phila.gov/media/20191218103134/Fair-Workweek-Law.pdf (Philadelphia Code ch. 9-4600 as published by the City of Philadelphia: § 9-4601(4) coverage at 250+ employees and 30+ locations worldwide in retail, hospitality and food services; § 9-4602(4) 14-day posted schedule; § 9-4603(1) predictability pay and (2) exceptions; § 9-4604 9-hour rest and the $40 payment). Where to file for unemployment https://www.pa.gov/services/dli/apply-for-unemployment-compensation-benefits (L&I; online filing at https://benefits.uc.pa.gov).

COULD NOT VERIFY: 1. 43 P.S. § 333.104 statutory TEXT (the rate and the overtime provision) — legis.state.pa.us returned a could not be opened directly for the Act 5 of 1968 PDF on two attempts. Rate and overtime taken from PA L&I. 2. 43 P.S. § 333.114a municipal preemption — not opened. Tagged SECONDARY ONLY in the cell. 3. Chevalier v. General Nutrition Centers, 220 A.3d 1038 (Pa. 2019) — opinion not opened. Tagged SECONDARY ONLY. 4. The exact subsection of the Child Labor Act (Act 151 of 2012, 43 P.S. § 40.x) carrying the minors' meal period — legis.state.pa.us HTM returned a could not be opened directly. The rule itself is confirmed on the L&I Child Labor Act page. 5. Time rounding and travel time — no PA rule located; 34 Pa. Code § 231.1(b) not opened (publisher could not be opened directly). 6. State layoff notice (mini-WARN) — no Pennsylvania statute located; absence NOT affirmatively confirmed at any primary source. 7. Electronic pay-stub delivery conditions — no PA statute or regulation addressing them was located. 8. Abrogation of PA's 2020 white-collar salary-threshold regulation — the repealing instrument was not opened. Tagged SECONDARY ONLY. 9. 34 Pa. Code §§ 231.41-231.43 were not opened individually; the overtime rule comes from L&I and the Act.

Rhode Island

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$16.00/hr effective 1 JANUARY 2026 R.I. Gen. Laws § 28-12-3. SCHEDULED STEP WRITTEN INTO THE SAME STATUTE: $17.00/hr effective 1 JANUARY 2027. NOT CPI-indexed — every increase is set by the legislature, and nothing at all is scheduled after 1 Jan 2027, so the rate freezes then unless a new act passes. No Rhode Island municipal minimum wage was located. TIME-SENSITIVE — re-check.

Overtime

Time-and-a-half after 40 hours in the workweek R.I. Gen. Laws § 28-12-4.1. PLUS A RULE ALMOST NO OTHER STATE HAS — SUNDAY AND HOLIDAY PREMIUM: work performed on Sundays and legal holidays must be paid at not less than 1.5x the normal rate, and you may NOT be discharged or penalised for refusing it R.I. Gen. Laws § 25-3-3 (amended P.L. 2021 ch. 32 and ch. 36; nine exempt employer classes and the definition of "retail business" are set out in 260-RICR-30-05-2, amended 17 Aug 2025). Where retail Sunday/holiday hours are paid at that premium rate, those hours are EXCLUDED from the weekly overtime calculation (§ 28-12-4.1). Also: delivery drivers and sales merchandisers may NOT have their overtime computed by the federal fluctuating-workweek method (§ 28-12-4.1). Fire-district firefighters: 1.5x beyond an average 42 hours/week over an 8-week cycle.

Meal breaks

20 MINUTES within a 6-hour shift; 30 MINUTES within an 8-hour shift R.I. Gen. Laws § 28-3-14. The employer need not pay for the meal period. TWO EXEMPTIONS: healthcare facilities licensed under R.I. Gen. Laws ch. 23-17, and employers with FEWER THAN 3 EMPLOYEES on any given shift at that worksite. Federal rules still apply on top: a break of 20 minutes or less must be paid, and a meal period is unpaid only if you are completely relieved of duty.

Rest breaks

None required by state law — § 28-3-14 is Rhode Island's only mandated break and it is a MEAL period, not a rest break R.I. Gen. Laws § 28-3-14; the RI DLT Guide to Wage and Workplace Laws addresses meal periods only. Federal rule still applies to breaks your employer chooses to give: 20 minutes or less must be PAID.

Pay stubs

REQUIRED ON EVERY REGULAR PAYDAY R.I. Gen. Laws § 28-14-2.1(a): (1) a statement of the HOURS WORKED during the applicable pay period; (2) a record of ALL DEDUCTIONS from gross earnings TOGETHER WITH AN EXPLANATION of the basis or reason for each deduction; and (3) for COMMERCIAL CONSTRUCTION employers only, a record of the employee's HOURLY REGULAR RATE OF PAY. ELECTRONIC DELIVERY IS PERMITTED, but on written request the employer must provide a printed or handwritten copy AT NO COST to you. READ THIS AS A WORKER: for most Rhode Island workers the required list does NOT include rate of pay, gross wages or net wages — so hours and deductions are the two things state law guarantees you can audit, and a deduction with no explanation of its basis is itself a violation. PAYDAY: wages are due within 9 days of the end of the payroll period, and any change to the payday needs 3 paydays' written or posted notice (§ 28-14-2).

Time rounding and travel time

NOT VERIFIED — no Rhode Island rounding rule and no Rhode Island travel-time rule located; the RI DLT Guide to Wage and Workplace Laws addresses neither. Federal 29 CFR 785.48 rounding and Portal-to-Portal travel treatment govern unless an RI rule exists.

Predictive scheduling

NOT VERIFIED that none exists — no state fair-workweek or predictive-scheduling law was located in R.I. Gen. Laws tit. 28, DLT Labor Standards guidance addresses none, and no RI municipal ordinance is known. Agency silence is not proof of absence, so this is recorded as a gap rather than a finding of none. NOTE THE ADJACENT RIGHT THAT DOES EXIST: you may refuse Sunday and legal-holiday work without discharge or penalty, and must be paid 1.5x if you work it — R.I. Gen. Laws § 25-3-3.

Final paycheck

Fired and quit are the same in the ordinary case: unpaid wages become due ON THE NEXT REGULAR PAYDAY R.I. Gen. Laws § 28-14-4(a). Accrued or awarded VACATION PAY is payable with them once you have completed 1 year of service (§ 28-14-4(b)). SPECIAL 24-HOUR RULE: where the separation is because the business is LIQUIDATED, MERGED, DISPOSED OF, or MOVED out of state, all wages become immediately due and payable WITHIN 24 HOURS — and for employees with 1 year of service that includes holiday pay, vacation pay in full or prorated, and insurance benefits (§ 28-14-4(c)). REMEDY: a private civil action for unpaid wages with LIQUIDATED DAMAGES of up to 2 TIMES the unpaid wages and/or benefits, plus reasonable attorney's fees and costs; claim barred after 3 YEARS from accrual § 28-14-19.2.

State layoff notice (mini-WARN)

No Rhode Island mini-WARN — the state administers the FEDERAL WARN Act only RI Dept. of Labor & Training WARN page, citing Pub. L. 100-379, 29 U.S.C. 2101 et seq. and 20 CFR pt. 639, with no Rhode Island statutory citation. Under the federal notice the employer must write to the local chief elected official, the DLT DISLOCATED WORKER UNIT (Employment & Training Administrator, RI DLT, 1511 Pontiac Ave, Bldg 73-2, Cranston RI 02920), and your bargaining representative — or you directly if you are not represented. No state-only trigger, threshold or notice period.

Where to file for unemployment

RI Dept. of Labor & Training (DLT). File or reopen a claim at https://beta.uionline.dlt.ri.gov — information at https://dlt.ri.gov/individuals/unemployment-insurance; DLT Call Center 401-415-6772 (closed Wednesdays), Voice Relay 711. ADMINISTRATIVE ROUTE ONLY; the agency, not this chart, tells you amounts and duration.

Sources for this entry · as of 2026-08-21

URLs OPENED 2026-08-21, cell by cell — Minimum wage https://webserver.rilegislature.gov/Statutes/TITLE28/28-12/28-12-3.htm (full rate schedule read in the statute: $15.00 eff. 1 Jan 2025, $16.00 eff. 1 Jan 2026, $17.00 eff. 1 Jan 2027, nothing beyond; no indexing provision). Overtime https://webserver.rilegislature.gov/Statutes/TITLE28/28-12/28-12-4.1.htm (1.5x over 40; fluctuating-workweek bar for delivery drivers and sales merchandisers; retail Sunday/holiday premium hours excluded from the overtime calculation; fire-district 42-hour/8-week provision) https://webserver.rilegislature.gov/Statutes/TITLE25/25-3/25-3-3.htm (Sunday and holiday work at not less than 1.5x the normal rate; no discharge or penalty for refusing; amended P.L. 2021 ch. 32 and ch. 36; no sunset or repeal language) https://rules.sos.ri.gov/regulations/Part/260-30-05-2 (260-RICR-30-05-2, amended 17 Aug 2025 — definition of "retail business" as an establishment engaged primarily in the sale of goods or services directly to the general public, excluding food preparation and wholesale; nine exempt employer classes; also the weekly-pay exemption petition process and its

letter-of-credit and 4-year notarised-affidavit conditions). Meal breaks https://webserver.rilegislature.gov/Statutes/TITLE28/28-3/28-3-14.htm (20 minutes in a 6-hour shift, 30 minutes in an 8-hour shift, unpaid; ch. 23-17 healthcare facilities and worksites with fewer than 3 employees on a shift exempt). Rest breaks § 28-3-14 above, plus https://dlt.ri.gov/sites/g/files/xkgbur571/files/documents/pdf/ls/WageHourBook.pdf (RI DLT Guide to Wage and Workplace Laws — describes the meal period only; no rest break appears anywhere in it). Pay stubs https://webserver.rilegislature.gov/Statutes/TITLE28/28-14/28-14-2.1.htm (hours worked; all deductions with an explanation of the basis or reason; hourly regular rate for commercial construction employers; electronic permitted with a printed or handwritten copy on written authorisation at no cost) https://webserver.rilegislature.gov/Statutes/TITLE28/28-14/28-14-2.htm (regular payday; wages within 9 days of the end of the payroll period; holiday roll-over; payment on demand if absent; 3 paydays' notice of a payday change) DLT guide above, quoting the same duty. Final paycheck https://webserver.rilegislature.gov/Statutes/TITLE28/28-14/28-14-4.htm (next regular payday at (a); vacation pay after 1 year at (b); 24-hour rule on liquidation, merger, disposal or moving at (c)) https://webserver.rilegislature.gov/Statutes/TITLE28/28-14/28-14-19.2.htm (private civil action; liquidated damages up to 2x unpaid wages and/or benefits; compensatory and equitable relief including reinstatement and seniority; attorney's fees and costs; 3-year limitation). State layoff notice (mini-WARN) https://dlt.ri.gov/employers/worker-adjustment-and-retraining-notification-warn (DLT states the federal WARN Act only, cites Pub. L. 100-379, 29 U.S.C. 2101 et seq. and 20 CFR pt. 639, names the Dislocated Worker Unit contact, and cites no Rhode Island statute). Where to file for unemployment https://dlt.ri.gov/individuals/unemployment-insurance (DLT; filing portal https://beta.uionline.dlt.ri.gov; Call Center 401-415-6772).

COULD NOT VERIFY: 1. Time rounding and travel time — no Rhode Island rounding or travel-time statute or regulation located; the DLT Guide addresses neither. 2. Predictive scheduling — no RI fair-workweek law located and no municipal ordinance known; absence NOT affirmatively confirmed at any primary source. 3. Whether any Rhode Island municipality sets a minimum wage above the state rate — none located; absence NOT affirmatively confirmed. 4. The DLT Guide to Wage and Workplace Laws that was opened is the January 2019 edition. Its minimum-wage figures are stale and were NOT used; every rate in this state's entry comes from § 28-12-3 itself. 5. The full exemption architecture of § 25-3-3 was read partly through 260-RICR-30-05-2 rather than section by section in the statute; whether § 25-3-3 premium pay reaches non-retail employers generally is not fully established here. 6. R.I. Gen. Laws § 28-14-2.2 (the weekly-pay exemption statute referenced inside 260-RICR-30-05-2) was not opened.

South Carolina

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

NO state minimum wage law — federal $7.25/hr governs (29 U.S.C. 206). No minimum-wage statute exists in S.C. Code Title 41. No indexing, no scheduled step. LOCAL OVERLAY BARRED: S.C. Code 6-1-130 — a political subdivision 'may not establish, mandate, or otherwise require a minimum wage rate that exceeds the federal minimum wage rate.' So no SC city can raise your floor. TIME-SENSITIVE: your floor moves only when Congress moves it.

Overtime

Follows FLSA weekly 40 only — no state overtime statute located in S.C. Code Title 41. SC LLR Office of Wages routes MINIMUM WAGE / OVERTIME questions to the US DOL Wage and Hour Division (llr.sc.gov/wage labor standards brochure).

Meal breaks

NONE required by state law. SC LLR, verbatim: 'There is no requirement under South Carolina law for an employer to provide employees with breaks or a lunch period.' Federal law requires none either. If your employer DOES give one, federal rules still decide whether it is paid: a meal period is unpaid only if it is at least 30 minutes and you are completely relieved of duty.

Rest breaks

NONE required by state law — same SC LLR statement, breaks and lunch periods alike. If a short break of 20 minutes or less is given, it must be paid under federal hours-worked rules.

Pay stubs

REQUIRED — and this is the strongest cell in the SC row. S.C. Code 41-10-30: your employer must furnish 'an itemized statement showing his gross pay and the deductions made from his wages for each pay period.' Separately, at hire you must be told IN WRITING your normal hours, the wages agreed upon, the time and place of payment, and the deductions that will be made; any change needs written notice at least 7 days before it takes effect (a wage INCREASE is excepted). Records of wages paid and deductions kept 3 years. COVERAGE: 41-10-20 exempts employers with fewer than 5 employees in the preceding 12 months, and domestic workers in private homes. Direct deposit is allowed if earnings statements are still provided (41-10-40). CHECK YOUR STUB: gross pay, and every deduction itemised. A deduction you were never given written notice of is the mismatch to look for. Electronic-only delivery not addressed in the statute — NOT VERIFIED.

Time rounding and travel time

No state rounding or travel-time rule located — 29 CFR 785.48 rounding and the federal Portal-to-Portal treatment govern. SC LLR refers hours-worked questions to US DOL WHD.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

SAME deadline whether you are fired or you quit: all wages due 'within forty-eight (48) hours of the time of separation or the next regular payday which may not exceed thirty (30) days' — S.C. Code 41-10-50. No waiting-time penalty as such, but 41-10-80 gives a court power to award 'three times the full amount of the unpaid wages, plus costs and reasonable attorney's fees.' 3-year limitation period.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff statute located — federal WARN Act only (60-day notice). SC DEW receives and publishes the federal WARN notices filed in SC.

Where to file for unemployment

SC Department of Employment and Workforce (DEW) — file online through the MyBenefits Portal, https://dew.sc.gov/individuals/apply-for-benefits ; claims representatives 1-866-831-1724. ADMINISTRATIVE ROUTE ONLY — DEW, not this chart, tells you anything about amount or duration.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://www.dol.gov/agencies/whd/minimum-wage/state (US DOL: 'South Carolina: No state minimum wage law'); https://www.scstatehouse.gov/code/t06c001.php (S.C. Code 6-1-130 read verbatim). Overtime, Time rounding and travel time — https://llr.sc.gov/wage/pdf/lsbro.pdf (SC LLR labor standards brochure routes MINIMUM WAGE/OVERTIME/FMLA to US DOL WHD). Meal breaks, Rest breaks — https://llr.sc.gov/wage/pdf/lsbro.pdf (verbatim: no SC requirement for breaks or a lunch period). Pay stubs — https://www.scstatehouse.gov/code/t41c010.php (S.C. Code 41-10-20, 41-10-30, 41-10-40 read at the SC State House); https://llr.sc.gov/wage/pdf/lsbro.pdf (agency restatement of the itemised-statement duty and the 3-year record rule); https://llr.sc.gov/wage/paymentofwages.aspx (Office of Wages and Child Labor: notice must include 'an itemized statement of gross wages and deduction'). Final paycheck — https://www.scstatehouse.gov/code/t41c010.php (41-10-50 and the treble-damages provision at 41-10-80). State layoff notice (mini-WARN) — https://dew.sc.gov/employers/employer-resources and the DEW WARN report series at https://www.dew.sc.gov/sites/dew/files/Documents/WARN%20Report%2005%2022%202026.pdf (federal WARN notices only; no SC statute located). Where to file for unemployment — https://dew.sc.gov/individuals/apply-for-benefits.

COULD NOT VERIFY: 1. Predictive scheduling — no state statute located; South Carolina municipal codes were NOT searched, so this is 'not located', not 'does not exist'. 2. Whether an ELECTRONIC-ONLY wage statement satisfies 41-10-30 — the statute is silent and no SC LLR guidance on the point was found. 3. https://llr.sc.gov/wages/ returned 404; the working path is https://llr.sc.gov/wage/. 4. https://dew.sc.gov/individuals/unemployment-benefits returned 404.

FRAMING: nothing here is a calculation. If your stub shows no itemised deductions, or a deduction you never authorised in writing, or your final pay ran past 41-10-50, that is a MISMATCH to take to counsel or to US DOL WHD — not a number to compute.

South Dakota

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$11.85/hr effective 1 Jan 2026 — SDCL 60-11-3. Tipped minimum $5.925/hr (no less than 50% of the state minimum) — SDCL 60-11-3.1. INDEXED ANNUALLY: SDCL 60-11-3.2 adjusts the rate each 1 January by the increase, if any, in the CPI, rounded UP to the nearest five cents; the minimum wage may never decrease. Next step lands 1 Jan 2027 and is not yet published. No local overlay located. HIGHLY TIME-SENSITIVE — re-check before any use.

Overtime

Follows FLSA weekly 40 only — no state overtime statute located in SDCL ch. 60-11. No daily overtime, no double time, no seventh-day rule.

Meal breaks

NONE required by state law — no meal-period statute in SDCL ch. 60-11 as reproduced in SD DLR's own Labor and Employment Laws booklet. Federal law requires none either. If a meal break is given, it is unpaid only when you are completely relieved of duty.

Rest breaks

NONE required by state law — no rest-break statute in SDCL ch. 60-11. A short break of 20 minutes or less that IS given must be paid under federal hours-worked rules.

Pay stubs

NO state wage-statement requirement located. SDCL ch. 60-11 contains no itemised pay-stub statute, and federal law requires no wage statement at all — so in South Dakota you may lawfully receive a paycheck with no stub explaining it. What IS required is TIMING, not disclosure: SDCL 60-11-9 — 'Every employer shall pay all wages due to employees at least once each calendar month unless otherwise provided by law, or on regular agreed pay days designated in advance by the employer.' PRACTICAL EFFECT FOR A WORKER: if your hours and deductions are not itemised anywhere, your own contemporaneous record of hours worked becomes the only record you control. Federal 29 CFR 516 still requires the EMPLOYER to keep hours-and-pay records.

Time rounding and travel time

No state rounding or travel-time rule located — 29 CFR 785.48 and the federal Portal-to-Portal treatment govern.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

SAME rule for discharge and resignation. DISCHARGE — SDCL 60-11-10: unpaid wages are due and payable not later than the next regular stated payday, or as soon thereafter as the employee returns to the employer all employer property in the employee's possession. RESIGNATION — SDCL 60-11-11: same next-regular-payday rule, same property-return

condition. NOTE THE CONDITION: the property-return clause can lawfully delay the check — it does not cancel the wages. No statutory waiting-time penalty located.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff statute located — federal WARN Act only (60-day notice). SD DLR's own list of SD employment laws and rules names no plant-closing chapter. NOT VERIFIED as an absolute absence — the DLR list states it is not comprehensive.

Where to file for unemployment

SD Department of Labor and Regulation (DLR), Reemployment Assistance (formerly Unemployment Insurance) — file online at the RA Benefits Portal, https://www.sd.gov/rabenefits ; Claims Call Center 605.626.3179. ADMINISTRATIVE ROUTE ONLY.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://dlr.sd.gov/employment_laws/minimum_wage.aspx ('$11.85/hour. (Effective Jan. 1, 2026.)'; tipped '$5.925/hour'; CPI indexing rounded up to nearest five cents, cannot decrease); https://dlr.sd.gov/employment_laws/publications/min-wage-poster-2026-english.pdf (2026 poster, citing SDCL 60-11-3, 60-11-3.1, 60-11-3.2); https://www.dol.gov/agencies/whd/minimum-wage/state (US DOL cross-check: SD $11.85, adjusted annually by formula). Overtime, Meal breaks, Rest breaks, Pay stubs, Final paycheck — https://dlr.sd.gov/employment_laws/publications/sd_labor_and_employment_laws.pdf (SD DLR's own reproduction of SDCL ch. 60-11: 60-11-3 base rate, 60-11-3.2 indexing, 60-11-9 pay frequency, 60-11-10 discharge, 60-11-11 resignation; NO break, overtime or wage-statement statute appears). State layoff notice (mini-WARN), Predictive scheduling — https://dlr.sd.gov/employment_laws/laws.aspx (SD laws and rules index; no plant-closing or scheduling chapter listed; page states the list is not comprehensive). Where to file for unemployment — https://dlr.sd.gov/ra/individuals/default.aspx.

COULD NOT VERIFY: 1. Statute NUMBERS and quoted text here were read in SD DLR's own official publications rather than at sdlegislature.gov. Cells rest on a state agency primary source, not on the legislature's own host. 2. Minor citation discrepancy: the DLR minimum-wage web page lists SDCL 60-11-3.1 among its exemption cites while the DLR booklet assigns indexing to 60-11-3.2; the 2026 poster prints all three (60-11-3, 60-11-3.1, 60-11-3.2). Treated here as 60-11-3 = rate, 60-11-3.1 = tipped, 60-11-3.2 = indexing. 3. State layoff notice (mini-WARN) — absence not provable from the DLR index alone. 4. Predictive scheduling — municipal codes not searched.

FRAMING: no figure here is multiplied by anything. A South Dakota worker who receives no stub should keep their own hours record and raise a mismatch with counsel or US DOL WHD.

Tennessee

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

NO state minimum wage law — federal $7.25/hr governs (29 U.S.C. 206). Tennessee's own Department of Labor and Workforce Development lists minimum wage among the subjects it refers to the US DOL because the state has no jurisdiction over it. No indexing, no scheduled step, no state tipped-wage rule. No local overlay located.

Overtime

Follows FLSA weekly 40 only — no state overtime law. TN LWD expressly refers overtime, working hours and off-the-clock hours to the US DOL Wage and Hour Division.

Meal breaks

REQUIRED: a 30-minute UNPAID meal or rest period if you are scheduled six (6) consecutive hours — T.C.A. 50-2-103(h) (SECONDARY ONLY — statute not opened). It 'shall not be scheduled during or before the first hour of scheduled work activity.' EXCEPTION where the business by its nature provides ample opportunity to rest. WAIVER: a tipped employee in a food or beverage establishment may waive it by a written, voluntary agreement, with a rescission procedure. CHECK: unpaid means it is not on the clock — if you worked through it, that time is hours worked.

Rest breaks

No separate PAID rest-break requirement — the single mandated break in Tennessee is the 30-minute unpaid meal/rest period under T.C.A. 50-2-103(h) (SECONDARY ONLY — statute not opened). Any short break of 20 minutes or less that an employer does give must be paid under federal hours-worked rules.

Pay stubs

NO itemised wage-statement requirement located in Tennessee law — T.C.A. 50-2-103 as read prescribes pay TIMING and payment METHOD, not stub contents, and federal law requires no wage statement at all. What Tennessee DOES require: (1) your employer must tell you the amount of your wages BEFORE you start — T.C.A. 50-2-101, 'It is unlawful for any employer to employ, permit or suffer to work any person without first informing the employee of the amount of wages to be paid'; (2) notice of regular paydays posted in at least two conspicuous places; (3) wages due and payable at least semi-monthly in private employment — T.C.A. 50-2-103(a); (4) deductions generally require a written agreement (TN LWD). The 5-or-more-employees scope of 'private employment' in 50-2-103(b) is SECONDARY ONLY. Statute text SECONDARY ONLY — statute not opened.

Time rounding and travel time

No state rounding or travel-time rule located — TN LWD expressly refers travel/mileage compensation and off-the-clock hours to the US DOL, so 29 CFR 785.48 and the federal Portal-to-Portal treatment govern.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

SAME rule whether you are fired or you quit, and it is a WHICHEVER-IS-LATER rule: full wages or salary earned 'no later than the next regular pay day following the date of dismissal or voluntary leaving, or twenty-one (21) days following the date of discharge or voluntary leaving, whichever occurs last' — T.C.A. 50-2-103(g) (rule read at TN LWD; statute SECONDARY ONLY — statute not opened). Final pay includes vacation or compensatory time owed under the employer's policy. No waiting-time penalty located.

State layoff notice (mini-WARN)

YES — Tennessee has its OWN notice law on top of federal WARN: T.C.A. 50-1-601 et seq. (effective 29 May 1989), reaching employers with at least 50 but not more than 99 employees — BELOW the federal WARN 100-employee threshold. It requires the employer to notify the state commissioner upon notifying affected employees of a reduction in operations, rather than imposing a separate advance-notice period. Federal WARN's 60-day notice still applies to employers it covers.

Where to file for unemployment

Tennessee Department of Labor and Workforce Development, Employment Security Division — file online at https://www.jobs4tn.gov (entry point: https://www.tn.gov/workforce/unemployment.html). ADMINISTRATIVE ROUTE ONLY.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage, Overtime, Time rounding and travel time — https://www.tn.gov/workforce/employees/labor-laws/labor-laws-redirect/referrals.html (TN LWD refers to US DOL: 'overtime, 1099 employees, Family Medical Leave Act (FMLA), minimum wage, Interstate Commerce..., piece work, working hours, Davis-Bacon Act, off the clock hours, waiting to engage, travel/mileage compensation'); https://www.dol.gov/agencies/whd/minimum-wage/state ('Tennessee: No state minimum wage law'). Meal breaks, Rest breaks, Final paycheck, pay frequency — https://www.tn.gov/workforce/employees/labor-laws/labor-laws-redirect/wages-breaks.html (TN LWD states the 30-minute/6-consecutive-hour rule citing T.C.A. 50-2-103(h), and the next-payday-or-21-days-whichever-is-last rule citing 50-2-103(g)); https://www.tn.gov/content/dam/tn/workforce/documents/majorpublications/requiredposters/Wage_Poster.pdf (Wage Regulations Act poster, citing T.C.A. 50-2-101, 50-2-103, 50-2-202, including 'first informing the employee of the amount of wages to be paid' and the break not being scheduled during or before the first hour); https://lwdsupport.tn.gov/hc/en-us/articles/203081900-How-often-must-my-employer-pay-me (semi-monthly; paydays posted in at least two conspicuous places). Pay stubs deductions point — https://lwdsupport.tn.gov/hc/en-us/articles/360000137288-Can-employers-withhold-the-cost-of-uniforms-equipment-or-deduct-re-payments-for-company-loans-shortages-etc-from-my-paycheck ('your employer cannot make any deductions from your paycheck without a written agreement'). State layoff notice (mini-WARN) — https://www.tn.gov/content/dam/tn/workforce/documents/employers/WARN_Technical_Assistance_Guide.pdf (TCA 50-1-601 et seq., eff. 29 May 1989, employers 'employing at least 50 but not more than 99 employees'); https://lwdsupport.tn.gov/hc/en-us/articles/50851219351187-What-triggers-the-need-to-file-a-WARN-Notice. Where to file for unemployment — https://www.tn.gov/workforce/unemployment.html and https://www.tn.gov/workforce/unemployment/apply-for-benefits-redirect-2/online-application.html (jobs4tn.gov). T.C.A. 50-2-103 subsection structure (a),(b),(e),(g),(h) — https://law.justia.com/codes/tennessee/title-50/chapter-2/part-1/section-50-2-103/ SECONDARY, used only to confirm subsection lettering and the 5-employee scope; NOT relied on as the citation.

COULD NOT VERIFY — HOSTS THAT FAILED: 1. LexisNexis, the only official TCA host — https://advance.lexis.com/container?config=014CJAA5ZGVhZjA3NS02MmMzLTRlZWQtOGJjNC00YzQ1MmZlNzc2YWYKAFBvZENhdGFsb2cwYnQvUDNSbGRIZFVXVGlBQzZaNXQ returned an empty document to an automated reader. No T.C.A. section text was read at an official host. 2. https://www.capitol.tn.gov/legislation/ — could not be opened directly. 3. Consequently the exact statutory wording of T.C.A. 50-2-101, 50-2-103(a),(b),(g),(h) and 50-1-601 et seq. is SECONDARY ONLY; the RULES are primary-sourced to the Tennessee Department of Labor and Workforce Development's own pages and required poster. 4. Pay stubs — the ABSENCE of a Tennessee itemised-wage-statement duty could not be confirmed against the full text of Title 50 Chapter 2 at an official host. 5. Predictive scheduling — municipal codes not searched.

FRAMING: nothing here is multiplied by anything. A missed meal break worked through, or off-the-clock time, is a recoverable claim to raise with counsel or US DOL WHD — never a figure computed here.

Texas

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr — Texas has NO state minimum wage above the federal floor. The Texas Minimum Wage Act sets the state rate BY REFERENCE to the federal one: 'an employer shall pay to each employee the federal minimum wage under Section 6, Fair Labor Standards Act of 1938 (29 U.S.C. Section 206)' — Tex. Lab. Code 62.051. No indexing, no scheduled step; the Texas rate moves only when Congress moves the federal rate. LOCAL OVERLAY BARRED: 62.0515 — the chapter's minimum wage 'supersedes a wage established in an ordinance, order, or charter provision governing wages in private employment, other than wages under a public contract.' Tipped wage tracks federal 29 U.S.C. 203(m) — 62.052. Broad exemptions at 62.151-62.161, including employment already covered by the FLSA.

Overtime

Follows FLSA weekly 40 only — no state overtime statute. Tex. Lab. Code ch. 62 sets no daily overtime, no double time and no seventh-consecutive-day rule.

Meal breaks

NONE required by state law. Texas Workforce Commission, verbatim: 'neither the FLSA nor Texas law requires employers to give breaks during the workday.' That is a real finding, not a gap. IF a meal break is given, it is unpaid only when it is at least 30 minutes AND you are 'completely relieved from duty for the purpose of eating a regular meal' (29 CFR 785.19) — a working lunch is hours worked.

Rest breaks

NONE required by state law — same TWC statement. IF a rest or coffee break of 20 minutes or less is given, it is compensable hours worked under 29 CFR 785.18 and must appear in your paid time. (Federal nursing-mother break rules are separate and do apply.)

Pay stubs

REQUIRED — Texas DOES have a wage-statement law, and it is specific. Tex. Lab. Code 62.003: at the END OF EACH PAY PERIOD the employer shall give each employee a WRITTEN earnings statement, SIGNED by the employer or the employer's agent, covering the pay period and showing: (1) the NAME of the employee; (2) the RATE OF PAY; (3) the TOTAL AMOUNT OF PAY EARNED during the pay period; (4) ANY DEDUCTION made from the pay AND THE PURPOSE of the deduction; (5) the AMOUNT OF PAY AFTER ALL DEDUCTIONS are made; and (6) the TOTAL NUMBER OF HOURS WORKED if paid by the hour, or the UNITS PRODUCED during the pay period if paid on a piece rate. RUN YOUR OWN STUB AGAINST THAT SIX-ITEM LIST. A deduction with no stated purpose, or a missing hours total on an hourly job, is the mismatch. Electronic delivery is not addressed in 62.003 — NOT VERIFIED.

Time rounding and travel time

No state rounding or travel-time rule located — 29 CFR 785.48 rounding and the federal Portal-to-Portal treatment govern; TWC's own wage-and-hour guidance applies the federal regulations directly.

Predictive scheduling

No state law located — municipal codes not searched.

Final paycheck

THE TWO DEADLINES ARE DIFFERENT — this is the cell to read twice. DISCHARGED (fired or laid off): the employer 'shall pay in full an employee who is discharged from employment not later than the SIXTH DAY after the date the employee is discharged' — Tex. Lab. Code 61.014(a). QUIT / RESIGNED: paid in full 'not later than the NEXT REGULARLY SCHEDULED PAYDAY' — 61.014(b). PAYDAYS generally: an employee exempt from FLSA overtime must be paid at least once a month; everyone else at least TWICE a month, with each pay period 'as nearly as possible of an equal number of days' — 61.011. No statutory waiting-time penalty; the remedy is a wage claim filed with the Texas Workforce Commission under the Texas Payday Law (Tex. Lab. Code ch. 61). Claim-filing deadline NOT VERIFIED.

State layoff notice (mini-WARN)

No state plant-closing or mass-layoff statute located — federal WARN Act only. TWC's WARN page describes only the federal requirement of 'notice 60 days in advance of plant closures or mass layoffs.'

Where to file for unemployment

Texas Workforce Commission (TWC) — apply through TWC Unemployment Benefits Services (UBS) at https://www.twc.texas.gov/programs/unemployment-benefits ; work-search registration at WorkInTexas.com. ADMINISTRATIVE ROUTE ONLY — TWC, not this chart, tells you anything about amount or duration.

Sources for this entry · as of 2026-08-21

URLs ACTUALLY OPENED, CELL BY CELL: Minimum wage, Pay stubs, Overtime — https://statutes.capitol.texas.gov/Docs/LA/pdf/LA.62.pdf (Texas Legislature's own PDF of Labor Code ch. 62: 62.001-62.005 including 62.003 earnings statement read item by item, 62.051 minimum wage, 62.052 tipped, 62.151-62.161 exemptions); https://statutes.capitol.texas.gov/Docs/LA/htm/LA.62.htm#62.0515 (62.0515 local preemption, verbatim); https://www.dol.gov/agencies/whd/minimum-wage/state (US DOL cross-check: Texas $7.25). Final paycheck — https://statutes.capitol.texas.gov/Docs/LA/htm/LA.61.htm#61.014 (Texas Legislature: 61.011 paydays and 61.014(a) sixth day after discharge / 61.014(b) next regularly scheduled payday, read verbatim); https://www.twc.texas.gov/programs/wage-and-hour/texas-payday-law (TWC agency restatement: 'Final payment is due within six (6) calendar days of the last day' on discharge; next regularly scheduled payday on resignation; cites Labor Code ch. 61 and the Texas Payday Rules, 28 TAC pt. 1 ch. 821). Meal breaks, Rest breaks, Time rounding and travel time — https://efte.twc.texas.gov/d_breaks.html (TWC: 'neither the FLSA nor Texas law requires employers to give breaks during the workday'; 29 CFR 785.18 and 785.19 applied). State layoff notice (mini-WARN) — https://www.twc.texas.gov/data-reports/warn-notice (federal WARN only, 60-day notice; no Texas statute referenced). Where to file for unemployment — https://www.twc.texas.gov/programs/unemployment-benefits.

COULD NOT VERIFY: 1. Tex. Lab. 61.011 and 61.014 WERE read successfully at https://statutes.capitol.texas.gov/Docs/LA/htm/LA.61.htm#61.014. 2. Whether an electronic-only earnings statement satisfies the 'written statement... signed by the employer or the employer's agent' requirement of 62.003 — the statute is silent and no TWC guidance on the point was opened. 3. The Texas Payday Law wage-claim filing deadline — NOT VERIFIED; https://www.twc.texas.gov/programs/wage-and-hour/how-submit-wage-claim-under-texas-payday-law returned could not be opened directly. 4. Predictive scheduling — no state statute located; Texas municipal codes were NOT searched.

FRAMING: no figure in this state's entry is multiplied by anything. If your stub is missing any of the six items in 62.003, or your final check ran past the sixth day after discharge, that is a MISMATCH to take to counsel or to the US DOL Wage and Hour Division — overtime misclassification and off-the-clock time are recoverable legal claims, and this chart never computes what is owed.

Utah

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr — identical to the federal floor Utah Code 34-40-103 (the rate the Labor Commission sets "may not exceed the federal minimum wage"); Utah Labor Commission Minimum Wage page confirms $7.25. Tipped cash wage $2.13 so long as tips bring you to $7.25; under-18 training wage $4.25 for the first 90 days. NOT indexed — no annual adjustment, no scheduled step; Utah's floor moves only when the FEDERAL rate moves. NO LOCAL OVERLAY IS POSSIBLE — Utah Code 34-40-106 bars any city or county from requiring a minimum wage above the federal rate.

Overtime

No Utah state overtime statute found — Utah Code Title 34 ch. 28 (Payment of Wages) and ch. 40 (Minimum Wage Act) were both opened and neither contains an overtime provision. Federal FLSA weekly-40 governs. No daily overtime, no double time, no seventh-consecutive-day rule.

Meal breaks

None required by Utah law for employees 18 and over — you have no state right to a meal period at all. MINORS under 18: 30-minute meal period within 5 hours of the start of work Utah Admin. Code R610-2-3 (SECONDARY ONLY — rule text not opened; adminrules.utah.gov (could not be opened) ; requirement confirmed on a Utah state agency page, film.utah.gov child-labor summary).

Rest breaks

None required by Utah law for employees 18 and over. MINORS under 18: 10-minute rest period for every 3 hours worked Utah Admin. Code R610-2-3 (SECONDARY ONLY — rule text not opened; adminrules.utah.gov 404, confirmed on Utah state agency page film.utah.gov).

Pay stubs

TWO LEVELS, AND MOST UTAH WORKERS GET THE WEAKER ONE. Every employer: if ANY deduction is taken from your pay, the employer must furnish you, on each regular payday, a statement showing the total amount of EACH deduction Utah Code 34-28-3(4). That is the whole general requirement — Utah does NOT require your hours or your rate of pay to appear on the stub. CONSTRUCTION-licensed employers only: a written or electronic pay statement showing your name, base rate of pay, the pay-period dates, HOURS WORKED, each withholding and its reason, and total compensation Utah Code 34-28-3(5). Separately, at hire the employer must tell you (or conspicuously post) the payday, the place of payment and the rate of pay Utah Code 34-28-4 — failure is a class B misdemeanor. IF YOU ARE NOT IN CONSTRUCTION and your stub shows no hours, that is not by itself a Utah violation; check your own time records against your gross.

Time rounding and travel time

NOT VERIFIED — no Utah statute or rule on time rounding or on compensable travel time was located. Utah Code Title 34 ch. 28 and ch. 40 were opened in full and contain neither; the Utah Labor Commission employment-standards pages returned 404 and Utah Admin. Code R610 could not be opened at adminrules.utah.gov. The federal layer (29 CFR 785.48 rounding, Portal-to-Portal travel) is already ruled on the lane rows.

Predictive scheduling

None found — no Utah fair-workweek or predictive-scheduling statute appears in Utah Code Title 34 ch. 28 or ch. 40 (both opened). No known Utah municipal scheduling ordinance. NOTE: Utah Code 34-40-106 preempts local minimum-wage setting; whether that preemption also reaches local scheduling ordinances is NOT VERIFIED.

Final paycheck

FIRED OR LAID OFF: your unpaid wages become due IMMEDIATELY and must be paid within 24 HOURS of separation Utah Code 34-28-5(1)(a) (employer may comply by mailing postmarked within one day, initiating direct deposit within 24 hours, or hand delivery). YOU QUIT: wages and any deposit held by the employer become due on the NEXT REGULAR PAYDAY Utah Code 34-28-5(2). WAITING-TIME PENALTY, AND IT HAS A TRIGGER YOU MUST PULL: if the employer fails to pay within 24 hours of your WRITTEN DEMAND, your wages continue running from the date of that demand until paid, at your separation rate, capped at 60 days Utah Code 34-28-5(1)(c). The penalty does not start on its own — it starts on your written demand, and suit for it must be brought within 60 days of separation.

State layoff notice (mini-WARN)

NOT VERIFIED — no Utah plant-closing or mass-layoff notice statute was located. The Utah DWS WARN page returned 404 and Utah Code Title 35A was not opened this pass. Federal WARN's 60-day notice is already ruled on the lane rows and applies regardless.

Where to file for unemployment

Utah Department of Workforce Services (DWS), Unemployment Insurance Division. File an initial claim online at https://jobs.utah.gov/ui/home/initialclaims — DWS states this is the only method to apply; Claims Assistance and Re-Employment Team 801-526-4400. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from DWS, never from this chart.

Sources for this entry · as of 2026-08-21

SOURCES ACTUALLY OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — Utah Code Title 34 ch. 40 official chapter PDF, https://le.utah.gov/xcode/Title34/Chapter40/C34-40_1800010118000101.pdf (34-40-103 rate and federal cap; 34-40-104 exemptions; 34-40-106 local preemption). Utah Labor Commission, Minimum Wage, https://laborcommission.utah.gov/divisions/AntidiscriminationAndLabor/minimum_wage.html ($7.25; $2.13 tipped; $4.25 under-18 90-day training wage).

Overtime — negative finding from Utah Code Title 34 official PDF, https://le.utah.gov/xcode/Title34/C34_1800010118000101.pdf (ch. 28 read in full) and the ch. 40 PDF above. Neither contains an overtime provision.

Meal breaks / Rest breaks — Utah state agency page, https://film.utah.gov/utah-child-labor-laws (30-min meal within 5 hours; 10-min rest per 3 hours for minors; points to Utah Admin. Code R610-2-3 and Utah Code 34-23-207). The R610-2 rule text itself COULD NOT BE OPENED — adminrules.utah.gov (could not be opened) , /public/rule/R610-1/Current%20Rules, /public/search/R610 and rules.utah.gov/publicat/code/r610/r610-001.htm. Tagged SECONDARY ONLY accordingly.

Pay stubs — Utah Code Title 34 official PDF, https://le.utah.gov/xcode/Title34/C34_1800010118000101.pdf, 34-28-3(4) verbatim: "If a deduction is made from the wages paid, the employer shall, on each regular payday, furnish the employee with a statement showing the total amount of each deduction." 34-28-3(5) construction-licensed employer statement (name, base rate, pay-period dates, hours worked, withholdings and reasons, total compensation). 34-28-4 notice/posting of payday, place and rate of pay, class B misdemeanor for failure.

Time rounding and travel time — negative: not present in the Title 34 ch. 28 or ch. 40 PDFs above. Utah Labor Commission employment-standards and wage-claim pages returned 404 (/divisions/antidiscrimination-and-labor/wage-claim-unit/, /divisions/adjudication/wage-claim/, /divisions/antidiscrimination-and-labor/employment-standards/).

Predictive scheduling — negative from the same two chapter PDFs.

Final paycheck — Utah Code Title 34 official PDF, 34-28-5(1)(a) 24-hour rule, 34-28-5(1)(c) written-demand penalty capped at 60 days with 60-day suit window, 34-28-5(2) resignation on next regular payday.

State layoff notice (mini-WARN) — attempted https://jobs.utah.gov/ui/employer/public/warn.aspx, returned 404. Not verified.

Where to file for unemployment — Utah DWS, https://jobs.utah.gov/ui/home/ (names DWS as administering agency and https://jobs.utah.gov/ui/home/initialclaims as the sole filing route).

COULD NOT VERIFY: 1. Utah Admin. Code R610-1 (minimum wage rule) text — adminrules.utah.gov and rules.utah.gov both 404. The $7.25 figure rests on the Labor Commission's own published page plus the statutory federal cap in 34-40-103, which is sufficient for the figure but not a read rule. 2. Utah Admin. Code R610-2-3 (minor meal and rest breaks) text — same 404s. Break figures are tagged SECONDARY ONLY. 3. Any Utah rule on time rounding or compensable travel — none found in the chapters opened; agency pages dead. 4. Any Utah predictive-scheduling law, and whether 34-40-106 preemption extends beyond wages to scheduling. 5. Any Utah state WARN / plant-closing notice law — DWS WARN page 404, Title 35A not opened. 6. Whether an electronic pay statement satisfies 34-28-3(4) — the subsection is silent on delivery format.

NOTE ON SCOPE: the Utah Code Title 34 consolidated PDF served content through ch. 28 only, so chapters between 29 and 39 were not scanned. Negative findings above are stated as "not found in the chapters opened," not as "Utah has no such law."

Vermont

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$14.42/hr effective 1 January 2026, up from $14.01 21 V.S.A. § 384; Vermont Dept. of Labor announcement. Tipped/basic-service rate $7.21 (from $7.01). INDEXED ANNUALLY — each 1 January the rate rises by the SMALLER of 5% or the increase in CPI-U, and it may never decrease 21 V.S.A. § 384(a). Next step lands 1 January 2027; the figure is not yet published. No Vermont municipal minimum-wage overlay found.

Overtime

Time and a half the regular rate for hours over 40 in a workweek 21 V.S.A. § 384(b). No daily overtime, no seventh-day rule. READ THE EXEMPTIONS BEFORE YOU ASSUME YOU ARE COVERED — § 384(b) excludes retail and service establishments, hotels/motels/restaurants, amusement and recreational facilities, certain health-care facilities, transportation businesses, political subdivisions of the state, state employees covered by FLSA, and permanent General Assembly staff. If you work in one of those, Vermont's overtime rule may not reach you — but the federal FLSA still can, and that gap is exactly where an unpaid-overtime claim hides.

Meal breaks

No fixed meal period and no stated length. Vermont requires only that the employer give you "reasonable opportunities during work periods to eat and to use toilet facilities in order to protect the health and hygiene of the employee" 21 V.S.A. § 304. No trigger hours, no minimum minutes, no waiver rule in the statute. Whether the time is paid falls back to the federal hours-worked test already ruled on the lane rows.

Rest breaks

No timed paid rest break required by Vermont law. The only state break duty is the § 304 "reasonable opportunities" standard 21 V.S.A. § 304 — the same sentence that covers eating also covers toilet facilities. Vermont has no 10-minutes-per-4-hours rule.

Pay stubs

VERMONT DOES REQUIRE A WAGE STATEMENT WITH EVERY PAYMENT OF WAGES, showing at a minimum FOUR things: (1) TOTAL HOURS WORKED (2) the HOURLY RATE (3) GROSS PAY (4) EACH DEDUCTION FULLY ITEMISED Vermont Dept. of Labor, Wage and Hour Program, "A Summary of Vermont Wage and Hour Laws" (WH-13). CHECK YOUR STUB AGAINST THOSE FOUR — if hours or rate are missing, the stub does not meet what the enforcing agency states the rule to be. CAUTION ON THE CITATION: the statutory hook could not be located. 21 V.S.A. § 342 was opened in full and contains NO wage-statement subsection — its only itemisation duty is a free monthly written transaction history for payroll-card accounts, § 342(c)(2)(L). The underlying rule (Code of Vt. R. 24-090-003, Minimum Wage Rules) could not be opened at the Secretary of State. Treat the four required items as the enforcing agency's stated rule, not as a read statute.

Time rounding and travel time

ROUNDING: Vermont's enforcing agency accepts the general practice of rounding starting and finishing times to the nearest five minutes, nearest tenth of an hour, or nearest quarter hour VT DOL WH-13. Rounding is permitted — rounding that consistently runs against you and shorts your hours over time is still a problem worth raising. TRAVEL: Vermont defers to the federal treatment — ordinary home-to-work travel as a normal incident of employment is not compensable, while emergency call-outs and special one-day assignments away from the usual worksite can be VT DOL WH-13. No separate Vermont statute or rule on either was located in 21 V.S.A. ch. 5.

Predictive scheduling

No Vermont predictive-scheduling or fair-workweek law — no advance-notice requirement, no predictability pay, no right to rest between shifts. Vermont does give a RIGHT TO REQUEST a flexible working arrangement, which the employer must consider in good faith at least twice a year 21 V.S.A. § 309 — but the statute expressly defines flexible working arrangements to exclude "routine scheduling of shifts," so it is not schedule-stability protection. No known Vermont municipal scheduling ordinance.

Final paycheck

DISCHARGED: you must be paid within 72 HOURS of discharge 21 V.S.A. § 342(c)(1). YOU QUIT: on the last regular pay day, or if there is no regular pay day, on the FOLLOWING FRIDAY 21 V.S.A. § 342(c)(1). Ordinary payday rule: weekly, covering wages earned to a day not more than six days before the payment date; biweekly or semimonthly permitted with notice to employees, and up to a 13-day lag under a collective bargaining agreement 21 V.S.A. § 342(a). NO WAITING-TIME PENALTY was found in § 342 — an unpaid-wage complaint goes to the Commissioner of Labor under 21 V.S.A. § 342a, which sets out the investigation, appeal and confidentiality process.

State layoff notice (mini-WARN)

YES — Vermont has its own: the NOTICE OF POTENTIAL LAYOFFS ACT, 21 V.S.A. §§ 411-418. COVERED EMPLOYER: 50 or more full-time employees, or 50 or more part-time employees each working at least 1,040 hours per year, or a combination § 411. BUSINESS CLOSING: permanent shutdown of a facility, or permanent cessation of operations at one or more Vermont worksites, resulting in layoff of 50+ employees over a 90-day period (or cessation not scheduled to resume within 90 days affecting 50+) § 411. MASS LAYOFF: permanent employment loss of at least 50 employees at one or more Vermont worksites during any 90-day period § 411. NOTICE: 45 days before the effective date to the Secretary of Commerce and Community Development and to the Commissioner; 30 days to the local chief elected official or municipal administrative officer, the AFFECTED EMPLOYEES, and any bargaining agent — stating the approximate number and job titles of affected employees, the anticipated date of employment loss, and the affected worksites § 413. The employer must also pay all unpaid wages and compensation owed to any laid-off worker § 413. NOTE THE COUNTING WINDOW IS 90 DAYS, not federal WARN's 30-day window — a rolling series of smaller cuts can trigger Vermont's law when federal WARN would not.

Where to file for unemployment

Vermont Department of Labor, Unemployment Insurance. File an initial claim through Claimant e-Services at https://labor.ui.vermont.gov/UI/Claimant ("Establish an Initial Claim"); department main site https://labor.vermont.gov. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from the department, never from this chart.

Sources for this entry · as of 2026-08-21

SOURCES ACTUALLY OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — 21 V.S.A. § 384, https://legislature.vermont.gov/statutes/section/21/005/00384 (rate provision and the "smaller of 5% or CPI-U, no decrease" indexing formula). VT DOL press release, https://labor.vermont.gov/press-release/vermont-department-labor-announces-minimum-wage-increase-starting-january-2026 — "Beginning January 1, 2026, the State's minimum wage will increase from $14.01 to $14.42 per hour"; tipped rate $7.01 to $7.21; cites 21 V.S.A. § 384.

Overtime — 21 V.S.A. § 384(b), same URL as above, verbatim: "an employer shall not pay an employee less than one and one-half times the regular wage rate for any work done by the employee in excess of 40 hours during a workweek," plus the exemption list. Cross-checked against VT DOL WH-13.

Meal breaks / Rest breaks — 21 V.S.A. § 304, https://legislature.vermont.gov/statutes/section/21/005/00304, verbatim: "An employer shall provide an employee with reasonable opportunities during work periods to eat and to use toilet facilities in order to protect the health and hygiene of the employee."

Pay stubs — VT DOL Wage and Hour Program, "A Summary of Vermont Wage and Hour Laws" (WH-13), https://labor.vermont.gov/sites/labor/files/doc_library/WH-13-Wage-and-Hour-Laws-2019%20.pdf, verbatim: "Employers must provide a wage statement to its employees with each payment of wages. This statement must set forth, at a minimum, the total hours worked, the hourly rate, gross pay and each deduction fully itemized." NEGATIVE CHECK: 21 V.S.A. § 342, https://legislature.vermont.gov/statutes/section/21/005/00342, opened in full — no wage-statement subsection; only § 342(c)(2)(L) payroll-card monthly transaction history. 21 V.S.A. § 342a, https://legislature.vermont.gov/statutes/section/21/005/00342a, opened — complaint procedure only, no wage statement. Chapter table of contents, https://legislature.vermont.gov/statutes/chapter/21/005, opened — no section on wage statements or statements of deductions appears.

Time rounding and travel time — VT DOL WH-13 (same URL): rounding "to the nearest five minutes, nearest on-tenth or quarter of an hour will be accepted"; travel defers to the federal rule, ordinary home-to-work travel not compensable.

Predictive scheduling — 21 V.S.A. § 309, https://legislature.vermont.gov/statutes/section/21/005/00309 — right to request a flexible working arrangement, employer must consider twice yearly in good faith; definition expressly excludes "routine scheduling of shifts."

Final paycheck — 21 V.S.A. § 342, URL above: discharge "within 72 hours of discharge"; voluntary leaving "on the last regular pay day, or if there is no regular pay day, on the following Friday"; § 342(a) weekly payment rule. Cross-confirmed in VT DOL WH-13.

State layoff notice (mini-WARN) — 21 V.S.A. § 411, https://legislature.vermont.gov/statutes/section/21/005/00411 (50-employee threshold, 1,040-hour part-time equivalence, business closing and mass layoff definitions, 90-day windows). 21 V.S.A. § 413, https://legislature.vermont.gov/statutes/section/21/005/00413 (45-day and 30-day notices, recipients, required content, unpaid-wage obligation). Chapter TOC confirms Subchapter 003A runs §§ 411-418. § 412 opened (education and outreach only).

Where to file for unemployment — VT DOL, https://labor.vermont.gov/unemployment-insurance/ui-claimants (names the department and the Claimant e-Services portal https://labor.ui.vermont.gov/UI/Claimant).

COULD NOT VERIFY: 1. THE STATUTORY OR REGULATORY HOOK FOR THE WAGE-STATEMENT REQUIREMENT. 21 V.S.A. § 342 and § 342a were opened in full and the chapter TOC was scanned; no wage-statement provision exists in Title 21 ch. 5. The requirement is stated only by the enforcing agency in WH-13. Code of Vt. R. 24-090-003 (Minimum Wage Rules) could not be opened — https://sos.vermont.gov/media/gk4hn3jz/24-090-003-minimum-wage.pdf returned 404 and no official Secretary of State copy was reachable. Only Justia and Cornell mirrors surfaced, and

those may not be the citation. 2. Whether Vermont permits ELECTRONIC delivery of the wage statement, and on what conditions — WH-13 is silent and no rule was opened. 3. Penalty provisions in 21 V.S.A. §§ 414-418 (violations) — § 415 exists per the TOC but was not opened, so no penalty figure is stated for the layoff-notice law. 4. The 1 January 2027 indexed minimum wage figure — not yet published by VT DOL. 5. Whether any Vermont municipality has a scheduling ordinance — no enumeration attempted.

NOTE ON WH-13: it is a 2019 Vermont Department of Labor publication. It is the enforcing agency's own statement of the rules and is treated here as an agency source, but its age is a live risk on any figure. Its 2019 minimum-wage figures were disregarded in favour of the 2026 press release; the wage-statement, rounding and travel statements were not independently confirmable.

Virginia

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$12.77/hr for the period 1 January 2026 through 31 December 2026 Va. Code § 40.1-28.10 — the statute sets the floor as the GREATER of the state figure or the federal minimum wage. SCHEDULED STEPS ARE WRITTEN INTO THE STATUTE: $13.75/hr from 1 January 2027, then $15.00/hr from 1 January 2028. From 1 January 2029 the Commissioner of Labor and Industry sets an adjusted rate each year by the prior calendar year's CPI-U increase, and the adjustment may not be less than zero. Tipped employees are covered at the same rate; the employer may apply the federal $2.13 tip credit but cash wage plus actual tips must reach $12.77 Virginia DOLI. No Virginia local minimum-wage overlay found.

Overtime

Follows FLSA — nothing more. The Virginia Overtime Wage Act now adopts the federal standard wholesale: "all applicable exemptions, overtime calculation methods, methods of overtime payment, or other overtime provisions within the federal Fair Labor Standards Act and any attendant regulations" apply Va. Code § 40.1-29.2. No daily overtime, no seventh-day rule. WHAT IT DOES ADD IS A STATE CAUSE OF ACTION: an employer that violates FLSA overtime is liable to the employee under VIRGINIA law as well as federal — which can matter for where and how a claim is brought.

Meal breaks

None required for adult employees — Va. Code Title 40.1 ch. 3 was read in full and contains no meal-period provision for adults. You have no state right to a lunch break in Virginia. MINORS: no child may be employed or permitted to work more than FIVE CONTINUOUS HOURS without an interval of at least 30 MINUTES for a lunch period, and "no period of less than 30 minutes shall be deemed to interrupt a continuous period of work" Va. Code § 40.1-80.1.

Rest breaks

None required by Virginia law for adults — no rest-break provision appears anywhere in Va. Code Title 40.1 ch. 3, read in full. No paid 10-minute break right exists under Virginia law.

Pay stubs

STRONG — VIRGINIA REQUIRES A REAL ITEMISED STATEMENT, AND YOU CAN AUDIT IT. On EACH REGULAR PAY DATE every employer (other than one engaged in agricultural employment including agribusiness and forestry) must give you a written statement, BY PAYSTUB OR ONLINE ACCOUNTING, showing: (1) the NAME AND ADDRESS OF THE EMPLOYER (2) the NUMBER OF HOURS WORKED during the pay period, if you are paid on the basis of hours worked OR on a salary below the U.S. Department of Labor's standard salary level under FLSA § 13(a)(1) (3) the RATE OF PAY (4) the GROSS WAGES earned during the pay period (5) the AMOUNT AND PURPOSE OF ANY DEDUCTIONS Va. Code § 40.1-29(D). THE TEST THAT MATTERS MOST: the statute requires that the paystub or online accounting "include sufficient information to enable the employee to determine how the gross and net pay were calculated." If you cannot reconstruct your own gross and your own net from what you were handed, the statement does not meet the standard. The employer must keep those paystubs or online accountings for at least THREE YEARS after the work was performed § 40.1-29(D). Electronic/online delivery is expressly permitted.

Time rounding and travel time

NOT VERIFIED — no Virginia statute or regulation on time rounding or on compensable travel time was located. Va. Code Title 40.1 ch. 3 was read in full and contains neither, and the Virginia DOLI labor-law and payment-of-wage pages opened do not address either subject. The federal layer (29 CFR 785.48 rounding, Portal-to-Portal travel treatment) is already ruled on the lane rows.

Predictive scheduling

None — no Virginia fair-workweek or predictive-scheduling law was found in Va. Code Title 40.1 ch. 3, read in full. No advance-notice requirement, no predictability pay, no right to rest between shifts. No known Virginia municipal scheduling ordinance; Virginia is a Dillon-rule state, so local authority over wage-and-hour subjects is narrow, though that preemption question was NOT independently verified.

Final paycheck

ONE DEADLINE COVERS BOTH DISCHARGE AND RESIGNATION, and it is unusually simple: "Upon termination of employment an employee shall be paid all wages due him for work performed prior thereto; such payment shall be made ON OR BEFORE THE DATE ON WHICH HE WOULD HAVE BEEN PAID for such work had his employment not been terminated" Va. Code § 40.1-29(A). In plain terms — your last check is due on what would have been your normal payday for that work, whether you were fired or quit. PAYDAY RULES: salaried employees at least monthly; hourly employees at least biweekly or twice a month § 40.1-29(A). PAYMENT METHOD: cash, check payable at face value on demand, electronic transfer to an account you designate, or a prepaid debit card — the card option only with full written disclosure of any fees and your affirmative consent § 40.1-29(C). NO SEPARATE WAITING-TIME PENALTY was found in § 40.1-29; enforcement runs through the Commissioner of Labor and Industry and a private right of action.

State layoff notice (mini-WARN)

NOT VERIFIED — no Virginia plant-closing or mass-layoff notice statute was located. Va. Code Title 40.1 ch. 3 was read in full and contains none; Title 60.2 (unemployment compensation) was not opened this pass. Federal WARN's 60-day notice is already ruled on the lane rows and applies regardless.

Where to file for unemployment

Virginia Employment Commission (VEC). File through the Claimant Self-Service portal at https://uidirect.vec.virginia.gov/CSS; information at https://www.vec.virginia.gov/unemployed; customer contact 866-832-2363. The agency is still styled Virginia Employment Commission on its own site as of this check. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from the VEC, never from this chart.

Sources for this entry · as of 2026-08-21

SOURCES ACTUALLY OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — Va. Code § 40.1-28.10, https://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-28.10/ — verbatim schedule: 1 Jan 2026-31 Dec 2026 "not less than the greater of (i) $12.77 per hour or (ii) the federal minimum wage"; 2027 "$13.75"; 2028 "$15.00"; CPI-U adjustment by the Commissioner beginning 2029, "shall not be less than zero." Virginia DOLI payment-of-wage page, https://www.doli.virginia.gov/labor-law/payment-of-wage/ — "For the period of January 1, 2026, until January 1, 2027, the established adjusted state hourly minimum wage is $12.77 per hour"; tipped employees at the same rate with the federal $2.13 tip credit available.

Overtime — Va. Code § 40.1-29.2, https://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-29.2/ — adopts FLSA including "all applicable exemptions, overtime calculation methods, methods of overtime payment, or other overtime provisions within the federal Fair Labor Standards Act and any attendant regulations," and creates state liability for an FLSA overtime violation.

Meal breaks / Rest breaks — NEGATIVE FINDING from the full chapter listing, https://law.lis.virginia.gov/vacodefull/title40.1/chapter3/ — no meal-period or rest-break section for adults in Title 40.1 ch. 3. MINORS: Va. Code § 40.1-80.1, https://law.lis.virginia.gov/vacode/title40.1/chapter5/section40.1-80.1/ — verbatim: "No child shall be employed or permitted to work for more than five hours continuously without an interval of at least 30 minutes for a lunch period, and no period of less than 30 minutes shall be deemed to interrupt a continuous period of work." (Va. Code § 40.1-100.1 was also opened and concerns hazardous occupations only, not breaks.)

Pay stubs — Va. Code § 40.1-29, https://law.lis.virginia.gov/vacode/title40.1/chapter3/section40.1-29/ — subsection (D) quoted verbatim at source: "On each regular pay date, each employer, other than an employer engaged in agricultural employment including agribusiness and forestry, shall provide to each employee a written statement, by a paystub or online accounting, that shows the name and address of the employer; the number of hours worked during the pay period if the employee is paid on the basis of (i) the number of hours worked or (ii) a salary that is less than the standard salary level adopted by regulation of the U.S. Department of Labor pursuant to § 13(a)(1) of the federal Fair Labor Standards Act, 29 U.S.C. § 213(a)(1), as amended, establishing an exemption from the Act's overtime premium pay requirements; the rate of pay; the gross wages earned by the employee during the pay period; and the amount and purpose of any deductions therefrom." Plus: "The paystub or online accounting shall include sufficient information to enable the employee to determine how the gross and net pay were calculated," and "An employer shall keep such paystubs or online accounting for at least three years following the date of the work performed."

Time rounding and travel time — negative: not present in the full ch. 3 listing above; https://www.doli.virginia.gov/labor-law/ and the payment-of-wage page opened and silent on both.

Predictive scheduling — negative from the full ch. 3 listing above.

Final paycheck — Va. Code § 40.1-29, URL above: subsection (A) payday frequency (salaried monthly, hourly biweekly or twice monthly) and the termination sentence quoted verbatim in the cell; subsection (C) permitted payment methods including the prepaid-card conditions.

State layoff notice (mini-WARN) — negative from the full ch. 3 listing above. Title 60.2 not opened.

Where to file for unemployment — VEC, https://www.vec.virginia.gov/unemployed (names the Virginia Employment Commission and the Claimant Self-Service portal https://uidirect.vec.virginia.gov/CSS).

COULD NOT VERIFY: 1. Any Virginia rule on time rounding or compensable travel time — none in Title 40.1 ch. 3; DOLI pages silent. 2. Any Virginia state WARN / plant-closing notice law — Title 40.1 ch. 3 has none; Va. Code Title 60.2 was not opened this pass, so the negative is limited to the chapter read. 3. Whether Virginia's Dillon-rule status forecloses a local scheduling or wage ordinance — asserted in general terms only, not verified against authority, and therefore not relied on in the cell. 4. The precise current U.S. DOL standard salary level that § 40.1-29(D) incorporates — that is the volatile federal cell and must be re-verified at publish rather than carried from this pass. 5. Whether a penalty attaches specifically to a defective or missing paystub under § 40.1-29 — the subsection states the duty and the retention period but the penalty structure of the wider section was not separately parsed.

Washington

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$17.13/hr effective 1 January 2026, up from $16.66 RCW 49.46.020; Washington L&I. INDEXED ANNUALLY AND AUTOMATICALLY — on each 30 September the Department of Labor and Industries calculates an adjusted rate by increasing the current rate by inflation, "to the nearest cent using the consumer price index for urban wage earners and clerical workers, CPI-W... for the twelve months prior to each September 1st," effective the following 1 January RCW 49.46.020(2)(b). Washington has no tip credit — tips are on top of the full minimum wage. LOCAL OVERLAY EXISTS AND IT IS HIGHER: L&I names SEATTLE, BELLINGHAM, SEATAC, TUKWILA and RENTON as having adopted minimum wages above the state floor. If you work in one of those cities, the CITY rate is your floor, not $17.13 — check the city, not just the state.

Overtime

Time and a half over 40 hours in a workweek ONLY RCW 49.46.130 — "no employer shall employ any of his or her employees for a workweek longer than forty hours unless such employee receives compensation... at a rate not less than one and one-half times the regular rate." NO daily overtime, NO double time, NO seventh-consecutive-day rule in Washington. Statutory exemptions include seamen, seasonal fair and agricultural concession workers (14 days or less a year), motion-picture projectionists under union contract, truck and bus drivers covered by the federal Motor Carrier Act, commissioned vehicle salespeople meeting specified conditions, real estate licensees, airline employees under shift-trading arrangements, and fire and law-enforcement personnel on a 28-day work period RCW 49.46.130.

Meal breaks

30 MINUTES, AND THE TIMING IS PRESCRIBED — it must begin no less than two hours and no more than five hours from the beginning of the shift, and "no employee shall be required to work more than five consecutive hours without a meal period" WAC 296-126-092. PAID TIME if the employer requires you to remain on the premises. EXTRA MEAL PERIOD ON LONG OVERTIME: if you work three or more hours beyond your normal workday, you are entitled to at least one additional 30-minute meal period before or during the overtime WAC 296-126-092. The rule contains no waiver provision.

Rest breaks

PAID, MANDATORY, AND ONE OF THE STRONGEST IN THE COUNTRY — "not less than ten minutes, on the employer's time, for each four hours of working time," scheduled as near as possible to the midpoint of the work period WAC 296-126-092. "No employee shall be required to work more than three hours without a rest period." ON THE EMPLOYER'S TIME means paid — a rest break deducted from your hours is a wage issue, not a scheduling one. ONE EXCEPTION: where the nature of the work lets you take intermittent rest totalling ten minutes for each four hours worked, scheduled breaks are not required WAC 296-126-092.

Pay stubs

REQUIRED WITH EVERY WAGE PAYMENT, AND IT MUST BE A SEPARATE DOCUMENT. On each payday the employer must furnish "an itemized statement showing the PAY BASIS (i.e., hours or days worked), RATE OR RATES OF PAY, GROSS WAGES and ALL DEDUCTIONS for that pay period," as a separate written statement from the paycheck,

with the pay period identified by MONTH, DAY AND YEAR and the DATE OF PAYMENT WAC 296-126-040. So four substantive items plus the dating: pay basis, rate(s), gross, and every deduction. ELECTRONIC DELIVERY IS CONDITIONAL, NOT AUTOMATIC: it is permitted only if you can BOTH ACCESS AND COPY the statement on payday — and if you cannot receive it electronically on the established payday, the employer must give you a written statement WAC 296-126-040. If your stub omits your rate, or lumps deductions together instead of itemising them, it does not meet the rule.

Time rounding and travel time

TRAVEL — WASHINGTON IS BROADER THAN FEDERAL, AND THIS IS WHERE OFF-THE-CLOCK TIME HIDES. L&I Administrative Policy ES.C.2 (Hours Worked), citing RCW 49.46.020, WAC 296-126-002(8) and WAC 296-128-600(9), states that all travel time related to work is compensable "regardless of the number of hours or when the travel takes place," and for out-of-town travel includes "any time necessary to get to an airport, train station, or other transit center necessary to complete the out-of-town travel." Ordinary commute time does not typically qualify. Unlike the federal Portal-to-Portal treatment, Washington does not carve out travel that falls outside your normal working hours — if you travelled for work and were not paid, that is a live question. ROUNDING: NOT VERIFIED — ES.C.2 was opened in full and does not address rounding of employee time, and no Washington statute or WAC on rounding was located.

Predictive scheduling

NO WASHINGTON STATE PREDICTIVE-SCHEDULING LAW FOUND — the significant law here is MUNICIPAL. SEATTLE SECURE SCHEDULING ORDINANCE, SMC 14.22: covers hourly employees at retail and food-services establishments with 500+ employees worldwide (full-service restaurants must also have 40+ full-service locations worldwide). Schedules must be posted at least 14 DAYS IN ADVANCE. PREDICTABILITY PAY: one hour of pay for hours added to a shift or when a shift's date or time is changed; half pay for hours cut early and for on-call shifts not called in. RIGHT TO REST: time-and-a-half for any hours worked between a closing shift and an opening shift separated by less than 10 hours ("clopening") Seattle Office of Labor Standards. IF YOU WORK IN SEATTLE FOR A LARGE RETAILER OR RESTAURANT CHAIN, the city ordinance — not state law — is what gives you schedule rights.

Final paycheck

ONE RULE FOR BOTH, AND IT IS LOOSER THAN MOST STATES: whenever an employee ceases work for an employer, "whether by discharge or by voluntary withdrawal," wages due on account of the employment "shall be paid to him or her at the END OF THE ESTABLISHED PAY PERIOD" RCW 49.48.010. Washington does not give you a 24-hour or 72-hour final-check deadline — you wait for the normal end of the pay period. Two exceptions: industries using a cooperative central payment plan with notice to the Director of Labor and Industries, and labour-management agreements providing otherwise RCW 49.48.010. NO WAITING-TIME PENALTY appears in § 49.48.010 itself. Wilful withholding of wages is dealt with separately under ch. 49.52 RCW (RCW 49.52.050 and 49.52.070) — NOT VERIFIED, those sections were not opened this pass.

State layoff notice (mini-WARN)

YES — IN FORCE, AND RECENTLY AMENDED. Washington's mini-WARN is ch. 49.45 RCW (Mass Layoffs and Business Closings), enacted by SB 5525, Laws of 2025 ch. 277, effective 27 JULY 2025. COVERED EMPLOYER: "a person who employs 50 or more employees in this state, excluding part-time employees" RCW 49.45.010. BUSINESS CLOSING: "the permanent or temporary shutdown of a single site of employment of one or more facilities or operating units that will result in an employment loss for 50 or more employees, excluding part-time employees." MASS LAYOFF: "a reduction in employment force that is not the result of a business closing and results in an employment loss during any 30-day period of 50 or more employees, excluding part-time employees." NOTICE: 60 DAYS' advance written notice to the

Employment Security Department and to the affected employee (or the employee's bargaining representative if unionised); ESD's own guidance also names the chief elected official of the community where the layoff or closure occurs, and describes a trigger for reducing the hours of 50+ workers by 50% or more each month over a 6-month period. PENALTY: civil penalty of not more than $500 for each day of the employer's violation RCW 49.45.020. AMENDED IN 2026 BY SB 6106, signed 17 March 2026 — excludes Tribes from the definition of "employer," exempts affected employees' names and addresses from the Public Records Act, and removes the requirement that each impacted employee receive the names and addresses of all impacted employees.

Where to file for unemployment

Washington State Employment Security Department (ESD). Apply at https://esd.wa.gov/get-financial-help/unemployment-benefits/applying-unemployment-benefits, filing through eServices at https://secure.esd.wa.gov; Unemployment Claims Center 800-318-6022. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from ESD, never from this chart.

Sources for this entry · as of 2026-08-21

SOURCES ACTUALLY OPENED, CELL BY CELL (all 2026-08-21):

Minimum wage — RCW 49.46.020, https://app.leg.wa.gov/RCW/default.aspx?cite=49.46.020 — CPI-W indexing mechanism quoted verbatim, L&I calculates each 30 September for the following 1 January. WA L&I minimum wage page, https://www.lni.wa.gov/workers-rights/wages/minimum-wage/ — "$17.13 per hour" effective 1 Jan 2026, prior year "$16.66 per hour," and "Seattle, Bellingham, SeaTac, Tukwila and Renton have adopted minimum wages higher than the state." NOTE: the statute itself contains no local-preemption or local-minimum-wage language.

Overtime — RCW 49.46.130, https://app.leg.wa.gov/RCW/default.aspx?cite=49.46.130 — weekly 40 only, exemption list as summarised.

Meal breaks / Rest breaks — WAC 296-126-092, https://app.leg.wa.gov/WAC/default.aspx?cite=296-126-092 — quoted verbatim: 30-minute meal beginning no less than two nor more than five hours from shift start; "No employee shall be required to work more than five consecutive hours without a meal period"; paid when required to remain on premises; additional 30-minute meal period where overtime exceeds the normal workday by three or more hours; rest "not less than ten minutes, on the employer's time, for each four hours of working time"; "No employee shall be required to work more than three hours without a rest period"; intermittent-rest exception. No waiver provision in the rule.

Pay stubs — WAC 296-126-040, https://app.leg.wa.gov/WAC/default.aspx?cite=296-126-040 — quoted verbatim: "an itemized statement showing the pay basis (i.e., hours or days worked), rate or rates of pay, gross wages and all deductions for that pay period"; separate written statement from the paycheck on each payday; pay period identified by month, day, year and payment date; electronic delivery permitted if the employee can access and copy it on payday, otherwise a written statement is required.

Time rounding and travel time — WA L&I Administrative Policy ES.C.2 (Hours Worked), https://www.lni.wa.gov/workers-rights/_docs/esc2.pdf — citing RCW 49.46.020, WAC 296-126-002(8), WAC 296-128-600(9); "all travel time related to work is compensable regardless of the number of hours or when the travel takes place"; out-of-town travel includes "any time necessary to get to an airport, train station, or other transit center"; "Ordinary commute time does not typically satisfy the conditions to be considered hours worked." The policy was read in full and DOES NOT ADDRESS ROUNDING. Cross-check attempted at https://www.lni.wa.gov/workers-rights/wages/getting-paid/ (confirms travel time counts as hours worked; silent on rounding and on stub contents).

Predictive scheduling — Seattle Office of Labor Standards, Secure Scheduling Ordinance, https://www.seattle.gov/laborstandards/ordinances/secure-scheduling — coverage thresholds (500+ employees worldwide; full-service restaurants 40+ locations), 14 days' advance notice, predictability pay structure, time-and-a-half for separations of less than 10 hours between closing and opening shifts, SMC 14.22.

Final paycheck — RCW 49.48.010, https://app.leg.wa.gov/RCW/default.aspx?cite=49.48.010 — payment at the end of the established pay period whether by discharge or voluntary withdrawal; cooperative central payment plan and labour-management agreement exceptions; no penalty provision within the section.

State layoff notice (mini-WARN) — ch. 49.45 RCW full text, https://app.leg.wa.gov/RCW/default.aspx?cite=49.45&full=true — employer threshold, business closing and mass layoff definitions, 60-day notice, notice recipients (ESD and the affected employee or bargaining representative), civil penalty "not more than $500 for each day of the employer's violation," enacted by 2025 c 277 (SB 5525-S). WA ESD WARN requirements page, https://esd.wa.gov/employer-requirements/layoffs-and-employee-notifications/warn-requirements — 60 days' written notice to ESD, affected employees, and the chief elected official of the community; also describes an hours-reduction trigger (50+ workers by 50% or more each month over a 6-month period). WA ESD, https://esd.wa.gov/about-us/blog/2026/gov-ferguson-signs-updated-mass-layoff-notice-requirements-law — SB 6106 signed 17 March 2026: excludes Tribes from "employer," exempts affected employees' names and addresses from the Public Records Act, removes the all-employee name-and-address disclosure requirement.

Where to file for unemployment — WA ESD, https://esd.wa.gov/unemployment (names ESD, the eServices portal https://secure.esd.wa.gov, the apply page, and the Claims Center number).

COULD NOT VERIFY: 1. ANY WASHINGTON RULE ON TIME ROUNDING. ES.C.2 was opened in full and is silent; no RCW or WAC on rounding was located. The rounding half of that cell is NOT VERIFIED — do not assume Washington follows or rejects 29 CFR 785.48. 2. RCW 49.52.050 and 49.52.070 (wilful withholding of wages, double damages) — named but NOT OPENED this pass, so no penalty figure is stated for late final pay. 3. The effective date of ch. 49.45 RCW is stated from the session-law citation (2025 c 277) reported at app.leg.wa.gov; the 27 July 2025 date itself was surfaced by secondary sources and should be confirmed against the session law before use — marked "yr n/v" in effect. 4. The 60-day-notice-to-local-official element and the hours-reduction trigger appear on ESD's guidance page but were not separately located in the chapter text read; where ESD and the statute differ, the statute controls. 5. CURRENT LOCAL MINIMUM-WAGE FIGURES for Seattle, Bellingham, SeaTac, Tukwila and Renton — deliberately NOT enumerated, per the table's rule against enumerating cities. L&I's Local Minimum Wage Rates page is the route. 6. Whether the Seattle ordinance's thresholds or predictability-pay amounts changed in 2026 — the Office of Labor Standards page was opened but carries no amendment date. 7. The 2026 SB 6106 amendment text was read from ESD's own blog post, not from the session law — the three changes are the agency's characterisation and should be confirmed against the enrolled bill.

West Virginia

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$8.75/hr, effective 1 Jan 2016 (statute reads "after December 31, 2015") W. Va. Code §21-5C-2. NOT indexed; no scheduled step located. Federal floor is $7.25, so the state figure is the higher one — $8.75 is what a covered stub must meet. Reaches employers with 6 or more employees at one separate, distinct and permanent location (§21-5C-1); a smaller employer is FLSA-only at $7.25. Sub-minimum training wage $6.40/hr for a worker first hired after 31 Dec 2014, under 20, first 90 days (§21-5C-2). No local overlay located — municipal codes not searched. TIME-SENSITIVE — re-check before use.

Overtime

1.5x the regular rate after 40 hours in a workweek; no daily overtime, no 7th-day rule W. Va. Code §21-5C-3. Coverage catch a worker should know: the state overtime section does NOT reach an employer where 80% of its employees are subject to a federal act on maximum hours and overtime (§21-5C-1, for periods after 31 Dec 2014) — those workers get the same 40-hour rule under the FLSA instead, so the practical rule is identical but the enforcing agency differs (US DOL Wage and Hour rather than WV Division of Labor). County and municipal employees may take comp time at 1.5 hrs per OT hour, capped at 480 hrs (public safety/emergency) or 240 hrs (other) §21-5C-3.

Meal breaks

Required: "During the course of a workday of six or more hours, all employers shall make available for each of their employees, at least twenty minutes for meal breaks", at times reasonably designated by the employer, where employees are not otherwise permitted to eat while working W. Va. Code §21-3-10a. The statute does not say paid or unpaid; because it is 20 minutes, the federal rule treats a break of 20 minutes or less as paid work time (federal layer, already ruled).

Rest breaks

No separate paid rest-break requirement located in state law W. Va. Code ch. 21 art. 3 — §21-3-10a (the 20-minute meal break, above) is the only break provision in the article index. No day-of-rest statute located.

Pay stubs

DEDUCTIONS ONLY. The employer must "furnish each employee with an itemized statement of deductions made from his wages for each pay period such deductions are made" W. Va. Code §21-5-9(4). HOURS WORKED AND RATE OF PAY ARE NOT REQUIRED ON A WV STUB — if yours shows no hours and no rate, that alone is not a state violation. What the state does require instead: written notice AT HIRING of your rate of pay and the day, hour and place of payment (§21-5-9(1)); written notice or an accessible posted notice of any change before it takes effect (§21-5-9(2)); written policy or posting on vacation pay, sick leave and comparable matters (§21-5-9(3)); an abstract of art. 5 posted in the workplace (§21-5-9(5)). Pay frequency: at least twice every month, no more than 19 days between settlements, unless a special agreement §21-5-3, which also allows payroll cards (with written fee disclosure and one free withdrawal per pay period) and direct deposit, and requires an electronic-transfer option where payroll cards are used. Electronic delivery of the itemized deduction statement is NOT ADDRESSED in §21-5-9 — NOT VERIFIED.

Time rounding and travel time

NOT VERIFIED — no state rounding or travel-time rule could be read. W. Va. Code §21-5C (minimum wage/maximum hours) contains none; the rule that would carry it, W. Va. CSR 42-8 "Minimum Wage, Maximum Hours, and Overtime Compensation" (filed 29 Mar 2024, eff. 1 May 2024, authority §§21-5C-1(h), 21-5C-4, 21-5C-6(a)), is served by the WV Secretary of State only as an image-only PDF/Word file with no machine-readable text. Until CSR 42-8 is read, federal 29 CFR 785.48 (rounding) and Portal-to-Portal travel treatment govern — federal layer, already ruled.

Predictive scheduling

No state law located — municipal codes not searched. The W. Va. Code ch. 21 article index (39 articles) contains no fair-workweek, predictive-scheduling or reporting-pay article.

Final paycheck

Discharge AND resignation carry the SAME deadline: earned wages are due "on or before the next regular payday on which the wages would otherwise be due and payable" W. Va. Code §21-5-4 (as amended 2022, SB245). Suspension of work from a labour dispute or a layoff: also not later than the next regular payday. Mailed payment counts as made on the postmark date. PENALTY: an employer that fails to pay as required "is liable to the employee for two times that unpaid amount as liquidated damages" §21-5-4 — with one carve-out a worker must know: liquidated damages are NOT available on a claim that the worker was misclassified as exempt from overtime. That misclassification claim is still a recoverable claim; it just runs through the overtime route rather than this penalty.

State layoff notice (mini-WARN)

NO STATE WARN LOCATED — federal WARN only. The W. Va. Code ch. 21 article index has no plant-closing, mass-layoff or worker-notification article, and WorkForce West Virginia publishes only the federal Worker Adjustment and Retraining Notification Act, P.L. 100-379 (100+ full-time workers; closing affecting 50+; layoff of 50-499 that is 33%+ of the site workforce; or 500+ at a single site). CORRECTION ON THE RECORD: the assumption that West Virginia has its own mini-WARN did not survive the check. Federal WARN's 60-day notice is the federal layer, already ruled on the lane rows.

Where to file for unemployment

WorkForce West Virginia. File at https://uc.workforcewv.org/consumer/ ; agency site workforcewv.org ; 1-800-252-JOBS. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://code.wvlegislature.gov/21-5C-2/ (rate, $8.75 after 31 Dec 2015, training wage $6.40); https://code.wvlegislature.gov/21-5C-1/ (definition of employer: 6+ employees at one separate, distinct, permanent location; the 80% federal-coverage exclusion and its post-31 Dec 2014 narrowing). Overtime — https://code.wvlegislature.gov/21-5C-3/ (40-hour week, 1.5x, regular-rate exclusions, public-employee comp time); https://code.wvlegislature.gov/21-5C-1/ (80% exclusion now applies to §21-5C-3 only). Meal breaks — https://code.wvlegislature.gov/21-3-10a/ (20 minutes, workday of 6+ hours). Rest breaks — https://code.wvlegislature.gov/21/ (chapter article index, checked for any further break article); https://code.wvlegislature.gov/21-3-10a/. Pay stubs — https://code.wvlegislature.gov/21-5-9/ (itemized statement of deductions each pay period; hiring notice of rate, day, hour and place of payment; change notice; vacation/sick policy; posted abstract); https://code.wvlegislature.gov/21-5-3/ (twice monthly, 19 days, payroll card and direct-deposit provisions). Time rounding and travel time — https://apps.sos.wv.gov/adlaw/csr/rule.aspx?rule=42-08 (versions and authority) and

https://apps.sos.wv.gov/adlaw/csr/ruleview.aspx?document=17812 plus the Final File links https://apps.sos.wv.gov/adlaw/csr/readfile.aspx?DocId=57063&Format=PDF and ...&Format=WORD — all served without machine-readable text. Predictive scheduling — https://code.wvlegislature.gov/21/ (full article index, no such article). Final paycheck — https://code.wvlegislature.gov/21-5-4/ (next regular payday for quit and discharge; two-times liquidated damages; misclassification carve-out; 2022 SB245). State layoff notice (mini-WARN) — https://code.wvlegislature.gov/21/ (no plant-closing article); https://workforcewv.org/job-seeker/layoffs-downsizing/warn-listing/ (federal WARN only, P.L. 100-379, thresholds). Where to file for unemployment — https://workforcewv.org/unemployment/ and the filing portal https://uc.workforcewv.org/consumer/. Also opened, no usable content: https://labor.wv.gov/Wage-Hour/Pages/default.aspx (section scope only).

COULD NOT VERIFY: 1. Rounding and travel time — W. Va. CSR 42-8 (eff. 1 May 2024) is image-only at the Secretary of State; no section text readable. Cell left NOT VERIFIED rather than inferred. 2. Whether the §21-5-9(4) itemized deduction statement may be delivered electronically — the statute is silent and no WV Division of Labor page addressing it could be opened (labor.wv.gov fact-sheet index returned 404). 3. Whether any WV municipality has a local minimum wage or scheduling ordinance — municipal codes not searched, by rule. 4. Paid rest breaks — verified only as an absence in the ch. 21 article index and art. 3; no affirmative statute states "no rest break required."

SCREEN DISCIPLINE: overtime misclassification and off-the-clock time are RECOVERABLE LEGAL CLAIMS. this state's entry tells a worker what the rule is so a mismatch can be recognised and taken to counsel or the US DOL Wage and Hour Division. It never computes what anyone is owed. Federal layer (FLSA 40-hour week, 29 CFR 785.48, DOL Fact Sheet #22, federal WARN) is already ruled on the lane rows and was not re-researched.

Wisconsin

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

$7.25/hr, unchanged since 24 July 2009 Wis. Stat. ch. 104; Wis. Admin. Code ch. DWD 272 (rates published by DWD Equal Rights Division). NOT indexed annually; no scheduled step located — the state figure sits exactly on the federal floor, so a raise in either moves the other. Other DWD-published rates: opportunity employee (under 20, first 90 days) $5.90; tipped $2.33; tipped opportunity $2.13; caddies $5.90 per 9 holes / $10.50 per 18; camp counsellors $350/wk (no board), $265/wk (board only), $210/wk (board and lodging). A tipped worker's cash wage plus tips must still reach $7.25. No local overlay located — municipal codes not searched. TIME-SENSITIVE — re-check before use.

Overtime

Follows the weekly 40 only — DWD: "Overtime is not required for work performed on a particular day of the week - only after 40 hours in a workweek" Wis. Stat. §§103.01-103.03; Wis. Admin. Code ch. DWD 274. No daily overtime, no double time, no 7th-consecutive-day premium. Exception: some public-works construction projects require daily overtime and overtime on certain holidays.

Meal breaks

18 AND OVER: none required — DWD, "your employer is not required to give you breaks or meal periods" (DWD encourages, but does not require, 30 minutes near mealtime) Wis. Admin. Code DWD 274.02. UNDER 18: required — "your employer must provide you with a 30-minute duty-free meal period for every six consecutive hours of work" Wis. Admin. Code DWD 274.02(2); Wis. Stat. §103.67. A meal period of 30+ minutes is unpaid only if you are relieved of duty and free to leave; if you are on duty or cannot leave the premises, it is paid work time.

Rest breaks

No paid rest break required at any age Wis. Admin. Code DWD 274.02 (per DWD). BUT Wisconsin's pay rule is BROADER THAN THE FEDERAL ONE and a worker should check it against their stub: "If your authorized break is less than 30 consecutive minutes long, it is counted as work time and must be paid" — 30 minutes, not the federal 20. Separately, ONE DAY OF REST IN SEVEN: employees in factories and mercantile/retail establishments must get at least 24 consecutive hours of rest in every 7 consecutive days Wis. Stat. §103.85(1), with exemptions in §103.85(2) (janitors, watchmen, dairy, canning/freezing, bakery, hotel and restaurant staff, Sunday-only animal care or fire tending, certain paper-mill supervisors). IT IS WAIVABLE: §103.85(2)(g) exempts "an employee who states in writing that he or she voluntarily chooses to work without at least 24 consecutive hours of rest in 7 consecutive days." Employer must keep a time book of names, addresses and hours §103.85(3). CORRECTION ESTABLISHED AT SOURCE: the voluntary written waiver is CURRENT law but it dates from 2015 Wis. Act 55, not a 2025 amendment — statute history reads 1971 c. 185; 1971 c. 228; 1985 a. 135; 1995 a. 27; 2015 a. 55, and no 2025 act touching §103.85 was located.

Pay stubs

REQUIRED, EVERY PAY PERIOD, AND IT IS A SHORT SPECIFIC LIST. The employer must "state clearly on each employee's paycheck, pay envelope, or other accompanying paper" (1) the NUMBER OF HOURS WORKED, (2) the RATE OF PAY, and (3) the AMOUNT OF and REASON FOR EACH DEDUCTION from wages Wis. Stat. §103.457, as published by the DWD Equal Rights Division. So a Wisconsin stub that shows a net figure with no hours, or no rate, or a

deduction with no stated reason, does not meet §103.457. Pay frequency: all wages earned must be paid at least monthly, to a day not more than 31 days before the payment date Wis. Stat. §109.03(1) (logging and farm labour at least quarterly). Deductions for loss, theft, damage or faulty workmanship require the employee's written authorisation given AFTER the incident and BEFORE the deduction, or a court/legal determination of liability Wis. Stat. §103.455 (per DWD). ELECTRONIC DELIVERY conditions NOT VERIFIED — no DWD page on electronic pay statements could be opened.

Time rounding and travel time

NOT VERIFIED for rounding and travel — Wis. Admin. Code DWD 272.12 (hours worked, incl. travel, waiting and preparatory time) could not be opened; docs.legis.wisconsin.gov returned repeated its automated-access file failures across many attempts. WHAT IS VERIFIED AND MATTERS MORE TO A STUB: DWD states "Work not requested but suffered or permitted is work time. It is the duty of management to exercise control and see that work is not performed if your employer does not want it to be performed" — off-the-clock work is work time in Wisconsin, and the employer's failure to stop it is not a defence. Federal 29 CFR 785.48 rounding governs until DWD 272.12 is read.

Predictive scheduling

No state predictive-scheduling or fair-workweek law located — municipal codes not searched. Related and worth knowing: Wisconsin preempts local ordinances on hours of labour and overtime Wis. Stat. §103.007 (2017 Wis. Act 327) (SECONDARY ONLY — statute not opened; docs.legis.wisconsin.gov unreachable).

Final paycheck

QUIT AND DISCHARGE CARRY THE SAME DEADLINE: any employee (except a commission sales agent, or one under a written contract for a definite period) "who quits employment or who is discharged from employment shall be paid in full by no later than the date on which the employee regularly would have been paid under the employer's established payroll schedule or the date of payment required under sub. (1), whichever is earlier" Wis. Stat. §109.03(2). SEPARATION BECAUSE THE BUSINESS MERGES, LIQUIDATES, IS DISPOSED OF, CEASES OPERATIONS IN WHOLE OR PART, OR RELOCATES: all unpaid wages due at the usual place of payment WITHIN 24 HOURS of separation §109.03(4). Enforcement: the employee has a right of action for the full amount of wages due plus increased wages under §109.11(2) §109.03(5). The §109.11(2) increased-wages percentages are NOT VERIFIED — that section could not be opened.

State layoff notice (mini-WARN)

YES — Wisconsin has its own, and its triggers are LOWER than federal WARN's Wis. Stat. §109.07 ("Business closing and mass layoff"); Wis. Admin. Code ch. DWD 279. Covered employer: 50 or more employees in Wisconsin. Notice: written, no later than 60 days before the closing or layoff takes place, to the affected employees, any employee representative, the department (DWD) and the municipality's highest official. BUSINESS CLOSING = permanent or temporary shutdown affecting 25 or more employees, not counting new or low-hour employees. MASS LAYOFF = a workforce reduction (other than a closing) affecting at least 25% of the workforce or 25 employees, whichever is greater, or at least 500 employees. Remedy: affected employees may recover lost wages and benefits; a business-closing surcharge of up to $500 for each day of late notice runs to the municipality. Because 50 employees is the state trigger and 100 is the federal one, a Wisconsin worker at a mid-size employer can be covered by the state law when federal WARN does not reach them.

Where to file for unemployment

Wisconsin Department of Workforce Development, Unemployment Insurance Division. Apply and file weekly claims at https://dwd.wisconsin.gov/uiben/ ; DWD UI, 201 E. Washington Ave, P.O. Box 7946, Madison WI 53707; (608) 266-3131. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://dwd.wisconsin.gov/er/laborstandards/minimumwage.htm (rate table as of 7/24/09; opportunity, tipped, caddie and camp-counsellor rates; authority ch. 104 and DWD 272). Overtime — https://dwd.wisconsin.gov/er/laborstandards/overtime.htm (weekly 40 only; public-works exception; §§103.01-.03, DWD 274); https://dwd.wisconsin.gov/er/laborstandards/statutes.htm (statute and code index). Meal breaks and Rest breaks — https://dwd.wisconsin.gov/er/laborstandards/breaks.htm (no adult requirement; minors 30 min per 6 consecutive hours; the under-30-minute paid rule; DWD 274.02(2), §103.67); https://docs.legis.wisconsin.gov/statutes/statutes/103/85 (full §103.85 text, subs. (1)-(5), the (2)(g) written voluntary waiver, and the history line ending 2015 a. 55); https://dwd.wisconsin.gov/er/laborstandards/restday.htm (DWD's current statement of the waiver and the factory/retail scope). Pay stubs — https://dwd.wisconsin.gov/er/laborstandards/wages.htm (the §103.457 list: hours worked, rate of pay, amount of and reason for each deduction; monthly/31-day pay frequency; §103.455 deduction authorisation); https://dwd.wisconsin.gov/er/laborstandards/overtimefaq.htm (payroll records the employer must keep: rate of pay and wages paid each payroll period, amount of and reason for each deduction, 3-year retention). Time rounding and travel time — https://dwd.wisconsin.gov/er/laborstandards/overtimefaq.htm ("suffered or permitted is work time"). DWD 272.12 itself NOT opened. Predictive scheduling — no state source located; §103.007 tagged SECONDARY ONLY. Final paycheck — https://docs.legis.wisconsin.gov/statutes/statutes/109/03 (subs. (1), (2), (4), (5) quoted at source). State layoff notice (mini-WARN) — https://docs.legis.wisconsin.gov/statutes/statutes/109/07 (50-employee coverage, 60-day notice, 25-employee closing, 25%/25/500 mass-layoff triggers, lost wages and the $500/day municipal surcharge). Where to file for unemployment — https://dwd.wisconsin.gov/uiben/.

COULD NOT VERIFY: 1. Wis. The required list in the cell is taken from the DWD Equal Rights Division page, which is a state labour agency source and is quoted verbatim there; the statutory text and history line remain unread. 2. Wis. Admin. Code DWD 272.12 (hours worked, travel, rounding) — same failure. Rounding cell left NOT VERIFIED. 3. Wis. Stat. §109.11(2) increased-wages percentages — same failure; the existence of the remedy is verified through §109.03(5), the amount is not. 4. Wis. Stat. §103.007 and §104.001 (local preemption of employment and minimum-wage ordinances) — same failure; tagged SECONDARY ONLY, not relied on. 5. Electronic delivery of the §103.457 wage statement — no DWD page located (directdeposit.htm returned 404). 6. Whether any Wisconsin municipality has a scheduling or wage ordinance — municipal codes not searched, by rule.

NOTE ON THE 2025 QUESTION PUT TO this state's entry: the one-day-rest-in-seven waiver was checked at source rather than accepted from summary. §103.85(2)(g) is in force and DWD states it plainly, but the statute's own history line stops at 2015 a. 55 and no 2025 Wisconsin Act amending §103.85 could be located. The rest day is voluntary/waivable in writing TODAY; the change is a decade old.

SCREEN DISCIPLINE: overtime misclassification and off-the-clock time are RECOVERABLE LEGAL CLAIMS. this state's entry tells a worker what the rule is so a mismatch can be recognised and taken to counsel or the US DOL Wage and Hour Division. It never computes what anyone is owed. Federal layer (FLSA 40-hour week, 29 CFR 785.48, DOL Fact Sheet #22, federal WARN) is already ruled on the lane rows and was not re-researched.

Wyoming

SOURCED · as of 2026-08-21. Each statement below was checked against the sources listed at the end of this entry on or before that date. Where an entry itself says NOT VERIFIED, NOT FOUND or SEARCHED WITHOUT RESULT, that is the honest state of the research, not a gap anyone filled in.

Minimum wage

THE STATE NUMBER IS NOT THE NUMBER. Wyoming's own statute sets $5.15 per hour W.S. 27-4-202 (figure confirmed in the Legislature's own bill text, 2020 HB0144, and stated by Wyo. DWS Labor Standards). That is BELOW the federal floor. FOR ANY EMPLOYMENT COVERED BY THE FLSA, THE FEDERAL MINIMUM WAGE OF $7.25 GOVERNS AND $7.25 IS THE FLOOR YOUR PAY MUST MEET — DWS says so itself: "federal minimum wage rates apply to many positions." The $5.15 state figure only ever reaches work outside FLSA coverage. A Wyoming worker paid $5.15 an hour should treat that as a red flag to check FLSA coverage, not as proof the employer is compliant. Not indexed; no scheduled step; increase bills recur and have not become law (e.g. 2020 HB0144, which proposed replacing the $5.15 figure and repealing 27-4-202(c)). No local overlay located — municipal codes not searched. TIME-SENSITIVE — re-check before use.

Overtime

No state overtime requirement for ordinary private employment — Wyo. DWS Labor Standards: "Wyoming law does not require overtime pay." The FLSA's 1.5x after 40 hours in a workweek is therefore what applies to covered workers (federal layer, already ruled). EXCEPTION — PUBLIC WORKS: work on a state or local public works contract carries time-and-a-half for hours over 8 in a day or 40 in a week W.S. 16-6-110 (cited by DWS).

Meal breaks

None required by state law — Wyo. DWS Labor Standards: "Wyoming law does not require breaks." No meal-period statute located. Federal law requires no break either; where an employer does give a short break, the federal rule treats breaks of 20 minutes or less as paid work time, and an unpaid meal period is only lawful when you are completely relieved of duty (federal layer, already ruled).

Rest breaks

None required by state law — Wyo. DWS Labor Standards: "Wyoming law does not require breaks." No paid rest-break rule and no day-of-rest statute located.

Pay stubs

NO STATE PAY-STUB REQUIREMENT LOCATED — nothing found that requires a Wyoming employer to give you an itemised wage statement showing hours, rate or deductions. What state law does require is only the payday machinery: every employer must "establish and maintain regular paydays as herein provided and shall post and maintain copies of this law printed in plain type in at least two (2) conspicuous places" W.S. 27-4-101(a) (text as reproduced in the Legislature's own bill 2001 HB0239); semimonthly payment is required only of the industries listed in that section, and DWS states "most employers are not required to follow a specific schedule. Certain industries must pay semi-monthly." Deductions are constrained by the DWS wage-offset rules (Wyo. Admin. Code, DWS Labor Standards, Unpaid Wage Claims ch. 1 s. 6) but no accompanying employee statement was located. NOT VERIFIED at full statute: wyoleg.gov serves Title 27 as a single PDF that delivers only chapters 1-3, so the chapter 4 text could not be read end to end; DWS Labor Standards guidance is silent on pay stubs. Treat this as "none located", not as a positive finding that none exists. PRACTICAL CONSEQUENCE FOR A WORKER: if your Wyoming stub shows no hours and no rate, state law probably gives you no claim about the stub

itself — but the FEDERAL record-keeping duty (29 CFR 516) still binds your employer, and your own contemporaneous record of hours becomes the evidence that matters.

Time rounding and travel time

NOT VERIFIED — no state rounding rule and no state travel-time rule located in Wyo. DWS Labor Standards material, and W.S. tit. 27 ch. 4 could not be opened at wyoleg.gov (Title 27 PDF serves chs. 1-3 only). Federal 29 CFR 785.48 rounding and the Portal-to-Portal Act treatment of travel govern unless a state rule surfaces — federal layer, already ruled.

Predictive scheduling

No state law located — municipal codes not searched. No fair-workweek, predictive-scheduling or reporting-pay provision found in Wyo. DWS Labor Standards material.

Final paycheck

SAME DEADLINE WHETHER YOU QUIT OR ARE FIRED: "Whenever an employee quits service or is discharged, the employee shall be paid whatever wages are due him in lawful money of the United States of America, or by check or draft which can be cashed at a bank, no later than the employer's usual practice on regularly scheduled payroll dates or at a time specified under the terms of a collective bargaining agreement between the employer and the employee" W.S. 27-4-104(a) (text reproduced in 2017 HB0092, which added the CBA clause). DWS states it plainly: final wages "by the next regular payday." On the employee's death, wages are paid to the heirs or next of kin on the regular payday. WAITING-TIME PENALTY: NOT VERIFIED — no penalty or liquidated-damages provision was located in the text that could be opened; the remaining subsections of 27-4-104 were not readable at wyoleg.gov. Unpaid wages are pursued through the DWS Labor Standards wage claim (https://dws.wyo.gov/dws-division/labor-standards/file-a-claim-for-wages/).

State layoff notice (mini-WARN)

No state WARN — federal WARN only. Wyo. DWS Business Expansion/Closing Services states: "Wyoming follows the federal WARN Act requirements and does not have additional state-specific rules," and describes the federal test (100 or more employees, 60 days' written notice). Federal WARN is the federal layer, already ruled on the lane rows.

Where to file for unemployment

Wyoming Department of Workforce Services, Unemployment Insurance Division. File through the Wyoming Unemployment Insurance User Portal (WYUI) at https://wyui.wyo.gov ; agency information at https://dws.wyo.gov/dws-division/unemployment-insurance/. ADMINISTRATIVE ROUTE ONLY — amounts and duration come from the agency, never from this chart.

Sources for this entry · as of 2026-08-21

URLS ACTUALLY OPENED, CELL BY CELL: Minimum wage — https://dws.wyo.gov/dws-division/labor-standards/workers-and-job-seekers/your-rights-as-a-worker/ ("Wyoming's minimum wage is $5.15 per hour"; "federal minimum wage rates apply to many positions"); https://dws.wyo.gov/dws-division/labor-standards/employers/faq/ ("$5.15 per hour. It does not vary by employee type or schedule", citing W.S. 27-4-101); https://www.wyoleg.gov/2020/Introduced/HB0144.pdf (Legislature's own bill text reproducing the existing statutory figure "five dollars and fifteen cents ($5.15) per hour" in W.S. 27-4-202 and repealing 27-4-202(c)). Overtime — https://dws.wyo.gov/dws-division/labor-standards/employers/faq/ (no state overtime; public-works time-and-a-half over 8/day or 40/week, W.S. 16-6-110); https://dws.wyo.gov/dws-division/labor-standards/workers-and-job-seekers/your-rights-as-a-worker/ (public-works overtime). Meal breaks and Rest breaks —

https://dws.wyo.gov/dws-division/labor-standards/employers/faq/ ("Wyoming law does not require breaks"). Pay stubs — https://dws.wyo.gov/dws-division/labor-standards/employers/faq/ (re-read specifically for pay stubs, wage statements, itemised deductions and record keeping: none present; only a deductions Q&A pointing to the wage-offset rules); https://dws.wyo.gov/dws-division/labor-standards/workers-and-job-seekers/ (worker topics; illegal deductions/offsets); https://wyoleg.gov/2001/introduced/hb0239.htm (Legislature's own bill reproducing W.S. 27-4-101(a): regular paydays, posting in two conspicuous places; no wage-statement duty); https://dws.wyo.gov/dws-division/labor-standards/forms-and-resources/ (wage offset rules and Handy Reference Guide located but served from Google Drive without extractable text). Time rounding and travel time — same DWS Labor Standards pages; nothing located. Predictive scheduling — same DWS Labor Standards pages; nothing located. Final paycheck — https://wyoleg.gov/2017/introduced/hb0092.pdf (W.S. 27-4-104(a) text reproduced verbatim); https://dws.wyo.gov/dws-division/labor-standards/employers/faq/ ("By the next regular payday", citing W.S. 27-4-104(a); wages on death to heirs/next of kin); https://dws.wyo.gov/dws-division/labor-standards/file-a-claim-for-wages/ (claim route). State layoff notice (mini-WARN) — https://dws.wyo.gov/dws-division/workforce-centers-and-program-operations/employers/business-expansion-closing-services/ ("Wyoming follows the federal WARN Act requirements and does not have additional state-specific rules"). Where to file for unemployment — https://dws.wyo.gov/dws-division/unemployment-insurance/ (WYUI portal https://wyui.wyo.gov).

COULD NOT VERIFY: 1. W.S. 27-4-202 read at the statute itself — https://wyoleg.gov/statutes/compress/title27.pdf is served as a single compressed title file that delivers only chapters 1, 2 and 3 (ending mid-chapter 3); chapter 4 never appears. Tried https://www.wyoleg.gov/statutes/compress/title27ch4.pdf (no such file) and https://www.wyoleg.gov/stateStatutes/StatutesDownload (no readable body). The $5.15 figure is nevertheless verified twice at primary sources: the state labour agency and the Legislature's own bill text. 2. Pay-stub / itemised wage statement — verified only as "none located" across DWS Labor Standards guidance and the reproduced text of W.S. 27-4-101(a). The full chapter 4 text remains unread, so this is an honest gap, not a positive finding of absence. 3. Rounding and compensable travel — nothing located; chapter 4 and the DWS rules chapters could not be read in full. 4. Waiting-time penalty on final wages — the remaining subsections of W.S. 27-4-104 could not be opened; no penalty provision located in the text that was. 5. Wyoming Labor Standards rules (Unpaid Wage Claims ch. 1, wage offset rules) — DWS serves these from Google Drive and a third-party mirror; neither returned extractable text, so the wage-offset detail is described only as DWS describes it. 6. Whether any Wyoming municipality has a wage or scheduling ordinance — municipal codes not searched, by rule.

SCREEN DISCIPLINE: overtime misclassification and off-the-clock time are RECOVERABLE LEGAL CLAIMS. this state's entry tells a worker what the rule is so a mismatch can be recognised and taken to counsel or the US DOL Wage and Hour Division. It never computes what anyone is owed. Federal layer (FLSA 40-hour week and the $7.25 federal minimum, 29 CFR 785.48, 29 CFR 516, DOL Fact Sheet #22, federal WARN) is already ruled on the lane rows and was not re-researched.

WORKSHEET

My states, confirmed

One row for each state you work in. Write the rule as you confirmed it, where you confirmed it, and the date.

State	The rule I need	Where I confirmed it	Date checked

LAST PAGE

Your records are the receipt

A rule you have read at its source, with the date you read it, is a receipt. Keep this page with the paperwork for the job, the claim or the tenancy it touches, so the next time somebody tells you what the law says, you can show what it actually says.

WHAT THIS CHART CAN'T DECIDE FOR YOU

Not legal advice. This chart states what the sources say. It does not tell you what to do with a rule, and it does not predict how a court, agency or insurer will decide your case. A lawyer licensed in your state reads your facts; this chart does not.

Dated. Every entry carries the date it was last checked. Laws, rules and bulletins change; check the source before you rely on it.

Not filled in. Where a state could not be checked to a source with a date, it is marked not yet verified — check your state's statute and nothing is printed for it.

Wage & Hour 50-State Chart is a VyRal Dynasty product · VyRal Dynasty Holdings LLC · support@vyraldynasty.com · Runs on VyRal OS — the VyRal operating system
Educational only. This chart organizes information and points you to the official source for every rule. It does not give legal, tax or financial advice, and nothing in it promises a result.

APPENDIX · SOURCES

Where every verified line comes from

Alabama · as of 2026-08-21
https://www.dol.gov/agencies/whd/minimum-wage/state

Alabama · as of 2026-08-21
https://law.justia.com/codes/alabama/title-25/chapter-7/article-2a/section-25-7-41/

Alabama · as of 2026-08-21
https://law.justia.com/codes/alabama/title-25/

Alabama · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/meal-breaks

Alabama · as of 2026-08-21
https://law.justia.com/codes/alabama/title-25/chapter-8/section-25-8-38/

Alabama · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/rest-periods

Alabama · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/payday

Alabama · as of 2026-08-21
https://adol.alabama.gov/

Alabama · as of 2026-08-21
https://law.justia.com/codes/alabama/title-25/chapter-4/

Alabama · as of 2026-08-21
https://uiclaimantportal.labor.alabama.gov/

Alaska · as of 2026-08-21
https://labor.alaska.gov/lss/whhome.htm

Alaska · as of 2026-08-21
https://labor.alaska.gov/lss/forms/pam100.pdf

Alaska · as of 2026-08-21
https://labor.alaska.gov/lss/whact.htm

Alaska · as of 2026-08-21
https://www.dol.gov/agencies/whd/minimum-wage/state

Alaska · as of 2026-08-21
https://labor.alaska.gov/lss/whfaq.htm

Alaska · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/meal-breaks

Alaska · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/rest-periods

Alaska · as of 2026-08-21
https://www.law.cornell.edu/regulations/alaska/8-AAC-15.160

Alaska · as of 2026-08-21
https://www.labor.alaska.gov/lss/sick-leave-faq.html

Alaska · as of 2026-08-21
https://labor.alaska.gov/unemployment/

Alaska · as of 2026-08-21
https://my.alaska.gov/PrerequisiteProcess?pubid=bif

Arizona · as of 2026-08-21
https://www.azleg.gov/ars/23/00363.htm

Arizona · as of 2026-08-21
https://www.azica.gov/sites/default/files/2025-10/2026%20Minimum%20Wage.pdf

Arizona · as of 2026-08-21
https://www.azica.gov/news/2026-minimum-wage-increase-effective-january-1-2026

Arizona · as of 2026-08-21
https://www.azica.gov/labor-department

Arizona · as of 2026-08-21
https://www.azica.gov/labor-minimum-wage-main-page

Arizona · as of 2026-08-21
https://www.dol.gov/agencies/whd/minimum-wage/state

Arizona · as of 2026-08-21
https://www.tucsonaz.gov/Departments/Business-Services-Department/Tucson-Minimum-Wage-Act

Arizona · as of 2026-08-21
https://law.justia.com/codes/arizona/title-23/

Arizona · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/meal-breaks

Arizona · as of 2026-08-21
https://www.azica.gov/labor-substantive-policy-hours-worked

Arizona · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/rest-periods

Arizona · as of 2026-08-21
https://law.justia.com/codes/arizona/title-23/section-23-351/

Arkansas · as of 2026-08-21
https://labor.arkansas.gov/labor/labor-standards/minimum-wage-and-overtime/

Arkansas · as of 2026-08-21
https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-2/section-11-4-210/

Arkansas · as of 2026-08-21
https://www.dol.gov/agencies/whd/minimum-wage/state

Arkansas · as of 2026-08-21
https://labor.arkansas.gov/resources/faqs/

Arkansas · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/meal-breaks

Arkansas · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/rest-periods

Arkansas · as of 2026-08-21
https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-2/section-11-4-217/

Arkansas · as of 2026-08-21
https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-4/

Arkansas · as of 2026-08-21
https://www.dol.gov/agencies/whd/state/payday

Arkansas · as of 2026-08-21
https://labor.arkansas.gov/labor/labor-standards/

Arkansas · as of 2026-08-21
https://law.justia.com/codes/arkansas/title-14/subtitle-1/chapter-1/subchapter-4/section-14-1-403/

Arkansas · as of 2026-08-21
https://law.justia.com/codes/arkansas/title-11/chapter-4/subchapter-4/section-11-4-405/

California · as of 2026-08-21
https://www.dir.ca.gov/IWC/MW-2026.pdf

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/faq_minimumwage.htm

California · as of 2026-08-21
https://www.dir.ca.gov/DIRNews/2026/2026-66.html

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/faq_overtime.htm

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/faq_mealperiods.htm

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/faq_restperiods.htm

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/lawstimemannerpaymentwages.pdf

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/faq_paydays.htm

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/opinions/2006-07-06.pdf

California · as of 2026-08-21
https://www4.courts.ca.gov/opinions/documents/S253677.PDF

California · as of 2026-08-21
https://www.dir.ca.gov/dlse/opinions/2003-04-22.pdf

California · as of 2026-08-21
https://wagesla.lacity.gov/fair-work-week-information

Colorado · as of 2026-08-21
https://cdle.colorado.gov/sites/cdle/files/2026_comps_order_poster_english_[accessible

Colorado · as of 2026-08-21
https://cdle.colorado.gov/sites/cdle/files/info_%231_2026_comps_&_paycalc_orders_12.18.25.pdf

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https://cdle.colorado.gov/sites/cdle/files/Adopted%20COMPS%20Order%20%2339%207%20CCR%201103-1%20%5Baccessible%5D.pdf

Colorado · as of 2026-08-21
https://cdle.colorado.gov/sites/cdle/files/INFO%20%233A%20Timing%20of%20Wage%20Payments

Colorado · as of 2026-08-21
https://cdle.colorado.gov/employers/layoff-separations/worker-adjustment-retraining-notification

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NEXT STEP

Keep going: the rest of your money

This chart put one part of your money on paper. The next step reads the rest of it the same way — your own numbers, side by side, in writing.

Each of these picks up where the last one stops, so nothing you wrote down here gets left behind.

WHAT COMES NEXT

- **LeakReceipts Fix Kit — Hourly Workers** — the matching VyRal product for this line of work
  https://vyralmall.com/kits/hourly-workers
- **LeakReceipts** — run your own statements and invoices and see what is leaking out
  https://leakreceipts.com
- **TrueNET** — the household side: what you really keep after every bill
  https://truenetapp.com
- **The 50-State Law Library** — all nine 50-state charts in one download
  https://vyralmall.com/library/50-state-law-library

> Every step starts from your own records. None of them promises what you will earn or save; they show what your numbers already say.

Wage & Hour 50-State Chart is a VyRal Dynasty product · VyRal Dynasty Holdings LLC · support@vyraldynasty.com · Runs on VyRal OS — the VyRal operating system
Educational only. This chart organizes information and points you to the official source for every rule. It does not give legal, tax or financial advice, and nothing in it promises a result.