

Unless otherwise specified, final pay should be paid in the manner the employee was accustomed to prior to separation unless the employer obtains a request or written consent from the employee. Some states have detailed, specific laws regarding the method or timing of final pay. Those who do have notations found at the end of this table.

State	If Employee was Fired	If Employee Resigned
Alabama	No state laws	No state laws
Alaska	Within 3 working days	Next regular pay day at least 3 days after employee gives resignation notice
Arizona	Within 7 working days or next payday (whichever is sooner)	Next payday
Arkansas	Within 7 days	Next payday
California ¹	Immediately	Within 72 hours after resignation notice given
Colorado ²	Immediately (companies do have a window of within 6 hours of start of next workday, if payroll processor is closed) or 24 hours if employee is offsite. Employer decides method of paycheck delivery.	Next payday
Connecticut	Next business day after discharge	Next payday
Delaware	Next payday	Next payday
Washington, DC	Next business day unless employee owes money to the employer. In that case, 4 days is allotted to determine accuracy of employee accounts.	Next payday or within 7 days, whichever is sooner
Florida	None	None
Georgia	None	None
Hawaii	Immediately or next business day, if circumstances prevent immediate payment.	Next payday or immediately if employee gives one pay period's notice
Idaho	Next pay period or within 10 business days, whichever is sooner. If employee makes written request for earlier payment, payment needs to be within 48 hours of receiving request (business days)	Next pay period or within 10 business days, whichever is sooner. If employee makes written request for earlier payment, payment needs to be within 48 hours of receiving request (business days)
Illinois	At time of discharge if possible, but no later than next payday	At time of discharge if possible, but no later than next payday
Indiana	Next payday	Next payday. If employee has not provided forwarding address, employer may wait until 10 days after employee demands wages or until employee provides an address where check may be mailed
Iowa	Next payday	Next payday
Kansas	Next payday	Next payday
Kentucky	Next payday or within 14 days, whichever is later	Next payday or within 14 days, whichever is later
Louisiana	Next payday or within 15 days, whichever is earlier	Next payday or within 15 days, whichever is earlier
Maine	Next payday or within 2 weeks after demand, whichever is earlier	Next payday or within 2 weeks after demand, whichever is earlier
Maryland	Next payday	Next payday

State	If Employee was Fired	If Employee Resigned
Massachusetts	Day of discharge	Next payday. If no scheduled payday, then following Saturday
Michigan	Next payday	Next payday
Minnesota	Immediately upon demand by employee	Next payday. If payday is less than 5 days after last day of work, employer may pay on the following payday or 20 days after last day of work
Mississippi	None	None
Missouri	Day of discharge	None
Montana	If employee is laid off or fired for cause- Immediately, unless employer has written policy extending this time to the next payday or within 15 days, whichever is sooner	Next payday or within 15 days, whichever is earlier
Nebraska ³	Pay all wages due except commission next payday or within 2 weeks, whichever is earlier	Pay all wages due except commission by next payday or within 2 weeks, whichever is earlier
Nevada	Immediately	Next payday or within 7 days, whichever is earlier
New Hampshire	Within 72 hours. If employee laid off, can be paid next payday	Next payday or within 72 hours if employee gave one pay period notice.
New Jersey ⁴	Next payday	Next payday
New Mexico	Within 5 days	Next payday
New York	Next payday	Next payday
North Carolina	Next payday	Next payday
North Dakota ⁵	Next payday	Next payday
Ohio	Next payday	Next payday
Oklahoma ⁶	Next payday	Next payday
Oregon	End of first business day after termination	Immediately, if employee has given 48-hour notice. Without 48-hour notice, within 5 days or next payday (whichever occurs first). Must be within 5 days if employee submits time records to determine wages due.
Pennsylvania	Next payday	Next payday
Rhode Island	Next payday. If termination is due to merger, relocation, or liquidation of business within 24 hours	Next payday
South Carolina	Within 48 hours or next payday, but not more than 30 days	Within 48 hours or next payday, but not more than 30 days
South Dakota	Next payday or when employee returns employer's property	Next payday or when employee returns employer's property
Tennessee	Next payday or within 21 days, whichever is later	Next payday or within 21 days, whichever is later
Texas	Within 6 days	Next payday
Utah	Within 24 hours	Next payday
Vermont	Within 72 hours	Next payday. If no scheduled payday exists, the next Friday
Virginia	Next payday	Next payday
Washington	End of next pay period	End of next pay period
West Virginia	Next payday	Next payday

State	If Employee was Fired	If Employee Resigned
Wisconsin	Next payday or within one month, whichever is earlier. If termination is due to merger, relocation, or liquidation of business- within 24 hours	Next payday
Wyoming	Next payday	Next payday

1. California labor code states that previously authorized direct deposits are immediately terminated when an employee quits or is discharged. Unless employee voluntarily authorizes direct deposit of final pay, provide a live check for immediate pick up or hand delivery. If employee does not pick up within 24 hours send via mail (certified is best option).
2. Colorado states that the employer may decide where wages due are made available to the employee: the work site, the employer's local office, or the employee's last known mailing address.
3. Nebraska has special rules regarding the payment of commissions upon separation: Whenever an employer separates an employee from the payroll, the unpaid wages constituting commissions shall become due on the next regular payday following the employer's receipt of payment for the goods or services from the customer from which the commission was generated. The employer shall provide an employee with a periodic accounting of outstanding commissions until all commissions have been paid or the orders have been returned or canceled by the customer.
4. New Jersey states that incentive payments must be paid out on the next payday. If the exact amount due is unclear at the time, employers must make a reasonable approximation of all wages due until exact amounts can be computed.
5. North Dakota states that if an employee is discharged, the employer must send the employee their wages by certified mail or as otherwise agreed to by the employee.
6. Oklahoma states that upon separation for any reason, the employer may pay wages either through the regular pay channels or by certified mail if requested by the employee.