

State	Vacation Pay Required?	Facts
Alabama	No	No law
Alaska	Yes	Unused vacation must be paid out.
Arizona	Yes	Unused vacation must be paid out, unless company's policy states otherwise.
Arkansas		Payment depends on employer contract.
California	Yes	All accrued vacation is considered earned wages and must be paid out upon termination at final rate of pay. California also prohibits policies that make employees take vacation by a certain date or lose it.
Colorado	Yes	In accordance with any agreement, accrued vacation must be paid.
Connecticut	Yes	Unused vacation must be paid if employer policy is to pay.
Delaware	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter unless the employer has established a practice of doing so.
Florida	No	No law
Georgia	No	No law
Hawaii	No	Unused vacation must be paid if employer's policy or contract is to pay.
Idaho	Yes	Accrued vacation must be paid.
Illinois	Yes	All final compensation (including vacation pay) must be paid out upon termination, unless a collective bargaining agreement with union states otherwise. Employers can have a policy that states vacation time must be used by a certain date or it is lost, provided the employee is given a reasonable opportunity to use vacation pay.
Indiana	Yes	Accrued vacation must be paid out upon termination since it is considered a form of compensation. Vacation does not have to be paid out if the employer has a written forfeiture clause in its policy or contract that states an employee must use the benefits by a certain date or lose it.
Iowa	No	Unused vacation must be paid if employer's policy or contract is to pay.
Kansas	No	An employer may lawfully establish a policy or enter into a contract denying employees payment for accrued vacation leave upon separation from employment.
Kentucky	Yes	An employer may lawfully establish a policy or enter into a contract denying employees payment for accrued vacation leave upon separation from employment. An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter.
Louisiana	Yes	Unused vacation time must be paid upon termination and is considered property of the employee. Employers may have a written "use it or lose it" policy saying employees must use it by a certain date or lose the vacation.
Maine	No	An employer must pay accrued vacation to an employee upon separation if it is the company's policy or contract requires it. An employer may establish a policy or enter into a contract denying employees payment for accrued vacation leave upon separation from employment. An employer may also establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year.

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Maryland	Yes	Vacation must be paid out as part of an employee's final pay , unless at the time of hiring the employer provided a written forfeiture clause in its policy or contract that specifies unused vacation will be lost or forfeited upon termination.
Massachusetts	Yes	Earned vacation must be paid out upon termination and is considered wages. If employers do have a vacation policy that states employees must take their vacation by a certain date or lose it, employers must give employees a reasonable opportunity to take those vacation days before they are gone.
Michigan	No	If an employer chooses to provide vacation pay, it must comply with the terms of its established policy or employment contract. An employer may establish a policy or enter into a contract denying employees payment for accrued vacation leave upon separation from employment, so long as the employees have signed contracts or written statements agreeing to the policy. An employer may also establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year, so long as employees have signed contracts or written statements agreeing to the policy.
Minnesota	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer may establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year.
Mississippi	No	No law
Missouri	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer may establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year.
Montana	No	The Attorney General (Opinion 56, Volume 23) stated, "Vacation pay which has been earned and is due and owing must be considered in the same category as wages and is collective in the same manner and under the same statues as are wages."
Nebraska	Yes	Earned vacation pay must be paid out as part of final wages upon termination.
Nevada	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter. An employer may also lawfully establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year.
New Hampshire	Yes	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract.
New Jersey	No	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract.
New Mexico	No	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract.

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New York	Yes	Earned vacation pay must be paid out as part of final wages, unless the company's written policy states otherwise.
North Carolina	Yes	Earned vacation pay cannot be forfeited unless the employer has a written forfeiture clause in its vacation or termination policy.
North Dakota	Yes	Accrued vacation time must be paid out upon termination. It is considered earned wages and should be paid out at employee's final rate of pay, unless employer has a written forfeiture clause in its policy or contract that states an employee must take vacation by a certain date or lose the vacation time. The employer must make sure the employee is given reasonable opportunity to take the vacation.
Ohio	Yes	Earned vacation must be paid out as part of final wages, unless the company's written policy states otherwise.
Oklahoma	No	An employer is required to pay accrued vacation to an employee upon separation if it is company policy. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter.
Oregon	No	Earned vacation must be paid out as part of final wages, unless the company's written policy states otherwise.
Pennsylvania	No	An employer must pay an employee for accrued vacation upon separation from employment if its policy or contract provides for such payment.
Rhode Island	Yes, after one year of employment	After completing one year of employment, vacation pay earned shall become wages and payable in full or on a prorated basis with all other due wages on the next regular payday for the employee.
South Carolina	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer is required to notify its employees in writing of any benefit policies. An employer may cap the amount of vacation leave an employee may accrue over time. An employer may implement a "use-it-or-lose-it" policy requiring employees to use their leave by a set date or lose it.
South Dakota	No	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract.
Tennessee	Yes	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer may also lawfully establish a policy or enter into a contract disqualifying employees from payment of accrued vacation upon separation from employment if they fail to comply with specific requirements, such as giving two weeks' notice or being employed as of a specific date of the year. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter.
Texas	No	An employer is required to pay accrued vacation to an employee upon separation from employment if its policy or contract requires it. An employer is not required to pay accrued vacation leave upon separation from employment if the employer's established policy or employment contract is silent on the matter, unless the employer has an established practice of doing so. An employer may cap the amount of vacation leave an employee may accrue over time.
Utah	No	An employer must pay an employee for accrued vacation upon separation from employment if its policy or contract provides for such payment.
Vermont	No	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract.

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Virginia	No	If there is a vacation policy, the employer is required to comply with the terms of its policy or contract and pay employee for accrued vacation upon separation.
Washington	No	Paid leave vacation is considered "benefits" that may be paid by the business under a policy, written agreement, personal contract, oral agreement, collective bargaining agreement or other form of agreement. There are no state laws requiring that such benefits be given.
West Virginia	Yes	Vacation pay must be paid out as part of final wages, unless the company's written policy states otherwise.
Wisconsin	No	Employers are not required by Wisconsin law to grant vacations to their workers, whether with pay or without. Such matters are determined entirely by written or unwritten agreements between the employer and the employee. However, where such benefits have been agreed upon, the department may take action as part of a wage claim.
Wyoming	Yes	Earned vacation pay must be paid out as part of final wages, unless the company's written policy states otherwise and is acknowledged in writing by the employee.