

<b>State</b>	<b>Involuntary Termination</b>	<b>Voluntary Resignation</b>	<b>Vacation Payout Requirement</b>
<b>Alabama</b>	No specific regulations currently exist.	No specific regulations currently exist.	Vacation must be paid upon separation if the employer's policy provides for vacation payout.
<b>Alaska</b>	Payment is due within 3 working days after the termination.	Payment is due no later than the next regular payday that is at least 3 days after the employer received notice of the employee's resignation.	Vacation must be paid out upon separation if the employer's policy, practice, or a contract provides for vacation payout.
<b>Arizona</b>	Payment is due within 7 working days or at the end of the next regular pay period, whichever occurs earlier.	Payment is due no later than the regular payday for the pay period during which the separation occurred.	Vacation must be paid out upon separation if the employer's policy, practice, or a contract provides for vacation payout.
<b>Arkansas</b>	Payment is due within 7 days of termination.	No specific regulations currently exist.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation accrual.
<b>California</b>	Payment is due immediately.	An employee without a written contract who gives at least 72 hours' notice must be paid all wages, at the time of quitting. An employee without a written contract who quits without giving 72 hours' prior notice must be paid all wages within 72 hours of quitting. An employee who quits without giving 72-hours prior notice may request final wage payment be mailed to a designated address. The date of mailing will be considered the date of payment for purposes of the requirement to provide payment within 72 hours of the notice of quitting.	Accrued vacation must be paid upon separation at the final pay rate.

<b>Colorado</b>	Payment is due immediately at time of termination.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Connecticut</b>	Payment is due no later than the next business day.	Payment is due no later than the next regular payday.	Accrued vacation, holidays, sick days and earned leave must be paid upon separation if the employer's policy or employment contract provides payment of these benefits upon termination.
<b>Delaware</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Accrued vacation and holidays must be paid upon separation if the employer's policy or employment contract provides these benefits.
<b>District of Columbia</b>	Payment is due no later than the working day following the date of termination.	Payment is due within 7 days of resignation, or no later than the next regular payday, whichever occurs earlier.	Vacation must be paid out upon separation unless the employer has a written policy stating employees are not entitled to accrued vacation upon separation.
<b>Florida</b>	No specific regulations currently exist.	No specific regulations currently exist.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Georgia</b>	No specific regulations currently exist.	No specific regulations currently exist.	No specific regulations currently exist.
<b>Hawaii</b>	Payment is due immediately, if possible, but no later than the next working day.	Payment is due no later than the next regular payday. However, if the employee gives at least one pay period's notice of intention to resign, payment must be made upon separation.	Vacation must be paid upon separation if the employer's policy or practice provides for vacation payout.

<b>Idaho</b>	Payment is due no later than the next regular payday, or 10 days after the date of termination, or within 48 hours of employee request, whichever occurs earlier.	Payment is due no later than the next regular payday, or 10 days after the date of termination, or within 48 hours of employee request, whichever occurs earlier.	No specific regulations currently exist.
<b>Illinois</b>	Payment is due immediately, if possible, but no later than the next regular payday.	Payment is due immediately, if possible, but no later than the next regular payday.	Accrued vacation must be paid upon separation, at the final pay rate if the employer's policy provides for vacation.
<b>Indiana</b>	Payment is due no later than the next regular payday.	Payment is due immediately, if possible, but no later than the next regular payday.	Accrued vacation must be paid upon separation, if the employer's policy provides for vacation.
<b>Iowa</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	A proportionate amount of vacation time, reflecting the portion of the year for which the employee was employed, must be paid upon separation if the employer's policy provides for vacation or for pro-rated vacations.
<b>Kansas</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation if the employer's policy provides for payout. Payout may be limited by employer policy requiring a condition to be met before payout (e.g. a certain amount of notice, etc.).
<b>Kentucky</b>	Payment is due no later than the next regular payday or 14 days following the date of termination, whichever occurs later.	Payment is due no later than the next regular payday or 14 days following the date of termination, whichever occurs later.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Louisiana</b>	Payment is due no later than the next regular payday or no later than 15 days after the date of	Payment is due no later than the next regular payday or no later than 15 days after the date of resignation whichever occurs earlier.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.

	termination, whichever occurs earlier.		
<b>Maine</b>	Payment is due no later than the next regular payday or 2 weeks after termination, whichever occurs earlier.	Payment is due no later than the next regular payday or 2 weeks after resignation, whichever occurs earlier.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Maryland</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation is not required to be paid upon separation if the employer has a written policy stating employees are not entitled to accrued vacation upon separation and employees were notified of such upon hire.
<b>Massachusetts</b>	Payment is due immediately at time of termination.	Pay on next regular payday.	Accrued vacation must be paid upon separation if the employer's policy (oral or written) provides for vacation.
<b>Michigan</b>	Payment is due immediately, or as soon as the amount can be determined.	Payment is due as soon as the amount can be determined.	Vacation must be paid upon separation in accordance with the terms set in a written policy or contract.
<b>Minnesota</b>	Payment is due immediately, (within 24 hours) upon termination.	Wages are due within the next pay period within 20 days of separation.	Vacation must be paid upon separation if the employer's policy or practice provides for vacation payout.
<b>Mississippi</b>	No specific regulation currently exists.	No specific regulation currently exists.	Accrued vacation must be paid upon separation unless the employer's policy or employment contract states that accrued vacation will not be paid out.
<b>Missouri</b>	Payment due immediately.	No specific regulation currently exists.	No specific regulations currently exist.

<b>Montana</b>	Payment is due immediately unless the employer has a written policy allowing for payment on the next regular payday or within 15 days of the termination, whichever occurs earlier.	Payment is due no later than the next regular payday or within 15 days of the resignation date, whichever occurs earlier.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Nebraska</b>	Payment is due no later than the next regular payday or within 2 weeks of the date of termination, whichever occurs earlier.	Payment is due no later than the next regular payday or within 2 weeks of the resignation date, whichever occurs earlier.	Accrued vacation must be paid upon separation if the employer's policy provides for vacation.
<b>Nevada</b>	Payment is due immediately.	Payment is due no later than the next regular payday or 7 days after resignation, whichever is earlier.	Nevada statutes only require payment for time worked.
<b>New Hampshire</b>	Payment is due within 72 hours.	Payment is due no later than the next regular payday. However, if the employee gives at least one pay period's notice of intention to resign, employer must pay within 72 hours.	Vacation, holiday pay, sick pay, and personal days must be paid upon separation if the employer's policy provides for these benefits. Additionally, employers may recoup negative vacation (or other time off) balance amounts from a final paycheck if employees provide a written request to do so, free of coercion.
<b>New Jersey</b>	Must be paid on date of termination.	Payment is due no later than the next scheduled payday.	Vacation must be paid upon separation only if the employer's policy provides for payout. Payout may also be limited by employer policy requiring a condition to be met before payout (e.g. a certain amount of notice, etc.).
<b>New Mexico</b>	Payment is due within 5 days.	Payment is due no later than the next regular payday.	No specific regulation currently exists.

## Termination Final Pay Requirements

<b>New York</b>	All outstanding wages, salaries, commission, expenses, and unused vacation pay owed to the employee are to be paid upon termination.	Payment is due no later than the next regular payday.	Vacation is not required to be paid upon termination, however company policy must be clear and in writing that the employee forfeits vacation upon termination to be lawful.
<b>North Carolina</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Accrued vacation must be paid upon separation unless the employer's policy or employment contract states vacation is forfeited upon separation.
<b>North Dakota</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation or other paid leaves must be paid upon separation, at the final rate of pay, if the employer's policy provides for these benefits. Vacation or other paid leave does not have to be paid out for workers employed less than one year who quit with less than 5 days of notice; provided they were notified of this exception in writing upon hire.
<b>Ohio</b>	No specific regulation currently exists.	No specific regulation currently exists.	No specific regulation currently exists.
<b>Oklahoma</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.
<b>Oregon</b>	Payment is due no later than the end of the 1st business day after the date of termination.	If the employee gives at least 48 hours' notice of intention to resign, employer must pay upon termination (unless it is not a business day). If the employee gives less than 48 hours' notice, payment is due within 5 days	Vacation and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.

		or the next regular payday, whichever occurs earlier.	
<b>Pennsylvania</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Accrued vacation and holiday must be paid upon separation if the employer's policy provides for vacation and holidays.
<b>Rhode Island</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Accrued vacation must be paid upon separation per their written or oral contract or policy, if the separating employee was employed for one year or more.
<b>South Carolina</b>	Payment is due within 48 hours of termination or by the next regular payday, which may not exceed 30 days.	Payment is due within 48 hours of termination or by the next regular payday, which may not exceed 30 days.	Vacation, holidays, and sick leave must be paid upon separation if the employer's policy or other agreement provides for it.
<b>South Dakota</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation and sick pay must be paid upon separation if the employer's policy or practice provides for payout upon separation.
<b>Tennessee</b>	Payment is due no later than the next regular payday, but cannot exceed 21 days from the date of termination	Payment is due no later than the next regular payday, but cannot exceed 21 days from the date of termination	Vacation or compensatory time off must be paid upon separation if the employer's policy or labor contract provides for payout.
<b>Texas</b>	Payment is due no later than the 6th day after termination.	Payment is due no later than the next regular payday.	Vacation must be paid upon separation if the employer's policy or employment contract provides for it.
<b>Utah</b>	Payment is due within 24 hours of termination.	Payment is due no later than the next regular payday.	No specific regulation currently exists.

<b>Vermont</b>	Payment is due within 72 hours of termination.	Payment is due on the last regular payday or, if there is no regular payday, on the following Friday.	Vacation must be paid upon separation if the employer's policy or employment contract provides for it.
<b>Virginia</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	No specific regulation currently exists.
<b>Washington</b>	Payment is due no later than the next regular payday.	Payment is due no later than the next regular payday.	Vacation pay is not due upon separation unless expressly granted by contract or in written policy.
<b>West Virginia</b>	Payment is due no later within 72 hours.	With a full pay period notice employee must be paid upon separation. If the employee provides no notice payment is due no later than the next regular payday.	Vacation must be paid upon separation unless a written agreement, which is compliant with state law, exists to the contrary.
<b>Wisconsin</b>	Payment is due no later than the next regular payday or monthly, whichever is earlier.	Payment is due no later than the next regular payday or monthly, whichever is earlier.	Accrued vacation must be paid upon separation if the employer's policy or employment contract provides vacation.
<b>Wyoming</b>	Payment is due within 5 business days of termination.	Payment is due within 5 business days of termination.	Accrued vacation must be paid upon separation if the employer's policy or employment contract does not state vacation is forfeited upon separation. Any such agreement must be acknowledged by the employee in writing.