



FINAL CHECK COMPLIANCE BY STATE

State(s) 	Termination 	Resignation 	Delivery Method 
CA	Immediate (last day)	If > 72 hrs notice → last day; if <72 hrs → within 72 hrs	Direct deposit OK. Mailed check only if employee requests; postmark counts as pay date.
CO, MA, MT, MO	Immediate (last day)	Resignation → next payday (MO has no law)	Direct deposit, hand-delivered, or mailed if postmarked by deadline.
CT, DC, HI, OR	Immediate or next business day	OR: last day if > 48 hrs notice; else 5 business days/next payday. HI: last day if >1 pay period notice; else next payday	Any normal method; if mailed, postmark must meet deadline.
UT	Within 24 hr	Next payday	Direct deposit, in-person, or mailed (postmarked within 24 hrs).
MN	24 hrs upon demand	Next payday < 20 days	Any regular method. Employee may demand earlier payment
NH, VT	72 hrs	Next payday (NH: 72 hrs if > 1 pay period notice)	Direct deposit, hand-delivery, or mailed (must meet deadline).
NV, AK	3 working days (NV); 3 days (AK)	NV: next payday; AK: next payday (> 3 days after notice)	Any normal method; mailed checks must be postmarked by deadline.
NM	5 days (fixed wages); 10 days (variable)	Next payday	Any regular method; postmark must meet deadline
AZ	7 working days or next payday (earlier)	Next payday	Any regular method; best practice = last day
TX	6 calendar days	Next payday	Any normal method; direct deposit preferred.
LA	Next payday or 15 days (earlier)	Next payday	Direct deposit, in-person, or mailed if postmarked by deadline.
KY	Next payday or 14 days (late)	Next payday	Same - no special restriction, just meet deadline.
TN	Next payday or 21 days (later)	Next payday	Same — method flexible, deadline controls
SC	48 hrs or next payday (< 30 days)	Next payday	Regular delivery methods apply; mail must be postmarked on time.
DE	Next payday	Next payday or within 3 days (earlier)	Regular delivery methods apply.
NE	Next payday	Next payday or within 2 weeks (earlier)	Regular delivery methods apply.
OH	Next payday	Next payday or within 15 days (earlier)	Regular delivery methods apply.
ID	Next payday	Next payday or within 10 working days (48 hrs if employee requests)	Mail allowed but must be postmarked by deadline.
Most remaining states (IL, IN, IA, KS, MD, MI, NJ, NY, ND, OK, PA, WA, WV, WI, WY, AR, ME, etc.)	Next scheduled payday	Next scheduled payday	Default: direct deposit, in-person, or mailed if postmarked by deadline
No state law (default federal): AL, FL, GA, MS, MO (resignations only)	No statute (use next payday)	No statute (use next payday)	Follow regular payday; best practice is last day or next business day.



Rule of Thumb

- **Safest practice in all states:** Provide the final paycheck **on the last day** via **direct deposit** or hand-delivered check.
- **If mailing:** Drop off at the **post office counter at least 2 hours before close** to guarantee it is postmarked that day. Keep proof of mailing.
- Timing requirements vary most by **termination vs. resignation**; pay closer attention when employees quit with or without notice.



Helpful Notes

- **California:** Waiting time penalties can reach 30 days’ wages if late.
- **Massachusetts:** Late payment after discharge can result in treble damages.
- **Colorado & Oregon:** Strict next-day/short-window rules; safest to hand deliver.
- **Employee demand states** (e.g., MN, ID): Employees may request earlier payment than the default.
- **Direct deposit revocations:** If the employee closes their account or withdraws consent, issue a paper check immediately.
- **Document it:** Always note the date, method, and proof of payment (esp. if mailed).

CONFUSED ABOUT FINAL PAY RULES?

At Zenly, we make tricky areas like final paycheck compliance simple. No stress, just solutions.

If you or your supervisors ever have questions about final pay requirements, contact us; we’re here to guide you.

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