

| State | If the Employee Quit | If You Fired the Employee |
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| Alabama | No law | No law |
| Alaska | Next scheduled payday that's at least 3 days after the employee gives notice | Within 3 working days of termination |
| Arizona | Next scheduled payday | Whichever is first: within 7 working days or next payday |
| Arkansas | Next scheduled payday | Next scheduled payday, or within 7 working days if the employee demands it. (Employer will owe 2x the wages if not paid within 7 days of the next scheduled payday.) |
| California | Within 72 hours, or immediately if the employee gave at least 72 hours' notice | Immediately (Employees can recover penalties for every day wages are withheld.) |
| Colorado | Next scheduled payday | Immediately |
| Connecticut | Next scheduled payday | Next business day |
| Delaware | Whichever is latest: Next scheduled payday or 3 days after last day worked | Whichever is latest: Next scheduled payday or 3 days after last day worked |
| District of Columbia | Whichever is first: within 7 days or next payday | Next business day |
| Florida | No law | No law |
| Georgia | No law | No law |

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| Hawaii | On employee's last day if employee gives one pay period notice, or scheduled payday | Immediately or next business day |
| Idaho | Whichever is first: within 10 days or next payday. If employee provides a written request for earlier payment, employer must pay within 48 hours of receiving the request (weekends and holidays excluded). | Whichever is first: within 10 days or next payday. If employee provides a written request for earlier payment, employer must pay within 48 hours of receiving the request (weekends and holidays excluded). |
| Illinois | Immediately if possible, but no later than next scheduled payday | Immediately if possible, but no later than next scheduled payday |
| Indiana | Next scheduled payday | Next scheduled payday |
| Iowa | Next scheduled payday | Next scheduled payday |
| Kansas | Next scheduled payday | Next scheduled payday |
| Kentucky | Whichever is later: within 14 days or next scheduled payday | Whichever is later: within 14 days or next scheduled payday |
| Louisiana | Whichever is first: next scheduled payday or within 15 days | Whichever is first: next scheduled payday or within 15 days |
| Maine | Whichever is first: next scheduled payday or within 2 weeks of employee's demand | Whichever is first: next scheduled payday or within 2 weeks of employee's demand |
| Maryland | Next scheduled payday | Next scheduled payday |
| Massachusetts | Next scheduled payday | Last day of work |
| Michigan | Next scheduled payday | Next scheduled payday |

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| Minnesota | Next payday that's at least 5 days after an employee's last day but no more than 20 days after the last day worked | Within 24 hours of demand |
| Mississippi | No law | No law |
| Missouri | No law | Immediately |
| Montana | Whichever is first: next scheduled payday or within 15 days | Immediately (within 4 hours or the end of the same business day) |
| Nebraska | Whichever is first: next scheduled payday or within two weeks | Whichever is first: next scheduled payday or within two weeks |
| Nevada | Whichever is first: within 7 days or next payday | Within 3 days of termination |
| New Hampshire | Next scheduled payday, or within 72 hours if the employee gives one period pay notice | Within 72 hours |
| New Jersey | Next scheduled payday | Next scheduled payday |
| New Mexico | Next scheduled payday | Within 5 days for fixed amounts or 10 days for variable amounts |
| New York | Next scheduled payday | Next scheduled payday |
| North Carolina | On or before next scheduled payday | On or before next scheduled payday |
| North Dakota | Next scheduled payday | Next scheduled payday |
| Ohio | Whichever is first: next scheduled payday or within 15 days | Whichever is first: next scheduled payday or within 15 days |

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| Oklahoma | Whichever is later: Next scheduled payday or within 14 days | Whichever is later: Next scheduled payday, or within 14 days, whichever is later |
| Oregon | On last day of employment if the employee gave 48 hours' notice, otherwise within 5 days or the next payday, whichever comes first | By the end of the next business day |
| Pennsylvania | Next scheduled payday | Next scheduled payday |
| Rhode Island | Next scheduled payday | Next scheduled payday |
| South Carolina | Within 48 hours or next scheduled payday; not to exceed 30 days | Within 48 hours or next scheduled payday; not to exceed 30 days |
| South Dakota | Next scheduled payday, or the employer can hold the final pay until company property is returned | Next scheduled payday, or the employer can hold the final pay until company property is returned |
| Tennessee | Within 21 days or the next regular payday, whichever occurs later | Within 21 days or the next regular payday, whichever occurs later |
| Texas | Next scheduled payday | Within 6 calendar days of last day worked |
| Utah | Next scheduled payday | Within 24 hours |
| Vermont | Next scheduled payday or the next Friday if there is no regular payday | Within 72 hours from the time of discharge |
| Virginia | On or before next scheduled payday | On or before next scheduled payday |
| Washington | On or before next scheduled payday | On of before next scheduled payday |

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| West Virginia | On or before next scheduled payday | On or before next scheduled payday |
| Wisconsin | Next scheduled payday | Next scheduled payday |
| Wyoming | Next scheduled payday | Next scheduled payday |