



Wage and Hour Map: Pay Reduction Advance Notice

This map and accompanying table identify State advanced wage-notice provisions of general application. These general provisions typically regulate the timing of changes to rates, formulas, eligibility, or other pay terms. In all States, employers should clearly communicate the terms of employment before the relevant work is performed. These maps do not reflect provisions applicable to specific or narrow groups (e.g., public employment, railroads, mining, domestic services, hospitality), government contract work, or local requirements.

Hover on a State in the map below for more detail. For more information on these laws, please contact your Fisher Phillips attorney, the [State contributor\(s\)](#), or a member of the [Wage Hour Service Group](#).

These materials are for general-informational uses only. They are not and may not be construed to be legal advice or to be a legal opinion on any specific facts or circumstances, or to be a comprehensive or all-inclusive compilation of facts or questions that are potentially relevant to these wage principles or requirements. Numerous regulations, interpretations, rulings, and other authorities must be specifically evaluated in applying the provisions of the federal Fair Labor Standards Act and State wage laws. You are urged to consult legal counsel competent in employment matters concerning any specific legal questions you might have regarding your business's particular situation.

Wage and Hour Maps

- [Minimum Wage](#)
- [Voluntary Separation Final Pay](#)
- [Involuntary Separation Final Pay](#)