



## Wage and Hour: Involuntary Separation Final Pay

This map and accompanying table identify State involuntary separation provisions of general application. These general provisions typically address final pay in the most common type of involuntary separation, *i.e.*, termination (including with or without cause). Separate provisions might apply to unique circumstances such as employee deaths, labor strikes, suspension, furloughs, temporary layoffs, merger, liquidation, business ceasing operations, relocation, etc. Careful consideration should be given to circumstances involving disputed wages, commissions, expense reimbursement and circumstances when the wages would not ordinarily be paid on the next regular payday. 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](#).



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*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](#)
- [Pay Reduction Advance Notice](#)
- [Voluntary Separation Final Pay](#)