



CLIENT INFORMATION GUIDE

Section: Hiring and Termination

Topic: Termination Paychecks

When an employee is terminated, it is important that he or she is paid their final paycheck in compliance with the law. Almost all states have laws controlling when final paychecks must be delivered to a terminated employee and, in most of those states, those laws differ depending upon whether the termination was voluntary or not.

If an employer does not pay the termination paycheck on time, they may be subject to pay fines to the state and/or damages to the employee.

In most cases, states require that any accrued vacation or other pay due to an employee according to the policies of the employer are due at the time that the final check is paid.

Below is a chart describing the final check laws of several western states.

STATE	INVOLUNTARY TERMINATION	VOLUNTARY TERMINATION
Arizona	Earlier of 3 working days or end of next regular pay period.	Next regular payday, or by mail if employee requests.
California	Immediately; within 72 hours for seasonal employees; within 24 hours for certain motion picture employees.	Within 72 hours; immediately, if 72 hours notice of quit is given; strikers on next regular payday.
Colorado	Immediately or within 6 hours of payroll dept. becoming operational (by mail on request); next day if payroll is offsite.	Next regular payday.
Nevada	Immediately.	Earlier of next regular payday or 7 days.
New Mexico	Within 5 days; next regular payday if suspended due to a labor dispute.	Next regular payday.
Oklahoma	Next regular payday.	Next regular payday.
Oregon	By the end of the first business day after termination or discharge.	Earlier of next regular payday or 5 business days; immediately if 48 hours notice is given.
Texas	Within 6 days.	Next regular payday.
Washington	Next regular payday.	Next regular payday.

If you have questions regarding specific requirements of the laws applying to final paychecks, you are encouraged to contact your Choice Customer Service Specialist.