THE HR STRATEGIST GROUP · FREE RESOURCES

Free HR Compliance Resource Guide

Official, free resources every manager and HR generalist should have bookmarked, plus quick-reference tables on final pay, disability law, at-will employment and pay transparency.

Free resource links

Start here before you make a call on leave, safety, pay or discrimination.

ADA.gov

Federal ADA rules and guidance from the Department of Justice

Job Accommodation Network (JAN)

Free accommodation ideas by condition or job duty, plus one-on-one consults

EEOC

Discrimination, harassment, retaliation, the charge process and required posters

OSHA

Workplace safety rules, injury recordkeeping and complaints

DOL Wage and Hour Division

Minimum wage, overtime, FMLA and child labor

State labor offices

Find each state's labor department for state-specific rules

Adult Protective Services

Find the APS office to report suspected abuse or neglect of older or disabled adults

Immediate final pay states

These states require final wages at or within days of a firing. Most other states allow the next regular payday; Alabama, Florida, Georgia and Mississippi have no final pay law.

State	When final pay is due, and why
California	Immediately when fired. Within 72 hours when someone quits without notice; on the last day with 72 hours' notice. Late pay adds a daily waiting-time penalty.
Colorado	Immediately when fired. If payroll is closed, within 6 hours of the next workday (24 hours if payroll is off site).
Hawaii	Immediately when fired, or the next working day if conditions prevent it. On the last day if the employee quits with one pay period's notice.
Massachusetts	On the day of discharge. One of the strictest rules, with mandatory triple damages if missed.
Missouri	On the day of discharge. Late pay can be owed as continued wages for up to 60 days.
Montana	Immediately when fired, unless a written policy sets the next payday or 15 days, whichever comes first.
Nevada	Immediately when fired. Late pay accrues a daily penalty after 3 days.
Utah	Within 24 hours of a firing.
Minnesota	Within 24 hours after the employee asks for it.
Connecticut	The next business day after a firing.
District of Columbia	The next business day after a firing.
Oregon	By the end of the first business day after a firing. On the last day if the employee quits with 48 hours' notice.
New Hampshire	Within 72 hours of a firing.
Vermont	Within 72 hours of a firing.

Tip: In these states, have the final check ready before the termination meeting.

ADA vs. state disability laws

The federal ADA is the floor, not the ceiling. Follow whichever rule protects the employee more.

Law	Who it covers	Key difference from the ADA
ADA (federal)	15+ employees	Disability must "substantially limit" a major life activity; accommodation unless undue hardship
Pregnant Workers Fairness Act	15+ employees	Accommodation for pregnancy and related conditions, even when not a disability
California FEHA	5+ employees	Condition only has to "limit" a life activity; skipping the interactive process is its own violation
New York State HRL	All employers	Broader definition of disability
New Jersey LAD	All employers	No minimum employee count

At-will employment

Every state except Montana is at will: either side can end employment at any time, for any lawful reason. Montana requires good cause once the probationary period ends.

At will is not "anything goes." A firing is still unlawful if it is discriminatory, retaliatory, or breaks a contract or public policy. That's why consistent documentation matters everywhere.

Pay transparency in job postings

14 states plus D.C. require a pay range in job postings, and Delaware joins in 2027. Rules follow where the job is performed, so remote roles can be covered.

State	Employers covered	Note
California	15+ employees	Range for current role on request
Colorado	1+ employee in state	Also describe benefits
Connecticut	1+ employee	Posting rule effective Oct. 1, 2026
District of Columbia	1+ employee	Minimum and maximum pay
Hawaii	50+ employees	Internal moves excluded
Illinois	15+ employees	Pay scale and benefits
Maine	10+ employees	
Maryland	All employers	Jobs at least partly in Maryland
Massachusetts	25+ employees in state	Ads for a specific role
Minnesota	30+ employees in state	Starting range and benefits
New Jersey	10+ employees	Internal and external postings
New York	4+ employees	Jobs at least partly in New York
Vermont	5+ employees	Includes remote roles tied to a Vermont office
Virginia	All employers	Public and internal postings
Washington	15+ employees	Range on request for promotions or transfers
Delaware	More than 25 employees	Takes effect Sept. 26, 2027

Nevada and Rhode Island require sharing the range on request or after an interview. Cities with their own rules include New York City, Jersey City, Cleveland and Columbus (Jan. 1, 2027). North Carolina and Georgia have no posting requirement.

Need help applying this to your workplace? The HR Strategist Group · theHRstrategistgroup.com · darlene@theHRstrategistgroup.com

Current as of October 2026. Laws change often: confirm with the state agency before acting. General information, not legal advice. Sources: Insperity and Paycom final pay charts; Brightmine pay transparency chart.