

Federal	Overtime Law
Fair Labor Standards Act (FLSA)	Employees covered by the FLSA must receive overtime pay for hours worked over 40 in a workweek at a rate of not less than one and one-half times their regular rate of pay unless they qualify for an exemption. <a href="#">Department of Labor Wage and Hour Division</a>
State	State Overtime Law Hours Requirement
Alabama	Work more than 40 hours in a workweek
Alaska	Work more than 40 hours in a workweek or Work more than 8 hours in a day
Arizona	Work more than 40 hours in a workweek
Arkansas	Work more than 40 hours in a workweek
California	<b>Overtime:</b> Work more than 40 hours in a workweek or Work more than 8 hours in a day or in the first 8 hours worked on the 7 <sup>th</sup> day of work in one workweek <b>Double-time:</b> Work more than 12 hours in a workday or in excess of 8 hours on any 7 <sup>th</sup> of a workweek.
Colorado	Work more than 40 hours in a workweek or Work more than 12 hours in a workday or 12 consecutive hours without regard to the workday.
Connecticut	Work more than 40 hours in a workweek
Delaware	Work more than 40 hours in a workweek
District of Columbia (D.C.)	Work more than 40 hours in a workweek
Florida	Work more than 40 hours in a workweek
Georgia	Work more than 40 hours in a workweek
Hawaii	Work more than 40 hours in a workweek
Idaho	Work more than 40 hours in a workweek
Illinois	Work more than 40 hours in a workweek
Indiana	Work more than 40 hours in a workweek
Iowa	Work more than 40 hours in a workweek
Kansas	State law indicates work more than 46 hours in a workweek. However, since FLSA pays for hours over 40 in a workweek, follow federal law.
Kentucky	Work more than 40 hours in a workweek or work 7th day in any one workweek
Louisiana	Work more than 40 hours in a workweek
Maine	Work more than 40 hours in a workweek
Maryland	Work more than 40 hours in a workweek. However, some occupations may calculate overtime using a different period of time than a 7-day workweek.
Massachusetts	Work more than 40 hours in a workweek
Michigan	Work more than 40 hours in a workweek

State	State Overtime Law Hours Requirement
Minnesota	State law provides overtime for 48 hours in a workweek. However, if covered under FLSA, then follow 40 hours workweek federal rule.
Mississippi	Work more than 40 hours in a workweek
Missouri	Work more than 40 hours in a workweek
Montana	Work more than 40 hours in a workweek
Nebraska	Work more than 40 hours in a workweek
Nevada	Work more than 40 hours in a workweek or 8 hours in a 24-hour period if employee makes less than 1 ½ times the minimum wage per hour (unless on a 4, 10-hour shift).
New Hampshire	Work more than 40 hours in a workweek
New Jersey	Work more than 40 hours in a workweek
New Mexico	Work more than 40 hours in a workweek
New York	Work more than 40 hours in a workweek. Residential “live-in” employees are entitled to overtime for hours worked over 40 in a payroll week. Farm employees entitled to overtime over 60 in a calendar week or for any hours worked on day of rest.
North Carolina	Work more than 40 hours in a workweek
North Dakota	Work more than 40 hours in a workweek
Ohio	Work more than 40 hours in a workweek
Oklahoma	Work more than 40 hours in a workweek
Oregon	Work more than 40 hours in a workweek
Pennsylvania	Work more than 40 hours in a workweek. State law does not relieve the employer from paying overtime to computer professionals based upon the duties test adopted by the federal govt.
Rhode Island	Work more than 40 hours in a workweek
South Carolina	Work more than 40 hours in a workweek
South Dakota	Work more than 40 hours in a workweek
Tennessee	Work more than 40 hours in a workweek
Texas	Work more than 40 hours in a workweek
Utah	Work more than 40 hours in a workweek
Vermont	Work more than 40 hours in a workweek
Virginia	Work more than 40 hours in a workweek
Washington	Work over 40 hours in a workweek. Double-time may be required for “certain public works projects”.
West Virginia	Work more than 40 hours in a workweek
Wisconsin	Work more than 40 hours in a workweek
Wyoming	Work more than 40 hours in a workweek

*The information contained within this document is subject to change. The information is for educational purposes only and should not be construed as legal advice, direction, or consent.*