



Arizona wage and hour cheat sheet

Minimum wage, overtime, breaks, final pay, and record retention on one sheet. Rates verified August 2026.

Minimum wage

\$15.15/hr in effect on Jan 1, 2026, up from \$14.70. Arizona indexes its minimum wage to inflation each year under the Fair Wages and Healthy Families Act. Tipped employees may be paid \$12.15/hr, which reflects a tip credit of up to \$3.00/hr, provided that cash wages plus tips equal or exceed the full \$15.15 minimum. Local minimums are higher in some cities: Flagstaff is \$18.35/hr and Tucson is \$15.45/hr as of Jan 1, 2026. Where a city rate applies, the higher local rate governs.

Overtime

1.5x the regular rate after 40 hours in a workweek. Arizona has no state overtime statute and defers to the federal FLSA.

Daily overtime

None. Arizona has no daily overtime and no double-time requirement. Overtime is weekly (over 40 hours in a workweek) only, following the federal FLSA.

Meal break

No state meal-break requirement for adults. Arizona does not mandate meal periods, so federal FLSA rules apply: a bona fide meal break of 30 minutes or more may be unpaid when the employee is fully relieved of duties. If an employer promises breaks in a handbook or contract, those terms can be enforceable.

Rest break

No state rest-break requirement for adults. Under federal FLSA practice, short rest breaks of 5 to 20 minutes, if offered, count as paid hours worked.

Final paycheck

Set by A.R.S. 23-353. A discharged employee must be paid all wages due within seven working days or by the end of the next regular pay period, whichever is sooner. An employee who quits must be paid all wages due no later than the regular payday for the pay period in which the resignation occurred.

How long to keep time records

Federal law requires keeping time cards 2 years and payroll records 3 years, and some states go longer. Keep the records where you can produce them; a wage claim is decided on whoever has the better records.

Rates verified August 2026. Arizona indexes its minimum wage to inflation, so the \$15.15 rate will adjust again on January 1, 2027, and Flagstaff (\$18.35) and Tucson (\$15.45) set higher local minimums. A 2026 bill that would have added break and daily-overtime requirements (HB 2466) died when the legislature adjourned on June 13, 2026, so Arizona still has no such requirements. This is general information, not legal or payroll advice. Check the Arizona labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://www.azica.gov/news/2026-minimum-wage-increase-effective-january-1-2026>. Full list of sources: getclox.com/blog/arizona-time-tracking.