



## Georgia wage and hour cheat sheet

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

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### Minimum wage

Effectively \$7.25/hr (federal FLSA rate, unchanged since July 24, 2009). Georgia's own statutory minimum is \$5.15/hr, but the federal \$7.25 preempts it for all FLSA-covered employers, which includes essentially all field/construction workers. The \$5.15 state rate applies only to the few employers not covered by the FLSA (e.g., very small, non-covered businesses). No local minimum wages, Georgia law preempts city/county wage ordinances. No 2026 increase.

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### Overtime

1.5x the regular rate for hours over 40 in a workweek (follows federal FLSA). Georgia has no separate state overtime statute; overtime is governed and enforced federally by the US DOL Wage and Hour Division.

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### Daily overtime

None. No daily overtime and no double-time. Overtime is weekly only (over 40 hours); working more than 8 hours in a day does not trigger overtime.

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### Meal break

No state meal-break requirement for adult employees. Neither Georgia law nor the FLSA mandates meal periods. (Under the FLSA, if a bona fide meal period of typically 30+ minutes is given and the worker is fully relieved of duty, it may be unpaid.)

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### Rest break

No state rest-break requirement for adult employees. (Under the FLSA, if an employer chooses to give short breaks of 5-20 minutes, they must be paid.) Separately, Georgia law requires paid lactation break time and a private, non-restroom space for nursing employees (O.C.G.A. 34-1-6, Charlotte's Law). The paid requirement has limits: it does not apply on days an employee works away from the employer's worksite, and employers with fewer than 50 employees are excused where it would impose an undue hardship. Break time under the federal PUMP Act may be unpaid where Georgia law does not apply.

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### Final paycheck

Next regular payday. Georgia has no specific final-paycheck statute; earned wages for the last pay period are due on the next scheduled payday whether the employee quits or is terminated. Accrued unused vacation need not be paid out unless required by contract or company policy.

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### 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.

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## Georgia wage and hour cheat sheet (continued)

Rates verified August 2026. Georgia's minimum wage has no scheduled change; the federal \$7.25 has been static since 2009 and the state \$5.15 since 2001. For hourly field and construction workers, treat \$7.25 as the operative floor, since those employers are virtually always covered by the FLSA. This is general information, not legal or payroll advice. Check the Georgia labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://dol.georgia.gov/minimum-wage>. Full list of sources: [getclox.com/blog/georgia-time-tracking](https://getclox.com/blog/georgia-time-tracking).