



New Hampshire wage and hour cheat sheet

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

Minimum wage

\$7.25/hr (no state rate above federal; NH defers to the federal minimum under RSA 279:21, unchanged since 2009, still in effect in 2026). Tipped cash wage: \$3.27/hr (45% of minimum wage; tip credit allowed if tips bring the total to \$7.25). No local or employer-size variants. An employee who reports to work at the employer's request must be paid for at least 2 hours (RSA 275:43-a).

Overtime

1.5x the regular rate for all hours worked over 40 in a workweek (RSA 279:21; follows federal FLSA).

Daily overtime

None. No daily overtime or double-time; overtime is weekly only (after 40 hours).

Meal break

30-minute meal/eating period required after 5 consecutive hours of work (RSA 275:30-a). Distinctive NH trigger is 5 hours (not 6). May be waived only if the employer permits the employee to eat while working and it is feasible, in which case that time must be paid.

Rest break

No state rest-break requirement for adults. (Per federal rule, any break under 20 minutes an employer chooses to offer must be paid.)

Final paycheck

Discharged/fired: within 72 hours of termination. Quit with at least one pay period's notice: within 72 hours of the last day. Quit without notice: next regular payday. Laid off/suspended: next regular payday. (RSA 275:44)

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. New Hampshire's minimum wage tracks the federal rate, so \$7.25 changes only if Congress or the state raises the floor. The tipped rate is set at 45 percent of the minimum wage, so it would move with any increase. This is general information, not legal or payroll advice. Check the New Hampshire labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://www.dol.nh.gov/inspections/wage-and-hour/minimum-wage>. Full list of sources: getclox.com/blog/new-hampshire-time-tracking.