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Oklahoma wage and hour cheat sheet

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

Minimum wage

$7.25 per hour, the federal rate, in effect since July 24, 2009. Oklahoma's Minimum Wage Act has no dollar figure of its own: it says no covered employer may pay less than the current federal minimum wage for all hours worked (40 O.S. § 197.2). The Oklahoma Department of Labor says the state act covers employers with at least 10 full-time employees or equivalent, or with gross business of more than $100,000 a year regardless of size. The statute itself says more than ten full-time employees or equivalent at any one location (40 O.S. § 197.4). It does not apply to employers covered by the federal Fair Labor Standards Act who pay the federal minimum, and those employers owe the federal $7.25 directly. All other employers must pay employees 18 and older at least $2.00 per hour (40 O.S. § 197.5). The act excludes, among others, part-time employees working under 25 hours a week, people under 18 who are not high school or vocational program graduates, and students under 22 regularly enrolled in school. Tipped employees: an employer may count tips, meals, or lodging toward the minimum as long as it pays at least the cash wage required under federal rules (40 O.S. § 197.16). For employees under federal jurisdiction, that means a cash wage of at least $2.13 per hour and a tip credit of up to $5.12. Cities may not set their own minimum wage.

Overtime

1.5x the regular rate for hours over 40 in a seven-day workweek under the federal FLSA. The Oklahoma Department of Labor states that Oklahoma has no state overtime laws, and that employers required to comply with federal wage and hour law must pay non-exempt employees time and one-half for all hours worked over 40 in the workweek. Federal overtime is enforced by the US DOL Wage and Hour Division. Employers may require employees to work overtime.

Daily overtime

None. Oklahoma has no state overtime law, so only the federal weekly standard applies (over 40 hours in a workweek). Working more than 8 hours in a day does not by itself trigger overtime.

Meal break

No state meal-break requirement for adult employees. The Oklahoma Department of Labor states that neither federal nor state law requires employers to provide breaks to employees 16 or older, and that breaks and lunch periods are benefits left to the employer's discretion. Oklahoma child labor law requires break and lunch periods for workers aged 14 and 15.

Rest break

No state rest-break requirement for adult employees. Oklahoma law does not require breaks for employees 16 or older. Rest and meal breaks are required only for 14 and 15-year-old workers under the state child labor law.

Final paycheck

By the next regular payday for the pay period in which the work was performed, whether the employee quits or is fired (40 O.S. § 165.3). The Oklahoma Department of Labor states that an employer does not have to pay immediately and may wait until that next regular payday. Wages go through the regular pay channels or, if the employee asks, by certified mail postmarked by the deadline, unless a collective bargaining agreement provides otherwise. An employer that willfully

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Oklahoma wage and hour cheat sheet (continued)

withholds undisputed final wages owes liquidated damages of 2 percent of the unpaid wages for each day the failure continues, up to the amount of the unpaid wages.

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 November 2026. Oklahoma's rate is the federal $7.25, in effect since July 24, 2009. The state law adopts the federal minimum by reference (40 O.S. § 197.2), so it is not indexed and no state change is scheduled. It would change only if the federal rate changes or the law is amended. This is general information, not legal or payroll advice. Check the Oklahoma labor department for the current rules, and talk to a professional for your situation.

Primary source: https://oklahoma.gov/labor/workplace-rights/wage-hour/faqs---wage-and-hour.html. Full list of sources: getclox.com/blog/oklahoma-time-tracking.