



Pennsylvania 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, Pennsylvania follows the federal minimum wage (unchanged since July 24, 2009); no state increase in effect for 2026 and none scheduled. Tipped cash wage \$2.83/hr (with tip credit up to the \$7.25 full minimum). No local (e.g., Philadelphia) or employer-size variant is in effect statewide.

Overtime

1.5x the regular rate for hours worked over 40 in a workweek. Confirmed, Pennsylvania follows the federal FLSA weekly-40 standard (and the PA Minimum Wage Act mirrors it).

Daily overtime

None. No daily overtime and no double-time; overtime is weekly only (over 40 hours in a workweek).

Meal break

No state meal-break requirement for adult employees. (Only minors under 18 are entitled to a 30-minute break after 5 consecutive hours.) If an employer voluntarily provides a break, federal FLSA rules apply: breaks under 20 minutes must be paid; a bona fide meal period of 30+ minutes may be unpaid if the worker is fully relieved of duties.

Rest break

No state rest-break requirement for adult employees. Under FLSA, any voluntary rest break under 20 minutes must be paid.

Final paycheck

Next regular payday. Under the PA Wage Payment and Collection Law (43 P.S. § 260.5), wages earned become due and payable no later than the next regular payday, whether the employee quits or is terminated (no distinction between the two).

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. Pennsylvania's minimum wage tracks the federal rate, so \$7.25 changes only if federal law changes or new state legislation is enacted. A bill to reach \$15.00 by 2029 passed the Pennsylvania House in March 2026 and is pending in the Senate, so the rate remains \$7.25 for now. This is general information, not legal or payroll advice. Check the Pennsylvania labor department for the current rules, and talk to a professional for your situation.

Primary source:

<https://www.pa.gov/agencies/dli/resources/compliance-laws-and-regulations/labor-management-relations/pennsylvania-s-minimum-wage-act>.

Full list of sources: getclox.com/blog/pennsylvania-time-tracking.