



South Carolina 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, South Carolina has NO state minimum wage law, so the federal FLSA rate applies (effective July 24, 2009; unchanged for 2026). No local minimums and no employer-size variant. A 2025-2026 bill (H.3226) proposing \$8.75 was introduced but has not been enacted.

Overtime

1.5x the regular rate after 40 hours in a workweek. South Carolina has no state overtime law; it follows the federal FLSA weekly-40 standard.

Daily overtime

None. South Carolina has no daily overtime and no double-time requirement; overtime is weekly only (over 40 hours), per federal FLSA.

Meal break

No state meal-break requirement for adult employees. Breaks are governed by federal FLSA, which does not mandate meal periods. (State law requires only reasonable break time/space for nursing mothers.)

Rest break

No state rest-break requirement for adult employees. Under federal FLSA, if an employer voluntarily offers short breaks (typically 5-20 min) they must be paid, but no break is required.

Final paycheck

Within 48 hours of separation OR by the next regular payday, which may not exceed 30 days (SC Code Ann. § 41-10-50). Applies to any separation, voluntary or involuntary.

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. South Carolina has no state minimum wage statute, so the federal \$7.25 rate applies. Minimum-wage bills were introduced in the 2025 to 2026 session, but none has been enacted. This is general information, not legal or payroll advice. Check the South Carolina labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://llr.sc.gov>. Full list of sources: getclox.com/blog/south-carolina-time-tracking.