



Texas 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 in effect on Jan 1, 2026. Texas adopts the federal minimum wage under the Texas Minimum Wage Act (Texas Labor Code Chapter 62) and has had no increase since the federal rate rose to \$7.25 on July 24, 2009. Tipped employees may be paid a cash wage as low as \$2.13/hr as long as tips bring the total to at least \$7.25/hr for the workweek. There are no local minimum-wage variants. Texas Labor Code Section 62.0515 preempts any city or county from setting a higher minimum wage for private employers, so cities such as Austin, Dallas, Houston, and San Antonio are all held to the \$7.25 state and federal rate.

Overtime

1.5x the regular rate after 40 hours in a workweek. Texas has no state overtime statute and defers to the federal FLSA. The Texas Payday Law governs when and how wages are paid but does not itself set overtime rules.

Daily overtime

None. Texas has no daily overtime and no double-time requirement. Overtime is weekly, applying only to hours over 40 in a workweek under the federal FLSA.

Meal break

No state meal-break requirement for adults or minors. Texas law does not require employers to provide meal periods to any employees, so the federal rule applies. Under federal standards, a bona fide meal period of 30 minutes or longer during which the employee is fully relieved of duties may be unpaid.

Rest break

No state rest-break requirement for adults or minors. Texas does not require employers to provide rest breaks. Under the federal rule, if an employer chooses to offer short breaks (typically 5 to 20 minutes), those breaks must be paid.

Final paycheck

Set by the Texas Payday Law (Texas Labor Code Section 61.014). If the employer discharges the employee, final wages are due within 6 calendar days of the discharge. If the employee leaves voluntarily, final wages are due on the next regularly scheduled payday.

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. The \$7.25 rate has been unchanged since July 24, 2009, and no state increase has been enacted. Texas Labor Code Section 62.0515 bars any city or county from setting a higher minimum wage for private employers, so there are no local variants. This is general information, not legal or payroll advice. Check the Texas labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://www.twc.texas.gov/programs/wage-and-hour/texas-minimum-wage-law>. Full list of sources: getclox.com/blog/texas-time-tracking.