



Vermont wage and hour cheat sheet

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

Minimum wage

\$14.42/hr (effective Jan 1, 2026). Tipped/service minimum \$7.21/hr (employer must make up any shortfall to \$14.42 with tips). No local or employer-size variants; single statewide rate, indexed annually to CPI (max 5%) under 21 V.S.A. § 384.

Overtime

1.5x the regular rate for hours over 40 in a workweek (21 V.S.A. § 384), tracking the federal FLSA weekly-40 standard. Note: Vermont's OT statute exempts some industries from the state rule, retail and service establishments, hotels, motels, and restaurants among them. Construction and field work is not exempt, and exempt industries may still owe federal FLSA overtime.

Daily overtime

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

Meal break

No fixed meal-break requirement for adults. 21 V.S.A. § 304 requires only that employers give employees "reasonable opportunities during work periods to eat and to use toilet facilities." No mandated 30-minute meal period. (Aggregator claims of a fixed 30-min break are not supported by statute.)

Rest break

No fixed rest-break requirement for adults. Same statute (21 V.S.A. § 304) covers only "reasonable opportunities" to eat and use toilet facilities; there is no mandated paid 10-minute rest break.

Final paycheck

Discharged/laid off: within 72 hours of discharge. Voluntary quit: on the last regular payday; the following Friday applies only if there is no regular payday (21 V.S.A. § 342).

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. Vermont's minimum wage is CPI-indexed and changes only on January 1, so \$14.42 holds through 2026. Despite what some payroll aggregators claim, Vermont statute sets no fixed meal or rest breaks for adults; 21 V.S.A. § 304 requires only reasonable opportunities to eat and use toilet facilities. This is general information, not legal or payroll advice. Check the Vermont labor department for the current rules, and talk to a professional for your situation.

Primary source: <https://labor.vermont.gov>. Full list of sources: getclox.com/blog/vermont-time-tracking.