

Maine Final Paycheck Requirements

If the Employee is Involuntarily Terminated

An employee who is involuntarily terminated must be paid in full no later than the employee's next established payday. For more information, [click here](#).

Mass Layoffs

Any employer who **closes or engages in a mass layoff at a covered establishment** is generally liable to the establishment's [eligible employees](#) for **severance pay** at the rate of one week's pay for each year, and partial pay for any partial year, from the last full month of employment by the employee in that establishment. Such severance pay is in addition to any final wage payment to the employee, and must be paid within **one regular pay period** after his or her last full day of work.

A "**covered establishment**" is any industrial or commercial facility (or part thereof) that employs or has employed at any time in the preceding 12-month period **100 or more persons**. A "**mass layoff**" is a reduction in workforce, not the result of a closing, that results in an employment loss at a covered establishment for at least **6 months** of at least: 33% of the employees and at least 50 employees; or 500 employees.

[Click here](#) for more information, including exceptions.

If the Employee Quits

An employee who quits employment must be paid in full no later than the employee's next established payday. For more information, [click here](#).

Unused Paid Vacation

April 5, 2022, Maine [amended](#) its wage payment laws to clarify how employers should treat unused vacation time upon separation of employment. These amendments will become effective on **Jan. 1, 2023**.

State law requires employers to pay employees leaving employment in full no later than the employee's next established payday. In addition, the law provides that "whenever the terms of employment or the employer's established practice include provisions for paid vacations, vacation pay on cessation of employment has the same status as wages earned."

The amendments require employers to pay all unused, accrued paid vacation on and after Jan. 1, 2023, on cessation of employment. However, exceptions apply to:

- Employers with 10 or fewer employees;
- Public employers (including the University of Maine System, the Maine Community College System, school administrative units and any other political body or political or administrative subdivision); and
- Final wage vacation pay provisions governed by a collective bargaining agreement.

More Information

More information regarding [final paycheck requirements](#) and [payment of unused benefits](#) on termination is available from the State of Maine.

Please Note: The state laws summaries featured on this site are for general informational purposes only. In addition to state law, certain municipalities may enact legislation that imposes different requirements. State and local laws change frequently and, as such, we cannot guarantee the accuracy or completeness of the information featured in the State Laws section. For more detailed information regarding state or local laws, please contact your state labor department or the appropriate local government agency.