

State	Can You Make It Mandatory	Covered employers
Alabama	Private Sector: Yes Public Sector: No	All employers
Alaska	No	All employers
Arizona	Yes	All employers
Arkansas	No	Private and state-government employers
California	No	All employers
Colorado	No	Private employers
Connecticut	No	All employers
Delaware	No	Private employers
District of Columbia	No	Private Employers and Local Governments
Florida	No	All employers
Georgia	No	All employers, excluding those in the agriculture, lumber, and resin industries
Hawaii	No	All employers
Idaho	No	All employers
Illinois	No	All private employers and local entities, excluding state and federal governments.
Indiana	Yes	All employers
Iowa	Yes: Employers are prohibited from mandating direct deposit for employees hired before July 1, 2005. However, for new employees, enrolling in direct deposit may be a requirement of their employment, except if the fees associated with setting up and maintaining the account would result in the employee's wages falling below the minimum wage level.	All employers
Kansas	No	All employers
Kentucky	Yes	All employers
Louisiana	Yes	Public sector, State government
Maine	Yes	All employers
Maryland	No	All employers under various statutes
Massachusetts	Yes	All employers
Michigan	Yes	All employers
Minnesota	Private sector: No Public sector: The Commissioner of Labor and Industry has the authority to mandate direct deposit for all state employees.	All employers under various statutes
Mississippi	No regulations regarding direct deposit	All employers
Missouri	No regulations regarding direct deposit	All employers
Montana	No	All employers
Nebraska	No regulations regarding direct deposit	All employers
Nevada	No	All employers
New Hampshire	No	All employers
New Jersey	No	All employers
New Mexico	No	All employers, excluding those employing domestic workers in private residences and those in the livestock and agriculture industries.
New York	No	All employers

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North Carolina	Yes	All employers
North Dakota	Yes	All employers
Ohio	No regulations regarding direct deposit	All employers
Oklahoma	Private sector: Yes State government: Yes	All employers, under different circumstances
Oregon	No	All employers
Pennsylvania	No regulations regarding mandatory direct deposit	All employers
Rhode Island	No	All employers
South Carolina	No	All employers
South Dakota	Yes	All employers
Tennessee	Yes	Private employers with at least five employees
Texas	Yes	All employers
Utah	Yes	Private employers, excluding those engaged in agriculture, dairy farming, horticulture, grape growing, or livestock and poultry breeding, as well as those providing domestic household services or employment where a written agreement offers alternate terms.
Vermont	No	All employers
Virginia	No	All employers
Washington	Yes	All employers
West Virginia	State institutions of higher education: Yes Employers under the jurisdiction of the WPCA: No	
Wisconsin	Yes	All employers
Wyoming	No	All employers

<https://www.workforcepayhub.com/direct-deposit-requirements>