

WOMEN AND THE MINIMUM WAGE, STATE BY STATE

June 2013

State	Share of Minimum Wage Workers Who Are Women	Minimum Wage	Tipped Minimum Cash Wage	Scheduled Increase	2013 Legislative Action*
Alabama	Nearly three-quarters	\$7.25	\$2.13	None	None
Alaska	A majority	\$7.75	N/A (No tip credit)	None	None
Arizona	About six in ten	\$7.80	\$4.80	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Arkansas	Nearly three-quarters	\$7.25	\$2.63	None	None
California	About six in ten	\$8.00 (\$10.55 in San Francisco, \$10.00 in San Jose)	N/A (No tip credit)	Jan. 1, 2014: Minimum wage will be adjusted for inflation in San Francisco, San Jose only.	In May, Assembly passed AB 10, which would raise the minimum wage to \$9.25 by 2016, then adjust annually for inflation. On June 26, the Senate Labor & Industrial Relations Committee will hold a hearing on AB 10; to pass, Senate must approve the bill before session ends in September.
Colorado	Nearly six in ten	\$7.78	\$4.76	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Connecticut	About six in ten	\$8.25	\$5.69	Jan. 1, 2014: Minimum wage will rise to \$8.70; it will increase to \$9.00 on Jan. 1, 2015. The new law reduces the percentage of the full minimum wage that most tipped workers must be paid, so their base wage will remain at \$5.69.	Minimum wage increase enacted in June.
Delaware	Nearly two-thirds	\$7.25	\$2.23	None	In May, House Economic Development Committee tabled SB 6, passed by the Senate in March, which would have raised the minimum wage to \$8.25 over two years.
District of Columbia	About half	\$8.25	\$2.77	None	None
Florida	About six in ten	\$7.79	\$4.77	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Georgia	About seven in ten	\$7.25	\$2.13	None	None
Hawaii	About half	\$7.25	\$7.00 (Tip credit only allowed if total employee receives from employer + tips = at least 50 cents more than full minimum wage; max tip credit = 25 cents)	None	House and Senate each passed bills to raise the minimum wage to at least \$9.00, but did not agree on a compromise to reconcile differences between the two bills before the session ended in May.
Idaho	More than half	\$7.25	\$3.35	None	None
Illinois	About six in ten	\$8.25	\$4.95	None	None

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Indiana	Nearly three-quarters	\$7.25	\$2.13	None	None
Iowa	About six in ten	\$7.25	\$4.35	None	None
Kansas	About six in ten	\$7.25	\$2.13	None	None
Kentucky	About seven in ten	\$7.25	\$2.13	None	None
Louisiana	More than seven in ten	\$7.25	\$2.13	None	None
Maine	More than six in ten	\$7.50	\$3.75	None	House and Senate passed LD 611 in April, which would raise the minimum wage to \$9.00 by 2016, then adjust annually for inflation. But a procedural maneuver stalled the bill before the session ended in June, and Gov. LePage opposes a minimum wage increase.
Maryland	More than six in ten	\$7.25	\$3.63	None	Senate Finance Committee rejected bill that would have gradually raised the minimum wage to \$10.00, set the tipped minimum wage at 70% of the regular minimum, and adjusted wages annually for inflation.
Massachusetts	About six in ten	\$8.00	\$2.63	None	On June 11, the Joint Comm. on Labor & Workforce Development held a hearing on H. 1701/S. 878, which would raise the minimum wage to \$11.00 over three years, then adjust annually for inflation; the bill also would raise the tipped minimum wage to 70% of the regular minimum. Further action may follow, as the Massachusetts legislature meets throughout the year.
Michigan	About six in ten	\$7.40	\$2.65	None	None
Minnesota	About seven in ten	\$7.25	N/A (No tip credit)	None	House and Senate each passed bills to raise the minimum wage, but did not agree on a compromise to reconcile differences between the two bills before the session ended in May.
Mississippi	Nearly eight in ten	\$7.25	\$2.13	None	None
Missouri	About two-thirds	\$7.35	\$3.68	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Montana	About seven in ten	\$7.80	N/A (No tip credit)	Jan. 1, 2014: Minimum wage will be adjusted for inflation.	None
Nebraska	More than half	\$7.25	\$2.13	None	None

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Nevada	About half	8.25 (\$7.25 if employer provides health insurance)	N/A (No tip credit)	July 1, 2014: Potential inflation adjustment. Nevada's minimum wage may be increased annually if cost of living rises substantially; no increase scheduled for July 2013.	None
New Hampshire	Nearly seven in ten	\$7.25	\$3.26	None	House rejected bills that would have raised the minimum wage to \$8.25 or more.
New Jersey	Nearly seven in ten	\$7.25	\$2.13	Jan. 1, 2014: Minimum wage may rise to \$8.25. Voters must first approve ballot measure in November; tipped minimum wage would not change.	After Gov. Christie vetoed a bill to raise the minimum wage to \$8.50 (followed by annual inflation adjustments), the legislature passed a constitutional amendment to raise the wage to \$8.25 (followed by annual inflation adjustments). The amendment is subject to voter approval on the Nov. 2013 ballot but does not require the governor's signature.
New Mexico	About half	\$7.50 (\$8.50 in Albuquerque unless employer provides health and/or child care benefits; \$10.51 in Santa Fe, with value of health and child care benefits counted as wages)	\$2.13 (\$3.83 in Albuquerque)	Jan. 1, 2014: Minimum wage will be adjusted for inflation in Albuquerque, Santa Fe only . Albuquerque tipped minimum wage will rise to 60% of inflation-adjusted minimum wage; Santa Fe tipped minimum wage not scheduled to increase.	In March, the legislature passed a minimum wage increase to \$8.50, but Gov. Martinez vetoed the bill.
New York	More than six in ten	\$7.25	\$4.90 - \$5.65, depending on occupation	Dec. 31, 2013: Minimum wage will rise to \$8.00. An increase to \$8.50 will be effective Dec. 31, 2014, followed by an increase to \$9.00 on Dec. 31, 2015. The minimum wage for tipped hospitality workers may be raised through the administrative wage board process.	Minimum wage increase enacted in April.
North Carolina	Nearly two-thirds	\$7.25	\$2.13	None	None
North Dakota	About half	\$7.25	\$4.86	None	House rejected bill that would have adjusted the minimum wage annually for inflation (without otherwise raising it above the federal level).
Ohio	About two-thirds	\$7.85	\$3.93	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Oklahoma	Nearly six in ten	\$7.25	\$2.13	None	None
Oregon	About half	\$8.95	N/A (No tip credit)	Jan. 1, 2014: Minimum wage will be adjusted for inflation.	None
Pennsylvania	Nearly two-thirds	\$7.25	\$2.83	None	None

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Rhode Island	About six in ten	\$7.75	\$2.89	None	In May, Senate passed S 256 (as amended) to raise the minimum wage to \$8.00. To pass, the House must approve the bill before the session ends in late June.
South Carolina	About seven in ten	\$7.25	\$2.13	None	None
South Dakota	About seven in ten	\$7.25	\$2.13	None	None
Tennessee	More than six in ten	\$7.25	\$2.13	None	None
Texas	About six in ten	\$7.25	\$2.13	None	None
Utah	About six in ten	\$7.25	\$2.13	None	None
Vermont	Nearly two-thirds	\$8.60	\$4.17	Jan. 1, 2014: Both wages will be adjusted for inflation.	None
Virginia	More than half	\$7.25	\$2.13	None	None
Washington	About six in ten	\$9.19	N/A (No tip credit)	Jan. 1, 2014: Minimum wage will be adjusted for inflation.	None
West Virginia	About two-thirds	\$7.25	\$5.80	None	None
Wisconsin	About six in ten	\$7.25	\$2.33	None	None
Wyoming	About two-thirds	\$7.25	\$2.13	None	None

* Refers to legislative activity beyond introduction of a minimum wage bill.

Sources:

Share of *minimum wage workers who are women*: NWLC calculations based on unpublished U.S. Department of Labor, Bureau of Labor Statistics data for all wage and salary workers. Figures are annual averages for 2012. Available data do not permit a precise calculation of the percentage of women making the state minimum wage in all states due to the increments by which wages are reported. Estimates are based on the share of workers who are women at or below the reported wage levels immediately above and below the relevant state's minimum wage. "Minimum wage workers" refers to workers making the minimum wage or less.

Minimum wages: U.S. Department of Labor, Minimum Wage Laws in the States, January 1, 2013.

Tipped minimum wages: U.S. Department of Labor, Minimum Wages for Tipped Employees, January 1, 2013.