

WOMEN, THE MINIMUM WAGE, AND THE WAGE GAP, STATE BY STATE

July 2014

www.nwlc.org



State	Share of minimum wage workers who are women	Minimum wage	Tipped minimum cash wage	Women who would get a raise if the minimum wage were \$10.10	What a woman makes for every dollar a man makes		
					Woman Man	Black woman White, non-Hispanic man	Hispanic woman White, non-Hispanic man
United States	About two-thirds	\$7.25	\$2.13	15,297,000	76.5¢	64.5¢	54.1¢
Alabama	About seven in ten	\$7.25	\$2.13	292,000	71.1¢	56.1¢	45.0¢
Alaska	About half	\$7.75	N/A*	25,000	74.2¢	63.2¢	57.3¢
Arizona	More than half	\$7.90	\$4.90	282,000	82.5¢	66.5¢	53.7¢
Arkansas	About three-quarters	\$7.25	\$2.63	170,000	76.8¢	66.4¢	52.6¢
California	More than half	\$9.00 ¹	N/A*	1,293,000	83.7¢	63.4¢	43.6¢
Colorado	More than half	\$8.00	\$4.98	224,000	80.0¢	64.1¢	53.4¢
Connecticut	More than half	\$8.70	\$5.69	125,000	78.4¢	60.0¢	48.0¢
Delaware	About six in ten	\$7.75	\$2.23	47,000	81.1¢	68.6¢	53.3¢
District of Columbia	About six in ten	\$9.50	\$2.77	19,000	90.1¢	55.7¢	48.0¢
Florida	About six in ten	\$7.93	\$4.91	968,000	83.6¢	61.8¢	58.3¢
Georgia	About two-thirds	\$7.25	\$2.13	502,000	81.2¢	62.1¢	48.8¢
Hawaii	About half	\$7.25	\$7.00 ²	54,000	83.2¢	68.2¢	64.8¢
Idaho	About six in ten	\$7.25	\$3.35	87,000	75.1¢	82.2¢	52.9¢
Illinois	About six in ten	\$8.25	\$4.95	634,000	78.6¢	65.4¢	47.7¢
Indiana	About two-thirds	\$7.25	\$2.13	361,000	73.3¢	67.2¢	55.7¢
Iowa	About two-thirds	\$7.25	\$4.35	177,000	77.5¢	61.4¢	58.1¢
Kansas	About half	\$7.25	\$2.13	164,000	76.2¢	64.6¢	51.6¢
Kentucky	About seven in ten	\$7.25	\$2.13	255,000	76.0¢	69.8¢	58.0¢
Louisiana	About six in ten	\$7.25	\$2.13	290,000	66.9¢	48.8¢	51.5¢
Maine	More than six in ten	\$7.50	\$3.75	69,000	82.9¢	65.7¢	76.4¢
Maryland	More than six in ten	\$7.25	\$3.63	257,000	85.3¢	69.6¢	45.3¢
Massachusetts	More than six in ten	\$8.00	\$2.63	278,000	79.1¢	61.0¢	50.1¢
Michigan	More than six in ten	\$7.40	\$2.65	496,000	73.7¢	67.3¢	53.8¢
Minnesota	More than six in ten	\$7.25	N/A*	257,000	79.8¢	61.8¢	52.1¢
Mississippi	About two-thirds	\$7.25	\$2.13	177,000	75.6¢	54.4¢	56.3¢
Missouri	About six in ten	\$7.50	\$3.75	335,000	76.5¢	68.4¢	62.3¢
Montana	About two-thirds	\$7.90	N/A*	52,000	76.3¢	83.8¢	56.8¢
Nebraska	More than seven in ten	\$7.25	\$2.13	112,000	77.5¢	62.5¢	53.7¢
Nevada	About half	\$8.25 ³	N/A*	132,000	85.3¢	63.6¢	52.0¢
New Hampshire	More than seven in ten	\$7.25	\$3.26	67,000	77.2¢	73.5¢	71.5¢
New Jersey	About two-thirds	\$8.25	\$2.13	392,000	78.6¢	58.3¢	43.1¢
New Mexico	About six in ten	\$7.50 ⁴	\$2.13 ⁵	83,000	80.3¢	61.6¢	54.9¢

WOMEN, THE MINIMUM WAGE, AND THE WAGE GAP, STATE BY STATE, continued.

June 2014

www.nwlc.org



State	Share of minimum wage workers who are women	Minimum wage	Tipped minimum cash wage	Women who would get a raise if the minimum wage were \$10.10	What a woman makes for every dollar a man makes		
					Woman Man	Black woman White, non-Hispanic man	Hispanic woman White, non-Hispanic man
New York	About six in ten	\$8.00	\$4.90-\$5.65 ⁶	856,000	83.9¢	66.6¢	53.5¢
North Carolina	About six in ten	\$7.25	\$2.13	578,000	82.2¢	64.2¢	48.5¢
North Dakota	About six in ten	\$7.25	\$4.86	35,000	73.8¢	68.8¢	52.0¢
Ohio	About seven in ten	\$7.95	\$3.98	687,000	76.9¢	65.2¢	61.5¢
Oklahoma	About six in ten	\$7.25	\$2.13	208,000	76.2¢	62.9¢	49.3¢
Oregon	About two-thirds	\$9.10	N/A*	146,000	78.9¢	70.3¢	51.3¢
Pennsylvania	About two-thirds	\$7.25	\$2.83	607,000	75.8¢	68.1¢	54.8¢
Rhode Island	About two-thirds	\$8.00	\$2.89	52,000	80.6¢	60.5¢	51.5¢
South Carolina	About six in ten	\$7.25	\$2.13	250,000	77.6¢	56.6¢	50.4¢
South Dakota	About two-thirds	\$7.25	\$2.13	51,000	78.1¢	62.6¢	58.9¢
Tennessee	About six in ten	\$7.25	\$2.13	340,000	77.5¢	68.5¢	49.8¢
Texas	More than six in ten	\$7.25	\$2.13	1,529,000	79.1¢	59.0¢	45.3¢
Utah	More than half	\$7.25	\$2.13	159,000	70.2¢	58.3¢	46.4¢
Vermont	About two-thirds	\$8.73	\$4.23	27,000	84.9¢	80.7¢	68.2¢
Virginia	About six in ten	\$7.25	\$2.13	424,000	78.9¢	58.8¢	51.6¢
Washington	About six in ten	\$9.32	N/A*	210,000	78.2¢	61.9¢	45.7¢
West Virginia	About eight in ten	\$7.25	\$5.80	99,000	69.9¢	58.8¢	58.3¢
Wisconsin	More than half	\$7.25	\$2.33	333,000	77.9¢	62.9¢	54.7¢
Wyoming	About two-thirds	\$7.25	\$2.13	27,000	63.8¢	49.0¢	49.4¢

* N/A indicates that the state does not allow employers to count tips toward wages (i.e., does not allow a "tip credit"). The state's minimum wage applies equally to tipped and non-tipped workers.

¹ \$10.74 in San Francisco and \$10.15 in San Jose.

² Tip credit only allowed if the total compensation employee receives from employer plus tips equals at least 50 cents more than the full minimum wage (maximum tip credit = 25 cents).

³ \$7.25 if employer provides health insurance.

⁴ \$8.60 in Albuquerque, or \$7.60 if employer provides health and/or child care benefits; \$10.51 in Santa Fe, with value of health and child care benefits counted as wages.

⁵ \$5.16 in Albuquerque.

⁶ Tipped minimum cash wages vary by occupation.

Sources: *Share of minimum wage workers who are women*: NWLC calculations based on unpublished U.S. Department of Labor (DOL), Bureau of Labor Statistics annual averages for 2012 for all wage and salary workers. "Minimum wage workers" refers to workers making the minimum wage or less. Calculating the precise share of women minimum wage workers is not possible in all states due to the increments by which wages are reported. *Minimum wages*: DOL, Minimum Wage Laws in the States, Jan. 1, 2014. *Tipped minimum cash wages*: DOL, Minimum Wages for Tipped Employees, Jan. 1, 2014. *Women who would get a raise*: Economic Policy Institute, State-by-state characteristics of workers who would be affected by increasing the federal minimum wage to \$10.10 by July 2016 (Dec. 2013). Number of women who would get a raise includes those who would be directly and indirectly affected by a federal minimum wage increase to \$10.10 by July 1, 2016. *What a woman makes for every dollar a man makes*: NWLC calculations of the ratios of female and male median earnings in 2012 dollars for full-time, year-round workers. National earnings ratios are based on Current Population Survey, Annual Social and Economic Supplement, 2013. State earnings ratios for men and women overall are based on 2012 American Community Survey (ACS). State earnings ratios for black and Hispanic women compared to white, non-Hispanic men are based on 2010-2012 ACS Three-Year Estimates.