

## WOMEN AND THE MINIMUM WAGE, STATE BY STATE

January 2015

State	Share of Minimum Wage Workers Who Are Women	Minimum Wage	Tipped Minimum Cash Wage	Scheduled Increase	Recent Legislative Action*
Alabama	About seven in ten	\$7.25	\$2.13	None.	None.
Alaska	About half	\$7.75	N/A (No tip credit)	Feb. 28, 2015: Minimum wage rises to \$8.75. Jan. 1, 2016: Minimum wage rises to \$9.75. Thereafter wage is to be adjusted annually based on inflation or remain \$1 higher than the federal minimum wage, whichever is greater.	Voters approved a 2014 ballot initiative to increase the wage to \$9.75 by 2016 (w/ inflation adjustments).
Arizona	More than half	\$8.05	\$5.05	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Arkansas	About three-quarters	\$7.50	\$2.63	Jan. 1, 2016: Minimum wage rises to \$8.00, followed by an increase to \$8.50 on Jan. 1, 2017.	Voters approved a 2014 ballot initiative to increase the wage to \$8.50 by 2017 (no inflation adjustments or change to tipped minimum wage).
California	More than half	\$9.00 (\$9.75 in San Diego, \$10.30 in San Jose, \$10.00 in Berkeley, \$10.74 in San Francisco)	N/A (No tip credit)	Jan. 1, 2016: State min. wage rises to \$10. March 1, 2015: Oakland wage rises to \$12.25. May 1, 2015: San Francisco wage rises to \$12.25 (to reach \$15 by 2018). Oct. 1, 2016: Berkeley wage rises to \$12.53. Jan. 1, 2017: San Diego wage rises to \$11.50.	In 2014, SF & Oakland voters approved ballot initiatives; Berkeley Council approved \$12.53 wage; San Diego Council approved \$11.50 wage (over mayor veto). Senate passed bill (SB395) to increase wage to \$13 by 2017 but Assembly comm. did not pass.
Colorado	More than half	\$8.23	\$5.21	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Connecticut	More than half	\$9.15	\$5.69	Jan. 1, 2016: Minimum wage rises to \$9.60, followed by an increase to \$10.10 on Jan. 1, 2017.	Statewide minimum wage increase enacted in Mar. 2014.
Delaware	About six in ten	\$7.75	\$2.23	June 1, 2015: Minimum wage will rise to \$8.25. The tipped minimum wage will not change.	Statewide minimum wage increase enacted in Jan. 2014.
District of Columbia	About six in ten	\$9.50	\$2.77	July 1, 2015: Minimum wage rises to \$10.50, followed by an increase to \$11.50 on July 1, 2016, and annual inflation adjustments beginning July 1, 2017. The tipped minimum wage will not change.	Minimum wage increase enacted in Jan. 2014.
Florida	About six in ten	\$8.05	\$5.03	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Georgia	About two-thirds	\$7.25	\$2.13	None.	None.
Hawaii	About half	\$7.75	\$7.00 (Tip credit only allowed if total employee receives from employer + tips = at least 50 cents more than full min. wage; max tip credit = 50 cents)	Jan. 1, 2016: Min. wage rises to \$8.50, then \$9.25 on Jan. 1, 2017 & \$10.10 on Jan. 1, 2018. Tip credit rises to \$.75 on Jan. 1, 2016 (only allowed if employee's total pay = at least \$7 over min. wage).	Statewide minimum wage increase enacted in May 2014.
Idaho	About six in ten	\$7.25	\$3.35	None.	None.
Illinois	About six in ten	\$8.25	\$4.95	July 1, 2015: Chicago's min. wage will increase to \$10 (followed by \$11 in 2017, \$13 in 2019 & further inflation adjustments); Chicago's tipped min. cash wage will increase to \$5.45 (followed by \$5.95 in 2016 & further inflation adjustments).	Voters approved a non-binding 2014 ballot question to increase minimum wage to \$10 by 2015, but legislature did not act beyond Senate Executive Comm. approval in March 2014 of a bill to raise the minimum wage to \$10.65 by 2016 (SB 68).
Indiana	About two-thirds	\$7.25	\$2.13	None.	None.
Iowa	About two-thirds	\$7.25	\$4.35	None.	None.
Kansas	About half	\$7.25	\$2.13	None.	None.
Kentucky	About seven in ten	\$7.25	\$2.13	None.	The House passed two minimum wage bills in Feb. 2014. HB 1 would raise the minimum wage to \$10.10 by 2016; HB 191 would gradually raise tipped minimum wage until it reaches 70% of the minimum wage. Neither bill received a Senate vote.

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Louisiana	About six in ten	\$7.25	\$2.13	None.	In Apr. 2014, House Labor Comm. rejected a bill to raise the minimum wage to \$10.10 over a three-year period. Senate Labor Comm. also rejected a bill in Apr. 2014, which would have allowed voters to decide on minimum wage increases for certain businesses.
Maine	More than six in ten	\$7.50	\$3.75	None.	In 2013, the legislature passed a bill to raise the minimum wage to \$9.00 by 2016, then adjust it annually for inflation, but Gov. LePage vetoed the bill.
Maryland	More than six in ten	\$8.00	\$3.63	Min. wage rises to \$8.25 in July 2015, \$8.75 in August 2016, \$9.25 in August 2017 & \$10.10 in August 2018. In Montgomery & Prince George's counties, min. wage rises to \$9.55 in Oct. 2015, \$10.75 in Oct. 2016 & \$11.50 in Oct. 2017.	Statewide minimum wage increase enacted in Apr. 2014. Montgomery and Prince George's counties approved local increases in Dec. 2013.
Massachusetts	More than six in ten	\$9.00	\$3.00	Jan. 1, 2016: Minimum wage rises to \$10 per hour, then \$11 on Jan. 1, 2017. Minimum cash wage for tipped workers will rise to \$3.75 by 2017.	Statewide minimum wage increase enacted in June 2014.
Michigan	More than six in ten	\$8.15	\$3.10	Jan. 1 2016: Minimum wage rises to \$8.50, then \$8.90 in Jan. 2017 & \$9.25 in Jan. 2018. Wage will be indexed to inflation beginning in Jan. 2019.	Statewide minimum wage increase enacted in May 2014.
Minnesota	More than six in ten	\$8.00 for employers with gross sales over \$500,000; \$7.25 for smaller employers	N/A (No tip credit)	Aug. 2015: Minimum wage for employers with gross sales over \$500,000 rises to \$9, then to \$9.50 in 2016. Smaller employers will also see an increase to \$7.75 by 2016. Inflation adjustments begin in Jan. 2018.	Statewide minimum wage increase enacted in Apr. 2014.
Mississippi	About two-thirds	\$7.25	\$2.13	None.	A Senate bill that died in committee in Feb. 2014 (SB 2810) would have raised the minimum wage to \$8.00 by Jan. 2017.
Missouri	About six in ten	\$7.65	\$3.83	Jan. 1, 2016: Both wages adjusted for inflation.	In March 2014, Senate Small Business, Insurance & Industry Comm. approved a bill (SB-531) to raise the minimum wage to \$10.00 in Jan. 2015, raise tipped wages from 50% to 60% of regular minimum wage, and maintain indexing; would require voter approval.
Montana	About two-thirds	\$8.05	N/A (No tip credit)	Jan. 1, 2016: Minimum wage adjusted for inflation.	None.
Nebraska	More than seven in ten	\$8.00	\$2.13	Jan. 1, 2016: Minimum wage rises to \$9.00.	Voters approved a 2014 initiative to raise min. wage to \$9 by 2016. In March 2014, lawmakers rejected a bill (LB-943) to raise min.wage to \$9 by Jan. 2017 and gradually raise the tipped min. wage to 70% of full min. wage.
Nevada	About half	8.25 (\$7.25 if employer provides health insurance)	N/A (No tip credit)	July 1, 2015: Potential inflation adjustment. Nevada's minimum wage may be increased annually if cost of living rises substantially.	None.
New Hampshire	More than seven in ten	\$7.25	\$3.26	None.	The House passed a bill (HB-1403) in March 2014 to raise the minimum wage to \$9 by Jan. 1, 2016, and adjust the wage annually for inflation. The bill failed in the Senate in May 2014.

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New Jersey	About two-thirds	\$8.38	\$2.13	Jan. 1, 2016: Minimum wage adjusted for inflation. The tipped minimum wage will not change.	Voters approved a 2013 constitutional amendment to raise the minimum wage to \$8.25 (w/ inflation adjustments). In Mar. 2014 Assembly Labor Comm. approved a bill (A-857) to raise cash wages for tipped employees to 69% of the regular minimum wage by 2016.
New Mexico	About six in ten	\$7.50 (\$8.75 in Albuquerque, or \$7.75 if employer provides health and/or child care benefits; \$10.66 in Santa Fe, with value of health and child care benefits counted as wages; \$10.66 in Santa Fe County)	\$2.13 (\$5.25 in Albuquerque; \$6.40 in Santa Fe County)	Jan. 1, 2016: Both wages adjusted for inflation in Albuquerque. March 1, 2015: Minimum wage adjusted for inflation in Santa Fe.	Feb. 2014: Senate passed constitutional amendment (Res. 13) to raise wage to \$8.40 in 2015 (based on inflation since 2009 increase), w/ inflation adjustments. Measure failed in House.
New York	About six in ten	\$8.75	\$4.90 - \$5.65, depending on occupation	Dec. 31, 2015: Minimum wage rises to \$9.00. The minimum wage for tipped hospitality workers may be raised through an administrative wage board process.	Statewide minimum wage increase enacted in April 2013.
North Carolina	About six in ten	\$7.25	\$2.13	None.	None.
North Dakota	About six in ten	\$7.25	\$4.86	None.	None.
Ohio	About seven in ten	\$8.10	\$4.05	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Oklahoma	About six in ten	\$7.25	\$2.13	None.	None.
Oregon	About two-thirds	\$9.25	N/A (No tip credit)	Jan. 1, 2016: Minimum wage adjusted for inflation.	None.
Pennsylvania	About two-thirds	\$7.25	\$2.83	None.	None.
Rhode Island	About two-thirds	\$9.00	\$2.89	None.	Statewide minimum wage increase enacted in July 2014.
South Carolina	About six in ten	\$7.25	\$2.13	None.	None.
South Dakota	About two-thirds	\$8.50	\$4.25	Jan. 1, 2016: Both wages adjusted for inflation.	Voters approved 2014 measure to raise the minimum wage to \$8.50 and increase the tipped wage to 50% of the regular minimum in Jan. 2015, then adjust wages annually for inflation.
Tennessee	About six in ten	\$7.25	\$2.13	None.	A House bill (HB-1694) to increase the minimum wage to \$8.25 for some workers failed in the House Consumer & Human Resources Subcomm. in Feb. 2014. The bill would have impacted employers who do not offer health benefits and who have 20 or more employees.
Texas	More than six in ten	\$7.25	\$2.13	None.	None.
Utah	More than half	\$7.25	\$2.13	None.	None.
Vermont	About two-thirds	\$9.15	\$4.58	Jan. 1, 2016: Minimum wage rises to \$9.60, then to \$10 on Jan. 1, 2017 and to \$10.50 on Jan. 1, 2018. Tipped minimum wage will be 50% of the regular wage, and both wages will be indexed to inflation starting in 2019.	Statewide minimum wage increase enacted in June 2014.
Virginia	About six in ten	\$7.25	\$2.13	None.	The Senate passed a bill (SB 590) in Feb. 2014 that would have increased the minimum wage to \$9.25 by July 2015. The House Comm. on Commerce & Labor has tabled the bill.

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Washington	About six in ten	\$9.47	N/A (No tip credit)	Jan. 1, 2016: Minimum wage adjusted for inflation.	The Seattle City Council passed an ordinance in June 2014 to raise the city's minimum wage to \$15. The increase will be phased in between 2017 and 2021 for different businesses, depending on the size of the employer and benefits offered to employees.
West Virginia	About eight in ten	\$8.00	\$2.40	Dec. 31, 2015: Minimum wage rises to \$8.75.	Statewide minimum wage increase enacted in April 2014.
Wisconsin	More than half	\$7.25	\$2.33	None.	A motion to consider an increase to the state's minimum wage failed in the Senate in Jan. 2014.
Wyoming	About two-thirds	\$7.25	\$2.13	None.	None.

\* Refers to legislative activity beyond introduction of a minimum wage bill, hearing, or subcommittee vote.

**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 2013. 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, 2014, available at <http://www.dol.gov/whd/minwage/america.htm>. *Tipped minimum wages:* U.S. Department of Labor, Minimum Wages for Tipped Employees, January 1, 2014, available at <http://www.dol.gov/whd/state/tipped.htm>.

Last updated January 5, 2015.