

WOMEN AND THE MINIMUM WAGE, STATE BY STATE

March 2014

State	Share of Minimum Wage Workers Who Are Women	Minimum Wage	Tipped Minimum Cash Wage	Scheduled Increase	Recent Legislative Action*
Alabama	Nearly three-quarters	\$7.25	\$2.13	None.	None.
Alaska	A majority	\$7.75	N/A (No tip credit)	None.	An initiative to increase the minimum wage will be subject to voter approval in Aug. 2014. The measure would raise the wage to \$9.75 by 2016, then adjust it annually for inflation.
Arizona	About six in ten	\$7.90	\$4.90	Jan. 1, 2015: 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 (\$10.74 in San Francisco, \$10.15 in San Jose)	N/A (No tip credit)	July 1, 2014: Statewide minimum wage will rise to \$9.00; an increase to \$10.00 will be effective Jan. 1, 2016. Jan. 1, 2015: Minimum wage will be adjusted for inflation in San Francisco and San Jose only.	Statewide minimum wage increase enacted in Sept. 2013. In March 2014, Richmond City Council gave initial approval to a measure to raise the minimum wage to \$12.30 by 2017; a second vote is expected.
Colorado	Nearly six in ten	\$8.00	\$4.98	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Connecticut	About six in ten	\$8.70	\$5.69	Jan. 1, 2015: Minimum wage will rise to \$9.00. The law enacted in 2013 reduces the percentage of the full minimum wage that most tipped workers must be paid, so their base wage will remain at \$5.69.	Statewide minimum wage increase enacted in June 2013. In March 2014, the Senate approved a bill (SB-32) to raise the minimum wage to \$10.10 by Jan. 2017. A House vote is expected.
Delaware	Nearly two-thirds	\$7.25	\$2.23	June 1, 2014: Minimum wage will rise to \$7.75; an increase to \$8.25 will be effective June 1, 2015. The tipped minimum wage will not change.	Statewide minimum wage increase enacted in Jan. 2014.
District of Columbia	About half	\$8.25	\$2.77	July 1, 2014: Minimum wage will rise to \$9.50. An increase to \$10.50 will be effective July 1, 2015, 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	\$7.93	\$4.91	Jan. 1, 2015: 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 min. wage; max tip credit = 25 cents)	None.	The House passed a bill (HB-2580) in March 2014 to raise the minimum wage to \$10 by Jan. 2018 and increase the tipped credit for some workers to \$1 by Jan. 2017. The Senate passed a separate bill (SB-2609) to increase the wage to \$10.10 by Jan. 2017.
Idaho	More than half	\$7.25	\$3.35	None.	None.
Illinois	About six in ten	\$8.25	\$4.95	None.	In March 2014, the Senate Executive Comm. approved a bill (S.B. 68) to raise the minimum wage to \$10.65 by 2016.
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.	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. The Senate is expected to take up the bills.
Louisiana	More than seven in ten	\$7.25	\$2.13	None.	None.
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 in July.

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Maryland	More than six in ten	\$7.25	\$3.63	Oct. 2014: In Montgomery County and Prince George's County only, minimum wage will rise to \$8.40. Increase to \$9.55 will be effective in Oct. 2015, followed by increase to \$10.75 in Oct. 2016 and \$11.50 in Oct. 2017. Tipped minimum wage will not change.	House passed a bill (HB-295) in March 2014 to increase the minimum wage to \$10.10 by Jan. 2017. It would not affect tipped wages or index for inflation; measure goes to Senate. Montgomery and Prince George's counties approved local increases in Dec. 2013.
Massachusetts	About six in ten	\$8.00	\$2.63	None.	Senate passed S. 1925 (as amended) in Nov. 2013, which would raise the minimum wage to \$11.00 by 2016, then adjust annually for inflation, and raise the tipped wage to 50% of the regular minimum. House is expected to take up the bill in 2014.
Michigan	About six in ten	\$7.40	\$2.65	None.	None.
Minnesota	About seven in ten	\$7.25	N/A (No tip credit)	None.	The 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 2013 session ended in May. Conference committee meetings were ongoing in March 2014.
Mississippi	Nearly eight in ten	\$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 two-thirds	\$7.50	\$3.75	Jan. 1, 2015: Both wages will be 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 seven in ten	\$7.90	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
Nebraska	More than half	\$7.25	\$2.13	None.	In February 2014, the Business and Labor Comm. advanced a bill (LB-943) to raise the minimum wage to \$9.00 by Jan. 2017 and gradually raise tipped wages to 70% of regular minimum wage.
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.	None.
New Hampshire	Nearly 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 Senate is expected to take up the bill.
New Jersey	Nearly seven in ten	\$8.25	\$2.13	Jan. 1, 2015: Minimum wage will be 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 half	\$7.50 (\$8.60 in Albuquerque, or \$7.60 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)	\$2.13 (\$5.16 in Albuquerque)	April 26, 2014: Minimum wage in Santa Fe County will rise to \$10.66; tipped minimum wage will increase to \$6.40. Jan. 1, 2015: Both wages will be adjusted for inflation in Albuquerque. March 1, 2015: Minimum wage adjusted for inflation in Santa Fe.	In Feb. 2014, Senate passed a constitutional amendment (Res. 13) to raise the minimum wage to approx. \$8.40 in 2015 (calculated based on inflation since the 2009 increase), with annual inflation adjustments. The measure failed in the House.

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New York	More than six in ten	\$8.00	\$4.90 - \$5.65, depending on occupation	Dec. 31, 2014: Minimum wage will rise to \$8.50; an increase to \$9.00 will be effective Dec. 31, 2015. 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	Nearly two-thirds	\$7.25	\$2.13	None.	None.
North Dakota	About half	\$7.25	\$4.86	None.	None.
Ohio	About two-thirds	\$7.95	\$3.98	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Oklahoma	Nearly six in ten	\$7.25	\$2.13	None.	None.
Oregon	About half	\$9.10	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
Pennsylvania	Nearly two-thirds	\$7.25	\$2.83	None.	None.
Rhode Island	About six in ten	\$8.00	\$2.89	None.	Statewide minimum wage increase enacted in June 2013.
South Carolina	About seven in ten	\$7.25	\$2.13	None.	None.
South Dakota	About seven in ten	\$7.25	\$2.13	None.	None, but an initiative measure will be subject to voter approval on the Nov. 2014 ballot. The measure would 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	More than 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	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	\$8.73	\$4.23	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Virginia	More than half	\$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.
Washington	About six in ten	\$9.32	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
West Virginia	About two-thirds	\$7.25	\$5.80	None.	The House and Senate passed a bill (HB 4283) in Mar. 2014 to raise the minimum wage to \$8.75 by Jan. 2017. The governor has yet to sign the bill.
Wisconsin	About six in ten	\$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 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, 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>.