

## WOMEN AND THE MINIMUM WAGE, STATE BY STATE

April 2014

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)	None.	Initiative to increase the minimum wage may be subject to voter approval in fall 2014; measure would raise the wage to \$9.75 by 2016. In Apr. 2014, the House approved a bill (HB-384) that would raise the wage to \$10 by 2016.
Arizona	More than half	\$7.90	\$4.90	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Arkansas	About three-quarters	\$7.25	\$2.63	None.	None.
California	More than half	\$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.	Sept. 2013: Statewide increase enacted. Mar. 2014: Richmond Council approved measure to raise minimum wage to \$12.30 by 2017; second vote expected. Senate Lab. & Ind. Rel. Comm. approved bill to raise minimum wage to \$13 by 2017 & index for inflation.
Colorado	More than half	\$8.00	\$4.98	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Connecticut	More than half	\$8.70	\$5.69	Jan. 1, 2015: Minimum wage will rise to \$9.15. An increase to \$9.60 will be effective Jan. 1, 2016, and an increase to \$10.10 will be effective Jan. 1, 2017.	Statewide minimum wage increase enacted in Mar. 2014.
Delaware	About six in ten	\$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 six in ten	\$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 two-thirds	\$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.	A bill was reported out of conference by Senate and House leaders in Apr. 2014 to raise minimum wage to \$10.10 by 2018 & increase tip credit to 75 cents by 2016 (only when wages and tips equal more than \$7 over the minimum wage). Final votes expected.
Idaho	About six in ten	\$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	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 the tipped minimum wage until it reaches 70% of the minimum wage. Neither bill received a Senate vote.
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.

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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.
Maryland	More than six in ten	\$7.25	\$3.63	Min. wage rises to \$8 in Jan. 2015, \$8.25 in July 2015, \$8.75 in July 2016, \$9.25 in July 2017 & \$10.10 in July 2018. In Montgomery & Prince George's counties, rises to \$8.40 in Oct. 2014, \$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	\$8.00	\$2.63	None.	Senate passed S-1925 in Nov. 2013 to raise minimum wage to \$11 over 3 years, adjust for inflation, & raise tipped wage to 50% of regular minimum. House passed H-4026 in Apr. 2014 to raise minimum wage to \$10.50 over 2 years and raise tipped wage to \$3.75.
Michigan	More than six in ten	\$7.40	\$2.65	None.	None.
Minnesota	More than six in ten	\$7.25	N/A (No tip credit)	Aug. 2014: Minimum wage for employers with gross sales over \$500,000 will rise to \$8, then to \$9 in Aug. 2015, and to \$9.50 in 2016. Smaller employers will also see an increase to \$7.75 by 2016.	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	\$7.50	\$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 two-thirds	\$7.90	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
Nebraska	More than seven in ten	\$7.25	\$2.13	None.	In March 2014, lawmakers rejected 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	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 Senate is expected to take up the bill.
New Jersey	About two-thirds	\$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 six in ten	\$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; \$10.66 in Santa Fe County)	\$2.13 (\$5.16 in Albuquerque; \$6.40 in Santa Fe County)	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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<b>New York</b>	About 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.
<b>North Carolina</b>	About six in ten	\$7.25	\$2.13	None.	None.
<b>North Dakota</b>	About six in ten	\$7.25	\$4.86	None.	None.
<b>Ohio</b>	About seven in ten	\$7.95	\$3.98	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
<b>Oklahoma</b>	About six in ten	\$7.25	\$2.13	None.	None.
<b>Oregon</b>	About two-thirds	\$9.10	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
<b>Pennsylvania</b>	About two-thirds	\$7.25	\$2.83	None.	None.
<b>Rhode Island</b>	About two-thirds	\$8.00	\$2.89	None.	Statewide minimum wage increase enacted in June 2013.
<b>South Carolina</b>	About six in ten	\$7.25	\$2.13	None.	None.
<b>South Dakota</b>	About two-thirds	\$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.
<b>Tennessee</b>	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.
<b>Texas</b>	More than six in ten	\$7.25	\$2.13	None.	None.
<b>Utah</b>	More than half	\$7.25	\$2.13	None.	None.
<b>Vermont</b>	About two-thirds	\$8.73	\$4.23	Jan. 1, 2015: Both wages will be adjusted for inflation.	In Apr. 2014, the House approved a bill (H-552) to raise the minimum wage to \$10.10 by Jan. 2015, set the tipped wage at 50% of regular minimum wage, and index for inflation. The Senate Comm. on Econ. Dev. approved an amended version later that month.
<b>Virginia</b>	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.
<b>Washington</b>	About six in ten	\$9.32	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
<b>West Virginia</b>	About eight in ten	\$7.25	\$5.80	Jan. 1, 2015: Minimum wage will rise to \$8.00. An increase to \$8.75 will be effective Jan. 1, 2016. Tip credit will rise from 20% to 70% when law goes into effect.	Statewide minimum wage increase enacted in April 2014.
<b>Wisconsin</b>	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.
<b>Wyoming</b>	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>.