

## WOMEN AND THE MINIMUM WAGE, STATE BY STATE

State	Share of Minimum Wage Workers Who Are Women	Minimum Wage	Tipped Minimum Cash Wage	Scheduled Increase	Recent Legislative Action*
Alabama	About two-thirds	\$7.25	\$2.13	None.	None.
Alaska	About half	\$8.75	N/A (No tip credit)	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 (followed by 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	Nearly six in ten	\$9.00 (\$9.75 in San Diego, \$10.00 in Berkeley, \$10.30 in San Jose, \$12.25 in San Francisco & Oakland)	N/A (No tip credit)	Jan. 1, 2016: State min. wage rises to \$10; Oakland wage adjusted for inflation. July 1, 2016: San Francisco wage rises to \$13 (to reach \$15 by 2018). Oct. 1, 2016: Berkeley wage rises to \$12.53. Jan. 1, 2017: San Diego wage rises to \$11.50.	City increases approved in 2014 by ballot measure (SF, Oakland) & legislation (Berkeley, San Diego). In June 2015, state Senate passed bill (SB3) to raise statewide wage to \$13 by 2017. In May 2015, L.A. City Council passed increase to \$15 by 2020.
Colorado	About six in ten	\$8.23	\$5.21	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Connecticut	More than six in ten	\$9.15	\$5.78 - \$7.46, depending on occupation	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 two-thirds	\$8.25	\$2.23	None.	Statewide minimum wage increase enacted in Jan. 2014.
District of Columbia	More than half	\$10.50	\$2.77	July 1, 2016: Minimum wage rises to \$11.50, followed by annual inflation adjustments beginning July 1, 2017. The tipped minimum wage will not change.	Minimum wage increase enacted in Jan. 2014.
Florida	More than half	\$8.05	\$5.03	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Georgia	About six in ten	\$7.25	\$2.13	None.	None.
Hawaii	More than half	\$7.75	\$7.25 (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	Nearly six in ten	\$7.25	\$3.35	None.	None.
Illinois	More than half	\$8.25	\$4.95	July 1, 2015: Chicago's min. wage will rise to \$10 (followed by \$11 in 2017, \$13 in 2019 & further inflation adjustments); Chicago's tipped min. cash wage will rise 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. In Feb. 2015, the Senate passed a bill (SB11) to raise the minimum wage to \$11 by 2019.
Indiana	About two-thirds	\$7.25	\$2.13	None.	None.
Iowa	More than six in ten	\$7.25	\$4.35	None.	In Feb. 2015, the Senate approved a bill (SF269) increasing the state's minimum wage to \$8.75 by July 2016. The House voted down the measure in April 2015.
Kansas	About six in ten	\$7.25	\$2.13	None.	None.
Kentucky	More than six in ten	\$7.25	\$2.13	None.	In Feb. 2015, the House passed a bill (HB2) that would raise the minimum wage to \$10.10 by 2017. The Senate did not take up the bill before the legislative session ended in March.
Louisiana	Nearly eight in ten	\$7.25	\$2.13	None.	None.

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Maine	About seven 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	Nearly six in ten	\$8.25	\$3.63	Min. wage rises to \$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	About two-thirds	\$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	About six in ten	\$8.00 for employers with gross sales of \$500,000 or more; \$7.25 for smaller employers	N/A (No tip credit)	Aug. 1, 2015: Minimum wage for employers with gross sales over \$500,000 rises to \$9, then to \$9.50 in 2016; minimum wage for smaller employers will rise to \$7.75 by 2016. Inflation adjustments begin in Jan. 2018.	Statewide minimum wage increase enacted in Apr. 2014. In March 2015, the House passed a bill (HF1027) to establish a lower minimum cash wage for tipped workers; the Senate did not take up the bill before the legislative session ended in May.
Mississippi	Nearly six in ten	\$7.25	\$2.13	None.	None.
Missouri	About six in ten	\$7.65 (\$7.25 for retail/service employers with gross income of less than \$500,000)	\$3.83	Jan. 1, 2016: Both wages adjusted for inflation.	None.
Montana	About two-thirds	\$8.05	N/A (No tip credit)	Jan. 1, 2016: Minimum wage adjusted for inflation.	None.
Nebraska	About two-thirds	\$8.00	\$2.13	Jan. 1, 2016: Minimum wage rises to \$9.00.	Voters approved a 2014 ballot measure to raise the minimum wage to \$9 by 2016.
Nevada	More than 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.	Senate passed bill in March 2015 to raise the min. wage to \$9 for workers without employer-sponsored health coverage—but wages for those with coverage would not go up, and the bill would hurt hourly workers by allowing longer shifts without overtime pay.
New Hampshire	About seven in ten	\$7.25	\$3.26	None.	The Senate and House voted down bills in March 2015. The Senate proposal would have increased the min. wage to \$10 by 2018; the three House proposals would have increased it to \$10 by 2018, \$14.25 by 2018, and \$16, respectively.
New Jersey	About six in ten	\$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 (followed by annual inflation adjustments).
New Mexico	About two-thirds	\$7.50 (\$8.75 in Albuquerque, or \$7.75 if employer provides health and/or child care benefits; \$10.84 in Santa Fe, with value of health and child care benefits counted as wages)	\$2.13 (\$5.25 in Albuquerque)	Jan. 1, 2016: Both wages adjusted for inflation in Albuquerque. March 1, 2016: Minimum wage adjusted for inflation in Santa Fe.	In 2013, the legislature passed a minimum wage increase to \$8.50, but Gov. Martinez vetoed the bill.

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New York	More than half	\$8.75	\$4.90 - \$5.65, depending on occupation	Dec. 31, 2015: Minimum wage rises to \$9.00 and tipped minimum wage rises to \$7.50 for all occupations.	Statewide minimum wage increase enacted in April 2013. In May 2015, the state Assembly passed a bill to raise the statewide minimum wage to \$12.60 - and to raise the wage in NYC, Long Island & Westchester County to \$15 - by the end of 2018.
North Carolina	About two-thirds	\$7.25	\$2.13	None.	None.
North Dakota	About seven in ten	\$7.25	\$4.86	None.	None.
Ohio	More than six 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	More than six in ten	\$9.25	N/A (No tip credit)	Jan. 1, 2016: Minimum wage adjusted for inflation.	None.
Pennsylvania	Nearly three-quarters	\$7.25	\$2.83	None.	None.
Rhode Island	More than half	\$9.00	\$2.89	Jan. 1, 2016: Minimum wage will increase to \$9.60.	Statewide minimum wage increase enacted in June 2015.
South Carolina	Nearly six in ten	\$7.25	\$2.13	None.	None.
South Dakota	About half	\$8.50	\$4.25	Jan. 1, 2016: Both wages adjusted for inflation.	Voters approved a 2014 ballot 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	More than half	\$7.25	\$2.13	None.	None.
Texas	More than six in ten	\$7.25	\$2.13	None.	None.
Utah	About half	\$7.25	\$2.13	None.	A bill (HB 236) that would have raised the minimum wage for tipped workers from \$2.13 to \$7.25 (by requiring that tipped workers receive at least the federal minimum wage) failed in committee in Feb. 2015.
Vermont	More than half	\$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 two-thirds	\$7.25	\$2.13	None.	In Jan. 2015, the Senate Comm. on Commerce & Labor tabled a bill (SB681) to raise the minimum wage to \$10.10 by 2017.
Washington	About six in ten	\$9.47 (\$10 or \$11 in Seattle, depending on business size & benefits provided)	N/A (No tip credit)	Jan. 1, 2016: Statewide minimum wage adjusted for inflation; Seattle minimum wage rises to \$10.50 - \$13, depending on business size & benefits provided	The Seattle City Council passed an ordinance in June 2014 to raise the city's minimum wage to \$15, to be phased in between 2017 and 2021. In March 2015, the House approved a bill (HB1355) to raise the state's minimum wage to \$12 by 2019.
West Virginia	Nearly six 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.	None.
Wyoming	About half	\$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 2014. 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, 2015, 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, 2015, available at <http://www.dol.gov/whd/state/tipped.htm>.