

## WOMEN AND THE MINIMUM WAGE, STATE BY STATE

July 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.	An initiative measure will be subject to voter approval on the Nov. 2014 ballot. The measure would raise the wage to \$9.75 by 2016, with inflation adjustments. 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	\$9.00 (\$10.74 in San Francisco, \$10.15 in San Jose)	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation in San Francisco and San Jose only; Richmond minimum wage will rise to \$9.60. Jan. 1, 2016: Statewide minimum wage will rise to \$10.00.	June 2014: Berkeley Council approved \$12.53 wage; final vote expected. Senate approved bill (SB395) to increase wage to \$13 by 2017; Assembly comm. failed to pass. San Francisco, Oakland, & Eureka to vote on initiatives to raise cities' minimum wages.
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	\$7.75	\$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 will rise 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	\$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)	Jan. 1, 2015: Min. wage will rise to \$7.74, then \$8.50 on Jan. 1, 2016, \$9.25 on Jan. 1, 2017, & \$10.10 on Jan. 1, 2018. Tip credit will rise to \$.50 on Jan. 1, 2015, then to \$.75 on Jan. 1, 2016 (only employees who receive 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	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 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.
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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<b>Maryland</b>	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.
<b>Massachusetts</b>	More than six in ten	\$8.00	\$2.63	Jan. 1, 2015: Minimum wage will rise to \$9 per hour, then to \$10 on Jan. 1, 2016, and to \$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.
<b>Michigan</b>	More than six in ten	\$7.40	\$2.65	Sept. 2014: Minimum wage will rise to \$8.15, then \$8.50 in Jan. 2016, \$8.90 in Jan. 2017, & \$9.25 in Jan. 2018. Minimum wage for tipped workers will be 38% of regular wage beginning in Sept. 2014. Wage will be indexed to inflation beginning in Jan. 2019.	Statewide minimum wage increase enacted in May 2014.
<b>Minnesota</b>	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.
<b>Mississippi</b>	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.
<b>Missouri</b>	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.
<b>Montana</b>	About two-thirds	\$7.90	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
<b>Nebraska</b>	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.
<b>Nevada</b>	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.
<b>New Hampshire</b>	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.
<b>New Jersey</b>	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.
<b>New Mexico</b>	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. July 1, 2015: Minimum wage will rise to \$8 in Las Cruces, then to \$8.50 on Jan. 1, 2016.	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. June 2014: Las Cruces passed ordinance to raise wage to \$8.50 by 2016.
<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.

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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	\$7.95	\$3.98	Jan. 1, 2015: Both wages will be adjusted for inflation.	None.
Oklahoma	About six in ten	\$7.25	\$2.13	None.	None.
Oregon	About two-thirds	\$9.10	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	None.
Pennsylvania	About two-thirds	\$7.25	\$2.83	None.	None.
Rhode Island	About two-thirds	\$8.00	\$2.89	Jan. 1, 2015: Minimum wage will rise to \$9.	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	\$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	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	\$8.73	\$4.23	Jan. 1, 2016: Minimum wage will rise to \$9.60, then to \$10 effective Jan. 1, 2017, and finally to \$10.50 effective Jan. 1, 2018. Minimum tipped wage will be 50 percent 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.
Washington	About six in ten	\$9.32	N/A (No tip credit)	Jan. 1, 2015: Minimum wage will be adjusted for inflation.	The Seattle City Council passed an ordinance in June 2014 to raise the 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	\$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.
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>.