

# WOMEN, THE MINIMUM WAGE, AND THE WAGE GAP, STATE BY STATE

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State	Share of minimum wage workers who are women	Minimum wage	Tipped minimum cash wage	Women who would get a raise if the minimum wage were \$10.10	What a woman makes for every dollar a man makes		
					Woman	Black woman	Hispanic woman
					Man	White, non-Hispanic man	White, non-Hispanic man
<b>United States</b>	<b>About two-thirds</b>	<b>\$7.25</b>	<b>\$2.13</b>	<b>15,297,000</b>	<b>76.5¢</b>	<b>64.5¢</b>	<b>54.1¢</b>
Alabama	Nearly three-quarters	\$7.25	\$2.13	292,000	71.1¢	56.1¢	45.0¢
Alaska	A majority	\$7.75	N/A*	25,000	74.2¢	63.2¢	57.3¢
Arizona	About six in ten	\$7.90	\$4.90	282,000	82.5¢	66.5¢	53.7¢
Arkansas	Nearly three-quarters	\$7.25	\$2.63	170,000	76.8¢	66.4¢	52.6¢
California	About six in ten	\$8.00	N/A*	1,293,000	83.7¢	63.4¢	43.6¢
Colorado	Nearly six in ten	\$8.00 <sup>1</sup>	\$4.98	224,000	80.0¢	64.1¢	53.4¢
Connecticut	About six in ten	\$8.70	\$5.69	125,000	78.4¢	60.0¢	48.0¢
Delaware	Nearly two-thirds	\$7.25	\$2.23	47,000	81.1¢	68.6¢	53.3¢
District of Columbia	About half	\$8.25	\$2.77	19,000	90.1¢	55.7¢	48.0¢
Florida	About six in ten	\$7.93	\$4.91	968,000	83.6¢	61.8¢	58.3¢
Georgia	About seven in ten	\$7.25	\$2.13	502,000	81.2¢	62.1¢	48.8¢
Hawaii	About half	\$7.25	\$7.00 <sup>2</sup>	54,000	83.2¢	68.2¢	64.8¢
Idaho	More than half	\$7.25	\$3.35	87,000	75.1¢	82.2¢	52.9¢
Illinois	About six in ten	\$8.25	\$4.95	634,000	78.6¢	65.4¢	47.7¢
Indiana	Nearly three-quarters	\$7.25	\$2.13	361,000	73.3¢	67.2¢	55.7¢
Iowa	About six in ten	\$7.25	\$4.35	177,000	77.5¢	61.4¢	58.1¢
Kansas	About six in ten	\$7.25	\$2.13	164,000	76.2¢	64.6¢	51.6¢
Kentucky	About seven in ten	\$7.25	\$2.13	255,000	76.0¢	69.8¢	58.0¢
Louisiana	More than seven in ten	\$7.25	\$2.13	290,000	66.9¢	48.8¢	51.5¢
Maine	More than six in ten	\$7.50	\$3.75	69,000	82.9¢	65.7¢	76.4¢
Maryland	More than six in ten	\$7.25	\$3.63	257,000	85.3¢	69.6¢	45.3¢
Massachusetts	About six in ten	\$8.00	\$2.63	278,000	79.1¢	61.0¢	50.1¢
Michigan	About six in ten	\$7.40	\$2.65	496,000	73.7¢	67.3¢	53.8¢
Minnesota	About seven in ten	\$7.25	N/A*	257,000	79.8¢	61.8¢	52.1¢
Mississippi	Nearly eight in ten	\$7.25	\$2.13	177,000	75.6¢	54.4¢	56.3¢
Missouri	About two-thirds	\$7.50	\$3.75	335,000	76.5¢	68.4¢	62.3¢
Montana	About seven in ten	\$7.80	N/A*	52,000	76.3¢	83.8¢	56.8¢
Nebraska	More than half	\$7.25	\$2.13	112,000	77.5¢	62.5¢	53.7¢
Nevada	About half	\$8.25 <sup>3</sup>	N/A*	132,000	85.3¢	63.6¢	52.0¢
New Hampshire	Nearly seven in ten	\$7.25	\$3.26	67,000	77.2¢	73.5¢	71.5¢
New Jersey	Nearly seven in ten	\$8.25	\$2.13	392,000	78.6¢	58.3¢	43.1¢
New Mexico	About half	\$7.50 <sup>4</sup>	\$2.13 <sup>5</sup>	83,000	80.3¢	61.6¢	54.9¢

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New York	More than six in ten	\$8.00	\$4.90-\$5.65 <sup>6</sup>	856,000	83.9¢	66.6¢	53.5¢
North Carolina	Nearly two-thirds	\$7.25	\$2.13	578,000	82.2¢	64.2¢	48.5¢
North Dakota	About half	\$7.25	\$4.86	35,000	73.8¢	68.8¢	52.0¢
Ohio	About two-thirds	\$7.95	\$3.98	687,000	76.9¢	65.2¢	61.5¢
Oklahoma	Nearly six in ten	\$7.25	\$2.13	208,000	76.2¢	62.9¢	49.3¢
Oregon	About half	\$9.10	N/A*	146,000	78.9¢	70.3¢	51.3¢
Pennsylvania	Nearly two-thirds	\$7.25	\$2.83	607,000	75.8¢	68.1¢	54.8¢
Rhode Island	About six in ten	\$8.00	\$2.89	52,000	80.6¢	60.5¢	51.5¢
South Carolina	About seven in ten	\$7.25	\$2.13	250,000	77.6¢	56.6¢	50.4¢
South Dakota	About seven in ten	\$7.25	\$2.13	51,000	78.1¢	62.6¢	58.9¢
Tennessee	More than six in ten	\$7.25	\$2.13	340,000	77.5¢	68.5¢	49.8¢
Texas	About six in ten	\$7.25	\$2.13	1,529,000	79.1¢	59.0¢	45.3¢
Utah	About six in ten	\$7.25	\$2.13	159,000	70.2¢	58.3¢	46.4¢
Vermont	Nearly two-thirds	\$8.73	\$4.23	27,000	84.9¢	80.7¢	68.2¢
Virginia	More than half	\$7.25	\$2.13	424,000	78.9¢	58.8¢	51.6¢
Washington	About six in ten	\$9.32	N/A*	210,000	78.2¢	61.9¢	45.7¢
West Virginia	About two-thirds	\$7.25	\$5.80	99,000	69.9¢	58.8¢	58.3¢
Wisconsin	About six in ten	\$7.25	\$2.33	333,000	77.9¢	62.9¢	54.7¢
Wyoming	About two-thirds	\$7.25	\$2.13	27,000	63.8¢	49.0¢	49.4¢

\* N/A indicates that the state does not allow employers to count tips toward wages (i.e., does not allow a "tip credit"). The state's minimum wage applies equally to tipped and non-tipped workers.

<sup>1</sup> \$10.74 in San Francisco and \$10.15 in San Jose.

<sup>2</sup> Tip credit only allowed if the total compensation employee receives from employer plus tips equals at least 50 cents more than the full minimum wage (maximum tip credit = 25 cents).

<sup>3</sup> \$7.25 if employer provides health insurance.

<sup>4</sup> \$8.60 in Albuquerque, or \$7.60 if employer provides health and/or child care benefits; \$10.51 in Santa Fe, with value of health and child care benefits counted as wages.

<sup>5</sup> \$5.16 in Albuquerque.

<sup>6</sup> Tipped minimum cash wages vary by occupation.

Sources: *Share of minimum wage workers who are women*: NWLC calculations based on unpublished U.S. Department of Labor (DOL), Bureau of Labor Statistics annual averages for 2012 for all wage and salary workers. "Minimum wage workers" refers to workers making the minimum wage or less. Calculating the precise share of women minimum wage workers is not possible in all states due to the increments by which wages are reported. *Minimum wages*: DOL, Minimum Wage Laws in the States, Jan. 1, 2014. *Tipped minimum cash wages*: DOL, Minimum Wages for Tipped Employees, Jan. 1, 2014. *Women who would get a raise*: Economic Policy Institute, [State-by-state characteristics of workers who would be affected by increasing the federal minimum wage to \\$10.10 by July 2016](#) (Dec. 2013). Number of women who would get a raise includes those who would be directly and indirectly affected by a federal minimum wage increase to \$10.10 by July 1, 2016. *What a woman makes for every dollar a man makes*: NWLC calculations of the ratios of female and male median earnings in 2012 dollars for full-time, year-round workers. National earnings ratios are based on Current Population Survey, Annual Social and Economic Supplement, 2013. State earnings ratios for men and women overall are based on 2012 American Community Survey (ACS). State earnings ratios for black and Hispanic women compared to white, non-Hispanic men are based on 2010-2012 ACS Three-Year Estimates.