

Women and the Minimum Wage, State by State

August 2016

State	Share of minimum wage workers who are women	Statewide minimum wage	Statewide tipped minimum cash wage
<i>United States</i>	<i>Nearly two-thirds</i>	<i>\$7.25</i>	<i>\$2.13</i>
Alabama	More than six in ten	\$7.25	\$2.13
Alaska	Nearly eight in ten	\$9.75	N/A*
Arizona	More than half	\$8.05	\$5.05
Arkansas	Nearly seven in ten	\$8.00	\$2.63
California	More than half	\$10.00	N/A*
Colorado	About three-quarters	\$8.31	\$5.29
Connecticut	More than six in ten	\$9.60	\$6.07-\$7.82 ¹
Delaware	About seven in ten	\$8.25	\$2.23
District of Columbia	More than half	\$11.50	\$2.77
Florida	More than half	\$8.05	\$5.03
Georgia	About six in ten	\$7.25	\$2.13
Hawaii	More than half	\$8.50	\$7.75 ²
Illinois	More than six in ten	\$8.25	\$4.95
Idaho	More than six in ten	\$7.25	\$3.35
Indiana	About six in ten	\$7.25	\$2.13
Iowa	About seven in ten	\$7.25	\$4.35
Kansas	About seven in ten	\$7.25	\$2.13
Kentucky	About seven in ten	\$7.25	\$2.13
Louisiana	About seven in ten	\$7.25	\$2.13
Maine	About six in ten	\$7.50	\$3.75
Maryland	Nearly six in ten	\$8.75	\$3.63
Massachusetts	About six in ten	\$10.00	\$3.35
Michigan	About seven in ten	\$8.50	\$3.23
Minnesota	About two-thirds	\$9.50 ³	N/A*
Mississippi	More than six in ten	\$7.25	\$2.13
Missouri	Nearly six in ten	\$7.65 ⁴	\$3.83
Montana	About half	\$8.05	N/A*
Nebraska	Nearly seven in ten	\$9.00	\$2.13
Nevada	About half	\$8.25 ⁵	N/A*
New Hampshire	About three-quarters	\$7.25	\$3.26
New Jersey	More than half	\$8.38	\$2.13
New Mexico	More than half	\$7.50	\$2.13
New York	More than half	\$9.00	\$7.50
North Carolina	Nearly seven in ten	\$7.25	\$2.13
North Dakota	About half	\$7.25	\$4.86
Ohio	About two-thirds	\$8.10	\$4.05
Oklahoma	About eight in ten	\$7.25	\$2.13
Oregon	More than half	\$9.75	N/A*
Pennsylvania	About two-thirds	\$7.25	\$2.83
Rhode Island	About half	\$9.60	\$3.39
South Carolina	Nearly six in ten	\$7.25	\$2.13
South Dakota	More than half	\$8.55	\$4.25
Tennessee	More than half	\$7.25	\$2.13
Texas	About two-thirds	\$7.25	\$2.13
Utah	More than half	\$7.25	\$2.13
Vermont	About half	\$9.60	\$4.80
Virginia	About six in ten	\$7.25	\$2.13
Washington	More than half	\$9.47	N/A*
West Virginia	About seven in ten	\$8.75	\$2.62
Wisconsin	About two-thirds	\$7.25	\$2.33
Wyoming	About seven in ten	\$7.25	\$2.13



* N/A indicates that the state does not allow employees to count tips towards wages (i.e. does not allow a “tip credit”). The state’s minimum wage applies equally to tipped and non-tipped workers.

¹ Tipped minimum cash wages vary by occupation.

² Tip credit only allowed if the total compensation employee receives from employer plus tips equals at least \$7.00 more than the minimum wage (maximum tip credit = 75 cents).

³ \$7.75 for employers with gross sales of less than \$500,000.

⁴ \$7.25 for retail or service employers with gross sales or business done of less than \$500,000.

⁵ \$7.25 if employer provides health insurance.

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 2015 for all wage and salary workers. “Minimum wage workers” at the national level refers to workers making the federal minimum wage or less. “Minimum wage workers” at the state level refers to workers making their state’s minimum wage or less. Calculating the precise share of women minimum wage workers is not possible in all states due to the increments in which wages are reported. *Minimum wages:* DOL, [Minimum Wage Laws in the States](#), Aug. 1, 2016. *Tipped minimum cash wages:* DOL, [Minimum Wages for Tipped Employees](#), Aug. 1, 2016.

Note on local minimum wage rates: Some sub-state localities have adopted minimum wages above their state minimum wage. For more detail on local minimum wage rates, see the Economic Policy Institute’s [Minimum Wage Tracker](#).

