

# Women and the Minimum Wage, State by State

August 2017

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	About three-quarters	\$7.25	\$2.13
Alaska	About 6 in 10	\$9.80	N/A*
Arizona	More than half	\$10.00	\$7.00
Arkansas	About 6 in 10	\$8.50	\$2.63
California	More than half	\$10.50 <sup>1</sup>	N/A*
Colorado	Nearly 6 in 10	\$9.30	\$6.28
Connecticut	More than half	\$10.10	\$6.38-\$8.23 <sup>2</sup>
Delaware	About half	\$8.25	\$2.23
District of Columbia	More than half	\$12.50	\$3.33
Florida	Nearly two-thirds	\$8.10	\$5.08
Georgia	About two-thirds	\$7.25	\$2.13
Hawaii	About 6 in 10	\$9.25	\$8.50 <sup>3</sup>
Idaho	More than 6 in 10	\$7.25	\$3.35
Illinois	Nearly two-thirds	\$8.25	\$4.95
Indiana	Nearly 7 in 10	\$7.25	\$2.13
Iowa	About 6 in 10	\$7.25	\$4.35
Kansas	More than 6 in 10	\$7.25	\$2.13
Kentucky	More than 6 in 10	\$7.25	\$2.13
Louisiana	About 6 in 10	\$7.25	\$2.13
Maine	About two-thirds	\$9.00	\$5.00
Maryland	About 6 in 10	\$9.25	\$3.63
Massachusetts	Nearly two-thirds	\$11.00	\$3.75
Michigan	Nearly 6 in 10	\$8.90	\$3.38
Minnesota	More than half	\$9.50 <sup>4</sup>	N/A*
Mississippi	About three-quarters	\$7.25	\$2.13
Missouri	More than 7 in 10	\$7.70 <sup>5</sup>	\$3.85
Montana	About two-thirds	\$8.15	N/A*
Nebraska	More than half	\$9.00	\$2.13
Nevada	More than 6 in 10	\$8.25 <sup>6</sup>	N/A*
New Hampshire	More than 7 in 10	\$7.25	\$3.26
New Jersey	Nearly 6 in 10	\$8.44	\$2.13
New Mexico	More than half	\$7.50	\$2.13
New York	More than half	\$9.70	\$7.50
North Carolina	Nearly two-thirds	\$7.25	\$2.13
North Dakota	About three-quarters	\$7.25	\$4.86
Ohio	Nearly 7 in 10	\$8.15 <sup>7</sup>	\$4.08
Oklahoma	About two-thirds	\$7.25	\$2.13
Oregon	More than half	\$10.25	N/A*
Pennsylvania	Nearly 6 in 10	\$7.25	\$2.83
Rhode Island	About 6 in 10	\$9.60	\$3.39
South Carolina	Nearly two-thirds	\$7.25	\$2.13
South Dakota	About two-thirds	\$8.65	\$4.33
Tennessee	About two-thirds	\$7.25	\$2.13
Texas	More than 6 in 10	\$7.25	\$2.13
Utah	Nearly two-thirds	\$7.25	\$2.13
Vermont	Nearly 7 in 10	\$10.00	\$5.00
Virginia	More than half	\$7.25	\$2.13
Washington	More than 6 in 10	\$11.00	N/A*
West Virginia	More than 6 in 10	\$8.75	\$2.62
Wisconsin	About two-thirds	\$7.25	\$2.33
Wyoming	More than 6 in 10	\$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.

<sup>1</sup> \$10.00 for employers with 25 or fewer employees.

<sup>2</sup> Tipped minimum cash wages vary by occupation.

<sup>3</sup> 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).

<sup>4</sup> \$7.75 for employers with annual gross sales of less than \$500,000.

<sup>5</sup> \$7.25 for retail or service employers with annual gross sales of less than \$500,000.

<sup>6</sup> \$7.25 if employer provides health insurance.

<sup>7</sup> \$7.25 for employers with annual gross sales of less than \$299,000.

**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 2016 and are therefore calculated based on the minimum wage in effect in 2016. 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” 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. *Minimum wages:* DOL, [Minimum Wage Laws in the States](#), Jul. 1, 2017. *Tipped minimum cash wages:* DOL, [Minimum Wages for Tipped Employees](#), Jul. 1, 2017.

**Note on local minimum wage rates:** Some sub-state localities have adopted minimum wages above their state minimum wage, and some state minimum wage laws (e.g., Oregon and New York) provide for minimum wage rates in specified metropolitan areas that vary from the statewide base wage. For more detail on local minimum wage rates, see the Economic Policy Institute’s [Minimum Wage Tracker](#).

