

# Women in Tipped Occupations, State by State

National Women's Law Center

May 2019

	State minimum wage <sup>1</sup>	State tipped minimum cash wage <sup>2</sup>	Overall wage gap <sup>3</sup>	Share of tipped workers who are women <sup>4</sup>	Share of tipped workers who are women of color <sup>5</sup>	Poverty rate of women in tipped occupations <sup>6</sup>	Poverty rate of women of color in tipped occupations <sup>7</sup>
<i>United States</i>	\$7.25	\$2.13	\$0.80	69.7%	25.9%	17.0%	19.3%
Alabama	\$7.25	\$2.13	\$0.73	76.1%	25.4%	24.4%	30.8%
Alaska	\$9.89	N/A*	\$0.82	68.3%	26.2%	6.7%	5.1%
Arizona	\$11.00	\$8.00	\$0.85	68.4%	29.6%	15.9%	21.0%
Arkansas	\$9.25	\$2.63	\$0.79	75.6%	20.1%	22.8%	27.8%
California	\$12.00 <sup>8</sup>	N/A*	\$0.89	63.9%	39.5%	13.4%	14.8%
Colorado	\$11.10	\$8.08	\$0.82	67.1%	20.7%	13.3%	14.8%
Connecticut	\$10.10	\$6.38-\$8.23 <sup>9</sup>	\$0.83	70.1%	19.5%	8.4%	11.0%
Delaware	\$8.75	\$2.23	\$0.86	71.0%	19.7%	15.6%	20.3%
District of Columbia	\$13.25	\$3.89	\$0.89	51.5%	35.8%	10.9%	11.8%
Florida	\$8.46	\$5.44	\$0.87	65.7%	28.1%	15.2%	16.9%
Georgia	\$7.25	\$2.13	\$0.83	73.1%	33.6%	19.6%	22.2%
Hawaii	\$10.10	\$9.35 <sup>10</sup>	\$0.81	58.6%	44.7%	8.8%	9.0%
Idaho	\$7.25	\$3.35	\$0.75	78.0%	12.9%	19.9%	24.9%
Illinois	\$8.25	\$4.95	\$0.78	69.8%	23.2%	17.2%	21.8%
Indiana	\$7.25	\$2.13	\$0.73	76.6%	14.3%	21.2%	25.3%
Iowa	\$7.25	\$4.35	\$0.79	76.1%	12.5%	20.4%	18.9%
Kansas	\$7.25	\$2.13	\$0.77	73.5%	18.4%	20.2%	24.6%
Kentucky	\$7.25	\$2.13	\$0.79	71.8%	11.9%	20.4%	25.9%
Louisiana	\$7.25	\$2.13	\$0.69	72.1%	29.6%	21.2%	26.6%
Maine	\$11.00	\$5.50	\$0.82	79.5%	5.9%	13.4%	17.4%
Maryland	\$10.10	\$3.63	\$0.86	67.5%	32.0%	14.7%	15.3%
Massachusetts	\$12.00	\$3.75	\$0.83	72.7%	17.7%	13.2%	19.2%
Michigan	\$9.45	\$3.59	\$0.78	77.7%	16.3%	18.9%	25.3%
Minnesota	\$9.86 <sup>11</sup>	N/A*	\$0.82	73.8%	14.4%	15.5%	17.7%
Mississippi	\$7.25	\$2.13	\$0.77	73.1%	28.4%	21.9%	25.5%
Missouri	\$8.60 <sup>12</sup>	\$4.30	\$0.79	72.9%	12.9%	19.1%	20.1%
Montana	\$8.50	N/A*	\$0.79	76.4%	11.4%	19.8%	14.8%
Nebraska	\$9.00	\$2.13	\$0.77	76.1%	14.7%	18.5%	22.3%
Nevada	\$8.25 <sup>13</sup>	N/A*	\$0.83	57.2%	30.3%	9.0%	9.6%
New Hampshire	\$7.25	\$3.26	\$0.79	79.8%	7.9%	11.3%	-
New Jersey	\$8.85	\$2.13	\$0.80	67.4%	27.6%	11.5%	15.4%
New Mexico	\$7.50	\$2.13	\$0.83	71.2%	50.1%	21.8%	22.8%
New York	\$11.10	\$7.50-\$9.25 <sup>14</sup>	\$0.88	62.0%	27.4%	16.0%	21.2%
North Carolina	\$7.25	\$2.13	\$0.84	72.9%	25.0%	20.4%	23.6%
North Dakota	\$7.25	\$4.86	\$0.79	78.3%	10.8%	24.6%	52.8%
Ohio	\$8.55 <sup>15</sup>	\$4.30	\$0.78	77.3%	13.2%	18.7%	23.1%
Oklahoma	\$7.25	\$2.13	\$0.77	73.3%	27.4%	22.8%	24.4%
Oregon	\$10.75	N/A*	\$0.82	74.2%	19.6%	19.3%	25.7%
Pennsylvania	\$7.25	\$2.83	\$0.80	74.9%	14.4%	16.1%	22.7%
Rhode Island	\$10.50	\$3.89	\$0.84	71.4%	15.6%	13.3%	12.0%
South Carolina	\$7.25	\$2.13	\$0.77	73.6%	21.6%	21.7%	27.5%
South Dakota	\$9.10	\$4.55	\$0.77	78.2%	9.2%	17.6%	33.8%
Tennessee	\$7.25	\$2.13	\$0.82	73.7%	18.8%	20.3%	23.7%
Texas	\$7.25	\$2.13	\$0.81	66.6%	40.3%	17.9%	19.9%
Utah	\$7.25	\$2.13	\$0.71	71.9%	17.8%	15.2%	22.6%
Vermont	\$10.78	\$5.39	\$0.86	81.3%	-	13.1%	-
Virginia	\$7.25	\$2.13	\$0.79	70.9%	30.5%	15.1%	14.8%
Washington	\$12.00	N/A*	\$0.78	72.1%	23.6%	13.4%	16.8%
West Virginia	\$8.75	\$2.62	\$0.74	77.3%	7.4%	21.7%	16.5%
Wisconsin	\$7.25	\$2.33	\$0.80	76.2%	11.4%	20.1%	24.1%
Wyoming	\$7.25	\$2.13	\$0.77	78.5%	11.8%	21.9%	36.5%

Dashes indicate data that is unavailable.

\* N/A indicates that a 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. See U.S. Department of Labor, Minimum Wage Laws in the States, <https://www.dol.gov/whd/minwage/america.htm> (last updated March 29, 2019). Some sub-state localities have adopted minimum wages above their state minimum wage, and some state minimum wage laws (e.g., New York, Oregon) 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, <https://www.epi.org/minimum-wage-tracker/>.
2. See U.S. Department of Labor, Minimum Wages for Tipped Employees, <https://www.dol.gov/whd/state/tipped.htm> (last updated Jan. 1, 2019).
3. NWLC calculations based on median annual earnings for women and men working full time, year round using 2017 American Community Survey (ACS) one-year estimates. Figures are in 2017 dollars.
4. NWLC calculations based on 2013-2017 ACS five-year estimates using Steven Ruggles et al., IPUMS USA: Version 9.0 [dataset] (2019), <https://doi.org/10.18128/D010.V9.0>. Figures include all workers employed in a set of predominantly tipped occupations identified by the Economic Policy Institute (EPI). See Dave Cooper, Zane Mokhiber & Ben Zipperer, EPI, Minimum Wage Simulation Model Technical Methodology (Feb. 2019), <https://www.epi.org/publication/minimum-wage-simulation-model-technical-methodology/>.
5. *Id.* Women of color include all women who did not self-identify as white, non-Hispanic women.
6. *Id.*
7. *Id.* Women of color include all women who did not self-identify as white, non-Hispanic women.
8. Minimum wage is \$11.00 for employers with 25 or fewer employees.
9. Tipped minimum cash wage is \$6.38 for hotel and restaurant workers, \$8.23 for bartenders.
10. In Hawaii, an employer may pay a tipped employee \$0.75 below the regular minimum wage if the employee’s combined base wage plus tips exceeds \$7.00 per hour more than the regular minimum wage.
11. Minimum wage is \$8.04 for small employers (annual gross revenue less than \$500,000).
12. Minimum wage is \$7.25 for retail or service employers with annual gross income of less than \$500,000.
13. Minimum wage is \$7.25 for employees receiving health insurance benefits provided by employer.
14. Tipped minimum cash wage is \$7.50 for food service workers and \$9.25 for service employees.
15. Minimum wage is \$7.25 for employers with annual gross receipts under \$314,000.