

Women and the Minimum Wage, State by State

August 2018

State	Share of minimum wage workers who are women	Statewide minimum wage	Statewide tipped minimum cash wage
<i>United States</i>	<i>More than 6 in 10</i>	\$7.25	\$2.13
Alabama	About 7 in 10	\$7.25	\$2.13
Alaska	About 6 in 10	\$9.84	N/A*
Arizona	About half	\$10.50	\$7.50
Arkansas	Nearly 6 in 10	\$8.50	\$2.63
California	More than half	\$11.00 ¹	N/A*
Colorado	Nearly 7 in 10	\$10.20	\$7.18
Connecticut	Nearly 6 in 10	\$10.10	\$6.38 - \$8.23 ²
Delaware	About 6 in 10	\$8.25	\$2.23
District of Columbia	More than 6 in 10	\$13.25	\$3.89
Florida	About two-thirds	\$8.25	\$5.23
Georgia	Nearly 7 in 10	\$7.25	\$2.13
Hawaii	More than half	\$10.10	\$10.10 ³
Idaho	Nearly 7 in 10	\$7.25	\$3.35
Illinois	About half	\$8.25	\$4.95
Indiana	More than 6 in 10	\$7.25	\$2.13
Iowa	About three-quarters	\$7.25	\$4.35
Kansas	Nearly 6 in 10	\$7.25	\$2.13
Kentucky	Nearly 6 in 10	\$7.25	\$2.13
Louisiana	Nearly two-thirds	\$7.25	\$2.13
Maine	Nearly 6 in 10	\$10.00	\$5.00
Maryland	More than 6 in 10	\$10.10	\$3.63
Massachusetts	About 6 in 10	\$11.00	\$3.75
Michigan	About 6 in 10	\$9.25	\$3.52
Minnesota	Nearly two-thirds	\$9.65 ⁴	N/A*
Mississippi	Nearly two-thirds	\$7.25	\$2.13
Missouri	About 7 in 10	\$7.85 ⁵	\$3.93
Montana	About half	\$8.30	N/A*
Nebraska	About three-quarters	\$9.00	\$2.13
Nevada	More than half	\$8.25 ⁶	N/A*
New Hampshire	About three-quarters	\$7.25	\$3.26
New Jersey	About 6 in 10	\$8.60	\$2.13
New Mexico	Nearly 6 in 10	\$7.50	\$2.13
New York	About 6 in 10	\$10.40	\$7.50
North Carolina	More than 7 in 10	\$7.25	\$2.13
North Dakota	About 6 in 10	\$7.25	\$4.86
Ohio	More than 6 in 10	\$8.30 ⁷	\$4.15
Oklahoma	More than 7 in 10	\$7.25	\$2.13
Oregon	Nearly 6 in 10	\$10.75	N/A*
Pennsylvania	More than 6 in 10	\$7.25	\$2.83
Rhode Island	More than 6 in 10	\$10.10	\$3.89
South Carolina	More than half	\$7.25	\$2.13
South Dakota	About 6 in 10	\$8.85	\$4.43
Tennessee	About 6 in 10	\$7.25	\$2.13
Texas	More than half	\$7.25	\$2.13
Utah	More than 6 in 10	\$7.25	\$2.13
Vermont	About three-quarters	\$10.50	\$5.25
Virginia	Nearly 6 in 10	\$7.25	\$2.13
Washington	More than 6 in 10	\$11.50	N/A*
West Virginia	More than 6 in 10	\$8.75	\$2.63
Wisconsin	About three-quarters	\$7.25	\$2.33
Wyoming	About three-quarters	\$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 \$10.50 for employers with 25 or fewer employees.

² Tipped minimum cash wages vary by occupation.

³ 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).

⁴ \$7.87 for employers with annual gross sales of less than \$500,000.

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

⁶ \$7.25 if employer provides health insurance.

⁷ \$7.25 for employers with annual gross sales of less than \$305,000.

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 2017 and are therefore calculated based on the minimum wage in effect in 2017. 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, 2018. *Tipped minimum cash wages:* DOL, [Minimum Wages for Tipped Employees](#), Jul. 1, 2018.

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](#).

