

# Minimum Wage Legislation proposed in the United States as of 10/2007

\* Future increases indexed to cost of living through a ballot measure beginning in 2008

\*\* Future increases indexed to cost of living

\*\*\* West Virginia's minimum wage is only subject to state government workers and small businesses (with 6 or less employees) who do not accept credit cards (interstate commerce). All other businesses defer to the federal standard.

State	Minimum Wage	Future Scheduled Increases	Proposed Legislation	COLA Methodology
<b>Alabama</b>	<b>\$5.85</b>			
<b>Alaska</b>	<b>\$7.15</b>		<p><a href="#">HB 42</a> - Requires the Alaska minimum wage be \$1 more an hour than the federal minimum wage; or \$8.00 an hour as adjusted for inflation effective for the following calendar year.</p>	<p>Adjusted for inflation effective for the following calendar year; the adjusted wage shall be the most recent wage under this act adjusted for 100 percent of the rate of inflation based on the Consumer Price Index for all urban consumers for the Anchorage metropolitan area.</p>
<b>Arizona</b>	<b>\$6.75</b>	<p style="text-align: center;">* 2006</p> <p>The minimum wage shall be increased on January 1, 2008 and on January 1 of successive years by the increase in the cost of living.</p>	<p><a href="#">SCR 1013</a> - Requires that any act that reduces any minimum wage or overtime benefit must go to a vote of the people for approval.</p> <p><a href="#">HCR 2013</a> - An amendment to the Constitution of Arizona that would require that any act reducing any minimum wage or overtime benefit that is established by statute must be approved by the majority of qualified voters voting at a statewide general election.</p> <p><a href="#">HCR 2006</a> - Creates a referendum to be submitted to the voters of Arizona. The referendum would exempt volunteers and persons with disabilities from the minimum wage requirements enacted last November.</p> <p><a href="#">HB 2318</a> - Exempts persons with disabilities from the minimum wage requirements enacted last November.</p> <p><a href="#">HB 2532</a> - Removes "the state of Arizona" from the definition of</p>	<p>The increase in the cost of living shall be measured by the percentage increase as of August of the previous year of the CPI-U, rounded to the nearest multiple of five cents.</p>

			"employer" within the minimum wage statute.	
<b>Arkansas</b>	<b>\$6.25</b>			
<b>California</b>	<b>\$7.50</b>	\$8.00 Jan. 2008	<a href="#">AB 71</a> , - provides for the automatic adjustment of the minimum wage on January 1 of each year (beginning in 2009), which would be calculated by multiplying the minimum wage by the previous year's percentage of inflation.	The minimum wage shall be automatically adjusted by multiplying the minimum wage in effect on the prior June 30 by the percentage of inflation that occurred during the previous year, adding this amount of increase to the wage from the previous year, and rounding off the product to the nearest five cents (\$0.05). (1) "Percentage of inflation" means the percentage of inflation specified in the California Consumer Price Index for All Urban Consumers, as published by the Department of Industrial Relations, Division of Labor Statistics and Research, or its successor index.
<b>Colorado</b>	<b>\$6.85</b>	*2006 Amendment 42 -- a change to Article XVIII of the Colorado Constitution that: raises the minimum wage from \$5.15 per hour to \$6.85 per hour, and adjusts the wage annually for inflation	<a href="#">HB 1001</a> - A bill implementing statutory changes needed to implement Constitutional Amendment 42 - Minimum Wage Increase.	The minimum wage shall be adjusted annually for inflation as measured by the Consumer Price Index used for Colorado. The inflation adjustment may be determined by the Denver-Boulder-Greeley Consumer Price Index.
<b>Connecticut</b>	<b>\$7.65</b>			
<b>Delaware</b>	<b>\$6.65</b>	\$7.15 Jan. 2008		
<b>D.C.</b>	<b>\$7.00</b>			

<p><b>Florida</b></p>	<p><b>\$6.67</b></p>	<p>** 2004</p>		<p>In calculating the adjusted state minimum wage, the agency shall use the Consumer Price Index for Urban Wage Earners and Clerical Workers, not seasonally adjusted, for the South Region or a successor index as calculated by the United States Department of Labor. Each adjusted state minimum wage rate shall take effect on the following January 1, with the initial adjusted minimum wage rate to take effect on January 1, 2006.</p>
<p><b>Georgia</b></p>	<p><b>\$5.85</b></p>		<p><a href="#">HB 882</a> Increases the minimum wage from the current federal level of \$5.15 per hour to \$10.00 per hour. The cash wage is not mentioned in the bill.</p>	<p>On January 1, 2009, and on January 1 of each successive year thereafter, the minimum wage shall be increased by the increase in the cost of living, if any as measured by the increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).</p>
<p><b>Hawaii</b></p>	<p><b>\$7.25</b></p>		<p><a href="#">SB 1470</a> - Increases the tip credit from 25 cents to \$1.25 upon approval in 2007, to \$2.25 on January 1, 2008, and to 25% of the tips claimed by an employee as income January 1, 2009.  <a href="#">HB 1690</a> - Increases the minimum wage from \$7.25 to \$7.75 on July 1, 2007. On January 1, 2008, and every January 1 thereafter, the minimum wage will be increased by the percentage increase in the Consumer Price Index as measured by the CPI-W  <a href="#">SB 1958</a> - Increases the minimum wage to \$7.75 per hour on July 1, 2007. The wage would then be increased by the percentage increase in the CPI on January 1, 2008, and every January 1 thereafter. The 25 cent tip credit provision would still remain in the bill.  <a href="#">HB 1384</a> - This Act provides relief to Hawaii employers by increasing the tip credit from 25 cents to \$1.25 upon approval, and to \$2.25 on January 1, 2007. This legislation also provides a formula to be enacted January 1, 2008, that will allow for the tip credit to automatically adjust to inflation.</p>	<p>On January 1, 2008, and every January 1 thereafter, the minimum wage will be increased by the percentage increase in the Consumer Price Index as measured by the CPI-W</p>

			<a href="#">SB 118</a> - Increases the minimum wage for tipped employees to \$7.25 per hour - which makes the cash wage equal to the current minimum wage.	
<b>Idaho</b>	<b>\$5.85</b>	<p><a href="#">HB 184</a> - The bill has passed both the House and the Senate. It is set to become law without the Governor's signature on April 11, 2007.</p> <p>The bill requires the state minimum wage rate to increase if the federal rate increases. The bill also removes the 35% tip credit and freezes the cash wage at \$3.35.</p>		
<b>Illinois</b>	<b>\$7.50</b>	<p>\$7.50 July 1, 2007</p> <p>\$7.75 July 1, 2008</p> <p>\$8.00 July 1, 2009</p> <p>\$8.25 July 1, 2010</p>	<p><a href="#">SB 1700</a> - Amends the Minimum Wage Law. Provides that, beginning July 1, 2011, the minimum wage shall be annually increased by the Department of Labor using the consumer price index for urban wage earners and clerical workers.</p> <p><a href="#">SB1386</a> Amends the Minimum Wage Law. Provides that, beginning January 1, 2011, the minimum wage shall be annually increased by the Department of Labor using the consumer price index for urban wage earners and clerical workers, and employees shall be paid the State minimum wage or the federal minimum wage, whichever is higher.</p>	Beginning January 1, 2011, the minimum wage shall be annually increased by the Department of Labor using the consumer price index for urban wage earners and clerical workers, and employees shall be paid the State minimum wage or the federal minimum wage, whichever is higher.
<b>Indiana</b>	<b>\$5.85</b>	<a href="#">HB 1027</a> – Requires every employer employing at least two (2) employees during a work week shall, in any work week in which the employer is subject to this chapter, pay each of the employees in any work week beginning on or after June 30, 2007, wages of not less than the minimum wage payable under the federal Fair Labor Standards Act of 1938, as amended (29 U.S.C. 201 et seq.)		
<b>Iowa</b>	<b>\$6.20</b>	<p>\$6.20 April 2007</p> <p>\$7.25 Jan. 2008</p>		
<b>Kansas</b>	<b>\$5.85</b>		<p><a href="#">SB 337</a> - Would increase the minimum wage on September 1, 2007, to \$5.85 an hour; on September 1, 2008, to \$6.55 an hour; and on September 1, 2009, to \$7.25 an hour. The 40% tip credit would not be affected by this bill.</p> <p><a href="#">HB 2366</a> - This bill would increase the minimum wage to \$7.25 upon enactment. The wage would then be</p>	For the year 2007, and each year thereafter, the secretary of labor shall prepare a report describing the net percentage change in the CPI (urban) between December 1 and December 1 of the prior year, as certified to the

			<p>increased by the CPI starting in 2008. The bill also includes a 40% tip credit.</p> <p><a href="#">HB 2199</a> - Repeals the minimum wage provisions within the minimum wage and maximum hours law. Removes all references to the minimum wage within the current law.</p> <p><a href="#">HB 2165</a> - Would require the state minimum wage be equal to the federal minimum wage rate, but would not allow the state minimum wage rate to increase to a level greater than that of the federal rate.</p> <p><a href="#">HB 2061</a> - This bill increases the minimum wage to \$7.25 per hour and removes the 40% tip credit that was previously allowed in the minimum wage law.</p> <p><a href="#">SB 71</a> - Repeals the minimum wage provisions within the minimum wage and maximum hours law. Removes all references to the minimum wage within the current law.</p>	<p>secretary by the director of the budget on December 1 of each year, and recommending legislation providing for an adjusted minimum wage rate in accordance with the net percentage change in the CPI (urban). In calculating such minimum wage rate, an employer may include tips and gratuities received by an employee in an amount equal to not more than 40% of the minimum wage rate if such tips and gratuities have customarily constituted part of the remuneration of the employee and if the employee concerned actually received and retained such tips and gratuities.</p>
<b>Kentucky</b>	<b>\$5.85</b>	<p><a href="#">HB 305</a> - Increases the state minimum hourly wage to \$5.85 an hour beginning on the effective date of this Act, \$6.55 an hour beginning July 1, 2008, and not less than \$7.25 an hour beginning July 1, 2009. The cash wage remains at \$2.13.</p>		
<b>Louisiana</b>	<b>\$5.85</b>			
<b>Maine</b>	<b>\$7.00</b>	\$7.00 Oct. 2007		
<b>Maryland</b>	<b>\$6.15</b>			
<b>Massachusetts</b>	<b>\$7.50</b>	\$8.00 January 2008		
<b>Michigan</b>	<b>\$7.15</b>	<p>\$7.15 July 2007</p> <p>\$7.40 July 2008</p>	<p><a href="#">HB 4229</a> - states that the minimum hourly wage rate of a tipped employee shall be \$2.65 per hour, but would add a section to the law which would index the cash wage based on the CPI.</p>	
<b>Minnesota</b>	<b>\$6.15</b>		<p><a href="#">SF 875</a> - Increases the minimum wage upon the enactment of this legislation to \$6.75 per hour for large employers and \$5.75 per hour for small employers. The wage would then increase an additional \$1.00 per hour for both types of employers in January of 2008. Beginning January 1, 2009, the minimum wage would be increased based on increases in the CPI.</p> <p><a href="#">HF 456</a> - This bill increases the minimum wage for large employers to \$6.75 an hour upon enactment and to \$7.75 an hour beginning August 1, 2008. Every small employer must pay \$5.75 an hour upon enactment and at a rate of at least \$6.75 an hour beginning August 1, 2008.</p>	<p>No later than November 1 each year, beginning in 2008, the commissioner shall determine the percentage increase in the rate of inflation, as measured by the Consumer Price Index for all urban consumers, United States city average, as determined by the United States Department of Labor, during the most recent 12-month period for which data is available. The minimum wage rates are increased by the percentage calculated</p>

			<p>Beginning January 1, 2009, and every January 1 thereafter, the wage will be increased by the percentage increase in the CPI-U.</p> <p><a href="#">HF 91</a> - Requires that every large employer pay each employee wages at a rate of at least \$7.95 an hour beginning August 1, 2007, and at the rate established by any increases in the CPI-U beginning January 1, 2008 and every January 1 thereafter. Every small employer must pay each employee at a rate of at least \$7.50 an hour beginning August 1, 2007, and at the rate established by any increases in the CPI-U beginning January 1, 2008 and every January 1 thereafter.</p> <p><a href="#">SF 875</a> - Increasing the minimum wage required to be paid by large and small employers; eliminating the training wage; requiring the commissioner of labor and industry to annually determine the rate of inflation and increase the minimum wage accordingly.</p>	<p>by the commissioner, rounded to the nearest cent. The new minimum wage rates determined take effect next January 1.</p>
<b>Mississippi</b>	<b>\$5.85</b>		<p><a href="#">HB 1478</a> - Creates a statewide referendum to increase the minimum wage to \$6.25 beginning on the effective date of this act and \$7.25 per hour beginning six (6) months after the effective date of this act. The act would tie the wage to inflation as measured by the CPI-U. The act also establishes a 50% tip credit allowance</p> <p><a href="#">HB 237</a> - Passed the House as amended.</p> <p><a href="#">HB 237</a> - legislation to increase in the minimum wage to \$6.25 per hour beginning on July 1, 2007; and \$7.25 per hour beginning on January 15, 2008. Additionally, tip credit will be increased to 50% of the minimum wage and each January, the wage will be increased by the Federal inflation rate.</p>	<p>The act would tie the wage to inflation as measured by the CPI-U. The act also establishes a 50% tip credit allowance.</p> <p>On and after January 15, 2009, and January 15 of each succeeding calendar year, the hourly wage required by this section shall be increased by applying the United States inflation rate for the previous calendar year to the hourly wage established for the previous calendar year and shall be effective on the date announced by the State.</p>
<b>Missouri</b>	<b>\$6.50</b>	<p>* 2006</p> <p>Missouri Statutes is amended to increase the state minimum wage rate to \$6.50 per hour, or to the level of the federal minimum wage if that is higher, and thereafter adjust the state minimum wage annually based on changes in the Consumer Price Index.</p>		<p>Beginning in 2008, minimum wage amounts will be adjusted annually based on the rate of inflation as reported by the federal Bureau of Labor Statistics. The adjusted minimum wage becomes effective on March 1 of each year. The Department of Labor and Industrial Relations is required to annually post the adjusted minimum wage on its web site.</p>

<p><b>Montana</b></p>	<p><b>\$6.15</b></p>	<p>* 2006</p> <p>This measure raises the state minimum wage to the greater of either \$6.15 an hour or the federal minimum wage. This measure also adds an annual cost-of-living adjustment to the state minimum wage. This measure does not change the \$4.00 an hour minimum wage for a business whose annual gross sales are \$110,000 or less.</p>	<p><a href="#">HB 492</a> - Establishes a cash wage for tipped employees of \$6.15. The wage would not be affected by any increases in the minimum wage, either by a federal increase or a cost of living adjustment.</p>	<p>No later than September 30 of each year, an adjustment of the wage amount specified in must be made based upon the increase, if any, from August of the preceding year to August of the year in which the calculation is made in the consumer price index, U.S. city average, all urban consumers, for all items, as published by the bureau of labor statistics of the United States department of labor.</p>
<p><b>Nebraska</b></p>	<p><b>\$5.85</b></p>		<p><a href="#">L 31</a> - Increases the minimum wage to \$5.52 on October 1, 2007, \$5.89 on October 1, 2008, \$6.26 on October 1, 2009. On October 1, 2010, the \$6.26 wage will be increased to reflect changes in the Consumer Price Index for all-urban consumers published by the federal Department of Labor for 2007, 2008, and 2009 plus the first quarter of 2010. Every three years thereafter, the department shall make an adjustment of the minimum wage to reflect the changes in such Consumer Price Index for the preceding three calendar years.</p>	<p>The minimum wage set by the Department of Labor for wages beginning on October 1, 2010, through September 30, 2013. The department shall have such minimum wage calculated by June 15, 2010, and shall adjust the six dollars and twenty-six cents wage to reflect the changes in the Consumer Price Index for all-urban consumers published by the federal Department of Labor for 2007, 2008, and 2009 plus the first quarter of 2010. Every three years thereafter, the department shall make an adjustment of the minimum wage to reflect the changes in such Consumer Price Index for the preceding three calendar years.</p>
<p><b>Nevada</b></p>	<p><b>\$6.33<sup>1</sup> without benefits</b></p> <p><b>\$5.15<sup>2</sup> with benefits</b></p>	<p>* 2006</p> <p>This approved amendment would create a new section to Article 15 of the Nevada Constitution. The amendment would require employers to pay Nevada employees \$5.15 per hour worked if the employer provides health benefits, or \$6.15 per hour worked if the employer does not provide health benefits. The rates shall be adjusted by the amount of increases in the federal minimum wage</p>		<p>These rates of wages shall be adjusted by the amount of increases in the federal minimum wage over \$5.15 per hour, or, if greater, by the cumulative increase in the cost of living. The cost of living increase shall be measured by the percentage increase as of December 31 in any year over the level as of December 31, 2004 of the Consumer Price Index (All Urban Consumers, U.S. City Average) as published by the Bureau of Labor Statistics, U.S. Department of Labor or the successor index or federal agency. No</p>

		<p>over \$5.15 per hour, or, if greater, by the cumulative increase in the cost of living measured by the Consumer Price Index (CPI), with no CPI adjustment for any one-year period greater than 3%. [NOTE: This measure was passed in the November 2004 election. In Nevada, constitutional amendments must be passed in two consecutive general elections before they may take effect. Therefore, Question 6 also appeared on the November 2006 ballot and approved.</p>		<p>CPI adjustment for any one-year period may be greater than 3%. The Governor or the State agency designated by the Governor shall publish a bulletin by April 1 of each year announcing the adjusted rates, which shall take effect the following July 1. Tips or gratuities received by employees shall not be credited as being any part of or offset against the wage rates required by this section.</p>
<p><b>New Hampshire</b></p>	<p><b>\$6.50</b></p>	<p><u>HB 514</u> - This bill increases the minimum wage on September 1, 2007 to \$6.50, and on September 1, 2008 to \$7.25. The bill also removes the \$2.38 cash wage language and states that employees cannot receive less than 45% of the minimum wage. Therefore, the cash wage would be \$2.93 in Sept. 2007 and \$3.26 in Sept. 2008.</p> <p>Effective July 2007</p>		
<p><b>New Jersey</b></p>	<p><b>\$7.15</b></p>			
<p><b>New Mexico</b></p>	<p><b>\$5.85</b></p>		<p><u>SB 324</u> – As of 02/02/07 Passes Senate (35-Y 7-N). The legislation has been referred to the House Labor &amp; Human Resources Comm.</p> <p><u>SB 324</u> - Increases the state minimum wage in two phases – first to \$6.50 an hour, then to \$7.50 an hour on January 1, 2009. The bill also would preempt local increases for 5 years, but would preserve all local increases in effect as of January 1, 2007.</p>	<p>On January 1, 2009 and on January 1 of each successive year, the minimum wage rate shall be increased by the increase in the cost of living. The increase in the cost of living shall be measured by the percentage increase as of August of the immediately preceding year over the level as of August of the previous year of the consumer price index for all urban consumers, United States city average for all items, or its successor index as published by the United States department of labor or its successor agency, with the amount of the</p>

				minimum wage increase rounded to the nearest multiple of five cents (\$.05). The labor and industrial division of the labor department shall publish by November 1 of each year the adjusted minimum wage rates that shall take effect the following January 1."
<b>New York</b>	<b>\$7.15</b>		<a href="#">Bill Search (AB 2774)</a> - Establishes a training wage equal to 85 percent of the state minimum wage or federal minimum wage, whichever is greater, that may be paid to a youth who has no prior job experience; provides that no youth may be paid a training wage for more than 180 days.	
<b>North Carolina</b>	<b>\$6.15</b>		<a href="#">HB 1712</a> would increase the current minimum wage of \$6.15 based on increases in the CPI-U. The wage would then be increased every year following, based on any increases in the CPI-U.  <a href="#">HB 1709</a> is a bill to increase the state minimum wage to \$7.25 per hour and provide for automatic adjustments based upon increases in the Consumer Price Index.	The increase in the cost of living shall be measured by the percentage increase of the consumer price index (all urban consumers, U.S. city average for all items), CPI-U, or its successor index, as calculated by the U.S. Department of Labor for the 12 months preceding the previous September 1.
<b>North Dakota</b>	<b>\$5.85</b>	<a href="#">HB 1454</a> - Increases the minimum wage to \$5.85 per hour on the effective date of this act; twelve months after the effective date of this Act, a wage of at least \$6.55 per hour; and effective twenty-four months after the effective date of this Act, a wage of at least \$7.25 per hour. The effective date of this Act is tied to the date a new federal minimum wage takes effect.		
<b>Ohio</b>	<b>\$6.85</b>	* 2006 Every employer shall pay their employees a wage rate of not less than \$6.85 per hour beginning January 1, 2007. On the thirtieth day of each September, beginning in 2007, this state minimum wage rate shall be increased effective the first day of the following January by the rate of inflation.		The rate of inflation for the twelve month period prior to that September according to the consumer price index or its successor index for all urban wage earners and clerical workers for all items as calculated by the federal government rounded to the nearest five cents.

<p><b>Okalahoma</b></p>	<p><b>\$5.85</b></p>	<p><a href="#">Bill Search (HB 2028)</a> - Increases the minimum wage through October 31, 2007, to a wage not less than the current federal minimum wage.</p> <p><a href="#">Bill Search (HB 2126)</a> - Increases the minimum wage to \$6.50 or the current federal minimum wage whichever is greater on July 1, 2007. Beginning July 1, 2008, and every year thereafter, the wage would increase to a wage not less than \$7.15 or the current federal minimum wage, whichever is greater. In 2009, the minimum wage would be adjusted annually based on the rate of inflation according to the Consumer Price Index.</p> <p><a href="#">Bill Search (HB 2027)</a> - Increases the state minimum wage to \$6.50 an hour, starting September 1, 2007. January 1, 2008, the minimum wage will be increased by the rate of inflation – as measured by the Consumer Price Index.</p> <p><a href="#">Bill Search (SB 1030)</a> - Increases the minimum wage to \$5.85 an hour, beginning on January 1, 2008; \$6.55 an hour, beginning January 1, 2009; \$7.25 an hour beginning January 1, 2010</p> <p><a href="#">Bill Search (HB 1841)</a> - Would tie the wage to any increases in the federal minimum wage through December 31, 2007. Beginning January 1, 2008, the wage would increase to \$6.15 an hour or the current federal minimum wage, whichever is greater; Beginning January 1, 2009, the wage would increase to \$7.15 an hour or the current federal minimum wage, whichever is greater; and beginning January 1, 2010, the minimum wage would be automatically adjusted each January 1, by multiplying the minimum wage in effect on the prior December 31 by the percentage of the national congressional pay raises that occurred during the previous year, adding this amount of increase to the minimum wage from the previous year, and rounding off the product to the nearest five cents (\$0.05), or the current federal minimum wage, whichever is greater.</p> <p><a href="#">Bill Search (HB 2036)</a> – Would require emergency implementation of a wage increase to no less than the current federal minimum wage for all hours worked through October 31, 2007</p> <p><a href="#">Bill Search (HB 1458)</a> - Increases the minimum wage from November 1, 2007 through December 31, 2007, to a wage not less than the current federal minimum wage.</p> <p><a href="#">Bill Search (HB 1311)</a> - Requires that the minimum wage be equal to the federal minimum wage between November 1 and December 31, 2007. On January 1, 2008 and each January 1 thereafter, the wage is to be increased by the rate of inflation</p>	<p>Beginning January 1, 2008, the minimum wage shall be automatically adjusted each January 1, by multiplying the minimum wage in effect on the prior December 31 by the percentage of the national percentage of inflation that occurred during the previous year, adding this amount of increase to the wage from the previous year, and rounding off the product to the nearest five cents (\$0.05), or the current federal minimum wage, whichever is greater. The Department of Labor shall publish the automatically adjusted minimum wage on its website.</p> <p>Alternative adjustment: The minimum hourly wage rate shall be adjusted, rounding to the nearest multiple of five cents (\$.05) effective on July 1, 2009, and effective July 1 of each year thereafter. Such annual adjustment shall be based on the annual percentage change, if any, between January 1 and December 31 of the calendar year ending prior to the adjustment in the Consumer Price Index-All Urban Consumers (CPI-U) or a successor index, compiled by the Bureau of Labor Statistics of the United States Department of Labor. The Commissioner of the Oklahoma Department of Labor shall certify the amount no later than sixty (60) days prior to the July 1 adjustment, provided, if the federal minimum wage is raised at any time, then the minimum wage in this state shall be the higher of the federal minimum wage or the current minimum wage of this state.</p> <p>Alternative adjustment: Beginning January 1, 2010, the minimum wage shall be automatically adjusted each January 1, by multiplying the minimum wage in effect on the prior December 31</p>
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			<p>from the previous year, as measured by the CPI.</p> <p><a href="#">Bill Search (SB 418)</a> - Increases the minimum wage to \$6.65 or the current federal minimum wage for all hours worked, whichever is higher. The bill contains no tip credit language, and it removes the exemption provided to employees that are subject to FLSA components that are not enacted within Oklahoma's minimum wage statute.</p> <p><a href="#">Bill Search (SJR 9)</a> - Creates a legislative referendum that would require that no employer within the State of Oklahoma pay any employee a wage of less than current federal minimum wage for all hours worked.</p>	<p>by the percentage of the national congressional pay raises that occurred during the previous year, adding this amount of increase to the minimum wage from the previous year, and rounding off the product to the nearest five cents (\$0.05), or the current federal minimum wage, whichever is greater. The Department of Labor shall publish the automatically adjusted minimum wage on its website.</p>
<b>Oregon</b>	<b>\$7.80</b>	<p>** 2002</p> <p>Election General 2002: Ballot Measure 25 amends Oregon statutes to increase the state minimum hourly wage to \$6.90 for calendar year 2003. For calendar year 2004 and beyond, the measure requires the minimum hourly wage to be adjusted annually for inflation.</p>		<p>Annual adjustments to the minimum wage based on increases in the Consumer Price Index (CPI). The annual adjustment is to be calculated every September, rounded to the nearest five cents and becomes effective the following January. The CPI increased by 3.8 percent which translates into a 30-cent-increase under this formula</p>
<b>Pennsylvania</b>	<b>\$7.15</b>	<p>\$7.15 July 2007</p>	<p><a href="#">HB 349</a> -Increases the minimum wage to \$8.15 on 01/08, \$8.75 on 01/09, and \$9.35 on 01/10. Beginning 01/11 the minimum wage shall increase by the annual cost of living.</p>	<p>Beginning January 1, 2011, and each year thereafter the minimum wage required under this section shall be increased by an annual cost-of-living adjustment calculated by applying the percentage change in the Consumer Price Index for All Urban Consumers (CPI-U) for the Pennsylvania, New Jersey, Delaware and Maryland area, for the most recent 12-month period for which figures have been officially reported by the United States Department of Labor, Bureau of Labor Statistics immediately prior to the date the adjustment is due to take effect, to the then current minimum wage.</p>
<b>Rhode Island</b>	<b>\$7.40</b>		<p><a href="#">HB 5332</a> - Would increase the minimum wage to \$7.75 and hour in 2008 and to \$8.00 and hour in 2009. The wage would then be indexed to inflation starting in 2010.</p> <p><a href="#">SB 52</a> - Would require that the current minimum wage of \$7.40 be increased by any increases in the CPI-W (not to</p>	<p>The minimum wage commencing January 1, 2010, and on each January 1st thereafter, the department of labor and training shall calculate an adjusted minimum wage rate by the rate of inflation.</p>

			<p>exceed 3%) commencing on January 1, 2008, and on each January 1st thereafter.</p>	<p>The adjusted minimum wage rate shall be calculated to the nearest cent using the consumer price index for urban wage earners and clerical workers. CPI-W, or a successor index, for the previous year as calculated for the northeast region by the United States department of labor. Each adjusted minimum wage rate so calculated shall take effect on January 1st of the proceeding year. Provided, however, that the minimum wage commencing January 1, 2008, and on each January 1st thereafter, the department of labor and training shall calculate an adjusted minimum wage rate to maintain employee purchasing power by increasing the current year's minimum wage rate by the rate of inflation up to but not more than three percent (3%).</p>
<p><b>South Carolina</b></p>	<p><b>\$5.85</b></p>		<p><a href="#">HB 3184</a> - A resolution stating that the members of the General Assembly, memorialize the Congress of the United States to raise the federal minimum wage to \$7.00 an hour or more.</p> <p><a href="#">HB 3163</a> - Increases the state minimum wage to \$7.00 an hour or to the federal minimum wage, whichever is higher.</p> <p>Subsection (A) - An employer with fewer than 100 employees for a workweek of thirty-five hours or more and who, in the tax year immediately preceding paid wages to an employee in an amount that averaged less than the wages required this wage increase, may claim a credit against taxes imposed pursuant to this act as provided in subsection (B).</p> <p>Subsection (B) - For each employee paid wages in an amount less than the wages required by the wage increase, the tax credit provided in subsection (A) is computed by multiplying the total number of those employees times the difference in the wages paid each employee in the taxable year before the increase and the wages paid as required by the wage increase for the twelve months following the effective date of this section."</p> <p>Profile: <a href="#">HB 3022</a> - to increase the minimum wage to \$7.25 upon Governor approval. The legislation includes local preemption. States that the wage does</p>	

			<p>not apply to tipped employees (likely would retain federal cash wage).          Prefile: <a href="#">SB 102</a>, legislation to increase the minimum wage to \$6.15 and prevents localities from imposing higher minimum wage on those subject to the FLSA. Would be effective upon approval of Governor.</p> <p>Both bills have been referred to the House Labor, Commerce and Industry Committee.</p>	
<b>South Dakota</b>	<b>\$5.85</b>		<p><a href="#">SB 207</a> - Increases the minimum wage to \$5.85 on July 1, 2007 (or sooner if the Federal goes up first), to \$6.55 twelve months later and \$7.25 twenty-four months later. The cash wage remains at \$2.13.</p>	
<b>Tennessee</b>	<b>\$5.85</b>		<p><a href="#">SJR 47</a> - Constitutional amendment establishing a state minimum wage. The wage can be no less than the federal minimum wage, but gives the state authority to increase the wage at any time. The bill does not mention a tip credit.</p> <p><a href="#">HB 62</a> - would establish a minimum wage of \$6.15 per hour. The cash wage would remain at \$2.13 per hour, unless modified by the FLSA.</p> <p><a href="#">SB 155</a> - would establish a minimum wage of \$6.15 per hour. The cash wage would remain at \$2.13 per hour, unless modified by the FLSA.</p> <p><a href="#">HB 23</a> - Would enact the Tennessee Minimum Wage Act, setting the minimum wage rate at \$6.15 per hour. The cash wage would be set at \$3.13 per hour for tipped employees.</p>	<p>The minimum wage would equal the federal minimum wage as adjusted to reflect the percentage increase in the average consumer price index for the period of the five consecutive, full calendar years of congressional inaction. The amount of the Tennessee minimum wage shall be established by the department and shall equal the federal minimum wage as adjusted to reflect the percentage increase in the average consumer price index [(all items-city average) as published by the United States department of labor, bureau of labor statistics], for the period of the five (5) consecutive, full calendar years of congressional inaction. On February 1st each year thereafter, the Tennessee minimum wage shall be adjusted by the department to reflect the percentage increase in such average consumer price index for the previous calendar year</p>
<b>Texas</b>	<b>\$5.85</b>		<p><a href="#">HB 936</a> - On October 1, 2007, and each following October 1, the commission shall adjust the minimum wage (state would follow the federal minimum wage) for inflation. The adjusted minimum wage rate shall be computed to the nearest cent using the CPI-W.</p> <p><a href="#">SB 207</a> - Allows a county or municipality to establish a minimum wage greater than the minimum wage established by the state or federal government.</p> <p><a href="#">HB 451</a> - Increases the minimum wage to \$6.15 an hour on September 1, 2007 and to \$7.15 an hour on September 1, 2008.</p>	<p>On October 1, 2007, and each following October 1, the commission shall adjust the minimum wage for inflation. The adjusted minimum wage rate shall be computed to the nearest cent using the consumer price index for urban wage earners and clerical workers (CPI-W), as computed by the United States Department of Labor for the preceding 12 months, or an</p>

			<p>Beginning on January 1, 2009 and each successive year, the minimum wage will be increased by any percentage increase in the Consumer Price Index for all urban wage earners and clerical workers (CPI-W).</p> <p>Profile: <a href="#">HB 49</a>, legislation to increase the minimum wage to \$6.25 on Sept. 1, 2007 and \$7.25 on Sept. 1, 2008.</p> <p>Profile: <a href="#">HB 193</a>, legislation to increase the minimum wage to \$6.00 on Sept. 1, 2007.</p> <p>Profile: <a href="#">HB 236</a>, legislation to increase the minimum wage to \$6.15 on Sept. 1, 2007.</p> <p>Profile: <a href="#">HB 262</a>, legislation to increase the minimum wage rate to \$6.65 on Sept. 1, 2007 and \$7.65 on Sept 1, 2008. Directs the Labor Commission to release annual indexing rate, according to the CPI-W on Oct. 1, 2008 and each year thereafter. The increase would then become effective January 1, 2009 and each January thereafter.</p> <p>Profile: <a href="#">HB 327</a>, legislation to increase the minimum wage to \$5.85 on Sept. 1, 2007; \$6.55 on Sept. 1, 2008; and \$7.25 on Sept. 1, 2009.</p> <p>Profile: <a href="#">SB 95</a>, legislation to increase the minimum wage to \$6.15 on September 1, 2007 and \$7.15 on September 1, 2008. Provides for yearly indexing according to the consumer price index for urban wage earners and clerical workers (CPI-W), beginning January 1, 2009.</p> <p>The Texas legislature convenes January 9th.</p>	<p>analogous index adopted by the commission by rule.</p>
<p><b>Utah</b></p>	<p><b>\$5.85</b></p>		<p>HB 249 - Would increase the cash wage for tipped employees to \$4.65 on January 1, 2008. The legislation further indexes the cash wage according to increases in the minimum wage each January thereafter.</p> <p><a href="#">SB 27</a> - An employer in the hotel, motel, tourist place, and restaurant industry shall not employ a service or tipped employee at a basic wage rate less than \$3.79 an hour, and beginning January 1, 2008, and on each January 1 thereafter, this basic tip wage rate shall be increased at the same percentage rate as the minimum wage rate.</p>	<p>"Consumer Price Index" means the consumer price index for the United States city average of urban wage earners and clerical workers, or a successor index using all items as determined by the United States Department of Labor.</p> <p>The commission shall calculate the adjusted minimum wage as follows: For January 1, 2009, the commission shall calculate by no later than October 1, 2008, the adjusted minimum wage by increasing to the nearest cent \$7.25 by a percentage equal to the positive annual change, if any, in the consumer price index for</p>

				the 12-month period ending on August 30, 2008; and beginning for January 1, 2010, the commission shall calculate by no later than the immediately preceding October 1, the adjusted minimum wage by increasing to the nearest cent the adjusted minimum wage in the year that the calculation is being made by a percentage equal to the positive annual change, if any, in the consumer price index for the 12-month period ending on August 30 in the year the adjusted minimum wage is being calculated.
<b>Vermont</b>	<b>\$7.53</b>	** only COLA passed by a state legislature		Annual cost-of-living adjustment increase based on the rate of inflation (CPI-U)
<b>Virginia</b>	<b>\$5.85</b>		<p><a href="#">HB 3054</a> - On July 1, 2007, the minimum wage would increase to the greater of \$6.15 per hour or the federal minimum wage as prescribed by the FLSA. From and after July 1, 2008, the wage would increase to the greater of \$7.25 per hour or the federal minimum wage as prescribed by the FLSA.</p> <p><a href="#">SB 1327</a> - Increases the minimum wage on July 1, 2007, to the greater of \$6.50 per hour or the federal minimum wage as prescribed by the FLSA.</p> <p><a href="#">SB 1277</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$6.15 per hour effective July 1, 2007, and to \$7.25 per hour effective July 1, 2008, unless a higher minimum wage is required by the federal Fair Labor Standards Act.</p> <p><a href="#">HB 2849</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$6.15 per hour effective July 1, 2007, and to \$7.25 per hour effective July 1, 2008, unless a higher minimum wage is required by the federal Fair Labor Standards Act.</p> <p><a href="#">HB 2873</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$7.25 per hour effective July 1, 2007, unless a higher minimum wage is required by the federal Fair Labor Standards Act.</p> <p><a href="#">HB 2508</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$5.85 per hour effective July 1, 2007, to \$6.55 per hour effective July 1, 2008, and to \$7.25 per hour effective July 1, 2009, unless a</p>	For the 12-month period commencing July 1, 2010, and each subsequent 12-month period, every employer shall pay to each of his employees wages at a rate not less than the minimum wage rate in effect during the preceding 12-month period as adjusted by the rate of change in the Consumer Price Index as reported by the Bureau of Labor Statistics of the United States Department of Labor for the immediately preceding calendar year, which rate shall be determined annually by the Commissioner.

			<p>higher minimum wage is required by the federal Fair Labor Standards Act.  <a href="#">HB 2738</a> - Repeals the existing exclusion for persons who have reached age 65 from the definition of an employee under the Virginia Minimum Wage Act.  <a href="#">HB 2004</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$6.15 per hour effective July 1, 2007; to \$7.15 per hour effective July 1, 2008; and to \$8.15 per hour effective July 1, 2009. For subsequent years, the minimum wage will be adjusted annually on July 1 to reflect changes in the Consumer Price Index for the preceding calendar year, as determined by the Commissioner of Labor and Industry.  <a href="#">SB 766</a> - Increases the minimum wage from its current federally mandated level of \$5.15 per hour to \$6.15 per hour effective July 1, 2007, unless a higher minimum wage is required by the federal Fair Labor Standards Act.          Prefile: <a href="#">HB 1654</a>, legislation to increase the minimum wage to \$6.25 on July 1, 2007 and \$7.00 on July 1, 2008.           Prefile: <a href="#">HB 1651</a> to increase the minimum wage to \$6.15 on July 1, 2007 and \$7.15 on July 1, 2008. No tip credit language is included.           Prefile: <a href="#">HB 1634</a>, to increase the minimum wage for those 19 year of age and older to \$6.00 on July 1, 2007; \$6.45 on July 1, 2008 and \$7.00 on July 1, 2009. Provides that employers may pay employees 18 year of age and younger the federal minimum wage rate.</p>	
<p><b>Washington</b></p>	<p><b>\$7.93</b></p>	<p>* *1998          1998 ballot based on consumer price index for urban wage earners and clerical workers</p>	<p><a href="#">HB 1119</a> - Increases the minimum wage each year by the sum of the percentage increase in the CPI-W and the average annual percentage increase in per capital personal income for the prior two calendar years as calculated by the United States department of commerce bureau of economic analysis.</p>	<p>On September 30, 2007, and on each following September 30th, the department of labor and industries shall calculate an adjusted minimum wage rate to maintain employee purchasing power by increasing the current year's minimum wage rate by the rate of inflation. Each adjusted minimum wage rate calculated under this subsection takes effect on the following January 1st. The adjusted minimum wage rate shall be calculated to the nearest cent using the sum of: The percentage increase in the consumer price index for urban wage earners and clerical workers, CPI-W, or a successor index, for the twelve months prior to each September 1st as calculated</p>

				by the United States department of labor; and The average annual percentage increase in per capital personal income for the prior two calendar years as calculated by the United States department of commerce bureau of economic analysis. The director shall by ((regulation)) rule establish the minimum wage for employees under the age of eighteen years
<b>West Virginia</b>	<b>\$5.85*** Applies to very few employees</b>	\$6.55 June 2007 \$7.25 June 2008	<a href="#">SB 444</a> - The purpose of this bill is to remove certain exceptions in the definitions of employer and employee covered by the West Virginia minimum wage law. This would extend the recent minimum wage increase to more workers.	
<b>Wisconsin</b>	<b>\$6.50</b>		<a href="#">AB 274</a> would increase the minimum wage to \$7.25 on Sept. 1, 2007. The bill would also increase the cash wage from \$2.33 to \$2.60. The bill also contains an indexing provision. <a href="#">SB 130</a> would increase the minimum wage to \$7.25 on Sept. 1, 2007. The bill would also increase the cash wage from \$2.33 to \$2.60. The bill also contains an indexing provision.	
<b>Wyoming</b>	<b>5.85</b>		<a href="#">SB 122</a> – Increases the minimum wage to \$7.25 per hour, as adjusted every five (5) years, beginning January 1, 2012, by the cumulative comparative cost-of-living index for Wyoming. HB 80 died on the House floor, as it was not brought up for debate. SF 122 died without a committee hearing. <a href="#">HB 80</a> - Effective April 1, 2007, the cash wage would be increased from its current value of \$2.13 an hour to \$5.15 an hour. Similar legislation did not pass last session.	The cost of living index is determined by the division of economic analysis, department of administration and information for the five (5) year period, effective July 1, 2007.