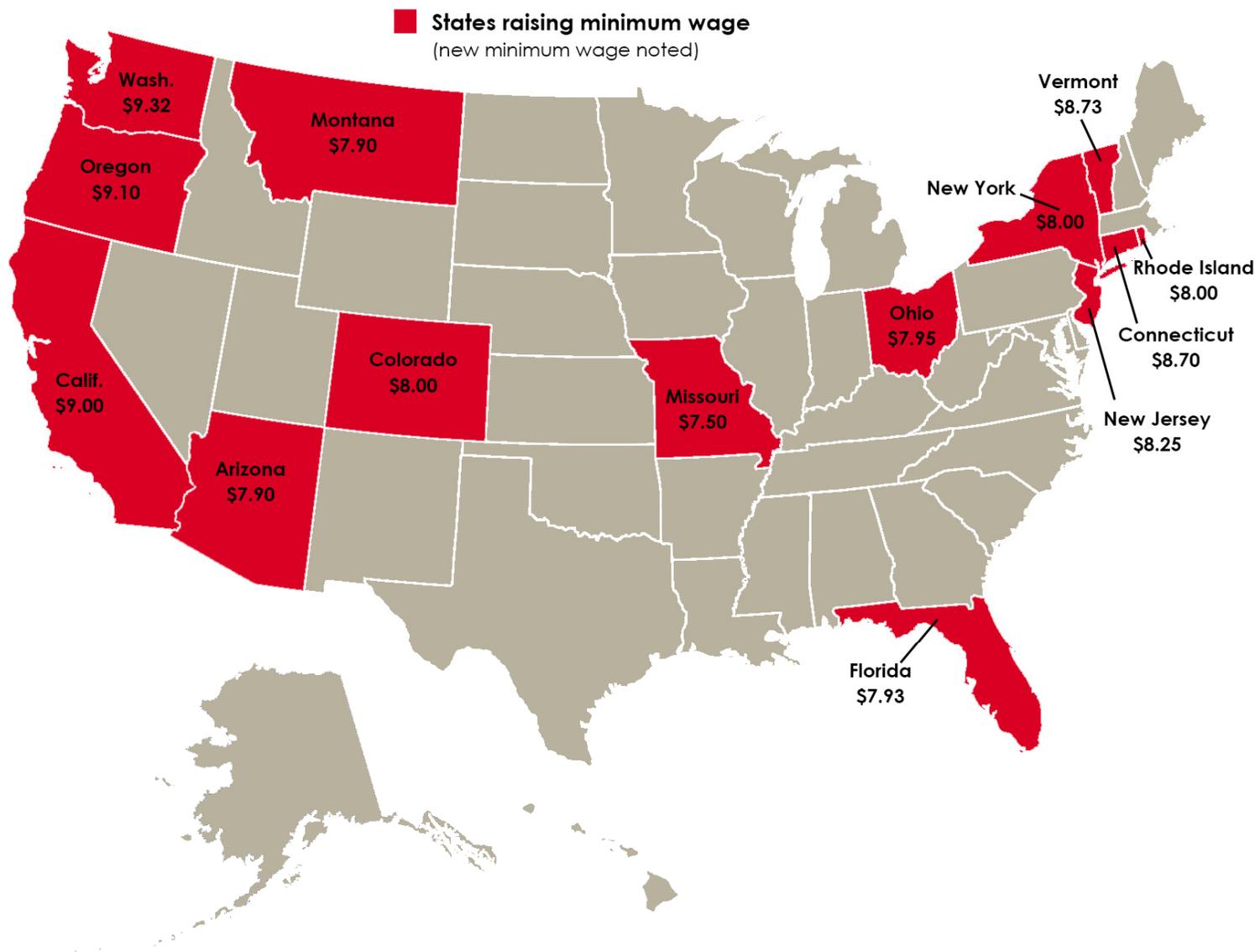


State Minimum Wage Increases for 2014

December, 2013 | Sara Jodka

Click on a state below to find out when that state's minimum wage is increasing.



Come Jan. 1, 2014, the federal minimum wage rate will remain at \$7.25 per hour for non-tipped employees, and \$2.13 per hour for tipped employees. As of Jan. 1, 2013, 19 states and the District of Columbia had minimum wage rates higher than the federal minimum wage rate. In 2014, not only will that number grow to 20 states with New Jersey increasing its minimum wage to \$8.25 via constitutional amendment, but a number of states will see their minimum wage rates increase further. New York's minimum wage will increase on Dec. 31, 2013; 11 states will increase their minimum wage rates on Jan. 1, 2014, Arizona, Colorado, Connecticut, Florida, Missouri, Montana, Ohio, Oregon, Rhode Island, Washington and Vermont; and California's minimum wage will increase on July 1, 2014.

Colorado, Florida, New Jersey, Nevada and Ohio link their minimum wage rates to the consumer price index and have all amended their state constitutions to address cost-of-living adjustments to their minimum wage rates. New York and Connecticut are phasing in increases to their minimum wage rates over the next two years that will result in a \$9.00 minimum wage in those states. Washington remains the state with the highest minimum wage rate in the nation with a rate of \$9.19 per hour.

Arizona:

Effective Jan. 1, 2014. The Industrial Commission of Arizona [announced](#) that the minimum wage will increase from \$7.80 to \$7.90 per hour for non-exempt employees. The minimum wage for tipped employees increases from \$4.80 to \$4.90 per hour, plus tips. The Industrial Commission also updated Minimum Wage Posters, in both [English](#) and [Spanish](#), to reflect the new rate.

California:

Effective July 1, 2014. [A.B. 10](#) requires that the state minimum wage increase from \$8.00 to \$9.00 per hour for non-exempt employees. The minimum wage is also scheduled to increase, on Jan. 1, 2016, to \$10 per hour.

Colorado:

Effective Jan. 1, 2014. The Colorado Department of Labor and Employment [announced](#) it has adopted Minimum Wage Order 30, which will govern minimum wages in 2014. The state's minimum wage will increase from \$7.78 to \$8.00 per hour.

Connecticut:

Effective Jan. 1, 2014. [SB 387](#) requires that the state minimum increase from \$8.25 to \$8.70 per hour for non-exempt employees. The minimum wage is also scheduled to increase to \$9.00 per hour on Jan. 1, 2015.

Florida:

Effective Jan. 1, 2014. The Department of Economic Opportunity announced that the minimum wage will increase from \$7.79 to \$7.93 per hour. The minimum wage for tipped employees increases from \$4.77 per to \$4.91 per hour, plus tips.

Missouri:

Effective Jan. 1, 2014. The Missouri Department of Labor announced the state's minimum wage rate for 2014 will rise from \$7.35 to \$7.50. All businesses are required to pay at minimum, the \$7.50 hourly rate, except retail and service businesses whose annual gross sales are less than \$500,000. Employers are required to pay tipped employees at least 50 percent of the minimum wage (\$3.75 per hour), or the amount necessary to bring the employee's total compensation to a minimum of \$7.50 per hour. The Department also updated Minimum Wage Posters, in both [English](#) and [Spanish](#), to reflect the new rate for 2014, which employers are required to post in a conspicuous and accessible place at the business.

Montana:

Effective Jan. 1, 2014. The Department of Labor & Industry [announced](#) that the minimum wage will increase from \$7.80 to \$7.90 per hour for non-exempt employees. A copy of Montana's 2014 Minimum Wage Poster is available [here](#).

New Jersey:

Effective Jan. 1, 2014. On Nov. 5, 2013, New Jersey voters approved a constitutional amendment increasing the state's minimum wage by \$1, from \$7.25 to \$8.25. Future increases will be tied to inflation. With the constitutional amendment, New Jersey will become the 20th state to establish a minimum wage higher than the federal minimum of \$7.25.

New York:

Effective Dec. 31, 2013. [A 3007 & S 2607](#) require that the state minimum wage increase from \$7.25 to \$8.00 per hour for non-exempt employees. The minimum wage is also scheduled to increase to \$8.75 per hour on Dec. 31, 2014, and to \$9.00 on Dec. 31, 2015. New York's Minimum Wage 2014 Posters are by industry and available [here](#). Recorded webinars, which were held Nov. 12-15 on the issue, are available [here](#).

Ohio:

Effective Jan. 1, 2014. The Department of Commerce [announced](#) that the minimum wage will increase from \$7.85 to \$7.95 per hour for non-tipped employees. The minimum wage also increases from at least \$3.93 to at least \$3.98 per hour, plus tips, for tipped employees. The 2014 minimum wage provisions only apply to business with annual gross receipts of more than \$292,000 per year. A copy of Ohio's 2014 Minimum Wage Poster is available [here](#).

Oregon:

Effective Jan. 1, 2014. The Bureau of Labor & Industries announced that the minimum wage will increase from \$8.95 to \$9.10 per hour for non-exempt employees. The Bureau of Labor & Industries also updated Minimum Wage Posters, in both [English](#) and [Spanish](#), to reflect the new rate.

Rhode Island:

Effective Jan. 1, 2014. [H 5079](#) & S 256 require that the minimum wage increase from \$7.75 to \$8.00 per hour for non-exempt employees. Rhode Island permits employers to apply a tip credit toward satisfying its minimum wage obligations for tipped employees, and sets a minimum cash wage tipped employees must be paid; however, that statute was not amended, so the minimum cash wage a tipped employee must be paid remains \$2.89 per hour. The tip credit an employer may apply for will increase from \$4.86 to \$5.11 per hour.

Vermont:

Effective Jan. 1, 2014. The Commissioner of the Vermont Department of Labor has [determined](#) that the minimum wage in Vermont will increase from \$8.60 to \$8.73 per hour in accordance with Vermont Statutes, Title 21, Chapter 5, Section 384. The basic tip wage rate for service and tipped employees--hotel, motel, tourist place and restaurant employees who customarily and regularly receive more than \$120 per month in tips for direct and personal customer service--will increase to \$4.23 per hour. The maximum tip credit allowed for 2014 is \$4.50 per hour. In addition, the Vermont Department of Labor has updated room and board deduction rates and an employer will be entitled to deduct from the wages earned an allowance for meals and lodging actually furnished and accepted as follows: breakfast, \$2.94; lunch, \$3.30; dinner, \$3.67; full board, \$9.91 daily or \$69.37 weekly; nightly lodging, \$4.04; full room, \$24.30, weekly; and full room and board, \$83.93 weekly.

Washington:

Effective Jan. 1, 2014. The Department of Labor & Industries [announced](#) that the minimum wage will increase from \$9.19 to \$9.32 per hour for non-exempt employees.

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