

Raises from Coast to Coast in 2018: **Workers in 18 States and 19 Cities and Counties** **Seeing Minimum Wage Increases on January 1,** **Many of Them to Rates of \$12 to \$15 an hour**

Twenty-One Additional Jurisdictions Are Raising Pay Later in the Year, and New Campaigns Are Underway in 17 More States and Cities

Workers across the country will receive badly needed raises on January 1st as states and cities from coast to coast implement minimum wage increases. Once they are fully phased in, 15 million workers will see long overdue raises—many to levels of \$12 to \$15 an hour. And new campaigns are launching across the country to bring wage increases to more states and cities.

Here is a summary of what to expect in 2018:

- Minimum wages will increase in **18 states and 19 cities on January 1.** (Table 2)
 - In **13 cities, the minimum wage is already \$12 or higher**, including New York City with \$13, Washington, DC with \$12.50, and many California cities.
 - **Several Silicon Valley cities, including Sunnyvale and Mountain View, will raise their minimum wages to \$15 on January 1**, joining Seattle and SeaTac, Washington. Later this year, San Francisco, Berkeley and Emeryville, CA will join them with \$15 minimum wages, and New York City will follow on December 31, 2018.
 - In a total of **6 states and 17 cities and counties, the increases will eventually reach \$12 to \$15 an hour** once they are phased in over the next few years.
- **Later in 2018, 3 more states and 18 cities and counties** will follow with more minimum wage increases, bringing the **2018 totals to 21 states and 35 citiesⁱ and counties.** (Table 3)
- By the time these multi-year minimum wage increases are fully phased in, **15.5 million workers will receive raises.**
- **Campaigns to raise the minimum wage are underway in at least 17 more states and cities**, including Massachusetts, New Jersey, Vermont, Illinois, Missouri, Michigan and Nevada. (Table 1)

ⁱ Two cities (Milpitas, CA and Minneapolis, MN) will raise their minimum wages twice in 2018, but are counted only once in this total.

Campaigns for Minimum Wage Increases Are Expected in at Least 14 States and 3 Cities in 2018-2020

Campaigns to raise the minimum wage are underway in at least 14 states and 3 cities. All are pushing for wage increases of \$12 to \$15 an hour. (See Table 1.) Leading campaigns include:

- **Massachusetts**, where the Raise Up Massachusetts coalition this month submitted over 139,000 signatures to put a \$15 minimum wage before voters on the 2018 ballot¹—and similar legislation will be introduced in the legislature.
- **New Jersey**, where Governor-Elect Phil Murphy has made a \$15 minimum wage a top priority for his incoming administration.²
- **Vermont**, where state Senate President Tim Ashe recently announced that a \$15 minimum wage is a “personal priority” for him in 2018.³
- **Maryland**, where, after Montgomery County approved the state’s first \$15 minimum wage in November,⁴ a campaign is underway for a statewide \$15 increase.
- **Missouri**, where, after the legislature reversed minimum wage increases in St. Louis and Kansas City, workers are campaigning to put a \$12 minimum wage on the 2018 statewide ballot.⁵
- **Illinois**, where the legislature this year passed the first \$15 state minimum wage in the Midwest, only to be blocked by Gov. Bruce Rauner’s veto.⁶
- **Michigan** where advocates are campaigning to place a \$12 minimum wage for all workers, including tipped workers, on the 2018 ballot.⁷
- **Nevada** where, after Gov. Brian Sandoval vetoed a minimum wage increase, the legislature referred a \$14 minimum wage increase to the state ballot. If it is passed a second time in 2019, it will go before voters in 2020.⁸
- **St. Paul, MN**, where, after Minneapolis approved the first \$15 city minimum wage in the Midwest which takes effect on January 1, advocates are campaigning to expand it to St. Paul.⁹

Table 1. State and Local Minimum Wage Campaigns, 2018 - 2020

Jurisdiction	Proposed Minimum Wage	Minimum Wage in 2018		Ballot or Legislative
		Full Minimum Wage	Tipped Minimum Wage	
Connecticut	\$15.00	\$10.10	\$6.38 or \$8.23	Legislative
Florida ¹⁰	\$15.00	\$8.25	\$5.23	Ballot
Hawaii	\$15.00	\$10.10	\$9.35	Legislative
Illinois ¹¹	\$15.00	\$8.25	\$4.65	Legislative
Maryland	\$15.00 (2022 - 23)	\$10.10	\$3.63	Legislative
Massachusetts ¹²	\$15.00 (2021)	\$11.00	\$3.75	Both
Michigan ¹³	\$12.00 (2022) + OFW	\$9.25	\$3.52	Ballot
Missouri ¹⁴	\$12.00 (2023)	\$7.85	\$3.93	Ballot
Nevada ¹⁵	\$14.00	To Be Announced	No tip credit	Ballot
New Jersey ¹⁶	\$15.00	\$8.60	\$2.13	Legislative
New York ¹⁷	OFW	\$10.40 - \$13.00	Varies	Administrative
Pennsylvania ¹⁸	\$15.00	\$7.25	\$2.13	Legislative
Rhode Island	\$15.00	\$10.10	\$3.89	Legislative
Vermont ¹⁹	\$15.00 (TBD)	\$10.50	\$5.25	Legislative
Redwood, CA ²⁰	\$15.00 (2019)	\$10.50 & \$10.00	No tip credit	Legislative
St. Paul, MN ²¹	\$15.00	\$9.50 & \$7.75	No tip credit	Legislative
Washington, DC ²²	OFW	\$12.50	\$3.33	Ballot

OFW refers to proposals to gradually eliminate the subminimum wage for tipped workers.

Table 2. State and Local Minimum Wage Increases On or Around January 1, 2018

Minimum Wage Laws in the \$12 - \$15 Range								
Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Arizona ²³	\$12.00 (2020)	\$10.50	\$7.50	01/01/2018	\$10.00	\$7.00	Second step	757,000 ²⁴
California ²⁵	\$15.00 (2022-23)	\$11.00 (large empl.) \$10.50 (small empl.)	No tip credit	01/01/2018	\$10.50 (large empl.) \$10.00 (small empl.)	No tip credit	Second step	5,489,000 ²⁶
Colorado ²⁷	\$12.00 (2020)	\$10.20	\$7.18	01/01/2018	\$9.30	\$6.28	Second step	420,000 ²⁸
Maine ²⁹	\$12.00 (2020)	\$10.00	\$5.00	01/01/2018	\$9.00	\$5.00	Second step	181,000 ³⁰
New York ³¹	\$15 (2018-21) <i>(standard)</i>	\$13.00 (NYC large) \$12.00 (NYC small) \$11.00 (Long Island and Westchester) \$10.40 (Upstate)	\$7.50 - \$11.05 (varies by firm size, region, industry & amount of earned tips)	12/31/2017	\$11.00 (NYC large); \$10.50 (NYC small); \$10.00 (Long Island and Westchester); \$9.70 (Upstate)	\$7.35-\$9.35 (varies by firm size, industry, region & amount of earned tips)	Second step	3,200,000 ³²
	\$15 (2018-21) <i>(fast food)</i>	\$13.50 (NYC) \$11.75 (rest of state)	No tip credit	12/31/2017	\$12.00 (NYC) \$10.75 (rest of state)	No tip credit	Third step	136,000 ³³
Washington State ³⁴	\$13.50 (2020)	\$11.50	No tip credit	01/01/2018	\$11.00	No tip credit	Second step	621,700 ³⁵
Flagstaff, AZ ³⁶	\$15.50 (2022) + One Fair Wage	\$11.00	\$8.00	01/01/2018	\$10.50	\$7.50	Second step	22,000 ³⁷
Cupertino, CA ³⁸	\$15.00 (2019)	\$13.50	No tip credit	01/01/2018	\$12.00	No tip credit	Second step	Included in CA estimate
El Cerrito, CA ³⁹	\$15.00 (2019)	\$13.60	No tip credit	01/01/2018	\$12.25	No tip credit	Third step	Included in CA estimate

Table 2. State and Local Minimum Wage Increases On or Around January 1, 2018

Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Los Altos, CA ⁴⁰	\$15.00 (2019)	\$13.50	No tip credit	01/01/2018	\$12.00	No tip credit	Second step	Included in CA estimate
Milpitas, CA ⁴¹	\$15.00 (2019)	\$12.00 (<i>January</i>) & \$13.50 (<i>July</i>)	No tip credit	01/01/2018 (& again in July)	\$11.00	No tip credit	Second & third steps	Included in CA estimate
Mountain View, CA ⁴²	\$15.00 (2018)	\$15.00	No tip credit	01/01/2018	\$13.00	No tip credit	Last step	Included in CA estimate
Oakland, CA ⁴³	\$12.25 (2015)	\$13.23	No tip credit	01/01/2018	\$12.86	No tip credit	CPI	Included in CA estimate
Palo Alto, CA ⁴⁴	\$15.00 (2019)	\$13.50	No tip credit	01/01/2018	\$12.00	No tip credit	Third step	Included in CA estimate
Richmond, CA ⁴⁵	\$15.00 (2019)	\$13.41	No tip credit	01/01/2018	\$12.30	No tip credit	Fourth step	Included in CA estimate
San Jose, CA ⁴⁶	\$15.00 (2019)	\$13.50	No tip credit	01/01/2018	\$12.00	No tip credit	Third step	115,000 ⁴⁷
San Mateo, CA ⁴⁸	\$15.00 (2019-20)	\$13.50 (standard) \$12.00 (nonprofit)	No tip credit	01/01/2018	\$12.00 (standard) \$10.50 (nonprofit)	No tip credit	Second step	Included in CA estimate
Santa Clara, CA ⁴⁹	\$15.00 (2019)	\$13.00	No tip credit	01/01/2018	\$11.10	No tip credit	Second step	Included in CA estimate
Sunnyvale, CA ⁵⁰	\$15.00 (2018)	\$15.00	No tip credit	01/01/2018	\$13.00	No tip credit	Last step	Included in CA estimate
Minneapolis, MN ⁵¹	\$15.00 (2022-24)	<i>January:</i> \$10.00 (large empl.) \$7.87 (small empl.) <i>July:</i> \$11.25 (large empl.) \$10.25 (small empl.)	No tip credit	01/01/2018 (& again in July) ⁵¹	\$9.50 (large empl.) \$7.75 (small empl.)	No tip credit	First & second steps	71,000 ⁵²

Table 2. State and Local Minimum Wage Increases On or Around January 1, 2018

Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
SeaTac, WA ⁵³	\$15.00 (2014) <i>(airport)</i>	\$15.64	No tip credit	01/01/2018	\$15.35	No tip credit	CPI	6,300 ⁵⁴
Seattle, WA ⁵⁵	\$15.00 (2017-21)	<i>Large employers:</i> \$15.45 (no benefits) \$15.00 (benefits) <i>Small employers:</i> \$13.00 (no benefits) \$11.50 (benefits)	<i>Large employers:</i> No tip credit <i>Small employers:</i> \$14 (no ben, tips) \$11.50 (benefits or \$2.50 in tips)	01/01/2018	<i>Large employers:</i> \$15.00 (no benefits) \$13.50 (benefits) <i>Small employers:</i> \$13.00 (no benefits) \$11.00 (benefits)	<i>Large employers:</i> No tip credit <i>Small empl.:</i> \$13 (no ben, tips) \$11 (ben/\$2 tips)	Fourth step & CPI	102,000 ⁵⁶
Tacoma, WA ⁵⁷	\$12.00 (2018)	\$12.00	No tip credit	01/01/2018	\$11.15	No tip credit	Last step	Included in WA estimate
Minimum Wage Laws Below \$12								
Alaska ⁵⁸	\$9.75 (2016)	\$9.84	No tip credit	01/01/2018	\$9.80	No tip credit	CPI	48,000 ⁵⁹
Florida ⁶⁰	Constitutional Amend. (2004)	\$8.25	\$5.23	01/01/2018	\$8.10	\$5.08	CPI	None (Pre-FF15)
Hawaii ⁶¹	\$10.10 (2018)	\$10.10	\$9.35	01/01/2018	\$9.25	\$8.50	Last step (standard)	99,000 ⁶²
Michigan ⁶³	\$9.25 (2018)	\$9.25	\$3.52	01/01/2018	\$8.90	\$3.38	Last step	940,000 ⁶⁴
Minnesota ⁶⁵	\$9.50 (<i>large</i>) \$7.75 (<i>small</i>) (2016)	\$9.65 (<i>large</i>) \$7.87 (<i>small</i>)	No tip credit	01/01/2018	\$9.50 (<i>large</i>) \$7.75 (<i>small</i>)	No tip credit	CPI	254,000 ⁶⁶
Missouri ⁶⁷	Ballot Initiative (2006)	\$7.85	\$3.93	01/01/2018	\$7.70	\$3.85	CPI	None (Pre-FF15)
Montana ⁶⁸	Ballot Initiative (2006)	\$8.30	No tip credit	01/01/2018	\$8.15	No tip credit	CPI	None (Pre-FF15)

Table 2. State and Local Minimum Wage Increases On or Around January 1, 2018

Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
New Jersey ⁶⁹	\$8.25 (2015)	\$8.60	\$2.13	01/01/2018	\$8.44	\$2.13	CPI	429,000 ⁷⁰
Ohio ⁷¹	Constitutional Amend. (2006)	\$8.30	\$4.15	01/01/2018	\$8.15 ⁷²	\$4.08	CPI	None (Pre-FF15)
Rhode Island ⁷³	\$10.50 (2019)	\$10.10	\$3.89 (no change)	01/01/2018	\$9.60	\$3.89	First step	Not available
South Dakota ⁷⁴	\$8.50 (2015)	\$8.85	\$4.43	01/01/2018	\$8.65	\$4.33	CPI	62,000 ⁷⁵
Vermont ⁷⁶	\$10.50 (2018)	\$10.50	\$5.25	01/01/2018	\$10.00	\$5.00	Last step	57,000 ⁷⁷
Albuquerque, NM ⁷⁸	\$8.50 (2013)	\$8.95	\$5.35	01/01/2018	\$8.80 ⁷⁹	\$5.30	CPI	None (Pre-FF15)
Bernalillo County, NM ⁸⁰	\$8.50 (2014)	\$8.85	\$2.13	01/01/2018	\$8.70 ⁸¹	\$2.13	CPI	Not available
Total Number of States & Localities								37
Number of Workers Impacted After Full Implementation								13,010,000

Table 3. State and Local Minimum Wage Increases Later in 2018

Minimum Wage Laws in the \$12 - \$15 Range								
Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Oregon ⁸²	\$14.75 (Portland) \$13.50 (standard) \$12.50 (rural) (2020)	\$12.00 (Portland) \$10.75 (Standard) \$10.50 (rural)	No tip credit	07/01/2018	\$10.25 (Portland) \$11.25 (standard) \$10.00 (rural)	No tip credit	Third step	623,300 ⁸³
Berkeley, CA ⁸⁴	\$15.00 (2018)	\$15.00	No tip credit	10/01/2018	\$12.53	No tip credit	Last step	Included in CA estimate, above
Emeryville, CA ⁸⁵	\$15.00 (2017-18)	\$15.60 (large empl.) \$15.00 (small empl.)	No tip credit	07/01/2018	\$15.20 (large empl.) \$14.00 (small empl.)	No tip credit	Last step	Included in CA estimate, above
Los Angeles, CA ⁸⁶	\$15.00 (2020-21)	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	07/01/2018	\$12.00 (large empl.) \$10.50 (small empl.)	No tip credit	Third step	609,000 ⁸⁷
Los Angeles County, CA ⁸⁸	\$15.00 (2020-21)	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	07/01/2018	\$12.00 (large empl.) \$10.50 (small empl.)	No tip credit	Third step	Included in CA estimate, above
Malibu, CA ⁸⁹	\$15.00 (2020-21)	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	07/01/2018	\$12.00 (large empl.) \$10.50 (small empl.)	No tip credit	Third step	Included in CA estimate, above
Milpitas, CA ⁹⁰	\$15.00 (2019)	\$12.00 (January) & \$13.50 (July)	No tip credit	07/01/2018 (& earlier in Jan.)	\$11.00	No tip credit	Second & third steps	Included in CA estimate, above
Pasadena, CA ⁹¹	\$15.00 (2020) (expected)	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	07/01/2018	\$12.00 (large empl.) \$10.50 (small empl.)	No tip credit	Third step	Included in CA estimate, above
San Francisco, CA ⁹²	\$15.00 (2018)	\$15.00	No tip credit	07/01/2018	\$14.00	No tip credit	Last step	142,000 ⁹³
San Leandro, CA ⁹⁴	\$15.00 (2020)	\$13.00	No tip credit	07/01/2018	\$12.00	No tip credit	Second step	Included in CA estimate, above

Table 3. State and Local Minimum Wage Increases Later in 2018

Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Santa Monica, CA ⁹⁵	\$15.00 (2020-21) \$15.37 (2017, hotel industry)	\$13.25 (large empl.) \$12.00 (small empl.) To Be Announced (hotel)	No tip credit	07/01/2018	\$12.00 (large empl.) \$10.50 (small empl.) \$15.66 (hotel)	No tip credit	Third step & CPI	Included in CA estimate, above
Washington, DC ⁹⁶	\$15.00 (2020) + \$5.00 tipped	\$13.25	\$3.89	07/01/2018	\$12.50	\$3.33	Third step	114,000 ⁹⁷
Chicago, IL ⁹⁸	\$13.00 (2019)	\$12.00	To Be Announced	07/01/2018	\$11.00	\$6.10	Fourth step & CPI (tipped)	410,000 ⁹⁹
Montgomery County, MD ¹⁰⁰	\$15.00 (2021-24)	\$12.25 (large empl.) \$12.00 (small & mid)	\$4.00	07/01/2018	\$11.50	\$4.00	First step	126,968 ¹⁰¹
Minneapolis, MN ¹⁰²	\$15.00 (2022-24)	<i>January:</i> \$10.00 (large empl.) \$7.87 (small empl.) <i>July:</i> \$11.25 (large empl.) \$10.25 (small empl.)	No tip credit	07/01/2018 (& earlier in Jan.)	\$9.50 (large empl.) \$7.75 (small empl.)	No tip credit	First & second steps	Included in Minneapolis estimate, above
Minimum Wage Laws Under \$12								
Maryland ¹⁰³	\$10.10 (2018)	\$10.10	\$3.63	07/01/2018	\$9.25	\$3.63	Last step	248,032 ¹⁰⁴
Nevada ¹⁰⁵	Constitutional Amend. (2004)	To Be Announced	To Be Announced	07/01/2018	\$8.25 (no benefits) \$7.25 (benefits)	No tip credit	CPI	None (Pre-FF15)
Cook County, IL ¹⁰⁶	\$13.00 (2020)	\$11.00	To Be Announced	07/01/2018	\$10.00	\$4.95	Second step & CPI (tipped)	200,000 ¹⁰⁷
Portland, ME ¹⁰⁸	\$10.68 (2017)	To Be Announced	To Be Announced	07/01/2018	\$10.68	\$5.00	CPI	Included in ME estimate, above

Table 3. State and Local Minimum Wage Increases Later in 2018

Jurisdiction	Approved Minimum Wage	2018 Minimum Wage	2018 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Santa Fe, NM ¹⁰⁹	\$9.50 (2006)	To Be Announced	\$2.13	03/01/2018	\$11.09	\$2.13	CPI	None (Pre-FF15)
Santa Fe County, NM ¹¹⁰	\$10.66 (2014)	To Be Announced	To Be Announced	03/01/2018	\$11.09	\$3.32	CPI	Not available
Total Number of States & Localities								21
Number of Workers Impacted After Full Implementation								2,473,300

Endnotes

1. Katie Johnston, "[Signatures Submitted to Put \\$15 Minimum Wage, Paid Leave on Mass. Ballot](#)," *Boston Globe*, December 5, 2017.
2. Elise Young, "[New Jersey Governor-Elect Murphy Calls for \\$15 Minimum Wage](#)," *Bloomberg*, November 20, 2017.
3. Peter Hirschfeld, "[Senate President Tim Ashe Says \\$15 Minimum Wage a 'Personal Priority' for 2018](#)," *VPR*, November 28, 2017.
4. Rachel Siegel, "[Montgomery County's \\$15 Minimum Wage Bill Signed into Law](#)," *Washington Post*, November 13, 2017.
5. Sarah Fenske, "[New Ballot Initiative Aims to Raise Missouri's Minimum Wage — to \\$12](#)," *Riverfront Times*, August 8, 2017.
6. Alexia Elejalde-Ruiz, "[Rauner Vetoes Bill to Raise Illinois' Minimum Wage to \\$15 an Hour](#)," *Chicago Tribune*, August 25, 2017.
7. Kathleen Gray, "[Michigan OKs \\$12 Minimum Wage Proposal Aimed at 2018 Ballot](#)," *Detroit Free Press*, September 19, 2017.
8. Alison Noon, "[Sandoval Axes Minimum Wage Proposal in Batch of Vetoes](#)," *U.S. News & World Report*, June 9, 2017.
9. Jessie van Berkel, "[Minimum Wage Debate Takes Off in St. Paul, with Next Mayor Promising \\$15](#)," *Star Tribune*, November 25, 2017.
10. Steven Lemongello, "[John Morgan: I'll Devote my Time to Raising Minimum Wage](#)," *Orlando Sentinel*, December 8, 2017.
11. Alexia Elejalde-Ruiz, op. cit.
12. Katie Johnston, op. cit.
13. Kathleen Gray, op. cit.
14. Sarah Fenske, op. cit.
15. Alison Noon, op. cit.
16. Elise Young, op. cit.
17. Saru Jayaraman, "[To Fight Harassment in Restaurants, We Must Start with Wages](#)," *Food & Wine*, November 20, 2017.
18. Rebecca Addison, "[Raising the Minimum Wage is Gaining Support Across Pennsylvania](#)," *Pittsburgh City Paper*, July 7, 2017.
19. Peter Hirschfeld, op. cit.
20. Anna Schuessler, "[Redwood City Council Shows Support for Minimum Wage Hike](#)," *The Daily Journal*, September 27, 2017.
21. Jessie van Berkel, op. cit.
22. Martin Austerhuhle, "[There's an Under-the-Radar Fight Going On in D.C. Over How Much Restaurant Workers Should Be Paid](#)," *WAMU*, September 18, 2017.
23. Industrial Commission of Arizona, [Frequently Asked Questions \(FAQs\) About Minimum Wage and Earned Paid Sick Time](#), revised November 22, 2017.
24. National Employment Law Project, [Fight for \\$15: Four Years, \\$62 Billion](#), December 2016. Estimates do not include Flagstaff.
25. State of California, Department of Industrial Relations, [Minimum Wage](#), December 2016.
26. Ken Jacobs and Ian Perry, [\\$15 Minimum Wage in California: Who Would be Affected by the Proposal to Raise California's Minimum Wage?](#), Center for Labor Research & Education, University of California-Berkeley, March 30, 2016. Estimates do not include Los Angeles, San Francisco or San Jose.
27. Colorado Department of Labor and Employment, [Minimum Wage](#), retrieved December 2, 2017.
28. Rich Jones and Michelle Webster, [Colorado Minimum Wage Facts](#), Bell Policy Center and Colorado Center on Law and Policy, June 16, 2016.
29. Maine Department of Labor, [New Minimum Wage Increases](#), retrieved December 2, 2017.
30. Maine Center for Economic Policy, [Restoring the Value of Work: A \\$12 Minimum Wage Will Strengthen Maine's Economy and Enable Working Mainers to Make Ends Meet](#), August 2016.
31. For wage orders, see New York State Department of Labor webpages and fact sheets (all retrieved December 2, 2017): [Minimum Wage](#); [Minimum Wage for Fast Food Workers: Frequently Asked Questions](#); and [Minimum Wage for Tipped Workers, December 31, 2016 through December 30, 2017](#).
32. David Cooper, [Raising the New York State Minimum Wage to \\$15 by July 2021 Would Lift Wages for 3.2 Million Workers](#), Economic Policy Institute, January 5, 2016.
33. National Employment Law Project, [A \\$15 Minimum Wage for New York's Fast-Food Workers](#), July 2015.
34. Washington State Department of Labor and Industries, [Minimum Wage](#), retrieved December 2, 2017.
35. National Employment Law Project, [Fight for \\$15: Four Years, \\$62 Billion](#), op. cit. Estimates do not include SeaTac or Seattle, but do include Tacoma.
36. The City of Flagstaff, Arizona, [Minimum Wage](#), retrieved December 2, 2017.
37. Flagstaff Needs a Raise, [Why: What are Examples of Low Wage Occupations and How Many People in Flagstaff are Employed in These Occupations?](#), retrieved December 2, 2017.
38. City of Cupertino, California, [Cupertino Wage Watch](#), retrieved December 2, 2017.

-
39. City of El Cerrito, California, [*The El Cerrito Minimum Wage is Different Than the California Minimum Wage*](#), retrieved December 2, 2017.
 40. Los Altos, California, Economic Development, [*Minimum Wage*](#), retrieved December 2, 2017.
 41. City of Milpitas, California, [*Minimum Wage*](#), retrieved December 2, 2017.
 42. City of Mountain View, California, [*Mountain View Minimum Wage Ordinance*](#), retrieved December 2, 2017.
 43. City of Oakland, California, [*January 1, 2018 Minimum Wage Increase*](#), retrieved December 2, 2017.
 44. City of Palo Alto, California, [*Council Approves Raising Minimum Wage to \\$15 by 2019*](#), retrieved December 2, 2017.
 45. City of Richmond, California, [*Richmond's Minimum Wage Ordinance*](#), retrieved December 2, 2017.
 46. San Jose, California, Office of the City Manager, [*Minimum Wage Ordinance*](#), retrieved December 2, 2017.
 47. Michael Reich, Claire Montialoux, Sylvia Allegretto, Ken Jacobs, Annette Bernhardt, and Sarah Thomason, [*The Effects of a \\$15 Minimum Wage by 2019 in San Jose and Santa Clara County*](#), Institute for Research on Labor and Employment, University of California-Berkeley, June 2016.
 48. City of San Mateo, California, [*City of San Mateo Minimum Wage Ordinance*](#), retrieved December 2, 2017.
 49. City of Santa Clara, California, [*Minimum Wage Ordinance*](#), retrieved December 2, 2017.
 50. Sunnyvale, California, [*Minimum Wage*](#), updated November 21, 2017.
 51. The first step of the \$15 minimum wage increase in Minneapolis is scheduled to take effect on January 1, 2018. In November 2017, the Minnesota Chamber of Commerce sued the City of Minneapolis, alleging that localities in Minnesota do not have the power to set their own minimum wage, and asked the court for a temporary injunction to prevent the first increase to take effect, as well as for a permanent injunction. The Hennepin County District Court, where the lawsuit was filed, heard arguments and denied the Chamber's petition for a temporary injunction. For information on the ordinance, including scheduled steps, see Minneapolis Department of Civil Rights, [*Minimum Wage*](#), retrieved December 2, 2017. For information on the lawsuit, see Adam Belz, "[*Judge Denies Injunction Against Minneapolis Minimum Wage*](#)," *Star Tribune*, December 11, 2017.
 52. The Roy Wilkins Center for Human Relations and Social Justice, University of Minnesota, [*Evaluation of a Minimum Wage Increase in Minneapolis and Hennepin/Ramsey County: Technical Report*](#), September 2016.
 53. City of SeaTac, Washington, [*City Of SeaTac Announces 2018 Minimum Wage Adjustments*](#), October 12, 2017.
 54. Partnership for Working Families, [*Workers in SeaTac Get a Raise to \\$15*](#), November 13, 2013.
 55. Seattle Office of Labor Standards, [*Seattle's Minimum Wage*](#), retrieved December 2, 2017.
 56. Puget Sound Sage, [*Economic and Equity Outcomes of a \\$15/hr Minimum Wage in Seattle*](#), April 2014.
 57. City of Tacoma, Washington, [*Minimum Wage*](#), retrieved December 2, 2017.
 58. Alaska Department of Labor and Workforce Development, [*Wage and Hour Administration*](#), updated November 27, 2017.
 59. National Employment Law Project, [*Minimum Wage a Big Winner on Election Day*](#), November 2016.
 60. Florida Department of Economic Opportunity, [*2018 Florida Minimum Wage Calculations, Inflation Rate Calculation Using CPI-W South*](#), September 30, 2017.
 61. State of Hawaii, Wage Standards Division, [*Minimum Wage and Overtime*](#), retrieved December 2, 2017.
 62. National Employment Law Project, [*Minimum Wage a Big Winner on Election Day*](#), op. cit.
 63. Michigan Department of Licensing and Regulatory Affairs, [*What is the Michigan Minimum Wage?*](#), retrieved December 2, 2017.
 64. Yannet Lathrop, [*Raising the Minimum Wage: Good for Working Families, Good for Michigan's Economy*](#), Michigan League for Public Policy, February 2014.
 65. Minnesota Department of Labor and Industry, [*Labor Standards -- Minnesota's Minimum-Wage Law*](#), retrieved December 2, 2017.
 66. Based on 2014 statewide estimates (Minnesota Budget Project, [*Minimum Wage Increase Will Boost Economy and Incomes of Many Minnesotans*](#), April 2014), excluding Minneapolis. For the latter, see Roy Wilkins Center for Human Relations and Social Justice, op. cit.
 67. Missouri Department of Labor and Industrial Relations, [*Minimum Wage*](#), retrieved December 2, 2017.
 68. Montana Department of Labor and Industry, [*State Minimum Wage*](#), retrieved December 2, 2017.
 69. State of New Jersey, Department of Labor and Workforce Development, [*Wage & Hour*](#), retrieved December 2, 2017.
 70. National Employment Law Project, [*Minimum Wage a Big Winner on Election Day*](#), op. cit.
 71. Ohio Department of Commerce, Division of Industrial Compliance, [*State of Ohio 2018 Minimum Wage*](#), September 30, 2017.
 72. Ohio Department of Commerce, Division of Industrial Compliance, [*State of Ohio 2017 Minimum Wage*](#), September 30, 2016.
 73. 2017 Rhode Island Laws Ch. 17-302 (17-H 5175).
 74. South Dakota Department of Labor and Regulation, [*Employment Laws, South Dakota Minimum Wage*](#), retrieved December 2, 2017.
 75. National Employment Law Project, [*Minimum Wage a Big Winner on Election Day*](#), op. cit.
 76. Vermont Department of Labor, [*Wage and Hour*](#), retrieved December 2, 2017.
 77. National Employment Law Project, [*Minimum Wage a Big Winner on Election Day*](#), op. cit.
 78. City of Albuquerque, New Mexico, [*Albuquerque Minimum Wage – 2018*](#), retrieved December 2, 2017.
-

-
79. City of Albuquerque, New Mexico, [Albuquerque Minimum Wage – 2017](#), retrieved December 2, 2017.
 80. Bernalillo County, New Mexico, [BernCo Approves Minimum Wage Increase](#), October 11, 2017.
 81. Bernalillo County, New Mexico, [BernCo Passes Minimum Wage Increase](#), October 11, 2016,.
 82. Oregon Bureau of Labor and Industries, [Oregon Minimum Wage Rate Summary](#), retrieved December 2, 2017.
 83. National Employment Law Project, *Minimum Wage a Big Winner on Election Day*, op. cit.
 84. City of Berkeley, California, Housing & Community Services Department, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 85. Emeryville, California, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 86. City of Los Angeles, California, Office of Wage Standards, [Raise the Wage LA](#), retrieved December 2, 2017.
 87. Michael Reich, Ken Jacobs, Annette Bernhardt and Ian Perry, [The Proposed Minimum Wage Law for Los Angeles: Economic Impacts and Policy Options](#), March 2015.
 88. County of Los Angeles, California, [L.A. County Minimum Wage Ordinance](#), retrieved December 2, 2017.
 89. City of Malibu, California, [Minimum Wage](#), retrieved December 2, 2017.
 90. City of Milpitas, op. cit.
 91. City of Pasadena, California Planning & Community Development, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 92. City and County of San Francisco, Office of Labor Standards Enforcement, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 93. Michael Reich, Ken Jacobs, Annette Bernhardt and Ian Perry, [San Francisco's Proposed City Minimum Wage Law: A Prospective Impact Study](#), Institute for Research on Labor and Employment, University of California-Berkeley, August 2014.
 94. City of San Leandro, California, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 95. City of Santa Monica, California, [Minimum Wage Ordinance](#), retrieved December 2, 2017.
 96. District of Columbia, Department of Employment Services, [Office of Wage Hour Compliance](#), retrieved December 2, 2017.
 97. David Cooper, [Raising the D.C. Minimum Wage to \\$15 by 2020 Would Lift Wages for 114,000 Working People](#), Economic Policy Institute, May 4, 2016.
 98. City of Chicago, Office of the Mayor, [City of Chicago Minimum Wage](#), retrieved December 2, 2017.
 99. City of Chicago, Office of the Mayor, [Mayor Emanuel Signs Executive Order Requiring City Contractors to Pay a Minimum Wage of \\$13](#), September 3, 2014.
 100. Councilman Marc Elrich, Montgomery County Council, Maryland, [Minimum Wage Increased to \\$15 – Big Step Toward Addressing Poverty in Our County](#), November 9, 2017.
 101. PFM Group Consulting, [Montgomery County, Maryland Minimum Wage Increase Impact Study](#), July 31, 2017.
 102. Minneapolis Department of Civil Rights, [Minimum Wage](#), retrieved December 2, 2017.
 103. Maryland Department of Labor, Licensing and Regulation, [Maryland Minimum Wage and Overtime Law - Employment Standards Service \(ESS\)](#), retrieved December 2, 2017.
 104. Based on 2016 statewide estimates (National Employment Law Project, *Minimum Wage a Big Winner on Election Day*, op. cit.), excluding Montgomery County. For the latter, see PFM Group Consulting, *Montgomery County, Maryland Minimum Wage Increase Impact Study*, op. cit.
 105. State of Nevada, Department of Business and Industry, Office of the Labor Commissioner, [Minimum Wage Bulletins](#), retrieved December 2, 2017.
 106. Cook County Government, Illinois, [Minimum Wage Ordinance and Regulations](#), retrieved December 2, 2017.
 107. Progress Illinois, [Cook County Board Passes Minimum Wage Increase to \\$13](#), October 26, 2016.
 108. Portland, Maine, City Manager's Office, [Minimum Wage](#), retrieved December 2, 2017.
 109. City of Santa Fe, New Mexico, [Living Wage](#), retrieved December 2, 2017.
 110. Santa Fe County, New Mexico, [Living Wage Ordinance](#), retrieved December 2, 2017.

© 2017 National Employment Law Project. This report is covered by the Creative Commons "Attribution-NonCommercial-NoDerivs" license fee (see <http://creativecommons.org/licenses>). For further inquiries, please contact NELP (nelp@nelp.org).