

## ***Raises from Coast to Coast in 2019:*** **Minimum wage will increase in 19 states and 21 cities and counties on January 1, with many reaching \$15 an hour. Twenty-one additional jurisdictions will raise pay later in the year.**

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Since fast-food workers in New York City walked off the job in 2012, launching the Fight for \$15 and a union, the worker-led movement has sparked a wave of action to raise pay for low-wage workers. With action on the state and local levels in a range of jurisdictions across the country, 22 million low-wage workers have won a staggering \$68 billion in raises<sup>1</sup> to date—while bringing national attention to income inequality and stagnant wages and paving the way for a range of progressive policies benefitting working people.

The movement for living wages will put much-needed money in workers' pockets yet again this winter, when workers in 40 jurisdictions across the country will see their minimum wage go up on December 31 or January 1, as states and cities from coast to coast implement minimum wage increases in the new year. Three states and 18 cities and counties will also increase their wage floors later in the year, and one additional state (Nevada) will determine by April 1, 2019 whether it will also raise its minimum wage. Below is a summary of what to expect in 2019:

- Minimum wages will increase in **19 states and 21 cities** on or around **New Year's Day**, for a total of 40 jurisdictions (Table 1).
  - In **13 cities and counties**, the minimum wage will reach or exceed **\$15** per hour.
  - In **8 states**, the minimum wage will increase due to Consumer Price Index (CPI)-based **cost-of-living adjustments**.
  - In **8 municipalities**, the wage floor will also be adjusted to account for inflation, while one additional city (Seattle) will see both scheduled minimum wage increases for small employers, and cost-of-living adjustments for large employers.
- **Later in 2019**, 3 states and 18 cities and counties will follow with additional minimum wage increases, and 1 additional state (Nevada) will also consider whether to raise its minimum wage.
  - Among the 3 states raising their minimum wage later in 2019 is Delaware, which will raise its wage floor twice in 2019 (in January and October).
  - Pursuant to a formula in the Nevada state constitution, the Nevada Labor Commissioner will announce on or around April 1, 2019 whether the state minimum wage will increase on July 1, 2019.

- In **4 cities**, the minimum wage will reach or exceed **\$15** per hour.
  - In **6 municipalities**, the minimum wage will increase due to **cost-of-living adjustments**. In addition, one state (Nevada) will also consider increasing its minimum wage due to cost-of-living increases.
  - In **1 city** (Santa Monica), the minimum wage will rise due to scheduled increases (all industries) and cost-of-living adjustments (hotel industry).
  - In **2 localities** (Chicago and Cook County, IL), the wage floor will rise due to scheduled increases in the standard minimum wage and from cost-of-living adjustments for tipped workers.
- In total, **21 states<sup>1</sup> and 39 cities and counties** will raise their minimum wage on the last day of 2018 or sometime in 2019, and one additional state (Nevada) will also consider doing so.
  - By the time these multi-year minimum wage increases are fully phased in, **17 million workers will have received raises**. This figure does not include workers whose earnings will increase from cost-of-living adjustments.

## Campaigns for minimum wage increases are expected at the federal level, and in several more states and cities in 2019-2020

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Efforts to raise the minimum wage are underway at the federal level and in additional state and local jurisdictions. All are pushing for wage increases of at least \$15 an hour. Below is a partial list of campaigns to expect in 2019:

- Federal (\$15 by 2024 and the elimination of the tipped and disability subminimum wages)<sup>2</sup>
- Connecticut (\$15)<sup>3</sup>
- Hawaii (\$17)<sup>4</sup>
- Illinois ((\$15)<sup>5</sup>
- Maryland (\$15)<sup>6</sup>
- Minnesota (\$15)<sup>7</sup>
- New Mexico
- Nevada (\$14)
- New Jersey (\$15 by 2024-2029)<sup>8</sup>
- Vermont (\$15)<sup>9</sup>

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<sup>1</sup> Delaware, which will raise its minimum wage twice in 2019, is counted only once in this total.

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2019**

Minimum Wage Laws in the \$12 - \$15 Range								
Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Arizona <sup>10</sup>	\$12.00 (2020)	\$11.00	\$8.00	01/01/2019	\$10.50	\$7.50	Third step	757,000 <sup>11</sup>
California <sup>12</sup>	\$15.00 (2022-23)	\$12.00 (large empl.) \$11.00 (small empl.)	No tip credit	01/01/2019	\$11.00 (large empl.) \$10.50 (small empl.)	No tip credit	Third step	5,604,000 <sup>13</sup>
Colorado <sup>14</sup>	\$12.00 (2020)	\$11.10	\$8.08	01/01/2019	\$10.20	\$7.18	Third step	420,000 <sup>15</sup>
Maine <sup>16</sup>	\$12.00 (2020)	\$11.00	\$5.50	01/01/2019	\$10.00	\$5.00	Third step	181,000 <sup>17</sup>
Massachusetts <sup>18</sup>	\$15.00 (2023)	\$12.00	\$4.35	01/01/2019	\$11.00	\$3.75	First step	840,000 <sup>19</sup>
Missouri <sup>20</sup>	\$12.00 (2023)	\$8.60	\$4.30	01/01/2019	\$7.85	\$3.90	First step	677,000 <sup>21</sup>
New York <sup>22</sup>	\$15 (2018-21) <i>(standard)</i>	\$15.00 (NYC large) \$13.50 (NYC small) \$12.00 (LI & WC) \$11.10 (Upstate)	\$7.50 - \$12.50 (varies by firm size, region, industry & amount of earned tips)	12/31/2018	\$13.00 (NYC large); \$12.00 (NYC small); \$11.00 (LI & WC); \$10.40 (Upstate)	\$7.50-\$11.05 (varies by firm size, industry, region & amount of earned tips)	Third step	3,200,000 <sup>23</sup>
	\$15 (2018-21) <i>(fast food)</i>	\$15.00 (NYC) \$12.75 (rest of state)	No tip credit	12/31/2018	\$13.50 (NYC) \$11.75 (rest of state)	No tip credit	Fourth step	136,000 <sup>24</sup>
Washington State <sup>25</sup>	\$13.50 (2020)	\$12.00	No tip credit	01/01/2019	\$11.50	No tip credit	Third step	621,700 <sup>26</sup>
Flagstaff, AZ <sup>27</sup>	\$15.50 (2022) + One Fair Wage	\$12.00	\$9.00	01/01/2019	\$11.00	\$8.00	Third step	22,000 <sup>28</sup>
Belmont, CA <sup>29</sup>	\$15.00 (2020)	\$13.50	No tip credit	01/01/2019	\$12.50	No tip credit	Second step	Included in CA estimate
Cupertino, CA <sup>30</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.50	No tip credit	Last step	Included in CA estimate

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2019**

Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
El Cerrito, CA <sup>31</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.60	No tip credit	Last step	Included in CA estimate
Los Altos, CA <sup>32</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.50	No tip credit	Last step	Included in CA estimate
Mountain View, CA <sup>33</sup>	\$15.00 (2018)	\$15.65	No tip credit	01/01/2019	\$15.00	No tip credit	CPI	Included in CA estimate
Oakland, CA <sup>34</sup>	\$12.25 (2015)	\$13.80	No tip credit	01/01/2019	\$13.23	No tip credit	CPI	Included in CA estimate
Palo Alto, CA <sup>35</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.50	No tip credit	Last step	Included in CA estimate
Redwood, CA <sup>36</sup>	\$15.00 (2020)	\$13.50	No tip credit	01/01/2019	\$11.00 (large empl.) \$10.50 (small empl.)	No tip credit	First step	Included in CA estimate
Richmond, CA <sup>37</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.41	No tip credit	Last step	Included in CA estimate
San Jose, CA <sup>38</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.50	No tip credit	Last step	115,000 <sup>39</sup>
San Mateo, CA <sup>40</sup>	\$15.00 (2019-20)	\$15.00 (standard) \$13.50 (nonprofit)	No tip credit	01/01/2019	\$13.50 (standard) \$12.00 (nonprofit)	No tip credit	Third step	Included in CA estimate
Santa Clara, CA <sup>41</sup>	\$15.00 (2019)	\$15.00	No tip credit	01/01/2019	\$13.00	No tip credit	Last step	Included in CA estimate
Sunnyvale, CA <sup>42</sup>	\$15.00 (2018)	\$15.65	No tip credit	01/01/2019	\$15.00	No tip credit	CPI	Included in CA estimate
SeaTac, WA <sup>43</sup>	\$15.00 (2014) (airport)	\$16.09	No tip credit	01/01/2019	\$15.64	No tip credit	CPI	6,300 <sup>44</sup>

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2019**

Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Seattle, WA <sup>45</sup>	\$15.00 (2017-21)	<i>Large employers:</i> \$16.00 <i>Small employers:</i> \$15.00 (no benefits) \$12.00 (benefits)	<i>Large employers:</i> No tip credit <i>Small employers:</i> \$15 (no ben, tips) \$12.00 (benefits or \$3.00 in tips)	01/01/2019	<i>Large employers:</i> \$15.45 (no benefits) \$15.00 (benefits) <i>Small employers:</i> \$14.00 (no benefits) \$11.50 (benefits)	<i>Large employers:</i> No tip credit <i>Small employers:</i> \$14 (no ben, tips) \$11.50 (ben or \$2.50 tips)	Fifth step & CPI	102,000 <sup>46</sup>
Tacoma, WA <sup>47</sup>	\$12.00 (2018)	\$12.35	No tip credit	01/01/2019	\$12.00	No tip credit	CPI	Included in WA estimate
<b>Minimum Wage Laws Below \$12</b>								
Alaska <sup>48</sup>	\$9.75 (2016)	\$9.89	No tip credit	01/01/2019	\$9.84	No tip credit	CPI	48,000 <sup>49</sup>
Arkansas <sup>50</sup>	\$11.00 (2021)	\$9.25	\$2.63 (no change)	01/01/2019	\$8.50	\$2.63	First step	300,000 <sup>51</sup>
Delaware <sup>52</sup>	\$9.25 (2019)	\$8.75 ( <i>January</i> ) & \$9.25 ( <i>October</i> )	\$2.23 (no change)	01/01/2019 & <i>again in Oct.</i>	\$8.25	\$2.23	First & last step	43,000 <sup>53</sup>
Florida <sup>54</sup>	Constitutional Amend. (2004)	\$8.46	\$5.44	01/01/2019	\$8.25	\$5.23	CPI	None (Pre-FF15)
Minnesota <sup>55</sup>	\$9.50 - \$7.75 (2016)	\$9.86 (large empl.) \$8.04 (small empl.)	No tip credit	01/01/2019	\$9.65 (large empl.) \$7.87 (small empl.)	No tip credit	CPI	279,000 <sup>56</sup>
Montana <sup>57</sup>	Ballot Initiative (2006)	\$8.50	No tip credit	01/01/2019	\$8.30	No tip credit	CPI	None (Pre-FF15)
New Jersey <sup>58</sup>	\$8.25 (2015)	\$8.85	\$2.13 (no change)	01/01/2019	\$8.60	\$2.13	CPI	429,000 <sup>59</sup>
Ohio <sup>60</sup>	Constitutional Amend. (2006)	\$8.55	\$4.30	01/01/2019	\$8.30	\$4.15	CPI	None (Pre-FF15)
Rhode Island <sup>61</sup>	\$10.50 (2019)	\$10.50	\$3.89 (no change)	01/01/2019	\$10.10	\$3.89	Last step	Not available

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2019**

Jurisdiction	Approved Minimum Wage	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
South Dakota <sup>62</sup>	\$8.50 (2015)	\$9.10	\$4.55	01/01/2019	\$8.85	\$4.43	CPI	62,000 <sup>63</sup>
Vermont <sup>64</sup>	\$10.50 (2018)	\$10.78	\$5.39	01/01/2019	\$10.50	\$5.25	CPI	57,000 <sup>65</sup>
San Diego, CA <sup>66</sup>	\$11.50 (2017)	\$12.00	No tip credit	01/01/2019	\$11.50	No tip credit	CPI	Included in CA estimate
Albuquerque, NM <sup>67</sup>	\$8.50 (2013)	\$9.20 (no benefits) \$8.20 (with benefits)	\$5.50	01/01/2019	\$8.95 (no benefits) <sup>68</sup> \$7.95 (with benefits)	\$5.35	CPI	None (Pre-FF15)
Bernalillo County, NM <sup>69</sup>	\$8.50 (2014)	\$9.05	\$2.13 (no change)	01/01/2019	\$8.85 <sup>70</sup>	\$2.13	CPI	Not available
Las Cruces, NM <sup>71</sup>	\$10.10 (2019)	\$10.10	\$4.04	01/01/2019	\$9.20 <sup>72</sup>	\$3.68	Last step	18,000 <sup>73</sup>
<b>Total number of states raising the minimum wage on or about Jan. 1, 2019</b>						<b>19</b>	<i>From CPI: 8</i>	
<b>Total number of cities and counties raising the minimum wage on or about Jan. 1, 2019</b>						<b>21</b>	<i>From CPI: 9<sup>ii</sup></i>	
<b>Total number of cities and counties to reach \$15 or more, on or about Jan. 1, 2019</b>						<b>13<sup>iii</sup></b>		
<b>Total number of workers impacted after full implementation (all wage levels)</b>						<b>13,918,000<sup>iv</sup></b>		

<sup>ii</sup> Includes Seattle, WA, which continues to phase in a \$15 minimum wage for small employers, while implementing inflation-based adjustments for large employers.

<sup>iii</sup> Includes San Mateo, CA, and Seattle, WA, which in 2019 will have lower minimum wages for nonprofits and small employers. It also includes New York City, which will begin implementing a \$15 minimum wage for fast-food businesses of any size and for large businesses in other industries, as part of statewide increases.

<sup>iv</sup> This figure does include workers whose earnings will increase from cost of living adjustments.

**Table 2. State and Local Minimum Wage Increases Later in 2019**

Minimum Wage Laws in the \$12 - \$15 Range								
Jurisdiction	Approved Minimum Wage	2019 Minimum Wage	2019 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Michigan <sup>74</sup>	\$12.00 (2030)	\$9.45	\$3.59 (estimated)	Late March or early April 2019	\$9.25	\$3.52	First step	1,024,000 <sup>75</sup>
Oregon <sup>76</sup>	\$14.75 (Portland) \$13.50 (standard) \$12.50 (rural) (2022)	\$12.50 (Portland) \$11.25 (Standard) \$11.00 (rural)	No tip credit	07/01/2019	\$12.00 (Portland) \$10.75 (standard) \$10.50 (rural)	No tip credit	Fourth step	623,300 <sup>77</sup>
Berkeley, CA <sup>78</sup>	\$15.00 (2018)	TBD	No tip credit	10/01/2019	TBD	No tip credit	CPI	Included in CA estimate, above
Emeryville, CA <sup>79</sup>	\$15.00 (2017-18)	TBD	No tip credit	07/01/2019	\$15.69 (large empl.) \$15.00 (small empl.)	No tip credit	CPI	Included in CA estimate, above
Los Angeles, CA <sup>80</sup>	\$15.00 (2020-21)	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	07/01/2019	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	Fourth step	609,000 <sup>81</sup>
Los Angeles County, CA <sup>82</sup>	\$15.00 (2020-21)	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	07/01/2019	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	Fourth step	Included in CA estimate, above
Malibu, CA <sup>83</sup>	\$15.00 (2020-21)	\$14.25 (large empl.) \$13.25 (small empl.)	No tip credit	07/01/2019	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	Fourth step	Included in CA estimate, above
Milpitas, CA <sup>84</sup>	\$15.00 (2019)	\$15.00	No tip credit	07/01/2019	\$13.50	No tip credit	Last step	Included in CA estimate, above
Pasadena, CA <sup>85</sup>	\$15.00 (2020) (expected)	\$14.25 (expected)	No tip credit	07/01/2019	\$13.25 (large empl.) \$12.00 (small empl.)	No tip credit	Fourth step (expected)	Included in CA estimate, above
San Francisco, CA <sup>86</sup>	\$15.00 (2018)	TBD	No tip credit	07/01/2019	\$14.00	No tip credit	CPI	142,000 <sup>87</sup>
San Leandro, CA <sup>88</sup>	\$15.00 (2020)	\$14.00	No tip credit	07/01/2019	\$13.00	No tip credit	Third step	Included in CA estimate, above

**Table 2. State and Local Minimum Wage Increases Later in 2019**

Jurisdiction	Approved Minimum Wage	2019 Minimum Wage	2019 Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index	Worker Impact (at Final Step)
Santa Monica, CA <sup>89</sup>	\$15.00 (2020-21) \$15.37 (2017 hotel)	\$14.25 (large empl.) \$13.25 (small empl.) TBD (hotel)	No tip credit	07/01/2019	\$13.25 (large empl.) \$12.00 (small empl.) \$16.10 (hotel)	No tip credit	Fourth step & CPI	Included in CA estimate, above
Washington, DC <sup>90</sup>	\$15.00 (2020) + \$5.00 tipped	\$14.00	\$4.45	07/01/2019	\$13.25	\$3.89	Fourth step	114,000 <sup>91</sup>
Chicago, IL <sup>92</sup>	\$13.00 (2019)	\$13.00	TBD	07/01/2019	\$12.00	\$6.25	Last step & CPI	410,000 <sup>93</sup>
Cook County, IL <sup>94</sup>	\$13.00 (2020)	\$12.00	TBD	07/01/2019	\$11.00	\$5.10	Third step & CPI	200,000 <sup>95</sup>
Montgomery County, MD <sup>96</sup>	\$15.00 (2021-24)	\$13.00 (large empl.) \$12.50 (small & mid)	\$4.00 (no change)	07/01/2019	\$12.25 (large empl.) \$12.00 (small & mid)	\$4.00	Second step	127,000 <sup>97</sup>
Minneapolis, MN <sup>98</sup>	\$15.00 (2022-24)	\$12.25 (large empl.) \$11.00 (small empl.)	No tip credit	07/01/2019	\$11.25 (large empl.) \$10.25 (small empl.)	No tip credit	Third step	78,000 <sup>99</sup>
<b>Minimum Wage Laws Under \$12</b>								
Delaware <sup>100</sup>	\$9.25 (2019)	\$8.75 ( <i>January</i> ) & \$9.25 ( <i>October</i> )	\$2.23 (no change)	10/01/2019 (& <i>earlier in Jan.</i> )	\$8.25	\$2.23	First & last step	See Table1
Nevada <sup>101</sup>	Constitutional Amend. (2004-06)	TBD <sup>v</sup>	No tip credit	07/01/2019	\$8.25 (no benefits) \$7.25 (with benefits)	No tip credit	CPI	None (Pre-FF15)
Portland, ME <sup>102</sup>	\$10.68 (2017)	TBD	\$5.50 (state law)	07/01/2019	\$10.90	\$5.00	CPI	Included in ME estimate, above
Santa Fe, NM <sup>103</sup>	\$9.50 (2006)	TBD	\$2.13 (no change)	03/01/2019	\$11.40	\$2.13	CPI	None (Pre-FF15)

<sup>v</sup> On or around April 1, 2019, the Nevada Labor Commissioner will announce whether the state minimum wage will increase, pursuant to a formula in the state constitution [Article 15, Section 16(A)]. Although we include Nevada in this table, we do not count it in the totals, as it is uncertain whether the state will, in fact, raise its wage floor in 2019.



**Table 2. State and Local Minimum Wage Increases Later in 2019**

Santa Fe County, NM <sup>104</sup>	\$10.66 (2014)	TBD	TBD	03/01/2019	\$11.40	\$3.41	CPI	Not available
<b>Total number of states raising the minimum wage later in 2019</b>						<b>3<sup>vi</sup></b>	<i>From CPI: TBD</i>	
<b>Total number of cities and counties (including Washington, D.C.) raising the minimum wage later in 2019</b>						<b>18</b>	<i>From CPI: 9<sup>vii</sup></i>	
<b>Total number of cities and counties to reach \$15 or more, later in 2019</b>						<b>4<sup>viii</sup></b>		
<b>Total number of workers impacted after full implementation (all wage levels)</b>						<b>3,327,300<sup>ix</sup></b>		

<sup>vi</sup> Includes Delaware, which is also counted under Table 1 since the state is also raising the minimum wage in January. Does not include Nevada, which will determine by April 1, 2019 whether the state minimum wage will increase pursuant to Article 15, Section 16(A) of the state constitution.

<sup>vii</sup> Includes Santa Monica, CA, which continues to phase in a \$15 minimum wage for large and small employers, while implementing inflation-based adjustments for the hotel industry; Chicago, IL, which will implement the last of its scheduled increases (\$13) to the standard minimum, and an inflation-adjusted increase to its tipped wage; and Cook County, IL, which continues to phase in a \$13 minimum wage, while implementing inflation-based adjustment to its tipped wage.

<sup>viii</sup> Includes Berkeley, Emeryville and San Francisco, CA, which already have \$15 minimum wages in place, and are expected to raise their wage floors further, based on the pace of inflation.

<sup>ix</sup> This figure does include workers whose earnings will increase from cost of living adjustments.

## Endnotes

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25. Washington State Department of Labor and Industries, [Minimum Wage](#), retrieved December 3, 2018.
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