CLIENT ALERT: Minimum Wage Rate Increasing in 14 States in 2014

The federal minimum wage for non-exempt workers under the Fair Labor Standards Act of 1938 remains at $7.25 per hour, for the moment. Nevertheless, employers are obligated to comply with state law where state law requires payment of a higher minimum wage than federal law.

Several states will be increasing the hourly minimum wage for 2014. The state minimum wage in Massachusetts remains at $8.00 per hour. The changes below are effective January 1, 2014, unless noted otherwise:

- **Arizona** – up $0.10 to $7.90 (up $0.10 to $4.90 for tipped employees)
- **California** – up $1.00 to $9.00 (effective July 1, 2014)
- **Colorado** – up $0.22 to $8.00 (up $0.22 to $4.98 for tipped employees)
- **Connecticut** – up $0.45 to $8.70
- **Florida** – up $0.14 to $7.93 (up $0.14 to $4.91 for tipped employees)
- **Missouri** – up $0.15 to $7.50
- **Montana** – up $0.10 to $7.90
- **New Jersey** – up $1.00 to $8.25
- **New York** – up $0.75 to $8.00 (effective December 31, 2013)
- **Ohio** – up $0.10 to $7.95 (up $0.05 to $3.98 for tipped employees)
- **Oregon** – up $0.15 to $9.10
- **Rhode Island** – up $0.25 to $8.00
- **Vermont** – up $0.13 to $8.73 (up $0.06 to $4.23 for tipped employees)
- **Washington** – up $0.13 to $9.32

Federal legislation has recently gained the support of President Obama, who announced his support for the Harkin-Miller bill – also known as the Fair Minimum Wage Act of 2013 – in early November, 2013. The legislation would increase the federal minimum wage to $10.10 per hour in three steps and index the minimum wage to inflation each year thereafter. In addition, the legislation would increase the required cash wage for tipped workers in annual $0.85 increments, from today's $2.13 per hour until the tip credit reaches 70% of the regular minimum wage.

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This alert was published on December 23, 2013.

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