

2021 Prenatal-to-3 State Policy Roadmap

Methods and Sources

Effective Policies

STATE MINIMUM WAGE

What is state minimum wage and why is it important?

All references for this section are provided in the Notes and Sources section at the bottom of each webpage. Additionally, search the [Prenatal-to-3 Policy Clearinghouse](#) for an ongoing inventory of rigorous evidence reviews, including more information on state minimum wages.

What impact do state minimum wage increases have?

The following studies meet standards of strong causal evidence to demonstrate the impacts of state minimum wages for the health and wellbeing of young children and their families:

- A. Bullinger, L. (2017). The effect of minimum wages on adolescent fertility: A nationwide analysis. *American Journal of Public Health*, 107(3), 447–452. <https://doi.org/10.2105/AJPH.2016.303604>
- B. Dube, A. (2019). Minimum wages and the distribution of family incomes. *American Economic Journal*, 11(4), 268–304. <https://doi.org/10.1257/app.20170085>
- C. Godøy, A. & Reich, M. (2021). Are minimum wage effects greater in low-wage areas? *Industrial Relations*, 60(1), 36–83. <https://doi.org/10.1111/irel.12267>
- D. Jalali, A. (2018). *The minimum wage and infant mortality*. University of Utah, Department of Economics. <https://dx.doi.org/10.2139/ssrn.3308213>
- E. Komro, K., Livingston, M., Markowitz, S., & Wagenaar, A. (2016). The effect of an increased minimum wage on infant mortality and birth weight. *American Journal of Public Health*, 106(8), 1514–1516. <https://doi.org/10.2105/AJPH.2016.303268>
- F. Neumark, D. & Wascher, W. (2011). Does a higher minimum wage enhance the effectiveness of the earned income tax credit? *Industrial and Labor Relations Review*, 64(4), 712–746. <https://doi.org/10.1177%2F001979391106400405>
- G. Raissian, K.M., & Bullinger, L.R. (2017). Money matters: Does the minimum wage affect child maltreatment rates? *Children and Youth Services Review*, 72, 60–70. <https://doi.org/10.1016/j.childyouth.2016.09.033>
- H. Wehby, G., Dave, D., & Kaestner, R. (2020). Effects of the minimum wage on infant health. *Journal of Policy Analysis and Management*, 39(2), 411–443. <https://doi.org/10.1002/pam.22174>
- I. Wehby, G., Kaestner, R., Lyu, W., & Dave, D. (2020). *Effects of the minimum wage on child health* (No. w26691). National Bureau of Economic Research. <https://www.nber.org/papers/w26691.pdf>

- J. Godøy, A., Reich, M., & Allegretto, S. (2019). *Parental labor supply: Evidence from minimum wage changes*. University of California, Berkeley, Institute for Research on Labor and Employment. <https://irle.berkeley.edu/parental-labor-supply-evidence-from-minimum-wage-changes/>
- K. Averett, S., Smith, J., & Wang, Y. (2020). Minimum wages and the health of immigrants' children. *Applied Economics Letters*, 1-8. <https://doi.org/10.1080/13504851.2020.1784832>
- L. Working Paper: Averett, S., Smith, J., & Wang, Y. (2019). *Minimum wages and the health and access to care of immigrants' children*. Institute of Labor Economics Discussion Paper No. 12606. <https://www.iza.org/publications/dp/12606/minimum-wages-and-the-health-and-access-to-care-of-immigrants-children>
- M. DeFina, R. (2008). The impact of state minimum wages on child poverty in female-headed families. *Journal of Poverty*, 12(2), 155–174. <https://doi.org/10.1080/10875540801973542>
- N. National Academies of Sciences, Engineering, and Medicine. (2019). *A roadmap to reducing child poverty*. Washington, DC: The National Academies Press. <https://doi.org/10.17226/25246>
- O. Andrea, S., Messer, L., Marino, M., Goodman, J., & Boone-Heinonen, J. (2020). The tipping point: Could increasing the subminimum wage reduce poverty-related antenatal stressors in US women? *Annals of Epidemiology*, 45, 47-53. <https://doi.org/10.1016/j.annepidem.2020.03.007>
- P. Andrea, S., Messer, L., Marino, M., Goodman, J., & Boone-Heinonen, J. (2020). A nationwide investigation of the impact of the tipped worker subminimum wage on infant size for gestational age. *Preventive Medicine*, 133, 1-7. <https://doi.org/10.1016/j.ypmed.2020.106016>
- Q. Lenhart, O. (2021). The effects of minimum wages on teenage birth rates. *Economics Letters*, 198, 1-6. <https://doi.org/10.1016/j.econlet.2020.109670>
- R. Bullinger, L., Raissian, K., & Schneider, W. (Aug. 17, 2020). How does the minimum wage affect child maltreatment and parenting behaviors? An analysis of the mechanisms. SSRN Working Paper. <https://dx.doi.org/10.2139/ssrn.3686088>

What progress have states made in the last year to adopt and fully implement a state minimum wage of \$10 or greater?

To assess progress in adopting and fully implementing a state minimum wage of \$10 per hour, we have developed a ranking methodology that gives states credit for

- The current value of their minimum wage, relative to both the federal minimum wage, a \$10 per hour threshold, and a \$12 per hour threshold
- Implementing indexed wage increases adjusted for inflation or scheduled increases
- Legislative initiative between July 1, 2020 and August 1, 2021 to increase the state minimum wage if the state minimum wage is not set above the federal minimum wage

These state actions are assigned a ranking on a scale of 0 to 10, according to the below schema.

Progress assessment methodology: Has a state adopted and fully implemented a minimum wage of \$10 or greater?

Progress		Detail
Yes	10	Yes, the state minimum wage is at least \$12.00, and there are future increases scheduled or indexed.
	9	Yes, the state minimum wage is at least \$12.00 but there are no future increases scheduled or indexed.
	8	Yes, and there are scheduled or indexed wage increases.
	7	Yes, but no future increases are currently scheduled or indexed.
Some Progress	6	No, but the state minimum wage is higher than the federal minimum wage and the state has scheduled increases in place to raise the minimum wage to at least \$10.00.
	5	No, but the state minimum wage is higher than the federal minimum wage and the state has either indexed wage increases adjusted for inflation or scheduled increases in place to raise the minimum wage to less than \$10.00.
	4	No, but the state minimum wage is higher than the federal minimum wage. However, there are no additional scheduled or indexed increases.
No	3	No, but there has been considerable legislative initiative to increase the state minimum wage.
	2	No, but there has been some legislative initiative to increase the state minimum wage.
	1	No, and there has been little to no legislative initiative to increase the state minimum wage.
Regressive	0	

Additionally, we further evaluated state progress towards adopting and fully implementing a minimum wage of \$10 or greater, by comparing the state's current status on this metric to that in the 2020 State Policy Roadmap. States are assessed as having adopted and fully implemented this policy, having made some progress towards adopting and fully implementing this policy, or having made no progress towards adopting and fully implementing this policy for both the 2020 and 2021 State Policy Roadmaps.

State labor statutes, state administrative codes, ballot initiatives, and government documents released by state agencies were used as the sources for these data. The sources referenced to assess progress towards increasing the state minimum wage in each state are listed below.

We also performed an electronic search using Quorum State between July 1, 2020 and August 15, 2021 to assess legislative progress pertaining to the state minimum wage. The main search strategy used combinations of keywords for proposals to increase the regular state minimum wage (minimum wage OR minimum hourly rate OR fair wage OR living wage), to increase the tipped minimum wage ("tipped minimum wage" OR "tipped hourly rate" OR gratuity WITHIN 10 OF minimum wage OR gratuity WITHIN 10 OF hourly rate), to increase the minimum wage for workers with disabilities ("subminimum wage" OR 14c AND (minimum wage OR minimum hourly rate)), or impact the ability of localities to increase the state minimum wage ("local minimum wage" OR political subdivision WITHIN 5 OF "minimum wage" OR locality WITHIN 5 OF "minimum wage"). Research staff conducted searches, analyzed results for relevant state legislation, and

summarized progress states made towards adopting and fully implementing increases in the regular state minimum wage. Research staff also analyzed results for relevant state legislation and summarized actions states have taken regarding the minimum wages states require employers pay tipped workers and workers with disabilities. The minimum wage for tipped workers and workers with disabilities was not included as a component of the state's ranking but were included as additional information in the state's narrative descriptions of progress and activity in the last year.

Sources:

State	Sources
All States	1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
Alabama	1. Ala. Code. Tit. 25 § 7-40 et seq. (2016). 2. H.B. 461, 2021 Leg., Reg. Sess., (Ala. 2021). 3. Ala. Code. Tit. 25 § 7-42(a) (2016).
Alaska	1. Alaska Stat. § 23.10.065(a) (2020). 2. H.B. 88, 32nd Leg., Reg. Sess., (Alaska 2021). 3. S.B. 16, 32nd Leg., Reg. Sess., (Alaska 2021). 4. Alaska Stat. § 23.10.065(a) (2020). 5. Office of the Lieutenant Governor. (2018, January 18). Order adopting changes to regulations of department of labor and workforce development. https://aws.state.ak.us/OnlinePublicNotices/Notices/Attachment.aspx?id=110744
Arizona	1. Ariz. Rev. Stat. § 23-363 (2016). 2. S.B. 1758, 55th Leg., Reg. Sess., (Ariz. 2021). 3. Ariz. Rev. Stat. § 23-363 (2016). 4. The Industrial Commission of Arizona. (2007, March 29). Substantive policy statement regarding application of Arizona Minimum Wage Act to work activities performed by individuals with disabilities. https://www.azica.gov/sites/default/files/migrated_pdf/Labor_MinWag_SubstantivePolicyDisabilities_32907-2.pdf
Arkansas	1. Ark. Code § 11-4-210 (2019). 2. Ark. Code § 11-4-212 (2019). 3. Ark. Code § 11-4-214 (2019). 4. Ark. Code § 11-4-222 (2019).
California	1. Cal. Lab. Code § 1182.12 (2020). 2. Cal. Lab. Code § 351 (2020). 3. Cal. Lab. Code § 1191 (2020). 4. S.B. 639, 2021 Leg., Reg. Sess., (Calif. 2021).
Colorado	1. Colo. Const., art. XVIII, § 15 (2016). 2. Colo. Const., art. XVIII, § 15 (2016). 3. S.B. 21-039, 2021 Leg., Reg. Sess., (Colo. 2021).
Connecticut	1. Conn. Public Act No. 19-4 (2019). 2. H.B. 6339, 2021 Leg., Reg. Sess., (Conn. 2021). 3. H.B. 6268, 2021 Leg., Reg. Sess., (Conn. 2021). 4. H.B. 5946, 2021 Leg., Reg. Sess., (Conn. 2021).

State	Sources
	<ol style="list-style-type: none"> 5. H.B. 5947, 2021 Leg., Reg. Sess., (Conn. 2021). 6. Conn. Public Act No. 19-4 (2019). 7. H.B. 6348, 2021 Leg., Reg. Sess., (Conn. 2021).
Delaware	<ol style="list-style-type: none"> 1. Del. Code tit. 19, § 902 (2018). 2. S.B. 15, 151st Leg., Reg. Sess., (Del. 2021). 3. Del. Code tit. 19, § 902 (2018). 4. H.B. 94, 151st Leg., Reg. Sess., (Del. 2021). 5. H.S. 1, 151st Leg., Reg. Sess., (Del. 2021). 6. H.B. 266, 151st Leg., Reg. Sess., (Del. 2021). 7. Del. Code tit. 19, § 905 (2018). 8. H.B. 122, 151st Leg., Reg. Sess., (Del. 2021).
District of Columbia	<ol style="list-style-type: none"> 1. D.C. Code Ann. § 32-1003 (2018).
Florida	<ol style="list-style-type: none"> 1. Fla. Stat., art. X, § 24 (2020). 2. Ballotpedia. (n.d.). FL amendment 2 ballot initiative, \$15 minimum wage initiative (2020). Retrieved on June 15, 2021 from https://ballotpedia.org/Florida_Amendment_2,_\$15_Minimum_Wage_Initiative_(2020) 3. Fla. Stat., art. X, § 24 (2020). 4. Fla. Stat. § 218.077 (2020). 5. S.B. 304, 2021 Leg., Reg. Sess., (Fla. 2021).
Georgia	<ol style="list-style-type: none"> 1. Ga. Code Ann. § 34-4-3 (2010). 2. H.B. 166, 2021 Leg., Reg. Sess., (Ga. 2021). 3. S.B. 24, 2021 Leg., Reg. Sess., (Ga. 2021). 4. Ga. Code Ann. § 34-4-3. (2010). 5. Ga. Code Ann. § 34-4-3.1 (2010). 6. H.B. 499, 2021 Leg., Reg. Sess., (Ga. 2021).
Hawaii	<ol style="list-style-type: none"> 1. Haw. Rev. Stat. § 387-2 (2014). 2. H.B. 4, 31st Leg., Reg. Sess., (Haw. 2021). 3. H.B. 21, 31st Leg., Reg. Sess., (Haw. 2021). 4. H.B. 600, 31st Leg., Reg. Sess., (Haw. 2021). 5. H.B. 676, 31st Leg., Reg. Sess., (Haw. 2021). 6. H.B. 1201, 31st Leg., Reg. Sess., (Haw. 2021). 7. S.B. 285, 31st Leg., Reg. Sess., (Haw. 2021). 8. S.B. 677, 31st Leg., Reg. Sess., (Haw. 2021). 9. S.B. 965, 31st Leg., Reg. Sess., (Haw. 2021). 10. Haw. Rev. Stat. § 387-2 (2014). 11. H.B. 28, 31st Leg., Reg. Sess., (Haw. 2021). 12. S.B. 793, 31st Leg., Reg. Sess., (Haw. 2021).
Idaho	<ol style="list-style-type: none"> 1. Idaho Code Ann. § 44-1502 (2007).
Illinois	<ol style="list-style-type: none"> 1. Ill. Comp. Stat. § 105/4 (2019). 2. H.B. 3677, 102nd Leg., Reg. Sess., (Ill. 2021). 3. S.B. 2268, 102nd Leg., Reg. Sess., (Ill. 2021). 4. S.B.1627, 102nd Leg., Reg. Sess., (Ill. 2021).

State	Sources
Indiana	<ol style="list-style-type: none"> 1. Ind. Code § 22-2-2 (2021). 2. H.B. 1345, 122nd Leg., Reg. Sess., (Ind. 2021). 3. S.B. 106, 122nd Leg., Reg. Sess., (Ind. 2021). 4. S.B. 334, 122nd Leg., Reg. Sess., (Ind. 2021). 5. Ind. Code § 22-2-2-4 (2021). 6. Ind. Code § 22-2-3 (2021). 7. Ind. Code § 22-2-2-10.5 (2021). 8. S.B. 334, 122nd Leg., Reg. Sess., (Ind. 2021).
Iowa	<ol style="list-style-type: none"> 1. Iowa Code § 91D.1 (2019). 2. H.F. 122, 2021 Leg., Reg. Sess., (Iowa 2021). 3. Iowa Code § 91D.1 (2019). 4. H.F. 295, 2017 Leg., Reg. Sess., (Iowa 2017).
Kansas	<ol style="list-style-type: none"> 1. Kan. Stat. Ann. § 44-1203 (2020). 2. H.B. 2018, 2021 Leg., Reg. Sess., (Kan. 2021). 3. H.B. 2033, 2021 Leg., Reg. Sess., (Kan. 2021). 4. S.B. 291, 2021 Leg., Reg. Sess. (Kan. 2021). 5. Kan. Admin. Regs. § 49-31-5 (2020). 6. Kan. Stat. Ann. § 12-16,130 (2020). 7. H.B. 2305, 2021 Leg., Reg. Sess., (Kan. 2021).
Kentucky	<ol style="list-style-type: none"> 1. Ky. Rev. Stat. Ann. § 337.275 (2007). 2. H.B. 34, 2021 Leg., Reg. Sess., (Ky. 2021). 3. B.R. 314, 2021 Leg., Reg. Sess., (Ky. 2021). 4. B.R. 498, 2021 Leg., Reg. Sess., (Ky. 2021). 5. S.B. 41, 2021 Leg., Reg. Sess., (Ky. 2021). 6. Ky. Rev. Stat. Ann. § 337.275 (2007). 7. S.B. 18, 2021 Leg., Reg. Sess., (Ky. 2021). 8. H.B. 3, 2017 Leg., Reg. Sess., (Ky. 2017). 9. H.B. 358, 2021 Leg., Reg. Sess., (Ky. 2021).
Louisiana	<ol style="list-style-type: none"> 1. La. Stat. Ann. § 23:642 (2012). 2. S.B. 7, 2021 Leg., Reg. Sess., (La. 2021). 3. S.B. 49, 2021 Leg., Reg. Sess., (La. 2021). 4. La. Stat. Ann. § 23:642. (2012).
Maine	<ol style="list-style-type: none"> 1. Me. Stat. tit. 26, § 664 (2019). 2. L.D. 1279, 130th Leg., Reg. Sess., (Me. 2021). 3. Me. Stat. tit. 26, § 666 (2019). 4. L.D. 774, 130th Leg., Reg. Sess., (Me. 2021). 5. L.D. 1453, 130th Leg., Reg. Sess., (Me. 2021).
Maryland	<ol style="list-style-type: none"> 1. Md. Code, Com. Law § 3-413 (2019). 2. Md. Code, Com. Law § 3-419 (2019).
Massachusetts	<ol style="list-style-type: none"> 1. Mass. Gen. Laws ch. 151, §1 (2019). 2. H.B. 1971, 192nd Leg., Reg. Sess., (Mass. 2021). 3. S.B. 1213, 192nd Leg., Reg. Sess., (Mass. 2021). 4. Mass. Gen. Laws ch. 151, §9 (2019).

State	Sources
Michigan	<ol style="list-style-type: none"> 1. Mich. Comp. Laws § 408.934 (2019). 2. H.B. 4413, 2021 Leg., Reg. Sess., (Mich. 2021). 3. Mich. Comp. Laws § 123.1385 (2019).
Minnesota	<ol style="list-style-type: none"> 1. Minn. Stat. § 177.24 (2020). 2. H.F. 1861, 92nd Leg., Reg. Sess., (Minn. 2021). 3. H.F. 1925, 92nd Leg., Reg. Sess., (Minn. 2021). 4. S.F. 1439, 92nd Leg., Reg. Sess., (Minn. 2021). 5. S.F. 1440, 92nd Leg., Reg. Sess., (Minn. 2021). 6. S.F. 2031, 92nd Leg., Reg. Sess., (Minn. 2021). 7. Minn. Stat. § 177.24 (2020). 8. H.F. 770, 92nd Leg., Reg. Sess., (Minn. 2021). 9. H.F. 1833, 92nd Leg., Reg. Sess., (Minn. 2021). 10. S.F. 1911, 92nd Leg., Reg. Sess., (Minn. 2021). 11. Minn. Stat. § 5200.0030 (2020). 12. H.F. 1113, 92nd Leg., Reg. Sess., (Minn. 2021). 13. S.F. 445, 92nd Leg., Reg. Sess., (Minn. 2021).
Mississippi	<ol style="list-style-type: none"> 1. Miss. Code Ann. § 71-3-31 (2019). 2. H.B. 222, 2021 Leg., Reg. Sess., (Miss. 2021). 3. H.B. 343, 2021 Leg., Reg. Sess., (Miss. 2021). 4. H.B. 366, 2021 Leg., Reg. Sess., (Miss. 2021). 5. H.B. 654, 2021 Leg., Reg. Sess., (Miss. 2021). 6. H.B. 738, 2021 Leg., Reg. Sess., (Miss. 2021). 7. H.B. 1109, 2021 Leg., Reg. Sess., (Miss. 2021). 8. H.B. 1260, 2021 Leg., Reg. Sess., (Miss. 2021). 9. H.B. 1261, 2021 Leg., Reg. Sess., (Miss. 2021). 10. S.B. 2425, 2021 Leg., Reg. Sess., (Miss. 2021). 11. S.B. 2079, 2021 Leg., Reg. Sess., (Miss. 2021). 12. S.B. 2303, 2021 Leg., Reg. Sess., (Miss. 2021). 13. Miss. Code Ann. § 17-1-51 (2019).
Missouri	<ol style="list-style-type: none"> 1. Mo. Rev. Stat. § 290.502 (2018). 2. H.B. 979, 101st Leg., Reg. Sess., (Mo. 2021). 3. H.B. 1051, 101st Leg., Reg. Sess., (Mo. 2021). 4. S.B. 407, 101st Leg., Reg. Sess., (Mo. 2021). 5. H.B. 726, 101st Leg., Reg. Sess., (Mo. 2021). 6. Mo. Rev. Stat. § 290.512 (2018). 7. Mo. Rev. Stat. § 290.515 (2018). 8. Mo. Rev. Stat. § 290.528 (2018).
Montana	<ol style="list-style-type: none"> 1. Mont. Code Ann. § 39-3-409 (2019). 2. H.B. 284, 67th Leg., Reg. Sess., (Mont. 2021). 3. H.B. 486, 67th Leg., Reg. Sess., (Mont. 2021). 4. S.B. 187, 67th Leg., Reg. Sess., (Mont. 2021). 5. Mont. Admin. Rule § 24-16-1508 (2019). 6. Mont. Code Ann. § 39-3-406 (2019).

State	Sources
Nebraska	<ol style="list-style-type: none"> 1. Neb. Rev Stat. § 48-1203 (2014). 2. L.B. 480, 107th Leg., Reg. Sess., (Neb. 2021). 3. L.B. 122, 107th Leg., Reg. Sess., (Neb. 2021). 4. Neb. Rev Stat. § 48-1202 (2014).
Nevada	<ol style="list-style-type: none"> 1. Nev. Rev. Stat. § 608.250 (2019). 2. A.J.R. 10, 80th Leg., Reg. Sess., (Nev. 2021). 3. Nev. Rev. Stat. § 608.160 (2019).
New Hampshire	<ol style="list-style-type: none"> 1. N.H. Rev. Stat. Ann. §279-21 (2016). 2. H.B. 107, 2021 Leg., Reg. Sess., (N.H. 2021). 3. H.B. 517, 2021 Leg., Reg. Sess., (N.H. 2021). 4. S.B. 136, 2021 Leg., Reg. Sess., (N.H. 2021).
New Jersey	<ol style="list-style-type: none"> 1. N.J. Stat. Ann. § 34:11-56a4 (2019).
New Mexico	<ol style="list-style-type: none"> 1. N.M. Stat. § 50-4-21 (2018). 2. H.B. 110, 55th Leg., Reg. Sess., (N.M. 2021). 3. H.B. 214, 55th Leg., Reg. Sess., (N.M. 2021). 4. N.M. Stat. § 50-4-23 (2018).
New York	<ol style="list-style-type: none"> 1. N.Y. U.C.C. Law Art. 19 § 652 (2020). 2. A. 7503, 2021 Leg., Reg. Sess., (N.Y. 2021). 3. A. 7111, 2021 Leg., Reg. Sess., (N.Y. 2021).
North Carolina	<ol style="list-style-type: none"> 1. N.C. Gen. Stat § 92-25.3 (2006). 2. H.B. 612, 2021 Leg., Reg. Sess., (N.C. 2021). 3. H.B. 891, 2021 Leg., Reg. Sess., (N.C. 2021). 4. S.B. 673, 2021 Leg., Reg. Sess., (N.C. 2021). 5. S.B. 447, 2021 Leg., Reg. Sess., (N.C. 2021). 6. N.C. Gen. Stat. § 95-25.1 (2006).
North Dakota	<ol style="list-style-type: none"> 1. N.D. Cent. Code § 34-06-22 (2009). 2. H.B. 1341, 77th Leg., Reg. Sess., (N.D. 2021). 3. N.D. Admin. Code § 46-02-07 (1994). 4. N.D. Cent. Code § 34-06-15 (2009). 5. N.D. Cent. Code § 34-06-23 (2009).
Ohio	<ol style="list-style-type: none"> 1. Ohio Rev. Code tit. 41. § 4111.02 (2007). 2. S.B. 51, 134th Leg., Reg. Sess., (Ohio 2021). 3. H.B. 69, 134th Leg., Reg. Sess., (Ohio 2021). 4. Ohio Const., art. II, § 34(a) (2017). 5. Ohio Admin. Code § 4101:9-1-01 (2014). 6. Ohio Admin. Code § 4111.02 (2017). 7. H.B. 52, 134th Leg., Reg. Sess., (Ohio 2021).
Oklahoma	<ol style="list-style-type: none"> 1. Okla. Stat. tit. 40 § 197.2 (2014). 2. H.B. 1614, 58th Leg., Reg. Sess., (Okla. 2021). 3. S.B. 125, 58th Leg., Reg. Sess., (Okla. 2021). 4. S.B. 161, 58th Leg., Reg. Sess., (Okla. 2021). 5. S.B. 332, 58th Leg., Reg. Sess., (Okla. 2021). 6. Okla. Stat. tit. 40 § 197.16 (2014).

State	Sources
	<ol style="list-style-type: none"> 7. Okla. Stat. tit. 40 § 197.11 (2014). 8. Okla. Stat. tit. 40 § 160 (2014). 9. H.B. 1603, 58th Leg., Reg. Sess., (Okla. 2021). 10. S.B. 101, 58th Leg., Reg. Sess., (Okla. 2021).
Oregon	<ol style="list-style-type: none"> 1. Or. Rev. Stat. § 653.025 (2019). 2. H.B. 3351, 81st Leg., Reg. Sess., (Or. 2021). 3. Or. Rev. Stat. § 653.035 (2019). 4. Or. Rev. Stat. § 653.033 (2019). 5. Or. Rev. Stat. § 653.017 (2019).
Pennsylvania	<ol style="list-style-type: none"> 1. 34 Pa. Cons. Stat. § 231.101 (2007). 2. H.B. 15, 2021 Leg., Reg. Sess., (Pa. 2021). 3. H.B. 345, 2021 Leg., Reg. Sess., (Pa. 2021). 4. H.B. 2721, 2021 Leg., Reg. Sess., (Pa. 2021). 5. S.B. 12, 2021 Leg., Reg. Sess., (Pa. 2021). 6. S.B. 625, 2021 Leg., Reg. Sess., (Pa. 2021). 7. S.B. 672, 2021 Leg., Reg. Sess., (Pa. 2021). 8. 34 Pa. Cons. Stat. § 231.34 (2007). 9. S.B. 332, 2021 Leg., Reg. Sess., (Pa. 2021). 10. 34 Pa. Cons. Stat. § 231.71 (2007). 11. S.B. 923, 2021 Leg., Reg. Sess., (Pa. 2021). 12. H.B. 2659, 2020 Leg., Reg. Sess., (Pa. 2020).
Rhode Island	<ol style="list-style-type: none"> 1. R.I. Gen. Laws § 28-12-3 (n.d.). 2. H.B. 5130, 2021 Leg., Reg. Sess., (R.I. 2021). 3. S.B. 1, 2021 Leg., Reg. Sess., (R.I. 2021). 4. H.B. 5938, 2021 Leg., Reg. Sess., (R.I. 2021). 5. H.B. 5939, 2021 Leg., Reg. Sess., (R.I. 2021). 6. S.B. 77, 2021 Leg., Reg. Sess., (R.I. 2021). 7. S.B. 143, 2021 Leg., Reg. Sess., (R.I. 2021). 8. S.B. 545, 2021 Leg., Reg. Sess., (R.I. 2021). 9. S.B. 689, 2021 Leg., Reg. Sess., (R.I. 2021). 10. S.B. 271, 2021 Leg., Reg. Sess., (R.I. 2021). 11. H.B. 6012, 2021 Leg., Reg. Sess., (R.I. 2021). 12. R.I. Gen. Laws § 28-12-5 (n.d.). 13. R.I. Gen. Laws § 28-12-9 (n.d.). 14. S.B. 947, 2021 Leg., Reg. Sess., (R.I. 2021). 15. R.I. Gen. Laws § 28-12-25 (n.d.).
South Carolina	<ol style="list-style-type: none"> 1. S.C. Code Ann. § 41-35 (n.d.). 2. H.B. 3018, 124th Leg., Reg. Sess., (S.C. 2021). 3. H.B. 3184, 124th Leg., Reg. Sess., (S.C. 2021). 4. H.B. 3341, 124th Leg., Reg. Sess., (S.C. 2021). 5. H.B. 3480, 124th Leg., Reg. Sess., (S.C. 2021). 6. H.B. 3675, 124th Leg., Reg. Sess., (S.C. 2021). 7. S.B. 159, 124th Leg., Reg. Sess., (S.C. 2021).

State	Sources
	<ol style="list-style-type: none"> 8. S.B. 343, 124th Leg., Reg. Sess., (S.C. 2021). 9. S.B. 634, 124th Leg., Reg. Sess., (S.C. 2021). 10. S.J.R. 633, 124th Leg., Reg. Sess., (S.C. 2021). 11. S.J.R. 533, 124th Leg., Reg. Sess., (S.C. 2021). 12. S.C. Code Ann. § 6-1-130 (n.d.).
South Dakota	<ol style="list-style-type: none"> 1. S.D. Codified Laws § 60-11-3.2. (2014). 2. S.D. Codified Laws § 60-11-3.1. (2014). 3. S.D. Codified Laws § 60-11-5. (2014).
Tennessee	<ol style="list-style-type: none"> 1. Tenn. Code Ann. § 50-2-112 (2013). 2. H.B. 797, 2021 Leg., Reg. Sess., (Tenn. 2021). 3. H.B. 1577, 2021 Leg., Reg. Sess., (Tenn. 2021). 4. S.B. 195, 2021 Leg., Reg. Sess., (Tenn. 2021). 5. S.B. 550, 2021 Leg., Reg. Sess., (Tenn. 2021). 6. S.B. 1292, 2021 Leg., Reg. Sess., (Tenn. 2021).
Texas	<ol style="list-style-type: none"> 1. Tex. Labor Code, tit. 2C § 62. (1993). 2. H.B. 42, 2021 Leg., Reg. Sess., (Tex. 2021). 3. H.B. 383, 2021 Leg., Reg. Sess., (Tex. 2021). 4. H.B. 615, 2021 Leg., Reg. Sess., (Tex. 2021). 5. H.B. 731, 2021 Leg., Reg. Sess., (Tex. 2021). 6. H.B. 1827, 2021 Leg., Reg. Sess., (Tex. 2021). 7. H.B. 1917, 2021 Leg., Reg. Sess., (Tex. 2021). 8. H.B. 4484, 2021 Leg., Reg. Sess., (Tex. 2021). 9. Tex. Labor Code, tit. 2C § 62.052 (1993). 10. Tex. Labor Code, tit. 2C § 62.155 (1993). 11. Tex. Labor Code, tit. 2C § 62.515 (1993). 12. H.B. 224, 2021 Leg., Reg. Sess., (Tex. 2021). 13. S.B. 389, 2021 Leg., Reg. Sess., (Tex. 2021).
Utah	<ol style="list-style-type: none"> 1. Utah Code § 34-40-103 (1997). 2. H.B. 284, 2021 Leg., Reg. Sess., (Utah 2021). 3. H.B. 361, 2021 Leg., Reg. Sess., (Utah 2021). 4. Utah Code § 34-40-104 (1997). 5. Utah Code § 34-40-104(2) (1997). 6. Utah Code § 34-40-106 (1997).
Vermont	<ol style="list-style-type: none"> 1. Vt. Stat. Ann., tit. 21 § 384 (2017). 2. H. 42, 2021 Leg., Reg. Sess., (Vt. 2021). 3. H. 258, 2021 Leg., Reg. Sess., (Vt. 2021). 4. S. 52, 2021 Leg., Reg. Sess., (Vt. 2021). 5. Vt. Stat. Ann., tit. 21 § 384(a) (2017). 6. National Council on Disability. (2012, August 23). Subminimum wage and supported employment.
Virginia	<ol style="list-style-type: none"> 1. Va. Code Ann. § 40.1-28.10 (2020). 2. S.B. 7, 2020 Leg., Reg. Sess., (Va. 2020). 3. H.B. 2270, 2021 Leg., Reg. Sess., (Va. 2021).

State	Sources
	<ol style="list-style-type: none"> 4. Va. Code Ann. § 40.1-28.9(b) (2020). 5. Va. Code Ann. § 40.1-28.9(a) (2020).
Washington	<ol style="list-style-type: none"> 1. Wash. Rev. Code § 49.46.020. (2019). 2. Wash. Admin. Code § 296.126.021. (2019). 3. S.B. 5284, 67th Leg., Reg. Sess., (Wash. 2021).
West Virginia	<ol style="list-style-type: none"> 1. W. Va. Code § 21-5C-2 (2014). 2. H.B. 2840, 2021 Leg., Reg. Sess., (W. Va. 2021). 3. H.B. 3041, 2021 Leg., Reg. Sess., (W. Va. 2021). 4. H.B. 3056, 2021 Leg., Reg. Sess., (W. Va. 2021). 5. W. Va. Code § 21-5C-4 (2014). 6. W. Va. Code § 21-5C-1(f) (2014). 7. H.B. 2907, 2021 Leg., Reg. Sess., (W. Va. 2021).
Wisconsin	<ol style="list-style-type: none"> 1. Wis. Stat. § 104.035 (2015). 2. S.B. 452, 2021 Leg., Reg. Sess., (Wis. 2021). 3. Wis. Stat. § 104.045 (2015).
Wyoming	<ol style="list-style-type: none"> 1. Wyo. Stat. Ann. § 27-4-202. (n.d.). 2. H.B. 206, 2021 Leg., Reg. Sess., (Wyo. 2021). 3. Wyo. Stat. Ann. § 27-4-202(b). (n.d.). 4. US Department of Labor, Wage and Hour Division. (2016, October 17). <i>14(c) certificate holders</i>.

How does the state minimum wage vary across states?

Data were collected for 6 different measures to assess how states vary in their minimum wage policies. The datasets, calculations, and sources referenced for each state are listed below.

Measure 1: Current state hourly minimum wage (nominal)

Definition:

Current state hourly minimum wage for large employers

Notes:

1. According to the US Dept. of Labor, Wage and Hour Division, workers can be covered by the Fair Labor Standards Act (FLSA) through “enterprise coverage” or “individual coverage.” Enterprise coverage applies to businesses with an annual dollar volume of sales or business of at least \$500,000, and to hospitals, businesses providing medical or nursing care for residents, schools and preschools, and hospital agencies. Workers without enterprise coverage can be protected by the FLSA through individual coverage if their work involves interstate commerce or if they are domestic service workers, such as housekeepers, full-time babysitters, or cooks. Some exceptions for FLSA coverage apply to workers with disabilities, full-time students, individuals under 20 years old in their first 90 consecutive calendar days of employment, tipped employees, and students enrolled in vocational education programs.

2. Some states allow lower minimum wages to be set for employees working for employers below a certain threshold of number of employees or annual revenue, employees under the age of 18, employees in an initial "training" window of employment, and for employees who regularly receive more than \$30 a month in tips
3. Many local governments have passed legislation to increase the minimum wage above that legislated by the state. Twenty-five states restrict the ability of their local governments to do so.
4. In Iowa, the minimum wage does not apply to employers that have an annual gross volume of sales made or business done that is less than \$300,000.
5. The minimum wage for Michigan was scheduled to increase to \$9.87 as of January 1 2021, but did not increase as scheduled due to high unemployment (a rate greater than 8.5%) in the processing calendar year (2020).
6. The minimum wage in Minnesota for small employers (less than \$500,000 in annual sales) and workers under the age of 18 is \$8.21.
7. In Missouri, employers whose annual gross income is less than \$500,000 are exempt from the state minimum wage.
8. In Montana, the state minimum wage only applies to businesses with gross annual sales of more than \$110,000.
9. The minimum wage in Nebraska only applies to employers with at least 4 employees.
10. For employers that gross \$299,000 or less, the minimum wage in Ohio defaults to the federal minimum wage of \$7.25.
11. The minimum wage in Virginia was scheduled to increase to \$9.50 on January 1, 2021, however this increase was delayed to May 1, 2021 due to the COVID-19 pandemic.

Sources:

State	Sources
All States	1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
Alabama	1. Ala. Code. Tit. 25 § 7-40 et seq. (2016).
Alaska	1. Alaska Stat. § 23.10.065(a) (2020).
Arizona	1. Ariz. Rev. Stat. § 23-363 (2016).
Arkansas	1. Ark. Code § 11-4-210 (2019).
California	1. Cal. Lab. Code § 1182.12 (2020).
Colorado	1. Colo. Const., art. XVIII, § 15 (2016).
Connecticut	1. Conn. Public Act No. 19-4 (2019).
Delaware	1. Del. Code tit. 19, § 902 (2018).
District of Columbia	1. D.C. Code Ann. § 32-1003 (2018).
Florida	1. Fla. Stat., art. X, § 24 (2020).
Georgia	1. Ga. Code Ann. § 34-4-3 (2010).
Hawaii	1. Haw. Rev. Stat. § 387-2 (2014).
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	1. Ill. Comp. Stat. § 105/4 (2019).
Indiana	1. Ind. Code § 22-2-2 (2021).

State	Sources
Iowa	1. Iowa Code § 91D.1 (2019).
Kansas	1. Kan. Stat. Ann. § 44-1203 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2007).
Louisiana	1. La. Stat. Ann. § 23:642 (2012).
Maine	1. Me. Stat. tit. 26, § 664 (2019).
Maryland	1. Md. Code, Com. Law § 3–413 (2019).
Massachusetts	1. Mass. Gen. Laws ch. 151, §1 (2019).
Michigan	1. Mich. Comp. Laws § 408.934 (2019).
Minnesota	1. Minn. Stat. § 177.24 (2020).
Mississippi	1. Miss. Code Ann. § 71-3-31 (2019).
Missouri	1. Mo. Rev. Stat. § 290.502 (2018).
Montana	1. Mont. Code Ann. § 39-3-409 (2019).
Nebraska	1. Neb. Rev Stat. § 48-1203 (2014).
Nevada	1. Nev. Rev. Stat. § 608.250 (2019).
New Hampshire	1. N.H. Rev. Stat. Ann. §279-21 (2016).
New Jersey	1. N.J. Stat. Ann. § 34:11-56a4 (2019).
New Mexico	1. N.M. Stat. § 50-4-21 (2018).
New York	1. N.Y. U.C.C. Law Art. 19 § 652 (2020).
North Carolina	1. N.C. Gen. Stat § 92-25.3 (2006).
North Dakota	1. N.D. Cent. Code § 34-06-22 (2009).
Ohio	1. Ohio Rev. Code tit. 41. § 4111.02 (2007).
Oklahoma	1. Okla. Stat. tit. 40 § 197.2 (2014).
Oregon	1. Or. Rev. Stat. § 653.025 (2019).
Pennsylvania	1. 34 Pa. Cons. Stat. § 231.101 (2007).
Rhode Island	1. R.I. Gen. Laws § 28-12-3 (n.d.).
South Carolina	1. S.C. Code Ann. § 41-35 (n.d.).
South Dakota	1. S.D. Codified Laws § 60-11-3.2. (2014).
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62. (1993).
Utah	1. Utah Code § 34-40-103 (1997).
Vermont	1. Vt. Stat. Ann., tit. 21 § 384 (2017).
Virginia	1. Va. Code Ann. § 40.1-28.10 (2020).
Washington	1. Wash. Rev. Code § 49.46.020. (2019).
West Virginia	1. W. Va. Code § 21-5C-2 (2014).
Wisconsin	1. Wis. Stat. § 104.035 (2015).
Wyoming	1. Wyo. Stat. Ann. § 27-4-202. (n.d.).

Measure 2: Current cost-of-living adjusted minimum wage**Definition:** Current cost-of-living adjusted minimum wage**Notes:**

1. This is a measure of the minimum wage accounting for state-level differences in cost of living. It is calculated by applying the state's 2019 regional price parities index value for all items to the state's 2021 nominal minimum wage. Regional Price Parities (RPPs) measure the differences in price levels across states and metropolitan areas for a given year and are expressed as a percentage of the overall national price level. All items RPPs cover all consumption goods and services, including housing rents. Areas with high/low RPPs typically correspond to areas with high/low price levels for rents.
2. The nominal minimum wage used in this calculation is the minimum wage required to be paid by employers in state statute. For states where there is no legislated minimum wage, or it is below the federally mandated minimum wage of \$7.25, the federal minimum wage is used.
3. Cost-of-living adjustments were calculated following the methodology used by researchers with the Federal Reserve Bank of St. Louis.¹

Sources:

State	Sources
All States	<ol style="list-style-type: none"> 1. US Bureau of Economic Analysis. (December 15, 2020). <i>Table SARPP Regional Price Parities by state from GDP and personal income</i> [Data set]. Retrieved on May 19, 2021 from https://apps.bea.gov/iTable/iTable.cfm?reqid=70&step=1&isuri=1&acrdn=8#reqid=70&step=1&isuri=1 2. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
Alabama	1. Ala. Code. Tit. 25 § 7-40 et seq. (2016).
Alaska	1. Alaska Stat. § 23.10.065(a) (2020).
Arizona	1. Ariz. Rev. Stat. § 23-363 (2016).
Arkansas	1. Ark. Code § 11-4-210 (2019).
California	1. Cal. Lab. Code § 1182.12 (2020).
Colorado	1. Colo. Const., art. XVIII, § 15 (2016).
Connecticut	1. Conn. Public Act No. 19-4 (2019).
Delaware	1. Del. Code tit. 19, § 902 (2018).
District of Columbia	1. D.C. Code Ann. § 32-1003 (2018).
Florida	1. Fla. Stat., art. X, § 24 (2020).
Georgia	1. Ga. Code Ann. § 34-4-3 (2010).
Hawaii	1. Haw. Rev. Stat. § 387-2 (2014).
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	1. Ill. Comp. Stat. § 105/4 (2019).

¹ Gascon, C.S. (October 1, 2014). *District overview: Buying power of minimum wage varies across and within states*. Federal Reserve Bank of St. Louis. Retrieved on May 18, 2021 from <https://www.stlouisfed.org/publications/regional-economist/october-2014/buying-power-of-minimum-wage-varies-across-and-within-states#endnotes>

State	Sources
Indiana	1. Ind. Code § 22-2-2 (2021).
Iowa	1. Iowa Code § 91D.1 (2019).
Kansas	1. Kan. Stat. Ann. § 44-1203 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2007).
Louisiana	1. La. Stat. Ann. § 23:642 (2012).
Maine	1. Me. Stat. tit. 26, § 664 (2019).
Maryland	1. Md. Code, Com. Law § 3-413 (2019).
Massachusetts	1. Mass. Gen. Laws ch. 151, §1 (2019).
Michigan	1. Mich. Comp. Laws § 408.934 (2019).
Minnesota	1. Minn. Stat. § 177.24 (2020).
Mississippi	1. Miss. Code Ann. § 71-3-31 (2019).
Missouri	1. Mo. Rev. Stat. § 290.502 (2018).
Montana	1. Mont. Code Ann. § 39-3-409 (2019).
Nebraska	1. Neb. Rev Stat. § 48-1203 (2014).
Nevada	1. Nev. Rev. Stat. § 608.250 (2019).
New Hampshire	1. N.H. Rev. Stat. Ann. §279-21 (2016).
New Jersey	1. N.J. Stat. Ann. § 34:11-56a4 (2019).
New Mexico	1. N.M. Stat. § 50-4-21 (2018).
New York	1. N.Y. U.C.C. Law Art. 19 § 652 (2020).
North Carolina	1. N.C. Gen. Stat § 92-25.3 (2006).
North Dakota	1. N.D. Cent. Code § 34-06-22 (2009).
Ohio	1. Ohio Rev. Code tit. 41. § 4111.02 (2007).
Oklahoma	1. Okla. Stat. tit. 40 § 197.2 (2014).
Oregon	1. Or. Rev. Stat. § 653.025 (2019).
Pennsylvania	1. 34 Pa. Cons. Stat. § 231.101 (2007).
Rhode Island	1. R.I. Gen. Laws § 28-12-3 (n.d.).
South Carolina	1. S.C. Code Ann. § 41-35 (n.d.).
South Dakota	1. S.D. Codified Laws § 60-11-3.2. (2014).
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62. (1993).
Utah	1. Utah Code § 34-40-103 (1997).
Vermont	1. Vt. Stat. Ann., tit. 21 § 384 (2017).
Virginia	1. Va. Code Ann. § 40.1-28.10 (2020).
Washington	1. Wash. Rev. Code § 49.46.020. (2019).
West Virginia	1. W. Va. Code § 21-5C-2 (2014).
Wisconsin	1. Wis. Stat. § 104.035 (2015).
Wyoming	1. Wyo. Stat. Ann. § 27-4-202. (n.d.).

Measure 3: Current state hourly subminimum wage (tipped workers)**Definition:**

Current state hourly subminimum wage for tipped workers

Notes:

1. In six states, there is no legislated minimum wage for tipped workers (Alabama, Georgia, Louisiana, Mississippi, South Carolina, and Tennessee). The Fair Labor Standards Act (FLSA) applies for covered tipped workers in these states.
2. States often have subminimum wage amounts that are tied to the regular minimum wage value, either as set percentages or specific dollar amounts below the regular minimum wage.

Sources:

State	Sources
All States	1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
Alabama	(no additional sources)
Alaska	1. Alaska Stat. § 23.10.065(a) (2020).
Arizona	1. Ariz. Rev. Stat. § 23-363 (2016).
Arkansas	1. Ark. Code § 11-4-212 (2019).
California	1. Cal. Lab. Code § 351 (2020).
Colorado	1. Colo. Const., art. XVIII, § 15 (2016).
Connecticut	1. Conn. Public Act No. 19-4 (2019). 2. H.B. 6348, 2021 Leg., Reg. Sess., (Conn. 2021).
Delaware	1. Del. Code tit. 19, § 902 (2018). 2. H.B. 94, 151st Leg., Reg. Sess., (Del. 2021). 3. H.S. 1, 151st Leg., Reg. Sess., (Del. 2021). 4. H.B. 266, 151st Leg., Reg. Sess., (Del. 2021).
District of Columbia	1. D.C. Code Ann. § 32-1003 (2018).
Florida	1. Fla. Stat., art. X, § 24 (2020).
Georgia	(no additional sources)
Hawaii	1. Haw. Rev. Stat. § 387-2 (2014). 2. H.B. 28, 31st Leg., Reg. Sess., (Haw. 2021).
Idaho	1. S.B. 1028, 66th Leg., Reg. Sess., (Idaho 2021).
Illinois	1. Ill. Comp. Stat. § 105/4 (2019).
Indiana	1. Ind. Code § 22-2-2-4 (2021). 2. H.B. 1345, 122nd Leg., Reg. Sess., (Ind. 2021).
Iowa	1. Iowa Code § 91D.1 (2019).
Kansas	1. Kan. Stat. Ann. § 44-1203 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2007). 2. H.B. 34, 2021 Leg., Reg. Sess., (Ky. 2021). 3. B.R. 314, 2021 Leg., Reg. Sess., (Ky. 2021). 4. S.B. 41, 2021 Leg., Reg. Sess., (Ky. 2021).

State	Sources
Louisiana	(no additional sources)
Maine	1. Me. Stat. tit. 26, § 664 (2019).
Maryland	1. Md. Code, Com. Law § 3–419 (2019).
Massachusetts	1. Mass. Gen. Laws ch. 151, §1 (2019). 2. H.B. 1971, 192nd Leg., Reg. Sess., (Mass. 2021). 3. S.B. 1213, 192nd Leg., Reg. Sess., (Mass. 2021).
Michigan	1. Mich. Comp. Laws § 408.934 (2019).
Minnesota	1. Minn. Stat. § 177.24 (2020). 2. H.F. 770, 92nd Leg., Reg. Sess., (Minn. 2021). 3. H.F. 1833, 92nd Leg., Reg. Sess., (Minn. 2021). 4. S.F. 1911, 92nd Leg., Reg. Sess., (Minn. 2021).
Mississippi	(no additional sources)
Missouri	1. Mo. Rev. Stat. § 290.512 (2018).
Montana	1. Mont. Admin. Rule § 24-16-1508 (2019).
Nebraska	1. Neb. Rev Stat. § 48-1203 (2014). 2. L.B. 122, 107th Leg., Reg. Sess., (Neb. 2021).
Nevada	1. Nev. Rev. Stat. § 608.160 (2019).
New Hampshire	1. N.H. Rev. Stat. Ann. §279-21 (2016).
New Jersey	1. N.J. Stat. Ann. § 34:11-56a4 (2019).
New Mexico	1. N.M. Stat. § 50-4-21 (2018). 2. H.B. 214, 55th Leg., Reg. Sess., (N.M. 2021).
New York	1. N N.Y. U.C.C. Law Art. 19 § 652 (2020).
North Carolina	1. N.C. Gen. Stat § 92-25.3(f) (2006).
North Dakota	1. N.D. Admin. Code § 46-02-07 (1994).
Ohio	1. Ohio Const., art. II, § 34(a) (2017).
Oklahoma	1. Okla. Stat. tit. 40 § 197.16 (2014).
Oregon	1. Or. Rev. Stat. § 653.035 (2019).
Pennsylvania	1. 34 Pa. Cons. Stat. § 231.34 (2007). 2. H.B. 2721, 2021 Leg., Reg. Sess., (Pa. 2021). 3. S.B. 332, 2021 Leg., Reg. Sess., (Pa. 2021).
Rhode Island	1. R.I. Gen. Laws § 28-12-5 (n.d.). 2. S.B. 689, 2021 Leg., Reg. Sess., (R.I. 2021).
South Carolina	(no additional sources)
South Dakota	1. S.D. Codified Laws § 60-11-3.1. (2014).
Tennessee	(no additional sources)
Texas	1. Tex. Labor Code, tit. 2C § 62.052 (1993).
Utah	1. Utah Code § 34-40-104 (1997).
Vermont	1. Vt. Stat. Ann., tit. 21 § 384(a) (2017).
Virginia	1. Va. Code Ann. § 40.1-28.9(b) (2020).
Washington	1. Wash. Admin. Code § 296.126.021. (2019).
West Virginia	1. W. Va. Code § 21-5C-4 (2014).
Wisconsin	1. Wis. Stat. § 104.045 (2015).

State	Sources
	2. S.B. 452, 2021 Leg., Reg. Sess., (Wis. 2021).
Wyoming	1. Wyo. Stat. Ann. § 27-4-202(b). (n.d.). 2. H.B. 206, 2021 Leg., Reg. Sess., (Wyo. 2021).

Measure 4: State minimum wage preemption laws

Definition:

The state has a preemption law that prohibits localities from setting minimum wages that are higher than the state minimum wage

Notes:

(none)

Sources:

State	Sources
Alabama	1. Ala. Code. Tit. 25 § 7-42(a) (2016).
Alaska	No statute found.
Arizona	No statute found.
Arkansas	1. Ark. Code § 11-4-222 (2019).
California	No statute found.
Colorado	No statute found.
Connecticut	No statute found.
Delaware	No statute found.
District of Columbia	No statute found.
Florida	1. Fla. Stat. § 218.077 (2020). 2. S.B. 304, 2021 Leg., Reg. Sess., (Fla. 2021).
Georgia	1. Ga. Code Ann. § 34-4-3.1 (2010). 2. H.B. 499, 2021 Leg., Reg. Sess., (Ga. 2021).
Hawaii	No statute found.
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	No statute found.
Indiana	1. Ind. Code § 22-2-2-10.5 (2021). 2. S.B. 334, 122nd Leg., Reg. Sess., (Ind. 2021).
Iowa	1. H.F. 295, 2017 Leg., Reg. Sess., (Iowa 2017). 2. H.F. 122, 2021 Leg., Reg. Sess., (Iowa 2021).
Kansas	1. Kan. Stat. Ann. § 12-16,130 (2020). 2. H.B. 2305, 2021 Leg., Reg. Sess., (Kan. 2021).
Kentucky	1. H.B. 3, 2017 Leg., Reg. Sess., (Ky. 2017). 2. H.B. 358, 2021 Leg., Reg. Sess., (Ky. 2021).
Louisiana	1. La. Stat. Ann. § 23:642. (2012).

State	Sources
Maine	1. L.D. 774, 130th Leg., Reg. Sess., (Me. 2021). 2. L.D. 1453, 130th Leg., Reg. Sess., (Me. 2021).
Maryland	No statute found.
Massachusetts	No statute found.
Michigan	1. Mich. Comp. Laws § 123.1385 (2019).
Minnesota	1. H.F. 1113, 92nd Leg., Reg. Sess., (Minn. 2021). 2. S.F. 445, 92nd Leg., Reg. Sess., (Minn. 2021).
Mississippi	1. Miss. Code Ann. § 17-1-51 (2019).
Missouri	1. Mo. Rev. Stat. § 290.528 (2018).
Montana	No statute found.
Nebraska	No statute found.
Nevada	No statute found.
New Hampshire	No statute found.
New Jersey	No statute found.
New Mexico	No statute found.
New York	No statute found.
North Carolina	1. N.C. Gen. Stat. § 95-25.1 (2006).
North Dakota	1. N.D. Cent. Code § 34-06-23 (2009).
Ohio	1. Ohio Admin. Code § 4111.02 (2017). 2. H.B. 52, 134th Leg., Reg. Sess., (Ohio 2021).
Oklahoma	1. Okla. Stat. tit. 40 § 160 (2014). 2. H.B. 1603, 58th Leg., Reg. Sess., (Okla. 2021). 3. S.B. 101, 58th Leg., Reg. Sess., (Okla. 2021).
Oregon	1. Or. Rev. Stat. § 653.017 (2019).
Pennsylvania	1. S.B. 923, 2021 Leg., Reg. Sess., (Pa. 2021). 2. H.B. 2659, 2020 Leg., Reg. Sess., (Pa. 2020).
Rhode Island	1. R.I. Gen. Laws § 28-12-25 (n.d.).
South Carolina	1. S.C. Code Ann. § 6-1-130 (n.d.).
South Dakota	No statute found.
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62.515 (1993). 2. H.B. 224, 2021 Leg., Reg. Sess., (Tex. 2021). 3. S.B. 389, 2021 Leg., Reg. Sess., (Tex. 2021).
Utah	1. Utah Code § 34-40-106 (1997).
Vermont	No statute found.
Virginia	No statute found.
Washington	No statute found.
West Virginia	1. H.B. 2907, 2021 Leg., Reg. Sess., (W. Va. 2021).
Wisconsin	1. S.B. 452, 2021 Leg., Reg. Sess., (Wis. 2021).
Wyoming	No statute found.

Measure 5: Scheduled increases to the state minimum wage**Definition:**

The state has scheduled increases to the minimum wage, including both legislatively established increases and cost-of-living adjustments

Notes:

(none)

Sources:

State	Sources
Alabama	1. Ala. Code. Tit. 25 § 7-40 et seq. (2016).
Alaska	1. Alaska Stat. § 23.10.065(a) (2020).
Arizona	1. Ariz. Rev. Stat. § 23-363 (2016).
Arkansas	1. Ark. Code § 11-4-210 (2019).
California	1. Cal. Lab. Code § 1182.12 (2020).
Colorado	1. Colo. Const., art. XVIII, § 15 (2016).
Connecticut	1. Conn. Public Act No. 19-4 (2019).
Delaware	1. Del. Code tit. 19, § 902 (2018).
District of Columbia	1. D.C. Code Ann. § 32-1003 (2018).
Florida	1. Fla. Stat., art. X, § 24 (2020).
Georgia	1. Ga. Code Ann. § 34-4-3 (2010).
Hawaii	1. Haw. Rev. Stat. § 387-2 (2014).
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	1. Ill. Comp. Stat. § 105/4 (2019).
Indiana	1. Ind. Code § 22-2-2 (2021).
Iowa	1. Iowa Code § 91D.1 (2019).
Kansas	1. Kan. Stat. Ann. § 44-1203 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2007).
Louisiana	1. La. Stat. Ann. § 23:642 (2012).
Maine	1. Me. Stat. tit. 26, § 664 (2019).
Maryland	1. Md. Code, Com. Law § 3-413 (2019).
Massachusetts	1. Mass. Gen. Laws ch. 151, §1 (2019).
Michigan	1. Mich. Comp. Laws § 408.934 (2019).
Minnesota	1. Minn. Stat. § 177.24 (2020).
Mississippi	1. Miss. Code Ann. § 71-3-31 (2019).
Missouri	1. Mo. Rev. Stat. § 290.502 (2018).
Montana	1. Mont. Code Ann. § 39-3-409 (2019).
Nebraska	1. Neb. Rev Stat. § 48-1203 (2014).
Nevada	1. Nev. Rev. Stat. § 608.250 (2019).
New Hampshire	1. N.H. Rev. Stat. Ann. §279-21 (2016).

State	Sources
New Jersey	1. N.J. Stat. Ann. § 34:11-56a4 (2019).
New Mexico	1. N.M. Stat. § 50-4-21 (2018).
New York	1. N.Y. U.C.C. Law Art. 19 § 652 (2020).
North Carolina	1. N.C. Gen. Stat § 92-25.3 (2006).
North Dakota	1. N.D. Cent. Code § 34-06-22 (2009).
Ohio	1. Ohio Rev. Code tit. 41. § 4111.02 (2007).
Oklahoma	1. Okla. Stat. tit. 40 § 197.2 (2014).
Oregon	1. Or. Rev. Stat. § 653.025 (2019).
Pennsylvania	1. 34 Pa. Cons. Stat. § 231.101 (2007).
Rhode Island	1. R.I. Gen. Laws § 28-12-3 (n.d.).
South Carolina	1. S.C. Code Ann. § 41-35 (n.d.).
South Dakota	1. S.D. Codified Laws § 60-11-3.2. (2014).
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62. (1993).
Utah	1. Utah Code § 34-40-103 (1997).
Vermont	1. Vt. Stat. Ann., tit. 21 § 384 (2017).
Virginia	1. Va. Code Ann. § 40.1-28.10 (2020).
Washington	1. Wash. Rev. Code § 49.46.020. (2019).
West Virginia	1. W. Va. Code § 21-5C-2 (2014).
Wisconsin	1. Wis. Stat. § 104.035 (2015).
Wyoming	1. Wyo. Stat. Ann. § 27-4-202. (n.d.).

Measure 6: Percentage of children under age 3 with at least one parent working full-time living near poverty

Definition:

The percentage of children under age 3 with at least one parent who worked full-time during the last year (at least 35 hours per day for at least 50 weeks out of the year) whose family income is below 150% of the Federal Poverty Level (FPL)

Notes:

1. **Numerator:** The number of children under age 3 with at least one parent who reported working full-time during the last year (at least 35 hours per day for at least 50 weeks of the year) whose family income is below 150% FPL.
2. **Denominator:** The number of children under age 3 with known family poverty status with at least one parent who reported working full-time during the last year (at least 35 hours per day for at least 50 weeks of the year).
3. Children living in group quarters or who were unrelated to the head of household (e.g., foster children or children of unmarried cohabiters) were excluded from the sample.

4. The poverty threshold uses the US Census calculation of poverty and is based on the total income of all individuals aged 15 or older who are related to the head of household through marriage, birth or adoption. Income from cohabiting partners who are not married and unrelated children (including foster children) are not included in the calculation of family income. This family income is compared to federal poverty thresholds based on related family size and composition.²
5. All estimates were calculated in Stata 17 using both ACS person-level weights, to provide national and state representative estimates, and replicate weights to appropriately adjust standard errors to account for any sampling bias. The US Census Bureau recommends using a 90% confidence interval for evaluating the accuracy of estimates using ACS data.³ Given the age and employment limits imposed on the sample (children under age 3 with at least one full-time working parent) and the calculation estimates by state, two years of ACS data were combined to improve data quality and accuracy and all weights were appropriately adjusted to account for the combined years of data. Incorporating both population and sampling weights helps to account for exogenous sources of variance and improve the accuracy of estimates.

Source:

US Census Bureau. (2020). *2018-2019 American Community Survey (ACS) 1-Year Public Use Microdata Sample (PUMS)* [Data Set]. <https://www.census.gov/programs-surveys/acs/microdata.html>

² US Census Bureau (n.d.). *How the Census Bureau measures poverty*. As of August 27, 2019. Retrieved on April 28, 2020 from <https://www.census.gov/topics/income-poverty/poverty/guidance/poverty-measures.html>

³ Appendix 3 “Measures of Sampling Error” in US Census Bureau (2008). *A compass for understanding and using American Community Survey data: What general data users need to know*. US Government Printing Office, Washington, DC.