

2025 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> <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4940666/>
- 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>
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>
- L. 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>
- M. 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>
- N. 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>
- O. 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>
- P. 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>
- Q. Livingston, M., Woods-Jaeger, B., Spencer, R., Lemon, E., Walker, A., Komro, Kelli. (2021). Association of State Minimum Wage Increases with Child Maltreatment. *Journal of Interpersonal Violence*, Vol. 0(0) 1-11. <https://doi.org/10.1177/08862605211056727>
- R. Dworsky, M., Eibner, C., Nie, X., Wenger, J. (2021). The Effect of the Minimum Wage on Employer-Sponsored Insurance for Low-Income Workers and Dependents. *American Journal of Health Economics* Vol. 8(1). <https://doi.org/10.1086/716198>
- S. Morrissey, T. (2023). The minimum wage and parent time use. *Review of Economics of the Household*. <https://doi.org/10.1007/s11150-022-09638-2>
- T. Ash, M., Livingston, M., Komro, K., Spencer, R., Walker, A., & Woods-Jaeger, B. (2023). The Impact of Increased Minimum Wage on Child Neglect Varies by Developmental Age of Child. *Journal of Interpersonal Violence*. <https://doi.org/10.1177/08862605221150458>
- U. Piña, G., Moore, K., Mihalec-Adkins, B., Darling, K., Abdi, F., & Liehr, A. (2024). State Policy Levers for Reducing Early. *Child Maltreatment*. <https://doi.org/10.1177/10775595241267>
- V. Neumann, K., Veazie, S., Mason, S., Ahern, J., & Riddell, C. (2025). US State Minimum Wages and Rates of Maltreatment-Related Death Among Children. *Child Abuse & Neglect*. <https://doi.org/10.1016/j.chiabu.2024.107227>

What progress have states made in the last year to adopt and fully implement a state minimum wage of \$10.00 or greater?

State labor statutes, state administrative codes, ballot initiatives, and other relevant government documents were used as the sources to evaluate states' progress toward adopting and fully implementing a minimum wage of \$10.00 or greater. The

sources and detailed methodology used to assess a state's current minimum wage, subminimum wage for tipped workers and workers with disabilities, scheduled minimum wage increases, and preemption laws can be found within the next section (measures 1, 3, 4, 5 and 6). All other sources used to assess states' progress can be found below.

We also performed an electronic search using Quorum State between August 15, 2024 and August 15, 2025 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 rate" OR "minimum hourly rate OR "every employer shall pay" OR "minimum wage established by this subsection", OR ("minimum wage" AND NOT ("prevailing wage" OR teachers OR "poll workers" OR "direct service" OR "health care" OR "unemployment compensation" OR utilities OR energy OR construction OR "state employees")); 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" OR "hourly wage" WITHIN 5 of "tipped employee" OR minimum wage AND tip credit); to increase the minimum wage for workers with disabilities ("subminimum wage", OR 14c AND (minimum wage OR minimum hourly rate), OR exemptions WITHIN 5 of minimum wage, OR (minimum wage OR subminimum wage) AND (disability OR disabled), OR "employment first"; 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 state minimum wage.

This section also contains the sources for the information presented in the individual state Roadmaps.

Sources:

State	Sources
Alabama	1. H.B. 291, 2025 Leg., Reg. Sess., (Ala. 2025).
Alaska	No sources
Arizona	1. H.B. 2289, 57 th Leg., 1 st Reg. Sess., (Ariz. 2025). 2. H.B. 2899, 57 th Leg., 1 st Reg. Sess., (Ariz. 2025).
Arkansas	No sources
California	No sources
Colorado	No sources
Connecticut	1. H.B. 5607, 2025 Leg., Reg. Sess., (Conn. 2025). 2. H.B. 5761, 2025 Leg., Reg. Sess., (Conn. 2025). 3. H.B. 5703, 2025 Leg., Reg. Sess., (Conn. 2025).
Delaware	No sources
District of Columbia	1. Plumb, T. (2025, July 29). D.C. Council Signs Off on a Tipped-Wage 'Compromise'. D.C. Eater. Retrieved on August 1, 2025 from https://dc.eater.com/dining-out-in-dc/160198/dc-tipped-minimum-wage-compromise-i-82
Florida	No sources
Georgia	1. S.B. 55, 2025-2026 Leg., Reg. Sess., (Ga. 2025). 2. S.B. 273, 2025-2026 Leg., Reg. Sess., (Ga. 2025). 3. H.B. 395, 2025-2026 Leg., Reg. Sess., (Ga. 2025). 4. H.B. 343, 2025-2026 Leg., Reg. Sess., (Ga. 2025). 5. H.B. 321, 2025-2026 Leg., Reg. Sess., (Ga. 2025).
Hawaii	1. S.B. 604, 34 th Leg., Reg. Sess., (Haw. 2025). 2. H.B. 84, 34 th Leg., Reg. Sess., (Haw. 2025).

State	Sources
	- S.B. 455, 34th Leg., Reg. Sess., (Haw. 2025). - H.B. 479, 34th Leg., Reg. Sess., (Haw. 2025). - H.B. 524, 34th Leg., Reg. Sess., (Haw. 2025). - H.B. 684, 34th Leg., Reg. Sess., (Haw. 2025). - S.B. 214, 34th Leg., Reg. Sess., (Haw. 2025).
Idaho	H. 485, 2025 Leg., Reg. Sess., (Idaho 2025). H. 68, 2025 Leg., Reg. Sess., (Idaho 2025).
Illinois	- H.B. 793, 104th Leg., Reg. Sess., (Ill. 2025). - H.B. 2982, 104th Leg., Reg. Sess., (Ill. 2025).
Indiana	- H.B. 1364, 125th Leg., Reg. Sess., (Ind. 2025). - S.B. 0100, 125th Leg., Reg. Sess., (Ind. 2025).
Iowa	- H.F. 538, 91st Leg., Reg. Sess., (Iowa 2025). - H.F. 349, 91st Leg., Reg. Sess., (Iowa 2025).
Kansas	- S.B. 218, 2025-2026 Leg., Reg. Sess., (Kan. 2025). - H.B. 2151, 2025-2026 Leg., Reg. Sess., (Kan. 2025). - H.B. 2123, 2025-2026 Leg., Reg. Sess., (Kan. 2025).
Kentucky	- H.B. 599, 2025 Leg., Reg. Sess., (Ky. 2025). - H.B. 564, 2025 Leg., Reg. Sess., (Ky. 2025). - H.B. 67, 2025 Leg., Reg. Sess., (Ky. 2025). - S.B. 11, 2025 Leg., Reg. Sess., (Ky. 2025).
Louisiana	S.B. 206, 2025 Leg., Reg. Sess., (La. 2025).
Maine	- L.D. 853, 132nd Leg., Reg. Sess., (Me. 2025). - L.D. 206, 132nd Leg., Reg. Sess., (Me. 2025).
Maryland	- H.B. 1458, 447th Leg., Reg. Sess., (Md. 2025). - S.B. 0809, 447th Leg., Reg. Sess., (Md. 2025).
Massachusetts	- H.B. 2107, 194th Leg., Reg. Sess., (Mass. 2025). - S.B. 1349, 194th Leg., Reg. Sess., (Mass. 2025).
Michigan	S.B. 0008, 2025-2026 Leg., Reg. Sess., (Mich. 2025).
Minnesota	- H.F. 262, 94th Leg., Reg. Sess., (Minn. 2025). - S.F. 1052, 94th Leg., Reg. Sess., (Minn. 2025). - S.F. 671, 94th Leg., Reg. Sess., (Minn. 2025).
Mississippi	- H.B. 266, 2025 Leg., Reg. Sess., (Miss. 2025). - H.B. 364, 2025 Leg., Reg. Sess., (Miss. 2025). - H.B. 740, 2025 Leg., Reg. Sess., (Miss. 2025). - H.B. 898, 2025 Leg., Reg. Sess., (Miss. 2025). - H.B. 1320, 2025 Leg., Reg. Sess., (Miss. 2025). - H.B. 1550, 2025 Leg., Reg. Sess., (Miss. 2025). - S.B. 2441, 2025 Leg., Reg. Sess., (Miss. 2025). - S.B. 2440, 2025 Leg., Reg. Sess., (Miss. 2025).
Missouri	H.B. 567, 103rd Leg., 1st Reg., Sess., (Mo. 2025).
Montana	H.B. 484, 69th Leg., Reg. Sess., (Mont. 2025).
Nebraska	L.B. 258, 109th Leg., Reg. Sess., (Neb. 2025).
Nevada	No sources
New Hampshire	- S.B. 176, 169th Leg., Reg. Sess., (N.H. 2025). - H.B. 726, 169th Leg., Reg. Sess., (N.H. 2025).

State	Sources
	3. H.B. 442, 169 th Leg., Reg. Sess., (N.H. 2025).
New Jersey	1. A. 5433, 2024-2025 Leg., Reg. Sess., (N.J. 2025).
New Mexico	1. H.B. 522, 2025 Leg., Reg. Sess., (N.M. 2025). 2. H.B. 246, 2025 Leg., Reg. Sess., (N.M. 2025).
New York	1. S. 28C, 2024-2025 Leg., Reg. Sess., (N.Y. 2025). 2. A. 1006B, 2024-2025 Leg., Reg. Sess., (N.Y. 2025). 3. A. 1200A, 2024-2025 Leg., Reg. Sess., (N.Y. 2025). 4. S. 4048, 2024-2025 Leg., Reg. Sess., (N.Y. 2025). 5. S. 415A, 2024-2025 Leg., Reg. Sess., (N.Y. 2025).
North Carolina	1. H.B. 786, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 2. S.B. 525, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 3. S.B. 708, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 4. S.B. 326, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 5. H.B. 403, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 6. H.B. 339, 2025-2026 Leg., Reg. Sess., (N.C. 2025). 7. H.B. 353, 2025-2026 Leg., Reg. Sess., (N.C. 2025).
North Dakota	1. H.C.R. 3032, 69 th Leg., Reg. Sess., (N.D. 2025).
Ohio	1. H.B. 225, 136 th Leg., Reg. Sess., (Ohio 2025). 2. S.B. 142, 136 th Leg., Reg. Sess., (Ohio 2025). 3. H.B. 34, 136 th Leg., Reg. Sess., (Ohio 2025).
Oklahoma	1. S.B. 250, 60 th Leg., Reg. Sess., (Okla. 2025). 2. H.B. 1833, 60 th Leg., Reg. Sess., (Okla. 2025). 3. S.B. 35, 60 th Leg., Reg. Sess., (Okla. 2025). 4. S.B. 55, 60 th Leg., Reg. Sess., (Okla. 2025).
Oregon	1. H.B. 2962, 2025 Leg., Reg. Sess., (Or. 2025). 2. S.B. 766, 2025 Leg., Reg. Sess., (Or. 2025).
Pennsylvania	1. S.B. 19, 2025-2026 Leg., Reg. Sess., (Pa. 2025). 2. H.B. 1150, 2025-2026 Leg., Reg. Sess., (Pa. 2025).
Rhode Island	1. H.B. 5029, 2025 Leg., Reg. Sess., (R.I. 2025). 2. S.B. 125, 2025 Leg., Reg. Sess., (R.I. 2025). 3. S.B. 215, 2025 Leg., Reg. Sess., (R.I. 2025). 4. H.B. 5508, 2025 Leg., Reg. Sess., (R.I. 2025). 5. H.B. 5507, 2025 Leg., Reg. Sess., (R.I. 2025). 6. S.B. 310, 2025 Leg., Reg. Sess., (R.I. 2025).
South Carolina	1. H.B. 3809, 126 th Leg., Reg. Sess., (S.C. 2025). 2. H.B. 3226, 126 th Leg., Reg. Sess., (S.C. 2025).
South Dakota	No sources
Tennessee	1. S.B. 1190, 114 th Leg., Reg. Sess., (Tenn. 2025). 2. S.B. 1357, 114 th Leg., Reg. Sess., (Tenn. 2025). 3. H.B. 1216, 114 th Leg., Reg. Sess., (Tenn. 2025). 4. H.B. 1399, 114 th Leg., Reg. Sess., (Tenn. 2025).
Texas	1. H.B. 5297, 89 th Leg., Reg. Sess., (Tex. 2025). 2. H.B. 5368, 89 th Leg., Reg. Sess., (Tex. 2025). 3. H.B. 5598, 89 th Leg., Reg. Sess., (Tex. 2025). 4. H.B. 3447, 89 th Leg., Reg. Sess., (Tex. 2025). 5. H.B. 3184, 89 th Leg., Reg. Sess., (Tex. 2025).

State	Sources
	6. H.B. 2836, 89 th Leg., Reg. Sess., (Tex. 2025). 7. H.B. 812, 89 th Leg., Reg. Sess., (Tex. 2025). 8. H.B. 691, 89 th Leg., Reg. Sess., (Tex. 2025). 9. H.B. 193, 89 th Leg., Reg. Sess., (Tex. 2025). 10. S.B. 339, 89 th Leg., Reg. Sess., (Tex. 2025).
Utah	No sources
Vermont	1. S.B. 128, 2025 Leg., Reg. Sess., (Va. 2025). 2. H.B. 347, 2025 Leg., Reg. Sess., (Va. 2025). 3. S.B. 67, 2025 Leg., Reg. Sess., (Va. 2025).
Virginia	1. H.B. 1928, 2025 Leg., Reg. Sess., (Va. 2025).
Washington	1. S.B. 5578, 2025-2026 Leg., Reg. Sess., (Wash. 2025). 2. H.B. 1764, 2025-2026 Leg., Reg. Sess., (Wash. 2025). 3. S.B. 5339, 2025-2026 Leg., Reg. Sess., (Wash. 2025). 4. H.B. 1181, 2025-2026 Leg., Reg. Sess., (Wash. 2025).
West Virginia	1. H.B. 3407, 87 th Leg., Reg. Sess., (W.Va. 2025). 2. H.B. 2771, 87 th Leg., Reg. Sess., (W.Va. 2025).
Wisconsin	No sources
Wyoming	No sources

How does the state minimum wage vary across states?

Data were collected for nine different measures to assess how states vary in their minimum wage policies and the impact on earnings for workers in each state. The datasets, calculations, and sources referenced for each state are listed below. This section also contains the sources for the information presented in the individual state Roadmaps.

Measures 1, 3, 4, & 6: Current nominal state minimum wage (measure 1), current state tipped minimum wage (measure 3), law prohibiting subminimum wages for workers with disabilities (measure 4), and scheduled increases to the state minimum wage (measure 6)

Measure 1 Definition:

Current state hourly minimum wage (nominal) for large employers

Measure 3 Definition:

Current state minimum wage for tipped workers

Measure 4 Definition:

The state is phasing out or fully eliminating the subminimum wage for workers with disabilities.

Measure 6 Definition:

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

Measures 1, 3, 4 & 6 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. In five states, there is no legislated state minimum wage (Alabama, Louisiana, Mississippi, South Carolina, and Tennessee). In two states, the state minimum wage is set below the federal minimum wage (Georgia and Wyoming). The Fair Labor Standards Act (FLSA) applies for covered workers in these states.
4. In Montana, the state minimum wage only applies to businesses with gross annual sales of more than \$110,000.
5. The minimum wage in New Jersey for seasonal and small employers (fewer than 6 employees) is \$14.53. The minimum wage for seasonal and small employers is scheduled to reach \$15.00 by 2026.
6. The minimum wage in Ohio varies based on employer size. The minimum wage for small employers (less than \$342,000 in annual revenues) is \$7.25.
7. 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.
8. 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.
9. In Connecticut, the tipped minimum wage is \$6.38 for hotel and restaurant industry workers, excluding bartenders. The tipped minimum wage for bartenders is \$8.23.

Sources:

State	Sources
All States	1. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011). 2. United States Department of Labor, Wage and Hour Division. (2025, July 31). <i>State minimum wage laws</i>. Retrieved on August 1, 2025 from https://www.dol.gov/agencies/whd/minimum-wage/state 3. Economic Policy Institute. (2025, July 1). <i>Minimum wage tracker</i>. Retrieved on August 1, 2025 from https://www.epi.org/minimum-wage-tracker/ 4. Association of People Supporting Employment First. (2022, July). <i>Trends and Current Status of 14(c)</i>. Retrieved on August 2, 2023 from https://apse.org/wp-content/uploads/2022/09/July22-APSE-14c-Update-REV.pdf 5. US Department of Labor, Wage and Hour Division. (2025, July 1). <i>14(c) Certificate Holders</i>. Retrieved on July 1, 2025 from https://www.dol.gov/agencies/whd/workers-with-disabilities/section-14c/certificate-holders
Alabama	1. Ala. Code. Tit. 25 § 7-40 et seq. (2016).
Alaska	1. Alaska Stat. § 23.10.065(a) (2020).

State	Sources
	- Alaska Department of Labor and Workforce Development. (n.d.). <i>Wage and hour</i>. Retrieved on July 1, 2025 from https://labor.alaska.gov/lss/whhome.htm - Ballotpedia. (n.d.). <i>Alaska Ballot Measure 1, Minimum Wage Increase and Paid Leave Initiative (2024)</i>. Retrieved on January 8, 2025 from https://ballotpedia.org/Alaska_Ballot_Measure_1_Minimum_Wage_Increase_and_Paid_Sick_Leave_Initiative_(2024) - S.B. 185, 2021-2022 Leg., Reg. Sess., (A.K. 2022).
Arizona	- Ariz. Rev. Stat. § 23-363 (2016). - Industrial Commission of Arizona. (n.d.). <i>Labor department - minimum wage</i>. Retrieved on January 8, 2025 from https://www.azica.gov/labor-minimum-wage-main-page
Arkansas	- Ark. Code § 11-4-210 (2019). - Arkansas Department of Labor and Licensing. (2025). <i>Minimum Wage and Overtime</i>. Retrieved on January 8, 2025 from https://labor.arkansas.gov/labor/labor-standards/minimum-wage-and-overtime/ - Ark. Code § 11-4-212 (2019).
California	- Cal. Lab. Code § 1182.12 (2020). - State of California Department of Industrial Relations. (2025). <i>Minimum Wage</i>. Retrieved on January 8, 2025 from https://www.dir.ca.gov/dlse/minimum_wage.htm#:~:text=The%20minimum%20wage%20in%20California,California%20maintained%20by%20UC%20Berkeley - S.B. 639, 2021-2022 Leg., Reg. Sess., (Cal. 2021). - Hager, P. (1988, November 1). <i>Court Voids Subminimum Wage for Tipped Workers</i>. LA Times. Retrieved August 1, 2023 from https://www.latimes.com/archives/la-xpm-1988-11-01-mn-628-story.html - Ballotpedia. (n.d.). <i>California Proposition 32, \$18 Minimum Wage Initiative (2024)</i>. Retrieved on January 8, 2025 from https://ballotpedia.org/California_Proposition_32_\$18_Minimum_Wage_Initiative_(2024)
Colorado	- Colo. Const., art. XVIII, § 15 (2016). - Colorado Department of Labor and Employment. (2025). <i>Wage and Hour Laws (Including Paid Sick Leave)</i>. Retrieved on January 8, 2025 from https://cdle.colorado.gov/dlss/labor-laws-by-topic/wage-and-hour-laws-including-paid-sick-leave - S.B. 39, 2021 Leg., Reg. Sess., (Colo. 2021).
Connecticut	- Conn. Public Act No. 19-4 (2019). - Connecticut Department of Labor (2025). <i>Wage and Workplace Standards</i>. Retrieved on January 8, 2025 from https://portal.ct.gov/dol/divisions/wage-and-workplace-standards?language=en_US
Delaware	- Del. Code tit. 19, § 902 (2018). - Delaware Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on January 8, 2025 from https://labor.delaware.gov/divisions/industrial-affairs/wage-hour/minimum-wage/ - H.B. 122, 151st Leg. Reg. Sess., (Del. 2021).
District of Columbia	- D.C. Code Ann. § 32-1003 (2016). - District of Columbia Department of Employment Services. (2025). <i>Office of wage-hour compliance</i>. Retrieved on May 1, 2025 from https://does.dc.gov/service/office-wage-hour-compliance-0#:~:text=Beginning%20July%201%2C%202025%2C%20the.%2410.00%20per%20hour%20to%20%2412.00. - Government of the District of Columbia Department on Disability Services. (2021, January 24). <i>Limits on the use of Subminimum Wage</i>. Retrieved on August 2, 2023 from

State	Sources
	https://dds.dc.gov/sites/default/files/dc/sites/dds/publication/attachments/Limits%20on%20the%20Use%20of%20Subminimum%20Wage%20%28002%29.pdf
Florida	1. Fla. Stat., art. X, § 24 (2020). 2. Ballotpedia. (n.d.). <i>Florida Amendment 2, \$15 Minimum Wage Initiative (2020)</i>. Retrieved on January 8, 2025 from https://ballotpedia.org/Florida_Amendment_2,_\\$15_Minimum_Wage_Initiative_(2020)
Georgia	1. Ga. Code Ann. § 34-4-3 (2020). 2. Georgia Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on January 8, 2025 from https://dol.georgia.gov/minimum-wage
Hawaii	1. Haw. Rev. Stat. § 387-2 (2014). 2. H.B. 2510, 32nd Leg., Reg. Sess., (Haw. 2022). 3. S. 793, 31st Leg., Reg. Sess., (Haw. 2021).
Idaho	1. Idaho Code Ann. § 44-1502 (2007).
Illinois	1. Ill. Comp. Stat. § 105/4 (2019). 2. Illinois Department of Human Services. (2023, February 9). <i>MR #23.08 2023 Illinois State Minimum Wage Increases</i>. Retrieved on January 8, 2025 from https://www.dhs.state.il.us/page.aspx?item=147385#:~:text=Effective%2001%2F01%2F2023%20the,the%20State%20Minimum%20Wage%20increase
Indiana	1. Ind. Code § 22-2-2 (2021).
Iowa	1. Iowa Code § 91D.1 (2019).
Kansas	1. Kan. Stat. Ann. § 44-1203 (2021).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2007).
Louisiana	No additional sources
Maine	1. Me. Stat. tit. 26, § 664 (2019). 2. Maine Department of Labor. (2021, September 23). <i>Per state law, Maine's minimum wage to increase to \$12.75 per hour in 2022</i>. Retrieved on January 8, 2025 from https://www.maine.gov/labor/news_events/article.shtml?id=5636664 3. <i>L.D. 1874, 129th Leg., 2nd Reg. Sess., (Me. 2020)</i>.
Maryland	1. Md. Code, Com. Law § 3-413 (2019). 2. S.B. 0555, 445th Leg., Reg. Sess., (Md. 2023). 3. Maryland Department of Labor. (2023, June). <i>Maryland Minimum Wage and Overtime Law</i>. Retrieved on January 8, 2025 from https://www.dllr.state.md.us/labor/wages/minimumwagelaw.pdf 4. H.B. 420, 436th Leg., Reg. Sess., (Md. 2016).
Massachusetts	1. Mass. Gen. Laws ch. 151, § 1 (2019). 2. Massachusetts Executive Office of Labor and Workforce Development. (2025). <i>Minimum Wage Program</i>. Retrieved on January 8, 2025 from https://www.mass.gov/minimum-wage-program 3. Mass. Gen. Laws ch. 151, § 7 (2019). 4. Mass Live. (2018, June 28). <i>Gov. Charlie Baker signs \$15 minimum wage, paid family leave into law</i>. Retrieved on January 8, 2025 from https://www.masslive.com/politics/2018/06/gov_charlie_baker_signs_15_min.html
Michigan	1. Mich. Comp. Laws § 408.934 (2019). 2. Michigan Labor and Economic Opportunity (2025). <i>Minimum Wage & Overtime</i>. Retrieved from https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/min-wage 3. State Court Report. (2024). <i>Mothering Justice v. Attorney General</i>. Retrieved on January 8, 2025 from https://statecourtreport.org/case-tracker/mothering-justice-v-attorney-general

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Minnesota	1. Minn. Stat. § 177.24 (2020). 2. Minnesota Department of Labor. (n.d.). <i>Minimum wage in minnesota</i>. Retrieved on January 8, 2025 from https://www.dli.mn.gov/minwage 3. H.R. 33, 2021 Leg., 1st Spec. Sess., (Minn. 2021).
Mississippi	1. Miss. Code Ann. § 71-3-31 (2019).
Missouri	1. Mo. Rev. Stat. § 290.502 (2018). 2. Missouri Department of Labor. (n.d.). <i>Minimum Wage</i>. Retrieved on January 8, 2025 from https://labor.mo.gov/dls/minimum-wage 3. Mo. Rev. Stat. § 290.512 (2006).
Montana	1. Mont. Code Ann. § 39-3-409 (2019). 2. Montana Department of Labor and Industry, Employment Relations Division. (n.d.). <i>Montana's minimum wage</i>. Retrieved on January 8, 2025 from https://erd.dli.mt.gov/labor-standards/wage-and-hour-payment-act/state-minimum-wage
Nebraska	1. Neb. Rev Stat. § 48-1203 (2014). 2. Nebraska Department of Labor. (n.d.). <i>General FAQs</i>. Retrieved on January 8, 2025 from https://dol.nebraska.gov/LaborStandards/FAQ/GeneralFAQs.
Nevada	1. Nev. Rev. Stat. § 608.250 (2019). 2. State of Nevada Department of Business & Industry (2024). <i>Changes coming to Nevada's minimum wage, overtime effective July 1, 2024</i>. https://business.nv.gov/News_Media/Press_Releases/2024/Labor/Changes_coming_to_Nevada%E2%80%99s_minimum_wage_overtime_effective_July_1_2024/ 3. Nev. Rev. Stat. § 608.160 (2019). 4. A.B. 259, 82nd Leg., Reg. Sess., (Nev. 2023).
New Hampshire	1. N.H. Rev. Stat. Ann. § 279-21 (2016). 2. S.B. 47, 2015 Leg., Reg. Sess., (N.H. 2015).
New Jersey	1. N.J. Stat. Ann. § 34:11-56a4 (2019). 2. New Jersey Department of Labor & Workforce Development (2024). <i>New Jersey's Minimum Wage to Increase to \$15.49/Hour for Most Employees on Jan 1</i>. https://www.nj.gov/labor/lwdhome/press/2024/20241008_minwage.shtml
New Mexico	1. N.M. Stat. § 50-4-22 (2018). 2. New Mexico Department of Workforce Solutions. (n.d.). <i>Minimum Wage Information</i>. Retrieved on January 8, 2025 from https://www.dws.state.nm.us/Minimum-Wage-Information
New York	1. N.Y. U.C.C. Law Art. 19 § 652 (2020). 2. New York Department of Labor. (n.d.). <i>Minimum wage</i>. Retrieved on January 8, 2025, from https://www.ny.gov/new-york-states-minimum-wage/new-york-states-minimum-wage 3. A. 3006C, 2023-2024 Leg., Reg. Sess., (N.Y. 2023).
North Carolina	1. N.C. Gen. Stat § 92-25.3 (2006).
North Dakota	1. N.D. Cent. Code § 34-06-22 (2009). 2. N.D. Admin. Code § 46-02-07 (1998).
Ohio	1. Ohio Const. art. II § 11.34a (2006). 2. Ohio.gov. (2024). <i>Ohio's Minimum Wage Increases January 1st</i>. Retrieved on January 8, 2025 from https://ohio.gov/home/news-and-events/all-news/minimum-wage-increase-dec24#:~:text=Ohio's%20minimum%20wage%20is%20scheduled,more%20than%20%24394%2C000%20per%20year

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Oklahoma	- Okla. Stat. tit. 40 § 197.2 (2014). - Okla. Stat. tit. 40 § 197.16 (2014).
Oregon	- Or. Rev. Stat. § 653.025 (2019). - Oregon Bureau of Labor and Industries. (n.d.). <i>Minimum wage increases schedule</i>. Retrieved on January 8, 2025 from https://www.oregon.gov/boli/workers/Pages/minimum-wage-schedule.aspx - Or. Rev. Stat. § 653.035 (2019). - S.B. 494, 2019 Leg., Reg. Sess., (Or. 2019).
Pennsylvania	43 Pa. State § 333.104 (2012).
Rhode Island	- R.I. Gen. Laws § 28-12-3 (n.d.). - State of Rhode Island Department of Labor and Training. (2025). <i>Minimum Wage</i>. Retrieved on January 8, 2025 from https://dlt.ri.gov/regulation-and-safety/labor-standards/minimum-wage - R.I. Gen. Laws § 28-12-8 (n.d.). - S.B. 2242, 2022 Leg., Reg. Sess., (R.I. 2022).
South Carolina	S.B. 533, 124th Leg., Reg. Sess., (S.C. 2022).
South Dakota	- S.D. Codified Laws § 60-11-3.2. (2014). - S.D. Codified Laws § 60-11-3.1. (2014). - South Dakota Department of Labor and Regulation. <i>South Dakota minimum wage</i>. Retrieved on August 1, 2025 from https://dlr.sd.gov/employment_laws/minimum_wage.aspx
Tennessee	S.B. 2042, 112th Leg., Reg. Sess., (Tenn. 2022).
Texas	- Tex. Labor Code, tit. 2C § 62.651 (1993). - Tex. Labor Code, tit. 2C § 62.052 (1993)
Utah	- Utah Code § 34-40-103 (1997). - Utah Labor Commission (2023). <i>What You Need To Know</i>. Retrieved on January 8, 2025 from https://www.laborcommission.utah.gov/divisions/utah-antidiscrimination-and-labor-uald/wage-claim/#:~:text=The%20Utah%20Minimum%20Wage%20Act,or%20exceed%20the%20minimum%20wage - Utah Code § 34-40-104 (2008).
Vermont	- Vt. Stat. Ann., tit. 21 § 384 (2017). - State of Vermont Department of Labor (n.d.). <i>Minimum Wage Increase Effective January 1, 2025</i>. Retrieved on January 8, 2025 from https://labor.vermont.gov/news/minimum-wage-increase-effective-january-1-2025#:~:text=REMINDER%3A%20Effective%20January%201%2C%202025,wage%20will%20increase%20to%20%2414.01
Virginia	- Va. Code Ann. § 40.1-28.10 (2020). - Commonwealth of Virginia Department of Labor and Industry. (2024). <i>Hourly Minimum Wage Update</i>. Retrieved on January 8, 2025 from https://doli.virginia.gov/minimum-wage-increase-effective-january-1-2025/ - Va. Code Ann. § 40.1-28.9 (2020). - H.B. 1924, 2023 Leg., Reg. Sess., (Va. 2023). - Capital News Service. (2023, April 6). Youngkin amends bill ending subminimum wage for disabled workers. <i>Virginia Mercury</i>. Retrieved on July 1, 2025 from https://www.virginiamercury.com/2023/04/06/youngkin-amends-bill-ending-subminimum-wage-for-disabled-workers/
Washington	Wash. Rev. Code § 49.46.020. (2019).

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	2. Washington State Department of Labor and Industries. (n.d.). <i>Minimum wage</i>. Retrieved on January 8, 2025 from https://lni.wa.gov/workers-rights/wages/minimum-wage/ 3. S.B. 5284, 2021-2022 Leg., Reg. Sess., (Wash. 2021).
West Virginia	1. W. Va. Code § 21-5C-2 (2014). 2. W. Va. Code § 21-5C-4 (2014).
Wisconsin	1. Wis. Stat. § 104.035 (2015).
Wyoming	1. Wyo. Stat. Ann. § 27-4-202. (n.d.). 2. 2020-2023 state plan: https://wioaplans.ed.gov/node/65106 3. 2024-2027 state plan: https://wioaplans.ed.gov/node/50404

Measure 2: Current cost-of-living adjustment minimum wage

Definition:

Current cost-of-living adjusted minimum wage

Notes:

1. Measure 2 is calculated by applying the state's 2023 regional price parities index value for all items to the state's 2025 nominal minimum wage (measure 1). 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. Cost-of-living adjustments were calculated following the methodology used by researchers with the Federal Reserve Bank of St. Louis.¹

Sources:

1. US Bureau of Economic Analysis. (February 2025). *Table SARPP Regional Price Parities by state from GDP and personal income* [Data set]. Retrieved on May 12, 2025 from https://apps.bea.gov/itable/?ReqID=70&step=1&_gl=1*xov8aa*_ga*NDI1NjgxMDMyLjE3MTgyODQ4Mzl.*_ga_J4698JNNFT*MTcyMTA1NTEwNi41LjEuMTcyMTA1NTUxMy41Ni4wLjA.
2. The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. §201, et. seq. (2011).
3. Individual state statutes listed above.

Measure 5: 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

Sources:

State	Sources
All States	1. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on July 1, 2025 from https://www.epi.org/preemption-map/
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.

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
All States	1. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on July 1, 2025 from https://www.epi.org/preemption-map/
Delaware	No statute found.
District of Columbia	No statute found.
Florida	1. Fla. Stat. § 218.077 (2020).
Georgia	1. Ga. Code Ann. § 34-4-3.1 (2010).
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).
Iowa	1. Iowa Code § 331.301 (2018).
Kansas	1. Kan. Stat. Ann. § 12-16,130 (2020).
Kentucky	1. Ky. Rev. Stat. Ann. § 337.275 (2017). 2. Kentucky Restaurant Association, et al v. Louisville Metro Government, 501 S.W.3d 425 (Ky. 2016).
Louisiana	1. La. Stat. Ann. § 23:642. (2012).
Maine	No statute found.
Maryland	No statute found.
Massachusetts	No statute found.
Michigan	1. Mich. Comp. Laws § 123.1385 (2019).
Minnesota	No statute found.
Mississippi	1. Miss. Code Ann. § 17-1-51 (2013).
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 (2016).
North Dakota	1. N.D. Cent. Code § 34-06-23 (2009).
Ohio	1. Ohio Admin. Code § 4111.02 (2017).
Oklahoma	1. Okla. Stat. tit. 40 § 5.160 (2014).
Oregon	1. Or. Rev. Stat. § 653.017 (2019).
Pennsylvania	1. 43 Pa. State § 333.114a (2006).
Rhode Island	1. R.I. Gen. Laws § 28-12-25 (2014).
South Carolina	1. S.C. Code Ann. § 6-1-130 (2002).
South Dakota	No statute found.
Tennessee	1. Tenn. Code Ann. § 50-2-112 (2013).
Texas	1. Tex. Labor Code, tit. 2C § 62.515 (2003).
Utah	1. Utah Code § 34-40-106 (2005).
Vermont	No statute found.
Virginia	No statute found.

State	Sources
All States	1. Economic Policy Institute. (2019, August). <i>Workers' rights preemption in the U.S.</i> Retrieved on July 1, 2025 from https://www.epi.org/preemption-map/
Washington	No statute found.
West Virginia	No statute found.
Wisconsin	1. Wis. Stat. § 104.001 (2017).
Wyoming	No statute found.

Measure 7: 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 18 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.
6. 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.
7. Parents' resident status with the child was determined by merging in the parent location variables (*momloc*, *momloc2*, *poploc*, *poploc2*), as determined by the University of Minnesota's IPUMS USA and available in the single

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>

year IPUMS ACS data file, with the corresponding ACS 1-Year PUMS data file. The IPUMS familial interrelationship variables were used in the identification of resident parents as they allow for the identification and inclusion of both cohabiting and same sex couples.³

8. The confidence interval for Alaska's and Wyoming's estimates exceeded the recommended 10% margin of error, both at 10.1%.

Source:

1. US Census Bureau. (2023-2024). *2022-2023 American Community Survey (ACS) 1-Year Public Use Microdata Sample (PUMS)* [Data Set]. <https://www.census.gov/programs-surveys/acs/microdata.html>
2. Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler. IPUMS USA: Version 15.0 [dataset]. Minneapolis, MN: IPUMS, 2024. <https://doi.org/10.18128/D010.V15.0>

Measure 8: Number of workers who earn less than \$10.00 per hour

Definition:

The number of workers who report earning an hourly wage whose hourly wage is less than \$10.00 per hour at their current job

Notes:

1. The estimates reflect the number of civilians age 15 or older who are employed as wage or salary workers and report earning an hourly wage. These workers are asked to report their hourly wage at their current job. Workers who report they are not paid hourly are not included in the estimate of workers earning less than \$10.00 per hour. These variables exclude people who are self-employed.
2. We pool 12 months of monthly CPS data (May 2025 through April 2025) to increase sample size and generate more reliable estimates.
3. All estimates were calculated in Stata 19 using both the Census Bureau person-level weights designed to be used in analyses of earnings, to provide state representative estimates.
4. The methods for this measure were inspired by Ben Casselman and Lydia DePillis' work at The New York Times⁴.

Source:

1. Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Megan Schouweiler, and Michael Westberry. IPUMS CPS: Version 12.0 [Data set]. Minneapolis, MN: IPUMS, 2024. <https://doi.org/10.18128/D030.V12.0>

Measure 9: The increase in annual earnings for a worker earning the minimum wage between 2024 and 2025

³ See <https://usa.ipums.org/usa/chapter5/NewfamilyinterrelationshipvariablesinIPUMSUSA.shtml> for a thorough description of how IPUMS determines the location of parents in the household.

⁴ Casselman, B. and DePillis, L. (2023, August 23). *In a Hot Job Market, the Minimum Wage Becomes an Afterthought*. The New York Times. <https://www.nytimes.com/2023/08/23/business/economy/minimum-wage.html>

Definition:

The increase in annual earnings for a full-time worker (40 hours/week, 52 weeks/year) earning the state minimum wage between 2024 and 2025.

Sources: No additional sources. See measure 1 above for state minimum wage rates for 2025 and see our 2024 Prenatal-to-3 State Policy Roadmap Methods and Sources for state minimum wage rates 2024.