

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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