

**Food Marketing Institute -- Enacted State Minimum Wage Bills from This Session as of 9/10/14**

<b>State</b>	<b>Bill#</b>	<b>Sponsor</b>	<b>Summary</b>	<b>Status</b>	<b>Effective Date</b>
CALIFORNIA	2014 A.B. 2074	Assemblymember Roger Hernández (D)	Provides that a suit for liquidated damages may be filed at any time before the expiration of the statute of limitations for bringing the underlying action alleging payment of less than the state minimum wage.	Final Enacted	January 1, 2014
CONNECTICUT	2014 S.B. 32	Senator Donald Williams (D)	Increases the state minimum wage to no less than \$9.15 per hour effective January 1, 2015. Increases the state minimum wage to no less than \$9.60 per hour effective January 1, 2016. Increases the state minimum wage to no less than \$10.10 per hour effective January 1, 2017.	Final Enacted	July 1, 2014
DELAWARE	2013 S.B. 6	Senator Robert Marshall (D)	Final version (1/30/2014): Increases the minimum wage to \$7.75 per hour starting June 1, 2014 and increases the minimum wage to \$8.25 per hour effective June 1, 2015.	Final Enacted	July 1, 2014
HAWAII	2014 S.B. 2609	Senator Clayton Hee (D)	Final version (4/25/2014): Increases the minimum wage rate to \$7.75 per hour beginning January 1, 2015, \$8.50 per hour beginning January 1, 2016, \$9.25 per hour beginning January 1, 2017, and \$10.10 per hour beginning January 1, 2018. Increases the amount of the tip credit to 50 cents per hour beginning January 1, 2015 and 75 cents per hour beginning January 1, 2016, provided that beginning January 1, 2015, the combined amount the employee receives from the employer and in tips is at least \$7.00 more than the applicable minimum wage.	Final Enacted	Upon passage
ILLINOIS	2014 H.B. 3814	Representative Michael Madigan (D)	Final version (5/20/2014): Requires the State Board of Elections to pose a statewide advisory public question to voters at the general election to be held November 4, 2014, which states "Shall the minimum wage in Illinois for adults over the age of 18 be raised to \$10 per hour by January 1, 2015?"	Final Enacted	Immediately

MARYLAND	2014 H.B. 295	Delegate Michael Busch (D)	<p>Final version (4/5/2014): Increases minimum wage to \$8.00 per hour January 1, 2015; \$8.25 per hour July 1, 2015; \$8.75 per hour July 1, 2016; \$9.25 per hour July 1, 2017; and \$10.10 per hour July 1, 2018. Allows businesses with less than \$400,000 in gross income to pay employees under the age of 20 years 85% of the minimum wage for the first six months of employment.</p> <p>Prohibits the tip credit amount an employer may include as part of an employees wage from exceeding \$3.63.</p>	Final Enacted	July 1, 2014
MARYLAND	2014 H.B. 579	Delegate Benjamin Kramer (D)	Requires the Commissioner of Labor and Industry to enforce a local minimum wage law. Authorizes the Commissioner, on the Commissioner's own initiative or on receipt of a written complaint, to investigate whether a local minimum wage law has been violated.	Final Enacted	June 1, 2014
MASSACHUSETTS	2014 S.B. 2195	MA Conference Committee	Provides that the minimum wage shall be \$9.00 per hour and that in no case shall the minimum wage rate be less than \$0.50 higher than the effective federal minimum rate beginning January 1, 2015. Provides that the minimum wage shall be \$10.00 per hour beginning January 1, 2016 and \$11.00 per hour beginning January 1, 2017. Provides that tipped workers shall be paid \$3.00 per hour beginning January 1, 2015, \$3.35 per hour beginning January 1, 2016 and \$3.75 per hour beginning January 1, 2017.	Final Enacted	Varies by section

MICHIGAN	2014 S.B. 934	Senator Randy Richardville (R)	<p>Final version (5/27/2014): Increases the minimum wage to \$8.15 per hour beginning September 1, 2014. Increases the minimum wage to \$8.50 per hour beginning January 1, 2016. Increases the minimum wage to \$8.90 per hour beginning January 1, 2017. Increases the minimum wage to \$9.25 per hour beginning January 1, 2018.</p> <p>Stipulates that an increase in the minimum hourly wage will not take effect if the unemployment rate for the state is 8.5% or greater for the year preceding the year of the prescribed increase.</p> <p>Stipulates that an employer must allow employees a total of at least 10 days of leave per year without loss of pay and must provide the compensatory time to the employee under either a collective bargaining agreement or a plan adopted by the employer with a voluntary option to receive compensatory time off for overtime work.</p> <p>Stipulates that the minimum hourly wage for an employee who is under 18 years of age is 85% of the general minimum hourly wage.</p> <p>Requires an employer to pay a new employee who is less than 20 years of age a training hourly wage of \$4.25 for the first 90 days of that employee's employment.</p> <p>Sets the minimum wage for tipped workers to 38% of the minimum hourly wage rate beginning September 1, 2014.</p>	Final Enacted	Immediately
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MINNESOTA	2014 H.F. 2091	Representative Ryan Winkler (DFL)	Final version (4/9/2014): Requires employers grossing more than \$500,000 annually to pay employees at a rate of at least \$8.00 per hour starting August 1, 2014; \$9.00 per hour beginning August 1, 2015 and \$9.50 per hour beginning August 1, 2016. Requires the Commissioner of Labor to increase the minimum wage every September 30 beginning in 2017 in accordance with the rate of inflation as determined by the United States Department of Labor and the Consumer Price Index. Requires small employers to pay their employees \$6.50 per hour beginning August 1, 2014; \$7.25 per hour beginning August 1, 2015; and \$7.75 per hour beginning August 1, 2016.	Final Enacted	Day after Enactment
OHIO	2013 S.B. 119	Senator Charleta B. Tavares (D)	Provides that every domestic worker shall be paid at a wage rate of not less than the greater of the two wage rates calculated pursuant to the Ohio Constitution.	Final Enacted	
OKLAHOMA	2013 S.B. 1023	Senator Dan Newberry (R)	Prohibits the Legislature or any other municipality of the state from mandating the minimum wage and employee benefits regarding mandatory minimum number of vacation or sick leave days whether paid or unpaid.	Final Enacted	July 1, 2014
RHODE ISLAND	2014 H.B. 7194	Representative David Bennett (D)	Final version (6/16/2014): Raises the minimum wage to \$9.00 per hour January 1, 2015.	Final Enacted	Upon passage
RHODE ISLAND	2014 S.B. 2249	Senator Erin Lynch (D)	Final version (6/4/2014): Raises the minimum wage to \$9.00 per hour January 1, 2015.	Final Enacted	upon passage
UTAH	2014 S.J.R. 20	Senator Ralph Okerlund (R)	Requests an interim study for increasing the minimum wage as was outlined in H.B. 73.	Final Enacted	Immediately

VERMONT	2014 H.B. 552	Representative Paul Poirier (I)	<p>Final version (5/2/2014): Stipulates that an employer shall not employ any employee at a rate of less than \$9.15. Requires that beginning January 1, 2016 an employer shall not employ any employee at a rate of less than \$9.60, beginning January 1, 2017, an employer shall not employ any employee at a rate of less than \$10.00 and beginning January 1, 2018, an employer shall not employ any employee at a rate of less than \$10.50</p> <p>Specifies that beginning January 1, 2019 and on each subsequent January 1, the minimum wage rate shall be increased by 5% or the percentage increase of the Consumer Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor index, as calculated by the U.S. Department of Labor or successor agency for the 12 months preceding the previous September 1, whichever is smaller, but in no event shall the minimum wage be decreased.</p> <p>Requires that an employer in the hotel, motel, tourist place and restaurant industry shall not employ a service or tipped employee at a basic wage rate less than one-half the minimum wage.</p>	Final Enacted	January 1, 2015
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WEST VIRGINIA	2014 H.B. 201	Delegate Tim Miley (D)	<p>Stipulates that prior to January 1, 2015 the term "employer" does not include any individual, partnership, association, corporation, person or group of persons if 80% of those employed by him or her are subject to any federal act relating to minimum wage, maximum hours and overtime compensation. Stipulates that after December 31, 2014 the term "employer" does not include any individual, partnership, association, corporation, person or group of persons if 80% of those employed by him or her are subject to any federal act relating to maximum hours and overtime compensation.</p> <p>Defines "hours worked" as the hours for which an employee is employed.</p> <p><a href="http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=hb201%20intr.htm&amp;yr=2014&amp;sesstype=2X&amp;i=201">http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=hb201%20intr.htm&amp;yr=2014&amp;sesstype=2X&amp;i=201</a></p>	Final Enacted	Upon passage
WEST VIRGINIA	2014 H.B. 4283	Delegate Jason Barrett (D)	<p>Final version (3/6/2014): Requires every employer to pay each of his or her employees wages no less than \$7.85 per hour after June 30, 2014. Requires every employer to pay each of his or her employees wages no less than \$8.25 per hour after June 30, 2015.</p>	Final Enacted	90 days after signed into law