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State Minimum Wage Rates

The Fair Labor Standards Act (FLSA), which establishes the federal minimum wage, permits states and communities to pass their own minimum wage laws if they are not inconsistent with the federal law (see [Note for details](#)).

State	Rate
Federal	\$5.15
Alabama	None
Alaska	\$7.15
Arizona	None
Arkansas	\$5.15
California	\$6.75
Colorado	\$5.15
Connecticut	\$6.90 (will rise to \$7.10 on 1/1/04)
Delaware	\$6.15
District of Columbia	\$6.15
Florida	None
Georgia	\$5.15
Hawaii	\$6.25
Idaho	\$5.15
Illinois	\$5.15 (will rise to \$7.05 on 1/1/04. Beginning 1/1/04, wage rate will be indexed to inflation—adjustment will occur every Jan. 1)
Indiana	\$5.15
Iowa	\$5.15
Kansas	\$2.65
Kentucky	\$5.15
Louisiana	None
Maine	\$6.25
Maryland	\$5.15
Massachusetts	\$6.75
Michigan	\$5.15
Minnesota	\$5.15
Mississippi	None
Missouri	\$5.15
Montana	\$5.15
Nebraska	\$5.15
Nevada	\$5.15
New Hampshire	\$5.15
New Jersey	\$5.15
New Mexico	\$5.15
New York	\$5.15
North Carolina	\$5.15
North Dakota	\$5.15
Ohio	\$4.25
Oklahoma	\$5.15
Oregon	\$6.90 (will rise to \$7.05 on 1/1/04. Beginning 1/1/04, wage rate will be indexed to inflation—adjustment will occur every Jan. 1)
Pennsylvania	\$5.15
Rhode Island	\$6.15 (will rise to \$6.75 on 1/1/04)
South Carolina	None
South Dakota	\$5.15
Tennessee	None
Texas	\$5.15
Utah	\$5.15
Vermont	\$6.25
Virginia	\$5.15
Washington	\$7.01 (will rise to \$7.16 on 1/1/04. Rate is

		indexed to inflation—adjusted every Jan. 1)
West Virginia	\$5.15	
Wisconsin	\$5.15	
Wyoming	\$5.15	

Note: A state cannot reduce the requirements of the FLSA. Most states have adopted minimums, although many simply track the FLSA. Others are broader, for example, covering workers not covered under the FLSA or setting higher minimums than the federal rate. Some states set a state minimum lower than the federal rate. In that case, all workers in the state who are covered by the FLSA must receive the federal minimum. When state laws require a higher wage, employers must pay at least that higher rate to all workers covered by the state law, whether or not they also are covered by the federal law. Some minimum wage rates in this table apply only to large companies or employers with a certain dollar amount of receipts. Smaller companies may either have to pay a different minimum wage (which is not listed here) or there may be no minimum wage requirement at all.

Sources: U.S. Department of Labor, Employment Standards Administration, *Minimum Wage and Overtime Premium Pay Standards Applicable to Nonsupervisory, Nonfarm, Private Sector Employment Under State and Federal Laws*, July 1, 2003, www.dol.gov/esa/minwage/america.htm; Liz Anderson, "Higher Minimum Wage Is Enacted" *Providence Journal-Bulletin*, July 23, 2003; Shirleen Holt, "State's Minimum Wage to Hit \$7.16 An Hour, Highest in the U.S.," *The Seattle Times*, Oct. 1, 2003; Brent Hunsberger, "Oregon Minimum Wage to Rise," *The Oregonian*, Sept. 17, 2003; Office of the Governor, Rod R. Blagojevich—Governor, *Blagojevich Signs Legislation to Boost Pay for Workers Earning Minimum Wage. Hourly Wage to Rise for 450,000 Illinoisans*, Jan. 1, 2004, Aug. 21, 2003.

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