

SIDE-BY-SIDE OF MINIMUM WAGE INCREASES BY STATE

Prepared By: Damien Leonard, Esq.

Office of Legislative Council

August 30, 2017

| Year | New York ^{i ii} | California ⁱⁱⁱ | Washington, D.C. ^{iv} | Oregon ^v | Washington | Arizona | Colorado | Maine |
|------|---|--|--------------------------------|--|--------------------|--------------------|------------------|--------------------|
| 2017 | NYC ≥11: \$11.00 NYC ≤10: \$10.50 Downstate NY: \$10.00 Upstate NY: \$9.70 | ≥26: \$10.50 ≤25: \$10.00 | \$11.50/\$12.50 | Standard: \$9.75/\$10.25 Portland: \$9.75/\$11.25 Non-urban: \$9.50/\$10.00 | \$11.00 | \$10.00 | \$9.30 | \$9.00 |
| 2018 | NYC ≥11: \$13.00 NYC ≤10: \$12.00 Downstate NY: \$11.00 Upstate NY: \$10.40 | ≥26: \$11.00 ≤25: \$10.50 | \$12.50/\$13.25 | Standard: \$10.25/\$10.75 Portland: \$11.25/\$12.00 Non-urban: \$10.00/\$10.50 | \$11.50 | \$10.50 | \$10.20 | \$10.00 |
| 2019 | NYC ≥11: \$15.00 NYC ≤10: \$13.50 Downstate NY: \$12.00 Upstate NY: \$11.10 | ≥26: \$12.00 ≤25: \$11.00 | \$13.25/\$14.00 | Standard: \$10.75/\$11.25 Portland: \$12.00/\$12.50 Non-urban: \$10.50/\$11.00 | \$12.00 | \$11.00 | \$11.10 | \$11.00 |
| 2020 | NYC ≥11: \$15.00 NYC ≤10: \$15.00 Downstate NY: \$13.00 Upstate NY: \$11.80 | ≥26: \$13.00 ≤25: \$12.00 | \$14.00/\$15.00 | Standard: \$11.25/\$12.00 Portland: \$12.50/\$13.25 Non-urban: \$11.00/\$11.50 | \$13.50 | \$12.00 | \$12.00 | \$12.00 |
| 2021 | NYC ≥11: \$15.00 NYC ≤10: \$15.00 Downstate NY: \$14.00 Upstate NY: \$12.50 | ≥26: \$14.00 ≤25: \$13.00 | \$15.00/Increased by CPI-U | Standard: \$12.00/\$12.75 Portland: \$13.25/\$14.00 Non-urban: \$11.50/\$12.00 | Increased by CPI-W | Increased by CPI-U | Increased by CPI | Increased by CPI-W |
| 2022 | NYC ≥11: \$15.00 NYC ≤10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percentage determined by Director of Budget until it reaches \$15.00. | ≥26: \$15.00 ≤25: \$14.00 | Increased by CPI-U | Standard: \$12.75/\$13.50 Portland: \$14.00/\$14.75 Non-urban: \$12.00/\$12.50 | Increased by CPI-W | Increased by CPI-U | Increased by CPI | Increased by CPI-W |
| 2023 | NYC ≥11: \$15.00 NYC ≤10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percent determined by Director of Budget until it reaches \$15.00. | ≥26: \$15.00 ≤25: \$15.00 | Increased by CPI-U | Standard: Increased by CPI-U Portland: \$1.25 more than standard wage. Non-urban: \$1.00 less than standard wage. | Increased by CPI-W | Increased by CPI-U | Increased by CPI | Increased by CPI-W |
| 2024 | NYC ≥11: \$15.00 NYC ≤10: \$15.00 Downstate NY: \$15.00 Upstate NY: Increased by percent determined by Director of Budget until it reaches \$15.00. | ≥26: Increased by CPI or 3.5%, whichever is less. ≤25: Increased by CPI or 3.5%, whichever is less. | Increased by CPI-U | Standard: Increased by CPI-U Portland: \$1.25 more than standard wage. Non-urban: \$1.00 less than standard wage. | Increased by CPI-W | Increased by CPI-U | Increased by CPI | Increased by CPI-W |

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ⁱ On or after January 1, 2019, and each succeeding January 1 until the minimum wage reaches \$15.00/hour in all regions of New York State, the Division of Budget will analyze the state of the economy in each region and the effect of the minimum wage increases to determine whether there should be a temporary suspension or delay in any of the scheduled increases. The Division of Budget will issue a report and recommendation to the Commissioner of Labor, who must take action to either accept or reject the report and recommendations within 45 days after receiving them.

ⁱⁱ Starting with December 31, 2021, the annual increases for upstate NY will be based on percentage increases determined by the Director of the Division of Budget, based on economic indices, including the Consumer Price Index, the rate of state personal income growth, and/or wage growth. They will be published by the Commissioner of Labor on or before October 1 of each year, and will continue until the wage for upstate NY reaches \$15/hour.

ⁱⁱⁱ Pursuant to CA Labor Code § 1182.12(d), the Director of Finance is required to make a determination and certify to the Governor and Legislature whether certain employment and tax conditions have been met, as well as whether the state General Fund would be in a deficit in the current fiscal year, or in either of the following two fiscal years. If a combination of the employment and tax conditions are met, or if the Director determines that the General Fund would be in deficit, the Governor may temporarily suspend the scheduled minimum wage increases for one year. The Governor may suspend the minimum wage increases no more than two times.

^{iv} Washington, D.C.'s annual period for each minimum wage is from July 1 through June 30, so the minimum wage is represented as (amount through June 30)/(amount from July 1).

^v Oregon's annual period for each minimum wage is from July 1 through June 30, so the minimum wage is represented as (amount through June 30)/(amount from July 1).