



State Minimum Wage Increases Effective January 1, 2012

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Employers with multi-state operations must remain abreast of developments in state wage and hour legislation, including, but not limited to, increases in the state minimum wage. Pursuant to legislation providing for annual increases to state minimum wage rates based on increases in the U.S. Consumer Price Index and inflation, several states have announced minimum wage rate increases effective January 1, 2012. The increases are as follows:

Arizona – Standard minimum wage increases from \$7.35 to \$7.65 an hour. Minimum wage for tipped employees increases from \$4.35 to \$4.65. (The definition of a “tipped employee” differs under many state laws. However, the term is most commonly used for certain employees in the hospitality industry.)

Colorado – Standard minimum wage increases from \$7.36 to \$7.64 an hour. Minimum wage for tipped employees increases from \$4.34 to \$4.62 an hour.

Florida – Standard minimum wage increases from \$7.31 to \$7.67 an hour. Minimum wage for tipped employees increases from \$4.29 to \$4.65 an hour.

Montana – Standard wage increases from \$7.35 to \$7.65 an hour. (Montana law does not allow employers to take a tip credit against minimum wage for tipped employees.)

Ohio – Standard minimum wage increases from \$7.40 to \$7.70 an hour. Minimum wage for tipped employees increases from \$3.70 to \$3.85 an hour.

Oregon – Standard wage increases from \$8.50 to \$8.80 an hour. (Oregon law does not allow employers to take a tip credit against minimum wage for tipped employees.)

Vermont – Standard minimum wage increases from \$8.15 to \$8.46 an hour. Minimum wage for tipped employees increases from \$3.95 to \$4.10 an hour.

Washington – Standard minimum wage increases from \$8.67 to \$9.04 an hour. (Washington law does not allow employers to take a tip credit against minimum wage for tipped employees.)

Certain localities also have implemented minimum wage legislation. For example, in San Francisco, the minimum wage will increase from \$9.92 to \$10.24 an hour (California law does not allow employers to take a tip credit against minimum wage for tipped employees). Such laws and regulations also must be monitored for changes.

Jackson Lewis attorneys are available to discuss these legislative changes and any other wage and hour issues applicable to your organization on a federal, state or local level.

practices

Wage and Hour Compliance

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