

2018 - 2019 Minimum Wage Changes

To assist with your planning, the following chart indicates states with increased minimum wage rates effective January 1, 2019.

Note: The New York effective date for minimum wage changes is December 31, 2018.

State	Non-Tipped Employees	Tipped Employees
Alaska	\$9.89	N/A
Arizona	\$11.00	\$8.00
Arkansas	\$9.25	\$2.63
California	\$12.00 (Large ER) \$11.00 (Small ER)	N/A
Florida	\$8.46	\$5.44
Maine	\$11.00	\$5.50
Massachusetts*	\$12.00	\$4.35
Michigan	\$10.00	\$4.80
Minnesota	\$9.86 (Large Employer) \$8.04 (All others)	N/A
Missouri	\$8.60	\$4.30
Montana	\$8.50	N/A
New Jersey	\$8.85	\$2.13 (didn't change)
New York**	\$11.10	\$7.50
Ohio	\$8.55	\$4.30
Rhode Island	\$10.50	\$3.89 (didn't change)
South Dakota	\$9.10	\$4.55
Vermont	\$10.78	\$5.39
Washington	\$12.00	N/A

Notes:

* Effective January 1, 2019, Massachusetts will gradually phase out the premium pay requirement for certain non-exempt employees for hours worked on Sundays and certain holidays. Employers who choose to pay the new lower rate may be responsible for extra overtime pay for non-exempt employees since payment of less than time-and-a-half for work on Sundays or certain holidays is not excluded from the regular rate calculation under the FLSA.

**Minimum wage rates may vary by industry and location within New York State.

IMPORTANT: Accu Data will not make any changes to your employees' payroll, including rate changes without your express instructions to do so.