



LABOR & EMPLOYMENT DEPARTMENT

ALERT

MINIMUM WAGE RATES TO RISE IN SEVERAL STATES

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Beginning on January 1, 2012, the minimum wage will increase in eight states (including a number of local municipalities), requiring employers to pay increased wages to their minimum wage employees. The following chart summarizes rates changes that have been enacted into law and will change as of the new year.

State	2012 Minimum Wage	2011 Minimum Wage	Raise in Rate
Arizona	\$7.65 per hour	\$7.35 per hour	\$0.30 per hour
Colorado	\$7.64 per hour	\$7.36 per hour	\$0.28 per hour
Florida	\$7.67 per hour	\$7.31 per hour	\$0.36 per hour
Montana	\$7.65 per hour	\$7.35 per hour	\$0.30 per hour
Ohio	\$7.70 per hour	\$7.40 per hour	\$0.30 per hour
Oregon	\$8.80 per hour	\$8.50 per hour	\$0.30 per hour
San Francisco*	\$10.24 per hour	\$9.92 per hour	\$0.32 per hour
Vermont	\$8.46 per hour	\$8.15 per hour	\$0.31 per hour
Washington	\$9.04 per hour	\$8.67 per hour	\$0.37 per hour

In addition, employers in five of these eight states may also have to pay higher direct wages to tipped employees.

State	2012 Tipped Minimum Wage	2011 Tipped Minimum Wage	Raise in Rate
Arizona	\$4.65 per hour	\$4.35 per hour	\$0.30 per hour
Colorado	\$4.62 per hour	\$4.34 per hour	\$0.28 per hour
Florida	\$4.65 per hour	\$4.29 per hour	\$0.36 per hour
Ohio	\$3.85 per hour	\$3.70 per hour	\$0.15 per hour
Vermont	\$4.10 per hour	\$3.95 per hour	\$0.15 per hour

As always, it is imperative to keep abreast of all changes in minimum wage laws as the penalties for non-compliance can be severe. Make sure to confirm proper pay rates with payroll vendors, accountants and any other service providers or individuals involved with executing payroll.

For more information about this Alert, please contact Carolyn D. Richmond at crichmond@foxrothschild.com or Eli Z. Freedberg at efreedberg@foxrothschild.com or another member of Fox Rothschild's New York Labor & Employment Department.

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