



## Raises from Coast to Coast in 2022:

56 Cities, Counties, and States Will Raise Minimum Wage Rates on January 1—Many Reaching or Exceeding \$15—With Another 26 Jurisdictions to Lift Pay Later in 2022

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# Raises From Coast to Coast in 2022

*56 Cities, Counties, and States Will Raise Minimum Wage Rates on January 1—Many Reaching or Exceeding \$15—With Another 26 Jurisdictions to Lift Pay Later in 2022*

By Yannet Lathrop

*In 2022, a record number of states and localities will increase their minimum wages—10 years after fast-food workers first went on strike to demand \$15 and a union. These record increases are the result of underpaid workers organizing, demanding, and winning higher wages. This movement has not only led to the adoption of higher state and local minimum wages but has helped seed new worker activism and mobilization across our economy.*

## Summary of Wage Increases in 2022

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On January 1, 2022 (December 31, 2021 for workers in New York), the minimum wage will increase in 21 states and 35 cities and counties. In 33 of those jurisdictions, the wage floor will reach or exceed \$15 per hour for some or all employers.

Later in 2022, four additional states and 22 local jurisdictions will also lift their wage floors—17 of them to \$15 or more. By the end of 2022, 49 jurisdictions (two states and 47 cities and counties) will meet or exceed a \$15 minimum wage for some or all employers.

In total, 81 jurisdictions—25 states and 56 municipalities—will raise their minimum wage floors before the end of 2022. (The City of West Hollywood, CA will increase wages twice in 2022 but is counted only once in the year's grand total.) Below is a summary of what to expect:

- **Minimum wages will increase in 21 states and 35 cities and counties on or around New Year's Day, for a total of 56 jurisdictions (Table 1).**
  - **In two states and 31 cities and counties**, the minimum wage will **reach or exceed \$15** per hour for some or all employers—including the State of California and the City of Hayward, CA, which will have lower minimum wages for small employers; as well as the State of New York, which previously reached a \$15 minimum wage for fast-food workers throughout the state in 2021, and for all workers in New York City in 2019, as part of a statewide wage order enacted in 2016.
  - **In eight states and 27 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**.

- **Later in 2022, four states and 22 cities and counties will follow with additional minimum wage increases, for a total of 26 jurisdictions (Table 2).**
  - Among them is the City of West Hollywood, CA, which will raise its wage floor twice—on January 1st and July 1st.
  - **In 17 cities and counties**, the minimum wage will **reach or exceed \$15** per hour—including the District of Columbia and 11 California localities that have already reached or surpassed a \$15 minimum wage and are expected to raise wages further to account for inflation; and four localities in Illinois, Maryland, and Minnesota, which will have lower minimum wages for certain employers (see footnote *vi* at the end of Table 2).
  - **In 17 cities and counties**, the minimum wage will increase due to **cost-of-living adjustments**, including Chicago, IL and Montgomery County, MD, both of which reached a \$15 minimum wage for large employers in 2021 and will adjust this rate in 2022 to account for inflation.
- **44 cities and counties will have surpassed a \$15 minimum wage for some or all employers at some point in 2022. (See Table 3).**

## **Context: Fight for \$15 and COVID-19 pandemic have forced a reckoning in low-paying industries, with workers demanding and winning more**

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November 2022 will mark the 10-year anniversary of the Fight for \$15. This worker-of-color-led movement has had a significant impact on wages, and has influenced policy debates and the public conversation about fair pay and workplace rights. In the first nine years since its founding, the Fight for \$15 has resulted in \$150 billion in higher pay for 26 million workers.<sup>1</sup>

But the movement’s impact does not stop there. The COVID-19 pandemic has forced a reckoning in low-wage industries and throughout the economy. Low pay, a lack of job security, and poor working conditions are endemic in service and other frontline jobs,<sup>2</sup> with disproportionate effects on Black women, Latinas, and Asian Americans of any gender.<sup>3</sup>

The pandemic has exposed for the public the depth of the precarity experienced by underpaid workers. And workers—fed up with low pay, lack of respect, and facing workplace exposure to a deadly virus—have been emboldened to act collectively and individually to demand change. Some workers—in particular, those in the restaurant industry—have expressed their discontent by quitting in large numbers,<sup>4</sup> perhaps permanently,<sup>5</sup> citing low pay as one of the top reasons for leaving.<sup>6</sup> Others have gone on strike, engaged in slowdowns or sick-ins, or taken other action.<sup>7</sup>

### **Legacy of the Fight for \$15**

An increasing number of employers are responding to the mass resignations by offering higher starting wages—often \$15 and above<sup>8</sup>—in hopes of attracting and retaining workers. (For a sample list of employers that have raised wages to \$15 or more during the pandemic, see **Table 4** below. For a list of employers that have raised wages at any point since 2012, see Appendix Table I of the NELP report, *Quantifying the Impact of the Fight for \$15*.<sup>9</sup>) This suggests that, despite previous claims about the unaffordability of higher wages, many employers have always been able to pay more but chose not to do so.

The \$15 figure being offered by employers today is not a mere coincidence, but is the wage floor demanded by fast-food and other underpaid workers leading the Fight for \$15. These demands have directly led to \$150 billion of additional pay for 26 million workers, half of whom are women, and many of whom are also workers of color (46 percent).<sup>10</sup>

## Looking Forward

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Although workers have made tremendous gains since 2012, there is still much to be done. Twenty states have refused to raise their wage floors above the federal rate for over a decade. Roughly half of those states are located in the U.S. South, where a majority of Black workers live,<sup>11</sup> and where, not surprisingly, they experience higher levels of poverty<sup>12</sup> and downward economic mobility.<sup>13</sup>

The federal wage floor has been stuck at \$7.25 per hour since 2009—the longest stretch since the adoption of a minimum wage in 1938. The federal tipped wage has been frozen at \$2.13 for even longer, since 1991. Absent state action to raise the minimum wage, underpaid workers in states that are pegged to the federal minimum wage rates will have to continue to depend on Congress to see a raise in their hourly wages. The ongoing efforts to raise the federal wage floor<sup>14</sup> are therefore critical; as are possible ballot initiatives in Nebraska, Idaho, and California, which will give voters a chance to approve \$15 to \$18 minimum wages during the 2022 midterm elections.

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
<b>Minimum Wage Laws in the \$12 - \$15+ Range</b>							
Arizona <sup>15</sup>	\$12.00 by 2020	\$12.80	\$9.80	01/01/2022	\$12.15	\$9.15	CPI
California <sup>16</sup>	\$15.00 by 2022-2023	\$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	01/01/2022	\$14.00 (large empl.) \$13.00 (small empl.)	No tip credit	Sixth step
Colorado <sup>17</sup>	\$12.00 by 2020	\$12.56	\$9.54	01/01/2022	\$12.32	\$9.30	CPI
Delaware <sup>18</sup>	\$15.00 by 2025	\$10.50	\$2.23 <i>(No change)</i>	01/01/2022	\$9.25	\$2.23	First step
Illinois <sup>19</sup>	\$15.00 by 2025	\$12.00	\$7.20	01/01/2022	\$11.00	\$6.60	fourth step
Maine <sup>20</sup>	\$12.00 by 2020	\$12.75	\$6.38	01/01/2022	\$12.15	\$6.08	CPI
Maryland <sup>21</sup>	\$15.00 by 2025-2026	\$12.50 (large empl.) \$12.20 (small empl.)	\$3.63 <i>(No change)</i>	01/01/2022	\$11.75 (large empl.) \$11.60 (small empl.)	\$3.63	Third step
Massachusetts <sup>22</sup>	\$15.00 by 2023	\$14.25	\$6.15	01/01/2022	\$13.50	\$5.55	Fourth step
Michigan <sup>23</sup>	\$12.05 by 2030	\$9.87	\$3.75	01/01/2022	\$9.65	\$3.67	Third step
Missouri <sup>24</sup>	\$12.00 by 2023	\$11.15	\$5.575	01/01/2022	\$10.30	\$5.15	Fourth step
New Jersey <sup>25</sup>	\$15.00 by 2024-2027	\$13.00 (standard); \$11.90 (seasonal, small empl.) \$10.90 (ag. workers)	\$5.13	01/01/2022	\$12.00 (standard) \$11.10 (seasonal, small empl.) \$10.44 (ag. workers)	\$4.13	Fourth step

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
New Mexico <sup>26</sup>	\$12.00 by 2023	\$11.50	\$2.80	01/01/2022	\$10.50	\$2.55	Third step
New York <sup>27</sup>	\$15.00 by 2018-2021	\$15.00 (NYC, Long Island, Westchester County, & fast food statewide); (No change for NYC & fast food) \$13.20 (Upstate)	\$8.80 - \$12.50 (varies by region and occupation; applies to hospitality industry only)	12/31/2021	\$15.00 (NYC & fast food statewide); \$14.00 (LI & WC); \$12.50 (Upstate)	\$8.35 - \$12.50 (varies by region and occupation)	Sixth step
Rhode Island <sup>28</sup>	\$15.00 by 2025	\$12.25	\$3.89 (No change)	01/01/2022	\$11.50	\$3.89	First step
Vermont <sup>29</sup>	\$12.55 by 2022	\$12.55	\$6.28	01/01/2022	\$11.75	\$5.88	Last step
Virginia <sup>30</sup>	\$12.00 by 2023 (path to \$15 by 2026)	\$11.00	\$2.13 (No change)	01/01/2022	\$9.50	\$2.13	Second step
Washington State <sup>31</sup>	\$13.50 by 2020	\$14.49	No tip credit	01/01/2022	\$13.69	No tip credit	CPI
Flagstaff, AZ <sup>32</sup>	\$15.50 by 2022 & One Fair Wage	\$15.50	\$13.00	01/01/2022	\$15.00	\$12.00	Last step
Belmont, CA <sup>33</sup>	\$15.90 by 2021	\$16.20	No tip credit	01/01/2022	\$15.90	No tip credit	CPI
Burlingame, CA <sup>34</sup>	\$15.00 by 2021	\$15.60	No tip credit	01/01/2022	\$15.00	No tip credit	CPI
Cupertino, CA <sup>35</sup>	\$15.00 by 2019	\$16.40	No tip credit	01/01/2022	\$15.65	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Daly City, CA <sup>36</sup>	\$15.00 by 2021	\$15.53	No tip credit	01/01/2022	\$15.00	No tip credit	CPI
East Palo Alto, CA <sup>37</sup>	\$15.00 by 2021	\$15.60	No tip credit	01/01/2022	\$15.00	No tip credit	CPI
El Cerrito, CA <sup>38</sup>	\$15.00 by 2019	\$16.37	No tip credit	01/01/2022	\$15.61	No tip credit	CPI
Half Moon Bay, CA <sup>39</sup>	\$15.00 by 2021	\$15.56	No tip credit	01/01/2022	\$15.00	No tip credit	CPI
Hayward, CA <sup>40</sup>	\$14.00 - \$15.00 by 2021	\$15.56 (large empl.) \$14.52 (small empl.)	No tip credit	01/01/2022	\$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	CPI
Los Altos, CA <sup>41</sup>	\$15.00 by 2019	\$16.40	No tip credit	01/01/2022	\$15.65	No tip credit	CPI
Menlo Park, CA <sup>42</sup>	\$15.00 by 2020	\$15.75	No tip credit	01/01/2022	\$15.25	No tip credit	CPI
Mountain View, CA <sup>43</sup>	\$15.00 by 2018	\$17.10	No tip credit	01/01/2022	\$16.30	No tip credit	CPI
Novato, CA <sup>44</sup>	\$15.00 by 2020-2022	\$15.77 (very large) \$15.53 (large empl.) \$15.00 (small empl.)	No tip credit	01/01/2022	\$15.24 (very large) \$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	CPI
Oakland, CA <sup>45</sup>	\$12.25 by 2015	\$15.06	No tip credit	01/01/2022	\$14.36	No tip credit	CPI
Palo Alto, CA <sup>46</sup>	\$15.00 by 2019	\$16.45	No tip credit	01/01/2022	\$15.65	No tip credit	CPI
Petaluma, CA <sup>47</sup>	\$15.00 by 2020-2021	\$15.85	No tip credit	01/01/2022	\$15.20	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Redwood City, CA <sup>48</sup>	\$15.00 + CPI by 2020	\$16.20	No tip credit	01/01/2022	\$15.62	No tip credit	CPI
Richmond, CA <sup>49</sup>	\$15.00 by 2019	\$15.54	No tip credit	01/01/2022	\$15.21	No tip credit	CPI
San Carlos, CA <sup>50</sup>	\$15.00 + CPI by 2021	\$15.77	No tip credit	01/01/2022	\$15.24	No tip credit	CPI
San Jose, CA <sup>51</sup>	\$15.00 by 2019	\$16.20	No tip credit	01/01/2022	\$15.45	No tip credit	CPI
San Mateo, CA <sup>52</sup>	\$15.00 by 2019-2020	\$16.20	No tip credit	01/01/2022	\$15.62	No tip credit	CPI
Santa Clara, CA <sup>53</sup>	\$15.00 by 2019	\$16.40	No tip credit	01/01/2022	\$15.65	No tip credit	CPI
Santa Rosa, CA <sup>54</sup>	\$15.00 by 2020-2021	\$15.85	No tip credit	01/01/2022	\$15.20	No tip credit	CPI
Sonoma, CA <sup>55</sup>	\$16.00 - \$17.00 by 2023	\$16.00 (large empl.) \$15.00 (small empl.)	No tip credit	01/01/2022	\$15.00 (large empl.) \$14.00 (small empl.)	No tip credit	Third step
South San Francisco, CA <sup>56</sup>	\$15.00 by 2020	\$15.80	No tip credit	01/01/2022	\$15.25	No tip credit	CPI
Sunnyvale, CA <sup>57</sup>	\$15.00 by 2018	\$17.10	No tip credit	01/01/2022	\$16.30	No tip credit	CPI
West Hollywood, CA <sup>58</sup>	\$17.00 - \$17.50 by 2023	\$15.50 (large empl.) \$15.00 (small empl.) (See also Table 2)	No tip credit	01/01/2022 (See also Table 2)	\$14.00 (large empl.) \$13.00 (small empl.) (State rate)	No tip credit	First step
Denver, CO <sup>59</sup>	\$15.87 by 2022	\$15.87	\$12.85	01/01/2022	\$14.77	\$11.75	Last step



**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Portland, ME <sup>60</sup>	\$15.00 by 2024	\$13.00	\$6.50	01/01/2022	\$12.15 (State rate)	\$6.08 (State rate)	First step
Rockland, ME <sup>61</sup>	\$15.00 by 2024	\$13.00	\$6.50	01/01/2022	\$12.15 (State rate)	\$6.08 (State rate)	First step
SeaTac, WA <sup>62</sup>	\$15.00 by 2014 (Airport-related industries)	\$17.54	No tip credit	01/01/2022	\$16.57	No tip credit	CPI
Seattle, WA <sup>63</sup>	\$15.00 by 2017-2021	\$17.27 (large empl., & small empl. not providing medical benefits)  \$15.75 (small empl. providing med benefits)	Large empl. & small empl. w/o benefits: No tip credit  Small empl. with benefits: \$15.75	01/01/2022	\$16.69 (large empl., & small empl. not providing medical benefits)  \$15.00 (small empl. providing med benefits)	Large empl. & small empl. w/o benefits: No tip credit  Small empl. with benefits: \$15.00	CPI
<b>Minimum Wage Laws Below \$12</b>							
Minnesota <sup>64</sup>	\$7.75 - \$9.50 by 2016	\$10.33 (large empl.) \$8.42 (small empl.)	No tip credit	01/01/2022	\$10.08 (large empl.) \$8.21 (small empl.)	No tip credit	CPI
Montana <sup>65</sup>	2006 Ballot	\$9.20	No tip credit	01/01/2022	\$8.75	No tip credit	CPI
Ohio <sup>66</sup>	Constitutional Amend. (2006)	\$9.30	\$4.65	01/01/2022	\$8.80	\$4.40	CPI
South Dakota <sup>67</sup>	\$8.50 by 2015	\$9.95	\$4.975	01/01/2022	\$9.45	\$4.725	CPI
San Diego, CA <sup>68</sup>	\$11.50 by 2017	\$15.00	No tip credit	01/01/2022	\$14.00	No tip credit	CPI

**Table 1. State and Local Minimum Wage Increases On or About January 1, 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Albuquerque, NM <sup>69</sup>	\$8.50 by 2013	\$11.50 <i>(State rate)</i>	\$6.90	01/01/2022	\$10.50	\$6.30	Standard minimum wage follows state law (step increase); tipped wage is 60% of standard rate
Las Cruces, NM <sup>70</sup>	\$10.10 by 2019	\$11.50 <i>(State rate)</i>	\$4.60	01/01/2022	\$10.50 <i>(State rate)</i>	\$4.20	Standard minimum wage follows state law (step increase); tipped wage is 40% of standard rate
<b>Total number of states raising the minimum wage (to any level) on or about January 1, 2022</b>						<b>21</b>	<i>From CPI: 8</i>
<b>Total number of cities and counties raising the minimum wage (to any level) on or about January 1, 2022</b>						<b>35<sup>i</sup></b>	<i>From CPI: 27</i>
<b>Total number of states with a \$15 minimum wage on or about January 1, 2022</b>						<b>2<sup>ii</sup></b>	
<b>Total number of cities and counties to reach \$15 or more, on or about January 1, 2022</b>						<b>31<sup>iii</sup></b>	

<sup>i</sup> Includes the New Mexico cities of Albuquerque and Las Cruces, where the standard minimum wage will match the state rate, but the tipped wage will increase as a percentage of the standard rate. It also includes West Hollywood, CA, which will raise its minimum wage twice in 2022 (on January 1st and on July 1st), and therefore is also listed in Table 2, below.

<sup>ii</sup> Includes California, which will have a lower minimum wage for small employers (\$14.00); and New York, which previously reached a \$15.00 minimum wage for all workers in New York City (December 2019) and for fast food workers throughout the state (July 2021), and will raise the wage floor to \$15.00 for all workers in Long Island and Westchester County on December 31, 2021.

<sup>iii</sup> Includes Hayward, CA, which will have a lower minimum wage (\$14.52) for small employers; and San Diego, CA, which adopted a \$11.50 by 2017 minimum wage law, and will reach a \$15.00 wage floor to account for inflation.

**Table 2. State and Local Minimum Wage Increases Later in 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
<b>Minimum Wage Laws in the \$12 - \$15+ Range</b>							
Connecticut <sup>71</sup>	\$15.00 by 2023	\$14.00	Servers: \$6.38 Bartenders: \$8.23 (No change)	07/01/2022	\$13.00	Servers: \$6.38 Bartenders: \$8.23	Fourth step
Florida <sup>72</sup>	\$15.00 by 2026	\$11.00	\$7.98	09/30/2022	\$10.00	\$6.98	Second step
Nevada <sup>73</sup>	\$11.00 - \$12.00 by 2024	\$10.50 (no health ins) \$9.50 (w/health ins)	No tip credit	07/01/2022	\$9.75 (no health ins) \$8.75 (w/health ins)	No tip credit	Third step
Oregon <sup>74</sup>	\$12.50 - \$14.75 by 2022	\$14.75 (Portland) \$13.50 (standard) \$12.50 (rural)	No tip credit	07/01/2022	\$14.00 (Portland) \$12.75 (standard) \$12.00 (rural)	No tip credit	Last step
Tucson, AR <sup>75</sup>	\$15.00 by 2025	\$13.00	\$10.00	04/01/2022	\$12.15 (state rate)	\$9.15 (State rate)	First step
Alameda, CA <sup>76</sup>	\$15.00 by 2020	TBD	No tip credit	07/01/2022	\$15.00 (did not change in 2021)	No tip credit	CPI
Berkeley, CA <sup>77</sup>	\$15.00 by 2018	TBD	No tip credit	07/01/2022	16.32	No tip credit	CPI
Emeryville, CA <sup>78</sup>	\$14.44 - \$15.00 by 2017-2019	TBD	No tip credit	07/01/2022	\$17.13	No tip credit	CPI
Fremont, CA <sup>79</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.25 (large empl.) \$15.00 (small empl.)	No tip credit	CPI
Los Angeles, CA <sup>80</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.00	No tip credit	CPI

**Table 2. State and Local Minimum Wage Increases Later in 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Los Angeles County, CA <sup>81</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.00	No tip credit	CPI
Malibu, CA <sup>82</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.00	No tip credit	CPI
Milpitas, CA <sup>83</sup>	\$15.00 by 2019	TBD	No tip credit	07/01/2022	\$15.65	No tip credit	CPI
Pasadena, CA <sup>84</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.00	No tip credit	CPI
San Francisco, CA <sup>85</sup>	\$15.00 by 2018	TBD	No tip credit	07/01/2022	\$16.32	No tip credit	CPI
Santa Monica, CA <sup>86</sup>	\$15.00 by 2020-2021	TBD	No tip credit	07/01/2022	\$15.00	No tip credit	CPI
West Hollywood, CA <sup>87</sup>	\$17.00 - \$17.50 by 2023	\$16.50 (large empl.) \$16.00 (small empl.) <i>(See also Table 1)</i>	No tip credit	07/01/2022 <i>(See also Table 1)</i>	\$14.00 (large empl.) \$13.00 (small empl.)	No tip credit	Second step
Washington, D.C. <sup>88</sup>	\$15.00 by 2020	TBD	TBD	07/01/2022	\$15.20	\$5.05	CPI
Chicago, IL <sup>89</sup>	\$15.00 by 2021-2024 & youth wage phase-out	TBD (large empl.) \$14.50 (small empl.) \$12.00 (youth)	TBD (large empl.) \$8.70 (small empl.) \$7.20 (youth)	07/01/2022	\$15.00 (large empl.) \$14.00 (small empl.) \$11.00 (youth)	\$9.00 (large empl.) \$8.40 (small empl.) \$6.60 (youth)	Third step + CPI
Cook County, IL <sup>90</sup>	\$13.00 by 2020	TBD	\$7.20 <i>(State rate, effective 01/01/2022)</i>	07/01/2022	\$13.00 <i>(did not change in 2021)</i>	\$6.60 <i>(State rate)</i>	CPI
Howard County, MD <sup>91</sup>	\$16.00 by 2025-2026	\$14.00 (large empl.) \$12.50 (small empl., non-profit & food service employers)	\$3.63 <i>(No change)</i>	04/01/2022	\$11.75 (large empl.) \$11.60 (small empl.) <i>(State rate)</i>	\$3.63 <i>(state rate)</i>	First step

**Table 2. State and Local Minimum Wage Increases Later in 2022**

Jurisdiction	Minimum Wage Law	New Minimum Wage	New Tipped Wage	Effective Date	Current Minimum Wage	Current Tipped Wage	Step or Index
Montgomery County, MD <sup>92</sup>	\$15.00 by 2021-2024	TBD (large empl.) \$14.50 (mid-size) \$14.00 (small empl.)	\$4.00 (No change)	07/01/2022	\$15.00 (large empl.) \$14.00 (mid-size) \$13.50 (small empl.)	\$4.00 (No change)	Fifth step + CPI
Minneapolis, MN <sup>93</sup>	\$15.00 by 2022-2024	\$15.00 (large empl.) \$13.50 (small empl.)	No tip credit	07/01/2022	\$14.25 (large empl.) \$12.50 (small empl.)	No tip credit	Sixth step
Saint Paul, MN <sup>94</sup>	\$15.00 by 2022-2027	\$15.00 (macro) \$13.50 (large empl.) \$12.00 (small empl.) \$10.75 (micro)	No tip credit	07/01/2022	\$12.50 (macro & large empl.) \$11.00 (small empl.) \$10.00 (micro)	No tip credit	Third step
<b>Minimum Wage Laws Under \$12</b>							
Santa Fe, NM <sup>95</sup>	\$9.50 by 2006	TBD	\$2.80 (State rate, effective 01/01/2022)	03/01/2022	\$12.32	\$2.55 (State rate)	CPI
Santa Fe County, NM <sup>96</sup>	\$10.66 by 2014	TBD	TBD	03/01/2022	\$12.32	\$3.69	CPI
<b>Total number of states raising the minimum wage (to any level) later in 2022</b>						<b>4</b>	<i>From CPI: None</i>
<b>Total number of cities and counties (including Washington, D.C.) raising the minimum wage (to any level) later in 2022</b>						<b>22</b> <sup>iv</sup>	<i>From CPI: 17</i> <sup>v</sup>
<b>Total number of states to reach \$15 later in 2022</b>						<b>None</b>	
<b>Total number of cities and counties to reach \$15 or more, later in 2022</b>						<b>17</b> <sup>vi</sup>	

<sup>iv</sup> Includes West Hollywood, CA, which will raise its minimum wage twice in 2022 (on January 1st and on July 1st), and is therefore also listed in Table 1, above.

<sup>v</sup> Includes Chicago, IL, and Montgomery County, MD, which reached \$15.00 for large employers in 2021 and will adjust this rate to account for inflation in 2022, while continuing to phase in a \$15.00 minimum wage for smaller employers through further step increases.

<sup>vi</sup> Includes the California localities of Alameda, Berkeley, Emeryville, Fremont, Los Angeles City, Los Angeles County, Malibu, Milpitas, Pasadena, San Francisco, and Santa Monica, as well as the District of Columbia, which have already reached or surpassed a \$15 minimum wage, and are expected to raise their wage floors further based on inflation. This figure also includes Chicago, IL, Montgomery County, MD, and the Minnesota cities of Minneapolis and St. Paul, which in 2022 will have lower minimum wages for certain employers.

**Table 3. Cities and Counties with Wage Floors Above \$15 for Some or All Employers in 2022**

Jurisdiction	2022 Minimum Wage	Effective Date	Step Increase, or Inflation Adjustment (CPI)?
Flagstaff, AZ	\$15.50	01/01/2022	Step increase
Alameda, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Belmont, CA	\$16.20	01/01/2022	CPI
Berkeley, CA	TBD (\$16.32 + CPI)	07/01/2022	CPI
Burlingame, CA	\$15.60	01/01/2022	CPI
Cupertino, CA	\$16.40	01/01/2022	CPI
Daly City, CA	\$15.53	01/01/2022	CPI
East Palo Alto, CA	\$15.60	01/01/2022	CPI
El Cerrito, CA	\$16.37	01/01/2022	CPI
Emeryville, CA	TBD (\$17.13 + CPI)	07/01/2022	CPI
Fremont, CA	TBD (\$15.25 + CPI)	07/01/2022	CPI
Half Moon Bay, CA	\$15.56	01/01/2022	CPI
Hayward, CA	\$15.56 (large employers) \$14.52 (small employers)	01/01/2022	CPI
Los Altos, CA	\$16.40	01/01/2022	CPI
Los Angeles, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Los Angeles County, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Malibu, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Menlo Park, CA	\$15.75	01/01/2022	CPI

**Table 3. Cities and Counties with Wage Floors Above \$15 for Some or All Employers in 2022**

Jurisdiction	2022 Minimum Wage	Effective Date	Step Increase, or Inflation Adjustment (CPI)?
Milpitas, CA	TBD (\$15.65 + CPI)	07/01/2022	CPI
Mountain View, CA	\$17.10	01/01/2022	CPI
Novato, CA	\$15.77 (very large empl.) \$15.53 (large employers) \$15.00 (small employers)	01/01/2022	CPI
Oakland, CA	\$15.06	01/01/2022	CPI
Palo Alto, CA	\$16.45	01/01/2022	CPI
Pasadena, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Petaluma, CA	\$15.85	01/01/2022	CPI
Redwood, CA	\$16.20	01/01/2022	CPI
Richmond, CA	\$15.54	01/01/2022	CPI
San Carlos, CA	\$15.77	01/01/2022	CPI
San Francisco, CA	TBD (\$16.32 + CPI)	07/01/2022	CPI
San Jose, CA	\$16.20	01/01/2022	CPI
San Mateo, CA	\$16.20	01/01/2022	CPI
Santa Clara, CA	\$16.40	01/01/2022	CPI
Santa Monica, CA	TBD (\$15.00 + CPI)	07/01/2022	CPI
Santa Rosa, CA	\$15.85	01/01/2022	CPI
Sonoma, CA	\$16.00 (large employers) \$15.00 (small employers)	01/01/2022	Step increase
South San Francisco, CA	\$15.80	01/01/2022	CPI

**Table 3. Cities and Counties with Wage Floors Above \$15 for Some or All Employers in 2022**

Jurisdiction	2022 Minimum Wage	Effective Date	Step Increase, or Inflation Adjustment (CPI)?
Sunnyvale, CA	\$17.10	01/01/2022	CPI
West Hollywood, CA	<i>January 1:</i> \$15.50 (large employers) \$15.00 (small employers)  <i>July 1:</i> \$16.50 (large employers) \$16.00 (small employers)	01/01/2022 & 07/01/2022	Step increase
Denver, CO	\$15.87	01/01/2022	Step increase
Washington, D.C.	TBD (\$15.20 + CPI)	07/01/2022	CPI
Chicago, IL	Large employers: TBD (\$15.00 + CPI) Small employers: \$14.50	07/01/2022	CPI (large employers) Step increase (small employers)
Montgomery County, MD	Large employers: TBD (\$15.00 + CPI) Mid-size employers: \$14.50 Small employers: \$14.00	07/01/2022	CPI (large employers) Step increase (mid-size and small employers)
SeaTac, WA	\$17.54	01/01/2022	CPI
Seattle, WA	\$17.27 (large employers & small employers not providing medical benefits)  \$15.75 (small employers providing medical benefits)	01/01/2022	CPI
<b>Total number of cities and counties with wage floors above \$15.00 in 2022</b>			<b>44</b>



**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Alabama	Tyson’s Food (Eufaula location)	\$15.00 by 2021	2021
Connecticut	Mystic Seaport Museum	\$15.00 by 2021	2021
District of Columbia	Well-Paid Maids	\$15.00 by 2021	2021
Florida	Baptist Health	\$15.00 by 2021	2021
Florida	Health First	\$15.00 by 2021	2021
Florida	Orland Health	\$15.00 by 2023	2021
Florida	Reef Technology	\$20.00 by 2021	2021
Florida	Universal Studios Orlando	\$15.00 by 2021	2021
Georgia	Children’s Healthcare of Atlanta	\$15.00 by 2021	2020
Georgia	Lidl (Atlanta locations)	\$15.00 by 2021	2021
Georgia	Thunderbird Inn	\$15.00 by 2021	2021
Georgia	YKK AP America	\$15.00 by 2021	2021
Illinois	Intellihot	\$15.00 by 2021	2021
Illinois	Memorial Health System	\$15.00 by 2021	2021
Illinois	Riverside Healthcare	\$15.00 by 2021	2021
Illinois	Sarah Bush Lincoln	\$15.00 by 2021	2021
Iowa	Clarke University	\$15.00 by 2026	2021
Iowa	Greene Bean Coffee	\$15.00 by 2021	2021

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Iowa	Mercy Medical Center & MercyCare Community Physicians	\$15.25 by 2021	2020
Kentucky	Baptist Health	\$15.00 by 2021	2021
Kentucky	CHI Saint Joseph Health	\$15.00 by 2021	2021
Kentucky	University of Kentucky	\$15.00 by 2022	2021
Kentucky	White House Clinics	\$15.05 by 2021	2021
Louisiana	Tulane University	\$15.00 by 2021	2021
Maine	Northern Light Eastern Maine Medical Center	\$17.00 by 2021	2021
Maryland	College of Southern Maryland	\$15.00 by 2021	2021
Maryland	John Hopkins University	\$15.00 by 2021-2022	2021
Maryland	LifeBridge Health	\$15.00 by 2021	2021
Maryland	Morgan State University	\$15.00 by 2021	2021
Maryland	University of Maryland Medical System	\$15.00 by 2021	2021
Massachusetts	Rogerson Communities	\$16.00 by 2022	2021
Michigan	Henry Ford Health System	\$15.00 by 2020	2020
Michigan	Long Road Distillers	\$15.00 by 2021	2021
Michigan	The Mitten Brewing Co.	\$15.00 by 2021	2021
Michigan	The People's Cider	\$15.00 by 2021	2021
Michigan	Trinity Health Michigan	\$15.00 by 2020	2020

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Michigan	Two Scotts Barbecue	\$15.00 by 2021	2021
Minnesota	Bridgewater Bank	\$20.00 by 2021	2021
Minnesota	Punch Pizza	\$15.00 by 2021	2021
Minnesota	Valley Fair	\$15.00 - \$17.00 by 2021	2021
Mississippi	Winston Plywood and Veneer	\$15.25 by 2021	2021
Missouri	AdventHealth Shawnee Mission	\$15.00 by 2021	2021
Missouri	CoxHealth	\$15.25 by 2021	2021
Missouri	North Kansas City Hospital & Meritas Health	\$15.00 by 2020	2020
Missouri	Saint Francis Healthcare System	\$15.00 by 2021	2021
Missouri	St. Luke's Health System	\$15.00 by 2020	2020
Missouri	Truman Medical Centers/University Health	\$15.00 by 2021	2020
Missouri	Worlds of Fun	\$15.00 by 2021	2021
New Mexico	Santa Fe Animal Shelter	\$15.00 by 2021	2021
New Mexico	Presbyterian Healthcare	\$15.00 - \$19.00 by 2021	2021
New Mexico	Taos Ski Valley	\$15.00 by 2021	2021
New York	Dirt Candy	\$25.00 by 2021	2021
New York	Samaritan Medical Center	\$15.00 by 2021	2021
New York	St. Ann's Community at The Greens	\$15.00 by 2021	2021

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
New York	Univera Healthcare	\$18.00 by 2021	2021
New York	University of Rochester	\$15.00 by 2022	2021
North Carolina	Cone Health	\$15.00 by 2021	2020
North Carolina	Novant Health	\$15.00 by 2021	2020
North Carolina	Triad Adult & Pediatric Medicine	\$15.00 by 2021	2021
North Carolina	Wake Forest Baptist Medical Center	\$15.00 by 2021	2021
Ohio	Cincinnati State Technical and Community College	\$15.00 by 2024	2021
Ohio	Summa Health	\$15.00 by 2021	2021
Ohio	White Castle (Columbus locations)	\$15.00 by 2021	2021
Pennsylvania	Evangelical Community Hospital	\$15.00 by 2021	2021
Pennsylvania	Geisinger	\$15.00 by 2021	2021
Pennsylvania	HipCityVeg	\$15.00 by 2021	2021
Pennsylvania	Klavon's Ice Cream Parlor	\$15.00 by 2021	2021
Pennsylvania	Rivers Casino	\$15.00 by 2021	2021
Pennsylvania	Rutter's	\$15.00 by 2021	2021
Pennsylvania	WellSpan Health	\$15.00 by 2021	2021
South Dakota	Monument Health	\$15.50 by 2021	2021
Texas	Rice University	\$15.00 by 2022	2021

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Texas	University of Texas, Austin	\$15.00 by 2021	2021
Utah	Cucina	\$15.00 by 2021	2021
Utah	Intermountain Healthcare	\$15.00 by 2021	2021
Vermont	Dartmouth-Hitchcock Medical Center	\$17.00 by 2021	2021
Vermont	Hanover Co-op	\$15.00 by 2021	2021
Virginia	Virginia Department of Motor Vehicles	\$15.00 by 2021	2021
Washington	Dick's Drive-In	\$19.00 by 2021	2021
West Virginia	Harma Hospitality Group	\$16.00 by 2021	2021
Wisconsin	Geneva Supply	\$15.00 by 2021	2021
Wisconsin	Pablo Group	\$16.00 by 2021 & One Fair Wage	2021
Various	Amazon (selected locations)	\$17.00 by 2021	2021
Various	Assurant	\$15.00 by 2021	2021
Various	Atlas Restaurant Group	\$15.00 by 2021	2021
Various	Bank of America	\$25.00 by 2025	2021
Various	Beneficial State Bank	\$22.25 by 2023	2021
Various	Best Buy	\$15.00 by 2020	2020
Various	Bus Boys and Poets		
Various	Charter Communications	\$20.00 by 2022	2020

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Various	Chobani	\$15.00 - \$19.00 by 2021	2020
Various	Chipotle	\$11.00 - \$18.00 by 2021	2021
Various	Costco	\$16.00 by 2021	2021
Various	CVS Health Corp.	\$15.00 by 2022	2021
Various	Hobby Lobby	\$17.00 by 2020	2020
Various	Hospital Sisters Health System	\$15.00 by 2021	2021
Various	Ikea	\$16.00 by 2022	2021
Various	Laboratory Corp of America	\$15.00 by 2021	2021
Various	Lululemon	\$15.00 - \$17.00 by 2021	2021
Various	Macy's	\$15.00 by 2022	2021
Various	Mercy Healthcare Systems	\$15.00 by 2021	2021
Various	MetLife	\$20.00 by 2021	2021
Various	PNC	\$18.00 by 2021	2021
Various	Sam's Club	\$15.00 by 2021	2021
Various	Signet Jewelers	\$15.00 by 2022	2021
Various	Southwest Airlines	\$15.00 by 2021	2021
Various	Starbucks	\$15.00 by 2022	2020
Various	Synchrony Financial	\$20.00 by 2021	2021

**Table 4. Employers That Raised Wages to \$15 or More During COVID-19 Pandemic (April 2020 to Present)**

State	Employer	Wage Adopted	Year Adopted
Various	Tapestry Inc.	\$15.00 by 2021	2021
Various	The Container Store	\$15.00 by 2021	2021
Various	Under Armour	\$15.00 - \$15.25 by 2021	2021
Various	UnityPoint Health	\$15.00 by 2021	2020
Various	USAA	\$21.00 by 2021	2021
Various	Vail Resorts	\$15.00 by 2021 – 2022	2021
Various	Walgreen’s	\$15.00 by 2022	2021
Various	Walmart (deli & bakery workers, & those in leadership roles)	\$15.00+ by 2020	2020
Various	Wayfair	\$15.00 by 2021	2021

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