

# LAW ALERT

taylor | english

the purpose-built law firm®

January 23, 2013

[Taylor English Duma LLP](#) is a full-service law firm composed of experienced and results-driven lawyers. Our model is purpose built around our clients and designed to seek new opportunities for them.



#### About the Author

[Mickey Ross](#) is a member of the firm's Employment, Labor and Immigration group as well as its Litigation group. He is a seasoned employment and business litigator with more than thirty five years of experience.

Please contact Mr. Ross for additional information on the State Minimum Wage Increase and how it may apply to your company or to your client.

*Law Alert* is published solely for the friends and clients of Taylor English Duma LLP and should in no way be relied upon or construed as legal advice. For specific information on recent developments or particular factual situations, a reader should obtain the advice of an attorney. Taylor English Duma LLP is a limited liability partnership.

You have received this email because you are on the firm's e-distribution list. If you received this transmission in error, please notify the sender by reply email and delete the message and any attachments. These materials may be considered ATTORNEY ADVERTISING in some jurisdictions. Prior results do not guarantee a similar outcome.

For more information, please visit our website at [www.taylorenglish.com](http://www.taylorenglish.com).

IRS CIRCULAR 230 Disclosure: Under U.S. Treasury regulations, we are required to inform you that any advice contained in this e-mail or any attachment hereto is not intended to be used, and cannot be used, to avoid penalties imposed under the Internal Revenue Code. Copyright © 2011 Taylor English Duma LLP. All rights reserved.

## 10 States Increase Minimum Wage Rates for 2013

Although the federal minimum wage remains at \$7.25 an hour this year, 10 states have increased their minimum wage rates above this level effective January 1, 2013. These changes are generally due to required annual adjustments based on raises in the Consumer Price Index or inflation. In addition, several cities across the country, such as Albuquerque, San Francisco, and San Jose, bumped up their minimum wage rates, albeit not all effective January 1. Listed below are these 10 states, along with the increases in their hourly minimum wage rates including, if applicable, increases for tipped employees.

- Arizona
  - minimum wage from \$7.65 to \$7.80
  - tipped employee minimum wage from \$4.65 to \$4.80
- Colorado
  - minimum wage from \$7.64 to \$7.78
  - tipped employee minimum wage from \$4.62 to \$4.76
- Florida
  - minimum wage from \$7.67 to \$7.79
  - tipped employee minimum wage from \$4.65 to \$4.77
- Missouri
  - minimum wage from \$7.25 to \$7.35
  - tipped employee minimum wage from \$3.63 to \$3.68
- Montana
  - minimum wage from \$7.65 to \$7.80
  - no tip credit allowed
- Ohio
  - minimum wage from \$7.70 to \$7.85
  - tipped employee minimum wage from \$3.85 to \$3.93
- Oregon
  - minimum wage from \$8.80 to \$8.95
  - no tip credit allowed
- Rhode Island
  - minimum wage from \$7.40 to \$7.75
  - tipped employee minimum wage remains at \$2.89
- Vermont
  - minimum wage from \$8.46 to \$8.60
  - tipped employee minimum wage from \$4.10 to \$4.17
- Washington
  - minimum wage from \$9.04 to \$9.19
  - no tip credit allowed

Wage and hour compliance continues to be the focus of much of employment litigation. Please let us know if you have any questions concerning these changes, including whether they apply to any of your employees.