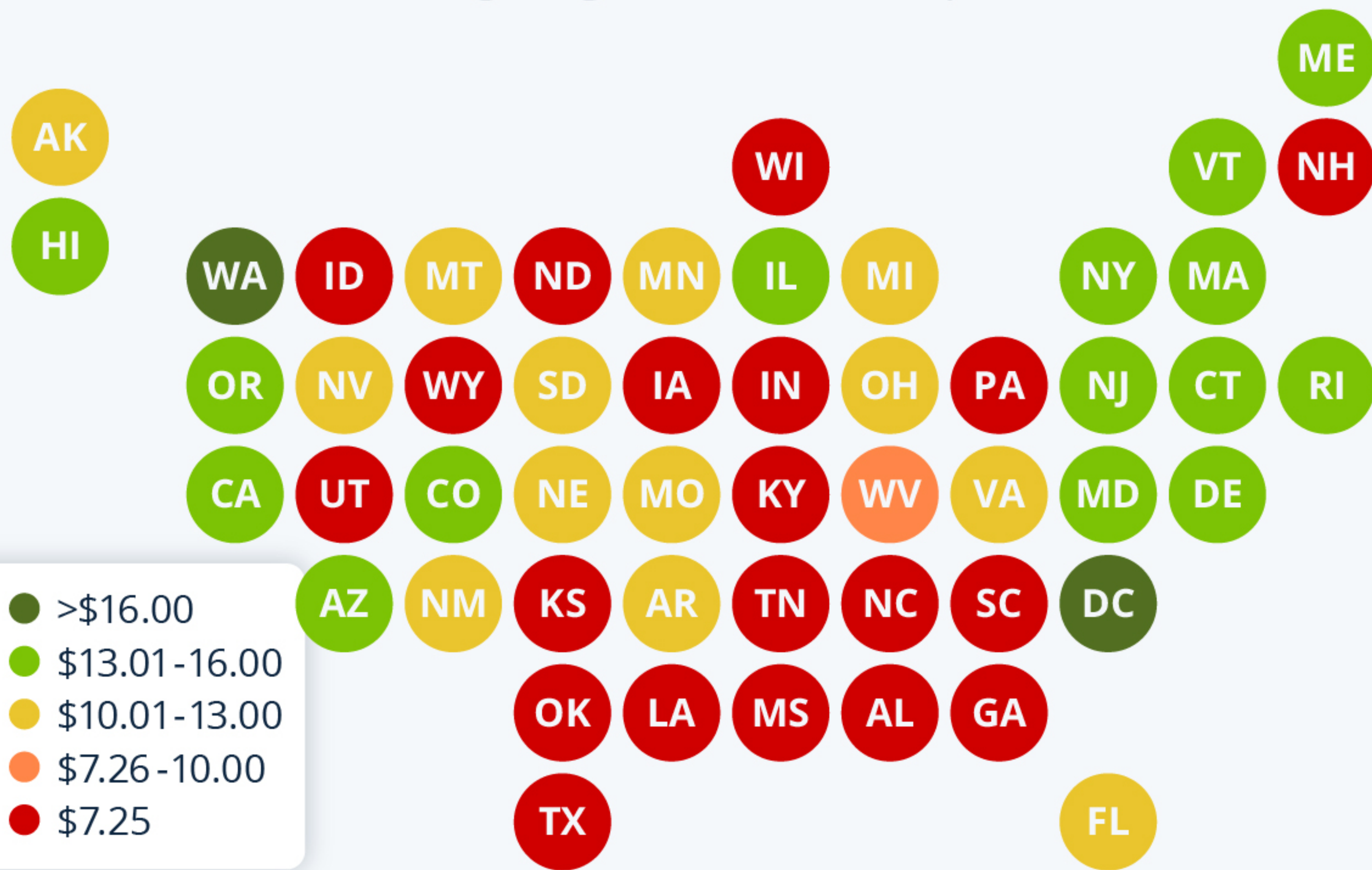


The U.S. Minimum Wage By State

State minimum wage legislation as of Sep. 30, 2024*



MN/MO/MT/NY/NJ/OH/OK: Smaller employers can pay less. NYC: \$16. Non-rural OR: \$14.70-15.95

* Federal minimum wage (\$7.25) applies for qualifying employees in states with no state minimum wage or if state minimum wage is lower

Source: National Conference of State Legislatures