

11 Scariest Issues Employers Face in 2014

APPENDIX I

Challenging Trends for Employers in 2014

Evolving State Requirements

	Legalized Medical Marijuana	Same-Sex Marriage Recognized	Minimum Wage 2014	Ban the Box Adopted
Alabama			N/A	
Alaska	✓		\$7.75	
Arizona	✓		\$7.90*	
Arkansas			\$6.25	
California	✓	✓*	\$8.00*	✓ (state and local government employers)*
Colorado	✓ (and recreational*)		\$8.00*	✓ (state employers and licensing agencies)
Connecticut	✓	✓	\$8.70*	✓ (state employers)
Delaware	✓	✓*	\$7.25	
District of Columbia	✓	✓	\$8.25*	
Florida			\$7.93*	
Georgia			\$5.15	
Hawaii	✓	✓*	\$7.25	✓ (public and private employers)
Idaho			\$7.25	
Illinois	✓*	✓*	\$8.25	✓ (state employers)*
Indiana			\$7.25	
Iowa		✓	\$7.25	
Kansas			\$7.25	

Kentucky			\$7.25	
Louisiana			N/A	
Maine	✓	✓	\$7.50	
Maryland		✓*	\$7.25	✓ (state employers)*
Massachusetts	✓	✓	\$8.00	✓ (public and private employers)
Michigan	✓		\$7.40	
Minnesota		✓*	\$6.15	✓ (public and private employers)*
Mississippi			N/A	
Missouri			\$7.50*	
Montana	✓		\$7.90*	
Nebraska			\$7.25	
Nevada	✓		\$8.25*	
New Hampshire	✓*		\$7.25	
New Jersey	✓	✓*	\$8.25*	
New Mexico	✓	✓*	\$7.50	✓ (public employers)
New York		✓	\$8.00*	
North Carolina			\$7.25	
North Dakota			\$7.25	
Ohio			\$7.95*	
Oklahoma			\$7.25	
Oregon	✓		\$9.10*	
Pennsylvania			\$7.25	
Rhode Island	✓	✓*	\$8.00*	✓ (public and private employers)*
South Carolina			N/A	
South Dakota			\$7.25	
Tennessee			N/A	

Texas			\$7.25	
Utah		✓*	\$7.25	
Vermont	✓	✓	\$8.73*	
Virginia			\$7.25	
Washington	✓ (and recreational*)	✓	\$9.32*	
West Virginia			\$7.25	
Wisconsin			\$7.25	
Wyoming			\$5.15	

* Denotes a change that took effect in 2013 or will take effect in 2014 and will affect policies and procedures for 2014.

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