



**e-Alert**

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## Five States Prepare for Midyear Minimum Wage Increases

### Background

As many employers already know, 2020 has been a landmark year for minimum wage increases on the state level. Twenty-five US states are set to implement some form of minimum wage increase in 2020, if they have not done so already. Most of these increases came in January, but a handful of states are preparing for midyear minimum wage increases in the coming months. See the list below for details.

### Summary

Here is a list of US states preparing to implement minimum wage increases midyear for 2020.

- **District of Columbia (July 1, 2020):** The hourly minimum wage will increase to \$15. The hourly minimum wage for tipped employees will increase to \$5.

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- **Illinois (July 1, 2020):** The hourly minimum wage will increase to \$10. The hourly minimum wage for tipped employees will increase to \$6.
- **Nevada (July 1, 2020):** The hourly minimum wage for employees who do not receive benefits will increase to \$9. For employees who do receive benefits, the minimum wage will increase to \$8. There is no separate rate for tipped employees.
- **Oregon (July 1, 2020):** The hourly minimum wage will increase to \$12. There is no separate rate for tipped employees.
- **Connecticut (September 1, 2020):** The hourly minimum wage will increase to \$12. The state minimum wage is set to increase incrementally to \$15 by June 1, 2023.

## Employer Next Steps

- Employers with employees in the states listed above should review their employees' compensation to ensure that all staff are being paid above minimum wage in accordance with state law.
- If you are a Full-Service or Virtual HR client and would like our assistance with updating your policies, please [email us](#).

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