

REFERENCE TITLE: minimum wage increase

State of Arizona
House of Representatives
Fifty-seventh Legislature
First Regular Session
2025

HB 2289

Introduced by
Representatives Aguilar: Abeytia, Austin, Crews, Liguori, Sandoval,
Simacek, Stahl Hamilton, Villegas; Senators Ortiz, Sundaresan

AN ACT

AMENDING SECTION 23-363, ARIZONA REVISED STATUTES; RELATING TO THE MINIMUM
WAGE.

(TEXT OF BILL BEGINS ON NEXT PAGE)

1 Be it enacted by the Legislature of the State of Arizona:

2 Section 1. Subject to the requirements of article IV, part 1,
3 section 1, Constitution of Arizona, section 23-363, Arizona Revised
4 Statutes, is amended to read:

5 23-363. Minimum wage

6 A. Employers shall pay employees ~~no~~ NOT less than the minimum wage,
7 which shall be ~~not less than~~ AT LEAST:

- 8 1. \$10 PER HOUR on and after January 1, 2017.
- 9 2. \$10.50 PER HOUR on and after January 1, 2018.
- 10 3. \$11 PER HOUR on and after January 1, 2019.
- 11 4. \$12 PER HOUR on and after January 1, 2020.
- 12 5. \$18 PER HOUR ON AND AFTER JANUARY 1, 2025.

13 B. The minimum wage shall be increased on January 1, ~~2021~~ 2026 and
14 on January 1 of successive years, ~~by~~ by the increase in the cost of living.
15 The increase in the cost of living shall be measured by the percentage
16 increase as of August of the immediately preceding year over the level as
17 of August of the previous year of the consumer price index (all urban
18 consumers, ~~U.S.~~ UNITED STATES city average for all items) or its successor
19 index as published by the ~~U.S.~~ UNITED STATES department of labor or ~~its~~
20 THE EMPLOYER'S successor agency, with the amount of the minimum wage
21 increase rounded to the nearest multiple of ~~five cents~~ \$.05.

22 C. For any employee who customarily and regularly receives tips or
23 gratuities from patrons or others, the employer may pay a wage up to \$3.00
24 per hour less than the minimum wage if the employer can establish by its
25 records of charged tips or by the employee's declaration for federal
26 insurance contributions act (FICA) purposes that for each week, when
27 adding tips received to wages paid, the employee received ~~not less than~~
28 AT LEAST the minimum wage for all hours worked. Compliance with this
29 ~~provision will be~~ SUBSECTION IS determined by averaging tips received by
30 the employee over the course of the employer's payroll period or any other
31 period selected by the employer that complies with regulations adopted by
32 the commission.

33 Sec. 2. Requirements for enactment; three-fourths vote

34 Pursuant to article IV, part 1, section 1, Constitution of Arizona,
35 section 23-363, Arizona Revised Statutes, as amended by this act, is
36 effective only on the affirmative vote of at least three-fourths of the
37 members of each house of the legislature.