

REFERENCE TITLE: **minimum wage increase**

State of Arizona
House of Representatives
Fifty-seventh Legislature
Second Regular Session
2026

HB 2295

Introduced by
Representatives Aguilar: Abeytia, Austin, Blattman, Caverro, Connolly,
Contreras P, Crews, Garcia, Márquez, Simacek, Villegas

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, 2027.
13 B. The minimum wage shall be increased on January 1, ~~2021~~ 2028 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~~ OF
24 NOT MORE THAN \$3.00 per hour less than the minimum wage if the employer
25 can establish by ~~its~~ THE EMPLOYER'S records of charged tips or by the
26 employee's declaration for federal insurance contributions act (FICA)
27 purposes that for each week, when adding tips received to wages paid, the
28 employee received ~~not less than~~ AT LEAST the minimum wage for all hours
29 worked. Compliance with this ~~provision will be~~ SUBSECTION IS determined
30 by averaging tips received by the employee over the course of the
31 employer's payroll period or any other period selected by the employer
32 that complies with regulations adopted by 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.