The image contains a map titled "State and Local 2018 Minimum Wage Rates". It shows minimum wage rates for various locations across the United States. Each location is labeled with its corresponding minimum wage rate. The map includes notes on when the rates are effective: 1/1/2018 or 7/1/2018. Some locations are marked with notes indicating changes in wages. The map is endorsed by the National Restaurant Association and includes a website address, Restaurant.org/Advocacy.
- **California**: $11 for large employers (more than 25 employees) $10.25 for small employers.
- **Montgomery County, Maryland**: Beginning July 1, 2018, $12.25 for large employers (50 or more employees) $12 for small employers.
- **Milpitas, CA** raised its minimum wage to $12 on 1/1/18 and will raise it to $13.50 on 7/1/18.
- **Minnesota**: Beginning July 1, 2018 $9.65 for large employers (more than $500,000 in revenue), $7.87 for small employers.
- **Minneapolis**: On January 1, $10.25 for large employers (more than 100 employees) increasing to $11.25 on July 1. $10.25 for small employers on July 1 (no increase in January).
- **Nevada**: $7.95 for employers that offer healthcare or childcare benefits.
- **New Mexico**: Employers that offer healthcare or childcare benefits can pay $7.95.
- **New York Fast Food Wage**: Beginning in 2017, the minimum wage for “fast food employers” will be $13.50 in New York City and $11.75 in the rest of the State of New York.
- **New York Minimum Wage**: New York has three separate minimum wage rates based on geography, all of which are effective December 31, 2017
  - New York City: $12 (10 or fewer employees) $13 (11 or more employees)
  - Rest of the state: $10.40
- **Nassau, Suffolk, and Westchester Counties** will reach $11.00 on December 31; and upstate New York will reach $10.40 on December 31.
- **Oregon**: Oregon has three separate minimum wage rates based on geography, all of which are effective July 1, 2018
  - Region 1: $10.75
  - Region 2: $12
  - Region 3: $10.50
- **Seattle**:
  - $15 (large employers with more than 500 employees in the US who offer health insurance)
  - $15.45 (large employers who do not offer health insurance).
  - $11.50 (small Employers that pay $2.50 toward medical benefits or whose employees earn at least $2.50/hr in tips)
  - $14 (small employers that do not contribute to health insurance and whose employees do not earn tips)