

2023



# A STORY OF WORKERS FIGHTING BACK

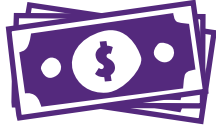
Workers are striking for equal rights and equal opportunities.  
But in too many states, a fair wage, workplace protections,  
and the chance to join a union are out of reach.



**OXFAM**

# HOW DOES YOUR STATE RANK?

The index covers all 50 states, Puerto Rico, and the District of Columbia. We rank each state in three main areas: wage policies, worker protections, and rights to organize.



## WAGE POLICIES

**Examples:** What is the ratio of the state minimum wage to the cost of living for a family of four? What is the ratio of the state tipped minimum wage to the regular minimum wage?



## WORKER PROTECTIONS

**Examples:** Is there a mandate for paid sick and/or family leave? Has the state maintained its protections for children at work? Are there rules to limit sudden changes in shift scheduling?



## RIGHTS TO ORGANIZE

**Examples:** Is there a so-called “right-to-work” law (which suppresses union activity)? Are workers protected from retaliation?

## THE BEST AND WORST STATES IN 2023



### OVERALL BEST CALIFORNIA

- ✓ Minimum wage is \$15.50
- ✓ Paid sick and family leave
- ✓ Protections against sexual harassment
- ✓ Protections for federally excluded workers, including extending workers' compensation and protections to farmworkers and domestic workers
- ✓ Heat safety standard for outdoor workers
- ✓ Mandates for equal pay
- ✓ Maintained child labor protections

### OVERALL WORST NORTH CAROLINA

- ✗ The minimum wage is \$7.25
- ✗ No paid family or sick leave
- ✗ Does not provide some form of sexual harassment protection in state law
- ✗ Does not extend worker protections to domestic workers
- ✗ Does not provide a heat safety standard for outdoor workers



## WHERE WORKERS ARE GAINING GROUND AND WINNING POSITIVE CHANGE



### MICHIGAN

Overtaken its “right-to-work” law, the first state to overturn such a law in decades

### ILLINOIS & MINNESOTA

Passed paid leave policies covering both family leave and sick leave

### COLORADO

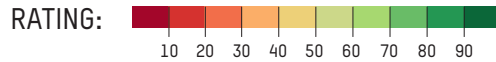
Passed new legislation protecting collective bargaining for workers



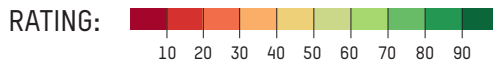
# THE 2023 BEST STATES TO WORK INDEX

## HOW THE STATES RANK OVERALL AND BY POLICY AREA

To explore our interactive map, state scorecards, and methodology, visit [oxf.am/statemap2023](https://oxf.am/statemap2023)



# RANK						
2022	2023	STATE	OVERALL SCORE	WAGE POLICIES	WORKER PROTECTIONS	RIGHTS TO ORGANIZE
2	<b>1</b>	California	86.01	77.52	85.71	100.00
1	<b>2</b>	Oregon	85.52	70.05	92.86	100.00
4	<b>3</b>	District of Columbia	81.63	86.37	63.10	100.00
5	<b>4</b>	New York	78.24	70.60	70.60	100.00
3	<b>5</b>	Washington	77.83	82.08	71.43	80.00
6	<b>6</b>	Massachusetts	75.55	73.25	67.86	90.00
7	<b>7</b>	Connecticut	73.78	75.09	67.86	80.00
9	<b>8</b>	Colorado	72.13	70.96	60.71	90.00
8	<b>9</b>	New Jersey	71.73	69.95	60.71	90.00
10	<b>10</b>	Illinois	69.40	61.00	60.71	95.00
11	<b>11</b>	Vermont	68.23	70.58	50.00	90.00
13	<b>12</b>	Maine	65.55	75.74	46.43	80.00
14	<b>13</b>	Maryland	63.61	62.14	53.57	80.00
15	<b>14</b>	Rhode Island	62.78	56.94	57.14	80.00
19	<b>15</b>	Hawaii	62.66	56.64	50.00	90.00
12	<b>16</b>	New Mexico	60.89	60.56	47.62	80.00
18	<b>17</b>	Minnesota	60.78	52.98	48.81	90.00
20	<b>18</b>	Arizona	58.05	72.22	40.48	60.00
17	<b>19</b>	Puerto Rico	57.46	34.27	67.86	80.00
16	<b>20</b>	Nevada	54.96	53.01	46.43	70.00
21	<b>21</b>	Delaware	54.05	44.51	35.71	95.00
23	<b>22</b>	Ohio	52.80	43.45	33.33	95.00
24	<b>23</b>	Alaska	47.29	60.93	29.76	50.00
26	<b>24</b>	Montana	47.03	54.03	29.76	60.00
25	<b>25</b>	Nebraska	46.07	41.20	34.52	70.00
31	<b>26</b>	Michigan	46.02	44.22	38.10	60.00
27	<b>27</b>	South Dakota	45.29	62.18	29.76	40.00



# RANK								
2022	2023	STATE	OVERALL SCORE	WAGE POLICIES		WORKER PROTECTIONS		RIGHTS TO ORGANIZE
22	<b>28</b>	Virginia	44.89	35.15		41.67		65.00
28	<b>29</b>	New Hampshire	43.17	24.58		38.10		80.00
29	<b>30</b>	Florida	40.86	38.60		29.76		60.00
30	<b>31</b>	Missouri	39.01	43.35		26.19		50.00
32	<b>32</b>	Pennsylvania	37.24	17.07		29.76		80.00
34	<b>33</b>	West Virginia	30.76	38.35		29.76		20.00
38	<b>34</b>	Wisconsin	29.04	21.57		29.76		40.00
37	<b>35</b>	Wyoming	28.69	23.82		26.19		40.00
39	<b>36</b>	Iowa	28.46	26.37		22.62		40.00
36	<b>37</b>	Indiana	28.02	6.52		29.76		60.00
35	<b>38</b>	Kentucky	25.85	16.71		26.19		40.00
42	<b>39</b>	Louisiana	25.76	15.44		34.52		30.00
40	<b>40</b>	North Dakota	25.38	21.79		26.19		30.00
43	<b>41</b>	Idaho	24.79	14.05		33.33		30.00
33	<b>42</b>	Arkansas	24.65	38.72		19.05		10.00
46	<b>43</b>	Kansas	23.82	11.62		26.19		40.00
45	<b>44</b>	Oklahoma	23.81	11.60		33.33		30.00
41	<b>45</b>	Tennessee	20.60	9.83		26.19		30.00
44	<b>46</b>	Utah	18.62	8.02		29.76		20.00
48	<b>47</b>	Texas	14.70	13.85		26.19		0.00
49	<b>48</b>	Alabama	13.10	7.76		21.43		10.00
47	<b>49</b>	South Carolina	12.65	8.71		26.19		0.00
50	<b>50</b>	Georgia	11.57	12.25		19.05		0.00
51	<b>51</b>	Mississippi	11.16	9.15		7.14		20.00
52	<b>52</b>	North Carolina	7.57	5.39		15.48		0.00



## WOMEN AT WORK

Explore our interactive map to find out the Best and Worst States for Working Women in a post-Roe world. Explore at [oxf.am/statewomenmap2023](https://oxf.am/statewomenmap2023) and learn how you can fight inequality today.