Abstract: Does wage setting show strategic complementarity and produce multiple equilibria? This study constructs a discrete-time New Keynesian model in which households choose when to change their wage subject to a fixed wage-setting cost. I analyze a steady-state equilibrium of the state-dependent wage-setting model both analytically and numerically. I find that for reasonable parameter values, complementarity in wage setting is weak and multiple equilibria are unlikely to exist at the steady state. This result is robust to introducing imperfect insurance for consumption.