

Minimum Wage a Big Winner on Election Day

On Election Day 2016, the minimum wage was a big winner, with voters backing minimum wage increases on the ballot. Voters in four states (Arizona, Colorado, Maine and Washington) and one city (Flagstaff, AZ) backed minimum wage increases ranging from \$12 to \$15 an hour, delivering raises for about 2.3 million workers. In Maine and Flagstaff, voters also approved a gradual phase-out of the outdated subminimum wage for tipped workers – a historic step forward for these marginalized workers that will finally guarantee them the same minimum wage as other workers.

As voters signal deep frustration with the economy and Congress's obstruction of efforts to raise pay, these ballot wins bring to nearly 20 million the total number of workers receiving minimum wage increases since the Fight for \$15 launched in 2012 – and build momentum for further action at the federal, state and local levels.

1. Minimum Wage Ballot Victories in Four States Deliver Raises for 2.3 Million Workers

Voters in Arizona, Colorado, Maine and Washington State, together with Flagstaff, AZ, all approved significant minimum wage increases. The Arizona and Washington State measures also expanded paid sick days protections for workers in the state.

In Maine and Flagstaff, the wage initiatives include a gradual phase-out of the outdated subminimum wage for tipped workers. These historic wins for the One Fair Wage movement mark the first time in 30 years that a state or city has eliminated the subminimum tipped wage, which restaurant industry lobbying has kept frozen at a shocking \$2.13 at the federal level.

The Flagstaff measure is the first \$15 minimum wage victory outside of the coasts and signals the robust spread of the Fight for \$15 movement nationally.

Together, these increases will deliver raises for 2.3 million workers and inject more than \$3.5 billion into state economies. See Table 1, below.

Table 1: Impact of Minimum Wage Ballot Initiatives, November 2016

Jurisdiction	Minimum Wage	Vote (%)	No. Affected Workers	Econ. Impact (Per Year)	Includes Paid Sick Days	Includes One Fair Wage
Arizona	\$12.00 by 2020	59%	856,734 ¹	not available	✓	
Colorado	\$12.00 by 2020	54%	477,000 ²	\$400 million ³		
Maine	\$12.00 by 2020	55%	181,000 ⁴	\$630 million ⁵		✓
Washington	\$13.50 by 2020	60%	730,000 ⁶	\$2.5 billion ⁷	✓	
<i>Flagstaff, AZ</i>	<i>\$15.00 by 2021</i>	53%	22,000 ⁸	<i>\$200 million⁹</i>		✓
Total			2,266,734	\$3.53 billion		

2. Brings to 19.3 Million the Total Number of Workers Winning Minimum Wage Raises Nationwide Since the Fight for \$15 Launched

With raises for 2.3 million more workers, this week’s minimum wage victories bring to 19.3 million the total number of U.S. workers for whom minimum wage increases have been approved since fast food workers walked off of their jobs in late 2012. The Fight for \$15 and a union that they launched has spurred the most significant action in decades to raise the minimum wage, including putting 10 million workers on a path to a \$15 wage. See Tables 2, 3 and 4, below.

Table 2: Total Number of Workers Benefiting from Minimum Wage Increases Since 2012

	Number of Affected Workers
Raises approved by voters on Nov. 8, 2016 (Table 1)	2,266,734
Raises under other minimum wage law increases since 2012 (Table 3)	15,167,545
Raises under individual employer minimum wage increases since 2012 (Table 4)	1,873,905
Total	19,308,184

Table 3: Workers Benefiting from Minimum Wage Law Increases Since 2012, Not Including 2016 Ballot Proposals¹⁰

Jurisdiction	Year Approved	Wage and Phase-In Schedule	Number of Affected Workers
Arkansas	2014	\$8.50 by 2017	44,000
Alaska	2014	\$9.75 by 2016	48,000Error! Bookmark not defined.
California – Includes workers benefiting from local laws, such as Los Angeles City (609,000), Los Angeles County (1.9 million), and San Francisco (142,000)	2016	\$15.00 by 2022 - 2023	6,508,000 ¹¹
Connecticut	2014	\$10.10 by 2017	227,000
Delaware	2013	\$8.25 by 2015	40,000
Hawaii	2014	\$10.10 by 2018	99,000
Maryland	2014	\$10.10 by 2018	455,000
Massachusetts	2014	\$11.00 by 2017	605,000
Michigan	2014	\$9.25 by 2018	940,000
Minnesota	2014	\$9.50 by 2016	325,000
Nebraska	2014	\$9.00 by 2016	146,000
New Jersey	2013	\$8.25 by 2015	429,000
New York – Includes raises for fast food, state and public sector workers	2016	\$15.00 by 2019 - 2020 (NYC) \$15.00 by 2022 (Long Island & Westchester County) \$12.50 by 2021 (Upstate, with path toward \$15)	3,162,345 ¹²
Oregon	2014	\$12.50, \$13.50, \$14.75 by 2022	623,300
Rhode Island	2014, 2015	\$9.60 by 2016	12,000
South Dakota	2014	\$8.50 by 2015	64,000
Vermont	2014	\$10.50 by 2018	57,000
West Virginia	2014	\$8.75 by 2016	114,000
State Subtotal			13,898,645
Albuquerque, NM	2012	\$8.50 by 2013	Unknown
Bangor, ME	2015	\$9.75 by 2019	4,000
Bernalillo County, NM	2013	\$8.50 by 2014	10,000
Chicago, IL	2014	\$13.00 by 2019	410,000
Cook County, IL	2016	\$13.00 by 2020	200,000 ¹³
Johnson County, IA	2015	\$10.10 by 2017	10,100
Las Cruces, NM	2014	\$10.10 by 2019	17,500
Linn County, IA	2016	\$10.25 by 2019	18,400
Miami Beach, FL	2016	\$13.31 by 2021	Unknown
Montgomery County, MD	2013	\$11.50 by 2017	80,000
Polk County, IA	2016	\$10.75 by 2019	Unknown
Portland, ME	2015	\$10.68 by 2017	13,200
Prince George’s County, MD	2013	\$11.50 by 2017	Unknown
Santa Fe County, NM	2014	\$10.66 by 2014	28,000

St. Louis, MO	2015	\$11.00 by 2018	Not in force
Seattle, WA	2014	\$15.00 by 2017 - 2021	102,000 ¹⁴
SeaTac, WA	2013	\$15.00 by 2014	6,300 ¹⁵
Tacoma, WA	2015	\$12.00 by 2018	55,400
Wapello County, IA	2016	\$10.10 by 2019	Unknown
Washington, DC	2016	\$15.00 by 2020	114,000 ¹⁶
Local Subtotal			1,068,900
Executive Order for Federal Contractors	2014	\$10.10 by 2015	200,000 ¹⁷
Federal Subtotal			200,000
Workers Receiving Raises from Minimum Wage Law Increases Since 2012			15,167,545

Table 4: Workers Benefiting from Individual Employer Minimum Wage Increases Since 2012¹⁸

Employer	Year Approved	Wage and Phase-In Schedule	No. Affected Workers
Facebook ¹⁹	2015	\$15.00 by 2015	Unknown
University of California ²⁰	2015	\$15.00 by 2017	3,200
Earth Friendly Products ²¹	2014	\$17.00 by 2014	Unknown
Internet Truck Stop ²²	2015	\$15.00 by 2015	110
First Green Bank ²³	2014	\$14.40 by 2015	10
C1 Bank ²⁴	2015	\$15.00 by 2015	30
JM Family Enterprises ²⁵	2015	\$16.00 by 2015	400
John Hopkins Hospital ²⁶	2014	\$15.00 by 2017	2,000
Massachusetts – Home care workers who are members of SEIU 1199 Healthcare Workers East and whose clients are covered by Medicaid	2015	\$15.00 by 2018	35,000 ²⁷
Lynn Community Health Center ²⁸	2014	\$15.00 by 2016	550
Curriculum Associates ²⁹	2015	\$15.00 by 2015	22
Boston Medical Center ³⁰	2015	\$15.00 by 2016	200
Tufts Medical Center ³¹	2015	\$15.00 by 2017	225
Beth Israel Deaconess Medical Center ³²	2015	\$15.00 by 2016	850
Bridj ³³	2015	\$15.00 by 2015	40
Moo Cluck Moo ³⁴	2014	\$15.00 by 2014	20
Alina Health Hospitals ³⁵	2015	\$15.00 by 2018	3,000
University of Minnesota ³⁶	2015	\$15.00	1,500
University of Rochester ³⁷	2014	\$15 by 2017	1,700
Hudson River HealthCare ³⁸	2015	\$15.00 by 2015	180
New York University (students) ³⁹	2016	\$15.00 by 2018	Unknown
Columbia University (students) ⁴⁰	2016	\$15.00 by 2019	Unknown
Hello Alfred ⁴¹	2016	\$18.00 by 2016	100
Ruby Receptionists ⁴²	2015	\$15.00 by 2015	150
Duquesne University ⁴³	2015	\$16.00 by 2015	168
Washington Hospital, PA ⁴⁴	2016	\$15.00 by 2019	400

University of Pittsburgh Medical Center ⁴⁵	2016	\$15.00 by 2021	10,000
Golden Living, Genesis Healthcare, & Oak Health nursing homes ⁴⁶	2016	\$15.00	5,000
Ben & Jerry's ⁴⁷	2015	\$16.92	Unknown
Seattle Central Co-Op grocery Store ⁴⁸	2015	\$15.36 by 2015	125
University of Washington ⁴⁹	2015	\$15.00 by 2017	5,500
UW Credit Union ⁵⁰	2016	\$15.00 by 2017	500
Aetna ⁵¹	2015	\$16.00 by 2015	5,700
Amalgamated Bank ⁵²	2015	\$15.00 by 2015	425
Endurance International Group ⁵³	2015	\$14.00 by 2015	1,500
Nationwide Mutual Insurance ⁵⁴	2015	\$15.00 by 2016	900
Allstate ⁵⁵	2016	\$15.00 by 2016	4,100
Jackson Lab ⁵⁶	2016	\$15.00 by 2016	800
Missouri Home Care Workers ⁵⁷	2014	\$10.15	12,000
McDonald's (corp.-owned stores) ⁵⁸	2015	\$10.00 by 2016	90,000
Walmart ⁵⁹	2015	\$10.00 by 2016	1,200,000
TJX Companies (TJ Maxx, Marshalls, Home Goods, Sierra Trading Post) ⁶⁰	2015	\$10.00 by 2016	79,200
Gap Inc. ⁶¹	2014	\$10.00 by 2015	65,000
Ikea ⁶²	2014	\$10.76 by 2015	5,500
Target ⁶³	2016	\$10.00 by 2016	76,200
Starbucks ⁶⁴	2016	5% - 15% over current pay	150,000
JP Morgan Chase ⁶⁵	2016	\$12.00 - \$16.50	18,000
Costco ⁶⁶	2016	\$13.00 - \$13.50	67,600
California State University ⁶⁷	2016	10.5% over current pay	26,000
Workers Receiving Raises from Individual Employer Minimum Wage Increases Since 2012			1,873,905

3. Historic Wins for the One Fair Wage Movement to Eliminate the Tipped Subminimum Wage

In Maine and Flagstaff, AZ, the minimum wage increases voters approved include provisions that gradually eliminate the subminimum wage for tipped workers. They mark a historic step forward for the “One Fair Wage” movement, making Maine and Flagstaff the first state and city to fully phase out the subminimum tipped wage in more than 30 years.⁶⁸

The One Fair Wage movement seeks to eliminate the outmoded subminimum wage for tipped workers across the country, which allows employers to pay tipped workers as little as \$2.13 per hour.⁶⁹ Although employers are supposed to make up the difference in workers’ pay when tips fall short of bringing them up to the full minimum wage, many do not. Top wage enforcement authorities such as the U.S. Department of Labor warn that these complex rules are too difficult to enforce – and that, as a result, wage theft is endemic in restaurants and other industries that heavily rely on a tipped workforce.

In Maine, an estimated 24,000 tipped workers – the overwhelming majority of them women – will receive long overdue raises as the tipped wage is gradually phased out.⁷⁰ In Flagstaff, approximately 3,550 tipped workers will receive raises.⁷¹

Tipped workers in Maine and Flagstaff will join the more than 1.1 million tipped workers in seven other states – Alaska, California, Minnesota, Montana, Nevada, Oregon and Washington – that have, for decades, prohibited lower pay for workers who earn gratuities.⁷²

4. The Next Wave of State Minimum Wage Campaigns Could Raise Pay for 3 to 5 Million More Workers

Momentum continues to build in the states for action on wages – especially the \$15 minimum wage. Grassroots coalitions and elected leaders in the following states are exploring campaigns for minimum wage increases over the next two years: New Jersey (\$15.00), Connecticut (\$15.00), Rhode Island (\$15.00), Vermont (\$15.00), New Hampshire (\$15.00 and \$12.00), and Ohio (TBD).

And building on the Maine and Flagstaff wins, states and cities, including Washington, D.C., will be launching campaigns to repeal the outmoded subminimum wage for tipped workers.

Success in these campaigns would raise pay for somewhere between 3 and 5 million more workers. See Table 5.

Table 5: Workers Who Could Benefit from Possible State Minimum Wage Campaigns in 2017 - 2018

State	Workers Earning under \$12 ⁷³	Workers Earning under \$15 ⁷⁴
Connecticut	356,071	524,403
New Hampshire	154,927	225,305
New Jersey	957,379	1,354,468
Ohio	1,612,661	2,264,247
Rhode Island	121,101	187,287
Vermont	71,785	116,765
Washington, D.C. – One Fair Wage for Tipped Workers	Estimates not available	Estimates not available
Total	3,273,924	4,672,475

¹ See table, “How the States Rank: Concentrations of Low-Wage Workers by State,” in Economic Policy Institute and Oxfam America, *Few Rewards: An Agenda to Give America’s Working Poor a Raise*, 2016, https://www.oxfamamerica.org/static/media/files/Few_Rewards_Report_2016_web.pdf.

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¹⁰ Worker impact estimates do not include localities which passed minimum wage increases, but were later preempted by state law, such as Birmingham, AL. For a comprehensive list of jurisdictions, wage and phase-in schedule, see National Employment Law Project, *Recent State Minimum Wage Laws and Current Campaigns*, <http://www.raisetheminimumwage.com/pages/state-minimum-wage>; and *Local Minimum Wage Laws and Current Campaigns*, RaiseTheMinimumWage.com, <http://www.raisetheminimumwage.com/pages/local-minimum-wage>. Worker impact estimates supplemented by Fight for \$15.

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- ⁶⁶ Shane Ferro, “Costco Just Gave Its Lowest-Paid Workers a Raise,” *Huffington Post*, March 3, 2016, http://www.huffingtonpost.com/entry/costco-minimum-wage-increase-wage_us_56d87da5e4b0ffe6f8e86e00. A previous estimate put the number of affected workers at 67,600.
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- ⁷⁰ Restaurant Workers Center (ROC) United, and the National Employment Law Project, *The Case for Phasing Out Maine’s Subminimum Wage For Tipped Workers*, October 2016, <http://nelp.org/content/uploads/Maine-Sub-Minimum-Wage-Report.pdf>.
- ⁷¹ National Employment Law Project analysis of Occupational Employment Statistics, *May 2015 Metropolitan and Nonmetropolitan Area Occupational Employment and Wage Estimates*, Flagstaff, AZ, http://www.bls.gov/oes/current/oes_22380.htm.
- ⁷² Restaurant Opportunity Center United analysis of Bureau of Labor Statistics (BLS), *May 2015 State Occupational Employment and Wage Estimates* for Alaska, California, Minnesota, Montana, Nevada, Oregon and Washington, available at <http://www.bls.gov/oes/current/oesrcst.htm>. The following are considered “customarily tipped occupations,” and are therefore included in the analysis: Massage Therapists; Bartenders; Counter Attendants, Cafeteria, Food Concession, and Coffee Shop workers; Waiters and Waitresses; Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop; Food servers, Non-restaurant; Dining Room and Cafeteria Attendants and Bartender Helpers; Barbers; Hairdressers, Hairstylists, and Cosmetologists; Miscellaneous Personal Appearance Workers (including Manicurists and Pedicurists; Shampooers; Makeup Artists, Theatrical and Performance; and Skincare Specialists); Baggage Porters, Bellhops, and Concierges; Taxi Drivers and Chauffeurs; and Parking Lot Attendants.
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