

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 2.1 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 In Maine and Flagstaff, voters also approved a gradual phase-out of the outdated subminimum wage for tipped workers – a historic step forward for these marginalized workers that will finally guarantee them the same minimum wage as other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. And in South Dakota, voters soundly rejected a proposal that would have lowered the minimum wage for young workers.¹

As voters signal deep frustration with the economy and Congress's obstruction of efforts to raise pay, these ballot wins bring to 19 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 2.1 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In Maine and Flagstaff, the wage initiatives include a gradual phase-out of the outdated subminimum wage for tipped workers.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 2.1 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% | 757,000 ² | not available | ✓ | |
| Colorado | \$12.00 by 2020 | 54% | 477,000 ³ | \$400 million ⁴ | | |
| Maine | \$12.00 by 2020 | 55% | 181,000 ⁵ | \$630 million ⁶ | | ✓ |
| Washington | \$13.50 by 2020 | 60% | 621,700 ⁷ | \$2.5 billion ⁸ | ✓ | |
| Flagstaff, AZ | \$15.00 by 2021 | 53% | 22,000 ⁹ | \$200 million ¹⁰ | | ✓ |
| Total | | | 2,058,700 | \$3.53 billion | | |

2. Brings to 19 Million the Total Number of Workers Winning Minimum Wage Raises Nationwide Since the Fight for \$15 Launched

With raises for 2.1 million more workers, this week’s minimum wage victories bring to 19 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) | 2,058,700 |
| Raises under other minimum wage law increases since 2012 (Table 3) | 15,006,745 |
| Raises under individual employer minimum wage increases since 2012 (Table 4) | 1,902,012 |
| Total | 18,967,457 |

Table 3: Workers Benefiting from Minimum Wage Law Increases Since 2012, Not Including 2016 Ballot Proposals¹¹

| Jurisdiction | Year Approved | Wage and Phase-In Schedule | Number of Affected Workers |
|---|----------------------|--|---------------------------------------|
| Arkansas | 2014 | \$8.50 by 2017 | 130,800 |
| Alaska | 2014 | \$9.75 by 2016 | 48,000Error! Bookmark not defined. |
| California – Includes workers benefiting from local laws, except Los Angeles City, San Jose and San Francisco | 2016 | \$15.00 by 2022 - 2023 | 5,489,000 ¹² |
| 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 | 375,000 |
| 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 ¹³ |
| Oregon | 2016 | \$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 | 62,000 |
| Vermont | 2014 | \$10.50 by 2018 | 57,000 |
| West Virginia | 2014 | \$8.75 by 2016 | 114,000 |
| State Subtotal | | | 12,884,445 |
| Albuquerque, NM | 2012 | \$8.50 by 2013 | Unknown |
| 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 ¹⁴ |
| 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 |
| Los Angeles, CA | 2015 | \$15.00 by 2020 - 2021 | 609,000 |
| 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 | 60,000 |
| Prince George's County, MD | 2013 | \$11.50 by 2017 | Unknown |
| San Francisco, CA | 2014 | \$15.00 by 2018 | 142,000 |
| San Jose, CA | 2016 | \$15.00 by 2019 | 115,000 |
| 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 ¹⁵ |
| SeaTac, WA | 2013 | \$15.00 by 2014 | 6,300 ¹⁶ |
| Wapello County, IA | 2016 | \$10.10 by 2019 | Unknown |
| Washington, DC | 2016 | \$15.00 by 2020 | 114,000 ¹⁷ |
| Local Subtotal | | | 1,922,300 |
| Executive Order for Federal Contractors | 2014 | \$10.10 by 2015 | 200,000 ¹⁸ |
| Federal Subtotal | | | 200,000 |
| Workers Receiving Raises from Minimum Wage Law Increases Since 2012 | | | 15,006,745 |

Table 4: Workers Benefiting from Individual Employer Minimum Wage Increases Since 2012¹⁹

| Employer | Year Approved | Wage and Phase-In Schedule | No. Affected Workers |
|--|----------------------|-----------------------------------|-----------------------------|
| Facebook ²⁰ | 2015 | \$15.00 by 2015 | Unknown |
| University of California ²¹ | 2015 | \$15.00 by 2017 | 3,200 |
| Earth Friendly Products ²² | 2014 | \$17.00 by 2014 | Unknown |
| Internet Truck Stop ²³ | 2015 | \$15.00 by 2015 | 110 |
| First Green Bank ²⁴ | 2014 | \$14.40 by 2015 | 10 |
| C1 Bank ²⁵ | 2015 | \$15.00 by 2015 | 30 |
| JM Family Enterprises ²⁶ | 2015 | \$16.00 by 2015 | 400 |
| John Hopkins Hospital ²⁷ | 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 ²⁸ |
| Lynn Community Health Center ²⁹ | 2014 | \$15.00 by 2016 | 550 |
| Curriculum Associates ³⁰ | 2015 | \$15.00 by 2015 | 22 |
| Boston Medical Center ³¹ | 2015 | \$15.00 by 2016 | 200 |
| Tufts Medical Center ³² | 2015 | \$15.00 by 2017 | 225 |
| Beth Israel Deaconess Medical Center ³³ | 2015 | \$15.00 by 2016 | 850 |
| Bridj ³⁴ | 2015 | \$15.00 by 2015 | 40 |
| Moo Cluck Moo ³⁵ | 2014 | \$15.00 by 2014 | 20 |
| Alina Health Hospitals ³⁶ | 2015 | \$15.00 by 2018 | 3,000 |
| University of Minnesota ³⁷ | 2015 | \$15.00 | 1,500 |
| University of Rochester ³⁸ | 2014 | \$15 by 2017 | 1,700 |
| Hudson River HealthCare ³⁹ | 2015 | \$15.00 by 2015 | 180 |
| New York University (students) ⁴⁰ | 2016 | \$15.00 by 2018 | Unknown |
| Columbia University (students) ⁴¹ | 2016 | \$15.00 by 2019 | Unknown |
| Hello Alfred ⁴² | 2016 | \$18.00 by 2016 | 100 |
| Ruby Receptionists ⁴³ | 2015 | \$15.00 by 2015 | 150 |
| Duquesne University ⁴⁴ | 2015 | \$16.00 by 2015 | 168 |
| Washington Hospital, PA ⁴⁵ | 2016 | \$15.00 by 2019 | 400 |
| University of Pittsburgh Medical Center ⁴⁶ | 2016 | \$15.00 by 2021 | 10,000 |

| | | | |
|--|------|---------------------------|------------------|
| Golden Living, Genesis Healthcare, & Oak Health nursing homes ⁴⁷ | 2016 | \$15.00 | 5,000 |
| Ben & Jerry's ⁴⁸ | 2015 | \$16.92 | Unknown |
| Seattle Central Co-Op grocery Store ⁴⁹ | 2015 | \$15.36 by 2015 | 125 |
| University of Washington ⁵⁰ | 2015 | \$15.00 by 2017 | 5,500 |
| UW Credit Union ⁵¹ | 2016 | \$15.00 by 2017 | 500 |
| Aetna ⁵² | 2015 | \$16.00 by 2015 | 5,700 |
| Amalgamated Bank ⁵³ | 2015 | \$15.00 by 2015 | 425 |
| Endurance International Group ⁵⁴ | 2015 | \$14.00 by 2015 | 1,500 |
| Nationwide Mutual Insurance ⁵⁵ | 2015 | \$15.00 by 2016 | 900 |
| Allstate ⁵⁶ | 2016 | \$15.00 by 2016 | 4,100 |
| Jackson Lab ⁵⁷ | 2016 | \$15.00 by 2016 | 800 |
| Missouri Home Care Workers ⁵⁸ | 2014 | \$10.15 | 12,000 |
| McDonald's (corp.-owned stores) ⁵⁹ | 2015 | \$10.00 by 2016 | 90,000 |
| Walmart ⁶⁰ | 2015 | \$10.00 by 2016 | 1,200,000 |
| TJX Companies (TJ Maxx, Marshalls, Home Goods, Sierra Trading Post) ⁶¹ | 2015 | \$10.00 by 2016 | 79,200 |
| Gap Inc. ⁶² | 2014 | \$10.00 by 2015 | 65,000 |
| Ikea ⁶³ | 2014 | \$10.76 by 2015 | 5,500 |
| Target ⁶⁴ | 2016 | \$10.00 by 2016 | 76,200 |
| Starbucks ⁶⁵ | 2016 | 5% - 15% over current pay | 150,000 |
| JP Morgan Chase ⁶⁶ | 2016 | \$12.00 - \$16.50 | 18,000 |
| Costco ⁶⁷ | 2016 | \$13.00 - \$13.50 | 67,600 |
| California State University ⁶⁸ | 2016 | 10.5% over current pay | 26,000 |
| Los Angeles Unified School District (SEIU) ⁶⁹ | 2014 | \$15.00 by 2016 | 20,000 |
| Steward Health Care Hospitals (SEIU) ⁷⁰ | 2016 | Up to \$15.00 | 5,000 |
| Denver Janitorial Workers (SEIU) ⁷¹ | 2016 | \$15.00 by 2020 | 2,400 |
| Consulate Health Care ⁷² | 2016 | \$10.40 - \$15.00 | 700 |
| Popolo Italian Eatery ⁷³ | 2016 | \$15.00 | 7 |
| Delta Diner ⁷⁴ | 2015 | \$15.00 | Unknown |
| Hermit Woods Winery ⁷⁵ | 2016 | \$15.00 by 2016 | Unknown |
| Knack Factory ⁷⁶ | 2015 | \$15.00 | Unknown |
| Workers Receiving Raises from Individual Employer Minimum Wage Increases Since 2012 | | | 1,902,012 |

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.⁷⁷

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.⁷⁸ 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.⁷⁹ In Flagstaff, approximately 3,550 tipped workers will receive raises.⁸⁰

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.⁸¹

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), Massachusetts (\$15.00), 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 4 and 5.7 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 \$12⁸² | Workers Earning under \$15⁸³ |
|---|--|--|
| Connecticut | 356,071 | 524,403 |
| Massachusetts | 687,894 | 1,010,966 |
| 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 | 3,961,818 | 5,683,441 |

ENDNOTES

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- ³ Estimates provided by the Bell Policy Center, a member of the Colorado Families for a Fair Wage.
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- ¹¹ 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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