

# 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 In Maine and Flagstaff, voters also approved a gradual phase-out of the outdated subminimum wage for tipped workers – a historic step forward for these marginalized workers that will finally guarantee them the same minimum wage as other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.<sup>1</sup>

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In Maine and Flagstaff, the wage initiatives include a gradual phase-out of the outdated subminimum wage for tipped workers.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 <sup>2</sup>	not available	✓	
Colorado	\$12.00 by 2020	54%	477,000 <sup>3</sup>	\$400 million <sup>4</sup>		
Maine	\$12.00 by 2020	55%	181,000 <sup>5</sup>	\$630 million <sup>6</sup>		✓
Washington	\$13.50 by 2020	60%	621,700 <sup>7</sup>	\$2.5 billion <sup>8</sup>	✓	
Flagstaff, AZ	\$15.00 by 2021	53%	22,000 <sup>9</sup>	\$200 million <sup>10</sup>		✓
<b>Total</b>			<b>2,058,700</b>	<b>\$3.53 billion</b>		

**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
<b>Total</b>	<b>18,967,457</b>

**Table 3: Workers Benefiting from Minimum Wage Law Increases Since 2012, Not Including 2016 Ballot Proposals<sup>11</sup>**

<b>Jurisdiction</b>	<b>Year Approved</b>	<b>Wage and Phase-In Schedule</b>	<b>Number of Affected Workers</b>
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 <sup>12</sup>
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 <sup>13</sup>
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
<b>State Subtotal</b>			<b>12,884,445</b>
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 <sup>14</sup>
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 <sup>15</sup>
SeaTac, WA	2013	\$15.00 by 2014	6,300 <sup>16</sup>
Wapello County, IA	2016	\$10.10 by 2019	Unknown
Washington, DC	2016	\$15.00 by 2020	114,000 <sup>17</sup>
<b>Local Subtotal</b>			<b>1,922,300</b>
Executive Order for Federal Contractors	2014	\$10.10 by 2015	200,000 <sup>18</sup>
<b>Federal Subtotal</b>			<b>200,000</b>
<b>Workers Receiving Raises from Minimum Wage Law Increases Since 2012</b>			<b>15,006,745</b>

**Table 4: Workers Benefiting from Individual Employer Minimum Wage Increases Since 2012<sup>19</sup>**

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

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

### 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.<sup>77</sup>

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.<sup>78</sup> 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.<sup>79</sup> In Flagstaff, approximately 3,550 tipped workers will receive raises.<sup>80</sup>

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.<sup>81</sup>

#### **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**

<b>State</b>	<b>Workers Earning under \$12<sup>82</sup></b>	<b>Workers Earning under \$15<sup>83</sup></b>
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
<b>Total</b>	<b>3,961,818</b>	<b>5,683,441</b>

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## ENDNOTES

- <sup>1</sup> Ballotpedia, *South Dakota Decreased Youth Minimum Wage Veto Referendum, Referred Law 20 (2016)*, [https://ballotpedia.org/South\\_Dakota\\_Decreased\\_Youth\\_Minimum\\_Wage\\_Veto\\_Referendum,\\_Referred\\_Law\\_20\\_\(2016\)](https://ballotpedia.org/South_Dakota_Decreased_Youth_Minimum_Wage_Veto_Referendum,_Referred_Law_20_(2016)).
- <sup>2</sup> Does not include Flagstaff, which is listed separately. See David Cooper, *State Tables: Characteristics of Workers Who Would be Affected by Increasing the Federal Minimum Wage to \$12 by July 2020*, Economic Policy Institute, May 7, 2015, <http://www.epi.org/files/2015/revised-minimum-wage-state-tables.pdf> for original estimate of 779,000 affected workers statewide.
- <sup>3</sup> Estimates provided by the Bell Policy Center, a member of the Colorado Families for a Fair Wage.
- <sup>4</sup> Colorado Families for a Fair Wage, *Frequently Asked Questions, "How Will Raising the Minimum Wage Affect Colorado's Economy?"* <http://www.coloradofamiliesforafairwage.org/faqs/>.
- <sup>5</sup> Maine Center for Economic Policy, *Restoring the Value of Work: A \$12 Minimum Wage will Strengthen Maine's Economy and Enable Working Mainers to Make Ends Meet*, August 2016, [http://www.mecep.org/wp-content/uploads/2016/08/Minimum-wage-brief\\_final\\_08-17-16.pdf](http://www.mecep.org/wp-content/uploads/2016/08/Minimum-wage-brief_final_08-17-16.pdf).
- <sup>6</sup> Ibid.
- <sup>7</sup> Does not include Seattle or SeaTac. For original estimate, see Raise up Washington, *Frequently Asked Questions, "Who Earns Less than \$13.50 an Hour in Washington?"* <http://www.raiseupwa.com/fag/>.
- <sup>8</sup> Raise up Washington, *Frequently Asked Questions, "What is the Impact of Raising the Minimum Wage on Businesses and the Economy?"* <http://www.raiseupwa.com/fag/>.
- <sup>9</sup> Flagstaff Needs a Raise, *Why, "What are Examples of Low Wage Occupations and How Many People in Flagstaff are Employed in These Occupations?"* <http://flagstaffneedsaraise.com/why/>.
- <sup>10</sup> Flagstaff Needs a Raise, *Why, "How Will the Local Economy Benefit from the Increased Minimum Wage?"* <http://flagstaffneedsaraise.com/why/>.
- <sup>11</sup> 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.
- <sup>12</sup> Ken Jacobs and Ian Perry, *\$15 Minimum Wage in California: Who Would be Affected by the Proposal to Raise California's Minimum Wage?*, Center for Labor Research & Education, University of California-Berkeley, March 2016, <http://laborcenter.berkeley.edu/15-minimum-wage-in-california/>. Does not include Los Angeles, San Jose and San Francisco, which are listed under local laws.
- <sup>13</sup> David Cooper, *Raising the New York state minimum wage to \$15 by July 2021 would lift wages for 3.2 million workers*, Economic Policy Institute, January 2016, <http://www.epi.org/publication/raising-new-york-state-minimum-wage-to-15/>.
- <sup>14</sup> Alexia Elejalde-Ruiz, "Cook County Approves \$13 Hourly Minimum Wage Affecting Suburbs," *Chicago Tribune*, October 26, 2016, <http://www.chicagotribune.com/business/ct-cook-county-minimum-wage-hike-1026-biz-20161025-story.html>.
- <sup>15</sup> Nicole Vallesterio Keenan and Howard Greenwich, *Economic and Equity Outcomes of a \$15/hr Minimum Wage in Seattle*, Puget Sound Sage, April 2014, [http://www.pugetsoundsage.org/downloads/Economic%20and%20Equity%20Outcomes%20of%20a%20\\$15%20Minimum%20Wage%20in%20Seattle\\_1.pdf](http://www.pugetsoundsage.org/downloads/Economic%20and%20Equity%20Outcomes%20of%20a%20$15%20Minimum%20Wage%20in%20Seattle_1.pdf).
- <sup>16</sup> Nicole Vallesterio Keenan and Howard Greenwich, *The Economic Impacts of a Transportation and Hospitality Living Wage in the City of SeaTac*, Puget Sound Sage, September 2013, <http://www.pugetsoundsage.org/downloads/PSSage%20-%20Economic%20Analysis%20of%20SeaTac%20Living%20Wage%20-%2009-25-13.pdf>.
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- <sup>18</sup> Eric Katz, "200K Federal Contractors Are About to Get a Pay Raise," *Government Executive*, October 7, 2014, <http://www.govexec.com/contracting/2014/10/200k-federal-contractors-are-about-get-pay-raise/95969/>.
- <sup>19</sup> 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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- <sup>21</sup> Larry Gordon and Phil Willon, "UC Will Raise Its Minimum Wage to \$15 an Hour, Heightening Focus on Efforts to Boost the Rate Statewide," *Los Angeles Times*, July 22, 2015, <http://www.latimes.com/local/lanow/la-me-ln-uc-minimum-wage-20150722-story.html>.

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- <sup>23</sup> Associated Press, "Internet Truck Stop to Increase Minimum Wage to \$15 per Hour," *The Seattle Times*, July 4, 2015, <http://www.seattletimes.com/nation-world/internet-truckstop-to-increase-minimum-wage-to-15-per-hour/>.
- <sup>24</sup> Jeanne Sahadi, "Bank to Pay Everyone at Least a 'Living Wage'," *CNN Money*, September 30, 2014, <http://money.cnn.com/2014/09/29/smallbusiness/living-wage/>.
- <sup>25</sup> William R. Levesque, "St. Petersburg's C1 Bank Raises Its Minimum Wage to \$15," *Tampa Bay Times*, July 23, 2015, <http://www.tampabay.com/news/business/banking/st-petersburgs-c1-bank-increases-its-minimum-wage-to-15/2238527>.
- <sup>26</sup> Marcia Heroux Pounds, "JM Family Raises Minimum Wage to \$16.00 an Hour," *Sun Sentinel*, August 5, 2015, business, <http://www.sun-sentinel.com/business/careers/fl-jm-family-doubles-minimum-wage-20150805-story.html>.
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- <sup>31</sup> Dialynn Dwyer, "Boston Medical Center Will Raise Minimum Wage to \$15 an Hour," *Boston.com*, December 22, 2015, <https://www.boston.com/news/local-news/2015/12/22/boston-medical-center-will-raise-minimum-wage-to-15-an-hour>.
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- <sup>36</sup> Neal Anthony, "Union says Allina Contract Establishes \$15 Minimum Wage," *Star Tribune*, April 17, 2015, <http://www.startribune.com/union-says-allina-contract-establishes-15-minimum-wage/300405611/>.
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