

# TEN YEARS WITHOUT A RAISE

A SIMPLE INCREASE IN THE FEDERAL MINIMUM WAGE WOULD BENEFIT MILLIONS OF AMERICAN WORKERS

## HOW AFRICAN AMERICAN WORKERS WOULD BENEFIT

Since 2009, the federal minimum wage has been stuck at \$7.25 an hour (\$290 a week, \$15,080 a year). In that time, the cost of food has risen 25 percent, shelter 28 percent, transportation 38 percent, and medical care 40 percent.

No matter how hard and long they work, families are falling behind and losing hope.

Raising the federal minimum wage would offer an immediate and powerful boost to millions of workers, their families, and the economy.

Gradually raising the wage to \$15 by 2024 would benefit 27 percent of America's workers. Of the nearly 40 million seeing an increase, 28 million workers would directly benefit, 12 million would indirectly benefit.\* Most of these workers are adults, working full time, and supporting families.

Furthermore, raising the wage would address some deep and stubborn inequities, as women and people of color account for a disproportionate share of low-wage workers in the US.

### THE IMPACT ON AFRICAN AMERICAN WORKERS

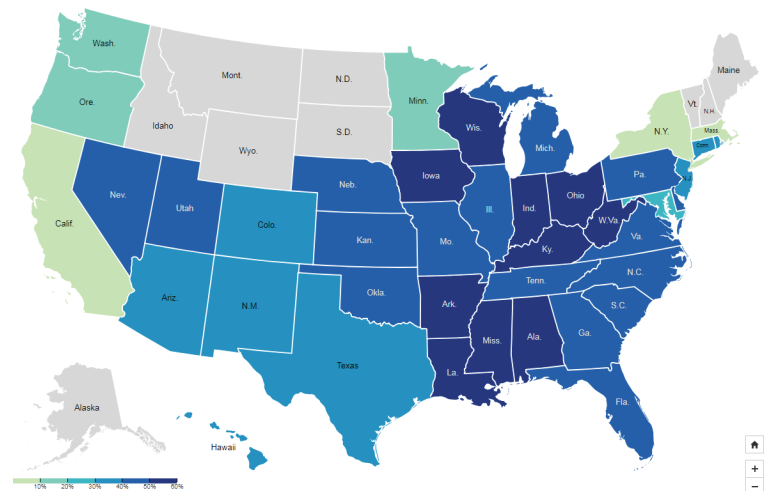
African Americans are disproportionately represented in the low-wage workforce. While 27 percent of the total workforce would benefit from the raise, 38 percent of African American workers would benefit (nearly 7 million people and their families).

In ten states, over half of African Americans at work would benefit from the increase to \$15 by 2024.

In the Southern states of Alabama, Arkansas, Louisiana, and Mississippi—which have no (or low) minimum state wages and a history of segregation—large shares of African American workers currently work low-wage jobs.

African American women are even more disproportionately represented in low-wage jobs. In 30 states, over HALF of all Black and Latina working women would benefit from the raise in the minimum wage. In 11 states, over 60 percent would benefit.

### CONCENTRATIONS OF AFRICAN AMERICAN WORKERS WHO WOULD BENEFIT



## WHY RAISE THE WAGE IN 2019? SIX REASONS FOR FIFTEEN

### THE RAISE THE WAGE ACT OF 2019 WOULD:

- Raise the federal minimum wage to \$8.55 this year and increase it over five years until it reaches \$15 in 2024;
- After 2024, adjust the minimum wage each year to keep pace with growth in the typical worker's wages;
- Phase out the subminimum wage for tipped workers, which has been frozen at \$2.13 since 1991;
- Sunset the ability of employers to pay workers with disabilities a subminimum wage; and,
- Phase out the subminimum wage for workers under the age of 20.

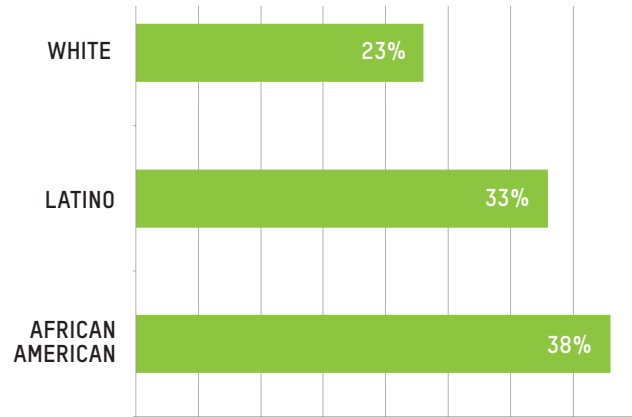
### SIX REASONS TO RAISE THE MINIMUM WAGE

1. It is long overdue: it's been a decade since the last raise to \$7.25 an hour.
2. It will address longstanding inequities in pay gaps by gender and race.
3. It is what the overwhelming majority of Americans want.
4. It will reduce poverty.
5. It will fuel economic growth.
6. It will save taxpayers money and reduce need for government benefits.

# CONCENTRATIONS OF AFRICAN AMERICAN WORKERS WHO WOULD BENEFIT, BY STATE

	STATE	TOTAL WORKFORCE	NUMBER AFFECTED	SHARE AFFECTED
	UNITED STATES	17,508,000	6,675,000	38.1%
1	Mississippi	441,000	250,000	56.7%
2	Iowa	47,000	26,000	56.3%
3	Louisiana	604,000	324,000	53.7%
4	Arkansas	185,000	99,000	53.2%
5	Alabama	532,000	277,000	52.0%
6	Kentucky	157,000	82,000	52.0%
7	Wisconsin	145,000	75,000	51.8%
8	West Virginia	26,000	13,000	51.5%
9	Ohio	601,000	302,000	50.3%
10	Indiana	259,000	130,000	50.1%
11	Nebraska	42,000	21,000	49.5%
12	Oklahoma	123,000	60,000	48.7%
13	South Carolina	581,000	283,000	48.7%
14	Florida	1,378,000	663,000	48.1%
15	Tennessee	504,000	242,000	48.0%
16	Nevada	106,000	51,000	47.5%
17	Michigan	538,000	255,000	47.4%
18	North Carolina	963,000	456,000	47.4%
19	Pennsylvania	564,000	266,000	47.1%
20	Kansas	75,000	35,000	46.9%
21	Missouri	311,000	143,000	46.1%
22	Utah	15,000	7,000	45.3%
23	Georgia	1,409,000	603,000	42.8%
24	Illinois	727,000	307,000	42.2%
25	Delaware	96,000	40,000	41.9%
26	Virginia	766,000	315,000	41.1%
27	Arizona	129,000	51,000	39.6%
28	New Mexico	17,000	7,000	39.3%
29	Texas	1,522,000	595,000	39.1%
30	Rhode Island	28,000	11,000	37.5%
31	Connecticut	174,000	65,000	37.3%
32	Colorado	102,000	37,000	36.0%
33	New Jersey	538,000	174,000	32.4%
34	Hawaii	10,000	3,000	31.6%
35	Maryland	898,000	230,000	25.7%
36	Minnesota	146,000	21,000	14.8%
37	Washington	121,000	16,000	13.3%
38	Oregon	32,000	3,000	10.2%
39	New York	1,299,000	124,000	9.5%
40	District of Columbia	131,000	8,000	6.3%
41	Massachusetts	234,000	5,000	2.2%
42	California	932,000	0	0.0%
43	Alaska	Numbers of African American workers in these states are too low to estimate accurately.		
44	Idaho			
45	Maine			
46	Montana			
47	New Hampshire			
48	North Dakota			
49	South Dakota			
50	Vermont			
51	Wyoming			

## SHARE OF RACIAL/ETHNIC GROUP THAT WOULD BENEFIT



## ABOUT THE DATA BY STATE

While the federal minimum wage has been stuck at \$7.25 since 2009, many states and cities have made the move to increase the minimum wage in their localities. As the wage floor rises in an area, it lifts wages for most workers.

These differences are reflected in the numbers of workers who would benefit from a raise to \$15. For example, the minimum wage in California is \$11 in 2019, and is increasing to \$15 by 2024; this means that no workers would benefit from the raise in the federal minimum. (It does not mean that no workers are earning low wages.) Some cities within California currently have a minimum of \$15.

For full information on state labor policies, visit [oxfamamerica.org/statemap](http://oxfamamerica.org/statemap).

## ABOUT THE DATA ON WORKERS WHO BENEFIT

\**Directly affected workers* are those who would otherwise be paid less than \$15 in 2024. *Indirectly affected workers* are those expected to have a wage rate just above the new minimum wage. They are likely to receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.



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