

TEN YEARS WITHOUT A RAISE

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

HOW LATINO 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 lift wages for 27 percent of America's workers. Of the 40 million seeing a raise, 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.

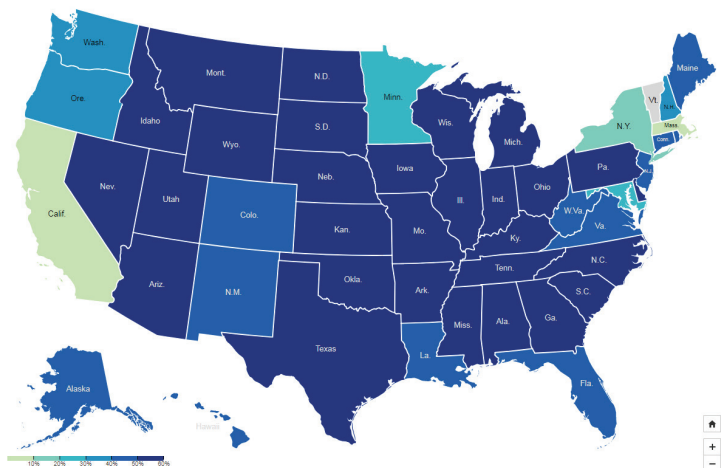
THE IMPACT ON LATINO WORKERS

Latinos are disproportionately represented in the low-wage workforce. While 27 percent of the total workforce would benefit from the raise, 33 percent of Latino workers would benefit (affecting 9.6 million people and their families).

In 29 states, over half of Latinos at work would benefit from the raise in the minimum wage. These workers are particularly concentrated in sectors that historically pay low wages, such as accommodation and food service.

Moreover, Latina women do more than their fair share of low-wage jobs, and stand to benefit substantially. 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 LATINO 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.

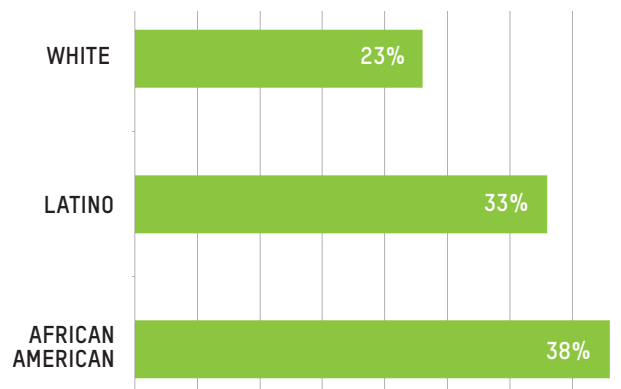
SIX REASONS TO RAISE THE MINIMUM WAGE

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 LATINO WORKERS WHO WOULD BENEFIT, BY STATE

	STATE	TOTAL WORKFORCE	NUMBER AFFECTED	SHARE AFFECTED
	UNITED STATES	28,692,000	9,578,000	33.4%
1	Arkansas	103,000	67,000	65.1%
2	Idaho	100,000	63,000	63.3%
3	North Carolina	441,000	279,000	63.2%
4	Tennessee	167,000	105,000	63.2%
5	Alabama	91,000	57,000	62.0%
6	Indiana	215,000	128,000	59.4%
7	Kentucky	74,000	44,000	59.0%
8	Wisconsin	189,000	111,000	58.8%
9	Kansas	170,000	99,000	58.0%
10	Georgia	469,000	272,000	57.9%
11	Nebraska	102,000	58,000	57.6%
12	Nevada	435,000	250,000	57.4%
13	Montana	18,000	10,000	57.0%
14	Pennsylvania	396,000	225,000	56.8%
15	Iowa	90,000	51,000	56.8%
16	Oklahoma	189,000	106,000	56.2%
17	Delaware	42,000	23,000	55.9%
18	South Carolina	133,000	74,000	55.6%
19	Utah	213,000	118,000	55.1%
20	Illinois	1,143,000	627,000	54.9%
21	South Dakota	14,000	8,000	54.4%
22	Mississippi	39,000	21,000	54.4%
23	Ohio	199,000	106,000	53.2%
24	Michigan	232,000	120,000	51.6%
25	Arizona	1,014,000	519,000	51.2%
26	Wyoming	30,000	15,000	51.2%
27	Missouri	122,000	62,000	51.0%
28	Texas	5,356,000	2,709,000	50.6%
29	North Dakota	13,000	7,000	50.0%
30	Connecticut	284,000	139,000	48.8%
31	Louisiana	118,000	57,000	48.6%
32	New Mexico	475,000	226,000	47.6%
33	West Virginia	12,000	6,000	47.4%
34	Florida	2,638,000	1,225,000	46.5%
35	Colorado	593,000	275,000	46.4%
36	Rhode Island	76,000	35,000	46.4%
37	Maine	11,000	5,000	46.3%
38	Virginia	424,000	193,000	45.6%
39	New Jersey	977,000	435,000	44.5%
40	Alaska	24,000	10,000	42.6%
41	Hawaii	63,000	25,000	40.2%
42	New Hampshire	25,000	10,000	38.7%
43	Washington	434,000	148,000	34.0%
44	Oregon	263,000	82,000	31.2%
45	Maryland	331,000	99,000	29.9%
46	Minnesota	149,000	37,000	24.5%
47	New York	1,906,000	210,000	11.0%
48	District of Columbia	46,000	3,000	6.7%
49	Massachusetts	389,000	19,000	5.0%
50	California	7,655,000	5,000	0.1%
51	Vermont	Number of Latino workers is too low to estimate accurately.		

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.

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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