

Minimum Wage in Idaho

Minimum Wage



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The number of Idaho workers earning only the government-mandated minimum wage of \$7.25 an hour actually increased by 2,000 from 2011 to 2016, according to the U. S. Bureau of Labor Statistics. Only two other states – New Hampshire and Vermont – saw the actual number of minimum wage workers increase during the recovery from the great recession. The Idaho increase from 19,000 to 21,000 – twice the increase recorded in either New England state – came despite a jump in the statewide median wage of nearly 9 percent – over a full percentage point higher than the national average. Some estimates put the number of Idaho minimum wage workers at twice that number.

Some 4.6 percent of Idaho's hourly workers were at the government minimum in 2016 – a higher percentage than every other state except Kentucky, Mississippi, South Carolina and Louisiana. Nationally, the minimum wage rate was 2.7 percent.

During the last five sessions, bills to raise Idaho's minimum wage have been denied a public hearing, despite majority support to hold a public hearing for an issue that increasingly impacts tens of thousands of Idahoans. In 2018, the legislation will return to the Idaho Statehouse.

For years, a coalition has been working to advance this policy change. That coalition has grown to include United Action and Vision for Idaho, The Idaho Jobs Coalition, The Idaho Public Employees Association, The AFL-CIO of Idaho, Idaho Building Trades, Boise Central Trades and Labor, IBEW 291, Labor groups from across the state, The Idaho Council on Developmental Disabilities, Big Brothers Big Sisters of Southwest Idaho, SW Chapter of NOW, The Wassmuth Center for Human Rights, Idaho Federation of Families for Children's Mental Health, Idaho Community Action Network and Restore Missions.

Under this year's proposal, Idaho's minimum wage would rise from \$7.25 to \$8.75 an hour on July 1, 2019, and to \$10 on July 1, 2020 and \$12.00 on July 1, 2021. The wage for tipped workers would rise on the same schedule from \$3.35 to \$4.35 and then \$5.85 and \$7.35 by 2021. Following the final increase, the minimum wage and tipped wage would both be adjusted annually based on changes in the Consumer Price Index. The training wage currently for workers under twenty years of age is \$4.25 and would be eliminated under this proposal.

The Dream is Out of Reach

SURVIVAL IS NOT
AN ASPIRATION-
IDAHOAN'S
WANT TO
THRIVE.

Many argue the minimum wage is a floor to inspire workers to improve their economic position. But today's reality is that floor has sunk so low that no one working even two 40-hour-per-week jobs could afford even the most basic essentials of life. Had the federal minimum continued to track inflation, the minimum wage would be three times what it is today. The increasing wealth gap presents not only an economic challenge but a moral one. For capitalism to succeed, workers must have money. Without it, businesses have no customers. An Economic Policy Institute analysis of U.S. Bureau of Labor Statistics estimates concluded that nearly half of all jobs in 2020 will be low wage jobs.

Every year that the minimum wage is left unchanged, rising prices slowly erode its buying power, meaning that the prices of goods and services have increased at a faster rate than actual wages. This benefits the businesses that are able to pass on their costs to consumers while not increasing the pay of minimum wage workers over the same period. Low-wage workers have to work longer hours just to achieve the standard of living that was considered the bare minimum a half century ago.

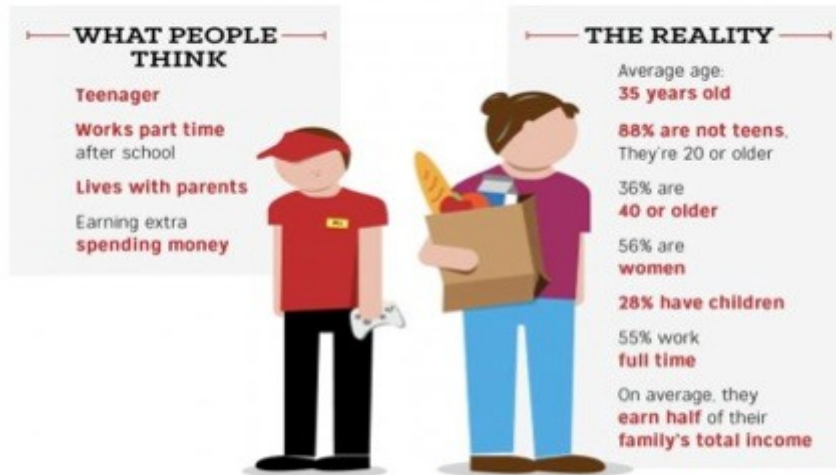
The realities of wages and individual life chances over time are staggering. Consider that the average age of Idaho legislators is 61. At 18 the realities facing high school graduates in 1972 were vastly different than the realities high school seniors today. The minimum wage was \$1.60 per hour back then. The average salary was \$11,800 a year, and their purchasing power was substantially higher than today. For instance, in 1972 the average cost of a new home was \$27,550, or 2.33 years of the average salary to own a home outright. Today the average home price is \$366,000 according the U.S. Census Bureau. The average monthly rent was \$165 in 1972. Today it's \$1000. College tuition hovered around \$2,800 annually compared to \$9,410 today. A new car cost \$4,500 compared to today's average of \$31,252. Gasoline was 55 cents a gallon versus today's average of \$2.29. To advocate that simply working harder will award advantage is woefully out of touch with the realities workers face today.

The playing field is particularly uneven for women and minorities. In Idaho, women and minorities who work full white men. According to 2014 job gap report, of single adults in Idaho working full time, only 51 percent make a living wage compared to the national average of 61 percent. But that fell to 43 percent for women, 31 percent for Latinos, 39 percent for people of color and 37 percent for American Indians. Even bigger disparities were found for households with children. Idahoans would need to earn \$14.57 an hour – twice the current minimum wage – to cover basics like food, housing, transportation and child care. Society has strayed dangerously far from what an individual's labor is worth and then confounded that by injecting gender and ethnicity to undeniably become a more unequal society – in incomes and opportunity.

Myths and Realities

The myths surrounding the minimum wage are many. The realities may surprise you.

WHO'S HELPED BY RAISING THE MINIMUM WAGE?



Note: Statistics describe civilian workers, ages 16+, that would be affected by an increase in the federal minimum wage to \$10.10 over three years, as explained in *Raising the federal minimum wage to \$10.10 would give working families, and the overall economy, a much-needed boost*. The median age of affected workers is 31 years old. Visit epi.org/issues/minimum-wage for more details.

ECONOMIC POLICY INSTITUTE

- Two-thirds of minimum wage workers are over 20 years old
- Most are 25 to 38 years old
- 62 percent are women
- Three-quarters are adults and 40 percent are the sole providers for their families
- Teenagers account for only 7 percent of all minimum wage workers
- 29 states have minimum wages above the federal government's \$7.25 an hour
- The 13 states that raised their minimum wage at the beginning of 2014 saw employment increase by 45 percent more than the 37 states that didn't raise their minimum wage.
- 20 percent of Idaho's population is reliant on some sort of public assistance. Of those, nine of 10 of Idaho TANF recipients had some kind of work. This is the highest in the nation. However, Idaho is last in the nation when it comes to the amount of welfare benefits available.

Just the Basics

<i>Expense</i>	<i>Annual Budget</i>	<i>Monthly Budget</i>
Grocery Items	\$1,885	\$157.08
Housing	\$4,205	\$350.42
Utilities	\$1,450	\$120.83
Transportation	\$1,740	\$145
Healthcare	\$580	\$48.33
Miscellaneous	\$4,640	\$386.67

Cost-Of-Living Snapshot

*Data from the U.S. Bureau of Labor Statistics



\$7,164

Annual groceries

\$10,820

Annual rent

\$3,476

Annual utilities

\$2,748

Annual gasoline

\$24,208 = Basic Annual Expenses

*The cost-of-living data comes from the U.S. Bureau of Labor Statistics' western region midyear (June 2011-July 2012) Consumer

Idaho's minimum wage of \$7.25 per hour is about half the amount required to meet the basic needs of one adult.

The state's minimum wage was last raised in 2009 from \$6.55 to \$7.25 an hour. Since then the Consumer Price Index has risen over 14 percent, meaning an item purchased in 2009 for \$1.00 would now cost \$1.14 now.

The Center for Economic and Policy Research estimated that had the minimum wage kept pace with worker productivity since 1968, it would have hit \$21.72 in 2012.

Walk in the shoes of an individual trying to support a family on the minimum wage. The average worker, working 250 days in a year (50 40-hour work weeks) will earn about \$14,500 at the minimum wage.

The U.S. Department of Agriculture releases estimates for the cost of food for various households. Its monthly thrifty budget in 2017 was \$163.90 for an individual between ages of 19 and 50. The estimated cost for a family of two – using the thrifty plan – was \$383.40. Add \$372 for rent – if it can be found (35 percent of net income) – and family of two on a minimum wage would spend 51 percent of their income.

According to the U. S. Energy Information Administration's most recent data, the average monthly residential electric bill in the United States was \$103.67. However, this doesn't include the cost of water, heat, phone service, or internet access (something that, though still considered a luxury, is becoming increasingly important in both Americans' personal and work lives). The agency also estimated that half the households with incomes under \$20,000 have trouble paying their monthly energy bills

According to our allotted budget, an individual on minimum wage has \$580 annually to spend on healthcare costs, but the 2017 annual premium for the cheapest policy on the Idaho exchange was \$2,880.

Not costs included are out-of-pocket costs like rising deductibles or prescription drugs. If we look at realistic figures for expenses incurred by a family of four, the annual budget tops out at about over \$37,057.

Even with two minimum wage earners working 40 hours per week, this family simply cannot afford the basic necessities – in fact they end up in debt by more than \$8,000 each year.

Sources:

Bureau of Labor Statistics, Characteristics of Minimum Wage Workers: 2011. March 2, 2012.

<http://www.bls.gov/cps/minwage2011.pdf>

<http://www.usinflationcalculator.com/>

How Does Idaho Rank?

From 2015 to 2016, the portion of hourly paid workers in Idaho who earned at or below the federal minimum wage was unchanged at 4.6 percent. The percentage of workers earning the federal minimum or less nationally fell six-tenths to 2.7 percent after falling another six-tenths from 3.9 percent the year before.

Of the 21,000 workers earning the federal minimum wage or less in Idaho in 2016, 13,000, or 62 percent, were women. These women represented 5.6 percent of all women paid hourly rates in the state. There were 9,000 men earning the minimum wage or less in Idaho, accounting for 4.0 percent of all men paid hourly rates in the state.

In 2016, Idaho's proportion of minimum wage workers was ranked fifth highest among the 50 states and the District of Columbia. Twenty-five of the 29 states with minimum wages higher than \$7.25 had percentages of workers at or below the minimum wage lower than the national rate while only four of the 21 states with minimums at the federal level had rates below the nation.

Estimates of the number of minimum wage workers in this report pertain only to workers who are paid hourly rates. Salaried and other workers are excluded even though some have earnings that, if converted to hourly rates, would be at or below the federal minimum wage. Consequently, these estimates likely understate the actual number of workers with hourly earnings at or below the minimum wage.

- Idaho has among the lowest wages in the nation across nearly all sectors, according the U.S. Department of Labor. Its median wage ranked 40th in 2016.

- The Census Bureau found that the share of Idaho workers receiving some kind of government assistance doubled from 2 percent in 2008 to 4 percent in 2014. In fact, 20 percent of the population receives some form of public assistance, and of those 88 percent have jobs.
- Our economy generated 114,000 jobs between October 2009 and October 2017, 80 percent in the service sector where pay averages \$10,000 a year less than for production jobs.
- One of every 10 Idaho families had an income below the federal poverty level in 2016, according to the Census Bureau.
- Home ownership has declined from 71.5 percent in 2009 to 68.5 percent in 2016.
- College is beyond the reach of working Idaho students unless they incur huge loan debt. As a result, Idaho's young people, its future workforce, are leaving the state faster than others are moving in while the state's older population is growing faster than nearly every other states', according to state Transportation Department licensing statistics.
- There is growing concern about keeping a labor force to help aid Idaho's economic expansion. Since 2012, Idaho experienced a staggering decline in people in their 20s and a rise in those over 60. Dubbed the "**silver tsunami**," there is concern about the viability of Idaho's workforce. Retirees, generally on fixed incomes consume services rather than goods, which leads to a spike in service related, low wage jobs, not skilled labor.

If we want young people to stay and contribute to Idaho's future, we need to raise the minimum wage.

The Idaho Department of Labor is keeping an eye on this unsettling trend; young people are [leaving the state](#) in search of higher-paying jobs while retirees from out-of-state are moving in faster than ever. The shift will have a ["profound impact" on Idaho's economy and workforce](#), says former Idaho Department of Labor Research Chief Bob Uhlenkott.

Economic Realities

Gov. Butch Otter's Project 60 made gross product the key measure of Idaho's economic strength. That indicator has been lagging since the Great Recession, in part due to stagnant wages.

Since wages account for over half of gross state product, their anemic performance can be blamed, in part, for the growth in Idaho's gross product expanding less than 13 percent from 2009 to 2016 - ranking 25th nationally - from over 23 percent between 2000 and 2007, 13th nationally.

Idaho's median wage - where half the workers make less and half make more - remained one of the lowest in the nation in 2016 at 40th, tied with Tennessee and Florida, although that was up from 42nd in 2015, according to the U.S. Department of Labor. Per capita personal income fell to 47th among the states in 2016 from 46th a year earlier

In 2007 before the recession strong growth made wages 55 percent of a gross product that was among the nation's strongest, and Idaho's per capita gross product adjusted for inflation ranked 48th nationally. By 2015, as paychecks were essentially stagnant, wages had declined to just 53 percent of gross product, and per capita gross product dropped to 50th among the state and the District of Columbia, ahead of only Mississippi. This erosion occurred even though business profits were rising dramatically and had jumped from 39.5 percent of gross product in 2007 to over 41 percent in 2015.

The importance of wages to state economies was not been lost on the 29 states - including seven traditionally conservative states - and the District of Columbia that have increased their minimum wages above the federal mandate.

Twenty-four and the District of Columbia, coincidentally, had greater gross product wage growth than Idaho since the recession, and six have lower costs of living, according to the U.S. Department of Commerce.

In 2014, according to the U.S. Census Bureau, 36,000 Idahoans whose usual work week was 40 hours made \$15,000 or less - the minimum wage of \$7.25 an hour for full-time work. Tens of thousands more worked part-time jobs that paid the minimum.

Opponents' claims to the contrary, the Census Bureau found that only a third of those full-time workers were 21 or younger. In fact, 42 percent of Idaho's minimum wage workers were over 35. Women constitute 62 percent, half of whom were over 35.

Another 20,000 - almost evenly split between men and women - were working full time for less than \$9 an hour - the amount that still classifies two parents and a child as living in poverty. A third were 22 to 35, and more than half were over 35.

The U.S. Department of Labor annually develops Lower Living Standard Income Levels that determine the income different family sizes need to get by without any public or private assistance. These income levels are less than 80 percent of what is called a living wage as calculated for Idaho by economists at the Massachusetts Institute of Technology.

Yet, Idaho's minimum wage of \$7.25 does not even provide enough income to meet the subsistence budget for a single adult.

Minimum Wage Workers Perform Important Jobs

Minimum wage workers perform jobs that span the economy – from offices, restaurants and factories to hospitals, schools, construction sites and retail stores.

**Full-Time Minimum Wage Workers
By Sector, By Age Group**

	Total	% of Total	Under 22	22 to 35	Over 35
Total	35,678	100%	12,023	8,714	14,941
Office Services	4,764	13.35%	2,407	986	1,371
Food Services	4,205	11.79%	1,013	1,111	2,081
Production	3,983	11.16%	860	863	2,260
Cleaning Services	3,513	9.85%	905	1,214	1,394
Sales	2,741	7.68%	2,074	186	481
Transportation	2,216	6.21%	535	842	839
Personal Services	2,169	6.08%	746	646	777
Health Services	2,141	6.00%	324	733	1,084
Education	1,680	4.71%	209	87	1,384
Construction	1,617	4.53%	392	96	1,129
Natural Resources	1,319	3.70%	214	182	923
Protective Services	1,300	3.64%	560	354	386
Medical Care	959	2.69%	700	152	107
All Other Sectors	3,071	8.61%	1,084	1,262	725

Source: U.S. Census Bureau American Community Survey 2014.

- Office and Administrative Support Services
- Building and Grounds Maintenance Occupations
- Production Occupations
- Protective Services Occupations
- Healthcare Support Professionals
- Management, Business and Financial Services
- Construction and Extraction Workers
- Farming, Fishing and Forestry Occupations
- Installation, Maintenance and Repair Services
- Food Preparation and Service Workers
- Sales and Retail Workers

State Wages & GDP

Increasingly, states are looking to provide their own solutions. Most agree that something must be done, but rather than waiting for the federal government to implement a one-time, substantial increase, states are choosing to address the problem by implementing wage policies that provide slow, moderate increases that give businesses the ability to adjust over time.

Annual Change in Minimum Wage in 29 States that Raised the Wage										
State	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
US	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25
Alaska	\$7.25	\$7.75	\$7.75	\$7.75	\$7.75	\$7.75	\$8.75	\$9.75	\$9.80	\$9.84
Arizona	\$7.25	\$7.25	\$7.35	\$7.65	\$7.80	\$7.90	\$8.05	\$8.05	\$10.00	\$10.50
Arkansas	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.50	\$8.00	\$8.50	\$8.50
California	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$9.00	\$9.00	\$10.00	\$10.50	\$11.00
Colorado	\$7.28	\$7.24	\$7.36	\$7.64	\$7.78	\$8.00	\$8.23	\$8.31	\$9.30	\$10.20
Connecticut	\$8.00	\$8.25	\$8.25	\$8.25	\$8.25	\$8.70	\$9.15	\$9.60	\$10.10	\$10.10
Delaware	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.75	\$8.25	\$8.25	\$8.25	\$8.25
DC	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$9.50	\$10.50	\$11.50	\$12.50	\$13.25
Florida	\$7.25	\$7.25	\$7.31	\$7.67	\$7.79	\$7.93	\$8.05	\$8.05	\$8.10	\$8.25
Hawaii	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.75	\$8.50	\$9.25	\$10.10
Illinois	\$8.00	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
Maine	\$7.25	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$9.00	\$10.00
Maryland	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.00	\$8.75	\$9.25	\$10.10
Massachusetts	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$8.00	\$9.00	\$10.00	\$11.00	\$11.00
Michigan	\$7.40	\$7.40	\$7.40	\$7.40	\$7.40	\$8.15	\$8.15	\$8.50	\$8.90	\$9.25
Minnesota	\$6.15	\$6.15	\$6.15	\$6.15	\$6.15	\$8.00	\$9.00	\$9.50	\$9.50	\$9.65
Missouri	\$7.25	\$7.25	\$7.25	\$7.25	\$7.35	\$7.50	\$7.65	\$7.65	\$7.70	\$7.85
Montana	\$7.25	\$7.25	\$7.35	\$7.65	\$7.65	\$7.90	\$8.05	\$8.05	\$8.15	\$8.30
Nebraska	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.00	\$9.00	\$9.00	\$9.00
Nevada	\$7.55	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25
New Jersey	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.25	\$8.38	\$8.38	\$8.44	\$8.60
New Mexico	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	\$7.50	TBD
New York	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.00	\$8.75	\$9.00	\$9.70	\$10.40
Ohio	\$7.30	\$7.30	\$7.40	\$7.70	\$7.85	\$7.95	\$8.10	\$8.10	\$8.15	\$8.30
Oregon	\$8.40	\$8.40	\$8.50	\$8.80	\$8.95	\$9.10	\$9.25	\$9.75	\$10.25	\$10.25
Rhode Island	\$7.40	\$7.40	\$7.40	\$7.40	\$7.75	\$8.00	\$9.00	\$9.00	\$9.60	\$10.10
SD	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.50	\$8.50	\$8.65	\$8.65
Vermont	\$8.06	\$8.06	\$8.15	\$8.46	\$8.60	\$8.73	\$9.15	\$9.60	\$10.00	\$10.50
Washington	\$8.55	\$8.55	\$8.67	\$9.04	\$9.19	\$9.32	\$9.47	\$9.47	\$11.00	\$11.50
West Virginia	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$8.00	\$8.75	\$8.75	\$8.75

Source: Labor Law Center

State Administrative Costs for SNAP

The state of Idaho spends \$10.3 million annually to **administer** Supplemental Nutrition Assistance Program (SNAP) benefits. This amount does not reflect the cost of benefits, but rather the state cost to administer them based on current need.

STATE ADMINISTRATIVE COSTS and EITC SAVINGS

The total state administration costs of SNAP are nearly 19.5 million dollars annually. Total state administrative costs are 10.3 million dollars annually, with a monthly per case administration cost of \$16.56. At each level of implementation of wage increases, individuals exceed the income requirement that would make them eligible for SNAP benefits. Similarly, with each implementation of the proposed wage increase, annual wages surpass the threshold of eligibility for a married individual with no children, which currently afford an earned income tax credit of \$496 per person annually.

Federal Share of Costs (IN MIL)	
Federal Share ADP Development Costs	0
Federal Share ADP Operation Costs	1,008,803
Federal Share Administrative Costs	9,167,322
State Share Administrative Costs	10,297,454
Total State Administrative Costs	19,464,776
State Administrative Costs Per Case Per Month	\$16.56
Federal Share Administrative Costs	9,167,322

Higher wages and SNAP

Increasing the minimum wage decreases eligibility for food assistance and reliance on government programs. The following chart shows how workers making the current minimum wage of \$7.25 qualify for SNAP or food assistance currently, that an increase to \$8.75 per hour provides the worker an additional \$240 per month and surpasses the limit for eligibility, an increase to \$10.50 provides the worker with an additional \$520 per month and an increase to \$12 provides the worker with an additional \$760 per month further surpassing the limit for eligibility and reducing reliance on government assistance.

Maximum Monthly Income Limits Food Assistance					
Household Earners	Monthly Income Limits	Monthly earnings based on hourly rate/ 40 hours per week			
Household Size	Gross Income	\$7.25	\$8.75	\$10.50	\$12.00
1	\$1,265	\$1,160	\$1,400	\$1,680	\$1,920.
2	\$1,705				
3	\$2,144				
4	\$2,584				
5	\$3,024				
6	\$3,464				
7	\$3,904				
8	\$4,344				
Each additional member	+\$440				

Idaho's Proposal

Increases at the lower end of the wage scale are put right back into the economy since these are the workers who need additional cash just to make ends meet. The result is more employment, not less.

In a letter to federal officials and congressional leaders in 2014 urging a minimum wage increase, more than 600 economists including seven Nobel Prize winners wrote, "In recent years there have been important developments in the academic literature on the effect of increases in the minimum wage on employment with the weight of evidence now showing that increases in the minimum wage have had little or no negative effect on the employment of minimum-wage workers, even during times of weakness in the labor market. Research suggests that a minimum-wage increase could have a small stimulative effect on the economy as low-wage workers spend their additional earnings, raising demand and job growth, and providing some help on the jobs front."

While efforts are under way to increase the federal minimum wage to \$15 an hour, this proposal allows Idaho to increase wages in a responsible way that allows businesses to slowly adjust, reduces the need for public assistance and provides workers and their families an opportunity to better meet their basic needs.

The proposal for Idaho increases the minimum wage from \$7.25 to \$8.75 an hour on July 1, 2018, to \$10 on July 1, 2019, and to \$12 on July 1, 2020. The wage for tipped workers would rise equivalently from \$3.35 to \$4.35 on July 1, 2018, \$.35 in July 1, 2019, and to \$7.35 on July 1, 2020. Following the final increase, the minimum wage and tipped wage would both be adjusted annually based on changes in the Consumer Price Index. The training wage currently for workers under twenty years of age is \$4.25 and would be eliminated under this proposal.

"No one
who works
a full-time job
should have to
live in poverty."

Impact on Workers

Impact of Increasing Idaho's Minimum Wage

	Estimated workforce	Total Annual Wages (000)	Directly Affected	% of Total	Annual Avg \$ Inc	Indirectly Affected	% of Total	Annual Avg \$ Inc	Total affected	Inc in Total Wages (000)
To \$8.75 An Hour										
Total	689,483	\$31,327,664	44,869	6.5%	\$1,198	58,429	8.5%	\$727	103,298	\$75,098
Sex										
Female	317,133	\$11,612,783	28,412	9.0%	\$1,105	34,508	10.9%	\$696	62,919	\$43,802
Male	372,350	\$19,714,881	16,457	4.4%	\$1,358	23,922	6.4%	\$775	40,379	\$31,296
Age										
16 to 24	111,446	\$2,235,479	26,485	23.8%	\$1,019	23,437	21.0%	\$687	49,922	\$34,296
25 to 39	239,767	\$10,529,275	7,931	3.3%	\$1,410	18,670	7.8%	\$731	26,601	\$19,444
40 to 54	212,517	\$12,213,000	6,960	3.3%	\$1,571	10,598	5.0%	\$858	17,558	\$15,056
55+	125,752	\$6,349,911	3,492	2.8%	\$1,331	5,725	4.6%	\$684	9,217	\$6,302
Family Status										
Married parent	211,898	\$11,458,713	3,652	1.7%	\$1,799	12,726	6.0%	\$663	16,378	\$10,852
Single parent	43,361	\$1,465,564	5,412	12.5%	\$1,404	4,558	10.5%	\$939	9,970	\$9,366
Married, no kids	204,801	\$11,063,951	5,643	2.8%	\$1,183	11,623	5.7%	\$606	17,266	\$10,463
Single	229,424	\$7,339,436	30,162	13.1%	\$1,091	29,523	12.9%	\$744	59,685	\$44,416
Industry										
Construction	42,303	\$2,266,976	836	2.0%	\$2,509	235	0.6%	\$2,041	1,070	\$2,185
Manufacturing	89,199	\$5,043,584	2,728	3.1%	\$1,738	2,734	3.1%	\$1,092	5,462	\$5,967
Retail	87,435	\$3,006,082	8,038	9.2%	\$1,052	12,854	14.7%	\$541	20,892	\$11,300
Transport, Utils	34,480	\$1,858,015	1,032	3.0%	\$1,517	1,329	3.9%	\$770	2,362	\$1,819
Financial	37,120	\$1,916,503	1,381	3.7%	\$1,004	1,374	3.7%	\$624	2,755	\$1,720
Admin, Waste Mgt	26,998	\$956,100	1,471	5.4%	\$1,670	3,675	13.6%	\$684	5,146	\$3,518
Professional, Science Mgt	33,721	\$2,166,783	796	2.4%	\$734	1,564	4.6%	\$346	2,361	\$816
Education	66,905	\$2,905,086	1,234	1.8%	\$458	3,583	5.4%	\$301	4,817	\$1,450
Healthcare	73,225	\$3,746,630	4,152	5.7%	\$1,116	3,356	4.6%	\$733	7,508	\$5,503
Arts, Recreation, Accommodation	17,879	\$596,541	3,175	17.8%	\$1,194	1,955	10.9%	\$934	5,130	\$4,791
Food Service	48,242	\$909,785	14,244	29.5%	\$1,039	15,172	31.4%	\$788	29,416	\$23,184
Gov't	36,160	\$1,984,111	0	0.0%			0.0%			\$0
Other	95,816	\$3,971,467	5,780	6.0%	\$1,501	10,599	11.1%	\$784	16,379	\$12,846
Wkly Work Hours										
Under 20	43,901	\$407,212	12,061	27.5%	\$492	9,058	20.6%	\$356	21,119	\$7,524
20-34	107,979	\$2,242,754	16,008	14.8%	\$1,146	23,515	21.8%	\$671	39,523	\$26,532
35 and Up	537,603	\$28,677,698	16,799	3.1%	\$1,755	25,857	4.8%	\$962	42,656	\$41,042

Source: EPI analysis of Current Population Survey, Outgoing Rotation Group microdata

*Estimation of total workers is from CPS respondents 16 and older, employed, but not self-employed and for whom either a valid hourly wage is reported or one can be imputed from weekly earnings and average weekly hours. Consequently, this estimate represents the identifiable wage-earning workforce and tends to understate the size of the full workforce.

*Directly Affected workers will see their wages rise as the new minimum wage rate will exceed their current hourly pay.

*Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and the new minimum wage plus the dollar amount of the increase in the previous year's minimum wage). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

*Total annual amount of increased wages for directly and indirectly affected workers.

Impact of Increasing Idaho's Minimum Wage

	Estimated workforce	Total Annual Wages (000)	Directly Affected	% of Total	Annual Avg \$ Inc	Indirectly Affected	% of Total	Annual Avg \$ Inc	Total affected	Inc in Total Wages (000)
To \$10.50 An Hour										
Total	690,448	\$32,093,068	98,298	14.2%	\$2,308	79,887	11.6%	\$1,208	178,185	\$273,978
Sex										
Female	317,577	\$11,896,510	59,129	18.6%	\$2,288	38,571	12.1%	\$1,277	97,700	\$159,053
Male	372,871	\$20,196,558	39,169	10.5%	\$2,338	41,317	11.1%	\$1,124	80,486	\$114,925
Age										
16 to 24	659,523	\$31,650,528	77,484	11.7%	\$2,364	74,086	11.2%	\$1,193	151,570	\$226,839
25 to 39	240,103	\$10,786,528	24,763	10.3%	\$2,264	27,528	11.5%	\$1,145	52,292	\$74,268
40 to 54	212,815	\$12,511,390	16,480	7.7%	\$2,776	18,214	8.6%	\$1,288	34,694	\$56,330
55+	125,928	\$6,505,053	9,295	7.4%	\$2,302	10,307	8.2%	\$1,095	19,602	\$26,290
Family Status										
Married parent	212,194	\$11,738,675	15,236	7.2%	\$2,278	18,330	8.6%	\$1,081	33,566	\$44,146
Single parent	43,421	\$1,501,371	9,168	21.1%	\$3,016	6,328	14.6%	\$1,544	15,497	\$31,643
Married, no kids	205,087	\$11,334,268	16,814	8.2%	\$2,025	14,434	7.0%	\$1,104	31,248	\$42,145
Single	229,745	\$7,518,755	57,079	24.8%	\$2,285	40,795	17.8%	\$1,231	97,875	\$156,044
Industry										
Construction	42,362	\$2,322,363	1,072	2.5%	\$4,481	4,388	10.4%	\$958	5,460	\$7,268
Manufacturing	89,324	\$5,166,810	5,649	6.3%	\$3,173	6,069	6.8%	\$1,387	11,718	\$21,138
Retail	87,557	\$3,079,528	22,057	25.2%	\$1,893	14,899	17.0%	\$1,062	36,957	\$47,650
Transport, Utils	34,528	\$1,903,411	3,029	8.8%	\$2,242	3,614	10.5%	\$1,066	6,643	\$8,408
Financial	37,172	\$1,963,327	3,027	8.1%	\$1,975	1,502	4.0%	\$1,162	4,528	\$6,617
Admin, Waste Mgt	27,036	\$979,459	5,483	20.3%	\$2,159	5,089	18.8%	\$1,092	10,572	\$14,257
Professional, Science Mgt	33,768	\$2,219,722	2,364	7.0%	\$1,638	1,395	4.1%	\$1,072	3,759	\$4,472
Education	66,999	\$2,976,064	4,824	7.2%	\$1,331	2,625	3.9%	\$854	7,449	\$7,298
Healthcare	73,327	\$3,838,169	7,519	10.3%	\$2,749	6,841	9.3%	\$1,322	14,360	\$23,262
Arts, Recreation, Accommodation	17,904	\$611,116	4,646	26.0%	\$2,956	3,852	21.5%	\$1,444	8,498	\$16,084
Food Service	48,310	\$932,013	22,632	46.8%	\$2,396	14,668	30.4%	\$1,382	37,300	\$70,215
Gov't	36,210	\$2,032,587	-	0.0%	-	-	0.0%	-	-	-
Other	95,951	\$4,068,499	15,996	16.7%	\$2,426	14,945	15.6%	\$1,208	30,941	\$47,308
Wkly Work Hours										
Under 20	43,962	\$417,161	20,408	46.4%	\$1,155	7,169	16.3%	\$700	27,577	\$25,490
20-34	108,130	\$2,297,550	35,577	32.9%	\$2,091	21,177	19.6%	\$1,165	56,754	\$87,188
35 and Up	538,356	\$29,378,358	42,313	7.9%	\$3,045	51,542	9.6%	\$1,383	93,855	\$161,300
Source: EPI analysis of Current Population Survey, Outgoing Rotation Group microdata										
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* Total annual amount of increased wages for directly and indirectly affected workers.										

Impact of Increasing Idaho's Minimum Wage

	Estimated workforce	Total Annual Wages (000)	Directly Affected	% of Total	Annual Avg \$ Inc	Indirectly Affected	% of Total	Annual Avg \$ Inc	Total affected	Inc in Total Wages (000)
To \$12 An Hour										
Total	691,414	32,877,172	166,726	24.1%	\$3,207	55,749	8.1%	\$2,588	222,475	\$575,729
Sex										
Female	318,021	12,187,168	91,641	28.8%	\$3,305	29,602	9.3%	\$2,670	121,244	\$323,717
Male	373,393	20,690,005	75,084	20.1%	\$3,088	26,147	7.0%	\$2,489	101,231	\$252,011
Age										
16 to 24	111,759	2,346,049	69,000	61.7%	\$3,194	10,389	9.3%	\$2,895	79,389	\$229,859
25 to 39	240,439	11,050,067	46,612	19.4%	\$3,067	25,911	10.8%	\$2,256	72,522	\$163,611
40 to 54	213,113	12,817,071	32,007	15.0%	\$3,643	13,028	6.1%	\$2,765	45,035	\$124,519
55+	126,104	6,663,986	19,107	15.2%	\$2,866	6,422	5.1%	\$2,262	25,528	\$57,740
Family Status										
Married parent	212,491	12,025,477	30,464	14.3%	\$3,013	16,217	7.6%	\$2,157	46,681	\$100,708
Single parent	43,482	1,538,053	14,410	33.1%	\$4,329	6,312	14.5%	\$3,191	20,722	\$66,121
Married, no kids	205,375	11,611,189	29,655	14.4%	\$3,042	14,018	6.8%	\$2,241	43,673	\$97,871
Single	230,066	7,702,454	92,196	40.1%	\$3,149	19,202	8.3%	\$2,792	111,398	\$311,028
Industry										
Construction	42,421	2,379,104	5,468	12.9%	\$2,796	3,292	7.8%	\$1,888	8,760	\$16,544
Manufacturing	89,449	5,293,046	11,053	12.4%	\$3,681	6,562	7.3%	\$2,497	17,615	\$43,986
Retail	87,680	3,154,767	36,227	41.3%	\$2,804	7,490	8.5%	\$2,381	43,718	\$104,074
Transport, Utils	34,577	1,949,915	6,802	19.7%	\$3,803	1,790	5.2%	\$3,053	8,592	\$26,229
Financial	37,224	2,011,296	4,535	12.2%	\$2,985	5,177	13.9%	\$1,596	9,712	\$15,503
Admin, Waste Mgt	27,074	1,003,389	10,587	39.1%	\$2,920	2,290	8.5%	\$2,453	12,876	\$31,591
Professional, Science Mgt	33,815	2,273,955	3,764	11.1%	\$2,759	1,387	4.1%	\$2,103	5,152	\$10,837
Education	67,093	3,048,776	7,182	10.7%	\$2,166	2,948	4.4%	\$1,621	10,130	\$16,418
Healthcare	73,430	3,931,943	14,179	19.3%	\$3,228	4,335	5.9%	\$2,533	18,514	\$46,889
Arts, Recreation, Accommodation	17,929	626,047	8,018	44.7%	\$3,512	1,050	5.9%	\$3,279	9,068	\$29,731
Food Service	48,378	954,784	30,821	63.7%	\$3,516	8,597	17.8%	\$3,213	39,419	\$126,641
Gov't	36,261	2,082,248	-	0.0%	-	-	0.0%	-	-	\$0
Other	96,085	4,167,901	28,089	29.2%	\$3,510	10,830	11.3%	\$2,757	38,919	\$107,285
Wkly Work Hours										
Under 20	44,024	427,353	26,600	60.4%	\$1,663	3,592	8.2%	\$1,518	30,191	\$45,820
20-34	108,281	2,353,684	51,490	47.6%	\$3,007	13,448	12.4%	\$2,573	64,938	\$167,081
35 and Up	539,109	30,096,136	88,635	16.4%	\$3,787	38,710	7.2%	\$2,849	127,345	\$362,828
Source: EPI analysis of Current Population Survey, Outgoing Rotation Group microdata										
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*Total annual amount of increased wages for directly and indirectly affected workers.										

MY BUSINESS SUPPORTS RAISING THE MINIMUM WAGE

A healthy economy requires a diversification of businesses. Reliance on a service sector economy produces low-wage jobs, reduced tax revenues and, funding deficits for shared priorities like education. Business executives look at a variety of factors when prospecting new locations including the viability of the workforce, the infrastructure and the opportunities for workers and their families in the area. Where these are diminished, so are the opportunities to attract new and innovative businesses that rely on skilled labor.

The majority of small businesses support raising the minimum wage. A June 2014 survey found that more than three in five small business owners support increasing the minimum wage to \$10.10. Small business owners believe a higher minimum wage would benefit business in important ways – 58 percent say raising the minimum wage would increase consumer purchasing power, 56 percent say it would help the economy and 53 percent agree that with a higher minimum wage, businesses would benefit from lower employee turnover, increased productivity and customer satisfaction.

Source:

<http://www.dol.gov/minwage/mythbuster.htm>

In fact, businesses small and large, including Costco and Stride Rite have supported increasing the minimum wage. They see the benefits. It helps reduce employee turnover and increases employee

productivity, commitment, and loyalty. This all helps increase profits.

More than two-thirds of small business owners recognize that raising the minimum wage would benefit businesses and support doing so. Small business owners already acknowledge the benefits of higher wages, which is why 85% of those surveyed don't pay any of their workers the federal minimum wage of \$7.25.

Business owners and leaders in Idaho, such as Garry Owen Ault, the retired owner of All Makes Vacuum in Boise and Bruce Poe, Principal Architect at Modus Architecture Collaborative in Boise, support raising the minimum wage to \$10.10.

Low Wages Cost Taxpayers

Most corporations can afford to pay workers more. They don't because they don't have to. In Idaho business profits are up, yet wages remain flat. For businesses that already pay wages above the minimum, there is an unfair advantage in the free market when corporations can get away with paying the minimum, while taxpayers subsidize their workers income with government assistance.

Source: <http://www.legislature.idaho.gov/budget/EORAC/Fick.pdf>

This is NOT a Partisan Issue



“Our Nation so richly endowed with natural resources and with a capable and industrious population should be able to devise ways and means of insuring to all our able-bodied working men and women a fair day's pay for a fair day's work.”
- **Franklin Delano Roosevelt**



When President Bush endorsed a specific plan for raising the federal minimum wage by \$2.10, to \$7.25 an hour, over two years he said,

"To achieve these and other key goals, we need to put aside our partisan differences and work constructively to address the vital issues confronting our nation."

- **George W. Bush**

**For his efforts,
Senator Davis was
honored with the**

*Cesar Chavez/
Dolores Huerta
Farmworker Justice
Award*

In 2001, Idaho farmworkers became entitled to the same right as laborers across the nation had for decades: a minimum wage (HCN, 12/18/00: Troubled harvest).

Until then, Idaho farmworkers were paid by the amount of apples they picked or the number of trees they pruned. But now if that rate isn't equal to at least \$7.25 an hour, employers must pay the difference.

The legislation, which passed both houses of the Legislature in March, was written with input from farmworker advocates, farmers and the governor's



opportunity

Idaho Workers and Their Families Deserve a Public Hearing on Wages.

Increasingly, families are recognizing that their children will have to go elsewhere if they want the opportunity to succeed and have a chance at the "American Dream."

We can boost our economy and provide a future for our young people.

When companies pay their workers enough to afford the basics, spending increases. When money is moving, when people are earning and spending, buying and selling, communities thrive economically.

We can stand up for our families, our communities and our economy by raising the minimum wage in Idaho in 2019.

It is way past time that the Idaho Legislature address this issue. Please join the coalition to make minimum wage a priority!

Contact United Vision for Idaho via email at uvidaho@gmail.com

Subject: Minimum Wage to stay informed and take action.

Americans Overwhelmingly Support Raising the Minimum Wage

The idea of poverty wage jobs has never been very popular in America. The American people have consistently shown strong support for a reasonable minimum wage regardless of political identification.

Today... national surveys show between 70 and 80 percent of Americans favor a minimum wage increase. That's about as popular as

Apple Pie (81%)

Baseball (67%)

Kittens (76%)

<http://www.pewresearch.org/fact-tank/2014/03/04/polls-show-strong-support-for-minimum-wage-hike/>