

Raising the federal minimum wage to \$15 by 2025 would lift the pay of 32 million workers

A demographic breakdown of affected workers and the impact on poverty, wages, and inequality

Report • By David Cooper, Zane Mokhiber, and Ben Zipperer • March 9, 2021

Summary

The Raise the Wage Act of 2021 would help eliminate poverty-level wages by raising the national minimum wage to \$15 per hour by 2025. This report finds that the raise is long overdue and would deliver broad benefits to workers and the economy.

- **The current federal minimum wage is \$7.25 per hour and has not been raised in over 10 years.** A full-time federal minimum wage worker today earns 18% less than what her counterpart earned at the time of the last increase, after adjusting for rising costs of living (\$15,080 annually in 2021 versus \$18,458 in 2009).
- **In 1968, a minimum wage worker earned \$10.59 per hour in inflation-adjusted terms, 46% more than today's \$7.25 federal minimum wage.** The minimum wage today would be over \$22 per hour had it tracked productivity increases over the last five decades.
- **The Raise the Wage Act of 2021, which phases in a \$15 minimum wage by 2025, would raise the earnings of 32 million workers, or 21% of the workforce.** Affected workers include those who would see their wages rise as the new minimum wage rate exceeds their current hourly pay and those who have a wage rate just above the new minimum wage who would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.
- **On average, an affected worker who works year round would see an annual pay increase of about \$3,300.** In total, a \$15 minimum wage would provide over \$108 billion in additional wages in 2025 to affected workers.

- **A national minimum wage of \$15 delivers on a core demand of the Civil Rights movement.** The March on Washington in 1963 (the March on Washington for Jobs and Freedom) demanded a \$2.00 national minimum wage that would be equivalent to \$15.00 today, after adjusting for inflation.
- **Earnings would rise for nearly one in three Black workers (31%) and for one in four Hispanic workers (26%), compared with about one in five white workers.** For Black and Hispanic workers who work year round, annual pay would increase by at least \$3,500.
- **\$15 minimum wage by 2025 would raise the wages of at least 19 million essential and front-line workers.** Essential and front-line workers constitute more than 60% of all workers who would see a pay increase.
- **Workers who cannot work from home—who are more likely to be Black, Latinx, and Native American—are the overwhelming majority of workers (almost nine out of every 10) who would receive pay raises under the Raise the Wage Act of 2021.**
- **The Raise the Wage Act would help eliminate poverty wages.** Raising the minimum wage to \$15 in 2025 would lift up to 3.7 million—including an estimated 1.3 million children—out of poverty.
- **Raising the minimum wage to \$15 would help ensure that more low-wage workers are paid enough to cover basic living expenses, i.e., a wage providing a modest yet adequate standard of living.** As of 2021, in virtually all urban and rural areas of the country, a single adult without children working full time must earn more than \$15 per hour to have enough to pay for housing and other basic living expenses. For individuals with children, year-round work at a \$15 wage in 2025 will still be inadequate to achieve basic economic security.
- **Minimum wage increases have not led to significant job losses.** Despite claims that raising the minimum wage would reduce job opportunities for vulnerable groups of workers, the best evidence shows little to no job losses in the wake of minimum wage increases and a net wage gain even if job losses have occurred. These benefits explain why surveys show that the people most likely to support a minimum wage increase are unemployed people, people of color, and women.
- **Minimum wage increases affect adults in their career-building years who are helping to support their families—with woman disproportionately benefiting from a pay boost.** The average age of workers who would see a pay increase under the Raise the Wage Act is 35 years old. About 90% of those with increased wages would be adults age 20 or older. Most of the workers who would benefit are women (59%) even though men are a majority of the workforce. More than half of those who would have higher pay work full time (59%). Past research shows that these workers are often the primary earners for their families, producing the majority of their family's total income.

Data by state and congressional district

Supplemental tables showing characteristics of workers who would be affected by increasing the federal minimum wage to \$15 by 2025 in each state and in the District of Columbia are available [here](#).

Data by congressional district are viewable in an [interactive map](#) (EPI 2021b).

An increase in the national minimum wage is well overdue

The federal minimum wage has not been raised in over a decade; it has remained stuck at \$7.25 per hour since 2009. **Figure A** compares the trajectory of the minimum wage at face value (known in economics as the nominal minimum wage) with the inflation-adjusted or “real” value of the minimum wage (representing its purchasing power) and with the real value of the minimum wage had it risen with productivity after 1948. As the figure shows, rising costs of living since the last increase in the nominal minimum wage in 2009 have diminished the purchasing power of the federal minimum wage (the middle line for most of the graph), which had declined by 17% as of 2020 and 18% as of 2021 (not shown), a devastating fall in the earnings of the lowest-wage workers.

The figure also shows that, with the exception of some important increases, the inflation-adjusted value of the minimum wage has mostly stagnated or declined since the 1970s. But that was not always the case: In the 1950s and 1960s, Congress raised the minimum wage more frequently such that it rose roughly in line with the pace of economywide productivity. At the peak purchasing power of the minimum wage in 1968, a minimum wage worker earned \$10.59 per hour (in 2021 dollars), 46% more than a worker at the \$7.25 federal minimum wage today. Had Congress continued to increase the minimum wage in line with productivity growth, the minimum wage today would be over \$22 per hour. Despite the doubling of labor productivity, minimum wage workers today are paid substantially less in real terms than their counterparts earned five decades ago.

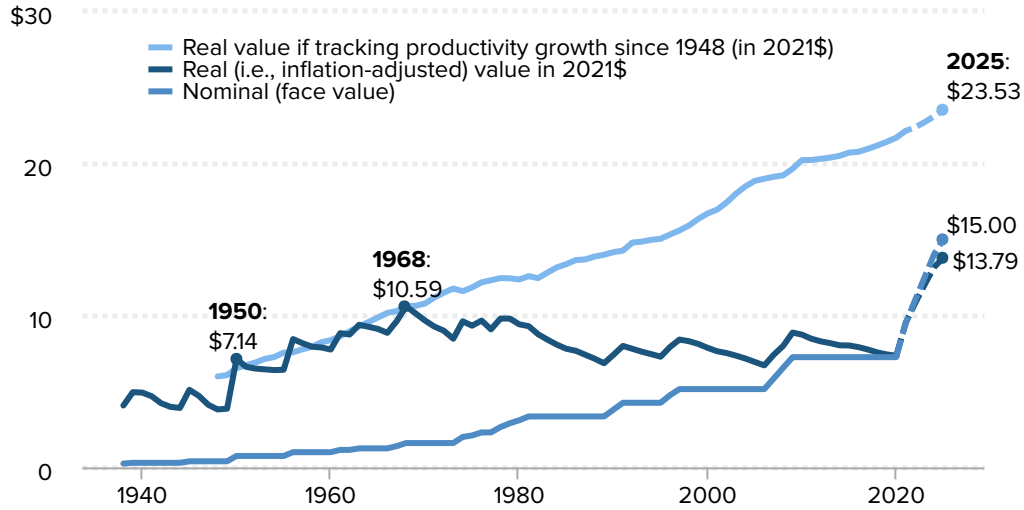
Raising the minimum wage to \$15 by 2025, as called for in the Raise the Wage Act of 2021, is an important step toward reversing the erosion of the minimum wage’s buying power and—as detailed later in this report—achieving greater racial and gender pay equity, as well as fairer wages for those workers most affected by the COVID-19 pandemic. The act has three key components:

1. The national minimum wage increases in five steps over five years, beginning with an increase to \$9.50 this year and ending with a \$15 minimum wage in 2025.
2. Each year after 2025, the minimum wage would automatically increase in line with changes in the median hourly wage in the economy.
3. The subminimum wages employers are currently allowed to pay tipped workers, workers with disabilities, and workers under the age of 20 are gradually phased out, raising minimum wages for these workers to the same level as other workers.

Figure A

The economy can afford a much higher national minimum wage

Real and nominal federal minimum wages (historical and under the Raise the Wage of 2021) compared with productivity-tracking minimum wage



Notes: Inflation is measured using the CPI-U-RS and CBO CPI-U projections.. Productivity is measured as total economy productivity net depreciation.

Sources: EPI analysis of the Fair Labor Standards Act and amendments and the Raise the Wage Act of 2021. Total economy productivity data from the Bureau of Labor Statistics Labor Productivity and Costs program.

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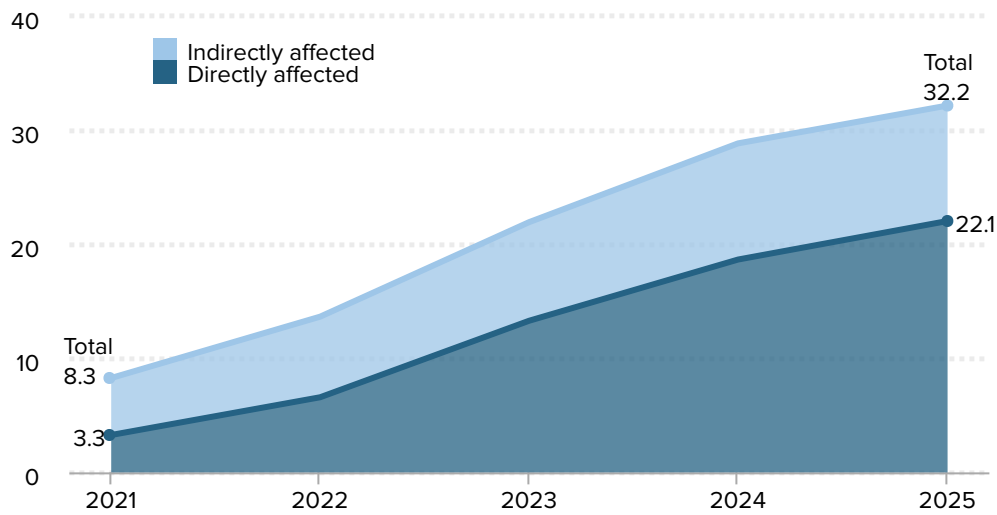
These three components of the Raise the Wage Act would ensure that the lowest paid workers are sharing in the productivity gains of the economy. A level of \$15 in 2025 would finally raise the living standards of the lowest-wage workers above levels those workers experienced 50 years ago. Automatically increasing or indexing the minimum wage to the median wage guarantees regular and predictable raises and prevents growing pay inequality between the lowest paid workers and the middle class. Finally, by phasing out subminimum wages, such as the meager \$2.13 per hour wage for tipped workers, all workers would be paid at least the new, common federal floor. Tipped workers in particular would benefit from having a regular paycheck so that they would not need to rely exclusively on volatile tips that can be particularly susceptible to discrimination and wage theft (Lynn et al. 2008; Cooper and Kroeger 2017).¹

In 2025, the Raise the Wage Act would raise the wages of 32.2 million workers (**Figure B**). Those affected workers represent 21% of the projected workforce of 151.7 million in 2025. Affected workers include 22.1 million directly affected workers who would otherwise earn less than \$15 per hour in 2025 and 10.1 million indirectly affected workers who would otherwise earn just above \$15 per hour in 2025. Specifically, we define indirectly affected workers as those with a wage rate between the new minimum wage and 115% of the new minimum wage. These workers will receive a pay boost as employers raise wages to recruit and retain them under the new higher wage standard. On average, an affected low-

Figure B

The Raise the Wage Act would raise the pay of more than 32 million U.S. workers

Number of workers (in millions) who would benefit if the federal minimum wage were increased to \$15 by 2025



Note: Directly affected workers will see their wages rise to the new minimum wage; indirectly affected workers have wages just above the new minimum (up to 115% of the new minimum) and will receive a raise as employer pay scales are adjusted upward.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

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wage worker who works year round would see an annual pay increase of more than \$3,300 (see Appendix Table 2).

As we describe below, a \$15 minimum wage by 2025 would disproportionately benefit Black and Hispanic workers and women, raise the pay of essential and front-line workers, and reduce the number of people living in poverty. The appendix contains additional projections of benefits by detailed demographic groups and a summary of the methodology used to create these estimates.

An increase in the national minimum wage supports a more racially just economy

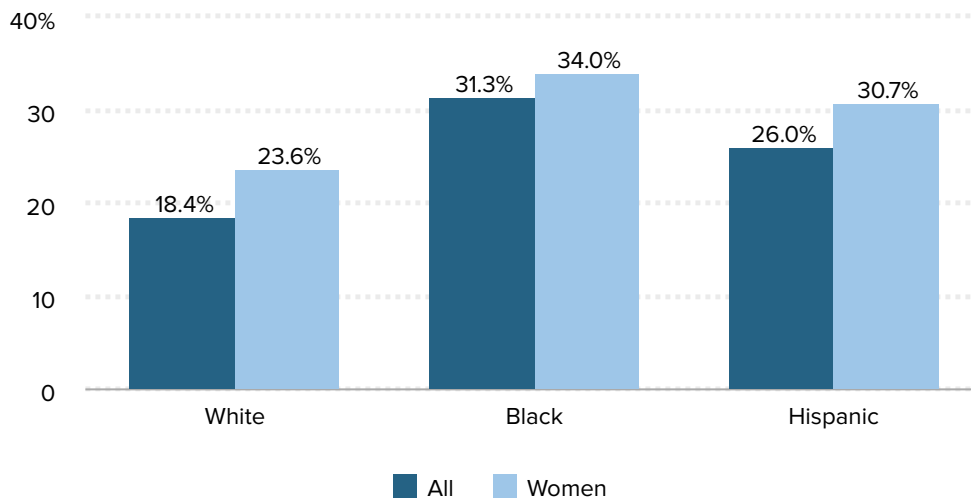
Due to occupational segregation, discrimination, and other impacts of systemic racism, racial pay disparities are one of the persistent, structural features of the U.S. labor market (Wilson and Rodgers 2016). Despite some historical progress, in 2019 Hispanic workers were being paid 10.8% less than white workers with similar ages and education levels, and Black workers were being paid 14.9% less than comparable white workers (Gould 2020).

Our analysis of shares of workers affected, combined with recent research on minimum

Figure C

Black and Hispanic workers would disproportionately benefit from a \$15 minimum wage in 2025

Share of workers in each race/ethnicity category who would get a direct or indirect pay raise under the Raise the Wage Act of 2021



Note: Directly affected workers will see their wages rise to the new minimum wage; indirectly affected workers have wages just above the new minimum and (up to 115% of the new minimum) and will receive a raise as employer pay scales are adjusted upward.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

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wages and racial income and earnings gaps, indicates that raising the minimum wage to \$15 by 2025 would substantially reduce racial pay inequality. **Figure C** shows that while the raise would increase wages for less than one out of five (18.4%) white workers, about one in three (31.3%) Black workers and one in four (26.0%) Hispanic workers would receive a pay increase. Because they are particularly underpaid, women of color would disproportionately benefit from the Raise the Wage Act: 22.9% of those who would receive pay increases are Black or Hispanic women.

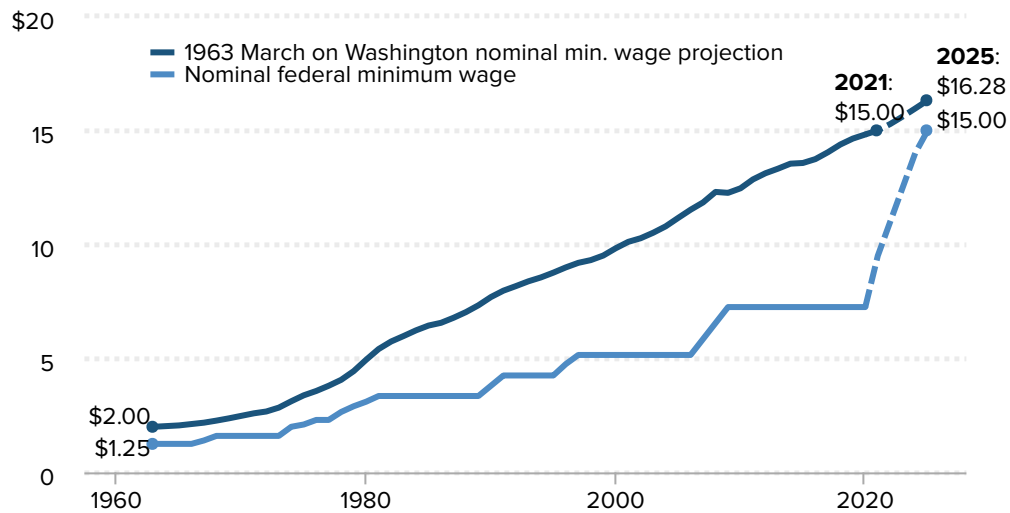
Ending the separate, tipped wage would especially benefit women of color, as they are more likely to work in tipped jobs and be paid subminimum wages. The National Women's Law Center (2021) finds that nearly 70% of tipped workers are women, and that Latinas and Black, Native American, and Asian American/Pacific Islander women are all disproportionately represented among tipped workers.

Civil rights leaders and advocates have long recognized the value of higher wage standards in reducing inequality. In 1963, the federal minimum wage was \$1.15 an hour, and there was no minimum wage at all for agriculture, nursing homes, restaurants, and other service industries that disproportionately employed Black workers. The 1963 March on Washington for Jobs and Freedom (the March on Washington) called for a \$2.00 minimum wage (Pitts and Allegretto 2013). As Deroncourt (2020) has observed, the 1963 March

Figure D

The 1963 March on Washington’s minimum wage demand would be \$15 today, adjusted for inflation

Historical and projected federal minimum wages under the Raise the Wage Act of 2021, and the 1963 March on Washington demand indexed to inflation



Sources: EPI analysis of the Fair Labor Standards Act and amendments, the Raise the Wage Act of 2021, and the 1963 March on Washington for Jobs and Freedom minimum wage demand.

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on Washington’s demand would be equivalent to about \$15.00 today after adjusting for inflation (see **Figure D**).

The 1963 March on Washington demanded a \$2.00 minimum wage that would “include all areas of employment which are presently excluded” and would “give all Americans a decent standard of living” (Derenoncourt 2020).

Several years later, Congress expanded the coverage of the minimum wage and eventually raised it to its historical high point of \$1.60 in 1968, or \$10.59 in 2021 dollars. Derenoncourt and Montialoux (2021) describe how the new standard raised wages overall but had its largest effects on Black workers. Just before the increase, 28.8% of Black workers earned at or below the 1967 minimum, compared with 13.9% of white workers. The authors convincingly demonstrate that these increases were responsible for more than 20% of the fall in the Black–white earnings gap during the Civil Rights Era. Since then, minimum wages have continued to play a substantial role in reducing racial earnings inequality. Wursten and Reich (2021) found that minimum wage increases between 1990 and 2019 reduced Black–white wage gaps by 12% overall, and by 60% for workers with only a high school diploma or less. The link between increases in the minimum wage and decreases in racial earnings gaps also means that the *erosion* of the federal minimum wage over this period increased racial earnings gaps.

Essential and front-line workers constitute a

majority of those who would see pay raises by raising the minimum wage to \$15

During the COVID-19 pandemic, essential and front-line workers have kept the economy running at great risk to their health and their families. The U.S. labor market, however, has not fairly rewarded that vital work. Very few essential workers receive hazard pay to compensate for their now-more dangerous work, and low pay among essential and front-line workers continues to be pervasive (Dorman and Mishel 2020; McNicholas and Poydock 2020, Table 3). Kinder and Stalder (2021) found that in 2018, essential workers made up nearly half (22.3 million) of the 47.7 million U.S. workers in occupations in which the median wage was less than \$15 per hour. In our analysis, we find that a majority of workers who would benefit from the Raise the Wage Act are essential or front-line workers.

Definitions of essential workers vary because the U.S. has no single uniform guidance and because it is difficult to map a given set of job characteristics to coarse data on occupations. Nevertheless, using a variety of different occupation-based definitions we consistently find that most of the workers who would see a pay increase due to the Raise the Wage Act are essential or front-line workers.

Table 1 shows the projected total workforce in 2025 and affected workers under the Raise the Wage Act. The first row summarizes findings already discussed in this report: 32.2 million of 151.7 million workers would receive a direct or indirect pay increase in 2025 if the minimum wage were raised to \$15 per hour. In the second row, we consider “critical infrastructure” occupations defined by the Labor Market Information Institute (LMI Institute 2020), where “infrastructure” includes a broad set of workers covering a majority of the workforce, including those in energy, health care, law enforcement, telecommunications, and other occupations. The institute’s count of essential workers includes Standard Occupation Classification (SOC) codes established by federal statistical agencies for the industries and job descriptions that the Department of Homeland Security Cybersecurity and Infrastructure Agency considers “essential critical infrastructure workers.”

About 22.0 million critical infrastructure workers would receive pay increases due to the Raise the Wage Act, and they constitute about 68.3% of the total number of all affected workers. In other words, more than two-thirds of those who would benefit from a \$15 minimum wage in 2025 are critical infrastructure workers.

We also look at essential and front-line work from another angle, considering occupations in which workers cannot do their jobs remotely by working from home. In the third and fourth rows of Table 1 we analyze workers who can’t telework using two different definitions. The first definition comes from a classification by Dingel and Neiman (2020) based on pre-pandemic survey information. The second definition comes from our classification based on Current Population Survey data collected during the pandemic, specifically the employment share of occupations that were not teleworking during the months of May through December 2021.

Under these definitions of essential and front-line work, the number of workers affected by

Table 1

Essential and front-line workers are a majority of those who would benefit from a \$15 minimum wage in 2025

Levels and shares of those affected by the Raise the Wage Act of 2021 who are essential and front-line workers

Worker category	Total workforce in 2025 (millions)	Affected (millions)	Category's share of 32.2 million affected workers
<i>All occupations</i>	151.7	32.2	100.0%
<i>Critical infrastructure workers</i>	109.8	22	68.3%
<i>Workers who couldn't telecommute (pre-pandemic)</i>	105.4	28	87.1%
<i>Workers who can't telecommute (in pandemic)</i>	115.3	28.2	87.6%
<i>Critical infrastructure workers who couldn't telecommute (pre-pandemic)</i>	83.7	19.9	61.9%
<i>Critical infrastructure workers who can't telecommute (in pandemic)</i>	84.9	19.4	60.2%

Source: Authors' calculations using the following occupation definitions: critical infrastructure occupations (LMI Institute 2020); pre-pandemic teleworkable occupations (Dingel and Neiman 2020); and during pandemic teleworking occupations (authors' calculations from 2020 Current Population Survey data).

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raising the minimum wage grows. That is because workers in both the cannot-telework categories are paid less on average than workers in the critical infrastructure category. The Raise the Wage Act would benefit between 28.0 million and 28.2 million workers who cannot work from home—constituting between 87.1% and 87.6% of the total affected workforce. Other EPI research has found that Black, Latinx, and Native American workers are the least likely to be in jobs that allow them to work from home (Wilson 2020).

Even when we restrict our analysis to workers in both critical infrastructure and nontelework occupations, we find a significant impact.² The Raise the Wage Act would lift the pay of between 19.4 million and 19.9 million such workers, or roughly six out of 10 of all affected workers.

Regardless of the specific definition, it is clear that tens of millions of essential and front-line workers are underpaid and would benefit from a much higher minimum wage.

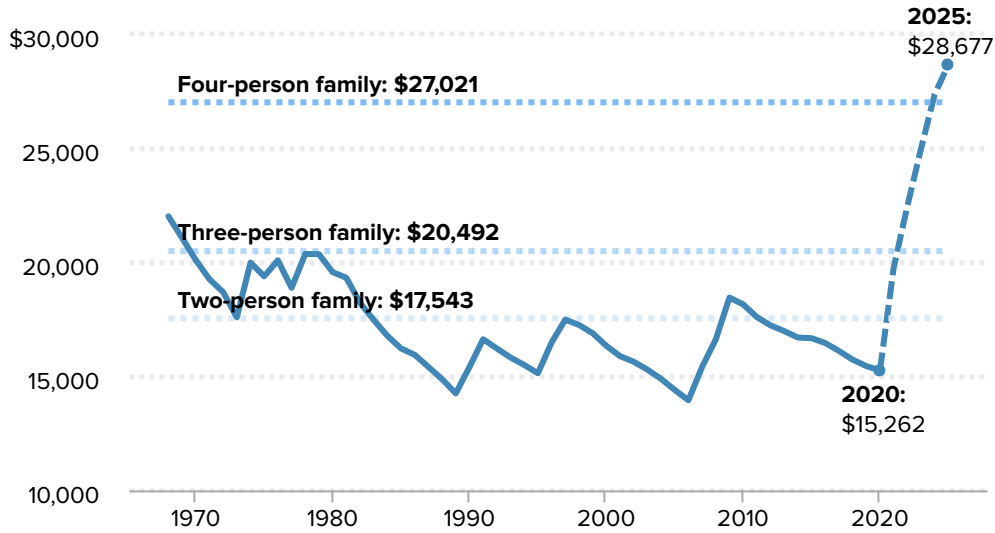
Poverty would decrease and economic security would increase under a \$15 minimum wage

The five-decade decline and stagnation of the minimum wage has prevented millions of people, often children, from maintaining an adequate standard of living. Notably among

Figure E

At \$15 in 2025, the federal minimum wage would no longer be a poverty wage

Annual wage income for a full-time federal minimum wage worker compared with various poverty thresholds (2021\$), 1968–2025



Sources: Authors' calculations of federal minimum wage values (adjusted for inflation using the CPI-U-RS and inflation projections from the Congressional Budget Office 2020), and 2019 weighted average poverty thresholds from U.S. Census Bureau 2020, adjusted to 2021 dollars.

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minimum wage workers struggling to get by are those whose incomes are so low they fall under the federal poverty threshold.

Poverty reduction

From its origins, the minimum wage has been an important policy tool in the fight against poverty. The Fair Labor Standards Act was enacted in 1938 “to protect this Nation from the evils and dangers resulting from wages too low to buy the bare necessities of life.”³ Thirty years later, higher wages were one of five key demands of the Economic Bill of Rights of the 1968 Poor People’s Campaign (Johnson 2018).

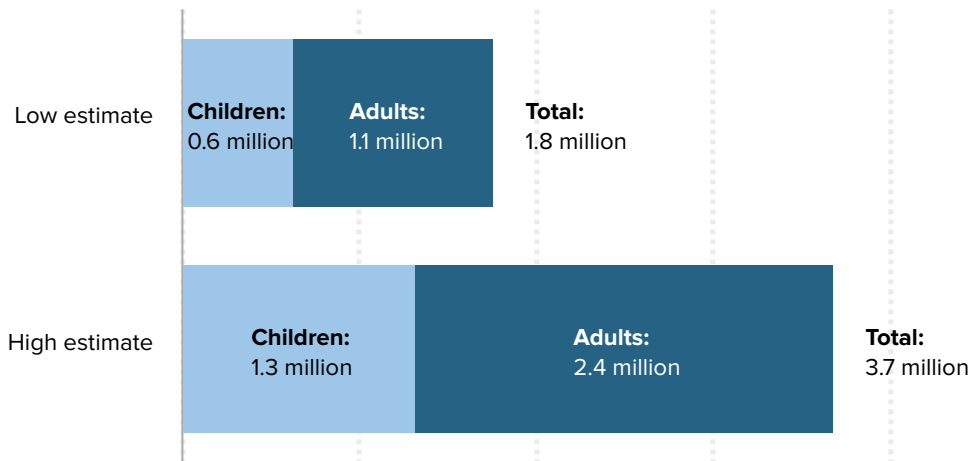
Unfortunately, infrequent and inadequate increases in the national minimum have reduced it to a poverty wage. **Figure E** shows that a full-time minimum wage worker in 1968 would have earned roughly \$22,000 a year (in 2021 dollars), but today their counterpart could earn only about \$15,000 working full time. As a consequence, a single parent working full time would be in poverty if they earned the federal minimum wage and had no other source of income.

In 2019, about 29.1 million children and nonelderly adults lived in poverty (Semega et al. 2020). By raising wages for some full-time workers above their respective poverty threshold, the Raise the Wage Act would play a meaningful role in reducing the extent of hardship among low-wage workers and their families.

Figure F

The Raise the Wage Act would significantly reduce poverty, especially for children

Range of estimates of the number of children and nonelderly adults who would no longer be in poverty in 2025 if the Raise the Wage Act of 2021 is passed



Notes: Using already scheduled state and local minimum wage increases, we estimate the employment-weighted minimum wage would be \$11.53 in 2025 without the Raise the Wage Act, or \$15.19 with the Raise the Wage Act, a log difference of 0.276. We apply that difference to the range of long-run poverty rate elasticities in Table 7 of Dube (2019b), or -0.220 to -0.459, and to the nonelderly poverty rates in Table B-1 of Census (2020).

Source: Authors' calculations from Census (2020), Dube (2019b), and projected state, local, and federal minimum wages in 2025.

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A \$15 minimum wage by 2025 would reduce the number of people living in poverty by up to 3.7 million (see **Figure F**). To calculate this poverty reduction, we apply poverty reduction estimates from Dube (2019b) to the average minimum wage increase expected under the Raise the Wage Act. Dube finds that a 10% increase in the minimum wage reduces nonelderly poverty by somewhere between 2% and 4%. After accounting for already scheduled state and local minimum wage increases, we find that the Raise the Wage Act would raise the average, effective minimum wage across the United States by 30% in 2025, thus reducing the number of nonelderly people in poverty by between 6% and 12%, or roughly 1.8 million to 3.7 million people. If we assume the age distribution of poverty reduction is similar to the actual poverty distribution, the Raise the Wage Act would raise 1.3 million children out of poverty.⁴

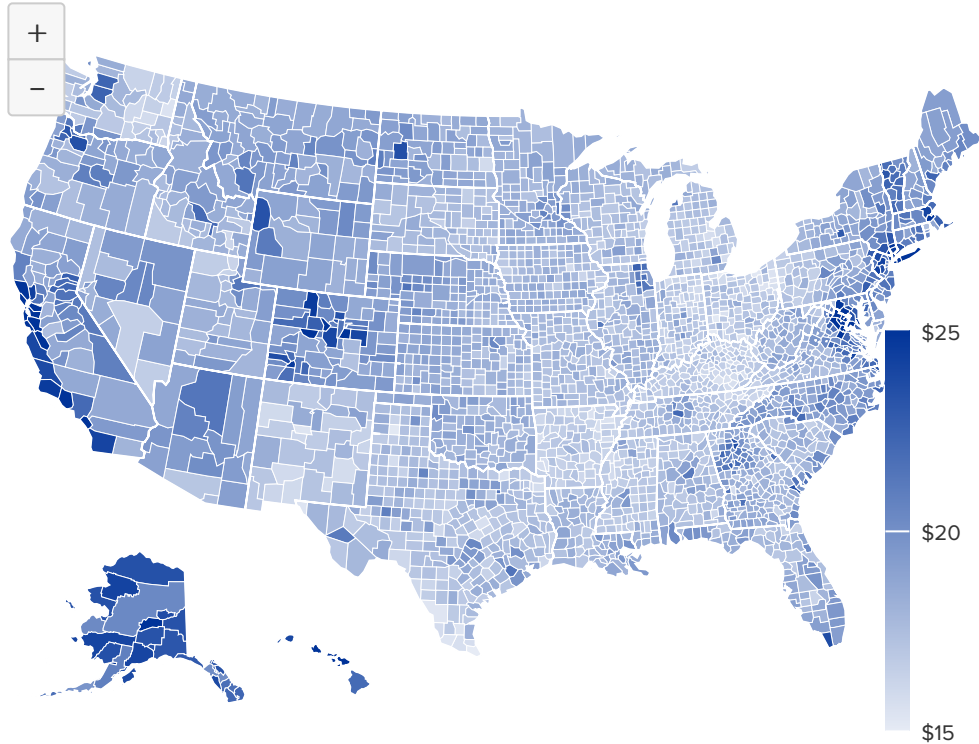
Providing wages adequate to cover the most basic family budget

A broader look at the needs of families reinforces the necessity of a substantial increase in the minimum wage. One well-known downside of the “official” poverty measures is that they are an incomplete measure of economic security for families. As a result, EPI has designed **Family Budget** thresholds to estimate area-specific incomes needed to cover

Figure G

All across the country, workers need at least \$15 an hour today

Full-time, full-year hourly wages and annual income required for a single adult to meet their family budget threshold in 2021, by county



Notes: County-specific annual family budget thresholds for a single adult are adjusted to 2021 dollars, and hourly wage thresholds calculated assuming 40 hours per week, 52 weeks per year.

Source: Authors' calculations using the Economic Policy Institute [Family Budget Calculator](#).

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basic expenses like housing, food, transportation, health care, taxes, and other necessities (Gould, Mokhiber, and Bryant 2018; EPI 2018).⁵

By any reasonable standard, the Family Budget thresholds are very conservative. For example, they do not account for savings of any kind, such as for emergencies or retirement, or for any entertainment—they are simple calculations of what it takes to cover basic necessities on a month-to-month basis. Yet to meet their Family Budget thresholds, today, in all but two of the 3,000+ counties in the U.S.—both urban and rural—a single adult without children must earn more than \$15 per hour and work full-time, all year long (see **Figure G**).⁶

Rising costs of living imply that, in 2025, workers all across the country will need even more to support themselves and their families. In the average rural area of Alabama or Mississippi, a single adult without children will need to work full time and earn at least \$18.50 per hour in 2025. In cities like Chicago, Miami, and Phoenix, a single adult will need

even more—at least \$20 per hour in 2025.⁷ In some cities, like New York and San Francisco, that number will approach—or exceed—\$30 per hour. And of course when a family includes children, the wage needed to just afford the basics increases dramatically.

A \$15 minimum wage would advance gender justice

In addition to the disproportionate impact that it would have for workers of color and those in essential and front-line jobs, raising the federal minimum wage would broadly benefit women workers. As shown in **Table 2**, a \$15 minimum wage in 2025 would provide a pay raise to nearly 19 million women—roughly one in four women workers in the United States. Women make up nearly 60% of all those who would benefit from the policy.

A \$15 minimum wage would benefit adults in their career-building years who help support their families

There is sometimes a perception that the workers who would benefit from a higher minimum wage are mostly teenagers in their first jobs. In fact, the data show that most of the workers who would benefit from a federal increase to \$15 are older and full-time workers. Past research shows that many of these workers are likely supporting families (Cooper 2019). Table 2 shows that only 10% of affected workers are teenagers while 65.8% are 25 years old or older. The average age of affected workers is 35 years old. Fifty-nine percent of affected workers work 35 hours per week or more, and more than a quarter have children. In fact, raising the federal minimum wage to \$15 would provide a raise to nearly one in three working single parents.

Table 2 also shows that the majority of workers who would receive a raise come from families with limited means. Nearly 57% of affected workers are in families with total annual incomes less than \$50,000. For these families, every additional dollar they receive has a meaningful impact on their ability to make ends meet. (More detailed demographic statistics are available in Appendix Table 3.)

A \$15 minimum wage in 2025 would benefit the economy

The immediate benefits of a minimum wage increase are in the earnings boost for the lowest-paid workers, but increasing the minimum wage to \$9.50 this year and the increases thereafter would deliver broader benefits to the economy, particularly now. The economy is still reeling from the stunning collapse of economic activity during the COVID-19 pandemic. Extra dollars in the pockets of millions of working families would help by boosting aggregate demand. Economists generally recognize that low-wage workers are more likely than any other income group to spend any extra earnings immediately on

Table 2

A \$15 minimum wage in 2025 would raise pay for workers broadly across demographic categories

Demographic characteristics of workers who would be affected by the Raise the Wage Act of 2021

Group	Total estimated workforce (millions)	Total affected (millions)	Share of group who are affected	Group's share of total affected
All workers	151.7	32.2	21.2%	100.0%
Gender				
Women	73.5	19.0	25.8%	59.0%
Men	78.3	13.2	16.9%	41.0%
Age				
Age 19 or younger	5.4	3.3	60.4%	10.1%
Age 20 or older	146.3	28.9	19.8%	89.9%
Ages 16–24	20.6	11.0	53.3%	34.2%
Ages 25–54	99.2	16.5	16.7%	51.4%
Age 55 or older	31.9	4.7	14.6%	14.5%
Family status				
Married parent	38.3	4.6	11.9%	14.2%
Single parent	13.9	4.4	31.6%	13.7%
Married, no children	39.2	5.0	12.8%	15.5%
Unmarried, no children	60.3	18.2	30.2%	56.6%
Family income				
Less than \$50,000	46.6	18.2	39.0%	56.5%
\$50,000–\$99,999	48.9	8.4	17.2%	26.2%
\$100,000 or more	54.9	4.9	8.9%	15.3%
Work hours				
Less than full time (< 35 hours)	30.7	13.2	43.0%	41.0%
Full time (35+ hours)	121.0	19.0	15.7%	59.0%

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

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previously unaffordable basic needs or services. Indeed, research by Cooper, Luengo-Prado, and Parker (2019) finds that minimum wage increases are associated with higher consumer spending, particularly in places with higher concentrations of low-wage workers.

The perennial concern raised about minimum wage increases is their effects on the

employment of low-wage workers. By raising the cost of labor, do minimum wage increases cause businesses to employ significantly fewer workers, threatening the incomes of the low-wage workforce overall? The answer from empirical research on previous minimum wage increases is a clear “no.” In his comprehensive review of minimum wage research, Dube (2019a) concludes that “the overall body of evidence suggests a rather muted effect of minimum wages to date on employment” and “the weight of the evidence suggests any job losses are quite small.” For every 10% change in the average wage of low-wage workers, the median employment effect across studies was essentially zero.

Some of these studies and more recent research show that there have been little to no employment losses for even the highest minimum wages enacted at state or local levels. Cengiz et al. (2019) found that both the typical minimum wage increases and also the highest state-level minimum wage increase significantly raised wages without reducing the employment of low-wage workers. Derenoncourt and Montialoux (2021) demonstrated that highest national minimum wage we’ve had—in 1968, the equivalent of \$10.59 per hour in 2021 dollars—also raised wages and significantly reduced Black–white earnings inequality without employment losses. Using data from low-wage counties, where minimum wage increases have raised labor costs much more than in high-wage labor markets, Godoey and Reich (2021) found that the policies significantly reduced poverty and had essentially no employment impact. Dube and Lindner (2021) found that 21 city-level minimum wage increases raised wages in those cities with little effect on the number of low-wage jobs.

Economists typically measure how “high” a new minimum wage is by where it would cut into the existing wage distribution. One such measure is the ratio of the minimum-to-median wage, with the median of course representing the worker at the very middle of the wage distribution. The \$15 minimum wage in 2025 under the Raise the Wage Act would be 66.8%, or approximately two-thirds, of the projected national median wage.⁸ Dube and Lindner (2021) and Godoey and Reich (2021) found little employment impacts from minimum wage increases, even though the counties and cities they studied had minimum-to-median wage ratios of up to roughly 80%.

Another measure of the “bite” of the minimum wage is the share of the workforce affected by the policy. According to this statistic, the highwater 1968 national minimum wage is remarkably similar to the Raise the Wage Act. Estimates from Derenoncourt and Montialoux (2021) suggest that the 1968 policy directly affected an estimated 16.1% of the overall workforce and 28.8% of Black workers.⁹ Above we estimate similar shares for a \$15 minimum wage in 2025: 14.5% of all workers and 23.2% of Black workers would be directly affected. Given that the 1968 policy raised the incomes of the low-wage workforce without substantial job loss, we should feel confident that a phased-in \$15 minimum wage in 2025 would do the same.

Despite such evidence, some still may maintain that concerns about job losses are warranted. To put these concerns in perspective, consider the predictions of CBO (2021), which estimated that a \$15 minimum wage by 2025 would reduce low-wage employment by about 1.4 million. There are three reasons why this estimate is overstated. First, that

particular employment reduction estimate is not well supported by the best research or even the typical minimum wage study; in Dube (2019a), the median estimate of the own-wage elasticity was -0.04 , less than one-tenth the size of the employment response. Second, because CBO (2021) also estimated that a \$15 minimum wage in 2025 would raise the earnings of 27 million workers, even accepting at face value the job loss estimate implies that about 95% of the low-wage workforce would benefit from the policy. Third, the focus on job loss gives the misleading impression that the policy would cause many workers to have no income over the course of a year; but because of the high degree of churn in the low-wage labor market, what is measured as job losses will actually be low-wage workers spending more time in between jobs, but earning more when they do work (Cooper, Mishel, and Zipperer 2018).

Minimum wage increases are extremely popular. Moreover, the highest approval of minimum wage increases comes from those groups who critics say are most likely to suffer job losses. An analysis of the 2016 American National Election Survey by Aaron Sojourner estimates that more than seven in 10 unemployed workers approved of raising the minimum wage (Sojourner 2021). **Figure H** also shows that the unemployed favor raising the minimum wage by an 11 percentage-point margin over those already employed. A stronger preference for minimum wage increases holds for other demographic groups who face greater obstacles in the labor market. Black and Hispanic adults are significantly more likely to approve of minimum wage increases than white adults. Women approve of minimum wage increases significantly more than men, with similar approval margins between those without and with a college degree.

Even with these margins, most demographic groups overwhelmingly approve of minimum wage increases. In fact, voters have approved every one of 22 state-level minimum wage increases on the ballot over the last two decades.¹⁰

Conclusion

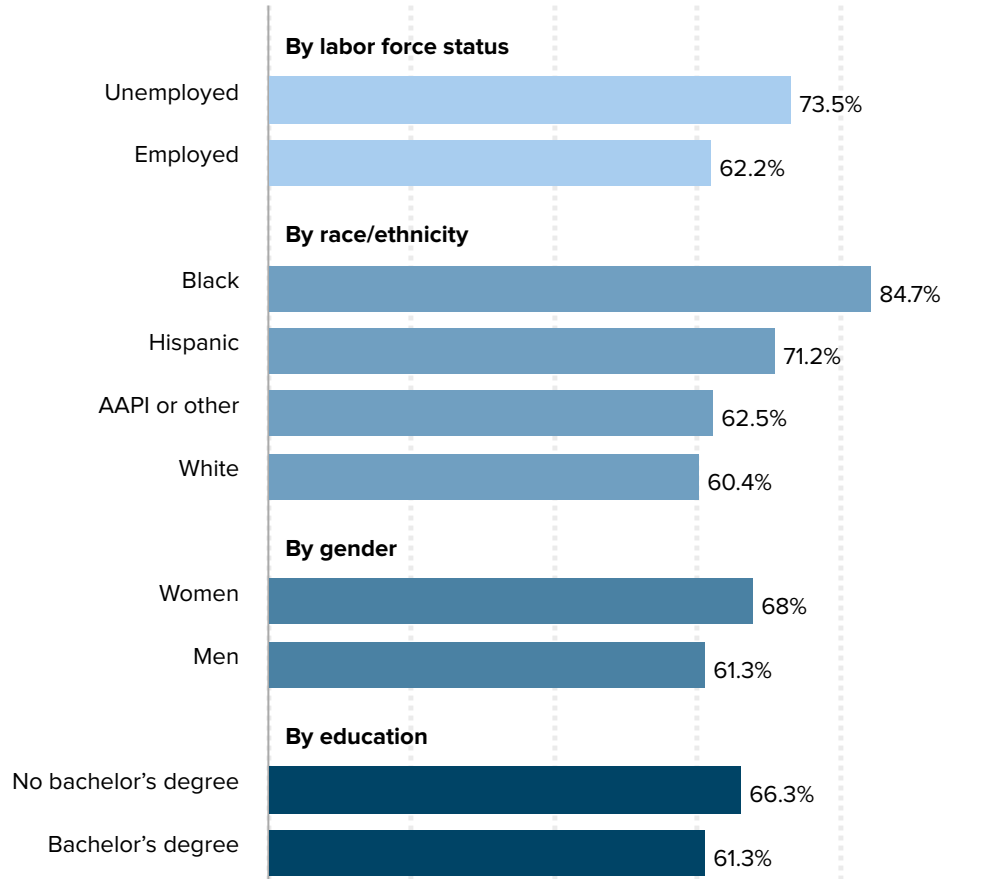
Currently, about four in 10 workers in the United States live in a state where minimum wages are eventually scheduled to rise to \$15 per hour.¹¹ Yet without a stronger federal standard, most low-wage workers in this country will continue to experience the hardships and indignity of low pay.

The Raise the Wage Act charts the path forward to where we, as a society, should target a minimum wage in 2025. Raising the federal minimum wage to \$15 by 2025 would secure a long-overdue improvement in living standards for the lowest-wage workers and will finally help ensure that full-time work is a means to escape poverty. The policy would significantly reduce long-standing race- and gender-based pay inequities and the inequities between how tipped and nontipped workers are treated. Finally, by automatically linking future increases to median wage growth, it will prevent those with the lowest pay from slipping behind.

Figure H

Minimum wage increases are overwhelmingly popular

Shares of people who want to raise the minimum wage, by demographic group, 2016



Source: Authors' calculations from American National Elections Studies (2019).

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Endnotes

1. Cooper and Kroeger (2017) explain how the tipped minimum wage is supposed to work and the problems with it: “In most states and under federal law, employers of workers who customarily receive tips—such as restaurant servers and nail salon attendants—may credit workers’ tips against their required minimum wage. For example, federal law allows employers to pay tipped workers as little as \$2.13 per hour, provided that the employees’ tips over the course of a week raise their effective hourly pay to at least the minimum wage. If the tips are inadequate, employers are required to make up the difference. Unfortunately, policing this requirement is largely left to the tipped workers themselves, who would need to carefully track their weekly hours and tips to know if employers were paying an adequate base wage. Moreover, the FLSA and most state tipped wage laws do not specify the period over which weekly tips are supposed to be calculated, nor do they specify how employers are to treat secondary tipping—when tipped workers share a portion of their tips with support staff....The opaqueness of tipped wage laws leaves most tipped workers with little knowledge of their rights and particularly open to abuse.”
2. The combination of critical infrastructure jobs and nontelework jobs is similar to approaches used by Blau, Koebe, and Meyerhofer (2020) and Goodnough and Hoffman (2020).
3. S. Rep. No. 75-884, at 4 (1937).
4. Using already scheduled state and local minimum wage increases, we estimate the employment-weighted minimum wage (with no change in the federal minimum) will be \$11.53 in 2025. We apply the 0.263 log point increase to \$15 to the range of long-run poverty rate elasticities in Table 7 of Dube (2019b), or -0.220 to -0.459, and to the nonelderly poverty rates in Table B-1 of U.S. Census Bureau 2020, which estimated that of 270.1 million children and nonelderly adults, 29.1 million lived in poverty, of which 35.9% were under the age of 18.
5. Gould, Cooke, and Kimball (2015) observe that “official” poverty rate methodology was designed in 1963 and has only been adjusted to account for overall inflation, and they contrast poverty thresholds and Family Budget thresholds.
6. After adjusting the 2017\$ values in the Family Budget Calculator to 2021\$, only Lucas County, Ohio (\$14.80), and Cameron County, Texas (\$14.96), have family budget thresholds below \$15 an hour for a single adult without children. We can expect that the Family Budget thresholds for both counties will exceed a \$15 hourly equivalent by 2022.
7. Chicago (Cook County, \$20.42), Miami (Miami-Dade County, \$20.63), Phoenix (Maricopa County, \$20.80).
8. The median hourly wage in 2019 was \$19.33, and it would be \$22.46 in 2025 assuming 0.5% real wage growth on top of CBO’s (2021) CPI-U inflation projections.
9. Specifically, Derenoncourt and Montialoux (2021) estimated that, in the year prior to the 1968 increase, 16.1% of the overall workforce and 28.8% of Black workers would be directly affected by the new policy.
10. There have been 27 state-level ballot initiatives since 1996, and only two failed in that year. See Ballotpedia (2021).
11. Economic Policy Institute calculation using Current Employment Statistics data from the Bureau of Labor statistics. Values calculated using the listed states’ share of total U.S. nonfarm employment

in calendar year 2019 (prior to the COVID-19 pandemic). For recent minimum wage changes, see the Economic Policy Institute Minimum Wage Tracker, <https://www.epi.org/minimum-wage-tracker/>.

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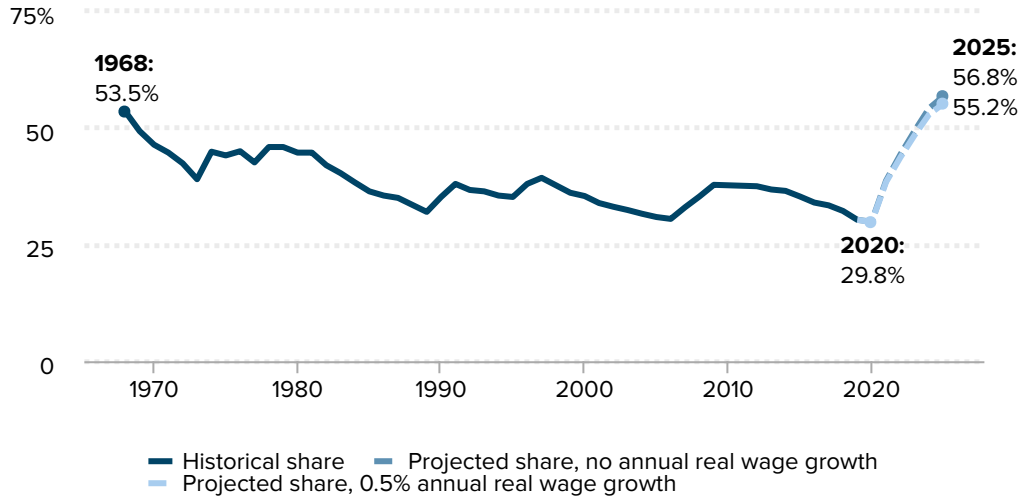
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Raising the federal minimum wage to \$15 in 2025 would eliminate decades of growing wage inequality between the lowest-paid and the typical U.S. worker

Federal minimum wage as a share of the national full-time, full-year median wage, actual, and projected under the Raise the Wage Act of 2021



Notes: Inflation measured using the CPI-U-RS and CBO CPI-U projections.

Source: EPI analysis of the Fair Labor Standards Act and amendments, the Raise the Wage Act of 2021, and Current Population Survey (CPS) Annual Social and Economic Supplement microdata.

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Summary of minimum wage increases under the Raise the Wage Act of 2021, and number of workers affected by the increases, 2021–2025

Date	New minimum wage	Increase over previous minimum wage	New tipped minimum wage	Tipped minimum increase	Total estimated U.S. workforce (thousands)	Directly affected (thousands)	Indirectly affected (thousands)	Total affected (thousands)	Affected workers' share of U.S. workforce
October 2021	\$9.50	\$2.25	\$4.95	\$2.82	148,172	3,279	4,996	8,275	5.6%
October 2022	\$11.00	\$1.50	\$6.95	\$2.00	149,020	6,591	7,075	13,666	9.2%
October 2023	\$12.50	\$1.50	\$8.95	\$2.00	149,893	13,296	8,653	21,950	14.6%
October 2024	\$14.00	\$1.50	\$10.95	\$2.00	150,791	18,670	10,190	28,860	19.1%
October 2025	\$15.00	\$1.00	\$12.95	\$2.00	151,716	22,055	10,126	32,181	21.2%

Notes: Values reflect the results of the proposed changes in the federal minimum wage under the Raise the Wage Act of 2021. As of March 2021, the federal minimum wage is \$7.25 an hour and the federal tipped minimum wage is \$2.13 per hour. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. Directly affected workers will see their wages rise as the new minimum wage rate exceeds their existing hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage. Wage increase totals are cumulative of all preceding steps.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

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Wage impacts of increasing the minimum wage under the Raise the Wage Act of 2021, 2021–2025 (2021\$)

Date	New minimum wage (nominal)	New minimum wage (2021\$)	New tipped minimum wage (nominal)	New tipped minimum wage (2021\$)	Directly affected workers				All (directly & indirectly) affected workers			
					Total real wage increase (thousands)	Change in avg. real hourly wage	Change in avg. real annual income (year-round workers)	Real percent change in avg. annual income	Total real wage increase (thousands)	Change in avg. real hourly wage	Change in avg. real annual earnings (year-round workers)	Real percent change in avg. annual earnings
October 2021	\$9.50	\$9.50	\$4.95	\$4.95	\$5,691,568	\$1.25	\$1,737	14.4%	\$9,535,554	\$0.77	\$1,153	6.9%
October 2022	\$11.00	\$10.80	\$6.95	\$6.82	\$17,119,724	\$1.77	\$2,602	18.1%	\$24,074,412	\$1.15	\$1,763	9.6%
October 2023	\$12.50	\$12.01	\$8.95	\$8.60	\$40,107,467	\$1.96	\$3,027	17.7%	\$48,602,487	\$1.40	\$2,219	10.9%
October 2024	\$14.00	\$13.16	\$10.95	\$10.29	\$72,148,091	\$2.43	\$3,866	20.5%	\$83,247,648	\$1.78	\$2,885	13.0%
October 2025	\$15.00	\$13.79	\$12.95	\$11.90	\$95,710,521	\$2.68	\$4,340	21.7%	\$108,412,570	\$2.06	\$3,369	14.5%

Notes: Values reflect the results of the proposed changes in the federal minimum wage under the Raise the Wage Act of 2021. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage. Wage increase totals are cumulative of all preceding steps.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

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Appendix
Table 3
Demographic characteristics of workers who would be affected by increasing the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected	Change in avg. annual earnings (year-round workers, 2021\$)
All workers	151,716	22,055	14.5%	10,126	6.7%	32,181	21.2%	100.0%	\$3,369
Gender									
Women	73,456	13,220	18.0%	5,759	7.8%	18,979	25.8%	59.0%	\$3,541
Men	78,260	8,835	11.3%	4,367	5.6%	13,202	16.9%	41.0%	\$3,122
Age									
Age 19 or younger	5,382	2,941	54.6%	311	5.8%	3,252	60.4%	10.1%	\$4,237
Age 20 or older	146,334	19,114	13.1%	9,815	6.7%	28,928	19.8%	89.9%	\$3,271
Ages 16–24	20,621	9,038	43.8%	1,953	9.5%	10,991	53.3%	34.2%	\$4,089
Ages 25–39	51,498	6,799	13.2%	3,900	7.6%	10,699	20.8%	33.2%	\$3,384
Ages 40–54	47,673	3,351	7.0%	2,482	5.2%	5,833	12.2%	18.1%	\$2,830
Age 55 or older	31,924	2,868	9.0%	1,790	5.6%	4,658	14.6%	14.5%	\$2,310
Race/ethnicity									
White	89,609	10,897	12.2%	5,617	6.3%	16,514	18.4%	51.3%	\$3,152
Black	18,073	4,185	23.2%	1,471	8.1%	5,656	31.3%	17.6%	\$3,628
Hispanic	29,794	5,490	18.4%	2,260	7.6%	7,750	26.0%	24.1%	\$3,490
AAPI	9,966	703	7.1%	462	4.6%	1,165	11.7%	3.6%	\$4,267
Other race/ethnicity	4,274	781	18.3%	315	7.4%	1,096	25.6%	3.4%	\$3,493
Not person of color	89,609	10,897	12.2%	5,617	6.3%	16,514	18.4%	51.3%	\$3,152
Person of color	62,107	11,158	18.0%	4,508	7.3%	15,667	25.2%	48.7%	\$3,598
Family status									
Married parent	38,311	2,693	7.0%	1,868	4.9%	4,561	11.9%	14.2%	\$2,945
Single parent	13,904	3,059	22.0%	1,336	9.6%	4,395	31.6%	13.7%	\$3,719
Married, no children	39,159	2,951	7.5%	2,048	5.2%	5,000	12.8%	15.5%	\$2,603
Unmarried, no children	60,342	13,352	22.1%	4,873	8.1%	18,225	30.2%	56.6%	\$3,601
Education									
Less than high school	15,086	4,994	33.1%	1,352	9.0%	6,346	42.1%	19.7%	\$3,880
High school	37,567	8,124	21.6%	3,755	10.0%	11,878	31.6%	36.9%	\$3,365
Some college, no degree	34,837	6,692	19.2%	2,994	8.6%	9,686	27.8%	30.1%	\$3,384
Associate degree	13,786	1,363	9.9%	964	7.0%	2,326	16.9%	7.2%	\$2,700
Bachelor's degree or higher	50,442	882	1.7%	1,062	2.1%	1,944	3.9%	6.0%	\$2,451
Family income									
Less than \$25,000	17,353	7,541	43.5%	2,118	12.2%	9,659	55.7%	30.0%	\$3,900
\$25,000–\$49,999	29,264	5,213	17.8%	3,304	11.3%	8,518	29.1%	26.5%	\$3,102
\$50,000–\$74,999	27,150	3,349	12.3%	1,894	7.0%	5,244	19.3%	16.3%	\$3,090
\$75,000–\$99,999	21,768	2,057	9.4%	1,125	5.2%	3,182	14.6%	9.9%	\$3,134
\$100,000–\$149,999	28,483	2,063	7.2%	1,028	3.6%	3,091	10.9%	9.6%	\$3,187
\$150,000 or more	26,435	1,244	4.7%	579	2.2%	1,824	6.9%	5.7%	\$3,213
Family income-to-poverty ratio									
At or below the poverty line	30,712	10,807	35.2%	5,396	17.6%	16,203	52.8%	19.7%	\$4,290

Appendix
Table 3
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected	Change in avg. annual earnings (year-round workers, 2021\$)
100–199% poverty	21,469	6,637	30.9%	2,981	13.9%	9,618	44.8%	29.9%	\$3,355
200–399% poverty	47,382	6,325	13.3%	4,053	8.6%	10,378	21.9%	32.2%	\$3,018
400% or above	72,057	3,697	5.1%	2,139	3.0%	5,836	8.1%	18.1%	\$3,014
<i>Work hours</i>									
Part-time (<20 hours)	8,620	2,748	31.9%	679	7.9%	3,427	39.8%	10.6%	\$1,813
Mid-time (20–34 hours)	22,092	7,632	34.5%	2,134	9.7%	9,766	44.2%	30.3%	\$3,581
Full-time (35+ hours)	121,004	11,675	9.6%	7,313	6.0%	18,987	15.7%	59.0%	\$3,541
<i>Industry</i>									
Agriculture, forestry, fishing, hunting	2,424	422	17.4%	170	7.0%	592	24.4%	1.8%	\$3,651
Construction	8,576	716	8.3%	527	6.1%	1,243	14.5%	3.9%	\$2,112
Manufacturing	16,577	1,400	8.4%	926	5.6%	2,326	14.0%	7.2%	\$2,468
Wholesale trade	4,084	389	9.5%	221	5.4%	610	14.9%	1.9%	\$2,621
Retail trade	17,661	4,790	27.1%	1,527	8.6%	6,318	35.8%	19.6%	\$2,799
Transportation, warehousing, utilities	8,075	594	7.4%	397	4.9%	991	12.3%	3.1%	\$2,200
Information	3,169	193	6.1%	99	3.1%	292	9.2%	0.9%	\$2,290
Finance, insurance, real estate	9,640	466	4.8%	338	3.5%	804	8.3%	2.5%	\$1,897
Professional, scientific, management, technical services	9,654	281	2.9%	191	2.0%	472	4.9%	1.5%	\$1,846
Administrative, support, and waste management	6,063	1,266	20.9%	502	8.3%	1,768	29.2%	5.5%	\$2,718
Education	14,853	1,378	9.3%	634	4.3%	2,012	13.5%	6.3%	\$2,133
Health care	21,813	3,064	14.0%	1,385	6.3%	4,449	20.4%	13.8%	\$2,673
Arts, entertainment, recreational services	3,077	736	23.9%	333	10.8%	1,069	34.7%	3.3%	\$3,549
Accommodation	1,819	546	30.0%	248	13.6%	794	43.6%	2.5%	\$3,694
Restaurants and food service	10,430	4,337	41.6%	1,657	15.9%	5,994	57.5%	18.6%	\$5,763
Other services	6,104	1,226	20.1%	761	12.5%	1,986	32.5%	6.2%	\$5,133
Public administration	7,697	251	3.3%	211	2.7%	462	6.0%	1.4%	\$1,966
<i>Tipped status</i>									
Nontipped workers	147,530	20,400	13.8%	8,290	5.6%	28,690	19.4%	89.2%	\$2,704
Tipped workers	4,186	1,655	39.5%	1,836	43.8%	3,491	83.4%	10.8%	\$8,831
<i>Sector</i>									
For-profit	115,687	19,130	16.5%	8,612	7.4%	27,742	24.0%	86.2%	\$3,524
Nonprofit	13,286	1,370	10.3%	651	4.9%	2,022	15.2%	6.3%	\$2,458
Government	22,743	1,555	6.8%	862	3.8%	2,417	10.6%	7.5%	\$2,345

Notes: Values reflect the population likely to be affected by the proposed changes in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the

Appendix new minimum wage. AAPI refers to Asian American/Pacific Islander.

Table 3
(cont.)
Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Appendix
Table 4
Summary of impact of increasing the minimum wage to \$15 by 2025 (in 2025), by state

State	Total estimated state workforce (thousands)	Directly affected (thousands)	Share of state workforce directly affected	Indirectly affected (thousands)	Share of state workforce indirectly affected	Total affected (thousands)	Total share of state workforce affected	State's share of total affected nationally	Change in total annual wages of state's affected workers (2021\$, thousands)	Change in avg. annual earnings of state's affected year-round workers (2021\$)	Real percent change in avg. annual earnings
U.S. total	151,716	22,055	14.5%	10,126	6.7%	32,181	21.2%	100.0%	\$108,412,570	\$3,369	14.5%
Alabama	2,030	532	26.2%	166	8.2%	698	34.4%	2.2%	\$3,194,115	\$4,576	20.8%
Alaska	347	57	16.5%	28	8.2%	86	24.7%	0.3%	\$230,932	\$2,698	10.5%
Arizona	3,089	523	16.9%	314	10.2%	837	27.1%	2.6%	\$1,358,784	\$1,624	6.5%
Arkansas	1,257	323	25.7%	116	9.2%	440	35.0%	1.4%	\$1,203,226	\$2,737	11.2%
California	19,142	5	0.0%	4	0.0%	9	0.0%	0.0%	*	*	*
Colorado	2,748	305	11.1%	247	9.0%	551	20.1%	1.7%	\$839,531	\$1,523	6.1%
Connecticut	1,777	21	1.2%	26	1.5%	47	2.6%	0.1%	\$295,911	\$6,292	25.0%
Delaware	443	86	19.4%	35	7.9%	121	27.3%	0.4%	\$452,452	\$3,740	16.8%
District of Columbia	373	3	0.9%	7	1.9%	10	2.8%	0.0%	*	*	*
Florida	9,128	2,019	22.1%	991	10.9%	3,010	33.0%	9.4%	\$3,632,684	\$1,207	4.6%
Georgia	4,654	1,081	23.2%	425	9.1%	1,506	32.4%	4.7%	\$6,209,718	\$4,124	18.1%
Hawaii	723	124	17.2%	68	9.4%	192	26.6%	0.6%	\$445,260	\$2,318	9.4%
Idaho	731	186	25.4%	67	9.1%	252	34.5%	0.8%	\$999,938	\$3,963	17.6%
Illinois	6,171	56	0.9%	146	2.4%	202	3.3%	0.6%	\$653,826	\$3,230	11.3%
Indiana	3,066	604	19.7%	288	9.4%	892	29.1%	2.8%	\$3,180,939	\$3,566	16.1%
Iowa	1,534	357	23.3%	106	6.9%	463	30.2%	1.4%	\$1,662,600	\$3,591	16.9%
Kansas	1,387	316	22.8%	136	9.8%	452	32.6%	1.4%	\$1,658,089	\$3,670	16.5%
Kentucky	1,883	493	26.2%	158	8.4%	651	34.5%	2.0%	\$2,720,808	\$4,182	19.3%
Louisiana	1,986	539	27.1%	156	7.9%	695	35.0%	2.2%	\$3,355,384	\$4,826	21.1%
Maine	621	85	13.7%	63	10.2%	148	23.8%	0.5%	\$253,583	\$1,713	7.4%
Maryland	3,048	55	1.8%	46	1.5%	101	3.3%	0.3%	\$856,171	\$8,477	32.9%
Massachusetts	3,507	23	0.7%	85	2.4%	108	3.1%	0.3%	\$505,330	\$4,675	15.7%
Michigan	4,441	881	19.8%	358	8.1%	1,239	27.9%	3.9%	\$3,953,582	\$3,191	14.6%
Minnesota	2,802	247	8.8%	136	4.9%	384	13.7%	1.2%	\$772,978	\$2,015	9.9%
Mississippi	1,207	369	30.6%	115	9.6%	485	40.1%	1.5%	\$2,329,863	\$4,808	21.0%
Missouri	2,780	597	21.5%	235	8.5%	832	29.9%	2.6%	\$2,068,545	\$2,485	10.8%
Montana	467	108	23.0%	47	10.1%	155	33.2%	0.5%	\$436,270	\$2,818	13.0%
Nebraska	956	195	20.4%	92	9.6%	287	30.0%	0.9%	\$864,026	\$3,007	13.2%
Nevada	1,413	297	21.0%	198	14.0%	495	35.0%	1.5%	\$968,993	\$1,959	7.2%
New Hampshire	689	101	14.7%	52	7.5%	153	22.2%	0.5%	\$492,639	\$3,223	15.9%
New Jersey	4,407	33	0.8%	111	2.5%	144	3.3%	0.4%	\$828,562	\$5,761	19.8%
New Mexico	931	262	28.2%	80	8.6%	342	36.7%	1.1%	\$1,035,801	\$3,028	12.9%
New York	9,437	452	4.8%	531	5.6%	983	10.4%	3.1%	\$1,575,765	\$1,603	6.3%
North Carolina	4,572	1,073	23.5%	437	9.6%	1,509	33.0%	4.7%	\$6,233,002	\$4,129	18.2%
North Dakota	380	64	16.7%	32	8.3%	95	25.0%	0.3%	\$301,682	\$3,169	14.5%
Ohio	5,367	1,199	22.3%	446	8.3%	1,645	30.7%	5.1%	\$5,805,013	\$3,529	16.3%
Oklahoma	1,731	471	27.2%	136	7.8%	606	35.0%	1.9%	\$2,820,891	\$4,652	20.8%
Oregon	1,864	128	6.9%	112	6.0%	241	12.9%	0.7%	\$182,946	\$762	3.1%

Appendix
Table 4
(cont.)

State	Total estimated state workforce (thousands)	Directly affected (thousands)	Share of state workforce directly affected	Indirectly affected (thousands)	Share of state workforce indirectly affected	Total affected (thousands)	Total share of state workforce affected	State's share of total affected nationally	Change in total annual wages of state's affected workers (2021\$, thousands)	Change in avg. annual earnings of state's affected year-round workers (2021\$)	Real percent change in avg. annual earnings
<i>Pennsylvania</i>	5,965	1,286	21.6%	474	8.0%	1,760	29.5%	5.5%	\$7,038,503	\$3,999	18.9%
<i>Rhode Island</i>	519	75	14.5%	37	7.2%	112	21.6%	0.3%	\$328,087	\$2,921	13.3%
<i>South Carolina</i>	2,175	541	24.9%	189	8.7%	730	33.6%	2.3%	\$3,335,883	\$4,569	20.5%
<i>South Dakota</i>	418	89	21.4%	41	9.7%	130	31.1%	0.4%	\$402,426	\$3,094	13.6%
<i>Tennessee</i>	2,979	630	21.2%	272	9.1%	902	30.3%	2.8%	\$3,640,497	\$4,035	17.9%
<i>Texas</i>	13,509	3,351	24.8%	1,113	8.2%	4,464	33.0%	13.9%	\$20,562,056	\$4,606	19.9%
<i>Utah</i>	1,402	325	23.2%	117	8.4%	442	31.6%	1.4%	\$1,395,606	\$3,155	15.2%
<i>Vermont</i>	303	46	15.1%	28	9.2%	74	24.3%	0.2%	\$154,889	\$2,107	9.1%
<i>Virginia</i>	4,074	603	14.8%	332	8.2%	936	23.0%	2.9%	\$2,506,232	\$2,679	11.4%
<i>Washington</i>	3,441	3	0.1%	381	11.1%	384	11.2%	1.2%	\$265,352	\$691	2.8%
<i>West Virginia</i>	715	189	26.4%	62	8.6%	250	35.0%	0.8%	\$1,003,098	\$4,006	17.9%
<i>Wisconsin</i>	2,854	586	20.5%	257	9.0%	843	29.5%	2.6%	\$2,960,664	\$3,511	16.8%
<i>Wyoming</i>	275	63	22.9%	25	9.0%	88	31.9%	0.3%	\$356,967	\$4,070	18.0%

Notes: Values reflect the result of the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. Directly affected workers would 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 115% of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage. Values marked "" cannot be displayed because of sample size restrictions or because the affected number of workers is less than 1,500.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Appendix
Table 5

Demographic characteristics of women workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All women workers	73,456	13,220	18.0%	5,759	7.8%	18,979	25.8%	100.0%
Age								
Age 19 or younger	2,797	1,558	55.7%	148	5.3%	1,706	61.0%	9.0%
Age 20 or older	70,659	11,662	16.5%	5,610	7.9%	17,273	24.4%	91.0%
Ages 16–24	10,336	4,828	46.7%	936	9.1%	5,764	55.8%	30.4%
Ages 25–39	24,227	3,971	16.4%	2,070	8.5%	6,041	24.9%	31.8%
Ages 40–54	23,080	2,438	10.6%	1,601	6.9%	4,039	17.5%	21.3%
Age 55 or older	15,813	1,983	12.5%	1,151	7.3%	3,135	19.8%	16.5%
Race/ethnicity								
White	43,466	6,789	15.6%	3,450	7.9%	10,239	23.6%	53.9%
Black	9,884	2,524	25.5%	835	8.4%	3,359	34.0%	17.7%
Hispanic	13,091	3,003	22.9%	1,014	7.7%	4,017	30.7%	21.2%
AAPI	4,851	440	9.1%	281	5.8%	720	14.8%	3.8%
Other race/ethnicity	2,164	465	21.5%	179	8.3%	644	29.7%	3.4%
Not person of color	43,466	6,789	15.6%	3,450	7.9%	10,239	23.6%	53.9%
Person of color	29,989	6,431	21.4%	2,309	7.7%	8,740	29.1%	46.1%
Family status								
Married parent	16,622	1,872	11.3%	1,111	6.7%	2,983	17.9%	15.7%
Single parent	9,579	2,448	25.6%	977	10.2%	3,424	35.7%	18.0%
Married, no children	18,563	2,004	10.8%	1,305	7.0%	3,309	17.8%	17.4%
Unmarried, no children	28,692	6,897	24.0%	2,366	8.2%	9,263	32.3%	48.8%
Education								
Less than high school	5,871	2,554	43.5%	496	8.4%	3,049	51.9%	16.1%
High school	16,299	4,840	29.7%	2,050	12.6%	6,890	42.3%	36.3%
Some college, no degree	17,452	4,250	24.4%	1,835	10.5%	6,085	34.9%	32.1%
Associate degree	7,672	956	12.5%	663	8.6%	1,619	21.1%	8.5%
Bachelor's degree or higher	26,161	620	2.4%	716	2.7%	1,336	5.1%	7.0%
Family income								
Less than \$25,000	9,237	4,503	48.8%	1,071	11.6%	5,574	60.3%	29.4%
\$25,000–\$49,999	14,503	3,198	22.0%	1,806	12.5%	5,004	34.5%	26.4%
\$50,000–\$74,999	12,993	2,094	16.1%	1,162	8.9%	3,255	25.1%	17.2%
\$75,000–\$99,999	10,395	1,235	11.9%	712	6.8%	1,947	18.7%	10.3%
\$100,000–\$149,999	13,413	1,184	8.8%	631	4.7%	1,816	13.5%	9.6%
\$150,000 or more	12,238	677	5.5%	341	2.8%	1,018	8.3%	5.4%
Family income-to-poverty ratio								
At or below the poverty line	6,177	3,349	54.2%	498	8.1%	3,847	62.3%	20.3%
100–199% poverty	10,838	3,959	36.5%	1,606	14.8%	5,565	51.3%	29.3%
200–399% poverty	22,730	3,807	16.7%	2,341	10.3%	6,148	27.0%	32.4%
400% or above	33,711	2,105	6.2%	1,313	3.9%	3,418	10.1%	18.0%
Work hours								

Appendix
Table 5
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Part-time (< 20 hours)	5,555	1,745	31.4%	469	8.4%	2,214	39.9%	11.7%
Mid-time (20–34 hours)	14,062	4,775	34.0%	1,414	10.1%	6,188	44.0%	32.6%
Full-time (35+ hours)	53,839	6,700	12.4%	3,876	7.2%	10,577	19.6%	55.7%
Industry								
Agriculture, forestry, fishing, hunting	502	102	20.3%	35	7.1%	137	27.4%	0.7%
Construction	850	83	9.7%	51	6.0%	134	15.7%	0.7%
Manufacturing	4,832	702	14.5%	395	8.2%	1,098	22.7%	5.8%
Wholesale trade	1,238	157	12.7%	83	6.7%	240	19.4%	1.3%
Retail trade	8,751	2,918	33.3%	872	10.0%	3,790	43.3%	20.0%
Transportation, warehousing, utilities	2,054	210	10.2%	135	6.6%	345	16.8%	1.8%
Information	1,306	113	8.7%	59	4.5%	172	13.1%	0.9%
Finance, insurance, real estate	5,357	316	5.9%	242	4.5%	558	10.4%	2.9%
Professional, scientific, management, technical services	4,328	202	4.7%	139	3.2%	340	7.9%	1.8%
Administrative, support, and waste management	2,433	608	25.0%	214	8.8%	821	33.8%	4.3%
Education	10,155	995	9.8%	476	4.7%	1,470	14.5%	7.7%
Health care	17,200	2,616	15.2%	1,190	6.9%	3,807	22.1%	20.1%
Arts, entertainment, recreational services	1,442	385	26.7%	171	11.9%	557	38.6%	2.9%
Accommodation	1,055	387	36.7%	134	12.7%	521	49.4%	2.7%
Restaurants and food service	5,440	2,494	45.8%	929	17.1%	3,423	62.9%	18.0%
Other services	3,089	787	25.5%	511	16.5%	1,298	42.0%	6.8%
Public administration	3,423	145	4.2%	123	3.6%	268	7.8%	1.4%
Tipped status								
Nontipped workers	70,626	12,010	17.0%	4,574	6.5%	16,584	23.5%	87.4%
Tipped worker	2,830	1,210	42.8%	1,185	41.9%	2,395	84.6%	12.6%
Sector								
For-profit	52,042	11,202	21.5%	4,703	9.0%	15,905	30.6%	83.8%
Nonprofit	8,671	960	11.1%	475	5.5%	1,436	16.6%	7.6%
Government	12,743	1,057	8.3%	581	4.6%	1,638	12.9%	8.6%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage. AAPI refers to Asian American/Pacific Islander.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Demographic characteristics of Black workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All workers	18,073	4,185	23.2%	1,471	8.1%	5,656	31.3%	100.0%
Gender								
Women	9,884	2,524	25.5%	835	8.4%	3,359	34.0%	59.4%
Men	8,190	1,661	20.3%	636	7.8%	2,297	28.0%	40.6%
Age								
Age 19 or younger	583	336	57.7%	24	4.2%	360	61.9%	6.4%
Age 20 or older	17,491	3,848	22.0%	1,447	8.3%	5,295	30.3%	93.6%
Ages 16–24	2,573	1,386	53.9%	188	7.3%	1,574	61.2%	27.8%
Ages 25–39	6,421	1,559	24.3%	621	9.7%	2,181	34.0%	38.6%
Ages 40–54	5,759	712	12.4%	419	7.3%	1,131	19.6%	20.0%
Age 55 or older	3,321	527	15.9%	242	7.3%	769	23.2%	13.6%
Family status								
Married parent	3,041	339	11.1%	209	6.9%	547	18.0%	9.7%
Single parent	3,075	909	29.6%	307	10.0%	1,216	39.5%	21.5%
Married, no children	3,113	391	12.5%	216	6.9%	607	19.5%	10.7%
Unmarried, no children	8,844	2,546	28.8%	740	8.4%	3,286	37.2%	58.1%
Education								
Less than high school	1,480	676	45.7%	129	8.7%	806	54.5%	14.3%
High school	5,300	1,709	32.2%	568	10.7%	2,276	43.0%	40.3%
Some college, no degree	5,235	1,393	26.6%	497	9.5%	1,890	36.1%	33.4%
Associate degree	1,687	262	15.5%	150	8.9%	412	24.4%	7.3%
Bachelor's degree or higher	4,371	144	3.3%	127	2.9%	271	6.2%	4.8%
Family income								
Less than \$25,000	3,158	1,762	55.8%	313	9.9%	2,075	65.7%	36.7%
\$25,000–\$49,999	4,690	1,117	23.8%	604	12.9%	1,721	36.7%	30.4%
\$50,000–\$74,999	3,470	570	16.4%	268	7.7%	838	24.1%	14.8%
\$75,000–\$99,999	2,343	297	12.7%	131	5.6%	428	18.3%	7.6%
\$100,000–\$149,999	2,532	245	9.7%	101	4.0%	345	13.6%	6.1%
\$150,000 or more	1,697	106	6.2%	46	2.7%	151	8.9%	2.7%
Family income-to-poverty ratio								
At or below the poverty line	1,967	1,187	60.4%	133	6.8%	1,320	67.1%	23.3%
100–199% poverty	3,580	1,478	41.3%	510	14.3%	1,988	55.5%	35.2%
200–399% poverty	6,395	1,100	17.2%	619	9.7%	1,720	26.9%	30.4%
400% or above	6,131	419	6.8%	208	3.4%	628	10.2%	11.1%
Work hours								
Part-time (< 20 hours)	901	324	35.9%	56	6.2%	379	42.1%	6.7%
Mid-time (20–34 hours)	2,854	1,328	46.5%	219	7.7%	1,547	54.2%	27.3%
Full-time (35+ hours)	14,318	2,533	17.7%	1,196	8.4%	3,729	26.0%	65.9%
Industry								

Appendix
Table 6
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Agriculture, forestry, fishing, hunting	94	27	28.4%	7	7.9%	34	36.3%	0.6%
Construction	471	59	12.6%	38	8.1%	97	20.7%	1.7%
Manufacturing	1,635	313	19.1%	172	10.5%	484	29.6%	8.6%
Wholesale trade	318	67	21.0%	30	9.4%	96	30.4%	1.7%
Retail trade	2,129	831	39.0%	188	8.8%	1,019	47.9%	18.0%
Transportation, warehousing, utilities	1,422	186	13.1%	106	7.4%	291	20.5%	5.2%
Information	344	35	10.1%	19	5.4%	53	15.5%	0.9%
Finance, insurance, real estate	1,018	87	8.5%	55	5.4%	141	13.9%	2.5%
Professional, scientific, management, technical services	622	33	5.3%	20	3.2%	53	8.5%	0.9%
Administrative, support, and waste management	1,006	311	30.9%	104	10.3%	415	41.2%	7.3%
Education	1,616	251	15.5%	95	5.9%	346	21.4%	6.1%
Health care	3,686	828	22.5%	299	8.1%	1,126	30.6%	19.9%
Arts, entertainment, recreational services	307	104	34.0%	33	10.7%	137	44.7%	2.4%
Accommodation	275	118	42.8%	37	13.6%	155	56.4%	2.7%
Restaurants and food service	1,274	707	55.5%	145	11.4%	851	66.8%	15.1%
Other services	592	162	27.3%	73	12.4%	235	39.7%	4.2%
Public administration	1,266	68	5.4%	51	4.0%	120	9.4%	2.1%
Tipped status								
Nontipped workers	17,726	3,998	22.6%	1,330	7.5%	5,328	30.1%	94.2%
Tipped worker	347	186	53.7%	141	40.7%	328	94.5%	5.8%
Sector								
For-profit	13,121	3,552	27.1%	1,193	9.1%	4,745	36.2%	83.9%
Nonprofit	1,547	257	16.6%	101	6.5%	358	23.1%	6.3%
Government	3,405	376	11.0%	177	5.2%	553	16.2%	9.8%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Demographic characteristics of Hispanic workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All workers	29,794	5,490	18.4%	2,260	7.6%	7,750	26.0%	100.0%
Gender								
Women	13,091	3,003	22.9%	1,014	7.7%	4,017	30.7%	51.8%
Men	16,703	2,487	14.9%	1,246	7.5%	3,733	22.3%	48.2%
Age								
Age 19 or younger	1,260	555	44.1%	65	5.2%	620	49.2%	8.0%
Age 20 or older	28,534	4,935	17.3%	2,195	7.7%	7,130	25.0%	92.0%
Ages 16–24	5,047	1,887	37.4%	402	8.0%	2,289	45.4%	29.5%
Ages 25–39	11,794	1,990	16.9%	981	8.3%	2,970	25.2%	38.3%
Ages 40–54	9,184	1,076	11.7%	624	6.8%	1,699	18.5%	21.9%
Age 55 or older	3,768	538	14.3%	254	6.7%	791	21.0%	10.2%
Family status								
Married parent	8,387	1,045	12.5%	590	7.0%	1,634	19.5%	21.1%
Single parent	3,955	912	23.0%	343	8.7%	1,255	31.7%	16.2%
Married, no children	5,461	726	13.3%	385	7.1%	1,111	20.3%	14.3%
Unmarried, no children	11,991	2,808	23.4%	942	7.9%	3,750	31.3%	48.4%
Education								
Less than high school	7,707	2,139	27.8%	662	8.6%	2,801	36.3%	36.1%
High school	8,601	1,773	20.6%	782	9.1%	2,555	29.7%	33.0%
Some college, no degree	6,587	1,198	18.2%	522	7.9%	1,720	26.1%	22.2%
Associate degree	2,066	247	11.9%	152	7.4%	399	19.3%	5.1%
Bachelor's degree or higher	4,833	133	2.8%	142	2.9%	275	5.7%	3.6%
Family income								
Less than \$25,000	4,792	1,892	39.5%	451	9.4%	2,343	48.9%	30.2%
\$25,000–\$49,999	7,536	1,526	20.2%	809	10.7%	2,334	31.0%	30.1%
\$50,000–\$74,999	5,930	923	15.6%	453	7.6%	1,376	23.2%	17.8%
\$75,000–\$99,999	4,082	499	12.2%	250	6.1%	749	18.3%	9.7%
\$100,000–\$149,999	4,418	404	9.1%	201	4.6%	605	13.7%	7.8%
\$150,000 or more	2,858	182	6.4%	86	3.0%	267	9.4%	3.5%
Family income-to-poverty ratio								
At or below the poverty line	3,111	1,298	41.7%	242	7.8%	1,540	49.5%	19.9%
100–199% poverty	7,142	2,023	28.3%	768	10.8%	2,791	39.1%	36.0%
200–399% poverty	11,215	1,632	14.6%	944	8.4%	2,577	23.0%	33.2%
400% or above	8,326	537	6.4%	306	3.7%	843	10.1%	10.9%
Work hours								
Part-time (< 20 hours)	1,341	367	27.3%	79	5.9%	445	33.2%	5.7%
Mid-time (20–34 hours)	4,524	1,472	32.5%	334	7.4%	1,806	39.9%	23.3%

Appendix
Table 7
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Full-time (35+ hours)	23,928	3,651	15.3%	1,847	7.7%	5,499	23.0%	71.0%
Industry								
Agriculture, forestry, fishing, hunting	996	216	21.6%	84	8.4%	299	30.1%	3.9%
Construction	2,990	392	13.1%	270	9.0%	662	22.1%	8.5%
Manufacturing	3,175	427	13.4%	231	7.3%	658	20.7%	8.5%
Wholesale trade	872	125	14.3%	59	6.7%	184	21.1%	2.4%
Retail trade	3,497	926	26.5%	244	7.0%	1,169	33.4%	15.1%
Transportation, warehousing, utilities	1,596	147	9.2%	89	5.6%	236	14.8%	3.0%
Information	433	42	9.7%	18	4.2%	60	13.9%	0.8%
Finance, insurance, real estate	1,443	131	9.0%	75	5.2%	206	14.3%	2.7%
Professional, scientific, management, technical services	1,054	63	5.9%	36	3.5%	99	9.4%	1.3%
Administrative, support, and waste management	1,922	477	24.8%	152	7.9%	629	32.7%	8.1%
Education	2,018	272	13.5%	102	5.1%	374	18.5%	4.8%
Health care	3,330	580	17.4%	207	6.2%	787	23.6%	10.2%
Arts, entertainment, recreational services	530	125	23.5%	54	10.2%	179	33.7%	2.3%
Accommodation	570	176	30.9%	73	12.8%	249	43.7%	3.2%
Restaurants and food service	3,012	1,052	34.9%	385	12.8%	1,438	47.7%	18.6%
Other services	1,286	294	22.9%	145	11.3%	439	34.1%	5.7%
Public administration	1,070	46	4.3%	35	3.3%	81	7.6%	1.0%
Tipped status								
Nontipped workers	28,815	5,157	17.9%	1,857	6.4%	7,014	24.3%	90.5%
Tipped worker	979	333	34.0%	403	41.2%	736	75.2%	9.5%
Sector								
For-profit	24,937	4,971	19.9%	2,032	8.2%	7,003	28.1%	90.4%
Nonprofit	1,633	217	13.3%	89	5.4%	306	18.7%	4.0%
Government	3,224	302	9.4%	139	4.3%	441	13.7%	5.7%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Appendix
Table 8

Demographic characteristics of AAPI or “other” race/ ethnicity workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All workers	9,966	703	7.1%	462	4.6%	1,165	11.7%	100.0%
Gender								
Women	4,851	440	9.1%	281	5.8%	720	14.8%	61.8%
Men	5,115	263	5.1%	181	3.5%	445	8.7%	38.2%
Age								
Age 19 or younger	200	73	36.5%	11	5.4%	84	41.9%	7.2%
Age 20 or older	9,766	630	6.5%	451	4.6%	1,081	11.1%	92.8%
Ages 16–24	955	248	26.0%	65	6.8%	313	32.8%	26.9%
Ages 25–39	3,894	208	5.3%	163	4.2%	371	9.5%	31.8%
Ages 40–54	3,366	147	4.4%	154	4.6%	301	8.9%	25.8%
Age 55 or older	1,751	100	5.7%	80	4.6%	180	10.3%	15.5%
Family status								
Married parent	3,407	150	4.4%	133	3.9%	284	8.3%	24.4%
Single parent	395	41	10.4%	32	8.1%	73	18.5%	6.3%
Married, no children	2,805	142	5.1%	123	4.4%	265	9.5%	22.8%
Unmarried, no children	3,359	370	11.0%	173	5.2%	543	16.2%	46.6%
Education								
Less than high school	833	189	22.7%	91	11.0%	280	33.6%	24.1%
High school	1,382	219	15.9%	145	10.5%	364	26.3%	31.3%
Some college, no degree	1,424	185	13.0%	100	7.0%	285	20.0%	24.5%
Associate degree	680	44	6.5%	39	5.8%	84	12.3%	7.2%
Bachelor's degree or higher	5,647	65	1.2%	86	1.5%	152	2.7%	13.0%
Family income								
Less than \$25,000	822	183	22.3%	79	9.6%	263	31.9%	22.5%
\$25,000–\$49,999	1,366	164	12.0%	126	9.2%	290	21.2%	24.9%
\$50,000–\$74,999	1,444	117	8.1%	89	6.2%	206	14.3%	17.7%
\$75,000–\$99,999	1,288	73	5.6%	60	4.6%	132	10.3%	11.4%
\$100,000–\$149,999	2,009	79	3.9%	63	3.1%	142	7.1%	12.2%
\$150,000 or more	2,942	60	2.0%	41	1.4%	101	3.4%	8.7%
Family income-to-poverty ratio								
At or below the poverty line	619	166	26.8%	51	8.2%	217	35.0%	18.6%
100–199% poverty	1,120	194	17.3%	118	10.6%	312	27.9%	26.8%
200–399% poverty	2,513	214	8.5%	179	7.1%	393	15.6%	33.8%
400% or above	5,713	130	2.3%	113	2.0%	243	4.3%	20.9%
Work hours								
Part-time (< 20 hours)	565	109	19.2%	35	6.2%	143	25.4%	12.3%
Mid-time (20–34 hours)	1,255	215	17.1%	101	8.1%	316	25.2%	27.2%

Appendix
Table 8
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Full-time (35+ hours)	8,146	379	4.7%	326	4.0%	705	8.7%	60.5%
Industry								
Agriculture, forestry, fishing, hunting	49	4	8.7%	2	4.8%	7	13.5%	0.6%
Construction	168	4	2.4%	4	2.5%	8	4.9%	0.7%
Manufacturing	1,261	61	4.9%	45	3.6%	107	8.5%	9.1%
Wholesale trade	250	13	5.0%	7	2.7%	19	7.7%	1.7%
Retail trade	986	133	13.5%	55	5.6%	188	19.1%	16.2%
Transportation, warehousing, utilities	401	13	3.2%	9	2.2%	22	5.4%	1.9%
Information	266	5	1.9%	2	0.7%	7	2.6%	0.6%
Finance, insurance, real estate	731	10	1.3%	8	1.1%	18	2.4%	1.5%
Professional, scientific, management, technical services	1,260	9	0.7%	6	0.5%	15	1.2%	1.3%
Administrative, support, and waste management	220	18	8.3%	10	4.8%	29	13.1%	2.5%
Education	849	54	6.3%	22	2.6%	76	9.0%	6.5%
Health care	1,639	68	4.1%	36	2.2%	104	6.3%	8.9%
Arts, entertainment, recreational services	162	20	12.1%	24	14.5%	43	26.7%	3.7%
Accommodation	169	23	13.9%	25	14.5%	48	28.5%	4.1%
Restaurants and food service	710	168	23.7%	100	14.0%	268	37.8%	23.0%
Other services	479	96	20.0%	103	21.5%	199	41.5%	17.1%
Public administration	365	4	1.1%	3	0.9%	7	2.0%	0.6%
Tipped status								
Nontipped workers	9,504	578	6.1%	269	2.8%	846	8.9%	72.7%
Tipped worker	462	125	27.1%	193	41.9%	319	68.9%	27.3%
Sector								
For-profit	7,880	623	7.9%	419	5.3%	1,042	13.2%	89.4%
Nonprofit	851	36	4.3%	20	2.3%	56	6.6%	4.8%
Government	1,234	44	3.5%	23	1.9%	67	5.4%	5.8%

Notes: AAPI refers to Asian American/Pacific Islander. Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Demographic characteristics of white workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All workers	89,609	10,897	12.2%	5,617	6.3%	16,514	18.4%	100.0%
Gender								
Women	43,466	6,789	15.6%	3,450	7.9%	10,239	23.6%	62.0%
Men	46,143	4,108	8.9%	2,167	4.7%	6,275	13.6%	38.0%
Age								
Age 19 or younger	3,069	1,831	59.7%	195	6.3%	2,026	66.0%	12.3%
Age 20 or older	86,540	9,065	10.5%	5,423	6.3%	14,488	16.7%	87.7%
Ages 16–24	11,147	5,110	45.8%	1,213	10.9%	6,323	56.7%	38.3%
Ages 25–39	27,715	2,805	10.1%	2,000	7.2%	4,805	17.3%	29.1%
Ages 40–54	28,244	1,336	4.7%	1,226	4.3%	2,562	9.1%	15.5%
Age 55 or older	22,502	1,645	7.3%	1,178	5.2%	2,824	12.5%	17.1%
Family status								
Married parent	22,567	1,091	4.8%	888	3.9%	1,979	8.8%	12.0%
Single parent	5,973	1,081	18.1%	601	10.1%	1,682	28.2%	10.2%
Married, no children	26,994	1,626	6.0%	1,280	4.7%	2,906	10.8%	17.6%
Unmarried, no children	34,076	7,099	20.8%	2,847	8.4%	9,947	29.2%	60.2%
Education								
Less than high school	4,707	1,842	39.1%	441	9.4%	2,283	48.5%	13.8%
High school	21,281	4,151	19.5%	2,151	10.1%	6,301	29.6%	38.2%
Some college, no degree	20,398	3,641	17.9%	1,762	8.6%	5,404	26.5%	32.7%
Associate degree	8,947	758	8.5%	590	6.6%	1,348	15.1%	8.2%
Bachelor's degree or higher	34,276	505	1.5%	673	2.0%	1,178	3.4%	7.1%
Family income								
Less than \$25,000	7,959	3,425	43.0%	1,201	15.1%	4,626	58.1%	28.0%
\$25,000–\$49,999	14,773	2,235	15.1%	1,663	11.3%	3,898	26.4%	23.6%
\$50,000–\$74,999	15,564	1,631	10.5%	1,032	6.6%	2,663	17.1%	16.1%
\$75,000–\$99,999	13,481	1,118	8.3%	653	4.8%	1,771	13.1%	10.7%
\$100,000–\$149,999	18,796	1,258	6.7%	631	3.4%	1,890	10.1%	11.4%
\$150,000 or more	18,288	849	4.6%	388	2.1%	1,237	6.8%	7.5%
Family income-to-poverty ratio								
At or below the poverty line	4,687	2,530	54.0%	488	10.4%	3,018	64.4%	18.3%
100–199% poverty	8,952	2,722	30.4%	1,488	16.6%	4,211	47.0%	25.5%
200–399% poverty	25,890	3,164	12.2%	2,191	8.5%	5,355	20.7%	32.4%
400% or above	50,080	2,480	5.0%	1,450	2.9%	3,930	7.8%	23.8%
Work hours								
Part-time (< 20 hours)	5,505	1,840	33.4%	488	8.9%	2,327	42.3%	14.1%
Mid-time (20–34 hours)	12,718	4,329	34.0%	1,407	11.1%	5,737	45.1%	34.7%
Full-time (35+ hours)	71,386	4,727	6.6%	3,722	5.2%	8,450	11.8%	51.2%
Industry								

Appendix
Table 9
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Agriculture, forestry, fishing, hunting	1,232	168	13.6%	72	5.9%	240	19.5%	1.5%
Construction	4,749	241	5.1%	201	4.2%	442	9.3%	2.7%
Manufacturing	10,160	565	5.6%	456	4.5%	1,021	10.0%	6.2%
Wholesale trade	2,558	176	6.9%	120	4.7%	295	11.5%	1.8%
Retail trade	10,500	2,719	25.9%	991	9.4%	3,710	35.3%	22.5%
Transportation, warehousing, utilities	4,444	229	5.1%	182	4.1%	411	9.2%	2.5%
Information	2,034	104	5.1%	56	2.8%	160	7.9%	1.0%
Finance, insurance, real estate	6,210	224	3.6%	189	3.0%	413	6.6%	2.5%
Professional, scientific, management, technical services	6,454	166	2.6%	123	1.9%	288	4.5%	1.7%
Administrative, support, and waste management	2,754	425	15.4%	221	8.0%	646	23.5%	3.9%
Education	9,969	755	7.6%	396	4.0%	1,151	11.5%	7.0%
Health care	12,528	1,484	11.8%	798	6.4%	2,282	18.2%	13.8%
Arts, entertainment, recreational services	1,930	445	23.1%	204	10.6%	649	33.6%	3.9%
Accommodation	736	206	27.9%	103	14.0%	309	42.0%	1.9%
Restaurants and food service	5,052	2,235	44.2%	972	19.2%	3,208	63.5%	19.4%
Other services	3,590	638	17.8%	422	11.8%	1,061	29.5%	6.4%
Public administration	4,710	118	2.5%	110	2.3%	229	4.9%	1.4%
Tipped status								
Nontipped workers	87,368	9,954	11.4%	4,577	5.2%	14,531	16.6%	88.0%
Tipped worker	2,241	942	42.0%	1,040	46.4%	1,982	88.5%	12.0%
Sector								
For-profit	66,624	9,322	14.0%	4,714	7.1%	14,036	21.1%	85.0%
Nonprofit	8,876	813	9.2%	422	4.7%	1,235	13.9%	7.5%
Government	14,109	762	5.4%	482	3.4%	1,243	8.8%	7.5%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Demographic characteristics of Native American workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
All workers	901	203	22.5%	86	9.5%	289	32.1%	100.0%
Gender								
Women	463	124	26.8%	51	10.9%	175	37.8%	60.5%
Men	438	79	18.0%	35	8.1%	114	26.0%	39.5%
Age								
Age 19 or younger	34	22	64.0%	2	6.6%	24	70.6%	8.3%
Age 20 or older	867	181	20.9%	84	9.7%	265	30.6%	91.7%
Ages 16–24	131	74	56.3%	15	11.6%	89	67.8%	30.7%
Ages 25–39	304	71	23.4%	34	11.3%	105	34.6%	36.4%
Ages 40–54	288	35	12.1%	21	7.4%	56	19.4%	19.4%
Age 55 or older	178	24	13.2%	15	8.7%	39	21.9%	13.5%
Family status								
Married parent	187	24	12.7%	14	7.7%	38	20.4%	13.2%
Single parent	147	41	28.0%	16	11.2%	57	39.1%	19.9%
Married, no children	188	23	12.3%	14	7.2%	37	19.5%	12.7%
Unmarried, no children	379	115	30.4%	42	11.0%	157	41.3%	54.2%
Education								
Less than high school	95	41	43.4%	9	9.8%	51	53.2%	17.5%
High school	285	83	29.2%	35	12.2%	118	41.4%	40.8%
Some college, no degree	263	62	23.4%	28	10.8%	90	34.2%	31.1%
Associate degree	95	12	12.6%	9	9.1%	21	21.7%	7.1%
Bachelor's degree or higher	163	5	3.1%	5	3.1%	10	6.2%	3.5%
Family income								
Less than \$25,000	161	83	51.7%	22	13.6%	105	65.3%	36.4%
\$25,000–\$49,999	225	51	22.5%	30	13.2%	81	35.8%	27.9%
\$50,000–\$74,999	173	29	16.6%	15	8.7%	44	25.3%	15.1%
\$75,000–\$99,999	125	16	12.7%	9	7.2%	25	19.9%	8.6%
\$100,000–\$149,999	129	13	10.4%	6	5.0%	20	15.4%	6.8%
\$150,000 or more	79	6	7.8%	3	3.9%	9	11.7%	3.2%
Family income-to-poverty ratio								
At or below the poverty line	105	63	59.7%	11	10.1%	73	69.7%	25.3%
100–199% poverty	188	68	35.9%	31	16.4%	98	52.3%	34.0%
200–399% poverty	318	52	16.3%	32	10.2%	84	26.4%	29.1%
400% or above	290	21	7.3%	12	4.2%	33	11.5%	11.5%
Work hours								
Part-time (< 20 hours)	43	18	41.4%	4	9.3%	22	50.7%	7.5%
Mid-time (20–34 hours)	136	64	46.8%	17	12.2%	80	58.9%	27.7%

Appendix
Table 10
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Full-time (35+ hours)	722	122	16.8%	66	9.1%	187	25.9%	64.8%
Industry								
Agriculture, forestry, fishing, hunting	22	4	16.2%	1	6.5%	5	22.7%	1.7%
Construction	57	7	11.8%	4	7.6%	11	19.4%	3.8%
Manufacturing	74	9	12.1%	6	8.2%	15	20.4%	5.2%
Wholesale trade	*	*	*	*	*	3	18.5%	1.0%
Retail trade	102	40	39.5%	13	12.6%	53	52.1%	18.3%
Transportation, warehousing, utilities	45	5	10.2%	3	6.6%	8	16.8%	2.6%
Information	*	*	*	*	*	2	19.4%	0.7%
Finance, insurance, real estate	35	4	10.2%	2	6.4%	6	16.6%	2.0%
Professional, scientific, management, technical services	27	2	8.6%	1	4.7%	4	13.2%	1.2%
Administrative, support, and waste management	30	9	31.5%	3	9.1%	12	40.6%	4.2%
Education	81	12	14.6%	6	6.8%	17	21.4%	6.0%
Health care	141	34	24.3%	14	10.2%	49	34.5%	16.8%
Arts, entertainment, recreational services	53	17	32.4%	9	17.6%	26	50.0%	9.1%
Accommodation	21	9	42.8%	3	15.2%	12	58.0%	4.2%
Restaurants and food service	61	33	54.2%	9	14.0%	42	68.2%	14.4%
Other services	30	8	26.2%	4	11.7%	11	38.0%	4.0%
Public administration	95	8	8.0%	6	5.8%	13	13.8%	4.5%
Tipped status								
Nontipped workers	872	190	21.7%	75	8.6%	264	30.3%	91.5%
Tipped worker	29	13	45.8%	11	39.4%	25	85.2%	8.5%
Sector								
For-profit	579	154	26.6%	60	10.4%	214	37.0%	74.1%
Nonprofit	67	14	20.0%	5	7.6%	19	27.6%	6.4%
Government	254	36	14.0%	21	8.1%	56	22.1%	19.4%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: Economic Policy Institute Wage Simulation Model; see *Technical Methodology* by Cooper, Mokhiber, and Zipperer (2019).

Economic Policy Institute

Demographic characteristics of women of color workers affected by an increase of the federal minimum wage to \$15 by 2025

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
<i>All women of color workers</i>	29,989	6,431	21.4%	2,309	7.7%	8,740	29.1%	100.0%
Age								
Age 19 or younger	1,193	580	48.6%	56	4.7%	636	53.4%	7.3%
Age 20 or older	28,797	5,851	20.3%	2,253	7.8%	8,104	28.1%	92.7%
Ages 16–24	4,724	2,054	43.5%	346	7.3%	2,400	50.8%	27.5%
Ages 25–39	11,127	2,210	19.9%	917	8.2%	3,128	28.1%	35.8%
Ages 40–54	9,427	1,369	14.5%	702	7.4%	2,071	22.0%	23.7%
Age 55 or older	4,712	798	16.9%	343	7.3%	1,142	24.2%	13.1%
Family status								
Married parent	6,554	996	15.2%	469	7.1%	1,464	22.3%	16.8%
Single parent	5,635	1,564	27.8%	527	9.4%	2,091	37.1%	23.9%
Married, no children	5,589	811	14.5%	407	7.3%	1,218	21.8%	13.9%
Unmarried, no children	12,212	3,060	25.1%	906	7.4%	3,966	32.5%	45.4%
Education								
Less than high school	3,954	1,570	39.7%	300	7.6%	1,870	47.3%	21.4%
High school	7,136	2,276	31.9%	782	11.0%	3,059	42.9%	35.0%
Some college, no degree	7,511	1,906	25.4%	725	9.6%	2,631	35.0%	30.1%
Associate degree	2,747	419	15.2%	244	8.9%	663	24.1%	7.6%
Bachelor's degree or higher	8,642	260	3.0%	257	3.0%	518	6.0%	5.9%
Family income								
Less than \$25,000	4,893	2,378	48.6%	428	8.7%	2,806	57.3%	32.1%
\$25,000–\$49,999	6,986	1,725	24.7%	807	11.5%	2,532	36.2%	29.0%
\$50,000–\$74,999	5,475	1,011	18.5%	466	8.5%	1,477	27.0%	16.9%
\$75,000–\$99,999	3,915	536	13.7%	268	6.8%	804	20.5%	9.2%
\$100,000–\$149,999	4,545	457	10.0%	220	4.8%	677	14.9%	7.7%
\$150,000 or more	3,908	216	5.5%	108	2.8%	323	8.3%	3.7%
Family income-to-poverty ratio								
At or below the poverty line	3,437	1,758	51.2%	226	6.6%	1,985	57.7%	22.7%
100–199% poverty	6,114	2,214	36.2%	741	12.1%	2,955	48.3%	33.8%
200–399% poverty	10,069	1,786	17.7%	953	9.5%	2,739	27.2%	31.3%
400% or above	10,369	673	6.5%	388	3.7%	1,061	10.2%	12.1%
Work hours								
Part-time (< 20 hours)	1,963	571	29.1%	129	6.6%	700	35.6%	8.0%
Mid-time (20–34 hours)	5,765	2,051	35.6%	466	8.1%	2,517	43.7%	28.8%
Full-time (35+ hours)	22,262	3,810	17.1%	1,714	7.7%	5,524	24.8%	63.2%
Industry								

Appendix
Table 11
(cont.)

Group	Total estimated workforce (thousands)	Directly affected (thousands)	Share of group directly affected	Indirectly affected (thousands)	Share of group indirectly affected	Total affected (thousands)	Share of group who are affected	Group's share of total affected
Agriculture, forestry, fishing, hunting	263	58	21.9%	20	7.7%	78	29.6%	0.9%
Construction	267	41	15.3%	18	6.7%	59	22.0%	0.7%
Manufacturing	2,138	432	20.2%	189	8.9%	621	29.0%	7.1%
Wholesale trade	483	83	17.2%	34	6.9%	116	24.1%	1.3%
Retail trade	3,595	1,232	34.3%	284	7.9%	1,517	42.2%	17.4%
Transportation, warehousing, utilities	988	127	12.9%	71	7.2%	198	20.1%	2.3%
Information	476	52	11.0%	23	4.8%	75	15.8%	0.9%
Finance, insurance, real estate	1,949	158	8.1%	101	5.2%	260	13.3%	3.0%
Professional, scientific, management, technical services	1,420	79	5.5%	46	3.3%	125	8.8%	1.4%
Administrative, support, and waste management	1,346	410	30.4%	116	8.7%	526	39.1%	6.0%
Education	3,270	444	13.6%	169	5.2%	613	18.8%	7.0%
Health care	7,227	1,337	18.5%	491	6.8%	1,829	25.3%	20.9%
Arts, entertainment, recreational services	530	149	28.2%	63	11.8%	212	40.0%	2.4%
Accommodation	644	246	38.2%	76	11.8%	322	50.0%	3.7%
Restaurants and food service	2,621	1,144	43.7%	335	12.8%	1,479	56.4%	16.9%
Other services	1,272	360	28.3%	213	16.7%	573	45.0%	6.6%
Public administration	1,501	79	5.3%	59	4.0%	138	9.2%	1.6%
Tipped status								
Nontipped workers	28,779	5,946	20.7%	1,848	6.4%	7,794	27.1%	89.2%
Tipped worker	1,210	485	40.1%	461	38.1%	946	78.2%	10.8%
Sector								
For-profit	22,232	5,519	24.8%	1,908	8.6%	7,427	33.4%	85.0%
Nonprofit	2,779	374	13.4%	154	5.6%	528	19.0%	6.0%
Government	4,978	539	10.8%	247	5.0%	785	15.8%	9.0%

Notes: Values reflect the population likely to be affected by the proposed change in the federal minimum wage. Wage changes resulting from scheduled state and local minimum wage laws are accounted for by EPI's Minimum Wage Simulation Model. Totals may not sum due to rounding. Shares calculated from unrounded values. 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 115% of the new minimum). They will receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

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