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OPTIONAL FORM 41 (Rev. 1-94)
Prescribed by GSA

STATEMENT OF BERNARD E. ANDERSON
ASSISTANT SECRETARY FOR
EMPLOYMENT STANDARDS
U.S. DEPARTMENT OF LABOR
BEFORE THE
DEMOCRATIC FORUM

March 19, 1998

Distinguished Members of the Forum, thank you for the opportunity to appear before you today to discuss the issue of the minimum wage.

As you know, President Clinton has proposed increasing the Federal minimum wage by \$1 an hour, in two \$.50 increments, by January 1, 2000. Today I would like to briefly explain why the Administration believes it is essential to enact this proposal into law.

Millions of Workers Need and Deserve A Pay Raise

In August 1996, President Clinton signed into law a minimum wage hike, raising it from \$4.25 to \$5.15 an hour in two steps. But, there are still millions of workers trying to raise a family and struggling to make ends meet. With our economy the strongest in a generation, now is the time to help these workers make ends meet by raising the minimum wage again. For someone who works full-time, this minimum wage increase will mean an additional \$2,080 per year.

According to data from the Department's Bureau of Labor Statistics (BLS), 12 million hourly paid workers earn between

\$5.15 and \$6.14 an hour and we believe would directly benefit from the President's minimum wage increase proposal. Three-quarters (74 percent) of the workers who would benefit are adults, age 20 or over, and 60 percent are women, many of whom are single women trying to raise a family on \$5.15 an hour. Research shows that about 40 percent of the workers who will benefit from the increase are the sole wage earners in their households, and the average minimum wage worker brings home half of family earnings.

We Need to Restore the Value of the Minimum Wage and the Value of Work

Increasing the minimum wage by \$1 in two equal steps -- combined with the previous \$.90 increase -- simply restores the real value of the minimum wage to the level it last held in 1981. The minimum wage is still low compared to its historical value -- we have yet to make up for the inflation of the 1980's that eroded the real value of the minimum wage. This erosion can also be seen when you compare the minimum wage to the average wage. The minimum wage was generally worth more than 50 percent of the national average hourly wage during the 1950's and 1960's and 46 percent in the 1970's. Yet the 1980's and 1990's have seen the value of the minimum wage decline to near 40 percent of the average wage. The President's proposed increase -- in percentage terms -- is in line with previous increases that helped low-wage

workers without adversely affecting the economy: both this proposal and the last one increase the minimum wage by about 20 percent. And even at \$6.15 an hour, the minimum wage would still be less than half of the average hourly wage (\$12.64 in February 1998).

A Higher Minimum Wage Helps Narrow Our Persistent Wage Gap

Despite the strongest economy in more than a generation, the less skilled have not reaped the benefits of our economic prosperity. There have been some hopeful signs in past years in part because of the recent minimum wage increases. Real earnings of the bottom 10 percent actually grew slightly faster than the top 10 percent. Nonetheless, the more educated and highly skilled continue to experience substantial income growth, while the less skilled and educated have not recovered from their losses in the 1980's.

The erosion in the wages of low income workers is due in part to the fact that the minimum wage has not come close to keeping up with inflation. The President's proposal will help address this situation.

The Increase Helps To Ensure Parents Can Raise Their Children Out of Poverty

The minimum wage, when combined with the Earned Income Tax

Credit (EITC), can help lift people out of poverty. In 1993, President Clinton expanded the EITC, helping to lift hundreds of thousands of working families out of poverty. Today, with the previous minimum wage increase and the expanded EITC, a family of three with a parent working full time is no longer in poverty. Raising the minimum wage by \$1.00 will help ensure that -- as the cost of living continues to increase -- parents who work hard and play by the rules can bring up their children out of poverty.

No Overall Increase in Unemployment Is Expected From The Increase

When the minimum wage is increased in a period of strong and balanced economic growth as we enjoy today, it is unlikely to have a detrimental impact on jobs. This is supported by the experience from the last minimum wage increase. That increase provided a pay raise to 10 million workers, and since the President signed the minimum wage increase into law in August 1996, the economy has created new jobs at a very rapid pace of 250,000 per month; the inflation rate has declined from 2.9 percent to 1.6 percent; and the unemployment rate has fallen to 4.6 percent -- its lowest level in nearly one-quarter century. For teenagers, African Americans, and women, unemployment is down and employment rates are up. With our economy the strongest in a generation, there simply could not be a better time to raise the minimum wage.

Impact of Minimum Wage on Young Minority Men

Some may argue, and we should be concerned, that raising the minimum wage will have a negative impact on the employment of young black men. Admittedly, the unemployment rate for young black men (16 to 19 year olds) is too high, although it has fallen over the last 5 years by 5.5 percentage points, from 42.0 percent in 1992 to 36.5 percent in 1997.

But the problems faced by young African American men in our country are complicated, and are certainly not caused solely by the minimum wage. Keeping wages low will not solve the employment problems of young minority group men. The solution, the Administration believes, will come from a growing economy, enhanced education and training opportunities, and full enforcement of our nation's civil rights laws -- all of which are top priorities of this Administration.

In conclusion, let me say that any American who works hard and plays by the rules ought to have a fair chance to get ahead. The current \$5.15 an hour Federal minimum wage needs to be increased to help the millions of struggling workers and their families in this country. As the President stated in his State of the Union Address: "In an economy that honors opportunity, all Americans must be able to reap the rewards of prosperity. Because these times are good, we can afford to take one simple, sensible step to help millions of workers struggling to provide

for their families: We should raise the minimum wage."

This concludes my prepared remarks. I would be glad to respond to any questions.

Richard M. Brennan

From: Platt Leslie[SMTP:Platt-Leslie@dol.gov]
Sent: Thursday, March 19, 1998 7:23 PM
To: OCIA-ALL GROUP; Fraser John,ESA; Glass Rae,ESA; Hendrix Libby,ESA; Wilson Michael; Brennan Richard,ESA; Geiss David; Harris Seth; Stuart Lisa; Haacke Carl; Bingham Barbara; Montgomery Edward
Subject: Notes from Minimum Wage Forum

Attached are my notes from the Minimum Wage Forum.
Please pass them on as appropriate and feel free to call with questions.

Leslie Platt



Minwgtes.wpd

Notes from the Democratic Forum on Minimum Wage
March 19, 1998

On Thursday, March 19, 1998, Senator Ted Kennedy (MA) and Congressman David Bonior hosted a Democratic Forum on Minimum Wage. Members of the Senate in attendance were: Ted Kennedy (MA), Tom Daschle (SD), Paul Wellstone (MN), and Richard Durbin (IL). Members of the House in attendance were: David Bonior (D-MI), Lane Evans (IL), Eva Clayton (NC), James McGovern (MA), Rosa DeLauro (CT), and Major Owens (NY). This well-attended forum consisted of a panel of workers and a panel of economists. Gene Sperling delivered opening remarks on behalf of the Administration. Dr. Bernard Anderson, Assistant Secretary for the Employment Standards Administration participated on the economists' panel.

During introductory remarks, Daschle spoke about how women in particular will benefit from the minimum wage increase. He said that the economy is good and that there have been 4 million jobs since the last raise in the minimum wage. He noted that employment is up, even for African American men.

Kennedy then gave an overview of the legislation. He said that the new bill addresses the issues of fairness, decency, and honor of work. He also noted that this is an issue of particular importance to women and children.

Bonior began his statement by reminding the audience that the minimum wage issue is really about the people who prepare our food and care for our children. He said that it is unfair that people continue to work hard, without getting ahead. Regarding the current minimum wage, he said that \$5.15 is a poverty wage and that raising it is a step in the right direction. He argued that an increase in the minimum wage would help to close the income gap and would address the need to develop opportunities for workers. He concluded by reminding the audience that the increase is modest and that the economy is stronger now than it has been in a generation. If we cannot raise the minimum wage now, he questioned, when can we raise it? Bonior's bill was dropped earlier in the day. H.R. 3510 now has 111 co-sponsors.

Gene Sperling reaffirmed the Administration's support for the new legislation. He said that the President would be issuing a statement from the White House today. Our goal, he explained, should be simple -- a parent who works full time should not have to raise a child in poverty. He also spoke about how the minimum wage increase and the earned income tax credit have helped to bring families several hundred dollars above the poverty level. The child poverty rate has fallen. This, he explained, is mostly due to the increased minimum wage and the strength of the economy. Sperling concluded his statement by saying the bill should be bi-partisan because the public overwhelmingly supports this increase.

Wellstone reminded Members that we need to continue to consider the effects of minimum wage, child care, and health care on welfare families.

Following comments from the Members, the first panel presented their testimony. Statements were presented by five minimum wage workers: Kimberly Frazier, child care worker; Cordelia Bradley, retail worker; Cathy Adams, home health care worker; Lenora Williams, janitor; and Leonardo Palacios, food processing worker. Overall the testimony was extremely compelling and focused on the difficulties of raising a family on the current minimum wage. Frazier and Adams explained that they have a hard time supporting them emotionally because they find themselves working long hours in order to pay bills. Frazier said that she would not take a second job because she feels as though it would take away from her basic parenting responsibilities. She was concerned because she wants to be a good role model for her children. Palacios summed up his feelings of frustration by stating, "We are working like animals for nothing -- just for trying to pay the rent and to eat something." He explained that he could only continue to dream about the American dream. He said that an increase in the minimum wage would help him move his family out of the basement where they currently live and give him and his family the opportunity to go to school.

The second panel discussed economic issues surrounding the minimum wage increase. James Jacobs, Associate Vice President, Business & Community Services, Macomb Community College began the session. He was followed by Bernard Anderson, Assistant Secretary of Labor for Employment Standards Administration; Jared Bernstein, Economic Policy Institute; and Eric Sklar, CEO of Burrito Brothers. Jacobs focused on the growing economic disparity facing our country. Anderson explained the basic economic benefits of raising the minimum wage further. Bernstein stated that the employment effects of raising the minimum wage is zero. He also pointed out that no single employer would be at a disadvantage with a minimum wage increase and that the notion of job loss has been overemphasized. Sklar said that the minimum wage, in his experience, neither costs jobs nor drives up prices. He believes we should continue to raise the minimum wage to increase employee buying power. Bernstein concluded by saying that in reality, minimum wage is a small pebble in a large pond -- but that its importance should not be undervalued.

Better Pay vs. Job Stability in Wage Debate

By LOUIS UCHITELLE

WASHINGTON, March 19 — The Democrats today formally introduced President Clinton's plan to increase the minimum wage, drawing praise from unions but raising concerns even among supporters that the proposed new level, \$6.15 an hour, might cost jobs.

With a ceremonial flourish, Senator Edward M. Kennedy, the principal Congressional proponent of a higher minimum wage, introduced a bill to raise the minimum by 20 percent. That could be high enough, economists say, so that employers might decide to automate or to hire fewer but more skilled and more expensive workers.

Such an acknowledgment of a potential job loss is central to the debate over whether Congress should raise the minimum wage again, so soon after the last increase, in 1996. In 1996, most labor economists insisted that the higher minimum wage would not cost any jobs. It was an argument that carried the day, and it turned out to be true.

Now several of those same economists say \$6.15 an hour may be close to some "tipping point" at which two or three minimum wage workers in a group of 100 may have trouble keeping a job or finding one. But such potential difficulties, the same economists say, are far outweighed by the financial gains for the 97 or 98 who get the raise and keep their jobs.

The Labor Secretary, Alexis M. Herman, acknowledged the new concern today, saying in an interview, "I want to put the emphasis on the gainers and not the few potential losers, if there were to be any."

Ms. Herman spoke just before flying to an A.F.L.-C.I.O. meeting in Las Vegas, Nev., where Mr. Clinton promoted the minimum wage bill. It is strongly supported by John J. Sweeney, president of the A.F.L.-C.I.O.

The bill would raise the minimum to \$5.65 an hour on Jan. 1, 1999, from the current level, \$5.15, and to \$6.15 on Jan. 1, 2000.

At a hearing on Capitol Hill, Mr. Kennedy avoided mentioning job loss. Instead, he and Representative David E. Bonior of Michigan, the House Democratic whip, spoke of the need to pay a survival wage to the workers who care for "our aging

parents and our children." Five such workers described their hardships.

Mr. Kennedy acknowledged the shift in the debate, saying in an interview: "I am not ready to grant the job loss argument. But it is an argument that needs serious evaluation."

In an election year, raising the minimum wage is a bread-and-butter issue. A majority of Americans favor increasing the minimum, according to polls, and that was a reason many Republicans voted for the increase in 1996. It raised the minimum to \$4.75 on Oct. 1, 1996, from \$4.25, then to \$5.15 on Sept. 1, 1997. About 12 million people, or nearly 10 percent of the work force, are paid \$6.15 an hour or less.

But the pros and cons of the debate are more complicated than in 1996.

Weighing the potential in job loss and financial gain.

The \$6.15 hourly wage, adjusted for inflation, would still be well below the inflation-adjusted minimum in the 1960's, but it would bring minimum wage workers closer to the wage level of more skilled workers than at any time since 1979.

The comparison point used by most economists is workers earning 10 percent below the median hourly wage, a group that in skills is clearly a step or two above those earning the minimum. By the year 2000, that group is likely to be making just over \$10 an hour, and the \$6.15 would be roughly 60 percent of this amount, about the same ratio as in 1979, says Jared Bernstein of the Economic Policy Institute.

Mr. Bernstein argues that closing the gap is all to the good, because it would help reduce the issue of wage inequality and help "insure that low-wage workers get a fairer share of the economic growth."

But other economists wonder whether the higher minimum would squeeze some unskilled Americans out of jobs, or make their search for jobs harder and longer. That ques-

tion came up in the 1970's but has never been resolved. Two labor economists in particular have drawn attention to this concern: Alan Krueger of Princeton University and David Card of the University of California at Berkeley.

They were big advocates of raising the minimum in 1996, and they favor the bill introduced today on the ground that the pluses would far outweigh the minuses. In a study several years ago centered on Pennsylvania and New Jersey, Mr. Krueger and Mr. Card had found that lifting the minimum, far from causing job loss, actually increased the employment of minimum wage-workers. That study played a featured role in passage of the 1996 bill.

Mr. Krueger said: "David and I have said all along that there was a tipping point where a great enough increase in the minimum wage would start to reduce employment. We were confident that the last increase was below the tipping point. I suspect now that another increase, coming quickly after the last one, would bring us closer to the tipping point and may even cross it."

Other economists argue that passing the tipping point can help the economy by forcing employers into efficiencies they can ignore when labor is relatively inexpensive. Even opponents of another increase in the minimum wage agree that employment would rise, with the minimum at \$6.15 an hour, as long as the economy remains as strong as it is today.

The trouble will come in the next downturn, says Cliff Waldman of the National Federation of Independent Business, representing small companies, which are the biggest employers of minimum wage workers.

"In a downturn," Mr. Waldman said, "you should think of the minimum wage worker as someone forfeiting pay to gain work experience."

Addressing this sort of argument, Mr. Kennedy said, "We are talking about people who work 40 hours a week and cannot provide for themselves and their families."

The potential tipping point is an issue that must be considered, he said, but the gains in family welfare from raising the minimum wage far outweigh any marginal job loss.

From: The White House[SMTP:Publications-Admin@Pub.Pub.WhiteHouse.Gov]
Sent: Friday, March 20, 1998 9:49 AM
To: Public-Distribution@pub.pub.whitehouse.gov
Subject: 1998-03-19 Statement by the President on Raising the Minimum Wage

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

March 19, 1998

STATEMENT BY THE PRESIDENT
ON INTRODUCTION OF LEGISLATION TO RAISE THE MINIMUM WAGE

Two years ago, we raised the minimum wage to reward work and help millions of Americans raise their families with dignity. With our expanded Earned Income Tax Credit and the higher minimum wage, we said to hard-pressed working families: if you work full-time, you should not have to raise your children in poverty. Without another minimum wage increase, too many of these families will fall through the cracks and back below the poverty line. That is wrong.

That is why I am pleased that Senator Daschle, Senator Kennedy, Representative Gephardt, and Representative Bonior are introducing legislation that includes another sound and prudent minimum wage increase. With our economy the healthiest in a generation and job growth strong, we can afford to increase the minimum wage by a dollar by the turn of the century. I strongly support raising the minimum wage. This legislation will help ensure that we pay people a decent wage and that parents who work hard and play by the rules can lift

their children and themselves out of poverty. It's right for America and right for America's workers.

-30-30-30-

News Release



U.S. Department of Labor

Office of Public Affairs
Washington, D.C.

Office of Public Affairs

CONTACT: David Saltz
PHONE: (202) 219-8211

USDL: 98-114
FOR RELEASE: Immediate
Thursday, March 19th, 1998

STATEMENT OF SECRETARY OF LABOR ALEXIS M. HERMAN ON INTRODUCTION OF MINIMUM WAGE LEGISLATION

It is a fundamental American belief that people who work hard for a living deserve to earn a fair wage. When President Clinton signed the law two years ago that raised the minimum wage, millions of hardworking American families received a boost that was long overdue. This next raise, from \$5.15 to \$6.15 an hour over two years, will enable all those who play by the rules to share in this strong American economy.

The minimum wage increase, introduced by the Democratic leadership team in Congress, is just one part of this Administration's strategy to ensure that all Americans enjoy a more broadly shared prosperity.

#

S 1805 IS

105th CONGRESS

2d Session

S. 1805

To amend the Fair Labor Standards Act of 1938 to increase the Federal minimum wage.

IN THE SENATE OF THE UNITED STATES

March 19, 1998

Mr. KENNEDY (for himself, Mr. DODD, Mr. DASCHLE, Mr. INOUE, Mr. BUMPERS, Mr. LEAHY, Mr. MOYNIHAN, Mr. SARBANES, Mr. LEVIN, Mr. LAUTENBERG, Mr. HARKIN, Mr. KERRY, Mr. ROCKEFELLER, Ms. MIKULSKI, Mr. WELLSTONE, Mrs. BOXER, Mr. FEINGOLD, Mrs. FEINSTEIN, Ms. MOSELEY-BRAUN, Mr. DURBIN, Mr. REED, and Mr. TORRICELLI) introduced the following bill; which was read twice and referred to the Committee on Labor and Human Resources

A BILL

To amend the Fair Labor Standards Act of 1938 to increase the Federal minimum wage.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the 'Fair Minimum Wage Act of 1998'.

SEC. 2. MINIMUM WAGE INCREASE.

(a) WAGE- Paragraph (1) of section 6(a) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)) is amended to read as follows:

‘(1) except as otherwise provided in this section, not less than--

‘(A) \$5.65 an hour during the year beginning on January 1, 1999; and

‘(B) \$6.15 an hour during the year beginning on January 1, 2000.’.

(b) EFFECTIVE DATE- The amendment made by subsection (a) takes effect on January 1, 1999.

END

HR 3510 IH

105th CONGRESS

2d Session

H. R. 3510

To amend the Fair Labor Standards Act of 1938 to increase the Federal minimum wage.

IN THE HOUSE OF REPRESENTATIVES

March 19, 1998

Mr. BONIOR (for himself, Mr. GEPHARDT, Mr. FAZIO of California, Mrs. KENNELLY of Connecticut, Ms. DELAURO, Mr. LEWIS of Georgia, Mr. MENENDEZ, Mr. FROST, Mr. CLAY, Mr. OWENS, Mr. HINCHEY, Mrs. CLAYTON, Mr. ACKERMAN, Mr. BARRETT of Wisconsin, Mr. BECERRA, Mr. BERMAN, Mr. BLAGOJEVICH, Mr. BORSKI, Mr. BROWN of California, Mr. BROWN of Ohio, Mr. CARDIN, Ms. CARSON, Ms. CHRISTIAN-GREEN, Mr. CONYERS, Mr. COYNE, Mr. CUMMINGS, Mr. DAVIS of Illinois, Mr. DEFAZIO, Mr. DELAHUNT, Mr. DICKS, Mr. DIXON, Mr. ENGEL, Mr. EVANS, Mr. FALEOMAVAEGA, Mr. FORD, Mr. FRANK of Massachusetts, Mr. GEJDENSON, Mr. GREEN, Mr. GUTIERREZ, Mr. HALL of Ohio, Mr. HASTINGS of Florida, Mr. HEFNER, Mr. HILLIARD, Ms. HOOLEY of Oregon, Mr. JACKSON, Ms. JACKSON-LEE, Ms. KAPTUR, Mr. KENNEDY of Massachusetts, Mr. KENNEDY of Rhode Island, Mr. KILDEE, Ms. KILPATRICK, Mr. KLECZKA, Mr. KLINK, Mr. KUCINICH, Mr. LAFALCE, Mr. LAMPSON, Mr. LANTOS, Mr. LEVIN, Ms. LOFGREN, Mrs. LOWEY, Mr. MANTON, Mr. MARKEY, Mr. MARTINEZ, Mr. MASCARA, Mr. MATSUI, Mr. MCDERMOTT, Mr. MCGOVERN, Mr. MCNULTY, Mr. MEEHAN, Mrs. MEEK of Florida, Ms. MILLENDER-MCDONALD, Mr. MILLER of California, Mrs. MINK of Hawaii, Mr. MOAKLEY, Mr. NADLER, Mr. NEAL of Massachusetts, Ms. NORTON, Mr. OLVER, Mr. PALLONE, Mr. PAYNE, Ms. PELOSI, Mr. POSHARD, Mr. RAHALL, Mr. RANGEL, Mr. ROTHMAN, Ms. ROYBAL-ALLARD, Mr. RUSH, Mr. SABO, Ms. SANCHEZ, Mr. SANDERS, Mr. SAWYER, Mr. SCHUMER, Mr. SCOTT, Mr. SHERMAN, Ms. SLAUGHTER, Mr. STARK, Mr. STOKES, Mr. STRICKLAND, Mr. TIERNEY, Mr. THOMPSON, Mr. TORRES, Mr. TOWNS, Ms. VELAZQUEZ, Mr. VENTO, Ms. WATERS, Mr. WAXMAN, Mr. WEYGAND, Mr. WEXLER, Ms. WOOLSEY, Mr. WYNN, Mr. YATES, Mr. FILNER, and Mr. OBEY) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

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`(A) \$5.65 an hour during the year beginning on January 1, 1999; and

`(B) \$6.15 an hour during the year beginning on January 1, 2000.'.

(b) EFFECTIVE DATE- The amendment made by subsection (a) take effect on January 1, 1999.

END

Tough New Nasty Questions on the Minimum Wage:

- Q: According to a recent reports by the Employment Policies Institute and the Heritage Foundation, the minimum wage increase of 50 cents on October 1, 1996 cost 128,000 teen jobs. It is too early to measure the impact of the additional 40-cent increase on September 1, 1997. Won't further increases cost even more teen jobs?
- Q: According to a recent Employment Policies Institute report, the average family income for minimum wage workers is over \$35,000. Why should we raise the minimum wage to benefit families that are not poor?
- Q: The Heritage Foundation estimates that the proposed increase would cost consumers about \$6.5 billion over the next two fiscal years. Won't this proposal to raise the minimum wage ignite inflation?
- Q: The Heritage Foundation estimates that the proposed increase would cost state and local governments \$383.1 million over the next two fiscal years. Won't states be forced to raise taxes or reduce services to cover this increase?
- Q: The National Restaurant Association states that in the year ending 12/97, menu prices rose 2.6% , while wholesale food prices dropped 0.9%. The industry points out that the two largest expenses in running restaurants are food costs and labor costs. So, clearly, the last minimum wage increase was passed along to the consumer. Won't another increase in the minimum wage harm this industry?
- Q: The National Restaurant Association states that growth of employment in the restaurant industry is lagging behind total employment as a result of the increase in the minimum wage. The Association states that in the 12 months ending 9/96, restaurant employment grew by 2.1% (compared with 1.9 % total employment); but that in the 12 months ending 9/96, restaurant employment grew by only 1.3% (compared with 2.2% total employment). Won't another increase further slow down hiring in this industry?

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ID:608-265-3119
IRP

DRAFT

Table __. Distribution of Hourly Wage Rates, Fourth Quarter 1997.

(Numbers in thousands)

Hourly Wage Rate	Total employed	Percent of Hourly Workers
* Less than \$4.25	1,072	1.5%
* \$4.25	145	0.2
* \$4.26-\$5.14	422	0.6
\$4.75	233	0.3
\$5.00	2,251	3.2
\$5.15	2,115	3.0
\$5.16-\$5.64	4,411	6.2
\$5.65-\$6.14	5,471	7.7
\$6.15-\$6.64	3,361	4.7
\$6.65-\$7.14	4,783	6.7
\$7.15 or more	46,818	65.9
Total	71,082	98.51%

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

476-514 actually 4.26-5.14

No, give a
"real" total --
no double counting.

FOR ALL TABLES

Maybe shade Σ columns & vice versa
footnote what totals

if double counting
how could it be
less than 1?

DRAFT

Table __. Distribution of Hourly Wage Rates by Hours Worked, Fourth Quarter 1997.

(Numbers in thousands)

Number of Hours Usually Worked per Week	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
1 - 19 hours per week	10447	340	61	159	84	243	656	1,411	1,340	563	625	4,365
20 - 35 hours per week	9873	354	27	131	54	580	673	1,277	1,514	603	792	4,068
36 or more hours per week	50761	378	57	132	94	127	786	1,723	2,817	2,195	3,366	38,386

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

DRAFT

Table __. Distribution of Hourly Wage Rates by Union Status, Fourth Quarter 1997.

(Numbers in thousands)

Union Status	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Union Membership												
Member	10408	26	6	24	3	88	46	231	251	241	291	9,201
Non-member	60674	1,047	139	398	230	2,162	2,069	4,180	5,220	3,120	4,492	37,617
Covered by collective bargaining agreement												
Covered	1017	4	—	3	4	4	15	20	62	29	68	808
Not covered	70063	1,069	145	418	229	2,247	2,100	4,391	5,409	3,331	4,714	46,010

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

DRAFT

Table __. Distribution of Hourly Wage Rates by Number of Jobs, Fourth Quarter 1997.

(Numbers in thousands)

Number of Jobs	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Workers with one job	66,797	1,007	140	405	228	2,172	2,012	4,160	5,146	3,155	4,511	43,861
Workers with more than one job	4,283	65	5	16	5	79	103	251	324	207	271	2,957

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

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Table __. Distribution of Hourly Wage Rates by Selected Race, Fourth Quarter 1997.

(Numbers in thousands)

Race	Total employed	Less than \$4.25	\$4.25	\$4.76-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Nonhispanic white	50023	880	54	245	126	1,352	1,251	2,849	3,471	2,148	3,129	34,578
Nonhispanic black	9365	75	58	115	41	391	416	626	822	492	683	5,646
Hispanic	8566	69	27	48	58	384	388	725	1,009	580	723	4,555
Asian or Pacific Islander	2455	35	4	11	8	103	36	147	177	114	184	1,636
Other	666	13	-	3	-	21	23	65	51	26	63	403

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

could use also opt this for all white
all black } for comparison to other data?

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Table __. Distribution of Hourly Wage Rates by Gender and Race, Fourth Quarter 1997.

(Numbers in thousands)

(Numbers in thousands)

Gender and Race	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$5.15	\$5.16	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more	
Male	35327	312	86	205	101	931	755	1,659	2,295	1,351	2,016	25,616
Nonhispanic white	24375	236	25	121	57	578	479	1,014	1,331	745	1,193	18,596
Nonhispanic black	4266	33	44	63	11	105	102	217	337	198	296	2,860
Hispanic	5142	18	17	19	28	193	158	343	538	354	410	3,064
Asian or Pacific Islander	1181	18	-	3	4	43	11	60	38	40	85	879
Other	333	6	-	-	-	13	7	24	21	14	32	216
Female	35755	761	99	216	133	1,319	1,399	2,752	3,176	2,011	2,767	21,202
Nonhispanic white	25649	645	29	124	69	774	773	1,835	2,080	1,403	1,936	15,981
Nonhispanic black	5101	41	15	52	30	286	313	409	486	294	387	2,786
Hispanic	3427	51	10	29	30	191	231	382	472	226	313	1,492
Asian or Pacific Islander	1244	16	4	8	3	60	25	88	109	75	99	757
Other	333	7	-	3	-	8	16	39	30	13	31	186

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

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all black

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Table __. Distribution of Hourly Wage Rates by Age Group and Gender, Fourth Quarter 1997.

(Numbers in thousands)

Age Group and Gender	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
16 to 19 years	5973	183	23	144	98	735	654	1,399	1,055	434	428	820
Male	3021	68	17	72	46	358	334	650	490	220	225	541
Female	2951	115	6	73	51	377	320	749	564	214	203	279
20 to 24 years	9822	280	31	108	52	425	491	1,617	1,253	658	1,106	4,401
Male	5086	76	19	58	20	196	187	421	623	312	593	2,581
Female	4737	204	13	50	33	229	304	596	629	346	513	1,820
25 to 34 years	17721	303	33	67	45	341	361	752	1,147	795	1,206	12,671
Male	9222	92	20	28	11	128	78	283	525	304	569	7,264
Female	8502	211	13	39	35	213	283	550	622	491	637	5,408
35 to 44 years	18296	168	26	66	7	395	284	577	958	653	906	14,256
Male	8906	37	21	32	1	118	68	187	297	233	225	7,687
Female	9291	131	5	35	6	177	216	390	661	420	681	6,569
45 to 54 years	12191	59	26	16	19	231	174	312	469	469	593	9,823
Male	5673	4	6	4	15	65	40	87	145	176	180	4,951
Female	6513	55	20	12	3	165	134	224	324	292	412	4,872
55 to 64 years	5608	26	3	10	8	129	74	190	380	279	391	4,118
Male	2677	3	-	8	3	35	13	44	110	82	139	2,240
Female	2934	23	3	3	5	95	61	147	270	198	251	1,878
65 years and over	1574	53	3	10	4	94	77	165	210	74	155	729
Male	743	32	3	4	4	31	36	67	104	25	85	352
Female	831	21	-	5	-	63	41	98	106	50	70	377

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997. Further details in Table Notes.

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Table. Distribution of Hourly Wage Rates by Marital Status and Gender, Fourth Quarter 1997.

(Numbers in thousands)

Marital Status and Gender	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$5.15	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Married-Spouse Present	35672	314	30	97	53	620	531	1,197	1,763	1,484	2,075	27,508
Male	18047	71	12	52	22	197	150	304	577	519	721	15,422
Female	17623	242	18	46	31	423	381	893	1,185	964	1,354	12,086
Married-Spouse Absent	789	14	8	6	4	56	19	48	92	19	71	452
Male	446	8	8	6	—	35	1	13	66	13	28	268
Female	340	6	—	—	4	20	17	34	26	6	43	184
Widowed	1428	26	10	7	—	69	41	96	193	94	126	766
Male	214	12	3	4	—	4	—	6	33	1	10	141
Female	1213	14	7	3	—	65	41	90	160	93	115	625
Divorced	7470	117	7	22	17	155	146	254	427	296	402	5,627
Male	2955	11	—	6	8	40	13	80	137	98	114	2,448
Female	4512	106	7	15	9	115	132	173	290	198	287	3,180
Separated	2104	38	3	9	5	94	78	115	187	109	149	1,317
Male	798	2	—	—	—	26	1	20	52	38	48	611
Female	1305	36	3	9	5	68	77	95	135	70	101	706
Never Married	23419	565	86	280	153	1,257	1,300	2,701	2,809	1,360	1,959	11,149
Male	12862	208	62	137	70	629	589	1,235	1,429	682	1,094	6,727
Female	10756	357	24	142	83	628	710	1,466	1,381	678	865	4,422

Source: Urban Institute analysis of outgoing rotation groups in the 1997 Current Population Survey. Further details in Table Notes.

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Table __. Distribution of Hourly Wage Rates by School Enrollment Status and Age Group, Fourth Quarter 1997.

(Numbers in thousands)

Enrollment Status and Age Group	Total	Less than \$4.15	\$4.15	\$4.16-\$5.14	\$5.15	\$5.16	\$5.17	\$5.18-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Not Enrolled in School	8606	186	22	107	64	374	442	857	1,035	603	1,013	3,903
16 to 19 years old	1765	40	2	31	26	128	167	273	321	130	184	471
20 to 24 years old	6840	146	19	77	38	253	275	584	714	473	828	3,433
Enrolled in High School	2830	86	14	94	63	478	384	865	426	181	108	138
16 to 19 years old	2760	86	11	94	63	469	373	863	408	180	97	116
20 to 24 years old	71	-	3	-	-	1	11	2	18	1	13	22
Enrolled in College/University	4357	191	19	51	23	317	318	693	846	308	411	1,180
16 to 19 years old	1448	57	10	20	9	146	114	263	326	123	147	233
20 to 24 years old	2910	133	9	31	14	170	204	431	521	185	263	947

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997.

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Educational Attainment and Age Group	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
20 to 24 years old	21	-	-	-	-	-	-	-	-	-	-	21
25 or more years old	1491	-	-	-	-	24	6	21	35	9	40	1,356

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997.

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Table 1. Distribution of Hourly Wage Rates by School Enrollment Status, Educational Attainment, and Age Group, Fourth Quarter 1997.

(Numbers in thousands)

School Enrollment Status, Educational Attainment and Age Group	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Enrolled in High School	2830	86	14	94	63	470	384	865	426	181	109	138
16 to 19 years old	2760	86	11	94	63	469	373	863	408	180	97	116
20 to 24 years old	71	—	3	—	—	1	11	2	18	1	13	22
Enrolled in College/University	4357	191	19	51	23	317	318	693	846	308	411	1,180
16 to 19 years old	1448	57	10	20	9	146	134	263	326	123	147	233
20 to 24 years old	2910	133	9	31	14	170	204	431	521	185	265	947
Not Enrolled and No High School Diploma	1726	43	3	32	26	148	140	234	212	149	136	583
16 to 19 years old	626	13	2	25	18	53	66	106	93	54	49	147
20 to 24 years old	1103	30	—	38	8	95	75	128	120	96	87	436
Not Enrolled and High School Diploma	4073	86	9	30	12	155	218	432	514	304	517	1,796
16 to 19 years old	942	23	—	6	3	62	79	148	173	73	116	259
20 to 24 years old	3131	64	9	24	8	93	139	284	341	231	401	1,537
Not Enrolled and Some College	1802	36	4	18	20	61	36	170	229	101	236	871
16 to 19 years old	174	5	—	—	4	6	19	19	52	4	11	54
20 to 24 years old	1626	31	4	18	16	55	36	151	176	97	226	816
Not Enrolled and College Degree	1008	22	6	7	6	11	28	21	80	50	124	653
16 to 19 years old	25	—	—	—	—	—	3	—	3	—	9	10
20 to 24 years old	982	22	6	7	6	11	25	21	76	50	115	643

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997.

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Table __. Distribution of Hourly Wage Rates by School Enrollment Status, Educational Attainment, and Gender, Fourth Quarter 1997.

(Numbers in thousands)

School Enrollment Status, Educational Attainment, and Gender	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Enrolled in High School	2830	86	14	94	63	470	384	865	426	181	109	138
Male	1508	39	8	41	32	245	218	487	262	88	67	101
Female	1320	46	6	53	31	225	166	457	164	93	42	37
Enrolled in College/University	4357	191	19	51	23	317	318	693	846	308	411	1,180
Male	1935	43	14	16	11	130	120	260	322	136	236	647
Female	2422	148	5	35	12	187	198	433	524	172	175	533
Not Enrolled and No High School Diploma	1726	43	3	52	26	148	140	234	212	149	136	583
Male	1142	17	—	43	22	63	76	130	139	88	95	469
Female	585	25	3	10	4	84	65	104	74	62	40	114
Not Enrolled and High School Diploma	4073	86	9	30	12	155	218	432	514	304	517	1,796
Male	2262	34	4	17	2	85	75	179	248	176	270	1,182
Female	1812	62	5	13	10	69	143	253	266	128	248	615
Not Enrolled and Some College	1802	36	4	18	20	61	56	170	229	101	236	871
Male	902	8	4	14	—	34	24	85	108	26	119	490
Female	898	28	—	4	20	37	32	85	120	75	117	380
Not Enrolled and College Degree	1008	22	6	7	6	11	28	21	80	50	124	653
Male	399	12	6	—	—	7	8	9	34	19	30	234
Female	647	10	—	7	6	3	20	12	46	31	93	419

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997.

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Table __. Distribution of Hourly Wage Rates by School Enrollment Status, Educational Attainment, and Race, Fourth Quarter 1997.

(Numbers in thousands)

School Enrollment Status, Educational Attainment, and Race	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$5.15	\$5.16	\$5.17	\$5.18-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Enrolled in High School	2830	86	14	94	63	470	384	865	426	181	109	138
Nonhispanic white	2298	75	9	77	48	370	292	723	377	133	93	101
Nonhispanic black	261	7	—	8	13	59	48	42	25	36	7	86
Hispanic	204	—	5	9	2	21	39	65	21	9	10	21
Asian or Pacific Islander	56	3	—	—	—	18	3	31	1	—	—	—
Other race	13	—	—	—	—	—	2	4	2	4	—	1
Enrolled in College/University	4357	191	19	51	23	317	318	693	846	308	411	1,180
Nonhispanic white	3378	176	10	25	17	247	242	516	660	260	343	882
Nonhispanic black	369	5	8	13	—	24	25	63	76	19	20	116
Hispanic	361	7	—	7	6	16	36	62	72	18	24	113
Asian or Pacific Islander	228	3	—	7	—	27	8	47	37	11	21	67
Other race	21	—	—	—	—	3	7	6	—	1	3	1
Not Enrolled and No High School Diploma	1736	43	3	52	26	148	140	234	212	149	136	583
Nonhispanic white	847	32	—	18	—	52	57	87	104	72	68	357
Nonhispanic black	238	9	—	25	—	21	51	40	20	30	2	40
Hispanic	572	2	2	6	21	69	33	89	75	44	63	168
Asian or Pacific Islander	31	—	—	—	4	5	—	—	9	1	—	12
Other race	37	—	—	3	—	—	—	19	5	1	3	6
Not Enrolled and High School Diploma	4073	86	9	30	12	155	218	432	514	304	517	1,796
Nonhispanic white	2823	64	4	18	4	103	132	276	333	172	349	1,368
Nonhispanic black	494	7	—	10	4	24	28	87	62	49	72	151

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School Enrollment Status, Educational Attainment, and Race	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$5.15	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Hispanic	628	12	5	2	4	25	50	50	90	77	80	233
Asian or Pacific Islander	85	-	-	-	-	3	5	11	18	4	11	33
Other race	48	4	-	-	-	-	4	9	12	2	6	31
Not Enrolled and Some College	1792	26	4	18	20	61	56	170	229	101	236	871
Nonhispanic white	1243	31	-	7	17	35	32	99	149	99	163	651
Nonhispanic black	283	5	4	10	4	16	8	28	54	24	32	98
Hispanic	207	-	-	1	-	3	15	38	23	14	26	87
Asian or Pacific Islander	47	-	-	-	-	6	-	4	-	4	9	26
Other race	18	-	-	-	-	-	-	-	2	-	5	11
Not Enrolled and College Degree	1008	22	6	7	6	11	28	21	80	50	124	653
Nonhispanic white	799	22	3	6	3	4	12	15	51	44	98	541
Nonhispanic black	120	-	-	-	3	4	13	2	21	4	23	50
Hispanic	62	-	3	-	-	3	3	4	3	-	-	46
Asian or Pacific Islander	23	-	-	1	-	-	-	-	5	1	3	13
Other race	3	-	-	-	-	-	-	-	-	-	-	3

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997

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Table __. Distribution of Hourly Wage Rates by CMSA/MSA Size, Fourth Quarter 1997.

(Numbers in thousands)

CMSA/MSA Population	Total	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Rural	16311	279	44	118	62	529	658	1,250	1,298	855	1,148	10,070
100K-249K	3769	43	12	23	27	127	158	268	298	229	323	2,261
250K-499K	6399	108	6	58	14	196	290	488	511	365	401	3,962
500K-999K	7151	114	18	47	18	229	186	332	518	370	556	4,763
1.0M-2.49M	12627	168	13	44	23	351	337	764	1,027	564	835	8,481
2.5M-4.99M	5969	95	-	39	17	166	141	319	445	260	357	4,121
5.0M	18453	236	52	84	73	634	325	946	1,341	699	1,144	12,919

K = Thousands

M = Millions

Source: Urban Institute's analysis of Outgoing Rotation groups in the Current Population Survey in the 4th quarter of 1997.

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Table ____ Distribution of Hourly Wage Rates, March 1997

Hourly Wage Rate	Total employed	Percent of Hourly Workers
Less than \$4.25	1,262	2.0%
\$4.25	313	0.5
\$4.26-\$5.14	1,254	1.9
\$4.75	1,513	2.3
\$5.00	3,963	6.1
\$5.15	126	0.2
\$5.16-\$5.64	3,403	5.3
\$5.65-\$6.14	4,411	6.8
\$6.15-\$6.64	3,266	5.0
\$6.65-\$7.14	4,314	6.5
\$7.15 or more	40,946	63.3
Total	64,671	97.92

Source: Urban Institute analysis of Current Population -March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates. Further details in Table Notes

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Table __. Distribution of Hourly Wage Rates by Family Poverty Status and Age Group, March 1997.

(Numbers in thousands)

Family Poverty Status and Age Group	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Below poverty level	4674	232	23	243	345	764	8	451	550	339	405	1,314
16 to 19 years old	527	92	13	74	45	104	—	36	87	27	14	35
20 to 24 years old	1193	87	6	30	148	174	—	227	137	63	119	202
25 or more years old	2951	52	4	138	151	486	8	188	326	249	272	1,077
100% - 124% of poverty level	2728	97	18	82	126	308	25	211	333	266	267	995
16 to 19 years old	251	32	11	36	9	67	—	15	37	38	—	6
20 to 24 years old	511	17	—	8	48	64	—	39	67	36	98	134
25 or more years old	1967	50	7	37	69	177	25	157	230	195	168	854
125% - 149% of poverty level	2773	26	34	100	111	142	15	223	275	209	270	1,368
16 to 19 years old	134	—	15	24	12	28	15	5	8	7	2	18
20 to 24 years old	658	—	—	41	39	33	—	55	78	42	109	261
25 or more years old	1980	26	19	35	60	81	—	163	188	160	159	1,089
150% and above poverty level	54195	905	238	830	931	2,745	78	2,518	3,253	2,451	3,272	37,270
16 to 19 years old	4249	216	122	360	467	800	32	666	572	260	286	464
20 to 24 years old	6344	221	41	158	117	427	16	534	828	477	571	2,954
25 or more years old	43900	468	74	312	346	1,523	30	1,319	1,853	1,715	2,414	33,847

Source: Urban Institute analysis of Current Population - March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates. 37.2 percent of these respondents had family income between 125% and 149% of the poverty level. 62.8 percent had family income 150% and above the poverty level. Further details in Table Notes.

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Table __. Distribution of Hourly Wage Rates by Family Poverty Status and Race, March 1997.

(Numbers in thousands)

Family Poverty Status and Race	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Below poverty level	4674	232	23	243	345	764	8	451	550	339	405	1,314
Nonhispanic white	2746	194	5	155	188	478	—	249	263	225	253	736
Nonhispanic black	1075	31	13	60	72	160	—	112	143	23	98	363
Hispanic	632	8	4	20	82	68	8	85	88	76	51	142
Asian or Pacific Islander	144	—	—	8	—	26	—	4	52	3	—	51
Other race	74	—	—	—	2	31	—	—	4	12	3	22
100% - 124% of poverty level	2730	99	18	82	126	308	25	211	333	266	267	995
Nonhispanic white	1628	53	11	66	59	159	10	130	204	156	149	631
Nonhispanic black	652	34	—	16	20	92	15	53	66	72	101	189
Hispanic	399	11	7	—	31	33	—	28	59	17	7	106
Asian or Pacific Islander	105	—	—	—	15	15	—	—	—	12	—	63
Other race	43	—	—	—	—	8	—	—	10	9	10	6
125% - 149% of poverty level	2773	26	34	100	111	142	15	223	275	209	270	1,368
Nonhispanic white	1719	26	24	28	88	86	15	181	104	146	176	845
Nonhispanic black	586	—	—	24	10	24	—	—	101	35	66	326
Hispanic	360	—	—	22	12	32	—	37	61	29	15	152
Asian or Pacific Islander	52	—	—	9	—	—	—	5	9	—	14	15
Other race	60	—	11	17	1	—	—	—	—	—	—	31
150% and above poverty level	54495	905	238	830	931	2,749	78	2,518	3,253	2,451	3,272	37,270
Nonhispanic white	42373	720	151	639	728	1,923	65	1,977	2,458	1,843	2,329	29,540
Nonhispanic black	6477	124	59	123	114	448	3	241	339	320	407	4,299
Hispanic	3352	23	17	34	88	218	11	216	292	184	316	1,953

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Family Poverty Status and Race	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Asian or Pacific Islander	1919	37	12	26	—	138	—	54	128	90	199	1,235
Other race	375	2	—	9	—	23	—	30	36	14	19	242

Source: Urban Institute analysis of Current Population -March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates. 100.0 percent of these respondents were nonhispanic white. Further details in Table Notes.

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Table __. Distribution of Hourly Wage Rates by Family Receipt of Welfare Benefits, March 1997.

Family Welfare Participation	Total employed	Less than \$4.15	\$4.15	\$4.16-\$5.14	\$4.75	\$5.00	\$5.15	\$5.16-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Family received welfare benefits	1946	40	11	82	106	294	3	179	173	154	179	725
Family did not receive welfare benefits	62723	1,222	302	1,172	1,406	3,669	122	3,224	4,238	3,112	4,035	40,221

Source: Urban Institute analysis of Current Population -March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates. 100.0 percent of these respondents were in families who did not receive public assistance. Further details in Table Notes.

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Table __. Distribution of Highest Hourly Wage Rates in Family by Number of Own Children, March 1997.

Number of Own Children in Family	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$5.15	\$5.16	\$5.17	\$5.18	\$5.19-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Highest Wage Rate in Family													
No. of own children < 6 yrs	10161	77	32	123	130	460	9	456	424	403	500	7,547	
No. of own children < 18 yrs	35490	350	77	571	506	1,943	21	1,549	1,771	1,586	1,715	25,602	
Highest Wage Rate in Family - Female													
No. of own children < 6 yrs	6271	77	32	96	120	375	-	346	285	275	383	4,282	
No. of own children < 18 yrs	23354	312	77	303	429	1,460	11	1,137	1,204	946	1,395	16,080	
Highest Wage Rate in Family - Female Earnings > 50% Family Earnings													
No. of own children < 6 yrs	2590	69	-	37	79	257	-	189	125	169	195	1,470	
No. of own children < 18 yrs	9286	187	-	152	275	734	-	513	518	512	831	5,564	
Highest Wage Rate in Family - Female Householders' Earnings > 50% Family Earnings													
No. of own children < 6 yrs	2511	64	-	37	79	223	-	187	111	169	195	1,446	
No. of own children < 18 yrs	8799	178	-	89	257	613	-	503	471	485	785	5,418	
Highest Wage Rate in Family - Mothers' Earnings > 50% Family Earnings													
No. of own children < 6 yrs	2511	64	-	37	79	223	-	187	111	169	195	1,446	
No. of own children < 18 yrs	8796	178	-	86	257	613	-	503	471	485	785	5,418	

Source: Urban Institute analysis of Current Population -March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates, who did not receive public assistance. Further details in Table Notes.

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Table __. Distribution of Lowest Hourly Wage Rates in Family by Number of Own Children, March 1997.

Number of Own Children in Family	Total employed	Less than \$4.25	\$4.25	\$4.26-\$5.14	\$4.75	\$5.00	\$5.15	\$5.15-\$5.64	\$5.65-\$6.14	\$6.15-\$6.64	\$6.65-\$7.14	\$7.15 or more
Lowest Wage Rate in Family												
No. of own children < 6 yrs	10161	134	50	155	310	599	9	732	586	530	538	6,518
No. of own children < 18 yrs	35492	896	283	1,153	1,403	2,985	92	2,564	2,424	1,907	2,027	19,758
Lowest Wage Rate in Family - Female												
No. of own children < 6 yrs	6271	134	36	128	290	470	-	564	419	376	410	3,444
No. of own children < 18 yrs	23355	619	148	730	1,054	2,072	54	1,940	1,713	1,375	1,706	11,944
Lowest Wage Rate in Family - Female Earnings > 50% Family Earnings												
No. of own children < 6 yrs	2592	73	-	64	95	271	-	237	132	236	200	1,284
No. of own children < 18 yrs	9286	214	9	259	372	772	5	584	632	613	834	4,992
Lowest Wage Rate in Family - Female Householders' Earnings > 50% Family Earnings												
No. of own children < 6 yrs	2512	68	-	44	95	254	-	235	120	220	200	1,276
No. of own children < 18 yrs	8797	205	-	113	354	728	5	573	590	570	797	4,862
Lowest Wage Rate in Family - Mothers' Earnings > 50% Family Earnings												
No. of own children < 6 yrs	2513	69	-	44	95	254	-	235	120	220	200	1,276
No. of own children < 18 yrs	8797	205	-	113	354	728	5	573	590	570	797	4,862

Source: Urban Institute analysis of Current Population - March Supplement, respondents in the outgoing rotation group of 1997. 18,055 hourly or 0.0 percent workers did not report hourly wage rates, who did not receive public assistance. Further details in Table Notes.

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Results are based on an analysis of respondents in outgoing rotation groups in the 1997 Current Population Survey (CPS). The sample contains noninstitutionalized civilians age 16 and over, employed in the public or private sector, who reported hourly wage rates. CPS weights are used to make the sample nationally representative.

INSTITUTE FOR RESEARCH ON POVERTY

University of Wisconsin-Madison
1180 Observatory Drive
3412 Social Science
Madison, WI 53706

Telephone No. (608) 262-6358
Fax No. (608) 265-3119

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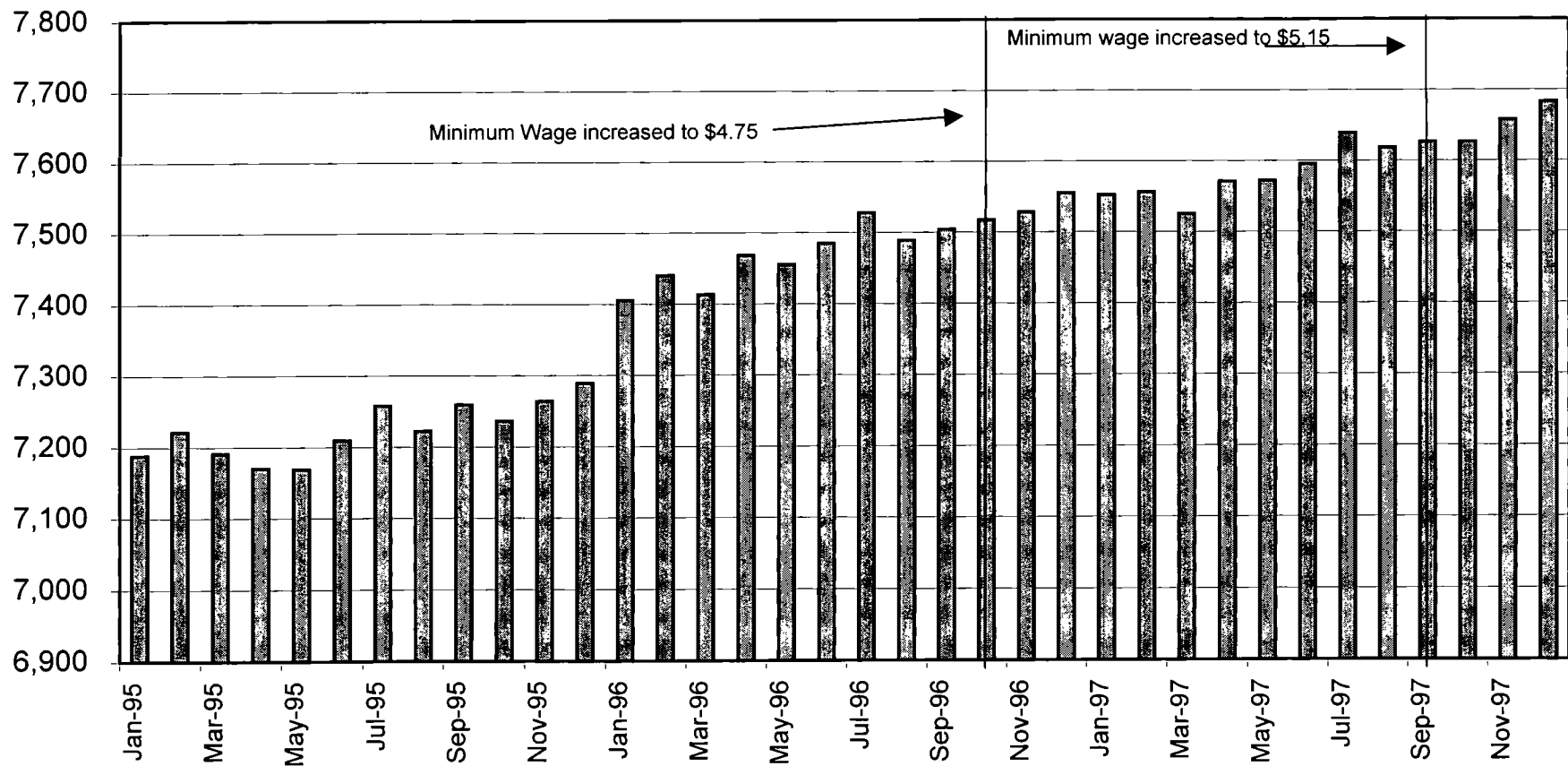
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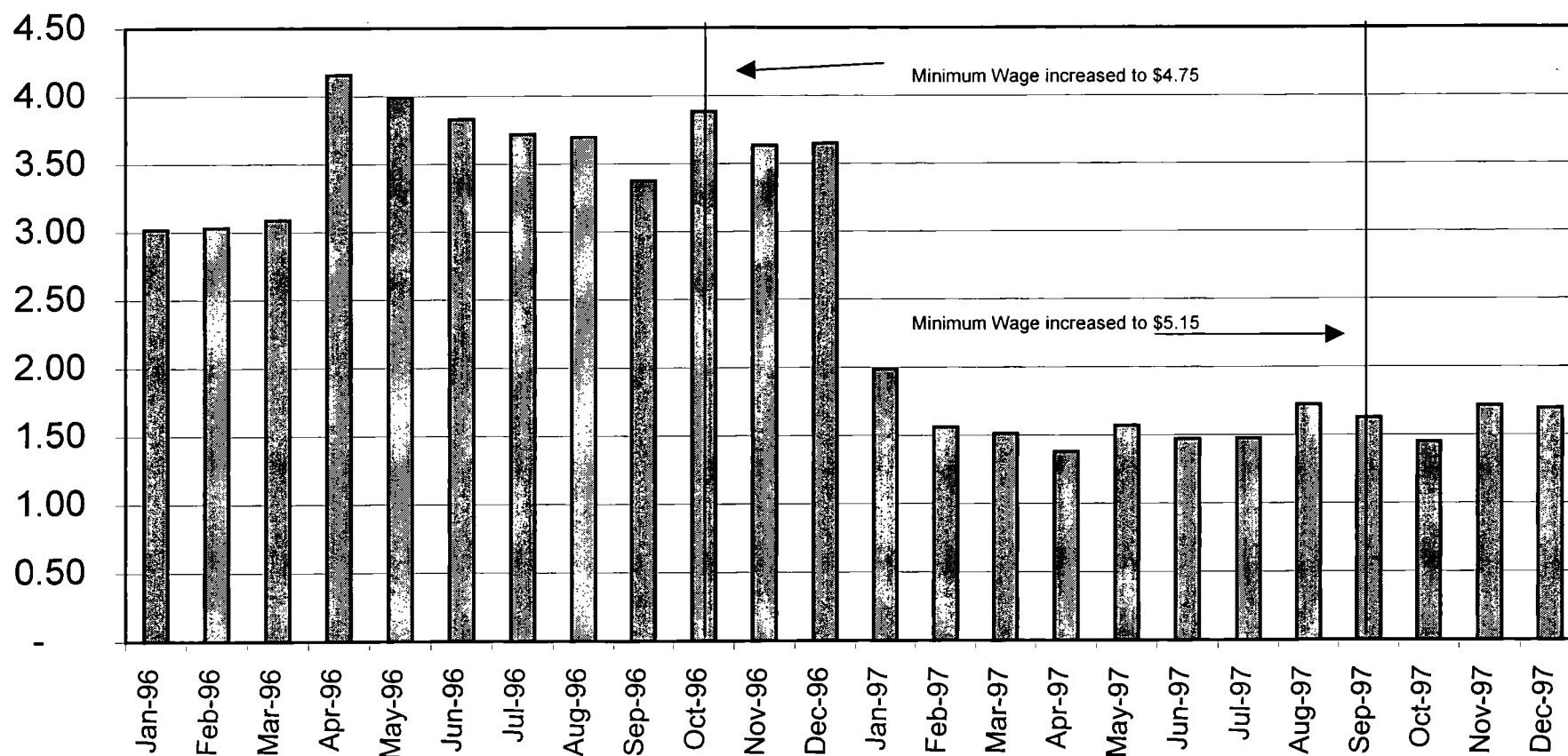
Employment Level in the Eating and Drinking Industry

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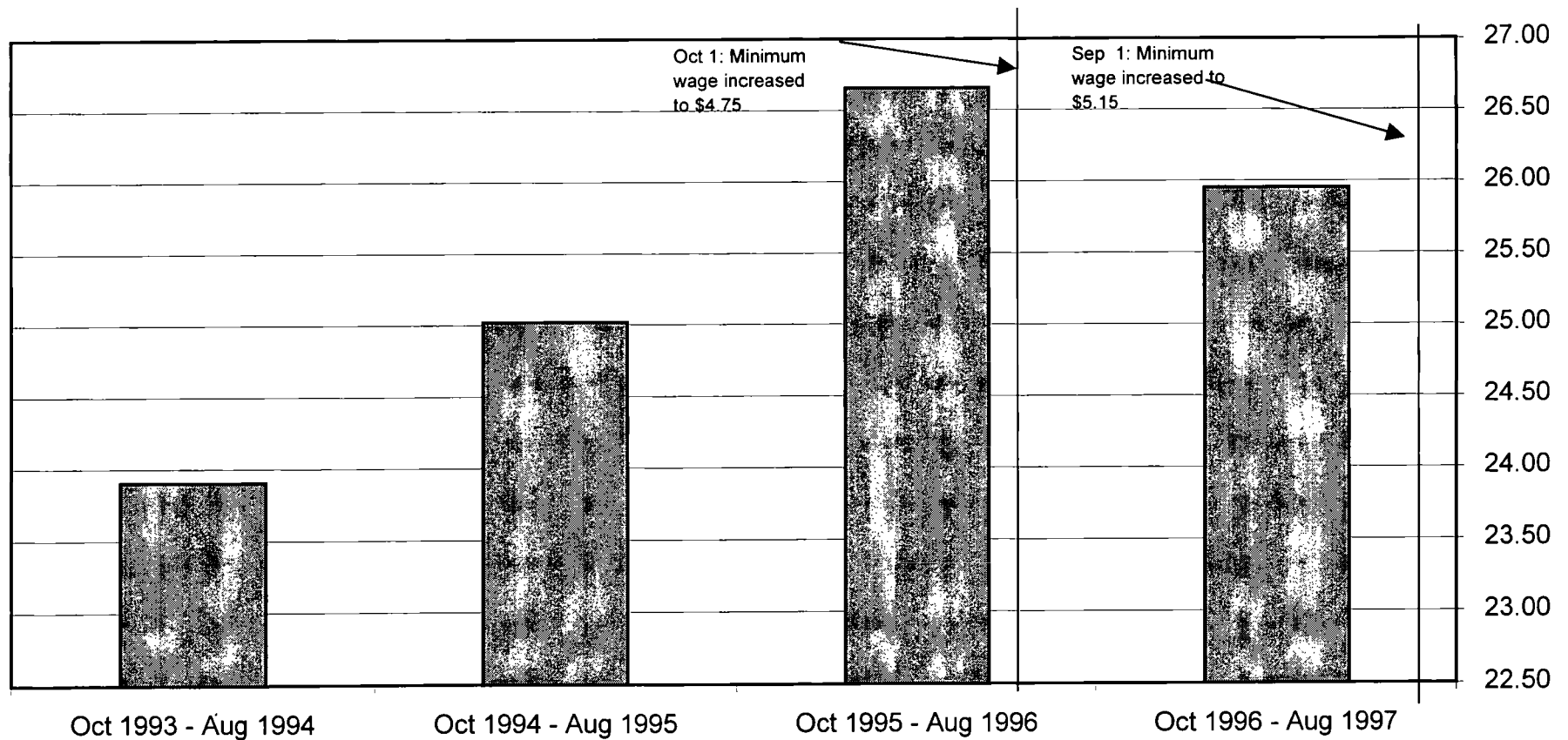
Employment Growth in the Eating and Drinking Industry

Percent



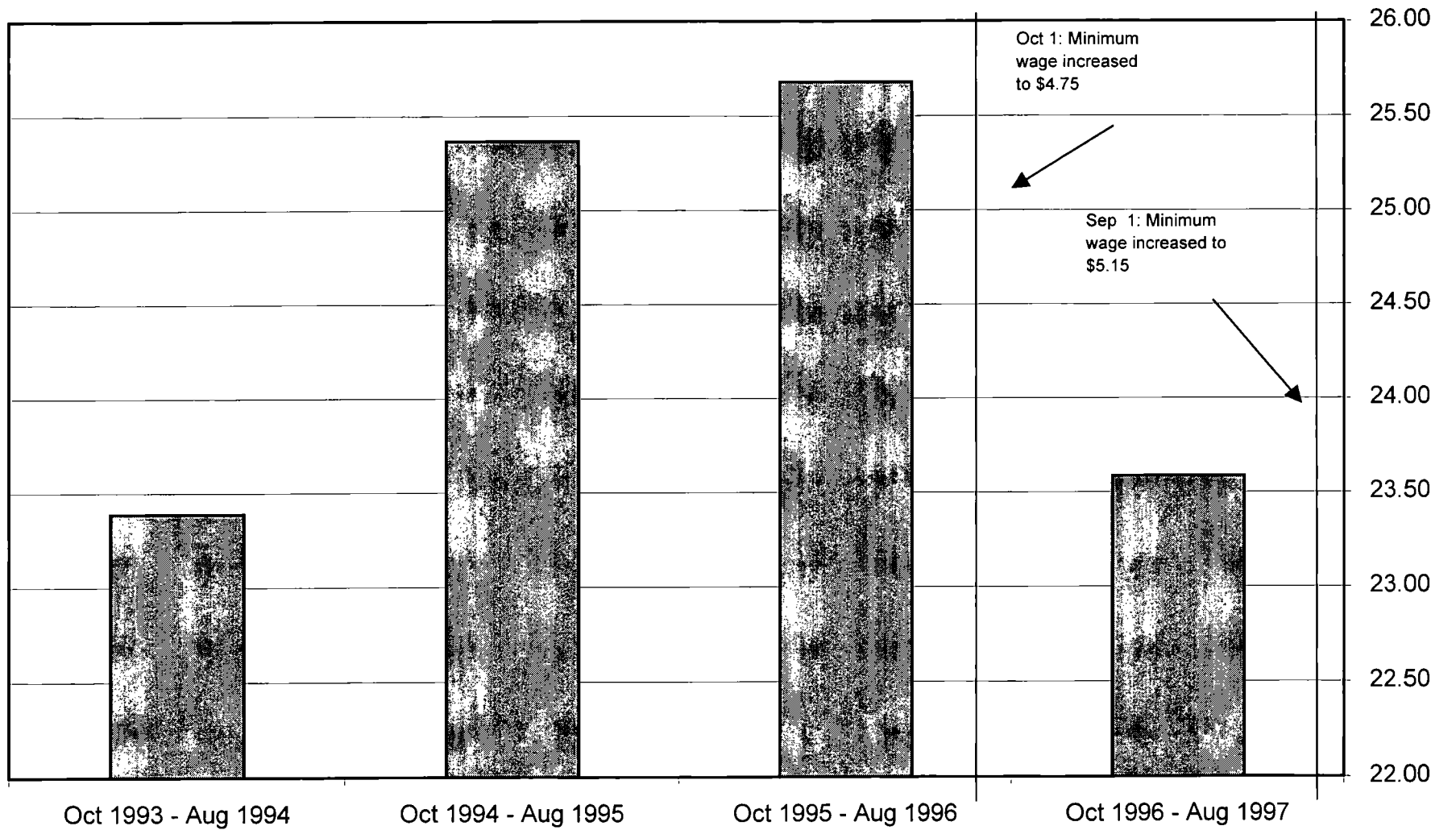
The Employment Rates for Black Male Teens, 16-19

10 Month Average



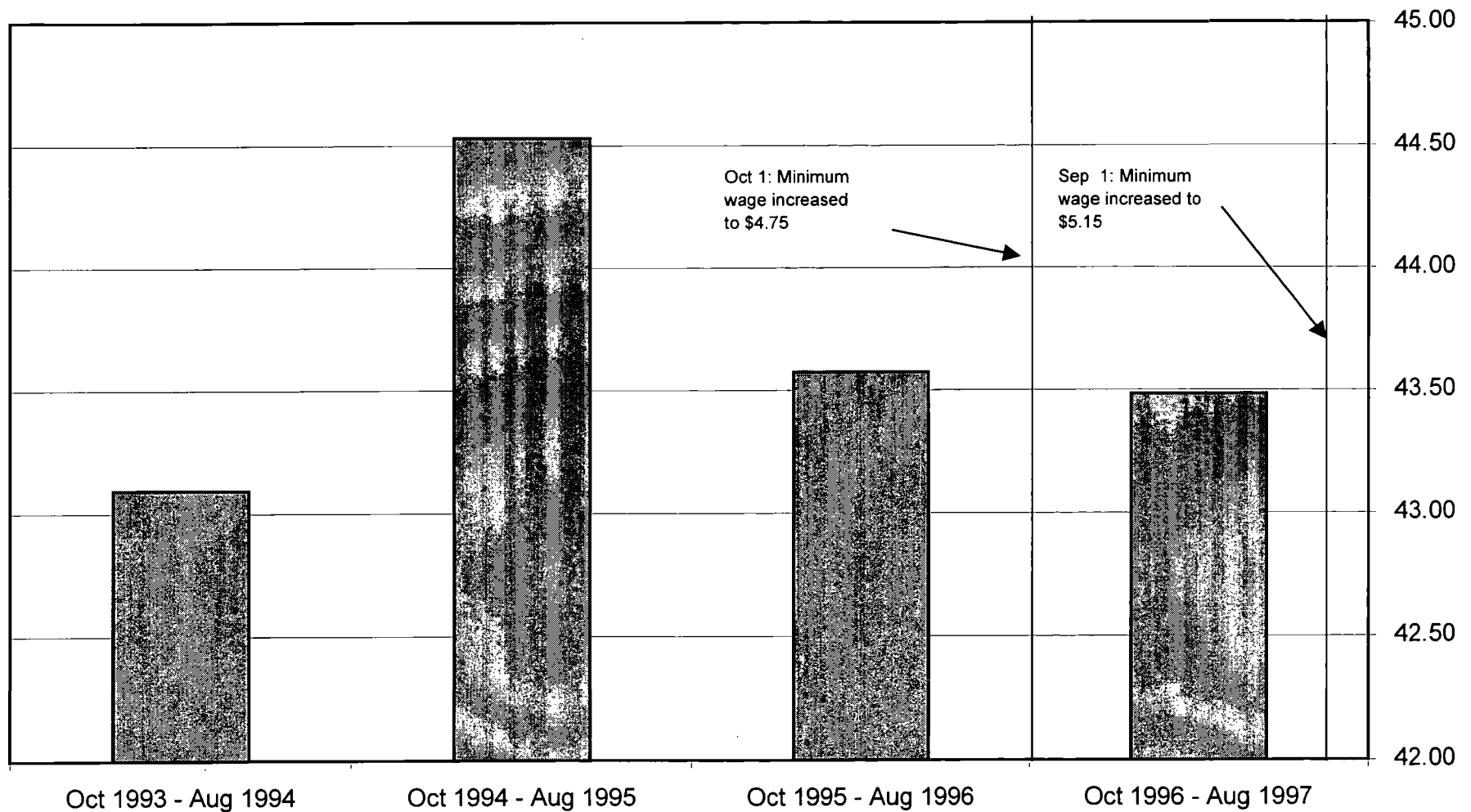
Employment Rates, Black Teens, 16-19

10 Month Average



The Decline in Employment Rates for Teens Occurred Before the First Minimum Wage

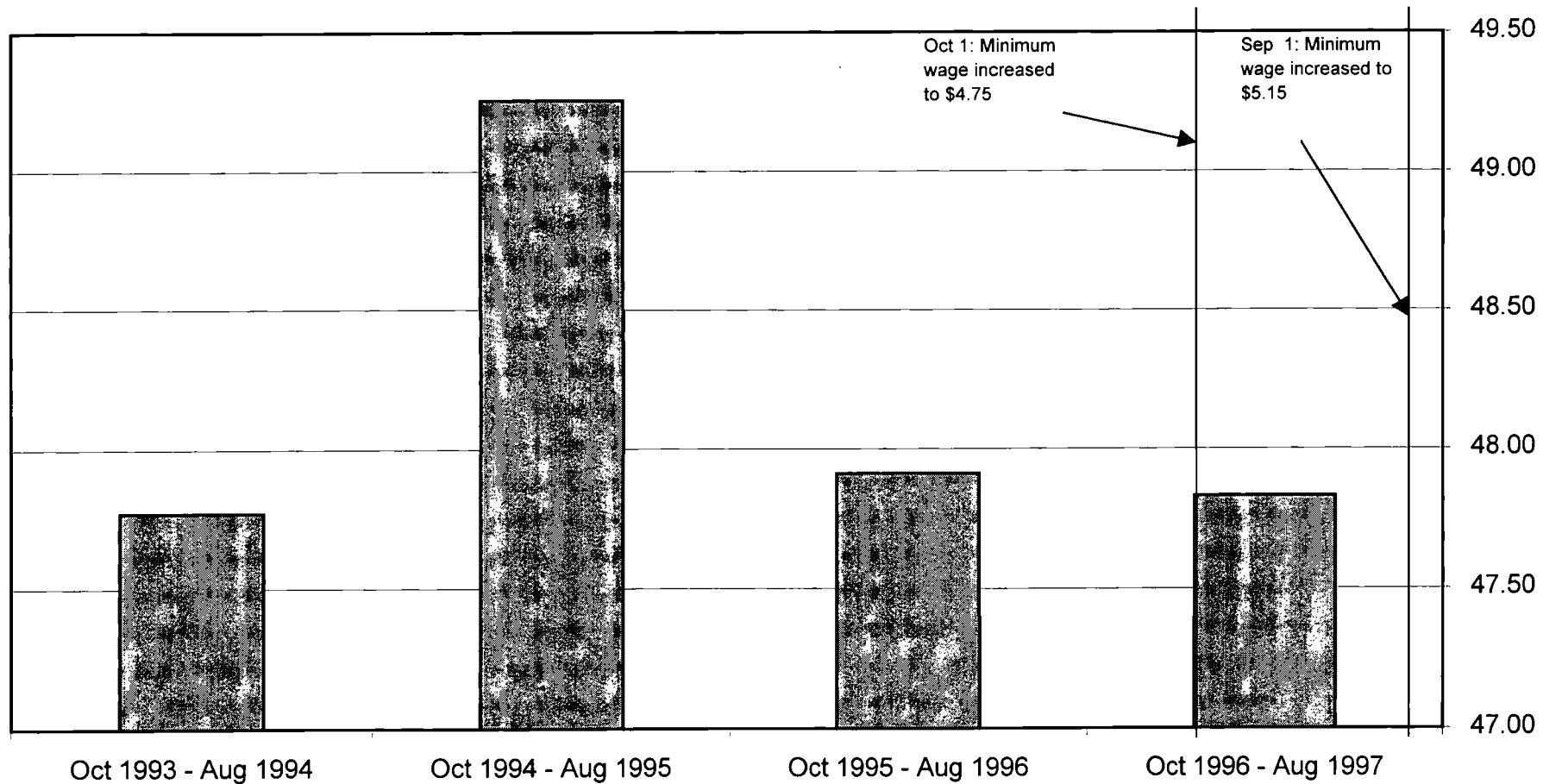
Employment Rates, Teens, 16-19
10 Month Average



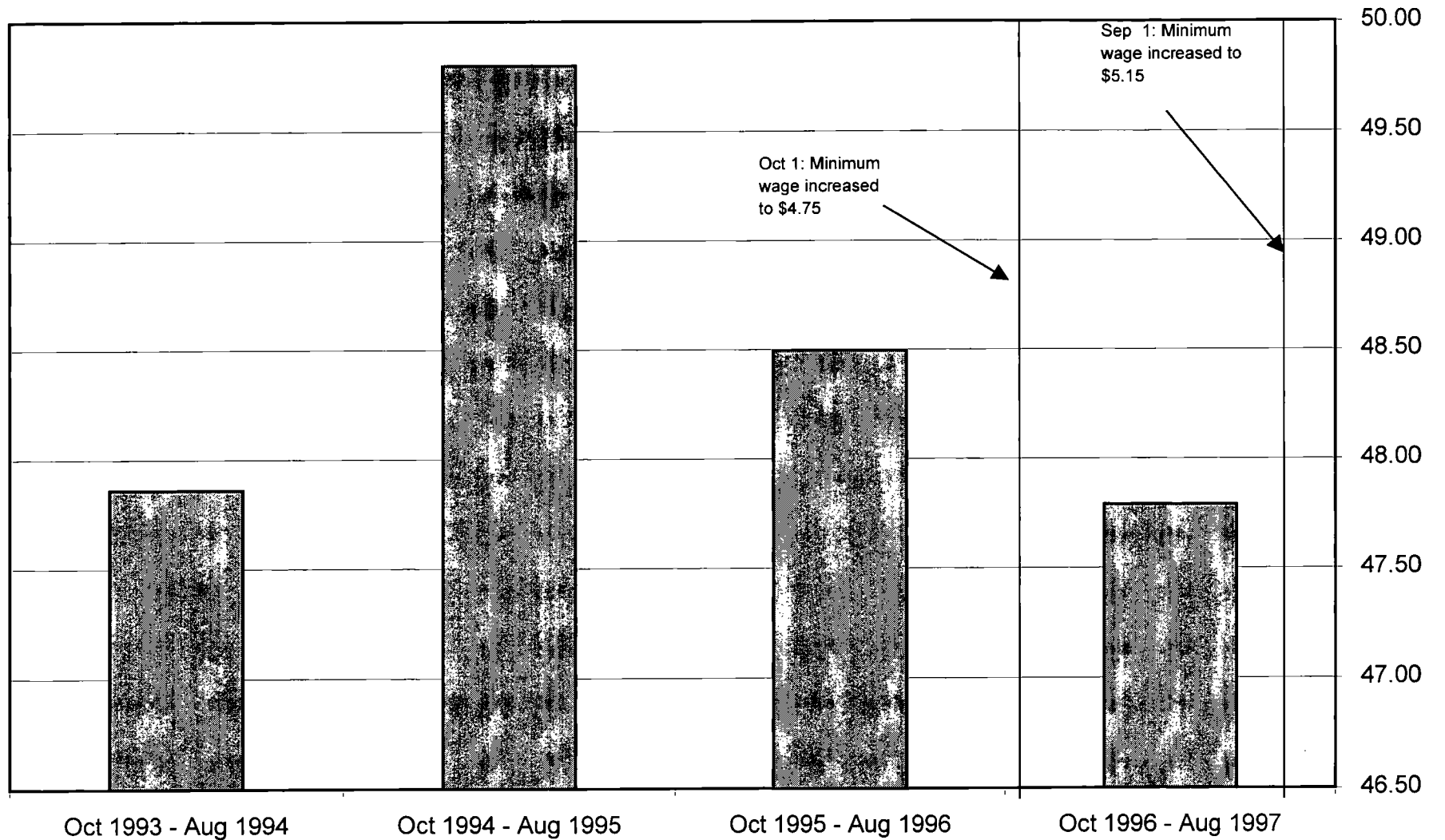
The Decline in Employment Rates for White Teens Occurred Before the First Minimum Wage Increase

Increase

Employment Rates, White Teens, 16-19
10 Month Average



Employment Rates, White Male Teens, 16-19

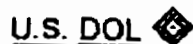


Federal minimum wage in constant dollars, using alternative price indices

Year	Nominal minimum wage *	Purchasing Power in 1998 dollars using CPI-U	Purchasing Power in 1998 dollars using CPI-W	Purchasing Power in 1998 dollars using CPI-U-X1
1938	50.25	2.89	2.81	
1939	0.30	3.52	3.42	
1940	0.30	3.49	3.40	
1941	0.30	3.33	3.24	
1942	0.30	3.00	2.92	
1943	0.30	2.83	2.75	
1944	0.30	2.78	2.71	
1945	0.40	3.62	3.53	
1946	0.40	3.34	3.26	
1947	0.40	2.92	2.84	
1948	0.40	2.71	2.64	
1949	0.40	2.74	2.66	
1950	0.75	5.07	4.95	
1951	0.75	4.70	4.59	
1952	0.75	4.61	4.49	
1953	0.75	4.58	4.45	
1954	0.75	4.54	4.44	
1955	0.75	4.56	4.45	
1956	1.00	5.99	5.85	
1957	1.00	5.80	5.64	
1958	1.00	5.64	5.49	
1959	1.00	5.60	5.45	
1960	1.00	5.51	5.36	
1961	1.15	6.27	6.10	
1962	1.15	6.21	6.04	
1963	1.25	6.66	6.48	
1964	1.25	6.57	6.40	
1965	1.25	6.47	6.30	
1966	1.25	6.29	6.12	
1967	1.40	6.83	6.65	6.28
1968	1.60	7.49	7.30	6.92
1969	1.60	7.11	6.92	6.63
1970	1.60	6.72	6.55	6.32
1971	1.60	6.44	6.28	6.06
1972	1.60	6.24	6.07	5.87
1973	1.60	5.87	5.72	5.53
1974	2.00	6.61	6.44	6.28
1975	2.10	6.36	6.20	6.09
1976	2.30	6.59	6.42	6.31
1977	2.30	6.19	6.03	5.93
1978	2.65	6.63	6.45	6.40
1979	2.90	6.51	6.34	6.39
1980	3.10	6.13	5.97	6.14
1981	3.35	6.01	5.85	6.06
1982	3.35	5.66	5.52	5.71
1983	3.35	5.48	5.36	5.48
1984	3.35	5.26	5.18	5.26
1985	3.35	5.07	5.00	5.08
1986	3.35	4.98	4.93	4.98
1987	3.35	4.81	4.76	4.81
1988	3.35	4.62	4.57	4.62
1989	3.35	4.40	4.36	4.41
1990	3.80	4.74	4.70	4.74
1991	4.25	5.09	5.05	5.09
1992	4.25	4.94	4.91	4.94
1993	4.25	4.79	4.78	4.80
1994	4.25	4.67	4.66	4.67
1995	4.25	4.55	4.53	4.55
1996	4.75	4.93	4.92	4.94
1997	5.15	5.23	5.22	5.23
1998	5.15	5.15	5.15	5.15

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, 2-16-99
Unpublished tabulation

* The effective dates for minimum wage increases are presented in the attached table. Note that in some years the increases became effective January 1, in other years in a different month, e.g., September 1, 1997. For purposes of conveniently adjusting nominal values into constant dollars, the "new" minimum wage level is used here to represent the entire calendar year (such as 1997), regardless of the particular month the change occurred. Nominal minimum wage values are adjusted using CPI calendar year annual averages.



HISTORY OF FEDERAL MINIMUM WAGE RATES UNDER THE FAIR LABOR STANDARDS ACT, 1938 - 1996

The table of federal minimum wage rates under the Fair Labor Standards Act, 1938 - 1996 is also available in a [PDF Version](#). In order to view and/or print PDF documents you must have a PDF viewer (e.g., [Amber](#) or [Acrobat Reader](#)) available on your workstation.

Minimum hourly wage of workers in jobs first covered by --

<i>Effective Date</i>	<i>1938 Act ¹</i>	<i>1961 Amendments ²</i>	<i>1966 and Subsequent Amendments ³</i>	
			<i>Nonfarm</i>	<i>Farm</i>
Oct 24, 1938	\$0.25			
Oct 24, 1939	\$0.30			
Oct 24, 1945	\$0.40			
Jan 25, 1950	\$0.75			
Mar 1, 1956	\$1.00			
Sep 3, 1961	\$1.15	\$1.00		
Sep 3, 1963	\$1.25			
Sep 3, 1964		\$1.15		
Sep 3, 1965		\$1.25		
Feb 1, 1967	\$1.40	\$1.40	\$1.00	\$1.00
Feb 1, 1968	\$1.60	\$1.60	\$1.15	\$1.15
Feb 1, 1969			\$1.30	\$1.30
Feb 1, 1970			\$1.45	
Feb 1, 1971			\$1.60	
May 1, 1974	\$2.00	\$2.00	\$1.90	\$1.60
Jan. 1, 1975	\$2.10	\$2.10	\$2.00	\$1.80

Jan 1, 1976	\$2.30	\$2.30	\$2.20	\$2.00
Jan 1, 1977			\$2.30	\$2.20
Jan 1, 1978		\$2.65 for all covered, nonexempt workers		
Jan 1, 1979		\$2.90 for all covered, nonexempt workers		
Jan 1, 1980		\$3.10 for all covered, nonexempt workers		
Jan 1, 1981		\$3.35 for all covered, nonexempt workers		
Apr 1, 1990 ⁴		\$3.80 for all covered, nonexempt workers		
Apr 1, 1991		\$4.25 for all covered, nonexempt workers		
Oct 1, 1996		\$4.75 for all covered, nonexempt workers		
Sep 1, 1997 ⁵		\$5.15 for all covered, nonexempt workers		

¹ The 1938 Act was applicable generally to employees engaged in interstate commerce or in the production of goods for interstate commerce.

² The 1961 Amendments extended coverage primarily to employees in large retail and service enterprises as well as to local transit, construction, and gasoline service station employees.

³ The 1966 Amendments extended coverage to State and local government employees of hospitals, nursing homes, and schools, and to laundries, drycleaners, and large hotels, motels, restaurants, and farms. Subsequent amendments extended coverage to the remaining Federal, State and local government employees who were not protected in 1966, to certain workers in retail and service trades previously exempted, and to certain domestic workers in private household employment.

⁴ Grandfather clause - Employees who do not meet the tests for individual coverage, and whose employers were covered by the FLSA on March 31, 1990, and fail to meet the increased annual dollar volume (ADV) test for enterprise coverage, must continue to receive at least \$3.35 an hour.

⁵ A subminimum wage -- \$4.25 an hour -- is established for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer.

Characteristics of minimum wage workers: 1998

BLS data on minimum wage earners are derived from the Current Population Survey (CPS), a nationwide sample survey of households that includes questions enabling the identification of hourly-paid workers and their hourly wage rate. According to survey estimates for 1998, some 71.4 million American workers were paid at hourly rates, representing 61.2 percent of all wage and salary workers.¹ Of those paid by the hour, about 1.6 million were reported earning exactly \$5.15, the prevailing Federal minimum wage, and another 2.8 million were reported with wages below the minimum.² Together, these 4.4 million workers with wages at or below the minimum made up 6.2 percent of all hourly-paid workers. The attached tables present unpublished data on a wide array of demographic and socioeconomic characteristics for low-wage workers. The following are some highlights from the 1998 data (annual averages).

- Minimum wage workers tend to be young. About half of workers earning \$5.15 or less are under 25, and almost one-third are teenagers (that is, age 16-19). Among teenagers paid hourly rates, about 21 percent earned \$5.15 or less. About 4 percent of workers age 25 and over earned the minimum wage or less. However, among those age 65 and over, the proportion was about 11 percent. (Tables 1 and 6.)
- About 8 percent of women paid hourly rates reported wages at or below the prevailing Federal minimum, compared to about 5 percent of men. (Table 1.)
- Part-time workers were about five times as likely as their full-time counterparts to be paid \$5.15 or less (15 versus 3 percent). (Table 1.)
- The proportion of hourly-paid workers receiving \$5.15 or less was about 6 percent for whites, and 7 percent for both blacks and Hispanics. For each group, women were more likely than men to be low-wage earners. (Table 1.)
- Among the four broad geographic census regions, the West had the lowest proportion of hourly workers with earnings at or below \$5.15 (about 5 percent), while the South had the highest (about 8 percent). (Table 2.)
- By major occupational group, the proportion of hourly-paid workers whose earnings were reported at or below \$5.15 ranged from a low of 1 percent for persons employed in precision production, craft, and repair positions, to a high of 17 percent for those in service jobs. About half of all low-wage workers in 1998 were in service-type occupations. (Table 3.)
- Among major industry groups, the proportion of workers with reported hourly wages at or below \$5.15 was highest in retail trade (15 percent), agriculture (10 percent), and services (6 percent). Just over half of all low-wage workers were employed in retail trade, and another one-fourth worked in services. It should be recognized that for many working in these two industries, tips and commissions might supplement the hourly wages received. (Table 4.)
- The likelihood of a worker being paid the minimum wage or less is inversely related to the level of education attained. Among hourly-paid workers age 16 and over, 5 percent of those who had a high school diploma but had not gone on to college earned the minimum or less, roughly twice the proportion for those who had obtained a college degree. (Table 5.)

Source: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages. For more information about the data in this table package, call (202) 606-6378.

¹ Data are for wage and salary workers, excluding the incorporated self-employed, and refer to earnings on a person's sole or principal job.

² It should be noted that the presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. Indeed, the relatively large number of workers with reported wages below the minimum in 1998 includes some 1.4 million hourly-paid workers reported as earning exactly \$5.00 per hour; to some extent, this *may* reflect rounding in the responses of survey participants. The estimates of the numbers of minimum and subminimum wage workers presented in the accompanying tables pertain to workers *paid at hourly rates*; salaried and other non-hourly workers are excluded. As such, the actual number of workers with earnings at or below the prevailing minimum is undoubtedly understated. Research has shown that a relatively smaller number and share of salaried workers and others *not* paid by the hour have earnings that, when translated into hourly rates, are at or below the minimum wage. However, BLS does not routinely estimate hourly earnings for nonhourly workers because of data concerns that arise in producing these estimates. For further information, see Steven Haugen and Earl Mellor, "Estimating the number of minimum wage workers," *Monthly Labor Review*, January 1990.

Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 1998 annual averages

Characteristic	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
SEX AND AGE											
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
16 to 24 years	16,361	2,260	883	1,377	22.9	51.1	55.4	48.6	13.8	5.4	8.4
16 to 19 years	6,482	1,348	558	790	9.1	30.4	35.0	27.9	20.8	8.6	12.2
25 years and over	55,080	2,166	710	1,456	77.1	48.9	44.6	51.4	3.9	1.3	2.6
Men, 16 years and over	35,761	1,667	628	1,039	50.1	37.7	39.4	36.7	4.7	1.8	2.9
16 to 24 years	8,411	936	400	536	11.8	21.1	25.1	18.9	11.1	4.8	6.4
16 to 19 years	3,219	585	257	328	4.5	13.2	16.1	11.6	18.2	8.0	10.2
25 years and over	27,349	731	228	503	38.3	16.5	14.3	17.7	2.7	0.8	1.8
Women, 16 years and over	35,680	2,759	965	1,794	49.9	62.3	60.6	63.3	7.7	2.7	5.0
16 to 24 years	7,949	1,324	483	841	11.1	29.9	30.3	29.7	16.7	6.1	10.6
16 to 19 years	3,263	763	301	462	4.6	17.2	18.9	16.3	23.4	9.2	14.2
25 years and over	27,730	1,435	482	953	38.8	32.4	30.3	33.6	5.2	1.7	3.4
RACE, HISPANIC ORIGIN, AND SEX											
White	58,512	3,559	1,269	2,290	81.9	80.4	79.7	80.8	6.1	2.2	3.9
Men	29,700	1,325	498	827	41.6	29.9	31.3	29.2	4.5	1.7	2.8
Women	28,812	2,233	770	1,463	40.3	50.4	48.3	51.6	7.8	2.7	5.1
Black	9,773	705	274	431	13.7	15.9	17.2	15.2	7.2	2.8	4.4
Men	4,492	273	106	167	6.3	6.2	6.7	5.9	6.1	2.4	3.7
Women	5,281	431	167	264	7.4	9.7	10.5	9.3	8.2	3.2	5.0
Hispanic origin	9,065	669	276	393	12.7	15.1	17.3	13.9	7.4	3.0	4.3
Men	5,414	325	126	199	7.6	7.3	7.9	7.0	6.0	2.3	3.7
Women	3,651	344	150	194	5.1	7.8	9.4	6.8	9.4	4.1	5.3
FULL- AND PART-TIME STATUS AND SEX											
Full-time workers	54,093	1,793	596	1,197	75.7	40.5	37.4	42.2	3.3	1.1	2.2
Men	30,315	764	249	515	42.4	17.3	15.6	18.2	2.5	0.8	1.7
Women	23,778	1,030	347	683	33.3	23.3	21.8	24.1	4.3	1.5	2.9
Part-time workers	17,198	2,621	993	1,628	24.1	59.2	62.3	57.4	15.2	5.8	9.5
Men	5,367	896	376	520	7.5	20.2	23.6	18.3	16.7	7.0	9.7
Women	11,831	1,725	617	1,108	16.6	39.0	38.7	39.1	14.6	5.2	9.4

NOTE: Data exclude the incorporated self-employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 2. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by census region and division and 11 large States, 1998 annual averages

Region, division, States	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Northeast	12,823	764	225	539	17.9	17.3	14.1	19.0	6.0	1.8	4.2
New England	3,753	156	32	124	5.3	3.5	2.0	4.4	4.2	0.9	3.3
Middle Atlantic	9,070	609	194	415	12.7	13.8	12.2	14.6	6.7	2.1	4.6
Midwest	18,463	1,075	349	726	25.8	24.3	21.9	25.6	5.8	1.9	3.9
East North Central	12,972	762	221	541	18.2	17.2	13.9	19.1	5.9	1.7	4.2
West North Central	5,492	313	128	185	7.7	7.1	8.0	6.5	5.7	2.3	3.4
South	24,283	1,875	761	1,114	34.0	42.4	47.8	39.3	7.7	3.1	4.6
South Atlantic	12,405	815	257	558	17.4	18.4	16.1	19.7	6.6	2.1	4.5
East South Central	4,355	355	167	188	6.1	8.0	10.5	6.6	8.2	3.8	4.3
West South Central	7,522	705	337	368	10.5	15.9	21.2	13.0	9.4	4.5	4.9
West	15,872	714	258	456	22.2	16.1	16.2	16.1	4.5	1.6	2.9
Mountain	4,620	317	130	187	6.5	7.2	8.2	6.6	6.9	2.8	4.0
Pacific	11,252	396	128	268	15.8	8.9	8.0	9.5	3.5	1.1	2.4
California	8,204	314	95	219	11.5	7.1	6.0	7.7	3.8	1.2	2.7
New York	3,949	272	69	203	5.5	6.1	4.3	7.2	6.9	1.7	5.1
Texas	5,055	466	211	255	7.1	10.5	13.2	9.0	9.2	4.2	5.0
Pennsylvania	3,214	231	104	127	4.5	5.2	6.5	4.5	7.2	3.2	4.0
Illinois	3,160	189	54	135	4.4	4.3	3.4	4.8	6.0	1.7	4.3
Ohio	3,334	221	75	146	4.7	5.0	4.7	5.2	6.6	2.2	4.4
Florida	3,701	264	57	207	5.2	6.0	3.6	7.3	7.1	1.5	5.6
Michigan	2,967	191	51	140	4.2	4.3	3.2	4.9	6.4	1.7	4.7
New Jersey	1,907	105	20	85	2.7	2.4	1.3	3.0	5.5	1.0	4.5
North Carolina	2,004	99	26	73	2.8	2.2	1.6	2.6	4.9	1.3	3.6
Massachusetts	1,694	68	10	58	2.4	1.5	0.6	2.0	4.0	0.6	3.4

NOTE: The four major regions and nine census divisions of the United States are as follows:

Northeast:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest (formerly North Central):

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South:

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North

Carolina, South Carolina, Virginia, and West Virginia

East South Central: Alabama, Kentucky, Mississippi, and Tennessee

West South Central: Arkansas, Louisiana, Oklahoma, and Texas

West:

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming

Pacific: Alaska, California, Hawaii, Oregon, and Washington

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 3. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major occupation group, 1998 annual averages

Occupation	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Managerial and professional specialty	9,934	172	54	118	13.9	3.9	3.4	4.2	1.7	0.5	1.2
Executive, administrative, and managerial	4,279	52	3	49	6.0	1.2	0.2	1.7	1.2	0.1	1.1
Professional specialty	5,656	120	51	69	7.9	2.7	3.2	2.4	2.1	0.9	1.2
Technical, sales, and administrative support	22,694	1,045	488	557	31.8	23.6	30.6	19.7	4.6	2.2	2.5
Technicians and related support	2,714	35	12	23	3.8	0.8	0.8	0.8	1.3	0.4	0.8
Sales occupations	7,540	669	327	342	10.6	15.1	20.5	12.1	8.9	4.3	4.5
Administrative support, including clerical	12,440	341	149	192	17.4	7.7	9.4	6.8	2.7	1.2	1.5
Service occupations	13,185	2,233	662	1,571	18.5	50.4	41.6	55.4	16.9	5.0	11.9
Private household	411	112	15	97	0.6	2.5	0.9	3.4	27.3	3.6	23.6
Protective service	1,545	60	27	33	2.2	1.4	1.7	1.2	3.9	1.7	2.1
Service, except private household and protective	11,228	2,061	620	1,441	15.7	46.6	38.9	50.8	18.4	5.5	12.8
Food service workers	5,366	1,559	388	1,171	7.5	35.2	24.4	41.3	29.1	7.2	21.8
Health service workers	2,099	103	51	52	2.9	2.3	3.2	1.8	4.9	2.4	2.5
Cleaning & building service workers	2,460	211	95	116	3.4	4.8	6.0	4.1	8.6	3.9	4.7
Personal service workers	1,303	188	86	102	1.8	4.2	5.4	3.6	14.4	6.6	7.8
Precision production, craft, and repair	9,512	100	32	68	13.3	2.3	2.0	2.4	1.1	0.3	0.7
Mechanics and repairers	3,219	38	18	20	4.5	0.9	1.1	0.7	1.2	0.6	0.6
Construction trades	3,469	34	5	29	4.9	0.8	0.3	1.0	1.0	0.1	0.8
Other precision, production, craft, and repair	2,824	28	9	19	4.0	0.6	0.6	0.7	1.0	0.3	0.7
Operators, fabricators, and laborers	14,754	721	299	422	20.7	16.3	18.8	14.9	4.9	2.0	2.9
Machine operators, assemblers, and inspectors	6,749	246	97	149	9.4	5.6	6.1	5.3	3.6	1.4	2.2
Transportation and material moving	3,510	125	58	67	4.9	2.8	3.6	2.4	3.6	1.7	1.9
Handlers, equipment cleaners, helpers, and laborers	4,495	351	144	207	6.3	7.9	9.0	7.3	7.8	3.2	4.6
Farming, forestry, and fishing	1,361	156	58	98	1.9	3.5	3.6	3.5	11.5	4.3	7.2

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 4. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major industry group, 1998 annual averages

Industry	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Private sector	62,796	4,142	1,471	2,671	87.9	93.6	92.3	94.2	6.6	2.3	4.3
Goods-producing industries	19,179	497	177	320	26.8	11.2	11.1	11.3	2.6	0.9	1.7
Agriculture	1,133	118	43	75	1.6	2.7	2.7	2.6	10.4	3.8	6.6
Mining	354	6	1	5	0.5	0.1	0.1	0.2	1.7	0.3	1.4
Construction	4,400	74	17	57	6.2	1.7	1.1	2.0	1.7	0.4	1.3
Manufacturing	13,293	299	116	183	18.6	6.8	7.3	6.5	2.2	0.9	1.4
Durable goods	8,154	113	35	78	11.4	2.6	2.2	2.8	1.4	0.4	1.0
Nondurable goods	5,139	186	81	105	7.2	4.2	5.1	3.7	3.6	1.6	2.0
Service-producing industries	43,617	3,645	1,294	2,351	61.1	82.3	81.2	83.0	8.4	3.0	5.4
Transportation and public utilities	4,112	84	36	48	5.8	1.9	2.3	1.7	2.0	0.9	1.2
Wholesale trade	2,200	68	30	38	3.1	1.5	1.9	1.3	3.1	1.4	1.7
Retail trade	15,268	2,334	777	1,557	21.4	52.7	48.8	54.9	15.3	5.1	10.2
Finance, insurance, and real estate	3,021	60	24	36	4.2	1.4	1.5	1.3	2.0	0.8	1.2
Services	19,014	1,100	427	673	26.6	24.8	26.8	23.7	5.8	2.2	3.5
Private households	488	120	17	103	0.7	2.7	1.1	3.6	24.6	3.5	21.1
Other services	18,527	979	410	569	25.9	22.1	25.7	20.1	5.3	2.2	3.1
Business, auto, and repair services	4,021	190	75	115	5.6	4.3	4.7	4.1	4.7	1.9	2.9
Personal services	1,815	206	82	124	2.5	4.7	5.1	4.4	11.3	4.5	6.8
Entertainment and recreation	1,302	160	64	96	1.8	3.6	4.0	3.4	12.3	4.9	7.4
Professional services	11,369	421	188	233	15.9	9.5	11.8	8.2	3.7	1.7	2.0
Forestry and fisheries	21	1	0	1	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Public sector	8,644	285	122	163	12.1	6.4	7.7	5.8	3.3	1.4	1.9
Federal	1,898	28	10	18	2.7	0.6	0.6	0.6	1.5	0.5	0.9
State	2,107	103	48	55	2.9	2.3	3.0	1.9	4.9	2.3	2.6
Local	4,639	154	64	90	6.5	3.5	4.0	3.2	3.3	1.4	1.9

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 5. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by educational attainment, 1998 annual averages

Years of school completed	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Less than a high school diploma	13,071	1,808	721	1,087	18.3	40.8	45.3	38.4	13.8	5.5	8.3
Less than 1 year of high school	3,170	340	126	214	4.4	7.7	7.9	7.6	10.7	4.0	6.8
1 to 3 years of high school	8,695	1,330	553	777	12.2	30.0	34.7	27.4	15.3	6.4	8.9
4 years of high school, no diploma	1,206	138	42	96	1.7	3.1	2.6	3.4	11.4	3.5	8.0
High school graduates or more	58,370	2,618	872	1,746	81.7	59.1	54.7	61.6	4.5	1.5	3.0
High school graduates, no college	27,503	1,326	474	852	38.5	30.0	29.8	30.1	4.8	1.7	3.1
Some college, no degree	16,094	917	298	619	22.5	20.7	18.7	21.8	5.7	1.9	3.8
Associate degree	6,272	166	52	114	8.8	3.7	3.3	4.0	2.6	0.8	1.8
Occupational program	3,474	71	24	47	4.9	1.6	1.5	1.7	2.0	0.7	1.4
Academic program	2,798	94	28	66	3.9	2.1	1.8	2.3	3.4	1.0	2.4
College graduates, total	8,501	209	48	161	11.9	4.7	3.0	5.7	2.5	0.6	1.9
Bachelor's degree	6,942	182	41	141	9.7	4.1	2.6	5.0	2.6	0.6	2.0
Master's degree	1,183	18	4	14	1.7	0.4	0.3	0.5	1.5	0.3	1.2
Professional degree	239	6	2	4	0.3	0.1	0.1	0.1	2.5	0.8	1.7
Doctoral degree	137	2	0	2	0.2	0.0	0.0	0.1	1.5	0.0	1.5

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 6. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex and detailed age, 1998 annual averages

Sex and age	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
BOTH SEXES											
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Under 25 years	16,361	2,260	883	1,377	22.9	51.1	55.4	48.6	13.8	5.4	8.4
16 to 19 years	6,482	1,348	558	790	9.1	30.4	35.0	27.9	20.8	8.6	12.2
20 to 24 years	9,879	912	325	587	13.8	20.6	20.4	20.7	9.2	3.3	5.9
25 years and over	55,080	2,166	710	1,456	77.1	48.9	44.6	51.4	3.9	1.3	2.6
25 to 34 years	17,298	777	245	532	24.2	17.6	15.4	18.8	4.5	1.4	3.1
25 to 29 years	8,717	467	130	337	12.2	10.5	8.2	11.9	5.4	1.5	3.9
30 to 34 years	8,581	310	115	195	12.0	7.0	7.2	6.9	3.6	1.3	2.3
35 to 44 years	18,070	607	191	416	25.3	13.7	12.0	14.7	3.4	1.1	2.3
35 to 39 years	9,196	328	98	230	12.9	7.4	6.2	8.1	3.6	1.1	2.5
40 to 44 years	8,874	279	93	186	12.4	6.3	5.8	6.6	3.1	1.0	2.1
45 to 54 years	12,445	391	138	253	17.4	8.8	8.7	8.9	3.1	1.1	2.0
45 to 49 years	7,103	223	73	150	9.9	5.0	4.6	5.3	3.1	1.0	2.1
50 to 54 years	5,342	168	65	103	7.5	3.8	4.1	3.6	3.1	1.2	1.9
55 to 64 years	5,660	213	70	143	7.9	4.8	4.4	5.0	3.8	1.2	2.5
55 to 59 years	3,605	118	40	78	5.0	2.7	2.5	2.8	3.3	1.1	2.2
60 to 64 years	2,055	95	31	64	2.9	2.1	1.9	2.3	4.6	1.5	3.1
65 years and over	1,606	180	67	113	2.2	4.1	4.2	4.0	11.2	4.2	7.0
65 to 69 years	917	99	35	64	1.3	2.2	2.2	2.3	10.8	3.8	7.0
70 years and over	689	80	31	49	1.0	1.8	1.9	1.7	11.6	4.5	7.1
MEN											
Total, 16 years and over	35,761	1,667	628	1,039	50.1	37.7	39.4	36.7	4.7	1.8	2.9
Under 25 years	8,411	936	400	536	11.8	21.1	25.1	18.9	11.1	4.8	6.4
16 to 19 years	3,219	585	257	328	4.5	13.2	16.1	11.6	18.2	8.0	10.2
20 to 24 years	5,192	350	142	208	7.3	7.9	8.9	7.3	6.7	2.7	4.0
25 years and over	27,349	731	228	503	38.3	16.5	14.3	17.7	2.7	0.8	1.8
25 to 34 years	9,114	281	99	182	12.8	6.3	6.2	6.4	3.1	1.1	2.0
25 to 29 years	4,644	180	61	119	6.5	4.1	3.8	4.2	3.9	1.3	2.6
30 to 34 years	4,469	101	38	63	6.3	2.3	2.4	2.2	2.3	0.9	1.4
35 to 44 years	8,943	188	48	140	12.5	4.2	3.0	4.9	2.1	0.5	1.6
35 to 39 years	4,634	97	26	71	6.5	2.2	1.6	2.5	2.1	0.6	1.5
40 to 44 years	4,309	91	22	69	6.0	2.1	1.4	2.4	2.1	0.5	1.6
45 to 54 years	5,839	118	34	84	8.2	2.7	2.1	3.0	2.0	0.6	1.4
45 to 49 years	3,369	70	21	49	4.7	1.6	1.3	1.7	2.1	0.6	1.5
50 to 54 years	2,470	49	14	35	3.5	1.1	0.9	1.2	2.0	0.6	1.4
55 to 64 years	2,688	56	19	37	3.8	1.3	1.2	1.3	2.1	0.7	1.4
55 to 59 years	1,702	27	7	20	2.4	0.6	0.4	0.7	1.6	0.4	1.2
60 to 64 years	986	29	12	17	1.4	0.7	0.8	0.6	2.9	1.2	1.7
65 years and over	765	88	28	60	1.1	2.0	1.8	2.1	11.5	3.7	7.8
65 to 69 years	441	48	17	31	0.6	1.1	1.1	1.1	10.9	3.9	7.0
70 years and over	324	41	12	29	0.5	0.9	0.8	1.0	12.7	3.7	9.0
WOMEN											
Total, 16 years and over	35,680	2,759	965	1,794	49.9	62.3	60.6	63.3	7.7	2.7	5.0
Under 25 years	7,949	1,324	483	841	11.1	29.9	30.3	29.7	16.7	6.1	10.6
16 to 19 years	3,263	763	301	462	4.6	17.2	18.9	16.3	23.4	9.2	14.2
20 to 24 years	4,686	562	183	379	6.6	12.7	11.5	13.4	12.0	3.9	8.1
25 years and over	27,730	1,435	482	953	38.8	32.4	30.3	33.6	5.2	1.7	3.4
25 to 34 years	8,185	495	146	349	11.5	11.2	9.2	12.3	6.0	1.8	4.3
25 to 29 years	4,073	287	69	218	5.7	6.5	4.3	7.7	7.0	1.7	5.4
30 to 34 years	4,112	209	77	132	5.8	4.7	4.8	4.7	5.1	1.9	3.2
35 to 44 years	9,127	419	143	276	12.8	9.5	9.0	9.7	4.6	1.6	3.0
35 to 39 years	4,562	231	72	159	6.4	5.2	4.5	5.6	5.1	1.6	3.5
40 to 44 years	4,564	188	71	117	6.4	4.2	4.5	4.1	4.1	1.6	2.6
45 to 54 years	6,606	272	103	169	9.2	6.1	6.5	6.0	4.1	1.6	2.6
45 to 49 years	3,733	153	52	101	5.2	3.5	3.3	3.6	4.1	1.4	2.7
50 to 54 years	2,872	119	51	68	4.0	2.7	3.2	2.4	4.1	1.8	2.4
55 to 64 years	2,972	157	51	106	4.2	3.5	3.2	3.7	5.3	1.7	3.6
55 to 59 years	1,902	92	33	59	2.7	2.1	2.1	2.1	4.8	1.7	3.1
60 to 64 years	1,069	65	18	47	1.5	1.5	1.1	1.7	6.1	1.7	4.4
65 years and over	841	92	39	53	1.2	2.1	2.4	1.9	10.9	4.6	6.3
65 to 69 years	476	52	19	33	0.7	1.2	1.2	1.2	10.9	4.0	6.9
70 years and over	365	40	20	20	0.5	0.9	1.3	0.7	11.0	5.5	5.5

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 7. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, marital status, and age, 1998 annual averages

Sex, marital status, and age	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Never married	24,174	2,614	952	1,662	33.8	59.0	59.8	58.6	10.8	3.9	6.9
16 to 24 years	14,023	2,070	797	1,273	19.6	46.8	50.0	44.9	14.8	5.7	9.1
25 years and over	10,151	544	155	389	14.2	12.3	9.7	13.7	5.4	1.5	3.8
25 to 54 years	9,816	515	146	369	13.7	11.6	9.2	13.0	5.2	1.5	3.8
Married, spouse present	35,319	1,174	430	744	49.4	26.5	27.0	26.3	3.3	1.2	2.1
16 to 24 years	1,860	138	68	70	2.6	3.1	4.3	2.5	7.4	3.7	3.8
25 years and over	33,459	1,036	362	674	46.8	23.4	22.7	23.8	3.1	1.1	2.0
25 to 54 years	28,730	827	292	535	40.2	18.7	18.3	18.9	2.9	1.0	1.9
Other marital status	11,947	639	211	428	16.7	14.4	13.2	15.1	5.3	1.8	3.6
16 to 24 years	478	52	18	34	0.7	1.2	1.1	1.2	10.9	3.8	7.1
25 years and over	11,469	587	193	394	16.1	13.3	12.1	13.9	5.1	1.7	3.4
25 to 54 years	9,268	431	135	296	13.0	9.7	8.5	10.4	4.7	1.5	3.2
MEN											
Total, 16 years and over	35,761	1,667	628	1,039	50.1	37.7	39.4	36.7	4.7	1.8	2.9
Never married	13,033	1,132	443	689	18.2	25.6	27.8	24.3	8.7	3.4	5.3
16 to 24 years	7,345	880	373	507	10.3	19.9	23.4	17.9	12.0	5.1	6.9
25 years and over	5,688	252	70	182	8.0	5.7	4.4	6.4	4.4	1.2	3.2
25 to 54 years	5,538	241	66	175	7.8	5.4	4.1	6.2	4.4	1.2	3.2
Married, spouse present	18,103	371	142	229	25.3	8.4	8.9	8.1	2.0	0.8	1.3
16 to 24 years	863	42	24	18	1.2	0.9	1.5	0.6	4.9	2.8	2.1
25 years and over	17,240	329	118	211	24.1	7.4	7.4	7.4	1.9	0.7	1.2
25 to 54 years	14,585	228	84	144	20.4	5.2	5.3	5.1	1.6	0.6	1.0
Other marital status	4,624	164	43	121	6.5	3.7	2.7	4.3	3.5	0.9	2.6
16 to 24 years	203	12	2	10	0.3	0.3	0.1	0.4	5.9	1.0	4.9
25 years and over	4,421	151	41	110	6.2	3.4	2.6	3.9	3.4	0.9	2.5
25 to 54 years	3,774	118	30	88	5.3	2.7	1.9	3.1	3.1	0.8	2.3
WOMEN											
Total, 16 years and over	35,680	2,759	965	1,794	49.9	62.3	60.6	63.3	7.7	2.7	5.0
Never married	11,141	1,482	509	973	15.6	33.5	32.0	34.3	13.3	4.6	8.7
16 to 24 years	6,678	1,190	424	766	9.3	26.9	26.6	27.0	17.8	6.3	11.5
25 years and over	4,463	293	86	207	6.2	6.6	5.4	7.3	6.6	1.9	4.6
25 to 54 years	4,278	274	80	194	6.0	6.2	5.0	6.8	6.4	1.9	4.5
Married, spouse present	17,216	803	288	515	24.1	18.1	18.1	18.2	4.7	1.7	3.0
16 to 24 years	997	96	44	52	1.4	2.2	2.8	1.8	9.6	4.4	5.2
25 years and over	16,220	707	244	463	22.7	16.0	15.3	16.3	4.4	1.5	2.9
25 to 54 years	14,145	600	208	392	19.8	13.6	13.1	13.8	4.2	1.5	2.8
Other marital status	7,323	475	168	307	10.3	10.7	10.5	10.8	6.5	2.3	4.2
16 to 24 years	275	40	16	24	0.4	0.9	1.0	0.8	14.5	5.8	8.7
25 years and over	7,048	435	152	283	9.9	9.8	9.5	10.0	6.2	2.2	4.0
25 to 54 years	5,494	312	104	208	7.7	7.0	6.5	7.3	5.7	1.9	3.8

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 8. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by hours usually worked per week, 1998 annual averages

Hours usually worked	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over	71,440	4,427	1,593	2,834	100.0	100.0	100.0	100.0	6.2	2.2	4.0
Hours vary	4,969	643	208	435	7.0	14.5	13.1	15.3	12.9	4.2	8.8
0 to 34 hours	15,191	2,226	857	1,369	21.3	50.3	53.8	48.3	14.7	5.6	9.0
0 to 4 hours	302	70	23	47	0.4	1.6	1.4	1.7	23.2	7.6	15.6
5 to 9 hours	824	159	62	97	1.2	3.6	3.9	3.4	19.3	7.5	11.8
10 to 14 hours	1,370	258	116	142	1.9	5.8	7.3	5.0	18.8	8.5	10.4
15 to 19 hours	2,189	345	141	204	3.1	7.8	8.9	7.2	15.8	6.4	9.3
20 to 24 hours	4,771	716	267	449	6.7	16.2	16.8	15.8	15.0	5.6	9.4
25 to 29 hours	2,023	274	106	168	2.8	6.2	6.7	5.9	13.5	5.2	8.3
30 to 34 hours	3,711	404	142	262	5.2	9.1	8.9	9.2	10.9	3.8	7.1
35 hours or more	51,280	1,558	528	1,030	71.8	35.2	33.1	36.3	3.0	1.0	2.0
35 to 39 hours	4,729	320	120	200	6.6	7.2	7.5	7.1	6.8	2.5	4.2
40 hours or more	46,551	1,239	409	830	65.2	28.0	25.7	29.3	2.7	0.9	1.8
40 hours	38,795	1,048	381	667	54.3	23.7	23.9	23.5	2.7	1.0	1.7
41 hours or more	7,756	191	28	163	10.9	4.3	1.8	5.8	2.5	0.4	2.1
41 to 44 hours	958	17	2	15	1.3	0.4	0.1	0.5	1.8	0.2	1.6
45 to 48 hours	2,940	71	12	59	4.1	1.6	0.8	2.1	2.4	0.4	2.0
49 to 59 hours	2,799	66	9	57	3.9	1.5	0.6	2.0	2.4	0.3	2.0
60 hours or more	1,059	36	5	31	1.5	0.8	0.3	1.1	3.4	0.5	2.9

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998 annual averages.

Table 9. Workers paid hourly rates and minimum wage workers, by sex, 1979-1990 annual averages
(Numbers in thousands)

Year	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of wage and salary workers	Paid less than the prevailing minimum wage	Paid the prevailing minimum wage	Total paid the prevailing minimum wage or less	
						Number	Percent of hourly paid workers
Both sexes							
1979*	85,773	50,637	59.0	2,846	3,907	6,753	13.3
1980*	85,780	50,210	58.5	3,017	4,581	7,598	15.1
1981 (begin 1980 weights)	88,516	51,869	58.6	3,513	4,311	7,824	15.1
1982	87,368	50,846	58.2	2,348	4,148	6,496	12.8
1983	88,290	51,820	58.7	2,077	4,261	6,338	12.2
1984	92,194	54,143	58.7	1,838	4,125	5,963	11.0
1985	94,521	55,762	59.0	1,639	3,899	5,538	9.9
1986	96,903	57,529	59.4	1,599	3,461	5,060	8.8
1987	99,303	59,552	60.0	1,468	3,229	4,697	7.9
1988	101,407	60,878	60.0	1,319	2,608	3,927	6.5
1989	103,480	62,389	60.3	1,372	1,790	3,162	5.1
1990* (Data not shown; see note)	--	--	--	--	--	--	--
1991* (Data not shown; see note)	--	--	--	--	--	--	--
1992*	103,688	62,683	60.5	1,896	2,866	4,762	7.6
1993	105,068	63,316	60.3	1,668	2,518	4,186	6.6
1994 (begin new CPS, 1990 weights)	107,989	66,549	61.6	1,995	2,132	4,127	6.2
1995	110,038	68,354	62.1	1,699	1,956	3,655	5.3
1996* (Data not shown; see note)	--	--	--	--	--	--	--
1997* (Data not shown; see note)	--	--	--	--	--	--	--
1998*	116,730	71,440	61.2	2,834	1,583	4,427	6.2
Men							
1979*	48,389	27,771	57.4	820	1,318	2,138	7.7
1980*	47,641	27,075	56.8	957	1,654	2,611	9.6
1981 (begin 1980 weights)	48,844	27,576	56.5	1,119	1,533	2,652	9.6
1982	47,591	26,481	55.6	697	1,587	2,284	8.6
1983	47,856	26,831	56.1	585	1,658	2,243	8.4
1984	50,022	28,140	56.3	490	1,626	2,116	7.5
1985	51,015	28,893	56.6	440	1,544	1,984	6.9
1986	51,942	29,666	57.1	408	1,336	1,744	5.9
1987	52,938	30,474	57.6	364	1,283	1,647	5.4
1988	53,912	31,058	57.6	311	1,066	1,377	4.4
1989	54,789	31,687	57.8	379	733	1,112	3.5
1990* (Data not shown; see note)	--	--	--	--	--	--	--
1991* (Data not shown; see note)	--	--	--	--	--	--	--
1992*	54,135	31,510	58.2	628	1,164	1,792	5.7
1993	54,776	31,699	57.9	551	1,032	1,583	5.0
1994 (begin new CPS, 1990 weights)	56,570	33,528	59.3	674	891	1,565	4.7
1995	57,669	34,420	59.7	542	796	1,338	3.9
1996* (Data not shown; see note)	--	--	--	--	--	--	--
1997* (Data not shown; see note)	--	--	--	--	--	--	--
1998*	60,973	35,761	58.7	1,039	628	1,667	4.7
Women							
1979*	37,384	22,866	61.2	2,026	2,589	4,615	20.2
1980*	38,140	23,135	60.7	2,060	2,927	4,987	21.6
1981 (begin 1980 weights)	39,672	24,294	61.2	2,394	2,778	5,172	21.3
1982	39,777	24,365	61.3	1,651	2,561	4,212	17.3
1983	40,433	24,989	61.8	1,492	2,603	4,095	16.4
1984	42,172	26,003	61.7	1,348	2,499	3,847	14.8
1985	43,506	26,869	61.8	1,198	2,356	3,554	13.2
1986	44,961	27,863	62.0	1,192	2,125	3,317	11.9
1987	46,365	29,078	62.7	1,105	1,946	3,051	10.5
1988	47,495	29,820	62.8	1,008	1,542	2,550	8.6
1989	48,691	30,702	63.1	994	1,056	2,050	6.7
1990* (Data not shown; see note)	--	--	--	--	--	--	--
1991* (Data not shown; see note)	--	--	--	--	--	--	--
1992*	49,554	31,173	62.9	1,268	1,702	2,970	9.5
1993	50,292	31,617	62.9	1,117	1,486	2,603	8.2
1994 (begin new CPS, 1990 weights)	51,419	33,021	64.2	1,322	1,241	2,563	7.8
1995	52,369	33,934	64.8	1,157	1,161	2,318	6.8
1996* (Data not shown; see note)	--	--	--	--	--	--	--
1997* (Data not shown; see note)	--	--	--	--	--	--	--
1998*	55,757	35,680	64.0	1,794	965	2,759	7.7

* The prevailing Federal minimum wage was \$2.90 in 1979, \$3.10 in 1980, and \$3.35 in 1981-89. The minimum wage rose to \$3.80 in April 1990, to \$4.25 in April 1991, to \$4.75 in October 1996, and to \$5.15 in September 1997. Thus, the Federal minimum was \$4.25 for the 1992-95 period, and \$5.15 in 1996.

NOTE: Data exclude the incorporated self-employed. Data for 1994 and later years are not directly comparable with earlier data due to the redesign of the Current Population Survey and the introduction of 1990 census-based population controls. For further information, see "Revisions in the Current Population Survey Effective January 1994," in the February 1994 issue of Employment and Earnings. Also note that the presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are numerous exemptions to the minimum wage provisions of the law. Indeed, the relatively large number of workers with reported wages below the minimum in 1998 includes some 1.4 million hourly paid workers reported as earning exactly \$5.00 per hour; to some extent, this may reflect rounding by survey respondents. Data are not shown for years in which the minimum wage changed during the year.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey (CPS). For more information about the data in this table, call (202) 606-6378.

Federal minimum wage in constant dollars, using alternative price indices

Year	Nominal minimum wage *	Purchasing Power in 1998 dollars using CPI-U	Purchasing Power in 1998 dollars using CPI-W	Purchasing Power in 1998 dollars using CPI-U-X1
1938	\$0.25	2.89	2.81	
1939	0.30	3.52	3.42	
1940	0.30	3.49	3.40	
1941	0.30	3.33	3.24	
1942	0.30	3.00	2.92	
1943	0.30	2.83	2.75	
1944	0.30	2.78	2.71	
1945	0.40	3.62	3.53	
1946	0.40	3.34	3.26	
1947	0.40	2.92	2.84	
1948	0.40	2.71	2.64	
1949	0.40	2.74	2.66	
1950	0.75	5.07	4.95	
1951	0.75	4.70	4.59	
1952	0.75	4.61	4.49	
1953	0.75	4.58	4.45	
1954	0.75	4.54	4.44	
1955	0.75	4.56	4.45	
1956	1.00	5.99	5.85	
1957	1.00	5.80	5.64	
1958	1.00	5.64	5.49	
1959	1.00	5.60	5.45	
1960	1.00	5.51	5.36	
1961	1.15	6.27	6.10	
1962	1.15	6.21	6.04	
1963	1.25	6.66	6.48	
1964	1.25	6.57	6.40	
1965	1.25	6.47	6.30	
1966	1.25	6.29	6.12	
1967	1.40	6.83	6.65	6.28
1968	1.60	7.49	7.30	6.92
1969	1.60	7.11	6.92	6.63
1970	1.60	6.72	6.55	6.32
1971	1.60	6.44	6.28	6.06
1972	1.60	6.24	6.07	5.87
1973	1.60	5.87	5.72	5.53
1974	2.00	6.61	6.44	6.28
1975	2.10	6.36	6.20	6.09
1976	2.30	6.59	6.42	6.31
1977	2.30	6.19	6.03	5.93
1978	2.65	6.63	6.45	6.40
1979	2.90	6.51	6.34	6.39
1980	3.10	6.13	5.97	6.14
1981	3.35	6.01	5.85	6.06
1982	3.35	5.66	5.52	5.71
1983	3.35	5.48	5.36	5.48
1984	3.35	5.26	5.18	5.26
1985	3.35	5.07	5.00	5.08
1986	3.35	4.98	4.93	4.98
1987	3.35	4.81	4.76	4.81
1988	3.35	4.62	4.57	4.62
1989	3.35	4.40	4.36	4.41
1990	3.80	4.74	4.70	4.74
1991	4.25	5.09	5.05	5.09
1992	4.25	4.94	4.91	4.94
1993	4.25	4.79	4.78	4.80
1994	4.25	4.67	4.66	4.67
1995	4.25	4.55	4.53	4.55
1996	4.75	4.93	4.92	4.94
1997	5.15	5.23	5.22	5.23
1998	5.15	5.15	5.15	5.15

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, 1-21-99
Unpublished tabulation

* The effective dates for minimum wage increases are presented in the attached table. Nominal minimum wage values are adjusted using CPI calendar year annual averages.

HISTORY OF FEDERAL MINIMUM WAGE RATES UNDER THE FAIR LABOR STANDARDS ACT, 1938 - 1996

The table of federal minimum wage rates under the Fair Labor Standards Act, 1938 - 1996 is also available in a [PDF Version](#). In order to view and/or print PDF documents you must have a PDF viewer (e.g., [Amber](#) or [Acrobat Reader](#)) available on your workstation.

Minimum hourly wage of workers in jobs first covered by --

<i>Effective Date</i>	<i>1938 Act ¹</i>	<i>1961 Amendments ²</i>	<i>1966 and Subsequent Amendments ³</i>	
			<i>Nonfarm</i>	<i>Farm</i>
Oct 24, 1938	\$0.25			
Oct 24, 1939	\$0.30			
Oct 24, 1945	\$0.40			
Jan 25, 1950	\$0.75			
Mar 1, 1956	\$1.00			
Sep 3, 1961	\$1.15	\$1.00		
Sep 3, 1963	\$1.25			
Sep 3, 1964		\$1.15		
Sep 3, 1965		\$1.25		
Feb 1, 1967	\$1.40	\$1.40	\$1.00	\$1.00
Feb 1, 1968	\$1.60	\$1.60	\$1.15	\$1.15
Feb 1, 1969			\$1.30	\$1.30
Feb 1, 1970			\$1.45	
Feb 1, 1971			\$1.60	
May 1, 1974	\$2.00	\$2.00	\$1.90	\$1.60
Jan. 1, 1975	\$2.10	\$2.10	\$2.00	\$1.80

Jan 1, 1976	\$2.30	\$2.30	\$2.20	\$2.00
Jan 1, 1977			\$2.30	\$2.20
Jan 1, 1978		\$2.65 for all covered, nonexempt workers		
Jan 1, 1979		\$2.90 for all covered, nonexempt workers		
Jan 1, 1980		\$3.10 for all covered, nonexempt workers		
Jan 1, 1981		\$3.35 for all covered, nonexempt workers		
Apr 1, 1990 ⁴		\$3.80 for all covered, nonexempt workers		
Apr 1, 1991		\$4.25 for all covered, nonexempt workers		
Oct 1, 1996		\$4.75 for all covered, nonexempt workers		
Sep 1, 1997 ⁵		\$5.15 for all covered, nonexempt workers		

¹ The 1938 Act was applicable generally to employees engaged in interstate commerce or in the production of goods for interstate commerce.

² The 1961 Amendments extended coverage primarily to employees in large retail and service enterprises as well as to local transit, construction, and gasoline service station employees.

³ The 1966 Amendments extended coverage to State and local government employees of hospitals, nursing homes, and schools, and to laundries, drycleaners, and large hotels, motels, restaurants, and farms. Subsequent amendments extended coverage to the remaining Federal, State and local government employees who were not protected in 1966, to certain workers in retail and service trades previously exempted, and to certain domestic workers in private household employment.

⁴ Grandfather clause - Employees who do not meet the tests for individual coverage, and whose employers were covered by the FLSA on March 31, 1990, and fail to meet the increased annual dollar volume (ADV) test for enterprise coverage, must continue to receive at least \$3.35 an hour.

⁵ A subminimum wage -- \$4.25 an hour -- is established for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
16 to 24 years	16,286	481	35	807	45	657	699	2,201	2,593	1,274	1,749	8,446
16 to 19 years	6,351	198	20	514	25	425	401	1,470	1,319	593	601	1,234
20 to 24 years	9,935	283	15	293	20	232	299	730	1,273	682	1,148	5,212
25 years and over	55,150	540	32	630	41	481	504	1,567	2,964	2,141	3,161	43,612
25 to 54 years	47,734	492	29	498	34	370	399	1,284	2,399	1,811	2,590	38,232
25 to 34 years	17,158	292	17	188	30	141	155	563	1,070	686	1,096	13,092
35 to 44 years	17,922	120	10	173	4	136	111	430	794	661	911	14,712
45 to 54 years	12,654	80	3	136	-	94	133	290	536	464	583	10,428
55 years and over	7,417	48	3	132	7	110	105	283	565	331	571	5,380
55 to 64 years	5,803	20	-	68	4	60	43	132	358	213	461	4,509
65 years and over	1,614	28	3	64	3	50	62	151	207	118	110	871
Men, 16 years and over	35,582	301	14	602	60	444	478	1,447	2,258	1,373	2,208	26,901
16 to 24 years	8,433	141	11	384	38	289	333	962	1,226	574	967	3,836
16 to 19 years	3,188	72	11	227	18	173	200	660	670	287	317	745
20 to 24 years	5,245	68	-	157	19	116	133	302	556	287	650	3,091
25 years and over	27,149	161	3	218	23	154	146	485	1,032	799	1,241	23,064
Women, 16 years and over	35,853	720	52	835	26	694	725	2,320	3,298	2,043	2,702	23,157
16 to 24 years	7,852	341	24	423	8	368	367	1,239	1,367	700	782	2,610
16 to 19 years	3,162	126	9	287	7	252	201	811	649	306	284	489
20 to 24 years	4,690	215	15	136	1	116	166	428	717	395	498	2,121
25 years and over	28,001	379	29	412	18	326	358	1,081	1,932	1,343	1,920	20,547
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,335	915	43	1,137	76	906	957	3,079	4,400	2,766	3,885	41,154
Men	29,447	252	13	454	50	337	357	1,212	1,845	1,134	1,767	22,414
Women	28,888	663	30	683	26	570	600	1,867	2,555	1,632	2,118	18,740
Black												
Total, 16 years and over	9,987	78	21	222	11	165	219	578	831	498	843	6,696
Men	4,613	33	2	106	11	70	106	182	280	164	373	3,367
Women	5,374	45	20	116	-	94	113	395	551	334	470	3,329

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Hispanic origin												
Total, 16 years and over	9,197	70	3	263	43	201	214	618	1,174	587	794	5,474
Men	5,445	18	3	157	39	101	78	260	599	299	511	3,521
Women	3,752	52	-	106	4	101	137	358	575	288	283	1,953
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,647	391	29	537	55	384	448	1,330	2,787	2,129	3,422	42,575
Men	29,900	152	2	247	42	158	166	530	1,213	963	1,713	24,915
Women	23,747	239	27	290	14	227	282	800	1,574	1,166	1,710	17,660
Part-time workers												
Total, 16 years and over	17,646	625	38	901	31	753	752	2,429	2,764	1,281	1,476	7,379
Men	5,592	146	12	356	19	286	312	911	1,041	410	491	1,913
Women	12,054	478	26	545	12	467	441	1,518	1,723	872	986	5,465
FAMILY RELATIONSHIP												
Husbands	17,393	70	3	111	16	81	83	240	597	402	632	15,256
Wives	16,892	204	4	197	9	159	218	568	1,097	764	1,097	12,741
Women who maintain families	5,235	109	12	115	-	93	91	335	505	350	436	3,282
Men who maintain families	1,877	5	-	36	6	18	16	59	81	96	136	1,449
Other persons in families:												
Men	8,345	134	10	306	21	246	308	895	1,113	510	922	4,147
Women	7,018	212	26	385	7	341	278	1,080	1,132	578	653	2,674
All other men ¹	7,968	93	2	149	17	98	73	254	467	365	518	6,048
All other women ¹	6,708	195	10	137	11	101	137	337	565	351	516	4,460

¹ The majority of these persons are living alone or with a non-relative.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 15. Distribution of wage and salary workers paid hourly rates, by major occupation group, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Occupation	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
Managerial and professional specialty	9,931	31	3	65	-	49	21	128	250	201	281	8,951
Executive, administrative, and managerial	4,293	13	-	24	-	14	-	49	94	87	137	3,889
Professional specialty	5,638	18	3	41	-	35	21	79	156	114	145	5,062
Technical, sales, and administrative support	22,850	36	24	414	12	365	356	1,390	2,041	1,195	1,757	15,637
Technicians and related support	2,780	5	>0	8	-	5	3	35	40	33	79	2,575
Sales occupations	7,629	11	7	264	12	226	240	987	1,396	703	834	3,188
Administrative support, including clerical ..	12,442	20	16	142	-	133	113	368	605	459	844	9,874
Service occupations	13,059	885	22	545	31	410	556	1,435	1,792	986	1,226	5,610
Private household	390	47	-	46	1	45	7	26	48	14	36	165
Protective service	1,440	-	-	16	-	8	25	60	82	42	95	1,119
Service, except private household and protective	11,229	838	22	482	30	357	523	1,350	1,661	930	1,095	4,326
Precision production, craft, and repair	9,182	19	4	40	4	34	20	87	181	162	349	8,318
Mechanics and repairers	3,026	7	-	8	-	8	13	13	54	44	116	2,773
Construction trades	3,426	13	-	15	4	11	1	30	62	43	139	3,123
Other precision production, craft, and repair	2,730	-	4	17	-	16	7	44	65	78	95	2,422
Operators, fabricators, and laborers	14,893	25	9	264	3	217	203	571	1,047	796	1,097	10,881
Machine operators, assemblers, and inspectors	6,697	6	-	77	-	53	52	152	402	329	475	5,204
Transportation and material moving occupations	3,578	12	5	37	3	25	47	109	148	103	182	2,835
Handlers, equipment cleaners, helpers, and laborers	4,619	6	5	150	-	138	104	310	497	364	441	2,742
Farming, forestry, and fishing	1,522	25	5	110	36	63	47	156	246	74	199	660

>0 Value too small to display.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 16. Distribution of wage and salary workers paid hourly rates, by major industry group, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Industry	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
Private sector	62,714	992	67	1,356	86	1,067	1,067	3,504	5,181	3,112	4,483	42,952
Goods producing	19,193	57	5	242	37	171	110	344	826	591	1,035	15,983
Agriculture	1,278	28	5	92	33	48	25	134	212	60	187	537
Mining	374	-	-	-	-	-	3	4	8	13	16	329
Construction	4,358	15	-	38	4	34	15	34	98	96	217	3,844
Manufacturing	13,183	15	-	111	-	88	66	172	507	422	615	11,274
Durable goods	8,228	4	-	37	-	27	26	102	263	221	360	7,216
Nondurable goods	4,955	11	-	75	-	61	41	70	244	201	255	4,058
Service producing	43,521	935	62	1,115	49	897	956	3,160	4,355	2,521	3,448	26,968
Transp. and public utilities	4,064	9	1	20	3	16	20	85	132	61	181	3,553
Wholesale trade	2,356	9	-	17	-	17	15	90	170	126	174	1,755
Retail trade	15,309	742	38	715	37	581	591	1,940	2,513	1,257	1,428	6,086
Eating and drinking	5,236	712	24	377	30	279	330	897	960	374	354	1,209
Finance, ins., & real estate	2,994	7	5	21	-	12	13	53	93	115	186	2,501
Services	18,798	169	18	341	9	269	317	992	1,447	962	1,479	13,073
Private households	452	47	-	51	1	45	10	41	58	14	45	186
Other services	18,346	122	18	290	8	224	307	951	1,389	949	1,434	12,887
Business and repair	3,898	3	-	62	1	45	60	144	280	202	395	2,753
Personal services	1,879	43	8	53	4	31	49	194	231	183	209	908
Entertainment and recr.	1,244	23	3	52	3	42	55	161	193	117	105	535
Professional and related	11,303	52	7	123	-	106	144	453	685	446	724	8,669
Forestry and fisheries	22	-	-	-	-	-	-	-	-	-	-	22
Government	8,722	29	-	81	-	70	137	263	376	303	427	7,106
Federal	1,939	3	-	4	-	1	10	9	44	37	55	1,776
State	2,098	13	-	27	-	24	52	96	128	123	102	1,556
Local	4,686	12	-	50	-	46	75	159	203	143	269	3,774

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 17. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
16 to 24 years	16,286	481	35	807	45	657	699	2,201	2,593	1,274	1,749	6,446
16 to 19 years	6,351	198	20	514	25	425	401	1,470	1,319	593	601	1,234
20 to 24 years	9,935	283	15	293	20	232	299	730	1,273	682	1,148	5,212
25 years and over	55,150	540	32	630	41	481	504	1,567	2,964	2,141	3,161	43,612
Men, 16 years and over	35,582	301	14	602	60	444	478	1,447	2,258	1,373	2,208	26,901
Women, 16 years and over	35,853	720	52	835	26	694	725	2,320	3,298	2,043	2,702	23,157
RACE AND HISPANIC ORIGIN												
White	58,335	915	43	1,137	76	906	957	3,079	4,400	2,766	3,885	41,154
Black	9,987	78	21	222	11	165	219	578	831	498	843	6,696
Hispanic origin	9,197	70	3	263	43	201	214	618	1,174	587	794	5,474
FULL- AND PART-TIME STATUS												
Full-time workers	53,647	391	29	537	55	384	448	1,330	2,787	2,129	3,422	42,575
Part-time workers	17,646	625	38	901	31	753	752	2,429	2,764	1,281	1,476	7,379

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the

white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands)

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	71,436	100.0	1,021	1.4	67	.1	1,437	2.0	86	.1	1,138	1.6
Alabama	1,133	100.0	8	.7	-	-	49	4.3	4	.3	29	2.6
Alaska	169	100.0	1	.3	-	-	2	1.0	-	-	2	1.0
Arizona	1,267	100.0	22	1.7	7	.5	30	2.4	-	-	30	2.4
Arkansas	587	100.0	7	1.1	-	-	11	1.9	-	-	11	1.9
California	8,072	100.0	32	.4	-	-	172	2.1	36	.4	124	1.5
Colorado	1,224	100.0	35	2.9	2	.2	11	.9	-	-	8	.7
Connecticut	968	100.0	12	1.2	-	-	13	1.4	-	-	4	.4
Delaware	220	100.0	6	2.7	-	-	5	2.1	-	-	4	1.8
District of Columbia	93	100.0	1	1.5	-	-	2	2.1	1	.7	1	1.4
Florida	3,684	100.0	70	1.9	-	-	95	2.6	13	.4	68	1.9
Georgia	1,927	100.0	14	.8	-	-	24	1.2	-	-	24	1.2
Hawaii	311	100.0	4	1.1	-	-	2	.7	-	-	1	.4
Idaho	387	100.0	6	1.6	-	-	10	2.6	-	-	10	2.6
Illinois	3,048	100.0	47	1.5	3	.1	68	2.2	-	-	61	2.0
Indiana	1,755	100.0	34	1.9	-	-	9	.5	-	-	9	.5
Iowa	867	100.0	14	1.6	-	-	17	2.0	2	.3	15	1.7
Kansas	758	100.0	8	1.1	2	.3	13	1.7	-	-	11	1.5
Kentucky	1,075	100.0	6	.6	-	-	16	1.5	-	-	7	.7
Louisiana	1,054	100.0	11	1.0	-	-	15	1.5	-	-	11	1.1
Maine	361	100.0	4	1.0	-	-	8	2.2	-	-	8	2.2
Maryland	1,209	100.0	10	.8	-	-	3	.3	-	-	3	.3
Massachusetts	1,679	100.0	41	2.5	3	.1	22	1.3	-	-	16	1.0
Michigan	3,102	100.0	72	2.3	6	.2	61	2.0	3	.1	48	1.5
Minnesota	1,459	100.0	-	-	3	.2	20	1.4	3	.2	14	1.0
Mississippi	697	100.0	20	2.8	-	-	32	4.5	-	-	28	3.9
Missouri	1,582	100.0	28	1.8	-	-	24	1.5	-	-	19	1.2
Montana	239	100.0	2	.9	-	-	3	1.2	-	-	2	.9
Nebraska	452	100.0	7	1.5	1	.3	11	2.5	-	-	9	2.0
Nevada	565	100.0	1	.2	-	-	3	.5	-	-	3	.5
New Hampshire	357	100.0	5	1.4	-	-	5	1.4	-	-	4	1.1
New Jersey	1,895	100.0	40	2.1	-	-	39	2.0	-	-	35	1.8
New Mexico	440	100.0	5	1.1	-	-	11	2.5	-	-	10	2.2
New York	3,962	100.0	44	1.1	3	.1	143	3.6	-	-	121	3.0
North Carolina	2,059	100.0	7	.3	-	-	43	2.1	4	.2	32	1.5
North Dakota	182	100.0	2	1.3	-	-	7	3.9	-	-	6	3.0

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (In thousands) — Continued

	\$5.15		\$5.16 to \$5.64		\$5.65 to \$6.14		\$6.15 to \$6.64		\$6.65 to \$7.14		\$7.15 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	1,203	1.7	3,767	5.3	5,556	7.8	3,416	4.8	4,910	6.9	50,058	70.1
Alabama	37	3.3	70	6.2	93	8.2	65	5.8	113	10.0	698	61.6
Alaska	>0	.2	6	3.3	11	6.4	6	3.8	9	5.1	135	79.9
Arizona	41	3.2	59	4.7	110	8.7	63	4.9	101	7.9	834	65.9
Arkansas	22	3.7	49	8.3	58	10.0	38	6.4	43	7.4	359	61.2
California	42	.5	230	2.8	1,048	13.0	420	5.2	557	6.9	5,572	69.0
Colorado	3	.2	26	2.1	50	4.0	72	5.9	53	4.3	973	79.5
Connecticut	4	.4	25	2.6	45	4.6	58	6.0	58	6.0	753	77.8
Delaware	3	1.3	7	3.1	14	6.4	9	4.1	16	7.3	160	73.0
District of Columbia	—	—	6	6.0	6	6.9	4	3.8	3	2.9	72	76.8
Florida	42	1.1	225	6.1	375	10.2	192	5.2	258	7.0	2,426	65.9
Georgia	38	2.0	101	5.2	150	7.8	62	3.2	150	7.8	1,388	72.0
Hawaii	2	.8	28	8.9	17	5.5	8	2.6	19	6.0	231	74.4
Idaho	9	2.4	32	8.2	27	7.1	17	4.4	28	7.2	258	66.6
Illinois	50	1.6	155	5.1	207	6.8	112	3.7	242	7.9	2,164	71.0
Indiana	15	.9	86	4.9	98	5.6	91	5.2	101	5.8	1,322	75.3
Iowa	14	1.7	49	5.7	88	10.1	46	5.3	54	6.3	584	67.4
Kansas	8	1.0	69	9.1	57	7.5	62	8.1	63	8.3	476	62.8
Kentucky	16	1.5	62	5.8	80	7.4	74	6.9	38	3.5	783	72.8
Louisiana	38	3.5	92	8.7	82	7.8	58	5.5	44	4.2	716	67.9
Maine	2	.6	26	7.3	27	7.4	20	5.5	15	4.2	258	71.7
Maryland	30	2.5	54	4.4	75	6.2	56	4.6	36	3.0	946	78.2
Massachusetts	7	.4	58	3.4	119	7.1	74	4.4	90	5.3	1,265	75.3
Michigan	25	.8	118	3.8	181	5.8	124	4.0	191	6.1	2,323	74.9
Minnesota	13	.9	63	4.3	71	4.9	54	3.7	74	5.1	1,161	79.6
Mississippi	19	2.8	62	9.0	45	6.5	38	5.4	53	7.6	428	61.4
Missouri	22	1.4	70	4.4	113	7.2	88	5.5	97	6.1	1,140	72.0
Montana	16	6.7	14	6.1	23	9.6	13	5.6	20	8.2	147	61.6
Nebraska	6	1.3	31	6.8	38	8.4	26	5.8	38	8.4	294	65.0
Nevada	11	1.9	31	5.4	50	8.9	26	4.6	39	6.9	404	71.5
New Hampshire	2	.6	18	5.0	28	7.7	15	4.1	22	6.3	262	73.4
New Jersey	18	.9	112	5.9	108	5.7	64	3.4	139	7.4	1,374	72.5
New Mexico	27	6.1	28	6.5	31	6.9	26	6.0	28	6.5	284	64.5
New York	53	1.3	157	4.0	320	8.1	131	3.3	282	7.1	2,829	71.4
North Carolina	26	1.3	120	5.8	141	6.9	131	6.4	229	11.1	1,363	66.2
North Dakota	5	2.7	11	6.1	15	8.0	10	5.7	14	7.9	117	64.3

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ohio	3,371	100.0	69	2.0	4	.1	48	1.4	-	-	37	1.1
Oklahoma	746	100.0	20	2.7	-	-	10	1.3	-	-	5	.7
Oregon	991	100.0	13	1.3	-	-	3	.3	-	-	3	.3
Pennsylvania	3,173	100.0	79	2.5	4	.1	49	1.6	4	.1	46	1.4
Rhode Island	295	100.0	4	1.5	1	.4	7	2.4	3	1.0	2	.8
South Carolina	1,050	100.0	7	.7	5	.4	30	2.9	-	-	16	1.5
South Dakota	228	100.0	3	1.3	-	-	7	3.3	1	.4	5	2.0
Tennessee	1,468	100.0	25	1.7	13	.9	28	1.9	-	-	25	1.7
Texas	4,977	100.0	92	1.8	5	.1	138	2.8	8	.2	109	2.2
Utah	589	100.0	3	.5	-	-	7	1.1	-	-	7	1.1
Vermont	168	100.0	2	1.2	-	-	2	1.4	-	-	2	1.4
Virginia	1,629	100.0	30	1.9	-	-	49	3.0	-	-	44	2.7
Washington	1,695	100.0	9	.6	-	-	31	1.8	-	-	31	1.8
West Virginia	435	100.0	9	2.0	2	.3	4	1.0	3	.7	1	.3
Wisconsin	1,662	100.0	24	1.5	4	.2	21	1.3	3	.2	15	.9
Wyoming	122	100.0	5	4.3	1	.6	2	1.5	-	-	2	1.5

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	\$5.15		\$5.16 to \$5.64		\$5.65 to \$6.14		\$6.15 to \$6.64		\$6.65 to \$7.14		\$7.15 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ohio	74	2.2	199	5.9	169	5.0	162	4.8	158	4.7	2,489	73.8
Oklahoma	41	5.5	47	6.3	57	7.6	39	5.2	33	4.4	498	66.8
Oregon	3	.3	3	.3	95	9.6	49	5.0	94	9.5	730	73.7
Pennsylvania	69	2.2	184	5.8	203	6.4	115	3.6	189	6.0	2,281	71.9
Rhode Island	2	.8	16	5.3	25	8.5	11	3.6	25	8.3	204	69.3
South Carolina	27	2.6	65	6.2	65	6.2	43	4.1	93	8.8	715	68.1
South Dakota	5	2.3	19	8.5	21	9.3	15	6.6	17	7.6	139	60.9
Tennessee	44	3.0	71	4.8	65	4.4	84	5.7	143	9.8	995	67.8
Texas	165	3.3	461	9.3	424	8.5	284	5.7	432	8.7	2,976	59.8
Utah	3	.5	37	6.3	49	8.3	38	6.4	61	10.3	392	66.6
Vermont	1	.3	7	4.3	11	6.2	4	2.5	13	8.0	128	76.0
Virginia	29	1.8	113	6.9	87	5.4	55	3.4	127	7.8	1,140	69.9
Washington	46	2.7	64	3.8	114	6.7	72	4.2	76	4.5	1,283	75.7
West Virginia	17	3.8	45	10.2	48	11.1	27	6.2	21	4.8	283	60.5
Wisconsin	8	.4	75	4.5	111	6.7	62	3.7	106	6.3	1,253	75.4
Wyoming	5	4.4	11	8.9	10	8.5	6	5.3	10	7.8	71	58.6

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- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders. Users are cautioned that these

data are based on a sample and are therefore subject to sampling error; the degree of error may be quite large for less populous States. It should be noted that it is not possible to determine whether workers surveyed in the CPS are actually covered by the Fair Labor Standards Act or by individual State minimum wage laws. Thus, some workers being reported as earning an hourly wage of \$5.15 may not, in fact, be covered by Federal or State minimum wage laws; at the same time, the presence of a sizable number of workers with wages below the prevailing Federal minimum wage does not necessarily indicate violations of the Fair Labor Standards Act or applicable State laws, because there are numerous exemptions to these minimum wage statutes.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Total

HOURLY RATE	
Total	71,436
Under \$3.35	894
Under \$2.50	575
\$2.13	170
\$2.14 - \$2.49	159
\$2.50 - \$2.99	193
\$3.00 - \$3.34	127
\$3.00 - \$3.04	78
\$3.05 - \$3.09	13
\$3.10 - \$3.19	9
\$3.20 - \$3.29	24
\$3.30 - \$3.34	3
\$3.35	6
\$3.36 - \$3.49	8
\$3.40 - \$3.44	1
\$3.45 - \$3.49	7
\$3.50 - \$3.79	37
\$3.50 - \$3.54	25
\$3.75 - \$3.79	12
\$3.80	4
\$4.00	59
\$4.01 - \$4.24	12
\$4.05 - \$4.09	1
\$4.15 - \$4.19	3
\$4.20 - \$4.24	9
\$4.25	67
\$4.26 - \$4.49	37
\$4.26 - \$4.29	4
\$4.30 - \$4.34	11
\$4.35 - \$4.39	14
\$4.40 - \$4.44	9
\$4.50 - \$4.99	238
\$4.50 - \$4.54	92
\$4.55 - \$4.59	5
\$4.60 - \$4.64	7
\$4.65 - \$4.69	20
\$4.70 - \$4.74	10
\$4.75	86
\$4.80 - \$4.84	5

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$4.85 - \$4.89	4
\$4.90 - \$4.94	3
\$4.95 - \$4.99	3
\$5.00 - \$5.49	4,435
\$5.00	1,138
\$5.05 - \$5.09	5
\$5.10 - \$5.14	21
\$5.15	1,203
\$5.16 - \$5.19	6
\$5.20 - \$5.24	18
\$5.25 - \$5.29	1,337
\$5.30 - \$5.34	172
\$5.35 - \$5.39	267
\$5.40 - \$5.44	159
\$5.45 - \$5.49	108
\$5.50 - \$5.99	3,283
\$5.50 - \$5.74	1,881
\$5.50	1,456
\$5.51 - \$5.54	21
\$5.55 - \$5.59	73
\$5.60 - \$5.64	151
\$5.65 - \$5.69	118
\$5.70 - \$5.74	63
\$5.75 - \$5.99	1,403
\$5.75	1,045
\$5.76 - \$5.79	19
\$5.80 - \$5.84	81
\$5.85 - \$5.89	108
\$5.90 - \$5.94	105
\$5.95 - \$5.99	45
\$6.00 - 6.99	8,379
\$6.00 - \$6.49	5,438
\$6.00	3,841
\$6.01 - \$6.04	4
\$6.05 - \$6.09	44
\$6.10 - \$6.14	84
\$6.15	107
\$6.16 - \$6.19	47
\$6.20 - \$6.24	73

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$6.25 - \$6.29	761
\$6.30 - \$6.34	140
\$6.35 - \$6.39	155
\$6.40 - \$6.44	136
\$6.45 - \$6.49	45
\$6.50 - \$6.99	2,941
\$6.50 - \$6.74	2,099
\$6.50	1,748
\$6.51 - \$6.54	16
\$6.55 - \$6.59	62
\$6.60 - \$6.64	126
\$6.65 - \$6.69	69
\$6.70 - \$6.74	79
\$6.75 - \$6.99	842
\$6.75	485
\$6.76 - \$6.79	36
\$6.80 - \$6.84	118
\$6.85 - \$6.89	78
\$6.90 - \$6.94	60
\$6.95 - \$6.99	64
\$7.00 - \$7.99	7,793
\$7.00 - \$7.49	5,149
\$7.00	3,743
\$7.01 - \$7.04	22
\$7.05 - \$7.09	59
\$7.10 - \$7.14	97
\$7.15	57
\$7.16 - \$7.19	38
\$7.20 - \$7.24	120
\$7.25 - \$7.29	570
\$7.30 - \$7.34	142
\$7.35 - \$7.39	110
\$7.40 - \$7.44	78
\$7.45 - \$7.49	117
\$7.50 - \$7.99	2,644
\$7.50 - \$7.74	1,954
\$7.50	1,561
\$7.51 - \$7.54	28
\$7.55 - \$7.59	109

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$7.60 - \$7.64	89
\$7.65 - \$7.69	89
\$7.70 - \$7.74	78
\$7.75 - \$7.99	690
\$7.75	279
\$7.76 - \$7.79	45
\$7.80 - \$7.84	124
\$7.85 - \$7.89	107
\$7.90 - \$7.94	82
\$7.95 - \$7.99	54
\$8.00 - \$8.99	7,485
\$9.00 - \$9.99	5,575
\$10.00 or more	33,125

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are

not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
16 to 24 years	16,286	481	35	807	45	657	699	2,201	2,593	1,274	1,749	6,446
16 to 19 years	6,351	198	20	514	25	425	401	1,470	1,319	593	601	1,234
20 to 24 years	9,935	283	15	293	20	232	299	730	1,273	682	1,148	5,212
25 years and over	55,150	540	32	630	41	481	504	1,567	2,964	2,141	3,161	43,612
25 to 54 years	47,734	492	29	498	34	370	399	1,284	2,399	1,811	2,590	38,232
25 to 34 years	17,158	292	17	188	30	141	155	563	1,070	686	1,096	13,092
35 to 44 years	17,922	120	10	173	4	136	111	430	794	661	911	14,712
45 to 54 years	12,654	80	3	136	-	94	133	290	536	464	583	10,428
55 years and over	7,417	48	3	132	7	110	105	283	565	331	571	5,380
55 to 64 years	5,803	20	-	68	4	60	43	132	358	213	461	4,509
65 years and over	1,614	28	3	64	3	50	62	151	207	118	110	871
Men, 16 years and over	35,582	301	14	602	60	444	478	1,447	2,258	1,373	2,208	26,901
16 to 24 years	8,433	141	11	384	38	289	333	962	1,226	574	967	3,836
16 to 19 years	3,188	72	11	227	18	173	200	660	670	287	317	745
20 to 24 years	5,245	68	-	157	19	116	133	302	556	287	650	3,091
25 years and over	27,149	161	3	218	23	154	146	485	1,032	799	1,241	23,064
Women, 16 years and over	35,853	720	52	835	26	694	725	2,320	3,298	2,043	2,702	23,157
16 to 24 years	7,852	341	24	423	8	368	367	1,239	1,367	700	782	2,610
16 to 19 years	3,162	126	9	287	7	252	201	811	649	306	284	489
20 to 24 years	4,690	215	15	136	1	116	166	428	717	395	498	2,121
25 years and over	28,001	379	29	412	18	326	358	1,081	1,932	1,343	1,920	20,547
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,335	915	43	1,137	76	906	957	3,079	4,400	2,766	3,885	41,154
Men	29,447	252	13	454	50	337	357	1,212	1,845	1,134	1,767	22,414
Women	28,888	663	30	683	26	570	600	1,867	2,555	1,632	2,118	18,740
Black												
Total, 16 years and over	9,987	78	21	222	11	165	219	578	831	498	843	6,696
Men	4,613	33	2	106	11	70	106	182	280	164	373	3,367
Women	5,374	45	20	116	-	94	113	395	551	334	470	3,329

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Hispanic origin												
Total, 16 years and over	9,197	70	3	263	43	201	214	618	1,174	587	794	5,474
Men	5,445	18	3	157	39	101	78	260	599	299	511	3,521
Women	3,752	52	-	106	4	101	137	358	575	288	283	1,953
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,647	391	29	537	55	384	448	1,330	2,787	2,129	3,422	42,575
Men	29,900	152	2	247	42	158	166	530	1,213	963	1,713	24,915
Women	23,747	239	27	290	14	227	282	800	1,574	1,166	1,710	17,660
Part-time workers												
Total, 16 years and over	17,646	625	38	901	31	753	752	2,429	2,764	1,281	1,476	7,379
Men	5,592	146	12	356	19	286	312	911	1,041	410	491	1,913
Women	12,054	478	26	545	12	467	441	1,518	1,723	872	986	5,465
FAMILY RELATIONSHIP												
Husbands	17,393	70	3	111	16	81	83	240	597	402	632	15,256
Wives	16,892	204	4	197	9	159	218	568	1,097	764	1,097	12,741
Women who maintain families	5,235	109	12	115	-	93	91	335	505	350	436	3,282
Men who maintain families	1,877	5	-	36	6	18	16	59	81	96	136	1,443
Other persons in families:												
Men	8,345	134	10	306	21	246	308	895	1,113	510	922	4,147
Women	7,018	212	26	385	7	341	278	1,080	1,132	578	653	2,674
All other men ¹	7,968	93	2	149	17	98	73	254	487	365	518	6,048
All other women ¹	6,708	195	10	137	11	101	137	337	565	351	516	4,460

¹ The majority of these persons are living alone or with a non-relative.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 15. Distribution of wage and salary workers paid hourly rates, by major occupation group, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Occupation	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
Managerial and professional specialty	9,931	31	3	65	-	49	21	128	250	201	281	8,951
Executive, administrative, and managerial	4,293	13	-	24	-	14	-	49	94	87	137	3,889
Professional specialty	5,638	18	3	41	-	35	21	79	156	114	145	5,062
Technical, sales, and administrative support	22,850	36	24	414	12	365	356	1,390	2,041	1,195	1,757	15,637
Technicians and related support	2,780	5	>0	8	-	5	3	35	40	33	79	2,575
Sales occupations	7,629	11	7	264	12	226	240	987	1,396	703	834	3,183
Administrative support, including clerical ..	12,442	20	16	142	-	133	113	368	605	459	844	9,874
Service occupations	13,059	885	22	545	31	410	556	1,435	1,792	986	1,226	5,610
Private household	390	47	-	46	1	45	7	26	48	14	36	165
Protective service	1,440	-	-	16	-	8	25	60	82	42	95	1,119
Service, except private household and protective	11,229	838	22	482	30	357	523	1,350	1,661	830	1,095	4,326
Precision production, craft, and repair	9,182	19	4	40	4	34	20	87	181	162	349	8,318
Mechanics and repairers	3,026	7	-	8	-	8	13	13	54	44	116	2,773
Construction trades	3,426	13	-	15	4	11	1	30	62	43	139	3,123
Other precision production, craft, and repair	2,730	-	4	17	-	16	7	44	65	76	95	2,422
Operators, fabricators, and laborers	14,893	25	9	264	3	217	203	571	1,047	796	1,097	10,881
Machine operators, assemblers, and inspectors	6,697	6	-	77	-	53	52	152	402	329	475	5,204
Transportation and material moving occupations	3,578	12	5	37	3	25	47	109	148	103	182	2,935
Handlers, equipment cleaners, helpers, and laborers	4,619	6	5	150	-	138	104	310	497	364	441	2,742
Farming, forestry, and fishing	1,522	25	5	110	36	63	47	156	246	74	199	660

>0 Value too small to display.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 16. Distribution of wage and salary workers paid hourly rates, by major industry group, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Industry	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
Private sector	62,714	992	67	1,356	86	1,067	1,067	3,504	5,181	3,112	4,483	42,952
Goods producing	19,193	57	5	242	37	171	110	344	826	591	1,035	15,983
Agriculture	1,278	28	5	92	33	48	25	134	212	60	187	537
Mining	374	-	-	-	-	-	3	4	8	13	16	329
Construction	4,358	15	-	38	4	34	15	34	98	96	217	3,844
Manufacturing	13,183	15	-	111	-	88	66	172	507	422	615	11,274
Durable goods	8,228	4	-	37	-	27	26	102	263	221	360	7,216
Nondurable goods	4,955	11	-	75	-	61	41	70	244	201	255	4,058
Service producing	43,521	935	62	1,115	49	897	956	3,160	4,355	2,521	3,448	26,968
Transp. and public utilities	4,064	9	1	20	3	16	20	85	132	61	181	3,553
Wholesale trade	2,356	9	-	17	-	17	15	90	170	126	174	1,755
Retail trade	15,309	742	38	715	37	581	591	1,940	2,513	1,257	1,428	6,086
Eating and drinking	5,236	712	24	377	30	279	330	897	960	374	354	1,209
Finance, ins., & real estate	2,994	7	5	21	-	12	13	53	93	115	186	2,501
Services	18,798	169	18	341	9	269	317	992	1,447	962	1,479	13,073
Private households	452	47	-	51	1	45	10	41	58	14	45	186
Other services	18,346	122	18	290	8	224	307	951	1,389	949	1,434	12,887
Business and repair	3,898	3	-	62	1	45	60	144	280	202	395	2,753
Personal services	1,879	43	8	53	4	31	49	194	231	183	209	908
Entertainment and recr.	1,244	23	3	52	3	42	55	161	193	117	105	535
Professional and related	11,303	52	7	123	-	106	144	453	685	446	724	8,669
Forestry and fisheries	22	-	-	-	-	-	-	-	-	-	-	22
Government	8,722	29	-	81	-	70	137	263	376	303	427	7,106
Federal	1,939	3	-	4	-	1	10	9	44	37	55	1,776
State	2,098	13	-	27	-	24	52	96	128	123	102	1,556
Local	4,686	12	-	50	-	46	75	159	203	143	269	3,774

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 17. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	71,436	1,021	67	1,437	86	1,138	1,203	3,767	5,556	3,416	4,910	50,058
16 to 24 years	16,286	481	35	807	45	657	699	2,201	2,593	1,274	1,749	6,446
16 to 19 years	6,351	198	20	514	25	425	401	1,470	1,319	593	601	1,234
20 to 24 years	9,935	283	15	293	20	232	299	730	1,273	682	1,148	5,212
25 years and over	55,150	540	32	630	41	481	504	1,567	2,964	2,141	3,161	43,612
Men, 16 years and over	35,582	301	14	602	60	444	478	1,447	2,258	1,373	2,208	26,901
Women, 16 years and over	35,853	720	52	835	26	694	725	2,320	3,298	2,043	2,702	23,157
RACE AND HISPANIC ORIGIN												
White	58,335	915	43	1,137	76	906	957	3,079	4,400	2,766	3,885	41,154
Black	9,987	78	21	222	11	165	219	578	831	498	843	6,696
Hispanic origin	9,197	70	3	263	43	201	214	618	1,174	587	794	5,474
FULL- AND PART-TIME STATUS												
Full-time workers	53,647	391	29	537	55	384	448	1,330	2,787	2,129	3,422	42,575
Part-time workers	17,646	625	38	901	31	753	752	2,429	2,764	1,281	1,476	7,379

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the

white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Total

HOURLY RATE	
Total	71,436
Under \$3.35	894
Under \$2.50	575
\$2.13	170
\$2.14 - \$2.49	159
\$2.50 - \$2.99	193
\$3.00 - \$3.34	127
\$3.00 - \$3.04	78
\$3.05 - \$3.09	13
\$3.10 - \$3.19	9
\$3.20 - \$3.29	24
\$3.30 - \$3.34	3
\$3.35	6
\$3.36 - \$3.49	8
\$3.40 - \$3.44	1
\$3.45 - \$3.49	7
\$3.50 - \$3.79	37
\$3.50 - \$3.54	25
\$3.75 - \$3.79	12
\$3.80	4
\$4.00	59
\$4.01 - \$4.24	12
\$4.05 - \$4.09	1
\$4.15 - \$4.19	3
\$4.20 - \$4.24	9
\$4.25	67
\$4.26 - \$4.49	37
\$4.26 - \$4.29	4
\$4.30 - \$4.34	11
\$4.35 - \$4.39	14
\$4.40 - \$4.44	9
\$4.50 - \$4.99	236
\$4.50 - \$4.54	92
\$4.55 - \$4.59	5
\$4.60 - \$4.64	7
\$4.65 - \$4.69	20
\$4.70 - \$4.74	10
\$4.75	86
\$4.80 - \$4.84	5

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$4.85 - \$4.89	4
\$4.90 - \$4.94	3
\$4.95 - \$4.99	3
\$5.00 - \$5.49	4,435
\$5.00	1,138
\$5.05 - \$5.09	5
\$5.10 - \$5.14	21
\$5.15	1,203
\$5.16 - \$5.19	6
\$5.20 - \$5.24	18
\$5.25 - \$5.29	1,337
\$5.30 - \$5.34	172
\$5.35 - \$5.39	267
\$5.40 - \$5.44	159
\$5.45 - \$5.49	108
\$5.50 - \$5.99	3,283
\$5.50 - \$5.74	1,881
\$5.50	1,456
\$5.51 - \$5.54	21
\$5.55 - \$5.59	73
\$5.60 - \$5.64	151
\$5.65 - \$5.69	118
\$5.70 - \$5.74	63
\$5.75 - \$5.99	1,403
\$5.75	1,045
\$5.76 - \$5.79	19
\$5.80 - \$5.84	81
\$5.85 - \$5.89	108
\$5.90 - \$5.94	105
\$5.95 - \$5.99	45
\$6.00 - 6.99	8,379
\$6.00 - \$6.49	5,438
\$6.00	3,841
\$6.01 - \$6.04	4
\$6.05 - \$6.09	44
\$6.10 - \$6.14	84
\$6.15	107
\$6.16 - \$6.19	47
\$6.20 - \$6.24	73

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$6.25 - \$6.29	761
\$6.30 - \$6.34	140
\$6.35 - \$6.39	155
\$6.40 - \$6.44	136
\$6.45 - \$6.49	45
\$6.50 - \$6.99	2,941
\$6.50 - \$6.74	2,099
\$6.50	1,746
\$6.51 - \$6.54	16
\$6.55 - \$6.59	62
\$6.60 - \$6.64	126
\$6.65 - \$6.69	69
\$6.70 - \$6.74	79
\$6.75 - \$6.99	842
\$6.75	485
\$6.76 - \$6.79	36
\$6.80 - \$6.84	118
\$6.85 - \$6.89	78
\$6.90 - \$6.94	60
\$6.95 - \$6.99	64
\$7.00 - \$7.99	7,793
\$7.00 - \$7.49	5,149
\$7.00	3,743
\$7.01 - \$7.04	22
\$7.05 - \$7.09	59
\$7.10 - \$7.14	97
\$7.15	57
\$7.16 - \$7.19	38
\$7.20 - \$7.24	120
\$7.25 - \$7.29	570
\$7.30 - \$7.34	142
\$7.35 - \$7.39	110
\$7.40 - \$7.44	78
\$7.45 - \$7.49	117
\$7.50 - \$7.99	2,644
\$7.50 - \$7.74	1,954
\$7.50	1,561
\$7.51 - \$7.54	28
\$7.55 - \$7.59	109

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, fourth quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$7.60 - \$7.64	89
\$7.65 - \$7.69	89
\$7.70 - \$7.74	78
\$7.75 - \$7.99	690
\$7.75	279
\$7.76 - \$7.79	45
\$7.80 - \$7.84	124
\$7.85 - \$7.89	107
\$7.90 - \$7.94	82
\$7.95 - \$7.99	54
\$8.00 - \$8.99	7,485
\$9.00 - \$9.99	5,575
\$10.00 or more	33,125

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are

not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands)

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	71,436	100.0	1,021	1.4	67	.1	1,437	2.0	86	.1	1,118	1.6
Alabama	1,133	100.0	8	.7	-	-	49	4.3	4	.3	29	2.6
Alaska	169	100.0	1	.3	-	-	2	1.0	-	-	2	1.0
Arizona	1,267	100.0	22	1.7	7	.5	30	2.4	-	-	30	2.4
Arkansas	587	100.0	7	1.1	-	-	11	1.9	-	-	11	1.9
California	8,072	100.0	32	.4	-	-	172	2.1	36	.4	124	1.5
Colorado	1,224	100.0	35	2.9	2	.2	11	.9	-	-	8	.7
Connecticut	968	100.0	12	1.2	-	-	13	1.4	-	-	4	.4
Delaware	220	100.0	6	2.7	-	-	5	2.1	-	-	4	1.8
District of Columbia	93	100.0	1	1.5	-	-	2	2.1	1	.7	1	1.4
Florida	3,684	100.0	70	1.9	-	-	95	2.6	13	.4	68	1.9
Georgia	1,927	100.0	14	.8	-	-	24	1.2	-	-	24	1.2
Hawaii	311	100.0	4	1.1	-	-	2	.7	-	-	1	.4
Idaho	387	100.0	6	1.6	-	-	10	2.6	-	-	10	2.6
Illinois	3,048	100.0	47	1.5	3	.1	68	2.2	-	-	61	2.0
Indiana	1,755	100.0	34	1.9	-	-	9	.5	-	-	9	.5
Iowa	867	100.0	14	1.6	-	-	17	2.0	2	.3	15	1.7
Kansas	758	100.0	8	1.1	2	.3	13	1.7	-	-	11	1.5
Kentucky	1,075	100.0	6	.6	-	-	16	1.5	-	-	7	.7
Louisiana	1,054	100.0	11	1.0	-	-	15	1.5	-	-	11	1.1
Maine	361	100.0	4	1.0	-	-	8	2.2	-	-	8	2.2
Maryland	1,209	100.0	10	.8	-	-	3	.3	-	-	3	.3
Massachusetts	1,679	100.0	41	2.5	3	.1	22	1.3	-	-	16	1.0
Michigan	3,102	100.0	72	2.3	6	.2	61	2.0	3	.1	48	1.5
Minnesota	1,459	100.0	-	-	3	.2	20	1.4	3	.2	14	1.0
Mississippi	697	100.0	20	2.8	-	-	32	4.5	-	-	28	3.9
Missouri	1,582	100.0	28	1.8	-	-	24	1.5	-	-	19	1.2
Montana	239	100.0	2	.9	-	-	3	1.2	-	-	2	.9
Nebraska	452	100.0	7	1.5	1	.3	11	2.5	-	-	9	2.0
Nevada	565	100.0	1	.2	-	-	3	.5	-	-	3	.5
New Hampshire	357	100.0	5	1.4	-	-	5	1.4	-	-	4	1.1
New Jersey	1,895	100.0	40	2.1	-	-	39	2.0	-	-	35	1.9
New Mexico	440	100.0	5	1.1	-	-	11	2.5	-	-	10	2.2
New York	3,962	100.0	44	1.1	3	.1	143	3.6	-	-	121	3.0
North Carolina	2,059	100.0	7	.3	-	-	43	2.1	4	.2	32	1.5
North Dakota	182	100.0	2	1.3	-	-	7	3.9	-	-	6	3.0

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	\$5.15		\$5.16 to \$5.64		\$5.65 to \$6.14		\$6.15 to \$6.64		\$6.65 to \$7.14		\$7.15 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	1,203	1.7	3,767	5.3	5,556	7.8	3,416	4.8	4,910	6.9	50,058	70.1
Alabama	37	3.3	70	6.2	93	8.2	65	5.8	113	10.0	698	61.6
Alaska	>0	.2	6	3.3	11	6.4	6	3.8	9	5.1	135	79.9
Arizona	41	3.2	59	4.7	110	8.7	63	4.9	101	7.9	834	65.9
Arkansas	22	3.7	49	8.3	58	10.0	38	6.4	43	7.4	359	61.2
California	42	.5	230	2.8	1,048	13.0	420	5.2	557	6.9	5,572	69.0
Colorado	3	.2	26	2.1	50	4.0	72	5.9	53	4.3	973	79.5
Connecticut	4	.4	25	2.6	45	4.6	58	6.0	58	6.0	753	77.8
Delaware	3	1.3	7	3.1	14	6.4	9	4.1	16	7.3	160	73.0
District of Columbia	-	-	6	6.0	6	6.9	4	3.8	3	2.9	72	76.8
Florida	42	1.1	225	6.1	375	10.2	192	5.2	258	7.0	2,426	65.9
Georgia	38	2.0	101	5.2	150	7.8	62	3.2	150	7.8	1,388	72.0
Hawaii	2	.8	28	8.9	17	5.5	8	2.6	19	6.0	231	74.4
Idaho	9	2.4	32	8.2	27	7.1	17	4.4	28	7.2	258	66.6
Illinois	50	1.6	155	5.1	207	6.8	112	3.7	242	7.9	2,164	71.0
Indiana	15	.9	86	4.9	98	5.6	91	5.2	101	5.8	1,322	75.3
Iowa	14	1.7	49	5.7	88	10.1	46	5.3	54	6.3	584	67.4
Kansas	8	1.0	69	9.1	57	7.5	62	8.1	63	8.3	476	62.8
Kentucky	16	1.5	62	5.8	80	7.4	74	6.9	38	3.5	783	72.8
Louisiana	36	3.5	92	8.7	82	7.8	58	5.5	44	4.2	716	67.9
Maine	2	.6	26	7.3	27	7.4	20	5.5	15	4.2	258	71.7
Maryland	30	2.5	54	4.4	75	6.2	56	4.6	36	3.0	946	78.2
Massachusetts	7	.4	58	3.4	119	7.1	74	4.4	90	5.3	1,265	75.3
Michigan	25	.8	118	3.8	181	5.8	124	4.0	191	6.1	2,323	74.9
Minnesota	13	.9	63	4.3	71	4.9	54	3.7	74	5.1	1,161	79.6
Mississippi	19	2.8	62	9.0	45	6.5	38	5.4	53	7.6	428	61.4
Missouri	22	1.4	70	4.4	113	7.2	88	5.5	97	6.1	1,140	72.0
Montana	16	6.7	14	6.1	23	9.6	13	5.6	20	8.2	147	61.6
Nebraska	6	1.3	31	6.8	38	8.4	26	5.8	38	8.4	294	65.0
Nevada	11	1.9	31	5.4	50	8.9	26	4.6	39	6.9	404	71.5
New Hampshire	2	.6	18	5.0	28	7.7	15	4.1	22	6.3	262	73.4
New Jersey	18	.9	112	5.9	108	5.7	64	3.4	139	7.4	1,374	72.5
New Mexico	27	6.1	28	6.5	31	6.9	26	6.0	28	6.5	284	64.5
New York	53	1.3	157	4.0	320	8.1	131	3.3	282	7.1	2,829	71.4
North Carolina	26	1.3	120	5.8	141	6.9	131	6.4	229	11.1	1,363	66.2
North Dakota	5	2.7	11	6.1	15	8.0	10	5.7	14	7.9	117	64.3

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ohio	3,371	100.0	69	2.0	4	.1	48	1.4	—	—	37	1.1
Oklahoma	746	100.0	20	2.7	—	—	10	1.3	—	—	5	.7
Oregon	991	100.0	13	1.3	—	—	3	.3	—	—	3	.3
Pennsylvania	3,173	100.0	79	2.5	4	.1	49	1.6	4	.1	46	1.4
Rhode Island	295	100.0	4	1.5	1	.4	7	2.4	3	1.0	2	.8
South Carolina	1,050	100.0	7	.7	5	.4	30	2.9	—	—	16	1.5
South Dakota	228	100.0	3	1.3	—	—	7	3.3	1	.4	5	2.0
Tennessee	1,468	100.0	25	1.7	13	.9	28	1.9	—	—	25	1.7
Texas	4,977	100.0	92	1.8	5	.1	138	2.8	8	.2	109	2.2
Utah	589	100.0	3	.5	—	—	7	1.1	—	—	7	1.1
Vermont	168	100.0	2	1.2	—	—	2	1.4	—	—	2	1.4
Virginia	1,629	100.0	30	1.9	—	—	49	3.0	—	—	44	2.7
Washington	1,695	100.0	9	.6	—	—	31	1.8	—	—	31	1.8
West Virginia	435	100.0	9	2.0	2	.3	4	1.0	3	.7	1	.3
Wisconsin	1,662	100.0	24	1.5	4	.2	21	1.3	3	.2	15	.9
Wyoming	122	100.0	5	4.3	1	.6	2	1.5	—	—	2	1.5

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, fourth quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	\$5.15		\$5.16 to \$5.64		\$5.65 to \$6.14		\$6.15 to \$6.64		\$6.65 to \$7.14		\$7.15 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ohio	74	2.2	199	5.9	169	5.0	162	4.8	158	4.7	2,489	73.8
Oklahoma	41	5.5	47	6.3	57	7.6	39	5.2	33	4.4	498	66.8
Oregon	3	.3	3	.3	95	9.6	49	5.0	94	9.5	730	73.7
Pennsylvania	69	2.2	184	5.8	203	6.4	115	3.6	189	6.0	2,281	71.9
Rhode Island	2	.6	16	5.3	25	8.5	11	3.6	25	8.3	204	69.3
South Carolina	27	2.6	65	6.2	65	6.2	43	4.1	93	8.8	715	68.1
South Dakota	5	2.3	19	8.5	21	9.3	15	6.6	17	7.6	139	60.9
Tennessee	44	3.0	71	4.8	65	4.4	84	5.7	143	9.8	995	67.8
Texas	165	3.3	461	9.3	424	8.5	284	5.7	432	8.7	2,976	59.8
Utah	3	.5	37	6.3	49	8.3	38	6.4	61	10.3	392	66.6
Vermont	1	.3	7	4.3	11	6.2	4	2.5	13	8.0	128	76.0
Virginia	29	1.8	113	6.9	87	5.4	55	3.4	127	7.8	1,140	69.9
Washington	46	2.7	64	3.8	114	6.7	72	4.2	76	4.5	1,283	75.7
West Virginia	17	3.8	45	10.2	48	11.1	27	6.2	21	4.8	263	60.5
Wisconsin	6	.4	75	4.5	111	6.7	62	3.7	106	6.3	1,253	75.4
Wyoming	5	4.4	11	8.9	10	8.5	6	5.3	10	7.8	71	58.6

>0 Value too small to display.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders. Users are cautioned that these

data are based on a sample and are therefore subject to sampling error; the degree of error may be quite large for less populous States. It should be noted that it is not possible to determine whether workers surveyed in the CPS are actually covered by the Fair Labor Standards Act or by individual State minimum wage laws. Thus, some workers being reported as earning an hourly wage of \$5.15 may not, in fact, be covered by Federal or State minimum wage laws; at the same time, the presence of a sizable number of workers with wages below the prevailing Federal minimum wage does not necessarily indicate violations of the Fair Labor Standards Act or applicable State laws, because there are numerous exemptions to these minimum wage statutes.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	72,702	1,013	89	1,547	87	1,300	1,517	3,957	6,291	3,602	4,996	49,690
16 to 24 years	17,043	437	48	803	44	687	869	2,251	3,001	1,492	1,839	6,303
16 to 19 years	7,084	207	36	535	21	472	564	1,453	1,560	658	751	1,320
20 to 24 years	9,959	229	13	269	23	216	305	797	1,440	835	1,088	4,983
25 years and over	55,659	577	40	744	43	613	648	1,706	3,290	2,110	3,157	43,387
25 to 54 years	48,457	495	31	590	37	480	519	1,312	2,774	1,825	2,591	38,320
25 to 34 years	17,674	277	21	245	25	209	266	643	1,269	658	1,156	13,138
35 to 44 years	18,311	138	4	235	12	186	152	422	950	649	857	14,902
45 to 54 years	12,472	80	6	110	-	85	101	246	555	518	578	10,279
55 years and over	7,202	81	10	153	5	133	129	395	516	285	566	5,067
55 to 64 years	5,605	36	6	96	5	85	57	208	334	178	395	4,294
65 years and over	1,597	46	3	57	-	48	72	187	182	107	171	773
Men, 16 years and over	36,685	264	34	601	33	516	684	1,536	2,756	1,352	2,185	27,273
16 to 24 years	8,830	100	19	386	29	329	416	980	1,572	706	912	3,740
16 to 19 years	3,560	42	19	261	10	232	268	671	822	294	403	780
20 to 24 years	5,270	58	-	125	19	96	148	309	750	411	508	2,960
25 years and over	27,855	164	15	215	4	188	269	557	1,184	646	1,273	23,533
Women, 16 years and over	36,018	749	55	946	54	784	833	2,421	3,535	2,251	2,811	22,417
16 to 24 years	8,214	337	30	417	16	359	454	1,271	1,429	787	927	2,563
16 to 19 years	3,524	165	17	273	11	239	297	782	739	363	347	541
20 to 24 years	4,689	172	13	144	4	119	157	489	690	423	578	2,022
25 years and over	27,804	413	25	529	38	425	379	1,150	2,106	1,464	1,884	19,854
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	59,586	923	48	1,212	49	1,033	1,217	3,158	5,053	2,869	3,836	41,269
Men	30,509	249	17	497	20	441	525	1,199	2,287	1,080	1,690	22,965
Women	29,077	674	31	715	29	592	693	1,959	2,766	1,789	2,146	18,304
Black												
Total, 16 years and over	9,952	68	40	266	29	209	263	600	893	603	921	6,297
Men	4,598	7	17	93	13	64	147	272	317	219	371	3,156
Women	5,354	61	23	174	16	145	116	328	577	384	550	3,142

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Hispanic origin												
Total, 16 years and over	9,182	94	19	234	21	207	212	566	1,298	548	738	5,475
Men	5,529	51	4	126	12	109	110	262	714	297	402	3,561
Women	3,654	43	14	108	9	97	101	304	583	251	336	1,913
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	56,442	416	47	725	45	612	601	1,718	3,481	2,447	3,578	43,429
Men	31,609	144	13	293	15	260	300	723	1,736	975	1,724	25,701
Women	24,833	272	34	432	29	353	301	995	1,745	1,471	1,854	17,729
Part-time workers												
Total, 16 years and over	16,108	594	41	814	35	688	908	2,224	2,807	1,149	1,407	6,164
Men	5,008	116	20	304	13	257	380	810	1,020	370	461	1,526
Women	11,100	478	21	511	21	431	528	1,413	1,786	779	946	4,638
FAMILY RELATIONSHIP												
Husbands	17,698	69	-	95	10	69	119	260	600	391	716	15,448
Wives	16,856	224	18	255	19	201	236	691	1,297	887	1,113	12,134
Women who maintain families	5,171	123	4	133	12	110	93	285	493	324	456	3,259
Men who maintain families	1,866	9	-	44	-	44	49	48	150	73	99	1,394
Other persons in families:												
Men	8,987	88	19	346	17	295	376	945	1,416	567	843	4,387
Women	7,467	256	30	354	14	296	353	1,094	1,224	630	809	2,717
All other men ¹	8,134	97	15	116	6	108	141	283	590	321	527	6,043
All other women ¹	6,524	146	3	204	9	176	151	350	520	409	433	4,307

¹ The majority of these persons are living alone or with a non-relative.

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 15. Distribution of wage and salary workers paid hourly rates, by major occupation group, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Occupation	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	72,702	1,013	89	1,547	87	1,300	1,517	3,957	6,291	3,602	4,996	49,690
Managerial and professional specialty	9,865	35	-	102	9	80	31	199	295	274	351	8,578
Executive, administrative, and managerial	4,280	17	-	38	9	16	5	80	130	114	168	3,729
Professional specialty	5,585	18	-	64	-	64	25	120	166	160	183	4,849
Technical, sales, and administrative support	23,042	42	27	431	21	381	402	1,387	2,006	1,342	1,901	15,505
Technicians and related support	2,639	4	-	6	1	5	8	24	44	29	88	2,436
Sales occupations	7,667	24	9	291	14	267	251	1,090	1,336	751	753	3,161
Administrative support, including clerical ..	12,737	14	18	134	6	109	143	273	626	561	1,060	9,908
Service occupations	13,505	846	38	643	33	526	660	1,350	2,135	997	1,170	5,665
Private household	378	47	5	46	-	46	9	22	52	14	31	152
Protective service	1,771	9	-	41	-	35	36	78	136	66	128	1,277
Service, except private household and protective	11,356	790	33	557	33	445	614	1,250	1,947	917	1,011	4,236
Precision production, craft, and repair	9,969	9	-	43	12	28	25	71	329	197	429	8,867
Mechanics and repairers	3,363	-	-	14	-	14	8	27	91	58	97	3,068
Construction trades	3,723	9	-	18	10	8	10	26	151	97	159	3,253
Other precision production, craft, and repair	2,883	-	-	11	2	7	7	18	87	42	173	2,545
Operators, fabricators, and laborers	14,852	63	16	256	11	217	342	734	1,261	709	1,003	10,468
Machine operators, assemblers, and inspectors	6,630	29	12	88	11	71	114	214	558	311	475	4,830
Transportation and material moving occupations	3,576	12	-	38	-	24	86	113	139	102	207	2,879
Handlers, equipment cleaners, helpers, and laborers	4,645	22	4	130	-	123	142	407	564	296	320	2,759
Farming, forestry, and fishing	1,469	19	8	72	-	68	58	215	265	84	142	607

- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 16. Distribution of wage and salary workers paid hourly rates, by major industry group, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Industry	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
Total, 16 years and over	72,702	1,013	89	1,547	87	1,300	1,517	3,957	6,291	3,602	4,996	49,690
Private sector	63,821	974	84	1,455	85	1,210	1,380	3,717	5,954	3,311	4,540	42,406
Goods producing	19,597	44	6	212	10	192	210	465	1,136	601	1,104	15,821
Agriculture	1,179	3	-	47	4	42	46	149	215	78	140	501
Mining	361	>0	-	5	-	5	1	-	9	5	25	316
Construction	4,654	9	-	40	1	38	14	51	199	129	260	3,952
Manufacturing	13,403	32	6	120	5	107	148	265	713	389	679	11,052
Durable goods	8,111	24	-	48	-	41	48	123	367	184	379	6,938
Nondurable goods	5,293	8	6	71	5	66	100	142	346	205	300	4,113
Service producing	44,224	930	79	1,243	75	1,019	1,171	3,253	4,818	2,710	3,436	26,585
Transp. and public utilities	4,056	8	-	19	5	15	28	60	143	137	164	3,497
Wholesale trade	2,233	-	-	27	-	17	22	96	103	73	199	1,712
Retail trade	15,456	729	32	732	45	593	719	2,011	2,715	1,333	1,297	5,888
Eating and drinking	5,175	701	18	395	20	304	412	825	1,065	376	343	1,041
Finance, ins., & real estate	3,076	5	6	47	6	29	14	53	139	148	244	2,420
Services	19,402	188	41	418	19	364	388	1,032	1,718	1,019	1,531	13,067
Private households	475	50	5	48	-	48	9	31	63	23	42	203
Other services	18,927	138	36	370	19	316	378	1,002	1,655	996	1,489	12,864
Business and repair	4,301	13	14	81	-	77	86	194	398	242	387	2,886
Personal services	1,754	25	8	65	5	56	86	183	269	161	228	730
Entertainment and recr.	1,429	43	4	74	2	63	65	165	259	118	137	584
Professional and related	11,419	57	10	150	12	119	141	460	729	475	736	8,663
Forestry and fisheries	23	-	-	-	-	-	-	-	1	1	-	22
Government	8,881	39	5	92	2	90	136	240	337	292	456	7,284
Federal	1,891	10	-	11	-	11	13	26	32	36	77	1,685
State	2,115	2	-	20	-	20	53	86	100	77	106	1,671
Local	4,876	27	5	61	2	59	70	128	206	179	274	3,928

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- Data not available.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the

"other races" group are not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 17. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than \$4.25	\$4.25	\$4.26 to \$5.14	\$4.75	\$5.00	\$5.15	\$5.16 to \$5.64	\$5.65 to \$6.14	\$6.15 to \$6.64	\$6.65 to \$7.14	\$7.15 or more
SEX AND AGE												
Total, 16 years and over	72,702	1,013	89	1,547	87	1,300	1,517	3,957	6,291	3,602	4,996	49,690
16 to 24 years	17,043	437	48	803	44	687	869	2,251	3,001	1,492	1,839	6,303
16 to 19 years	7,084	207	36	535	21	472	564	1,453	1,560	658	751	1,320
20 to 24 years	9,959	229	13	269	23	216	305	797	1,440	835	1,088	4,983
25 years and over	55,659	577	40	744	43	613	648	1,706	3,290	2,110	3,157	43,387
Men, 16 years and over	36,685	264	34	601	33	516	684	1,536	2,756	1,352	2,185	27,273
Women, 16 years and over	36,018	749	55	946	54	784	833	2,421	3,535	2,251	2,811	22,417
RACE AND HISPANIC ORIGIN												
White	59,586	923	48	1,212	49	1,033	1,217	3,158	5,053	2,869	3,836	41,269
Black	9,952	68	40	266	29	209	263	600	893	603	921	6,297
Hispanic origin	9,182	94	19	234	21	207	212	566	1,298	548	738	5,475
FULL- AND PART-TIME STATUS												
Full-time workers	56,442	416	47	725	45	612	601	1,718	3,481	2,447	3,578	43,429
Part-time workers	16,108	594	41	814	35	688	908	2,224	2,807	1,149	1,407	6,164

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the

white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

**Table 18. Distribution of wage and salary workers paid hourly rates, third quarter
1998 averages, not seasonally adjusted**

(Numbers in thousands)

Total

HOURLY RATE	
Total	72,702
Under \$3.35	827
Under \$2.50	500
\$2.13	109
\$2.14 - \$2.49	134
\$2.50 - \$2.99	190
\$3.00 - \$3.34	137
\$3.00 - \$3.04	82
\$3.05 - \$3.09	14
\$3.10 - \$3.19	19
\$3.20 - \$3.29	17
\$3.30 - \$3.34	4
\$3.35	4
\$3.36 - \$3.49	3
\$3.40 - \$3.44	3
\$3.50 - \$3.79	43
\$3.50 - \$3.54	30
\$3.55 - \$3.59	3
\$3.65 - \$3.69	2
\$3.75 - \$3.79	7
\$3.81 - \$3.99	4
\$3.95 - \$3.99	4
\$4.00	127
\$4.01 - \$4.24	5
\$4.15 - \$4.19	5
\$4.25	89
\$4.26 - \$4.49	42
\$4.30 - \$4.34	8
\$4.35 - \$4.39	31
\$4.40 - \$4.44	2
\$4.50 - \$4.99	184
\$4.50 - \$4.54	60
\$4.55 - \$4.59	11
\$4.60 - \$4.64	1
\$4.65 - \$4.69	3
\$4.70 - \$4.74	3
\$4.75	87
\$4.76 - \$4.79	6
\$4.85 - \$4.89	6

See footnotes at end of table.

Total

HOURLY RATE	
\$4.90 - \$4.94	9
\$5.00 - \$5.49	4,956
\$5.00	1,300
\$5.10 - \$5.14	21
\$5.15	1,517
\$5.16 - \$5.19	15
\$5.20 - \$5.24	53
\$5.25 - \$5.29	1,324
\$5.30 - \$5.34	92
\$5.35 - \$5.39	376
\$5.40 - \$5.44	144
\$5.45 - \$5.49	115
\$5.50 - \$5.99	3,819
\$5.50 - \$5.74	2,051
\$5.50	1,644
\$5.51 - \$5.54	14
\$5.55 - \$5.59	67
\$5.60 - \$5.64	113
\$5.65 - \$5.69	153
\$5.70 - \$5.74	60
\$5.75 - \$5.99	1,768
\$5.75	1,393
\$5.76 - \$5.79	22
\$5.80 - \$5.84	94
\$5.85 - \$5.89	102
\$5.90 - \$5.94	93
\$5.95 - \$5.99	64
\$6.00 - 6.99	8,842
\$6.00 - \$6.49	5,845
\$6.00	4,134
\$6.01 - \$6.04	49
\$6.05 - \$6.09	57
\$6.10 - \$6.14	70
\$6.15	151
\$6.16 - \$6.19	43
\$6.20 - \$6.24	91
\$6.25 - \$6.29	809
\$6.30 - \$6.34	121
\$6.35 - \$6.39	99

See footnotes at end of table.

Table 18. Distribution of wage and salary workers paid hourly rates, third quarter 1998 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Total

HOURLY RATE	
\$7.75 - \$7.99	674
\$7.75	253
\$7.76 - \$7.79	38
\$7.80 - \$7.84	125
\$7.85 - \$7.89	122
\$7.90 - \$7.94	79
\$7.95 - \$7.99	57
\$8.00 - \$8.99	7,249
\$9.00 - \$9.99	5,624
\$10.00 or more	32,870

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1998.

NOTE: Data exclude the incorporated self employed. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are

not presented and Hispanics are included in both the white and black population groups. Also note that the distinction between full and part-time workers is based on hours usually worked. These data will not sum to totals because full or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, third quarter 1998 averages, not seasonally adjusted

Number of workers (In thousands)

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	72,702	100.0	1,013	1.4	89	.1	1,547	2.1	87	.1	1,300	1.8
Alabama	1,127	100.0	8	.7	4	.4	18	1.6	-	-	18	1.6
Alaska	194	100.0	>0	.2	-	-	1	.3	1	.3	-	-
Arizona	1,170	100.0	28	2.4	-	-	36	3.1	-	-	36	3.1
Arkansas	645	100.0	9	1.3	-	-	20	3.0	-	-	20	3.0
California	8,236	100.0	54	.7	10	.1	150	1.8	13	.2	129	1.6
Colorado	1,045	100.0	13	1.2	3	.3	13	1.2	3	.3	10	.9
Connecticut	878	100.0	9	1.1	-	-	12	1.4	-	-	12	1.4
Delaware	199	100.0	4	1.9	-	-	3	1.4	1	.5	2	.9
District of Columbia	116	100.0	1	.7	1	.6	4	3.5	-	-	3	3.0
Florida	3,740	100.0	119	3.2	4	.1	85	2.3	4	.1	73	2.0
Georgia	2,057	100.0	39	1.9	6	.3	77	3.8	6	.3	59	2.9
Hawaii	336	100.0	2	.7	-	-	-	-	-	-	-	-
Idaho	370	100.0	10	2.6	2	.6	11	3.0	1	.3	8	2.2
Illinois	3,159	100.0	49	1.5	9	.3	53	1.7	6	.2	45	1.4
Indiana	1,724	100.0	14	.8	14	.8	49	2.8	9	.5	31	1.8
Iowa	915	100.0	8	.8	-	-	16	1.7	5	.5	7	.8
Kansas	732	100.0	10	1.4	-	-	6	.8	-	-	2	.3
Kentucky	1,100	100.0	24	2.1	-	-	10	.9	4	.3	6	.6
Louisiana	1,112	100.0	17	1.6	-	-	42	3.8	4	.4	27	2.4
Maine	363	100.0	3	.8	-	-	7	2.0	-	-	7	2.0
Maryland	1,319	100.0	22	1.6	9	.7	30	2.3	-	-	17	1.3
Massachusetts	1,637	100.0	30	1.9	2	.1	24	1.5	-	-	22	1.3
Michigan	2,855	100.0	77	2.7	-	-	39	1.4	-	-	36	1.3
Minnesota	1,471	100.0	8	.5	-	-	14	.9	4	.3	10	.7
Mississippi	643	100.0	11	1.7	-	-	29	4.5	2	.3	21	3.2
Missouri	1,646	100.0	31	1.9	-	-	33	2.0	-	-	33	2.0
Montana	250	100.0	3	1.2	-	-	6	2.5	-	-	5	2.2
Nebraska	474	100.0	13	2.7	-	-	15	3.1	-	-	15	3.1
Nevada	573	100.0	1	.2	1	.2	18	3.1	2	.3	16	2.8
New Hampshire	389	100.0	6	1.6	1	.3	1	.3	-	-	1	.3
New Jersey	1,994	100.0	40	2.0	-	-	31	1.5	-	-	28	1.4
New Mexico	478	100.0	7	1.5	-	-	17	3.6	-	-	10	2.1
New York	4,159	100.0	37	.9	8	.2	148	3.6	3	.1	133	3.2
North Carolina	1,963	100.0	26	1.3	-	-	50	2.5	-	-	47	2.4
North Dakota	193	100.0	3	1.6	>0	.2	5	2.6	-	-	3	1.5

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, third quarter 1998 averages, not seasonally adjusted

Number of workers (in thousands) — Continued

	\$5.15		\$5.16 to \$5.64		\$5.65 to \$6.14		\$6.15 to \$6.64		\$6.65 to \$7.14		\$7.15 or more	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total, 16 years and over	1,517	2.1	3,957	5.4	6,291	8.7	3,602	5.0	4,996	6.9	49,690	68.3
Alabama	72	6.4	86	7.6	94	8.4	68	6.0	56	4.9	720	63.9
Alaska	1	.6	1	.3	5	2.6	6	3.0	10	5.3	170	87.7
Arizona	44	3.7	73	6.3	97	8.3	55	4.7	89	7.6	748	63.9
Arkansas	22	3.4	58	9.0	67	10.4	45	7.0	54	8.4	371	57.4
California	70	.9	260	3.2	1,282	15.6	360	4.4	610	7.4	5,441	66.1
Colorado	24	2.3	40	3.8	57	5.5	46	4.4	82	7.8	767	73.4
Connecticut	9	1.0	31	3.5	54	6.2	32	3.6	32	3.6	699	79.6
Delaware	4	1.9	10	5.0	12	6.2	6	3.2	13	6.6	147	73.8
District of Columbia	1	.6	5	3.9	6	5.0	4	3.7	6	5.6	89	76.4
Florida	67	1.8	184	4.9	335	9.0	219	5.9	289	7.7	2,438	65.2
Georgia	40	2.0	82	4.0	207	10.1	106	5.2	105	5.1	1,395	67.8
Hawaii	2	.7	34	10.2	35	10.5	18	5.5	25	7.4	219	65.0
Idaho	6	1.8	32	8.6	30	8.2	24	6.4	26	7.0	228	61.8
Illinois	40	1.3	200	6.3	249	7.9	154	4.9	259	8.2	2,147	68.0
Indiana	17	1.0	63	3.6	91	5.3	64	3.7	63	3.7	1,350	78.3
Iowa	23	2.5	37	4.1	59	6.4	53	5.8	76	8.3	644	70.3
Kansas	10	1.4	43	5.8	40	5.5	62	8.5	88	12.0	473	64.6
Kentucky	31	2.8	90	8.2	90	8.2	73	6.7	76	6.9	707	64.2
Louisiana	22	1.9	117	10.6	105	9.4	65	5.8	110	9.9	634	57.0
Maine	6	1.5	19	5.2	19	5.2	20	5.6	29	8.1	260	71.5
Maryland	15	1.1	71	5.4	69	5.3	52	3.9	84	6.4	967	73.3
Massachusetts	3	.2	53	3.2	79	4.8	74	4.5	101	6.2	1,269	77.6
Michigan	58	2.0	110	3.9	215	7.5	111	3.9	149	5.2	2,095	73.4
Minnesota	42	2.9	53	3.6	92	6.3	52	3.5	97	6.6	1,113	75.7
Mississippi	49	7.7	69	10.7	69	10.8	23	3.5	67	10.4	327	50.8
Missouri	26	1.6	82	5.0	165	10.0	60	3.6	97	5.9	1,152	70.0
Montana	13	5.1	27	10.9	20	7.8	14	5.6	19	7.5	149	59.5
Nebraska	13	2.7	29	6.1	39	8.3	24	5.0	27	5.7	314	66.4
Nevada	17	3.0	18	3.1	26	4.6	28	4.9	43	7.5	420	73.3
New Hampshire	3	.7	6	1.6	39	10.1	13	3.4	21	5.5	298	76.6
New Jersey	19	1.0	115	5.8	113	5.7	52	2.6	119	6.0	1,506	75.5
New Mexico	20	4.2	48	10.1	43	9.0	18	3.7	32	6.8	291	61.0
New York	65	1.6	241	5.8	340	8.2	174	4.2	250	6.0	2,896	69.6
North Carolina	22	1.1	149	7.6	171	8.7	103	5.3	136	7.0	1,306	66.6
North Dakota	7	3.5	15	7.7	15	7.8	19	9.7	16	8.1	113	58.7

See footnotes at end of table.

Table 20. Employed wage and salary workers paid hourly rates with earnings at and around the prevailing Federal minimum wage, by State, third quarter 1998 averages, not seasonally adjusted

Number of workers (In thousands) — Continued

	Total paid hourly rates		Less than \$4.25		\$4.25		\$4.26 to \$5.14		\$4.75		\$5.00	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Ohio	3,359	100.0	60	1.8	—	—	86	2.6	3	.1	63	1.9
Oklahoma	864	100.0	17	2.0	—	—	26	3.1	2	.2	22	2.6
Oregon	986	100.0	—	—	—	—	5	.5	—	—	5	.5
Pennsylvania	3,483	100.0	36	1.0	—	—	61	1.8	4	.1	55	1.6
Rhode Island	296	100.0	1	.4	—	—	4	1.4	—	—	2	.8
South Carolina	1,099	100.0	—	—	3	.3	21	1.9	—	—	21	1.9
South Dakota	223	100.0	1	.6	—	—	4	1.7	—	—	2	1.1
Tennessee	1,504	100.0	17	1.2	—	—	41	2.7	—	—	41	2.7
Texas	5,324	100.0	69	1.3	10	.2	143	2.7	11	.2	113	2.1
Utah	544	100.0	5	1.0	—	—	11	2.0	—	—	11	2.0
Vermont	178	100.0	2	1.3	—	—	4	2.1	—	—	3	1.7
Virginia	1,629	100.0	17	1.0	—	—	24	1.5	—	—	24	1.5
Washington	1,575	100.0	9	.6	—	—	18	1.1	—	—	18	1.1
West Virginia	469	100.0	10	2.2	—	—	10	2.2	—	—	10	2.2
Wisconsin	1,782	100.0	29	1.6	—	—	16	.9	—	—	16	.9
Wyoming	126	100.0	4	2.8	—	—	1	.8	—	—	>0	.3

See footnotes at end of table.

Characteristics of minimum wage workers: third quarter 1998, not seasonally adjusted

BLS data on minimum wage earners are derived from the Current Population Survey (CPS), a nationwide sample survey of households that includes questions that enable the identification of hourly paid workers and their hourly wage rate. It should be noted that there is not a direct correlation between hourly paid workers measured through the CPS and those persons covered or otherwise nonexempt from the minimum wage provisions of the Fair Labor Standards Act (FLSA). In addition, the presence of a sizable number of workers with wages below the minimum does not necessarily indicate violations of the FLSA, as there are numerous exemptions to the minimum wage statutes of the law. Moreover, the particularly large number of workers concentrated at exactly \$5.00 per hour may reflect rounding by survey respondents.

Because the estimates of the numbers of minimum and subminimum wage workers presented in the accompanying tables pertain to workers paid at hourly rates, salaried and other non-hourly workers are excluded. As such, the actual number of workers with earnings at or below the prevailing minimum is undoubtedly understated. Research has shown that a relatively smaller number and share of salaried workers and others not paid by the hour have earnings that, when translated into hourly rates, are at or below the minimum wage. However, these workers are not included in the attached tables because of data concerns that arise in precisely estimating their number. For further information, see Steven Haugen and Earl Mellor, "Estimating the number of minimum wage workers," *Monthly Labor Review*, January 1990.

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Phone: 202-606-6378