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Minimum Wage - Debate Material [4]

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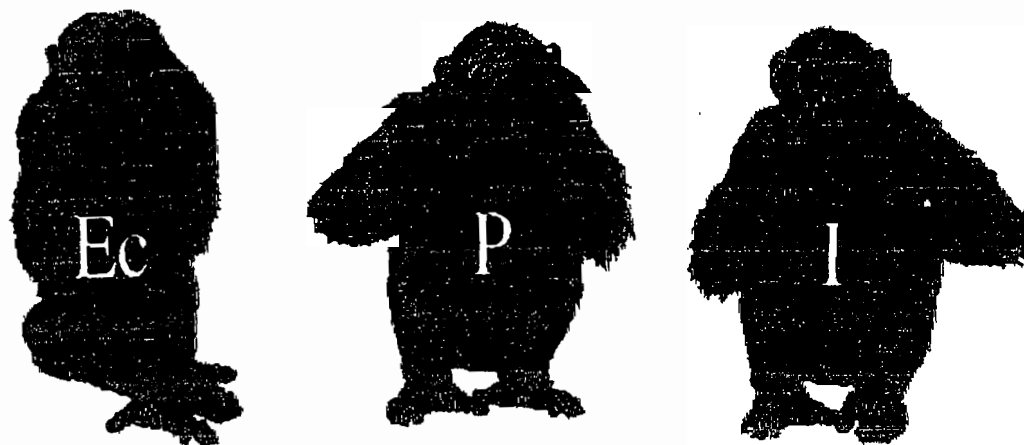
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In 12 years of existence, the union-backed Economic Policy Institute (EcPI) has failed to find job losses from minimum wage hikes.



Here's Some Help:
215,000 Lost Jobs

According to an analysis of US Department of Labor data, *the first half* of the 1996-97 minimum wage increase resulted in 215,000 fewer teenage jobs, despite a booming economy.

The employment rate for teenagers *declined* by .62 percentage points in the 11-month period following the October 1, 1996 wage hike. During that same period, the benchmark employment rate for all employees *increased* by .91 percentage points.*

Had teen employment increased at the same rate as all workers, there would have been an additional 128,000 teen jobs after the increase. Actual teen employment, however, declined by 87,000 jobs following the wage hike, for a total loss of 215,000 jobs.

And because teen workers account for one in three minimum wage workers, this analysis suggests that as many as 645,000 jobs were destroyed by the first half of the 1996-97 minimum wage hike.

In early May, the Economic Policy Institute said they failed to find "systematic, significant job loss" associated with the 1996-97 minimum wage hike. But an objective review of the facts tells a different story. Two hundred thousand lost jobs is a significant number. And our estimated job-loss is statistically significant at better than the 0.1% level. In other words, there is less than one chance in a thousand that EcPI is correct in saying the last minimum wage hike "raised earnings . . . without causing job loss."

For a copy of this straightforward analysis of the 1996 minimum wage hike, contact the Employment Policies Institute at 202.463.7650, or visit www.epionline.org.

* Data from the Bureau of Labor Statistics Current Population Survey was used to compare the average monthly employment-to-population ratio ("employment rate") during the full 11 months for which the \$4.75-per-hour minimum wage was in effect (October 1, 1996-August 31, 1997) with the average monthly employment rate during the same 11 months one and two years earlier (October 1, 1994-August 31, 1995, 1996 excluding September 1995).

For the full story on the minimum wage, call us at 202.463.7650 or visit our web site, www.epionline.org.

**EMPLOYMENT
POLICIES**

Job Loss in a Booming Economy 2nd Edition

Job Loss in a Booming Economy 2nd Edition

The Employment Policies Institute
A P R I L 1 9 9 8

A Note about "Job Loss in a Booming Economy 2nd Edition"

The first edition of "Job Loss in a Booming Economy" (January 1998) compares average employment during the 11 months that the \$4.75 federal minimum wage was in effect (Oct. 1996 - Aug. 1997) with average employment during the same 11 months one year earlier (Oct. 1995 - Aug. 1996), when a \$4.25 minimum wage was in effect. It is important to compare the same specific months because of seasonal fluctuations in the teen employment data. (September, the omitted month, is especially volatile because teens with summer jobs leave work and return to school.)

*One inherent problem with this comparison is that employers probably made some adjustments for the new mandate before its Oct. 1, 1996, effective date. This would bias against finding job loss associated with the wage hike mandate. To account for this possibility, EPI has updated the original January 1998 study. This update compares average employment during the 11 months that the \$4.75 federal minimum wage was in effect with average employment during the same 11 months one and two years earlier (Oct. 1994 - Aug. 1995 and Oct. 1995 - Aug. 1996). Using employment data for 22 rather than 11 months to construct the comparison period reduces the unknown impact of any employer adjustments shortly before the Oct. 1, 1996, effective date. Doubling the comparison period also increases the precision of our estimates.**

This second edition of "Job Loss in a Booming Economy" does, indeed, indicate that employer adjustments biased our original job-loss estimates downward. Whereas the earlier version of this study indicated that 128,000 teen job opportunities were destroyed by the 1996 wage hike, our updated analysis indicates that approximately 215,000 teen job opportunities were destroyed.

*Rebel Cole
Chief Economist
Employment Policies Institute*

**The estimates upon which our job loss figures are based are statistically significant at better than the 1 percent level.*

The Minimum Wage, Welfare Reform and Jobs for Low-skilled Workers

During the fourth week of August 1996, President Clinton signed into law two bills with serious implications for the ability of low-skilled workers to find jobs. On the 20th, he signed a bill that would increase the federal minimum wage from \$4.25 to \$4.75 effective October 1, 1996, and from \$4.75 to \$5.15 on September 1, 1997. On the 22nd, he signed a bill that would "end welfare as we know it," in part by requiring adult welfare recipients to find work within two years or lose their benefits. Lost in the fanfare over the signing of these two bills were the pernicious interactions that the new laws would have in the entry-level job market. Just as the welfare reform bill would be forcing hundreds of thousands of low-skilled adults into the job market, the higher minimum wage would be destroying the very jobs that could have offered these welfare recipients a first step on the ladder of economic success. Now, just as the clock is running out on those welfare recipients, organized labor and its supporters are pushing for yet another round of increases in the minimum wage.

The effect of such increases can only serve to further undermine the potential for welfare reform to succeed. Even in a booming economy, one key fact about welfare recipients cannot be ignored: most of them simply do not possess the skills needed to fill existing job vacancies. The classified ads are thick with job listings each week, but many welfare recipients lack the education and work skills required by employers. For example, two-thirds of welfare recipients scored in the bottom quartile of the Armed Forces Qualifying Test, with one-third in the bottom *decile*.¹ They might qualify for entry-level jobs if the wage rates reflected the skill levels of these applicants. Sadly, with each upward increment in the minimum wage, hundreds of thousands of entry-level job opportunities are destroyed.

Recently, in championing further increases in the minimum wage, Senator Ted Kennedy (D-MA) relied upon two erroneous claims: (1) "employment does not go down because the minimum wage goes up";² and (2) benefits from minimum wage increases go primarily to low-income families. In this article we outline the solid economic analysis that refutes these two claims. First, we calculate from official government employment data that the October 1, 1996, 50-cent minimum wage increase destroyed approximately 215,000 teen jobs, affecting about 3.5 percent of the 6.2 million teens that were working before the increase. In other words, employment *does* go down when the minimum wage goes up, and it went down after the 1996 increase despite strong performance in the economy as a whole.³ The more recent September 1, 1997, minimum wage increase has undoubtedly destroyed even more jobs, but it is still too early to accurately measure these additional losses. Second, we calculate from the same data that the average family income for minimum wage workers is more than \$35,000, hardly what most Americans would classify as "low-income." Thus, the minimum wage increase does not target low-income families.

Rebel Cole
Chief Economist
Employment Policies Institute

Did the 1996 Increase in the Minimum Wage Destroy Jobs?

Supporters of the minimum wage legislation claimed that it would benefit millions of low-wage workers without causing significant job loss. Opponents challenged this free-lunch notion, citing overwhelming evidence to the contrary from academic studies that examined the employment effects of previous increases in the federal minimum wage (see Deere, Murphy and Welch, *American Economic Review* 85:2, 1995, pp. 232-237). We add to this existing body of evidence by providing the first comprehensive study of the employment effects associated with the October 1, 1996, minimum wage increase.

Both supporters and critics of the minimum wage agree that any negative employment effects associated with minimum wage increases are most easily detected by observing data on teen-aged workers, who account for approximately one-third of all minimum wage workers. Based upon an analysis of changes in teen employment

following the 1996 increase in the federal minimum wage, we estimate that 215,000 teen jobs were destroyed by that increase. These lost jobs represent about 3.5 percent of the 6.2 million teens that were working prior to the increase. To the extent that teen-aged workers are representative of all minimum wage workers, these findings imply that approximately 645,000 entry-level jobs were destroyed by the 1996 minimum wage increase.

We used employment data from the U.S. Department of Labor in a straightforward test of whether or not the 1996 increase in the federal minimum wage reduced employment from what it would have been in the absence of the increase.⁴ As shown in Panel A of Table 1, we found that the employment rate for prime-aged workers age 25-64 increased by 0.91 percentage points, from 76.05 percent to 76.96 percent. For teen workers age 16-19, however, the employment rate *declined* by 0.62 percentage points, from 43.75 percent to 43.13 percent.⁵ For teen males, the decline was especially severe, falling 1.40 percentage points from 44.14 percent to 42.74 percent.⁶

To put these teen employment changes into perspective, it is useful to translate them into job losses. In order to do this, however, we need a benchmark

to control for the effect on employment of changes in economic conditions across the two measurement periods. From October 1995 through August 1997, strong economic growth led to the creation of more than 4.5 million jobs. The most

Change in Employment-to-Population Ratios Following the 1996 Minimum Wage Increase

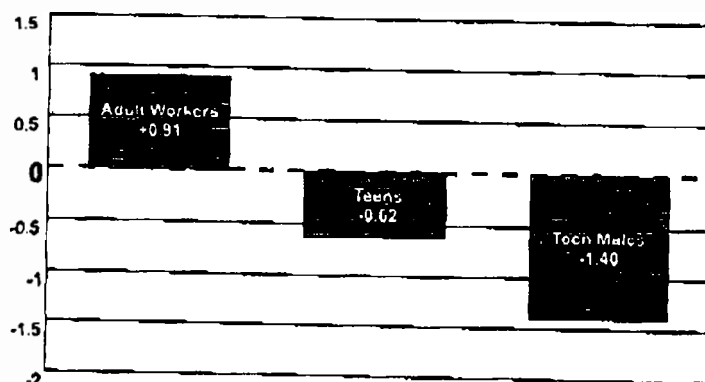


Figure 1

logical benchmark for measuring changes in teen employment is the change in the employment rate for prime-aged workers, i.e., the change in employment that would have occurred if the teen employment rate had increased by 0.91—the average employment-rate change for prime-aged workers from the period before to the period after the 1996 minimum wage increase. Previous research has shown that teen employment closely tracks aggregate employment

(again, see Deere, Murphy and Welch, 1995). Therefore, we calculate employment changes due to the minimum wage increase as the actual change in employment relative to the change in employment projected using this benchmark.

As shown in Panel B of Table 1, we calculate that teen employment would have increased by 128,073 jobs had the teen employment rate increased by 0.91 percentage points—the employment-rate change for all workers and the expected employment change for teens had there not been an increase in the minimum wage.

Actual teen employment, however, declined by 87,258 jobs. Hence, for all teens, the number of lost jobs due to the minimum wage increase is the combined projected (unrealized) increase and actual decrease, or 215,331 (128,073 and 87,258). Because

teen workers account for only one in three minimum wage workers, this analysis suggests that approximately 645,000 job opportunities were destroyed by the 1996 minimum wage increase from \$4.25 to \$4.75. Moreover, there are at least twice as many workers who were affected by the yet-unexamined September 1, 1997, minimum wage increase from \$4.75 to \$5.15. The number of jobs destroyed by that increase is likely to be large, especially coming so soon (11 months) after the prior increase.

The 1996 wage hike (50 cents) was the first mandated increase to follow several years of strong economic growth. (Prior to 1996, the minimum wage last increased in 1991.) Thus, the effects of the 1996

wage hike were, to some extent, muted by the fact that market wages had risen with the strong economy, making the initial 50-cent increase less “binding” in the work force. The second wage hike (40 cents, in 1997) may have had a larger impact because the new mandated pay floor was much closer to — if not above — the market rate of pay for entry-level employees nationwide. However, we won’t be able to accurately measure that number until the increase has been in effect long enough to trigger all adjustments. Empirical research suggests about one year of data are needed to accurately measure such employment

effects (see Deere, Murphy and Welch, 1995).

Table 1 also breaks out by gender teen job losses due to the minimum wage increase. This breakout reveals that the pain of the minimum wage increase was borne

disproportionately by teen male workers. Of the 215,331 teen jobs that were lost, teen males lost 164,934, accounting for three-fourths of the total teen job loss. This asymmetry of job loss shows how important it is to consider the effects of minimum wage legislation on demographic subgroups as well as the aggregate effects.

Table 2 breaks out teen job losses due to the minimum wage increase by race and ethnicity as well as gender.⁷ Because of the small sample sizes in the Bureau of Labor Statistics survey database, the results for Black and Hispanic teens are less reliable (statistically) than the overall teen numbers or the results for White teens. Nonetheless, the change in employ-

Teen Job Loss Following 1996 Minimum Wage Increase

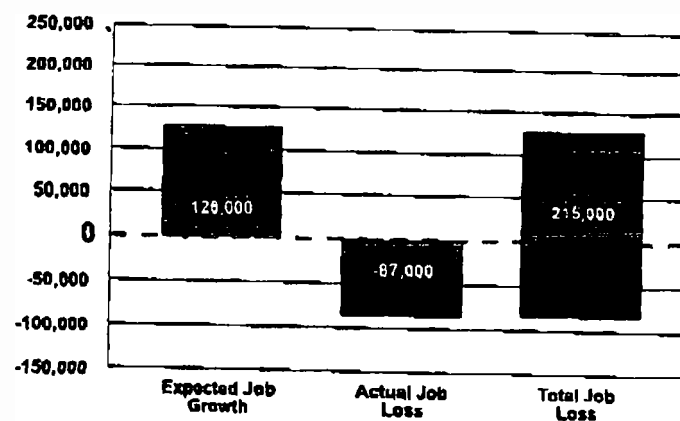


Figure 2

ment for Black and Hispanic teens is instructive. The figures in Panel A of Table 2 reveal that teen Black, non-Hispanic males suffered the most from the minimum wage increase. For this demographic group, the employment rate declined by 1.33 percentage points, from 25.54 percent to 24.21 percent at the same time the overall employment rate was increasing by 0.91 percentage points. As shown in Panel B of Table 2, this suggests that job losses among teen Black, non-Hispanic males total to 24,204, or almost 9 percent of the 275,965 workers in this demographic group. Yet these are the types of workers minimum wage advocates would have us believe are the beneficiaries of the minimum wage increases. The data in Table 2 also suggest that teen Hispanic males suffered as a result of the 1996 minimum wage increase, with job losses at 12,459 or almost 4 percent of the 328,826 workers in this demographic group.

In summary, the data are now in and the evidence is clear. The October 1996 increase in the minimum wage from \$4.25 per hour to \$4.75 per hour was not so painless as its proponents would profess, despite a strong job market. A straightforward review of government employment data demonstrates that this increase hit minimum wage workers with job losses, and hit them hard. The analysis here suggests that as many as 645,000 jobs were lost, with one-third of these losses concentrated among teenagers aged 16-19. Especially vulnerable were Black males aged 16-19, as well as teen males in general. These are the faces of the "losers" from the 1996 mini-

mum wage increase. And the pain does not stop here. During 1998, as the full effects of the second step increase in the minimum wage from \$4.75 to \$5.15 come into play, hundreds of thousands of additional entry-level jobs will be at risk.

Did the Minimum Wage Increase Go to Low-Income Families?

The most often cited justification for raising the minimum wage is that such increases benefit low-income families. To quote Sen. Kennedy, "No one who works for a living should have to live in poverty."⁸ However,

this raises a fundamental question: Do increases in the minimum wage primarily benefit low-income families? If the answer is no, then policymakers should pursue proven, effective anti-poverty tools such as the earned income tax credit, and abandon efforts to increase the minimum wage.

We used official government data from the U.S. Department of Labor to

calculate who benefited from the 1996 minimum wage increase.⁹ As shown in Table 3 (and Figure 4), more than 70 percent of the minimum wage gains went to families and individuals in the upper four income quintiles (those earning more than \$15,777 per year), and *more than half* of the minimum wage gains went to those in the upper three income quintiles (earning more than \$29,424 per year). We find that less than 18 percent of the minimum wage gains went to families and individuals living below the federally defined level

Percentage Employment Losses: Teen Males

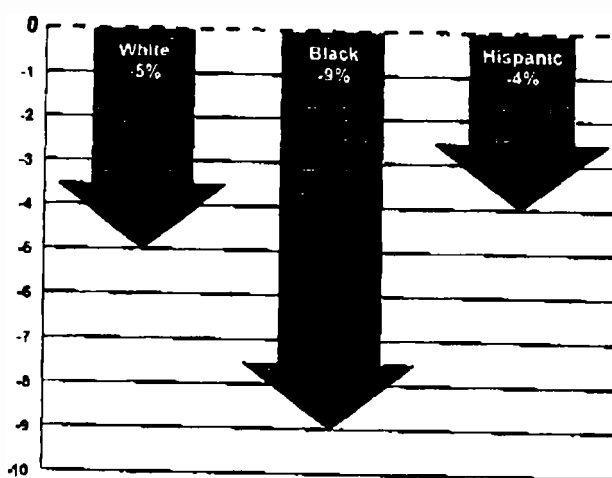


Figure 3

of poverty, which in 1996 was \$12,516 for a family of three.

We are not the first to show that the benefits of minimum wage increases go in large part to upper income families. In an analysis of the 1989 law that raised the minimum wage from \$3.35 to \$4.25, researchers found that the increases "yielded more income for low-wage workers living in upper income households than it did for low-wage workers who lived in poor households."¹⁰

When we restrict the analysis to traditional families (i.e., exclude single persons living alone), the trend is even more instructive. Almost

80% of the gains went to families in the upper four income quintiles, and *every family* in those quintiles has an income that far exceeds the poverty level for a family of four. From these numbers, it is clear that increases in the minimum wage *do not* go predominantly to low-income families, despite the rhetoric to the contrary. Even former Labor Secretary Robert Reich, a strong and vocal advocate for a higher minimum wage, has conceded that "most minimum wage workers are not poor."¹¹

Conclusion

In this article, we answer the two most important questions that should be asked about increases in the minimum wage. Do increases cause job loss? Yes, and those losses traditionally have fallen most heavily

on male Black teens. Do most of the gains from increases go to low-income families? No. Less than one dollar in five goes to low-income families living in poverty, while more than half of the gains go to families and individuals with annual incomes greater than \$29,000. Taken together, these answers imply that the minimum wage does nothing to combat poverty. Other researchers have come to a similar conclusion. For example, Neumark and Wascher ("Do Minimum Wages Fight Poverty?" NBER Working Paper No. 6127, August 1996) conclude, "On average, minimum wages appear to slightly increase the proportion of families that are poor." In other words, the number of families that fall into

poverty because of job loss is greater than the number of families that rise out of poverty because of the higher minimum wage.

When 1998 draws to a close, the hundreds of thousands of low-skilled adult welfare recipients forced to seek work by the "Personal Responsibility and Work Opportunity Act of 1996" will face even fewer opportunities for work than they could have imagined. Do we really want to exacerbate this already bleak situation by increasing the minimum wage yet again, and destroying even more jobs? Or should we be looking for alternative policy prescriptions to help the working poor, such as exempting them from payroll taxes, or expanding the earned income tax credit? These are the questions we should be asking legislators as they face these important policy decisions.

Distribution of 1996 Minimum Wage Gains Across All Individuals and Families, by Income Level

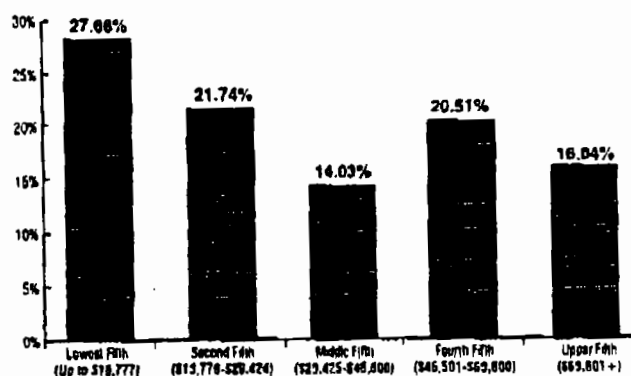


Figure 4

Table 1: Employment Effects of the October 1, 1996, Increase in the Federal Minimum Wage from \$4.25 to \$4.75: Grouped by Age
(standard errors in parentheses)

Panel A: Average Monthly Populations and Employment-to-Population Ratios: Workers Age 16 to 64

	Average Monthly Population (in thousands)		Average Monthly Employment-to-Population Ratio		
	Oct. 1994- Aug. 1996 ^a	Oct. 1996- Aug. 1997	Oct. 1994- Aug. 1996 ^a	Oct. 1996- Aug. 1997	Change in Employment Rate
All	199,021	202,417	62.88 (0.07)	63.59 (0.10)	0.71 (0.12)
Age 25-64	135,178	137,840	76.05 (0.07)	76.96 (0.10)	0.91 (0.12)
Age 16-19	14,074	15,285	43.75 (0.25)	43.13 (0.36)	-0.62 (0.44)
Male 16-19	7,140	7,786	44.14 (0.36)	42.74 (0.51)	-1.40 (0.62)
Female 16-19	6,934	7,499	43.35 (0.36)	43.54 (0.51)	0.19 (0.62)

^a To avoid introduction of bias due to seasonal employment fluctuations, data from September 1995 is excluded.

Panel B: Employment Changes due to the 1996 Increase in the Federal Minimum Wage: Workers Age 16 to 19

	Projected Employment Change ^a	Actual Employment Change ^b	Employment Change Due to Minimum Wage Increase ^c	Difference Relative to Workers Age 25-64 ^d
All 16-19	128,073	-87,258	-215,331	-1.53* (0.46)
Male 16-19	64,974	-99,960	-164,934	-2.31* (0.63)
Female 16-19	63,099	13,174	-49,924	-0.72 (0.64)

^a Projected Employment Change is calculated as the 0.91 percentage-point change in the employment-to-population ratio for workers age 25-64 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^b Actual Employment Change is calculated as the percentage point change in the employment to population ratio for workers age 16-19 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^c Employment Change due to Minimum Wage Increase is the difference relative to workers age 25-64 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^d Difference Relative to Workers Age 25-64 is calculated as the change in the teen employment-to-population ratio less the change in the adult employment-to-population ratio.

* Indicates that the difference is statistically significant at least at the 1% level.

Table 2: Employment Effects of the October 1, 1996, Increase in the Federal Minimum Wage from \$4.25 to \$4.75: Workers Age 16-19 by Race, Ethnicity and Gender
(standard errors in parentheses)

Panel A: Average Monthly Populations and Employment-to-Population Ratios: Workers Age 16 to 19

	Average Monthly Population (in thousands)		Average Monthly Employment-to-Population Ratio		
	Oct. 1994- Aug. 1996 ^a	Oct. 1996- Aug. 1997	Oct. 1994- Aug. 1996 ^a	Oct. 1996- Aug. 1997	Change in Employment Rate
White, Non-Hispanic	9,596	10,136	50.72 (0.30)	49.95 (0.44)	-0.77 (0.53)
White, Non-Hispanic Male	4,893	5,176	50.66 (0.43)	49.25 (0.61)	-1.41 (0.75)
White, Non-Hispanic Female	4,703	4,961	50.78 (0.43)	50.68 (0.62)	-0.10 (0.75)
Black, Non-Hispanic	2,184	2,349	25.93 (0.62)	26.64 (0.89)	0.71 (1.08)
Black, Non-Hispanic Male	1,081	1,157	25.54 (0.89)	24.21 (1.23)	-1.33 (1.52)
Black, Non-Hispanic Female	1,103	1,192	26.30 (0.85)	29.00 (1.27)	2.70 (1.53)
Hispanic	1,754	2,074	33.34 (0.73)	32.98 (1.03)	-0.36 (1.26)
Hispanic Male	890	1,084	36.95 (1.06)	36.46 (1.49)	-0.49 (1.83)
Hispanic Female	864	990	29.59 (1.00)	29.18 (1.40)	-0.41 (1.72)

^a To avoid introduction of bias due to seasonal employment fluctuations, data from September 1995 is excluded.

Panel B: Employment Changes due to the 1996 Increase in the Federal Minimum Wage: Workers Age 16 to 19

	Projected Employment Change ^a	Actual Employment Change ^b	Employment Change Due to Minimum Wage Increase ^c	Difference Relative to Workers Age 25-64 ^d
White, Non-Hispanic	87,321	73,887	161,208	-1.68 ^e (0.54)
White, Non-Hispanic Male	44,526	68,991	113,517	-2.32 ^e (0.76)
White, Non-Hispanic Female	42,795	4,703	47,498	-1.01 (0.76)
Black, Non-Hispanic	19,872	15,505	4,368	-0.20 (1.09)
Black, Non-Hispanic Male	9,833	14,371	24,204	-2.24 (1.52)
Black, Non-Hispanic Female	10,040	29,788	19,748	1.79 (1.53)
Hispanic	15,957	6,313	22,270	-1.27 (1.27)
Hispanic Male	8,098	4,361	12,459	-1.40 (1.83)
Hispanic Female	7,859	3,541	11,400	-1.32 (1.73)

^a Projected Employment Change is calculated as the 0.91 percentage-point change in the employment-to-population ratio for workers age 25-64 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^b Actual Employment Change is calculated as the percentage point change in the employment to population ratio for workers age 16-19 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^c Employment Change due to Minimum Wage Increase is the difference relative to workers age 25-64 multiplied by the Oct. 94-Aug. 96 average monthly population of teen workers age 16-19.

^d Difference Relative to Workers Age 25-64 is calculated as the change in the teen employment-to-population ratio less the change in the adult employment-to-population ratio.

^e Indicates that the difference is statistically significant at least at the 1% level.

Table 3: 1996 Minimum Wage Gains Across All Individuals and Families, by Income Level

	Individuals and Families			Families		
	Minimum Wage Share	Average Family Size	Upper Income Limit of Quintile	Minimum Wage Share	Average Family Size	Upper Income Limit of Quintile
Lowest Fifth	27.68%	2.56	\$15,777	21.63%	3.51	\$19,200
Second Fifth	21.74%	2.93	\$29,424	21.37%	3.43	\$33,815
Middle Fifth	14.03%	3.24	\$46,500	17.79%	3.58	\$50,000
Fourth Fifth	20.51%	3.62	\$69,800	22.46%	3.80	\$73,139
Upper Fifth	16.04%	3.84	*	16.76%	3.91	*

*This quintile includes the richest American families and has no upper income limit.

Data Source: Monthly Statistics from the Bureau of Labor Statistics Current Population Survey.

Endnotes

- ¹ See Krista Olson and LaDonna Pavetti, *Personal and Family Challenges to the Successful Transition from Welfare to Work*, The Urban Institute, 1996.
- ² Statement of Senator Edward M. Kennedy, *U.S. Congressional Record*, July 11, 1997, Vol. 143, No. 98 p. S7303.
- ³ This is generally accepted by economists. A recent survey of labor economists co-authored by Alan Krueger (who has written that higher minimum wages may increase employment) states that "the median labor economist reported that a 10 percent increase in the minimum wage would be associated with a 1 percent decrease in teenage employment." See p. 6 of Victor Fuchs, Alan Krueger and James Poterba, "Why do Economists Disagree about Policy," NBER Working Paper, August 1997.
- ⁴ Specifically, we used data from the Bureau of Labor Statistics *Current Population Survey* to compare the average monthly employment-to-population ratio ("employment rate") during the full 11 months for which the \$4.75-per-hour minimum wage was in effect (October 1, 1996-August 31, 1997) with the average monthly employment rate during the same 11 months one and two years earlier (October 1, 1994-August 31, 1996 excluding September 1995). This type of comparison avoids problems of seasonality that arise when comparing different time periods within the calendar year. As we are looking at 11-month and 22-month averages, this approach also minimizes the effects of monthly fluctuations in the data. We look at 11 months of data because the minimum wage increased from \$4.75 to \$5.15 on September 1, 1997, so that the \$4.75 minimum wage was in effect for only 11 months.
- ⁵ The -0.62 decline in teen employment is statistically different from the +0.91 increase in adult employment at the 1% level.
- ⁶ The -1.40 decline in teen male employment is statistically different from the +0.91 increase in adult employment at the 1% level.
- ⁷ Because of the small sample sizes for Black and Hispanic teens in the available data, the measured changes in their employment-to-population ratios cannot be reliably distinguished from the employment ratio change for all workers, using standard statistical techniques.
- ⁸ Senator Edward M. Kennedy, speech to the National Press Club luncheon, Washington, D.C., December 12, 1997.
- ⁹ Specifically, we used data from the Bureau of Labor Statistics March 1996 *Current Population Survey* to examine how the income gains from the minimum wage are distributed across income quintiles. We looked at workers whose hourly wages were in the range that would be affected (\$4.25-\$4.74) by the 1996 increase and then calculated their hourly increase based on the new minimum of \$4.75. This value was multiplied by their annual hours worked in 1995 to arrive at the annual gains from the minimum wage hike. Within each quintile we maintained equal numbers of persons rather than equal numbers of families to avoid the equal families-unequal persons (and hence earners) problem. The minimum wage gain shares were then easily calculated by quintile.
- ¹⁰ See p. 91 of Richard Burkhauser, Kenneth Couch and Andrew Glenn, 1996, "Public Policies for the Working Poor: The Earned Income Tax Credit versus Minimum Wage Legislation," *Research in Labor Economics* 15, 65-10.
- ¹¹ Robert B. Reich, Memorandum to the President of the United States, July 20, 1993.

OFFICE OF CONGRESSIONAL AND INTERGOVERNMENTAL AFFAIRS

TRANSMITTAL AND ROUTING SLIP

DATE : September 10, 1998			
TO: GERI PALAST, BEN BEACH, DAVID LUNA, ROSS EISENBREY, RICK MCGAHEY (ASP), BARBARA BINGHAM (ASP), ED MONTGOMERY (CHECO), CARL HAACKE (CHECO), JOHN FRASER (W&H), LEMIEL PIERRE (W&H), RAE GLASS (W&H), RICK BRENNAN (W&H), MICHAEL GINLEY (W&H), SETH HARRIS, JIM GREEN (SOL), BERNARD ANDERSON (ESA), MICHAEL WILSON (ESA)			
SUBJECT: MINIMUM WAGE			
	ACTION		INVESTIGATE
	APPROVAL		JUSTIFY
	AS REQUESTED		NOTE AND RETURN
	CIRCULATE		PER CONVERSATION
	COMMENT		PREPARE REPLY
	FILE		SEE ME
	FOR CLEARANCE		SIGNATURE
	FOR CORRECTION		COORDINATION
x	FOR YOUR INFORMATION		
MESSAGE : ATTACHED ARE MATERIALS FROM YESTERDAY'S PRESS CONFERENCE .			
FROM: LESLIE PLATT			

from the office of

*Senator Edward M. Kennedy
of Massachusetts*

**STATEMENT OF SENATOR EDWARD M. KENNEDY
ON INCREASING THE MINIMUM WAGE**

For Immediate Release:
September 9, 1998

Contact: Jim Manley
(202) 224-2633

I am honored to join Secretary Herman, David Bonior, Andy Stern, Susan Bianchi-Sand, Hilary Shelton, and other leaders here this afternoon. Our message is clear. It is time to raise the minimum wage. Over the last six years, the nation has experienced remarkable economic growth. Unemployment is at its lowest level in a generation. Inflation is the lowest in 40 years. More Americans are working than ever.

But low-wage workers have not received their fair share of this extraordinary prosperity. They work hard and play by the rules, but too many of them still can't make ends meet, especially those who earn the minimum wage. Working 40 hours a week, 52 weeks a year, they earn just \$10,700 a year, --\$2,900 below the poverty level for a family of three.

I say, that's unacceptable. We must raise the minimum wage. And with the strong support of the Administration, Democrats in the House and Senate, and a few courageous Republicans, we have a good chance to succeed. Our proposal will increase the minimum wage by 50 cents on January 1st next year and another 50 cents on January 1, 2000. As we begin the next century, the minimum wage will be \$6.15 an hour.

Minimum wage opponents routinely raise the same discredited arguments. They claim inflation will soar, and unemployment will go through the roof. But the facts refute those false claims.

Since the last minimum wage increases in 1996 and 1997, inflation has gone down. Unemployment has dropped. Jobs have been added, not lost, in low-wage industries. Retail employment has been growing almost one-third faster in the 11 months since the last increase than it did in the year before the increase. Increasing the minimum wage does not hurt the economy, and it gives low income workers the increase in income they deserve.

(More)

Kennedy on Minimum Wage 2-2-2

We know who will benefit if this measure passes. Twelve million workers will get a raise. Sixty percent are women --over 7 million workers. Nearly 4 million are the sole breadwinners in their families. Over two million are Latino, and almost that many are African-American. The average minimum wage worker brings home half the family income.

Giving these hard-working Americans a raise of \$1 an hour may not sound like much, but for low-wage workers it can make all the difference. A year's worth of the increase buys an average family of four almost seven months of groceries. It pays for nearly 8 months of rent. It pays three-fourths of the tuition and fees at a two-year college. It means a family won't have to choose between paying the electric bill or the heating bill or the phone bill -- and with cooler weather ahead, that's vitally important assistance.

The minimum wage is a women's issue. It is a children's issue. It is a labor issue. It is a civil rights issue. It is a family issue. Above all, it is a fairness issue and a dignity issue. Raising the minimum wage means fairness and dignity for minimum wage workers and their families.

I urge my colleagues in the Senate and the House of Representatives to support this increase. No one who works for a living should have to live in poverty.

State Minimum Wage Rates, January 1, 1998

1 - Connecticut's wage will increase to \$5.65 an hour on January 1, 1999 and to \$6.15 an hour on January 1, 2000.

2 - Oregon's wage will increase to \$6.50 an hour on January 1, 1999

State	Minimum Wage Rate	State	Minimum Wage Rate
Alabama	None	Montana	\$5.15
Alaska	\$5.65	Nebraska	\$5.15
Arizona	None	Nevada	\$5.15
Arkansas	\$4.75	New Hampshire	\$5.15
California	\$5.75	New Jersey	\$5.05
Colorado	\$4.75	New Mexico	\$4.25
Connecticut	\$5.18 - 1	New York	\$4.25
Delaware	\$5.15	North Carolina	\$5.15
D.C.	\$6.15	North Dakota	\$5.15
Florida	None	Ohio	\$4.25
Georgia	\$3.25	Oklahoma	\$5.15
Hawaii	\$5.25	Oregon	\$6.00 - 2
Idaho	\$5.15	Pennsylvania	\$5.15
Illinois	\$5.15	Rhode Island	\$5.15
Indiana	\$3.35	South Carolina	None
Iowa	\$5.15	South Dakota	\$5.15
Kansas	\$4.25	Tennessee	None
Kentucky	\$2.65	Texas	\$3.35
Louisiana	None	Utah	\$5.15
Maine	\$5.15	Vermont	\$5.25
Maryland	\$5.15	Virginia	\$5.15
Massachusetts	\$5.25	Washington	\$4.90
Michigan	\$5.15	West Virginia	\$4.75
Minnesota	\$5.15	Wisconsin	\$5.15
Mississippi	None	Wyoming	\$1.60
Missouri	\$5.15		

TALKING POINTS ON MINIMUM WAGE

September 9, 1998

* The President and the Democrats in Congress support raising the minimum wage by \$1 over the next two years -- 50 cents on January 1, 1999 and another 50 cents on January 1, 2000, so that the minimum wage reaches \$6.15 at the turn of the century.

* Low-wage workers need a raise. Nationwide, soup kitchens, food pantries and homeless shelter are increasingly serving the working poor -- not just the unemployed. According to a recent study by Second Harvest, the nationwide network of food banks --

* In 1997, 40% of households seeking emergency food aid had at least one member who was working.

* Low-paying jobs are the most-frequently cited cause of hunger -- nearly half those relying on emergency food aid do so because their earnings are too low.

* 86% of households receiving emergency food aid earn under \$15,500 a year.

* 67% of households receiving emergency food aid earn less than \$10,000 a year.

* A full-time minimum wage earner earns \$10,700 a year -- \$2,900 below the poverty level for a family of three.

* Increasing the minimum wage by \$1 an hour will restore its purchasing power to its mid-1970s level. But unemployment levels then were 50% to 75% higher than they are now, and inflation rates were two to three times higher. We can afford to restore that purchasing power today.

* The Wall Street Journal recently surveyed executive pay at 350 of the country's biggest businesses.

* The median CEO salary and bonus in 1997 was \$1.6 million -- 12% higher than the 1996 median, and 17% higher than the 1995 median. This is \$770 an hour. The CEO takes less than 2 days to earn what a minimum wage worker earns in a year.

* If you include stock options, the median rises to \$3.1 million -- that's \$1,500 an hour.

* According to the New York City comptroller, the average Wall Street worker received \$280,000 in 1997 -- that's \$135 an hour. This worker takes 10 days to earn a minimum wage worker's annual pay.

* If we do nothing, by the year 2000 the real value of the minimum wage will be only \$4.82 an hour -- almost as low as it was when the 1996 bill was enacted.

- * Of the 12 million workers who'll benefit from this increase
 - * 60% are women
 - * 74% are adults, 20 years of age and over
 - * 40% are the sole breadwinners in their families
 - * 50% work full-time
 - * 82% work at least 20 hours a week
 - * 16% are African-American
 - * 18% are Latino.

- * The average minimum wage worker brings home half the family income.

- * Modest increases in the minimum wage do not cause job loss for teenagers, adults, men, women, African-Americans, Latinos or anyone else.
 - * Bureau of Labor Statistics data show that employment increased, and unemployment decreased, since the 1996-97 increases took effect.
 - * 3.8 million new jobs have been added.
 - * Unemployment is 4.5% -- its lowest level in a generation.
 - * Over 285,000 teen jobs have been added.
 - * Teen unemployment dropped to 15% from nearly 18% in January 1996.
 - * Black teen employment increased from 25% to 29% -- that's 100,000 new black teen jobs.
 - * Black teen unemployment dropped from 34% to 29% -- a drop of 14%.

- * A recent study by the Economic Policy Institute documents that "the sky hasn't fallen" as a result of the last increase. There was no measurable effect on jobs, and no measurable effect on inflation. The only measurable effect on low-income workers was positive -- they received the pay increase they deserved.

- * 60% of the benefit of the 1996 and 1997 increases went to families in the bottom 40% of income groups. One-third of the benefit went to the poorest families -- those in the bottom 20%. Nearly three-quarters of those who benefited were adults over the age of 20.

- * And Princeton economists David Card and Alan Krueger recently re-analyzed their data on New Jersey's minimum wage increase in 1992. The new analysis confirms their earlier findings -- employment in fast-food restaurants grew at least as quickly in New Jersey as in neighboring Pennsylvania, where the minimum wage stayed level during the same period. They also found that the higher wages benefited employers, too: turnover expenses were reduced and employers could get higher productivity out of the higher-paid, better-motivated and more stable workers.

- * The many "living wage" campaigns in cities around the country provide important support, too. We have good information from Baltimore, which enacted a "living wage" of

\$6.10 an hour for anyone working on a city service contract, effective July 1, 1995. A recent study showed that the real cost of city contracts had actually declined since the ordinance was enacted. And, none of the companies paying the living wage reduced staff levels because of the higher wages.

MINIMUM WAGE FACTS -- ALABAMA

* Since the federal minimum wage increased in 1996-97, employment in Alabama is up and unemployment is down.

* 49,000 new jobs have been added since September 1996 -- an increase of 2.7%.

* The retail trades have many minimum wage positions. Since September 1996, 12,000 new retail jobs have been added in Alabama -- the growth rate is faster than the rate for all industries.

* Unemployment has dropped in Alabama by more than 26% since the federal minimum wage increased. It's now at 3.6% -- lower than the federal rate.

* A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to over 210,000 Alabamans and their families.

MINIMUM WAGE FACTS --ALASKA

- * Alaska sets the state minimum wage 50 cents higher than the federal wage. Today, it's \$5.65 an hour.
- * Since the federal minimum wage increased in 1996-97, employment in Alaska is up and unemployment is down.
- * 12,000 new jobs have been added since September 1996 -- an increase of 4.8%.
- * The retail trades have many minimum wage positions. Growth in this industry is much faster than in Alaska's economy overall. Since September 1996, 2,000 new retail jobs have been added in Alaska -- an increase of 5%.
- * Unemployment has dropped in Alaska by over 20% since the federal minimum wage increased. It's now 6.2%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 8,000 Alaskans and their families.

MINIMUM WAGE FACTS -- ARIZONA

- * Since the federal minimum wage increased in 1996-97, employment in Arizona is up and unemployment is down.
- * 150,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 22,000 retail jobs have been added in Arizona.
- * Unemployment has dropped in Arizona by over 36% since the federal minimum wage was increased. It is now 3.7% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 179,000 Arizonans and their families.

MINIMUM WAGE FACTS -- ARKANSAS

- * Since the federal minimum wage increased in 1996-97, employment in Arkansas is up and unemployment is down.
- * 38,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 6,000 retail jobs have been added in Arkansas.
- * Unemployment has dropped in Arkansas by 16% since the federal minimum wage was increased. It is now 4.7%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 132,000 Arkansans and their families.

MINIMUM WAGE FACTS -- CALIFORNIA

- * Since the federal minimum wage increased in 1996-97, employment in California is up and unemployment is down.
- * 787,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 97,000 retail jobs have been added in California.
- * Unemployment has dropped in California by 20% since the federal minimum wage was increased. It is now 5.6%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 1,180,000 Californians and their families.

MINIMUM WAGE FACTS -- COLORADO

- * Since the federal minimum wage increased in 1996-97, employment in Colorado is up and unemployment is down.
- * 137,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 25,000 retail jobs have been added in Colorado.
- * Unemployment has dropped in Colorado by 21% since the federal minimum wage was increased. It is now 3.3% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 109,000 Coloradans and their families.

MINIMUM WAGE FACTS -- CONNECTICUT

- * Since the federal minimum wage increased in 1996-97, employment in Connecticut is up and unemployment is down.
- * 57,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 5,500 retail jobs have been added in Connecticut.
- * Unemployment has dropped in Connecticut by 40% since the federal minimum wage was increased. It is now 3.4% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 74,000 Connecticut workers and their families.

MINIMUM WAGE FACTS -- DELAWARE

- * Since the federal minimum wage increased in 1996-97, employment in Delaware is up and unemployment is down.
- * 22,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 3,500 retail jobs have been added in Delaware.
- * Unemployment has dropped in Delaware by 22% since the federal minimum wage was increased. It is now 4.1% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 22,000 Delaware workers and their families.

MINIMUM WAGE FACTS -- FLORIDA

- * Since the federal minimum wage increased in 1996-97, employment in Florida is up and unemployment is down.
- * 472,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 55,000 retail jobs have been added in Florida.
- * Unemployment has dropped in Florida by 14% since the federal minimum wage was increased. It is now 4.3% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 577,000 Floridians and their families.

MINIMUM WAGE FACTS -- GEORGIA

- * Since the federal minimum wage increased in 1996-97, employment in Georgia is up and unemployment is down.
- * 192,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 26,000 retail jobs have been added in Georgia.
- * Unemployment has dropped in Georgia by 15% since the federal minimum wage was increased. It is now 4.0% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 272,000 Georgians and their families.

MINIMUM WAGE FACTS -- LOUISIANA

- * Since the federal minimum wage increased in 1996-97, employment in Louisiana is up and unemployment is down.
- * 69,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 10,600 retail jobs have been added in Louisiana.
- * Unemployment has dropped in Louisiana by 13% since the federal minimum wage was increased. It is now 5.9%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 214,000 Louisiana workers and their families.

MINIMUM WAGE FACTS -- IDAHO

- * Since the federal minimum wage increased in 1996-97, employment in Idaho is up and unemployment is down.
- * 22,500 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 4,500 retail jobs have been added in Idaho.
- * Unemployment has dropped in Idaho by 6% since the federal minimum wage was increased. It is now 4.9%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 49,000 Idahoans and their families.

MINIMUM WAGE FACTS -- ILLINOIS

* Since the federal minimum wage increased in 1996-97, employment in Illinois is up and unemployment is down.

* 179,000 new jobs have been added since September 1996.

* The retail trades have many minimum wage positions. Since September 1996, 22,000 retail jobs have been added in Illinois.

* Unemployment has dropped in Illinois by 15% since the federal minimum wage was increased. It is now 4.4% -- lower than the federal rate.

* A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 374,000 Illinois workers and their families.

MINIMUM WAGE FACTS -- INDIANA

- * Since the federal minimum wage increased in 1996-97, employment in Indiana is up and unemployment is down.
- * 41,500 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 7,000 retail jobs have been added in Indiana.
- * Unemployment has dropped in Indiana by a third since the federal minimum wage was increased. It is now 2.6% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 199,000 Indianans and their families.

MINIMUM WAGE FACTS -- IOWA

- * Since the federal minimum wage increased in 1996-97, employment in Iowa is up and unemployment is down.
- * 68,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 6,000 retail jobs have been added in Iowa.
- * Unemployment has dropped in Iowa by 34% since the federal minimum wage was increased. It is now 2.5% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 128,000 Iowans and their families.

MINIMUM WAGE FACTS -- KANSAS

- * Since the federal minimum wage increased in 1996-97, employment in Kansas is up and unemployment is down.
- * 73,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 14,500 retail jobs have been added in Kansas.
- * Unemployment has dropped in Kansas by 18% since the federal minimum wage was increased. It is now 3.7% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 112,000 Kansans and their families.

MINIMUM WAGE FACTS -- KENTUCKY

- * Since the federal minimum wage increased in 1996-97, employment in Kentucky is up and unemployment is down.
- * 71,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 9,500 retail jobs have been added in Kentucky.
- * Unemployment has dropped in Kentucky by 25% since the federal minimum wage was increased. It is now 4.2% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 132,000 Kentuckians and their families.

MINIMUM WAGE FACTS -- MAINE

- * Since the federal minimum wage increased in 1996-97, employment in Maine is up and unemployment is down.
- * 20,000 new jobs have been added since September 1996 -- an increase of 3.7%.
- * The retail trades have many minimum wage positions. Since September 1996, 3,500 retail jobs have been added in Maine.
- * Unemployment has dropped in Maine by more than 11% since the federal minimum wage increased. It's now at 4.5%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to over 41,000 Maine workers and their families.

MINIMUM WAGE FACTS -- MARYLAND

- * Since the federal minimum wage increased in 1996-97, employment in Maryland is up and unemployment is down.
- * 54,500 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 8,000 retail jobs have been added in Maryland.
- * Unemployment has dropped in Maryland since the federal minimum wage was increased. It is now 4.7%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 129,000 Marylanders and their families.

MINIMUM WAGE FACTS -- MASSACHUSETTS

- * Since the federal minimum wage increased in 1996-97, employment in Massachusetts is up and unemployment is down.
- * 161,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 19,000 retail jobs have been added in Massachusetts.
- * Unemployment has dropped in Massachusetts by 24% since the federal minimum wage was increased. It is now 3.1% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 134,000 Massachusetts workers and their families.

MINIMUM WAGE FACTS -- MICHIGAN

- * Since the federal minimum wage increased in 1996-97, employment in Michigan is up and unemployment is down.
- * 102,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 25,000 retail jobs have been added in Michigan.
- * Unemployment has dropped in Michigan by 12.5% since the federal minimum wage was increased. It is now 4.2% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 305,000 Michigan workers and their families.

MINIMUM WAGE FACTS -- MINNESOTA

- * Since the federal minimum wage increased in 1996-97, employment in Minnesota is up and unemployment is down.
- * 113,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 17,000 retail jobs have been added in Minnesota.
- * Unemployment has dropped in Minnesota by 42.5% since the federal minimum wage was increased. It is now 2.3% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 147,000 Minnesotans and their families.

MINIMUM WAGE FACTS -- MISSISSIPPI

- * Since the federal minimum wage increased in 1996-97, employment in Mississippi is up and unemployment is down.
- * 35,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 3,000 retail jobs have been added in Mississippi.
- * Unemployment has dropped in Mississippi by 15% since the federal minimum wage was increased. It is now 4.9%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 138,000 Mississippi workers and their families.

MINIMUM WAGE FACTS -- MISSOURI

- * Since the federal minimum wage increased in 1996-97, employment in Missouri is up and unemployment is down.
- * 104,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 15,000 retail jobs have been added in Missouri.
- * Unemployment has dropped in Missouri by over 6% since the federal minimum wage was increased. It is now 4.2% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 169,000 Missourians and their families.

MINIMUM WAGE FACTS -- MONTANA

- * Since the federal minimum wage increased in 1996-97, employment in Montana is up and unemployment is unchanged.
- * 9,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, the number of retail have remained constant in Montana.
- * Unemployment has remained unchanged at 5.1% in Montana since the federal minimum wage was increased.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 39,000 Montanans and their families.

MINIMUM WAGE FACTS -- NEBRASKA

- * Since the federal minimum wage increased in 1996-97, employment in Nebraska is up and unemployment is down.
- * 43,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 2,500 retail jobs have been added in Nebraska.
- * Unemployment has dropped in Nebraska by 27.5% since the federal minimum wage was increased. It is now 2.1% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 65,000 Nebraskans and their families.

MINIMUM WAGE FACTS -- NEVADA

- * Since the federal minimum wage increased in 1996-97, employment in Nevada is up and unemployment is down.
- * 78,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 13,000 retail jobs have been added in Nevada.
- * Unemployment has dropped in Nevada by 24% since the federal minimum wage was increased. It is now 4.2% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 41,000 Nevadans and their families.

MINIMUM WAGE FACTS -- NEW JERSEY

- * Since the federal minimum wage increased in 1996-97, employment in New Jersey is up and unemployment is down.
- * 142,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 23,000 retail jobs have been added in New Jersey.
- * Unemployment has dropped in New Jersey by 21% since the federal minimum wage was increased. It is now 4.8%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 217,000 New Jersey workers and their families.

MINIMUM WAGE FACTS -- NEW HAMPSHIRE

- * Since the federal minimum wage increased in 1996-97, employment in New Hampshire is up and unemployment is down.
- * 21,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 6,000 retail jobs have been added in New Hampshire.
- * Unemployment has dropped in New Hampshire by 43% since the federal minimum wage was increased. It is now 2.4% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 20,000 New Hampshire workers and their families.

MINIMUM WAGE FACTS -- NEW MEXICO

- * Since the federal minimum wage increased in 1996-97, employment in New Mexico up and unemployment is down.
- * 23,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 5,000 retail jobs have been added in New Mexico.
- * Unemployment has dropped in New Mexico by 20% since the federal minimum wage was increased. It is now 6.4%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 75,000 New Mexicans and their families.

MINIMUM WAGE FACTS -- NEW YORK

- * Since the federal minimum wage increased in 1996-97, employment in New York is up and unemployment is down.
- * 205,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 36,000 retail jobs have been added in New York.
- * Unemployment has dropped in New York by 10% since the federal minimum wage was increased. It is now 5.5%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 523,000 New Yorkers and their families.

MINIMUM WAGE FACTS -- NORTH CAROLINA

- * Since the federal minimum wage increased in 1996-97, employment in North Carolina is up and unemployment is down.
- * 163,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 21,000 retail jobs have been added in North Carolina.
- * Unemployment has dropped in North Carolina by 24% since the federal minimum wage was increased. It is now 3.2% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 284,000 North Carolinians and their families.

MINIMUM WAGE FACTS -- NORTH DAKOTA

- * Since the federal minimum wage increased in 1996-97, employment in North Dakota is up and unemployment is down.
- * 10,000 new jobs have been added since September 1996.
- * Unemployment has dropped in North Dakota by over 26% since the federal minimum wage was increased. It is now 2.2%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 32,000 North Dakotans and their families.

MINIMUM WAGE FACTS -- OHIO

- * Since the federal minimum wage increased in 1996-97, employment in Ohio is up and unemployment is down.
- * 124,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 11,000 retail jobs have been added in Ohio.
- * Unemployment has dropped in Ohio by 6% since the federal minimum wage was increased. It is now 4.6%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 440,000 Ohioans and their families.

MINIMUM WAGE FACTS -- OKLAHOMA

- * Since the federal minimum wage increased in 1996-97, employment in Oklahoma is up.
- * 61,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 4,400 retail jobs have been added in Oklahoma.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 154,000 Oklahomans and their families.

MINIMUM WAGE FACTS -- OREGON

- * The state minimum wage increased to \$5.50 in January 1997, to \$6.00 in January 1998 and will reach \$6.50 in January 1999.
- * Since the state minimum wage increased in 1997, employment in Oregon is up and unemployment is down.
- * 60,000 new jobs have been added -- an increase of 4.0%.
- * The retail trades have many minimum wage positions. Since January 1997, 10,000 new retail jobs have been added in Oregon -- an increase of 3.7%.
- * Unemployment has dropped in Oregon by more than 14% since the state minimum wage increase in 1997. It is now 5.4%.

MINIMUM WAGE FACTS -- PENNSYLVANIA

- * Since the federal minimum wage increased in 1996-97, employment in Pennsylvania is up and unemployment is down.
- * 134,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 20,000 retail jobs have been added in Pennsylvania.
- * Unemployment has dropped in Pennsylvania by 13% since the federal minimum wage was increased. It is now 4.5% -- the same as the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 441,000 Pennsylvanians and their families.

MINIMUM WAGE FACTS -- RHODE ISLAND

- * Since the federal minimum wage increased in 1996-97, employment in Rhode Island is up and unemployment is down.
- * Over 10,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 1,000 retail jobs have been added in Rhode Island.
- * Unemployment has dropped in Rhode Island by 12% since the federal minimum wage was increased. It is now 4.4% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 35,000 Rhode Islanders and their families.

MINIMUM WAGE FACTS -- SOUTH CAROLINA

- * Since the federal minimum wage increased in 1996-97, employment in South Carolina is up and unemployment is down.
- * 112,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 34,000 retail jobs have been added in South Carolina.
- * Unemployment has dropped in South Carolina by 39% since the federal minimum wage was increased. It is now 3.8% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 172,000 South Carolinians and their families.

MINIMUM WAGE FACTS -- SOUTH DAKOTA

- * Since the federal minimum wage increased in 1996-97, employment in South Dakota is up and unemployment is down.
- * 11,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 1,200 retail jobs have been added in South Dakota.
- * Unemployment has dropped in South Dakota by 12.5% since the federal minimum wage was increased. It is now 2.8% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 31,000 South Dakotans and their families.

MINIMUM WAGE FACTS -- TENNESSEE

- * Since the federal minimum wage increased in 1996-97, employment in Tennessee is up and unemployment is down.
- * 86,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 18,000 retail jobs have been added in Tennessee.
- * Unemployment has dropped in Tennessee by 24% since the federal minimum wage was increased. It is now 3.8% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 193,000 Tennessee workers and their families.

MINIMUM WAGE FACTS -- TEXAS

- * Since the federal minimum wage increased in 1996-97, employment in Texas is up and unemployment is down.
- * 600,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 75,000 retail jobs have been added in Texas.
- * Unemployment has dropped in Texas by 11% since the federal minimum wage was increased. It is now 4.9%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 926,000 Texans and their families.

MINIMUM WAGE FACTS -- UTAH

- * Since the federal minimum wage increased in 1996-97, employment in Utah is up and unemployment remained about the same.
- * 59,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 10,000 retail jobs have been added in Utah.
- * Unemployment has essentially remained unchanged in Utah since the federal minimum wage was increased. It is now 3.5% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 64,000 Utah workers and their families.

MINIMUM WAGE FACTS -- VERMONT

- * Since the federal minimum wage increased in 1996-97, employment in Vermont is up and unemployment is down.
- * 7,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 1,600 retail jobs have been added in Vermont.
- * Unemployment has dropped in Vermont by 22% since the federal minimum wage was increased. It is now 3.5% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 19,000 Vermont workers and their families.

MINIMUM WAGE FACTS -- VIRGINIA

- * Since the federal minimum wage increased in 1996-97, employment in Virginia is up and unemployment is down.
- * 177,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 20,000 retail jobs have been added in Virginia.
- * Unemployment has dropped in Virginia by 32% since the federal minimum wage was increased. It is now 3.0% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 194,000 Virginians and their families.

MINIMUM WAGE FACTS -- WASHINGTON

- * Since the federal minimum wage increased in 1996-97, employment in Washington is up and unemployment is down.
- * 175,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 22,000 retail jobs have been added in Washington.
- * Unemployment has dropped in Washington by 25% since the federal minimum wage was increased. It is now 4.7%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 170,000 Washingtonians and their families.

MINIMUM WAGE FACTS -- WEST VIRGINIA

- * Since the federal minimum wage increased in 1996-97, employment in West Virginia is up and unemployment is down.
- * 11,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 400 retail jobs have been added in West Virginia.
- * Unemployment has dropped in West Virginia by 8% since the federal minimum wage was increased. It is now 6.8%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 92,000 West Virginians and their families.

MINIMUM WAGE FACTS -- WISCONSIN

- * Since the federal minimum wage increased in 1996-97, employment in Wisconsin is up and unemployment is consistent.
- * 102,000 new jobs have been added since September 1996.
- * The retail trades have many minimum wage positions. Since September 1996, 13,600 retail jobs have been added in Wisconsin.
- * Unemployment has remained unchanged in Wisconsin since the federal minimum wage was increased. It is still 3.4% -- lower than the federal rate.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 157,000 Wisconsin workers and their families.

MINIMUM WAGE FACTS -- WYOMING

- * Since the federal minimum wage increased in 1996-97, employment in Wyoming is up and unemployment is down.
- * 6,400 new jobs have been added since September 1996.
- * Unemployment has dropped in Wyoming by 8% since the federal minimum wage was increased. It is now 4.6%.
- * A minimum wage increase to \$6.15 in the year 2000 -- a \$1 an hour increase over the current level -- would give a raise to more than 29,000 Wyoming workers and their families.

CAMPAIGN FOR A FAIR MINIMUM WAGE*

Small businesses supporting an increase in the minimum wage

(115 as of 8/2+198)

A Plus Office Support Systems, Inc., New York, NY
ADS Ventures, Inc., Concord, MA
AM Direct, Salt Point, NY
Aegir Systems, Oxnard, CA
Amalgamated Bank, New York, NY
Amalgamated Life, New York, NY
Arch Drafting Supply, Inc., San Francisco, CA
Bagel Works, Inc., Keene, NH
Beanstalk Technology, Inc., Portland, OR
Beauty Service, Inc., Carlsbad, CA
Big Mind Media, L.L.C., Langley, WA
Bolder Heuristics, Inc., Boulder, CO
Burrito Brothers, Washington, DC
Calvert Social Investment Foundation, Northampton, MA
CID's Food Market, El Prado, NM
Coast to Coast Distributors, Inc., Hatfield, MA
Comic Relief, Universal City, CA
Conair Press, Berkeley, CA
Conant Custom Brass, Inc., Burlington, VT
Condor Ventures, Inc., Stamford, CT
Continuity Publishing, Inc., Bellingham, WA
Council on Economic Priorities, New York, NY
The Crafts Center, Washington, DC
Crispina Designs, Inc., Housatonic, MA
Deep E Co., Portland, OR
Digital Scintigraphies, Inc., Waltham, MA
D. P. Waldman Consulting, Boulder, CA
Dreyfus Corp., New York, NY
Eileen Fisher, Inc., Irvington, NY
Equal Exchange, Canton, MA
Fenton Communications, Washington, DC
Fetzer Vineyards, Hopland, CA
Free Speech TV, Boulder, CO
The Fund for Folk Culture, Santa Fe, NM
Gar-Doc, Inc., Milford, VT
Global Exchange, San Francisco, CA
Graham Contracting, Inc., Wayland, MA
Great Dune Financial Services, Inc., Chesterton, IN
Greenberg Quinlan Research, Inc., Washington, DC

Greyston Foundation, Yonkers, NY
Hadsel & Stormer, Pasadena, CA
Headwaters International, Minneapolis, MN
Higher octave, Pacific Palisades, CA
Hoebrechts and Associates, Ridgewood, NJ
Horizon Organic Dairy, Longmont, CO
Idyll, Ltd., Media, PA
IFM Acorn Group LLC, Hawthorne, NY
IMS, Lexington, MA
Intermedia Services, Inc., Watertown, MA
Jermone Levy Economics Institute
Joel Solomon Company, Nashville, TN
The Kateel Jamison Consulting Group, Washington, DC
Lawless Institute, Bloomington, MN
Little Souls, Inc., Bridgeport, PA
Mal Warwick & Associates, Inc., Berkeley, CA
Margaritaville Store, Key West, FL
MBL Group, Inc., Portland, OR
McKay Foundation, San Francisco, CA
The Miller Group Advertising, Santa Monica, CA
Mind Resource Technologies, Honesdale, PA
Mixik, San Francisco, CA
Moore Recycling Associates, Inc., Sonoma, CA
Mother & Child, Nashua, NH
M. Reid Associates, Santa Barbara, CA
Nantucket Nectars, Cambridge, MA
Neil Kelly, Inc., Portland, OR
New Toy Classics, San Francisco, CA
New York Recycled Paper, Inc., New York, NY
Parent Support Services, Calabasas, CA
The Parker Marketing Group, Inc., Del Mar, CA
The Paul Sack Properties II, San Francisco, CA
Peaceable Kingdom Press, Berkeley, CA
Peace Works, New York, NY
Pioneer Human Services, Seattle, WA
Pioneer Nutritional Formulas, Shelbourne Falls, MA
Planet Central Media, Malibu, CA
The Points of Light Foundation, Washington, DC
Praxis Partners
Prince Communications, Portsmouth, NH
Progressive Asset Management, Oakland, CA
Progressive Investment Management, Portland, OR
Public Media Group, Berkeley, CA

Raiser Senior Services, San Mateo, CA
Rejuvenation, Inc., Portland, OR
Responsible Technology, San Francisco, CA
ReQuest Technologies, Inc., Ithaca, NY
Rhino Entertainment, Santa Monica, CA
Rhino Records, Los Angeles, CA
Rivertown Trading Company, St. Paul, MN
Ron Paul Catering & Charature, Portland, OR
The Rosebud Agency, San Francisco, CA
Rosewood Stone Group, Sausalito, CA
Russell's Garden Ctr., Wayland, MA
SFC Charitable Foundation, Inc., Gainesville, FL
Sanford/Pillsbury Productions, Santa Monica, CA
Seventh Generation, Inc., Burlington, VT
Sorensen's Resort, Hope Valley, CA
South Mountain Company, Inc., Chilmanc, MA
Stein No-Load Mutual Fund Service, Venice, CA
Strugatz Ventures, Inc.
Sun Feather Natural Soap Co., Potsdam, NY
Sustainability Associates, Minneapolis, MN
TBAE, Trenton, NJ
Target Software, Inc., Cambridge, MA
TLC, Newport Beach, CA
Tweezerman Corporation, Glen Cove, NY
Urban Animals, Bloomington, MN
US Foundation, Santa Barbara, CA
Val - Pak of Western WA/Central, Kent, WA
Veritable Vegetable, Inc., San Francisco, CA
Verite', Amherst, MA
Weisman Hamlin Public Relations (WHPR), Los Angeles, CA
White Dog Cafe, Philadelphia, PA
Window Productions, Inc., Santa Monica, CA
Working Assets Long Distance, San Francisco, CA

* Support list in formation, August 27, 1998

Southern Christian Leadership Conference (SCLC), Atlanta, GA
 Southern Regional Council, Atlanta, GA
 Stakeholder Alliance
 Tampa United Methodist Centers, Tampa, FL
 Texas Mental Health Consumers, Austin, TX
 Union of American Hebrew Congregations/Religious Action Center
 Union of Needletrades, Industrial, and Textile Employees (UNITE)
 Unitarian Universalist Association of Congregations
 Unitarian Universalists for a Just Economic Community, Pittsburgh, PA
 Unitarian Universalist Service Committee
 UNITE Local 116, McComb, MS
 UNITE Local 551, Como, MS
 United Automobile Workers (UAW)
 UAW Local 2324, Boston, MA
 United Church of Christ, Cleveland, OH
 United Church of Christ, Office for Church in Society
 United Food and Commercial Workers International Union (UFCW)
 United Methodist Board of Church and Society
 United Mine Workers (UMW)
 United Paperworkers International Union (UPIU), Nashville, TN
 United States Catholic Conference
 United Steelworkers of America
 U.S. Jesuit Conference
 Washington Association of Churches, Seattle, WA
 Washington City Church of the Brethren
 Western MassCOSH, Springfield, MA
 Western Pennsylvania Living Wage Campaign, Pittsburgh, PA
 Wider Opportunities for Women
 Wisconsin Committee on Occupational Safety and Health (WisCOSH), Milwaukee, WI
 Women Employed, Chicago, IL
 Women Strike for Peace
 Women Unlimited, Augusta, ME
 Women Work!
 Workers Organizing Committee, Portland OR
 Workplace Project, Hempstead, NY
 YWCA of the National Capital Area

* Coalition in formation (August 27, 1998)

CAMPAIGN FOR A FAIR MINIMUM WAGE*

Participants

A. Philip Randolph Institute
ACORN
AFL-CIO
Alliance To End Childhood Lead Poisoning
American Association of University Women
American Ethical Union, Washington Ethical Action Office
American Federation of Government Employees (AFGE)
American Federation of State, County and Municipal Employees (AFSCME)
American Friends Service Committee
American Friends Service Committee, Philadelphia, PA
American Income Life Insurance Co.
American Nurses Association
American-Arab Anti-Discrimination Committee
Americans for Democratic Action (ADA)
Arkansas Jobs With Justice, Religion-Labor Committee, Hampton, AR
Asian American Legal Defense and Education Fund, New York, NY
Asian Pacific American Labor Alliance
Asian Pacific American Legal Center of Southern California, Los Angeles, CA
Association of Catholic Colleges and Universities
Black Women's Agenda, Inc., Springfield, VA
Bread for the World
Campaign for America's Future
Catholic Charities USA
Catholic Charities Archdiocese of Louisville, Louisville, KY
Catholic Charities, Oklahoma City, OK
Catholics for a Free Choice
Center for the Child Care Workforce
Center for Community Change
Center for Economic Options, Inc., Charleston, WV
Center for Law and Social Policy
Center for Women Policy Studies
Children's Defense Fund
Church Women United
Clearinghouse on Women's Issues
Coal Employment Project, Tazewell, VA
Coalition for Economic Justice of Western New York, Buffalo, NY
Coalition of Black Trade Unionists
Coalition of Labor Union Women (CLUW)
Coalition on Human Needs
Communications Workers of America (CWA)
CWA, Local 6310, St. Louis, Mo.
Community Food Resource Center, Inc.
The Congress of National Black Churches, Inc.
Democratic Socialists of America

Disabled In Action, New York, NY
 East 10th United Methodist Church, Indianapolis, IN
 Ella Baker Center for Human Rights, San Francisco, CA
 The Episcopal Church
 Faith Community For Worker Justice, Wauwatosa, WI
 Family and Children's Service, Minneapolis, MN
 Family Service America
 Farmworkers Support Committee, Glassboro, NJ
 Federally Employed Women, Inc.
 Florida Impact, Tallahassee, FL
 Food Research & Action Center
 Friends Committee on National Legislation
 Friends of the Earth
 Friends of the National Hook-up of Black Women, Inc., Chicago, IL
 Gray Panthers
 Greater New York Labor-Religion Coalition, New York, NY
 Growing Up in Cities, Frankfort, KY
 Heartland Center/Office of Peace & Social Justice, Diocese of Gary, Indiana
 Institute for Mission in the USA, Evangelical Lutheran Church in America, Church & Labor Concerns,
 Saint Paul, MN
 Institute for Mission in the USA, Evangelical Lutheran Church in America, Trinity Lutheran Seminary,
 Columbus, OH
 Institute for Southern Studies, Durham, NC
 Institute Justice Team, Sisters of Mercy of the Americas, Des Plaines, IL
 Interfaith Alliance
 Interfaith Committee on Worker Issues, Detroit, MI
 IPS/Progressive Challenge
 Jewish Council for Public Affairs, New York, NY
 Jewish Labor Committee, New York, NY
 Jobs with Justice
 Justice and Peace Office Archdiocese of Seattle, Seattle, WA
 Labor Council for Latin American Advancement
 Latino Workers Center, New York, NY
 League for Industrial Democracy
 Mennonite Central Committee, U.S.
 Migrant Legal Action Program
 Mississippi Hunger Task Force, Jackson, MS
 Mon Valley Unemployed Committee, Homestead, PA
 NAACP
 National Association of Commissions for Women
 National Association of Community Action Agencies
 National Association of Social Workers
 National Association of Social Workers, Connecticut Chapter, Rocky Hill, CT
 National Association of Social Workers, North Carolina Chapter
 National Association of Working Women (9 to 5), Milwaukee, WI
 National Black Child Development Institute
 National Caucus and Center on Black Aged, Inc.

National Coalition for the Homeless
 National Committee on Pay Equity
 National Conference of Puerto Rican Women, Inc.
 National Consumers League
 National Council of Churches
 National Council of Jewish Women
 National Council of La Raza
 National Council of Negro Women
 National Council of Senior Citizens
 National Council on Family Relations, Minneapolis, MN
 National Education Association (NEA)
 National Farmers Union
 National Hispana Leadership Institute
 National Low Income Housing Coalition
 National Partnership for Women & Families
 National Puerto Rican Coalition
 National Rural Housing Coalition
 National Urban Coalition
 National Urban League
 National Women's Conference Committee, Women's Studies, University of Wisconsin, Eau Claire, WI
 National Women's Law Center
 National Women's Political Caucus
 Nebraskans for Peace, Lincoln, NE
 Neighbor to Neighbor
 Network: A National Catholic Social Justice Lobby
 Nontraditional Employment for Women, New York, NY
 North Texas Jobs with Justice, Dallas, TX
 NOW Legal Defense and Education Fund
 Nurses Professional Organization UNA/AFSCME, Louisville, KY
 Office of Justice and Peace, Jacksonville, FL
 Older Women's League (OWL)
 Oregon Food Bank, Portland, OR
 Peace and Justice Committee of the Congregation of the Sisters of Divine Providence of Kentucky,
 Melbourne, KY
 Philadelphia Unemployment Project, Philadelphia, PA
 Phoenix Interfaith Committee For Worker Justice, Scottsdale, AZ
 Project South: Institution for the Elimination of Poverty and Genocide, Atlanta, GA
 Project South: Institution for the Elimination of Poverty and Genocide, Washington, DC
 Quaker Committee on Kentucky Legislation, Frankfort, KY
 Rainbow/Push Coalition
 Religion and Labor Council of Kansas City, Kansas City, MO
 Retail, Wholesale and Department Store Union, (RWDSU), Alabama & Midsouth Council,
 Birmingham, AL
 Sakhi for South Asian Women, New York, NY
 Service Employees International Union (SEIU)
 SEIU Local 100, New Orleans, LA
 Social Democrats USA

Southern Christian Leadership Conference (SCLC), Atlanta, GA
 Southern Regional Council, Atlanta, GA
 Stakeholder Alliance
 Tampa United Methodist Centers, Tampa, FL
 Texas Mental Health Consumers, Austin, TX
 Union of American Hebrew Congregations/Religious Action Center
 Union of Needletrades, Industrial, and Textile Employees (UNITE)
 Unitarian Universalist Association of Congregations
 Unitarian Universalists for a Just Economic Community, Pittsburgh, PA
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 UNITE Local 116, McComb, MS
 UNITE Local 551, Como, MS
 United Automobile Workers (UAW)
 UAW Local 2324, Boston, MA
 United Church of Christ, Cleveland, OH
 United Church of Christ, Office for Church in Society
 United Food and Commercial Workers International Union (UFCW)
 United Methodist Board of Church and Society
 United Mine Workers (UMW)
 United Paperworkers International Union (UPIU), Nashville, TN
 United States Catholic Conference
 United Steelworkers of America
 U.S. Jesuit Conference
 Washington Association of Churches, Seattle, WA
 Washington City Church of the Brethren
 Western MassCOSH, Springfield, MA
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 Wisconsin Committee on Occupational Safety and Health (WisCOSH), Milwaukee, WI
 Women Employed, Chicago, IL
 Women Strike for Peace
 Women Unlimited, Augusta, ME
 Women Work!
 Workers Organizing Committee, Portland OR
 Workplace Project, Hempstead, NY
 YWCA of the National Capital Area

* Coalition in formation (August 27, 1998)

Cosponsors of HR 3510(\$.50 in Jan. 1999; \$.50 in Jan. 2000)
(125)

Ackerman
Andrews
Barrett
Becerra
Berman
Blagojevich
Bonior
Borski
Brown (CA)
Brown (FL)
Brown (OH)
Cardin
Carson
Christian-Green
Clay
Clayton
Clyburn
Conyers
Coyne
Cummings
Davis (IL)
DeFazio
Delahunt
DeLauro
Deutsch
Dicks
Dingell
Dixon
Engel
Evans
Faleomavaega
Fazio
Filner
Ford (TN)
Frank
Frost
Furse
Gejdenson
Gephardt
Green
Gutierrez

Hall (OH)
Hastings
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Hilliard
Hinchesy
Hooley
Jackson (IL)
Jackson-Lee
Jefferson
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Kennelly
Kildee
Kilpatrick
Kleczka
Klink
Kucinich
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Lantos
Lee
Levin
Lewis (GA)
Lofgren
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Maloney (NY)
Manton
Markey
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Mascara
Matsui
McDermott
McGovern
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Meehan
Meek (FL)
Meeks (NY)
Menendez
Millender-McDonald
Miller
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Nadler

Neal
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Obey
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Pallone
Payne
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Poshard
Rahall
Rangel
Rothman
Roybal-Allard
Rush
Sabo
Sanchez
Sanders
Sawyer
Schumer
Scott
Serrano
Sherman
Slaughter
Stark
Stokes
Strickland
Thompson
Tierney
Torres
Townes
Velazquez
Vento
Waters
Waxman
Wexler
Weygand
Woolsey
Wynn
Yates

Additional Possibilities
(86)

Abercrombie
Allen

Baesler
Baldacci
Barcia
Bentsen
Berry
Bishop
Blumenauer
Boswell
Boucher
Boyd
Capps
Clement
Condit
Costello
Cramer
Danner
Davis (FL)
DeGette
Doggett
Dooley
Doyle
Edwards
Eshoo
Etheridge
Farr
Fattah *
Gonzalez
Goode
Gordon
Hall (TX)
Hamilton
Harman
Hinojosa
Holden
Hoyer
John
Johnson (WI)
Kanjorski
Kind
Lipinski
Luther
Maloney (CT)
McCarthy (MO)
McCarthy (NY)
McHale

McIntyre
McKinney *
Minge
Mollohan
Moran
Murtha
Oberstar
Ortiz
Pascrell
Pastor
Peterson
Pickett
Pomeroy
Price
Reyes
Rivers
Rodriguez
Roemer
Romero-Barcelo
Sandlin
Sisisky
Skaggs
Skelton
Smith
Snyder
Spratt
Stabenow
Stenholm
Stupak
Tanner
Tauscher
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Thurman
Traficant
Turner
Underwood
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(three \$.50 increases w/ indexing)