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Total Pages: 7

LRM ID: KCT1

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
Washington, D.C. 20503-0001

Friday, December 29, 2000

URGENT

LEGISLATIVE REFERRAL MEMORANDUM

TO:	Legislative Liaison Officer - See Distribution below
FROM:	Ingrid M. Schroeder (for) Assistant Director for Legislative Reference
OMB CONTACT:	Kathryn C. Thompson E-Mail: Kathryn_C._Thompson@omb.eop.gov PHONE: (202)395-7596 FAX: (202)395-6148
SUBJECT:	**LABOR Draft Bill on Fair Minimum Wage Act of 2001**
DEADLINE:	**10 a.m. Tuesday, January 2, 2001**

In accordance with OMB Circular A-19, OMB requests the views of your agency on the above subject before advising on its relationship to the program of the President. **Please advise us if this item will affect direct spending or receipts for purposes of the "Pay-As-You-Go" provisions of Title XIII of the Omnibus Budget Reconciliation Act of 1990.**

COMMENTS: Attached is a draft bill (and accompanying document) to raise the Federal minimum wage. The draft bill is scheduled to be transmitted to the Congress by the President next week. Accordingly, your expedited response is requested.

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LRM ID: KCT1 **SUBJECT:** LABOR Draft Bill on Fair Minimum Wage Act of 2001

RESPONSE TO
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(2) sending us a memo or letter
Please include the LRM number shown above, and the subject shown below.

TO: Kathryn C. Thompson Phone: 395-7596 Fax: 395-6148
Office of Management and Budget
Branch-Wide Line (to reach legislative assistant): 395-7362

FROM: _____ (Date)

_____ (Name)

_____ (Agency)

_____ (Telephone)

The following is the response of our agency to your request for views on the above-captioned subject:

_____ Concur

_____ No Objection

_____ No Comment

_____ See proposed edits on pages _____

_____ Other: _____

_____ FAX RETURN of _____ pages, attached to this response sheet

A BILL

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

SECTION 1. SHORT TITLE.

This Act may be cited as the "Fair Minimum Wage Act of 2001."

SECTION 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 beginning on March 1, 2001; and

(B) $6.15 an hour beginning on January 1, 2002; and

(C) $6.65 an hour beginning on January 1, 2003."

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

"(1) In lieu of the rate prescribed by subsection (a)(1), any employer may pay any employee of such employer, during the first 90 consecutive calendar days after such employee is initially employed by such employer, a wage which is not less than 85 percent of the wage prescribed in subsection (a)(1)."

(c) TIP CREDIT - Paragraph (1) of section 3(m) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(m)(1)) is amended to read as follows:

"(1) The cash wage paid such employee, which for purposes of such determination shall not be less than 50 percent of the wage prescribed in section 6(a)(1); and"

(d) EFFECTIVE DATE - The amendments made by this section takes effect on March 1, 2001.

SECTION 3. APPLICABILITY OF THE MINIMUM WAGE TO THE COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS.

Pursuant to section 503 of the Covenant to Establish a Commonwealth of the Northern Mariana Islands in Political Union with the United States -

(a) Effective on March 1, 2001, the minimum wage provisions of section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), as amended, shall apply to the Commonwealth of the Northern Mariana Islands except:

(1) the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall be $3.35 per hour; and

(2) effective January 1, 2002 and every January 1 thereafter, the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall be raised by thirty cents per hour or the amount necessary to raise the applicable minimum wage rate to the wage rate set forth in paragraph (1) of subsection (a) of section 6 of the Fair Labor Standards Act (29 U.S.C. 206), whichever is less; and

(b) Once the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands is equal to the wage rate set forth in paragraph (1) of subsection (a) of section 6 of the Fair Labor Standards Act as amended (29 U.S.C. 206), the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall thereafter be the wage rate set forth in such paragraph.

TO THE CONGRESS OF THE UNITED STATES:

I am pleased to transmit today for immediate consideration and prompt enactment the "Fair Minimum Wage Act of 2001." This legislation proposes to raise the Federal minimum wage, [increase the tip credit, raise the sub-minimum wage, and phase in the Federal minimum wage in the Commonwealth of the Northern Mariana Islands].

The first part of the proposal would amend the Fair Labor Standards Act to increase the Federal minimum wage by $1.50 an hour, in three $.50 increments, from the current $5.15 an hour to $6.65 an hour. The first step increase would be effective on March 1, 2001, with the second step increase effective January 1, 2002, and the third step increase effective on January 1, 2003.

Now is the time to make the minimum wage reflect the Nation's prosperity. Businesses have been thriving in this, the longest and strongest economic expansion in our Nation's history. In the retail industry, home to many of our minimum wage jobs, profits are up almost 25 percent since 1996 when we last raised the minimum wage.

But minimum wage workers have not gotten their fair share of this prosperity. Clearly they need and deserve an increase. More than two-thirds of minimum wage workers are adults. Nearly two-thirds of minimum wage workers are women, who are often their family's only breadwinner. They struggle to house, feed, and clothe their families on less than $11,000 a year. {A dollar an hour raise adds up to about $2,000 a year. That is five months rent or seven months groceries for a minimum wage earning family of four.} **[Modify for $1.50?]**

The buying power of the minimum wage eroded tremendously during the 1980s, when it was stuck at $3.35 an hour while prices rose by nearly 40 percent. During those years, minimum wage workers were on an out-of-control treadmill, falling farther and farther behind. The 1996 minimum wage increase, coupled with the one we now propose, will restore the real value of the minimum wage to its {1982} [?] level.

This Administration supported an increase in the Federal minimum wage in the last Congress. Unfortunately, it did not pass. The modest increase in the minimum wage we are proposing is past due and any further delay would, in our view, be unconscionable.

[PARAGRAPH ON TIP INCREASE --- TO BE DRAFTED]

[PARAGRAPH ON INCREASE IN SUB-MINIMUM WAGE --- TO BE DRAFTED]

The fourth part of our proposal is an essential part of comprehensive, structural changes that this Administration believes are urgently needed to address the extremely serious, pervasive and

stubbornly persistent immigration, labor, and human rights problems in the Northern Mariana Islands. The Commonwealth's exemption from the Federal minimum wage was not intended to be permanent. The Commonwealth has been a territory of the United States since 1986, and has had plenty of time to bring its wage laws into compliance with Federal standards.

Our proposal would raise the minimum wage in the Northern Mariana Islands on [April 1, 2001], from the current Northern Mariana Islands rate of $3.05 per hour, to $3.65 per hour, and then to the Federal minimum wage rate in $.30 annual increments. This proposal would be similar to the minimum wage increase law enacted by the Northern Mariana Islands legislature, but later repealed. It would prevent workers in the Northern Mariana Islands from getting farther behind on wages.

I urge the Congress to give this legislation prompt and favorable consideration.

Total Pages: 5

This fax follows the e-mailed version.

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Office of Management and Budget
Branch-Wide Line (to reach legislative assistant): 395-7362

FROM: _____ (Date)

_____ (Name)

_____ (Agency)

_____ (Telephone)

The following is the response of our agency to your request for views on the above-captioned subject:

_____ Concur

STOPPED

U.S. Bureau of Labor Statistics
Division of Labor Force Statistics
Postal Square Building
Room 4675
2 Massachusetts Avenue, N.E.
Washington, D.C. 20212
Fax Number: 202-691-6426

Facsimile Cover Sheet

Date: 3 January
Time: 10:30
Name: Elizabeth Weber
Organization:
Receiving Fax # 395-6853
Receiving Phone # 395-3997

From: Steve Haugen
Sender's Telephone # 202-691-6378

Number of Pages (including cover sheet)--
Comments or instructions:------As requested.

Table 5. Usual weekly earnings of employed wage and salary workers by sex, race, and detailed Hispanic origin, third quarter 2000

All workers

#'s in thousands

Sex, race, and origin	Total employed	Under $100.00	$100.00 to $149.99	$150.00 to $199.99	$200.00 to $249.99	$250.00 to $299.99	$300.00 to $349.99	$350.00 to $399.99	$400.00 to $499.99	$500.00 to $599.99	$600.00 to $749.99	$750.00 to $999.99	$1000.00 or more	$1000.00 to $1199.99	$1200.00 to $1499.99	$1500.00 to $1999.99	$2000.00 or more
Total both sexes	120,830	4,151	4,424	4,914	6,934	7,755	8,663	7,414	15,123	12,054	14,723	15,244	19,431	7,024	5,353	4,332	2,722
Men	63,282	1,516	1,556	1,593	2,426	3,085	3,977	3,245	7,447	6,250	8,506	9,513	14,189	4,861	3,817	3,297	2,214
Women	57,548	2,634	2,868	3,321	4,508	4,690	4,687	4,170	7,676	5,805	6,216	5,731	5,242	2,163	1,536	1,035	508
White both sexes	100,449	3,584	3,700	4,086	5,644	5,961	7,007	5,747	12,346	10,018	12,217	12,972	17,166	6,149	4,760	3,834	2,423
White men	53,494	1,279	1,272	1,329	1,970	2,364	3,243	2,476	6,063	5,272	7,199	8,243	12,782	4,352	3,465	2,967	1,998
White women	46,955	2,305	2,429	2,757	3,674	3,597	3,764	3,271	6,283	4,745	5,018	4,729	4,385	1,797	1,295	867	425
Black both sexes	14,529	402	505	658	960	1,412	1,310	1,304	2,083	1,510	1,811	1,499	1,073	498	293	194	89
Black men	6,725	170	183	195	355	524	553	619	1,045	724	939	814	605	260	162	117	65
Black women	7,804	232	322	464	605	887	757	685	1,038	786	873	685	469	238	130	76	25
Black and other both sexes	20,381	567	723	827	1,290	1,793	1,656	1,668	2,777	2,037	2,506	2,272	2,265	875	593	498	298
Black and other men	9,788	237	284	264	456	700	733	769	1,384	977	1,307	1,270	1,408	509	352	330	216
Black and other women	10,593	330	440	564	834	1,093	923	899	1,393	1,059	1,199	1,002	857	366	241	168	82

Source: Unpublished tabulations from the Current Population Survey, BLS

Characteristics of minimum wage workers: first quarter 2000, 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 submininum 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.

Bureau of Labor Statistics, Division of Labor Force Statistics, April 2000
Phone: 202-691-6378

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first quarter 1999 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	71,165	1,074	54	1,140	26	932	1,251	3,302	5,736	3,308	4,635	50,464
16 to 24 years	15,806	484	25	605	17	481	696	1,897	2,761	1,336	1,632	6,369
16 to 19 years	6,130	223	15	348	10	262	448	1,270	1,438	595	630	1,163
20 to 24 years	9,676	261	10	258	8	220	249	626	1,323	740	1,002	5,207
25 years and over	55,358	590	29	535	8	450	554	1,405	2,976	1,971	3,204	44,094
25 to 54 years	47,903	520	29	367	6	319	452	1,089	2,455	1,649	2,721	38,620
25 to 34 years	17,298	241	22	138	5	117	208	433	956	639	1,131	13,530
35 to 44 years	17,830	183	–	159	–	143	131	412	884	612	956	14,494
45 to 54 years	12,775	97	7	70	1	59	113	245	616	398	634	10,595
55 years and over	7,455	70	–	168	3	131	102	315	521	322	482	5,474
55 to 64 years	5,793	56	–	92	–	80	49	184	354	227	336	4,496
65 years and over	1,662	14	–	76	3	51	53	131	167	95	147	978
Men, 16 years and over	35,378	263	21	466	12	360	448	1,267	2,268	1,291	2,066	27,287
16 to 24 years	8,058	138	4	253	6	194	297	839	1,290	653	844	3,739
16 to 19 years	3,032	57	–	157	–	119	181	568	703	302	325	738
20 to 24 years	5,026	80	4	96	6	75	116	271	587	351	519	3,001
25 years and over	27,320	126	16	213	6	166	151	428	978	638	1,222	23,548
Women, 16 years and over	35,787	811	34	674	14	572	802	2,034	3,470	2,015	2,769	23,177
16 to 24 years	7,749	346	21	353	12	287	399	1,058	1,471	682	787	2,630
16 to 19 years	3,099	165	15	191	10	143	267	703	735	293	305	424
20 to 24 years	4,650	181	6	162	2	145	132	355	736	389	483	2,206
25 years and over	28,038	465	13	321	2	285	403	976	1,998	1,333	1,982	20,547
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,340	931	48	922	23	762	1,007	2,697	4,645	2,604	3,923	41,564
Men	29,352	193	21	382	9	292	366	1,074	1,879	1,077	1,763	22,598
Women	28,988	738	28	540	14	470	641	1,622	2,766	1,527	2,160	18,966
Black												
Total, 16 years and over	9,732	104	6	180	3	133	231	517	794	510	701	6,688
Men	4,502	61	–	64	3	47	78	158	280	149	216	3,496
Women	5,230	42	6	117	–	86	153	359	515	361	485	3,192

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first quarter 1999 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	9,245	76	7	224	4	201	290	481	1,250	629	861	5,425
Men	5,423	42	7	109	4	95	113	198	683	301	526	3,444
Women	3,821	34	–	115	–	105	176	283	568	328	335	1,981
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,224	496	36	427	9	339	306	1,082	2,855	1,884	3,155	42,984
Men	29,751	154	21	190	6	138	142	439	1,206	833	1,476	25,291
Women	23,473	342	15	237	3	201	164	643	1,649	1,051	1,679	17,693
Part-time workers												
Total, 16 years and over	17,818	574	19	713	16	593	941	2,218	2,874	1,419	1,669	7,391
Men	5,566	109	–	276	6	222	303	827	1,058	458	583	1,951
Women	12,253	465	19	437	10	371	638	1,391	1,816	961	1,086	5,440
FAMILY RELATIONSHIP												
Husbands	17,796	59	9	114	3	91	61	194	513	368	723	15,754
Wives	17,179	260	8	182	2	160	229	568	1,155	830	1,116	12,831
Women who maintain families	5,142	152	3	70	6	58	108	269	496	378	453	3,212
Men who maintain families	1,717	–	–	27	–	27	29	30	110	56	108	1,357
Other persons in families:												
Men	8,199	108	4	222	–	167	276	830	1,164	580	790	4,226
Women	7,010	243	18	321	4	276	299	888	1,201	490	771	2,779
All other men [1]	7,665	96	7	103	8	74	81	213	481	287	446	5,950
All other women [1]	6,456	156	5	102	2	78	165	309	618	317	429	4,355

[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, 1999.

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, second quarter 1999 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	72,142	1,031	72	1,185	26	1,009	1,094	3,424	5,833	3,478	5,094	50,932
16 to 24 years	16,841	449	42	558	18	495	624	1,986	2,832	1,679	1,875	6,795
16 to 19 years	6,636	190	25	360	9	327	455	1,257	1,453	893	755	1,247
20 to 24 years	10,205	259	17	198	10	167	168	729	1,379	786	1,120	5,549
25 years and over	55,301	582	29	627	8	514	470	1,438	3,000	1,798	3,218	44,137
25 to 54 years	47,851	514	27	474	5	385	381	1,130	2,425	1,549	2,695	38,657
25 to 34 years	16,906	228	11	175	1	147	163	470	1,023	677	1,024	13,134
35 to 44 years	18,147	183	12	149	–	124	141	402	896	510	1,002	14,852
45 to 54 years	12,798	103	4	149	5	115	77	258	506	362	669	10,672
55 years and over	7,450	68	2	154	2	129	89	309	576	250	523	5,480
55 to 64 years	5,753	53	2	58	–	51	47	170	321	196	344	4,561
65 years and over	1,697	15	–	96	2	78	42	139	254	54	179	918
Men, 16 years and over	36,193	291	36	515	14	422	464	1,286	2,434	1,400	2,008	27,760
16 to 24 years	8,657	134	24	274	12	231	302	858	1,366	833	901	3,966
16 to 19 years	3,395	53	11	184	8	163	199	560	734	501	380	773
20 to 24 years	5,262	81	14	89	4	69	102	299	631	332	520	3,193
25 years and over	27,536	157	12	241	2	191	162	427	1,068	566	1,108	23,794
Women, 16 years and over	35,949	740	36	670	12	588	630	2,139	3,399	2,078	3,086	23,172
16 to 24 years	8,183	315	18	284	7	264	322	1,128	1,467	846	975	2,829
16 to 19 years	3,240	137	14	176	1	165	256	697	719	392	375	474
20 to 24 years	4,943	178	4	108	5	99	66	430	748	454	600	2,355
25 years and over	27,765	425	17	386	5	324	308	1,011	1,932	1,232	2,111	20,342
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,862	902	49	857	14	757	861	2,707	4,657	2,819	3,920	42,090
Men	29,999	270	25	364	6	312	390	1,033	1,914	1,176	1,568	23,259
Women	28,863	632	24	493	7	445	471	1,674	2,744	1,643	2,352	18,832
Black												
Total, 16 years and over	10,151	86	14	271	12	200	198	609	888	516	820	6,648
Men	4,702	14	6	110	8	75	59	214	400	163	371	3,364
Women	5,450	72	8	161	5	126	139	396	488	353	549	3,284

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, second quarter 1999 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	9,139	72	6	181	–	172	196	426	1,354	603	626	5,476
Men	5,391	27	6	80	–	75	106	210	652	314	441	3,555
Women	3,748	45	>0	100	–	97	90	215	703	289	385	1,920
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	54,883	487	20	447	21	357	354	1,291	3,055	2,000	3,580	43,648
Men	30,603	145	14	216	11	166	169	502	1,336	870	1,523	25,828
Women	24,280	342	7	230	10	191	185	789	1,719	1,130	2,057	17,820
Part-time workers												
Total, 16 years and over	17,129	538	51	738	5	651	740	2,123	2,771	1,473	1,506	7,190
Men	5,517	146	23	298	3	255	295	781	1,091	526	478	1,879
Women	11,612	392	29	439	2	396	445	1,342	1,680	947	1,027	5,310
FAMILY RELATIONSHIP												
Husbands	17,633	77	6	127	2	102	87	224	616	319	613	15,564
Wives	16,706	195	4	242	5	206	133	526	1,118	719	1,314	12,455
Women who maintain families	5,432	106	4	107	6	90	112	314	462	947	457	3,524
Men who maintain families	1,889	6	–	28	4	19	16	48	90	57	116	1,528
Other persons in families:												
Men	8,699	127	17	274	4	240	266	807	1,306	774	847	4,282
Women	7,140	226	18	238	1	220	313	965	1,193	719	800	2,667
All other men [1]	7,972	81	14	86	3	61	95	207	422	249	432	6,387
All other women [1]	6,670	213	10	83	–	72	72	333	626	293	514	4,527

[1] The majority of these persons are living alone or with a non-relative.
>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, 1999.

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, third quarter 1999 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	73,195	1,127	54	1,031	24	893	1,100	3,261	5,789	3,313	5,003	52,517
16 to 24 years	17,506	492	41	586	12	507	625	2,037	2,662	1,434	1,934	7,694
16 to 19 years	7,136	215	33	383	7	339	430	1,319	1,551	736	868	1,601
20 to 24 years	10,370	278	7	203	5	169	194	718	1,112	698	1,067	6,093
25 years and over	55,689	635	13	445	13	385	475	1,224	3,127	1,879	3,069	44,823
25 to 54 years	48,038	540	5	353	13	305	367	898	2,577	1,641	2,558	39,099
25 to 34 years	16,970	260	5	148	4	131	155	326	1,096	683	997	13,301
35 to 44 years	18,267	190	–	92	–	76	132	316	963	564	979	15,031
45 to 54 years	12,801	90	–	113	9	98	80	257	519	395	581	10,767
55 years and over	7,651	95	8	92	–	80	109	326	550	237	511	5,724
55 to 64 years	5,989	57	8	55	–	49	46	198	320	144	331	4,831
65 years and over	1,662	38	–	37	–	31	63	128	229	94	180	893
Men, 16 years and over	36,718	275	29	447	12	379	450	1,359	2,524	1,236	2,290	28,108
16 to 24 years	9,146	137	17	270	7	220	290	932	1,420	686	1,021	4,373
16 to 19 years	3,678	72	17	167	2	144	205	621	860	340	483	913
20 to 24 years	5,468	65	–	103	5	77	85	311	560	346	538	3,460
25 years and over	27,572	138	12	177	5	159	160	427	1,104	550	1,269	23,735
Women, 16 years and over	36,477	852	25	584	13	513	650	1,902	3,265	2,077	2,713	24,409
16 to 24 years	8,360	355	23	317	5	287	335	1,105	1,242	748	914	3,322
16 to 19 years	3,458	143	16	216	5	195	225	698	691	396	385	688
20 to 24 years	4,902	213	7	100	–	92	110	407	552	352	529	2,633
25 years and over	28,117	497	1	268	8	226	315	797	2,023	1,329	1,800	21,088
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	59,844	1,010	38	786	11	691	839	2,634	4,619	2,748	3,876	43,196
Men	30,568	224	27	333	2	299	332	1,081	2,107	1,095	1,859	23,511
Women	29,276	785	11	453	9	392	508	1,553	2,512	1,653	2,117	19,685
Black												
Total, 16 years and over	10,220	83	16	190	14	147	215	506	794	440	885	7,091
Men	4,658	38	2	94	10	60	90	231	290	100	348	3,465
Women	5,562	46	14	97	4	87	125	275	504	339	537	3,625

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1999 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	9,452	98	–	172	4	158	191	448	1,324	547	814	5,859
Total, 16 years and over	5,606	20	–	79	–	73	102	214	707	257	443	3,785
Men	3,846	79	–	93	4	85	89	234	617	289	371	2,074
Women												
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers	56,714	555	18	468	9	402	404	1,323	3,343	2,007	3,410	45,185
Total, 16 years and over	31,622	173	10	247	5	203	193	610	1,519	863	1,694	26,314
Men	25,092	383	9	221	4	199	211	713	1,824	1,144	1,716	18,871
Women												
Part-time workers	16,300	568	35	557	15	485	693	1,930	2,431	1,297	1,557	7,230
Total, 16 years and over	4,995	102	19	200	7	176	257	749	995	366	568	1,737
Men	11,305	466	16	357	9	309	436	1,180	1,436	932	989	5,493
Women												
FAMILY RELATIONSHIP												
Husbands	17,548	78	8	67	–	61	99	201	620	309	686	15,480
Wives	17,026	271	5	158	8	135	185	486	1,181	755	1,111	12,875
Women who maintain families	5,344	137	–	45	–	42	77	217	475	303	422	3,666
Men who maintain families	1,855	7	–	24	–	24	16	58	108	52	133	1,458
Other persons in families:	9,145	106	21	259	12	218	228	862	1,356	658	957	4,697
Men	7,375	238	20	269	5	244	302	920	1,106	680	731	3,109
Women	8,170	84	–	97	–	77	107	238	440	218	513	6,472
All other men [1]	6,733	206	–	112	–	93	86	278	503	339	449	4,759
All other women [1]												

[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, 1999.

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 1999 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	72,721	957	47	1,003	25	850	1,139	2,835	5,607	3,419	5,032	52,684
16 to 24 years	16,390	414	29	528	11	483	582	1,639	2,652	1,443	1,783	7,319
16 to 19 years	6,497	166	26	326	7	292	381	1,074	1,453	684	766	1,622
20 to 24 years	9,893	248	3	202	4	171	201	565	1,199	759	1,017	5,697
25 years and over	56,332	543	17	475	14	387	557	1,196	2,955	1,975	3,249	45,365
25 to 54 years	48,487	455	13	352	9	289	461	942	2,452	1,591	2,684	39,537
25 to 34 years	17,031	231	11	116	6	85	193	433	987	649	1,012	13,398
35 to 44 years	18,446	148	–	150	3	136	155	274	927	567	977	15,248
45 to 54 years	13,010	76	2	86	–	69	113	235	538	374	696	10,890
55 years and over	7,845	88	4	123	5	97	96	253	503	385	565	5,828
55 to 64 years	6,191	66	–	82	5	61	39	113	323	272	405	4,890
65 years and over	1,654	22	4	42	–	36	57	140	179	112	160	938
Men, 16 years and over	36,003	321	25	385	7	316	420	991	2,388	1,217	2,111	28,145
16 to 24 years	8,382	141	17	232	5	198	266	673	1,256	657	866	4,253
16 to 19 years	3,278	56	17	141	5	120	196	510	663	329	374	993
20 to 24 years	5,084	85	–	91	–	78	70	163	593	328	492	3,261
25 years and over	27,640	180	8	153	1	119	154	317	1,132	560	1,244	23,891
Women, 16 years and over	36,719	636	22	618	18	533	718	1,844	3,219	2,201	2,921	24,539
16 to 24 years	8,027	273	13	296	6	285	316	966	1,396	786	917	3,066
16 to 19 years	3,219	110	9	185	2	172	185	564	790	355	392	630
20 to 24 years	4,808	163	3	111	4	93	131	402	606	431	525	2,436
25 years and over	28,691	363	9	322	12	268	402	879	1,823	1,415	2,005	21,473
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,948	819	30	819	20	708	872	2,157	4,415	2,775	3,911	43,150
Men	29,705	241	16	314	6	260	335	744	2,014	973	1,639	23,430
Women	29,243	578	14	505	14	449	537	1,413	2,401	1,803	2,272	19,720
Black												
Total, 16 years and over	10,401	90	14	139	–	102	225	552	880	489	882	7,130
Men	4,664	55	6	53	–	39	68	210	241	198	349	3,485
Women	5,737	35	8	86	–	63	157	342	639	292	533	3,645

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1999 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	9,773	100	–	162	8	132	277	427	1,292	584	925	6,006
Men	5,537	60	–	76	–	75	100	114	690	245	475	3,777
Women	4,236	40	–	86	8	58	176	313	602	339	450	2,229
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	54,903	437	14	387	14	318	423	1,085	2,730	1,875	3,288	44,662
Men	30,351	202	5	156	–	136	172	321	1,346	747	1,445	25,957
Women	24,552	235	9	231	14	183	251	764	1,384	1,129	1,844	18,706
Part-time workers												
Total, 16 years and over	17,659	520	30	609	10	524	714	1,749	2,863	1,533	1,736	7,904
Men	5,561	119	17	223	7	175	248	669	1,037	468	664	2,116
Women	12,098	400	13	386	4	349	466	1,080	1,827	1,065	1,073	5,788
FAMILY RELATIONSHIP												
Husbands	17,460	81	2	47	–	30	70	142	578	273	670	15,596
Wives	17,074	206	1	183	8	159	244	509	950	796	1,208	12,978
Women who maintain families	5,663	78	8	85	–	63	75	244	570	401	466	3,737
Men who maintain families	1,798	11	3	16	–	16	20	35	125	60	85	1,442
Other persons in families:												
Men	8,528	126	14	234	6	196	228	634	1,189	590	840	4,670
Women	7,289	162	13	273	10	243	237	811	1,219	651	777	3,127
All other men [1]	8,219	103	5	87	1	74	103	180	496	294	515	6,436
All other women [1]	6,692	171	–	78	–	69	163	280	481	353	471	4,697

[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, 1999.

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, first 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	70,275	1,059	77	2,113	136	1,774	2,017	4,061	5,665	3,213	4,774	47,296
16 to 24 years	15,603	489	40	960	88	771	1,095	2,208	2,472	1,319	1,615	5,406
16 to 19 years	5,936	187	23	593	62	472	667	1,364	1,270	514	500	818
20 to 24 years	9,668	302	16	367	27	298	428	843	1,202	805	1,115	4,589
25 years and over	54,671	570	37	1,154	47	1,003	922	1,853	3,193	1,894	3,159	41,889
25 to 54 years	47,567	459	31	939	42	815	775	1,469	2,656	1,586	2,746	36,906
25 to 34 years	17,453	234	19	342	16	299	346	627	1,010	679	1,160	13,036
35 to 44 years	17,750	142	2	359	20	318	273	482	1,001	526	988	13,976
45 to 54 years	12,365	83	10	238	8	198	156	360	645	382	597	9,895
55 years and over	7,104	112	7	215	5	188	147	384	538	307	413	4,983
55 to 64 years	5,549	74	–	127	>0	119	78	267	358	213	257	4,175
65 years and over	1,556	38	7	88	4	69	69	117	180	94	156	808
Men, 16 years and over	34,935	349	29	950	49	802	756	1,607	2,273	1,229	2,015	25,727
16 to 24 years	7,851	144	13	422	29	331	474	1,019	1,200	551	852	3,176
16 to 19 years	2,859	66	9	267	16	214	275	639	612	209	285	497
20 to 24 years	4,992	78	4	155	13	117	199	381	588	342	567	2,679
25 years and over	27,085	205	16	529	20	471	282	588	1,072	678	1,163	22,551
Women, 16 years and over	35,339	710	48	1,163	86	972	1,260	2,454	3,392	1,984	2,760	21,569
16 to 24 years	7,753	345	27	538	60	440	621	1,189	1,271	768	764	2,231
16 to 19 years	3,077	120	14	326	46	258	392	726	658	305	215	321
20 to 24 years	4,676	224	12	212	14	182	229	463	613	463	549	1,910
25 years and over	27,587	365	21	625	27	532	640	1,265	2,121	1,216	1,996	19,339
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	57,496	960	52	1,607	120	1,344	1,621	3,265	4,456	2,458	3,802	39,275
Men	29,050	302	21	725	41	611	645	1,358	1,845	907	1,615	21,634
Women	28,447	658	31	882	79	733	976	1,909	2,611	1,551	2,188	17,641
Black												
Total, 16 years and over	9,633	33	24	420	11	365	317	596	897	615	745	5,985
Men	4,353	14	8	187	4	161	70	186	299	250	293	3,046
Women	5,281	20	17	233	7	204	247	411	598	365	452	2,939

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first 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	8,855	116	7	437	28	389	458	551	1,044	527	856	4,859
Men	5,372	49	4	242	9	217	234	281	569	299	478	3,215
Women	3,483	66	3	195	20	172	223	270	475	228	378	1,644
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	52,286	455	25	899	47	744	737	1,475	2,842	1,966	3,323	40,463
Men	29,275	196	11	477	23	411	319	591	1,328	860	1,563	23,929
Women	23,011	259	14	422	25	333	418	884	1,613	1,106	1,761	16,534
Part-time workers												
Total, 16 years and over	17,851	602	52	1,204	88	1,024	1,279	2,579	2,722	1,247	1,438	6,728
Men	5,583	151	18	470	27	391	437	1,016	942	369	449	1,732
Women	12,268	451	34	734	62	632	842	1,563	1,780	877	990	4,996
FAMILY RELATIONSHIP												
Husbands	17,693	61	3	276	13	237	183	286	590	382	647	15,263
Wives	16,928	204	24	363	9	309	333	726	1,177	809	1,215	12,076
Women who maintain families	5,058	75	5	155	14	125	204	317	564	254	444	3,040
Men who maintain families	1,732	13	–	60	4	56	29	50	93	63	119	1,306
Other persons in families:												
Men	7,985	123	21	437	29	370	411	978	1,106	543	755	3,611
Women	6,736	202	17	493	62	393	545	985	1,014	534	590	2,357
All other men [1]	7,526	152	5	178	4	139	133	293	485	241	494	5,547
All other women [1]	6,617	229	1	152	1	145	179	426	637	387	511	4,096

[1] The majority of these persons are living alone or with a non-relative.
>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 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, second 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	71,348	1,054	119	1,737	115	1,370	1,636	4,161	5,950	3,411	4,650	48,629
16 to 24 years	16,511	465	53	891	62	692	870	2,361	2,664	1,353	1,651	6,203
16 to 19 years	6,557	229	30	588	53	441	601	1,515	1,439	533	545	1,076
20 to 24 years	9,954	237	23	303	9	251	268	846	1,225	820	1,106	5,127
25 years and over	54,838	589	66	847	53	679	767	1,800	3,286	2,058	2,999	42,427
25 to 54 years	47,496	511	55	672	43	528	598	1,471	2,707	1,704	2,492	37,266
25 to 34 years	16,909	266	20	206	12	176	212	578	1,171	632	998	12,826
35 to 44 years	18,297	158	35	286	17	194	226	545	951	660	881	14,556
45 to 54 years	12,289	87	–	180	14	158	160	347	585	413	613	9,904
55 years and over	7,342	78	12	175	10	151	168	329	579	353	507	5,141
55 to 64 years	5,683	46	8	91	3	87	103	208	385	245	331	4,268
65 years and over	1,659	32	4	84	7	64	66	122	194	108	176	873
Men, 16 years and over	35,840	298	47	667	36	559	593	1,638	2,577	1,307	1,969	26,744
16 to 24 years	8,532	120	17	388	13	329	377	1,086	1,306	633	852	3,753
16 to 19 years	3,269	58	9	271	13	229	287	704	704	274	302	663
20 to 24 years	5,263	62	8	118	–	100	90	383	602	359	550	3,090
25 years and over	27,308	177	30	279	23	231	216	551	1,271	675	1,117	22,991
Women, 16 years and over	35,509	757	72	1,070	79	811	1,043	2,523	3,373	2,104	2,681	21,885
16 to 24 years	7,978	345	36	502	49	363	493	1,275	1,358	721	799	2,450
16 to 19 years	3,287	171	21	317	40	212	314	811	735	260	244	413
20 to 24 years	4,691	174	14	185	9	151	179	463	623	461	555	2,037
25 years and over	27,530	411	36	568	30	448	550	1,249	2,015	1,383	1,882	19,435
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,629	928	92	1,242	90	989	1,280	3,394	4,752	2,853	3,677	40,410
Men	29,795	262	32	483	28	417	468	1,354	2,051	1,140	1,627	22,379
Women	28,835	666	60	760	62	572	813	2,041	2,701	1,714	2,050	18,031
Black												
Total, 16 years and over	9,519	94	28	429	21	335	296	593	903	402	760	6,014
Men	4,405	27	15	159	4	131	103	218	380	112	282	3,109
Women	5,115	66	12	269	17	204	193	375	524	291	479	2,905

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, second 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	9,026	87	19	225	12	191	220	672	1,265	616	728	5,193
Men	5,312	45	4	93	–	90	80	327	651	305	390	3,417
Women	3,714	42	16	132	12	102	140	344	614	312	338	1,776
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,997	419	54	792	63	606	598	1,622	3,209	2,127	3,211	41,964
Men	30,477	148	22	354	26	282	213	667	1,564	908	1,534	25,088
Women	23,520	271	32	438	37	324	385	955	1,646	1,219	1,678	16,895
Part-time workers												
Total, 16 years and over	17,188	631	65	944	52	763	1,034	2,523	2,727	1,272	1,434	6,556
Men	5,284	150	25	311	10	276	376	970	1,005	393	433	1,619
Women	11,904	481	40	632	42	487	658	1,553	1,722	880	1,001	4,937
FAMILY RELATIONSHIP												
Husbands	17,751	73	9	120	6	97	148	351	731	370	582	15,368
Wives	16,672	205	19	288	14	221	332	633	1,180	916	1,208	12,092
Women who maintain families	5,283	89	4	167	9	126	143	406	578	322	410	3,164
Men who maintain families	1,857	18	–	12	4	6	18	51	127	61	107	1,461
Other persons in families:												
Men	8,457	129	20	371	15	318	343	971	1,172	572	798	4,080
Women	6,993	287	32	448	50	317	387	1,107	1,132	526	651	2,423
All other men [1]	7,775	78	18	163	11	138	84	264	546	305	482	5,835
All other women [1]	6,360	176	17	168	6	147	181	378	483	339	411	4,206

[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 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	3,857	6,281	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	3,280	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	738	363	347	541
20 to 24 years	4,689	172	13	144	4	119	157	489	690	423	579	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	84	19	234	21	207	212	566	1,298	548	738	5,475
Men	5,529	51	4	126	12	109	110	282	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	778	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	1,666	9	–	44	–	44	49	48	150	73	89	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 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	50,059
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	2,580	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	982	1,226	574	867	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	23,054
Women, 16 years and over	35,853	720	52	835	26	694	725	2,320	3,288	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	611	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	9,187	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	18	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 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first quarter 1997 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE												
Total, 16 years and over	68,949	1,323	458	7,096	778	1,765	4,553	136	1,778	1,930	612	55,415
16 to 24 years	14,914	588	281	3,692	411	1,024	2,257	51	879	892	261	8,270
16 to 19 years	5,548	279	165	2,205	282	590	1,333	33	519	386	138	1,824
20 to 24 years	9,366	310	117	1,486	128	434	924	19	360	505	123	6,446
25 years and over	54,035	735	177	3,405	367	741	2,296	85	899	1,039	551	47,145
25 to 54 years	47,105	615	135	2,707	260	629	1,818	76	739	842	485	41,505
25 to 34 years	17,819	284	75	1,241	102	302	837	19	379	399	153	15,268
35 to 44 years	17,533	195	24	907	97	215	595	39	182	287	212	15,687
45 to 54 years	11,753	136	36	559	61	112	386	18	178	156	120	10,550
55 years and over	6,930	120	41	698	107	113	478	8	160	196	67	5,640
55 to 64 years	5,397	70	15	391	42	70	278	8	106	103	50	4,653
65 years and over	1,534	50	27	307	64	43	200	–	54	93	16	987
Men, 16 years and over	34,415	389	238	2,936	332	712	1,891	78	582	753	228	29,210
16 to 24 years	7,667	186	151	1,751	193	500	1,058	27	328	437	81	4,705
16 to 19 years	2,789	101	80	1,084	124	298	662	18	180	197	48	1,081
20 to 24 years	4,877	84	71	667	69	202	396	9	148	239	34	3,625
25 years and over	26,748	203	87	1,185	140	212	833	51	254	317	147	24,505
Women, 16 years and over	34,535	934	220	4,160	446	1,053	2,662	59	1,198	1,177	584	26,205
16 to 24 years	7,247	402	130	1,941	218	524	1,199	24	551	455	179	3,585
16 to 19 years	2,759	177	84	1,121	158	292	671	15	338	189	90	744
20 to 24 years	4,488	225	46	819	60	231	528	9	212	286	89	2,822
25 years and over	27,287	531	90	2,220	228	530	1,463	34	645	722	405	22,640
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	56,732	1,147	353	5,627	590	1,486	3,551	101	1,494	1,581	664	45,765
Men	28,683	349	181	2,400	283	599	1,518	56	490	609	183	24,414
Women	28,050	798	172	3,227	307	888	2,032	45	1,004	972	481	21,351
Black												
Total, 16 years and over	9,298	130	92	1,178	157	226	795	36	204	251	115	7,291
Men	4,311	29	51	429	39	95	296	22	61	108	39	3,572
Women	4,987	100	42	749	118	132	499	14	144	144	76	3,720

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first quarter 1997 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
Hispanic origin												
Total, 16 years and over	8,519	120	88	1,271	83	449	739	35	295	326	120	6,263
Men	5,187	63	57	649	38	222	389	22	108	152	51	4,086
Women	3,332	57	31	622	45	226	350	13	189	174	69	2,177
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	51,319	573	190	2,799	271	641	1,888	60	807	986	491	45,412
Men	28,860	192	104	1,277	125	289	854	43	323	433	165	26,321
Women	22,459	381	85	1,522	146	342	1,034	17	484	553	325	19,091
Part-time workers												
Total, 16 years and over	17,521	742	266	4,290	507	1,121	2,662	76	970	942	321	9,914
Men	5,499	197	134	1,655	207	413	1,035	35	259	318	63	2,839
Women	12,021	545	132	2,635	300	708	1,627	41	711	624	258	7,075
FAMILY RELATIONSHIP												
Husbands	17,588	72	48	624	93	94	437	22	124	212	97	16,389
Wives	17,128	296	54	1,255	116	318	821	15	367	499	277	14,365
Women who maintain families	4,707	113	25	563	47	147	369	12	130	141	59	3,663
Men who maintain families	1,682	4	5	116	10	24	82	11	27	26	11	1,480
Other persons in families:												
Men	7,804	167	147	1,663	166	448	1,049	18	320	393	75	5,021
Women	6,415	294	107	1,727	216	437	1,074	30	498	330	140	3,291
All other men [1]	7,340	146	37	532	63	145	324	27	111	122	45	6,320
All other women [1]	6,285	231	35	616	67	152	397	2	200	207	109	4,886

[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, 1997.

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 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, second quarter 1997 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE												
Total, 16 years and over	70,536	1,186	418	7,136	692	1,499	4,945	171	1,726	2,050	888	56,960
16 to 24 years	15,998	509	284	3,818	400	827	2,592	82	884	851	336	9,234
16 to 19 years	6,132	253	176	2,315	234	515	1,566	56	473	447	153	2,259
20 to 24 years	9,866	256	108	1,503	165	312	1,026	26	411	404	184	6,975
25 years and over	54,538	677	134	3,318	293	673	2,353	90	842	1,199	552	47,726
25 to 54 years	47,407	561	85	2,637	229	531	1,877	82	678	989	431	41,945
25 to 34 years	17,726	261	44	1,214	142	235	837	42	291	416	166	15,291
35 to 44 years	17,622	193	19	869	50	198	621	26	224	311	141	15,839
45 to 54 years	12,059	106	22	554	37	98	419	14	163	262	125	10,814
55 years and over	7,131	117	50	682	64	142	476	7	164	209	120	5,782
55 to 64 years	5,531	57	28	379	24	89	266	2	98	137	76	4,755
65 years and over	1,600	60	22	302	39	53	209	6	66	73	44	1,027
Men, 16 years and over	35,782	304	221	3,172	368	637	2,167	48	616	817	338	30,268
16 to 24 years	8,385	123	177	1,945	220	425	1,300	29	365	412	161	5,171
16 to 19 years	3,091	70	103	1,198	109	269	821	18	207	205	89	1,199
20 to 24 years	5,294	53	74	747	111	156	480	11	158	207	72	3,972
25 years and over	27,398	181	43	1,226	148	212	866	18	251	405	176	25,096
Women, 16 years and over	34,754	882	197	3,965	324	863	2,778	124	1,110	1,233	551	26,693
16 to 24 years	7,614	386	106	1,873	180	402	1,292	53	519	439	175	4,053
16 to 19 years	3,041	183	72	1,117	125	246	745	38	266	242	63	1,060
20 to 24 years	4,573	203	34	756	54	155	546	15	253	198	111	3,003
25 years and over	27,140	496	91	2,092	145	461	1,486	71	591	794	376	22,630
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,212	1,056	315	5,659	541	1,299	3,819	138	1,324	1,725	712	47,284
Men	29,851	250	155	2,587	305	562	1,720	41	501	704	280	25,332
Women	28,361	806	160	3,072	236	738	2,099	97	823	1,021	431	21,951
Black												
Total, 16 years and over	9,313	98	81	1,145	145	154	846	24	286	228	138	7,313
Men	4,420	42	57	435	63	60	312	4	77	70	49	3,688
Women	4,892	56	25	710	82	95	534	20	209	158	89	3,626

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, second quarter 1997 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
Hispanic origin												
Total, 16 years and over	8,570	89	58	1,409	119	333	857	20	344	362	135	6,155
Men	5,240	31	30	787	75	166	546	7	156	204	114	3,910
Women	3,330	57	27	622	43	167	411	12	187	158	22	2,245
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,327	533	92	3,154	268	608	2,279	57	835	1,052	522	47,073
Men	30,278	163	48	1,597	149	300	1,147	17	296	491	235	27,432
Women	23,048	369	43	1,557	119	307	1,131	40	539	571	287	19,641
Part-time workers												
Total, 16 years and over	17,099	651	326	3,978	425	888	2,665	114	886	978	366	9,800
Men	5,439	141	173	1,571	219	333	1,019	31	317	322	102	2,782
Women	11,660	510	154	2,407	206	555	1,646	83	568	656	263	7,019
FAMILY RELATIONSHIP												
Husbands	17,679	88	22	639	90	108	441	11	108	251	80	16,680
Wives	16,384	270	39	1,133	86	258	789	40	338	458	227	13,679
Women who maintain families	5,158	87	20	645	50	146	449	15	174	174	82	3,982
Men who maintain families	1,807	16	–	107	13	12	82	–	32	54	15	1,583
Other persons in families:												
Men	8,552	114	165	1,849	214	417	1,218	28	389	355	156	5,519
Women	6,856	315	118	1,535	155	315	1,064	46	398	405	151	3,889
All other men [1]	7,544	86	34	576	51	99	426	11	106	157	87	6,486
All other women [1]	6,355	209	21	653	33	144	476	23	200	196	91	4,963

[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, 1997.

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 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, third quarter 1997 averages, not seasonally adjusted

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE												
Total, 16 years and over	72,375	1,297	344	5,046	450	1,098	3,498	825	1,801	2,400	1,156	59,507
16 to 24 years	16,647	579	223	2,649	227	606	1,816	505	886	1,258	531	10,017
16 to 19 years	6,662	262	159	1,683	126	407	1,150	319	525	655	286	2,772
20 to 24 years	9,985	317	64	965	101	198	666	186	361	603	245	7,245
25 years and over	55,728	718	121	2,397	223	492	1,682	319	915	1,142	625	49,490
25 to 54 years	48,730	621	99	1,934	173	373	1,388	267	740	901	549	43,618
25 to 34 years	17,987	382	48	894	97	177	620	134	343	398	214	15,574
35 to 44 years	18,417	141	34	577	43	137	397	83	245	292	241	16,804
45 to 54 years	12,326	98	17	464	33	59	371	51	152	212	94	11,240
55 years and over	6,998	97	22	462	50	119	284	52	175	241	76	5,872
55 to 64 years	5,475	27	10	292	16	67	209	28	116	121	71	4,809
65 years and over	1,523	70	13	171	33	53	85	24	59	119	5	1,063
Men, 16 years and over	36,562	334	198	2,037	191	399	1,447	284	637	1,017	418	31,637
16 to 24 years	8,658	164	149	1,195	91	258	846	188	384	622	260	5,696
16 to 19 years	3,390	63	104	761	46	173	542	128	222	340	130	1,641
20 to 24 years	5,268	101	45	433	45	84	304	60	162	281	130	4,055
25 years and over	27,904	169	49	843	100	141	602	96	253	395	158	25,941
Women, 16 years and over	35,813	963	146	3,008	259	699	2,051	540	1,164	1,383	738	27,870
16 to 24 years	7,989	415	74	1,454	136	348	971	317	502	636	271	4,321
16 to 19 years	3,272	198	55	922	80	234	608	191	303	315	156	1,132
20 to 24 years	4,717	216	18	532	56	114	362	126	199	321	115	3,189
25 years and over	27,824	549	73	1,554	123	351	1,080	223	662	747	467	23,549
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	59,662	1,157	286	3,893	326	889	2,678	674	1,460	2,014	960	49,269
Men	30,444	290	138	1,570	141	340	1,089	247	471	856	372	26,500
Women	29,217	867	97	2,322	184	549	1,589	427	989	1,158	588	22,769
Black												
Total, 16 years and over	9,785	103	100	868	108	152	608	138	289	285	169	7,833
Men	4,603	29	56	339	46	36	258	25	143	118	37	3,856
Women	5,181	74	44	529	62	116	351	113	145	167	132	3,977

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1997 averages, not seasonally adjusted

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
Hispanic origin												
Total, 16 years and over	8,852	143	39	923	41	167	715	134	317	421	262	6,613
Men	5,271	48	32	413	21	62	330	70	114	240	142	4,212
Women	3,582	95	7	511	20	105	385	64	203	181	120	2,402
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	56,098	579	140	2,192	210	386	1,596	341	882	1,187	733	50,044
Men	31,508	194	84	1,009	116	176	716	107	297	547	283	28,989
Women	24,590	385	56	1,183	94	209	880	235	585	640	451	21,056
Part-time workers												
Total, 16 years and over	16,098	710	205	2,841	240	704	1,897	483	912	1,201	414	9,333
Men	4,946	139	114	1,028	75	223	731	177	396	470	131	2,551
Women	11,152	571	91	1,812	165	482	1,166	306	575	731	283	6,782
FAMILY RELATIONSHIP												
Husbands	17,900	83	7	409	34	63	312	38	110	232	96	16,924
Wives	17,176	296	32	834	54	192	588	120	395	449	304	14,746
Women who maintain families	5,193	119	21	427	50	100	278	65	205	198	89	4,069
Men who maintain families	1,869	30	8	72	8	13	51	10	29	49	26	1,645
Other persons in families:												
Men	8,944	152	144	1,171	101	234	837	189	398	505	198	6,187
Women	7,160	369	77	1,330	117	332	881	261	441	499	231	3,952
All other men [1]	7,851	68	38	385	49	89	248	48	102	230	98	6,882
All other women [1]	6,285	179	17	417	38	75	304	95	123	237	115	5,103

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

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1997.

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 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 1997 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	71,081	1,072	145	2,905	233	2,251	2,115	4,411	5,471	3,361	4,783	46,818
16 to 24 years	15,793	463	55	1,562	150	1,160	1,145	2,415	2,307	1,092	1,533	5,221
16 to 19 years	5,973	183	23	977	98	735	654	1,399	1,055	434	428	820
20 to 24 years	9,821	280	31	585	52	425	491	1,017	1,253	658	1,106	4,401
25 years and over	55,287	609	90	1,343	83	1,090	970	1,995	3,163	2,269	3,249	41,597
25 to 54 years	48,105	530	84	1,087	70	867	819	1,641	2,574	1,916	2,704	35,750
25 to 34 years	17,722	303	33	454	45	341	351	752	1,147	795	1,206	12,671
35 to 44 years	18,194	168	26	368	7	295	284	577	958	653	906	14,256
45 to 54 years	12,189	59	26	265	19	231	174	312	469	469	593	9,823
55 years and over	7,182	79	6	256	13	223	151	355	589	353	545	4,847
55 to 64 years	5,609	26	3	148	8	129	74	190	380	279	391	4,118
65 years and over	1,573	53	3	108	4	94	77	165	210	74	155	729
Men, 16 years and over	35,326	312	88	1,237	101	931	755	1,659	2,285	1,351	2,016	25,616
16 to 24 years	8,107	144	35	750	66	554	520	1,071	1,114	532	818	3,122
16 to 19 years	3,021	68	17	476	46	358	334	650	490	220	225	541
20 to 24 years	5,086	76	19	274	20	196	187	421	623	312	593	2,581
25 years and over	27,219	168	50	487	35	377	235	588	1,161	819	1,198	22,494
Women, 16 years and over	35,755	761	59	1,669	133	1,319	1,359	2,752	3,176	2,011	2,767	21,202
16 to 24 years	7,687	319	19	812	84	606	624	1,344	1,194	560	715	2,099
16 to 19 years	2,952	115	6	501	51	377	320	749	564	214	203	279
20 to 24 years	4,735	204	13	311	33	229	304	596	629	346	513	1,820
25 years and over	28,068	442	40	856	49	713	735	1,408	1,982	1,451	2,051	19,103
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,395	946	62	2,203	184	1,727	1,632	3,571	4,393	2,718	3,841	39,010
Men	29,425	254	42	995	85	771	631	1,357	1,862	1,093	1,603	21,586
Women	28,971	692	40	1,208	99	956	1,001	2,214	2,531	1,624	2,238	17,424
Black												
Total, 16 years and over	9,562	79	58	557	41	401	423	630	850	503	684	5,769
Men	4,357	33	44	179	11	105	106	217	344	204	296	2,935
Women	5,205	45	15	378	30	296	318	412	506	299	398	2,834

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1997 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	8,765	77	27	492	58	387	388	744	1,034	590	744	4,669
Men	5,262	26	17	242	28	195	159	350	551	360	424	3,134
Women	3,503	51	10	250	30	191	231	394	483	230	318	1,535
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	53,422	442	70	1,157	108	900	841	1,837	3,063	2,307	3,480	40,225
Men	29,800	151	42	567	52	408	275	774	1,455	1,008	1,599	23,929
Women	23,622	291	28	590	56	492	567	1,063	1,608	1,299	1,880	16,296
Part-time workers												
Total, 16 years and over	17,529	629	75	1,738	125	1,340	1,272	2,567	2,402	1,043	1,303	6,500
Men	5,458	159	44	668	49	521	479	879	835	342	417	1,635
Women	12,071	470	31	1,070	76	820	793	1,688	1,567	701	886	4,864
FAMILY RELATIONSHIP												
Husbands	17,570	67	12	246	19	181	147	278	551	510	678	15,080
Wives	17,173	237	13	465	28	395	364	838	1,143	920	1,319	11,873
Women who maintain families	5,210	129	11	237	14	186	240	323	473	331	400	3,067
Men who maintain families	1,800	13	15	25	>0	19	16	103	106	61	130	1,333
Other persons in families:												
Men	8,226	126	44	709	62	541	444	1,018	1,068	475	695	3,647
Women	6,786	228	27	707	70	521	508	1,136	1,015	427	507	2,233
All other men [1]	7,730	106	15	257	19	190	149	259	571	305	512	5,556
All other women [1]	6,586	167	8	259	21	207	247	456	546	333	541	4,029

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

>0 Value too small to display.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1997.

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 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 1996 averages

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.28 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE												
Total, 16 years and over	70,431	1,383	643	7,615	1,017	1,976	4,622	129	1,554	2,014	886	56,207
16 to 24 years	15,477	637	360	4,090	558	1,032	2,500	51	702	898	322	8,416
16 to 19 years	5,918	322	214	2,468	341	702	1,425	34	405	398	157	1,920
20 to 24 years	9,559	315	147	1,622	217	330	1,075	18	297	500	164	6,496
25 years and over	54,955	746	282	3,525	459	944	2,122	77	852	1,116	565	47,791
25 to 54 years	47,876	616	211	2,884	372	785	1,727	64	696	907	436	42,063
25 to 34 years	18,449	265	117	1,428	144	408	876	25	300	404	193	15,717
35 to 44 years	17,731	251	45	954	135	255	564	29	235	294	150	15,773
45 to 54 years	11,697	100	48	502	93	122	288	9	161	209	93	10,574
55 years and over	7,078	129	72	642	88	159	395	14	156	210	128	5,728
55 to 64 years	5,577	52	53	443	55	115	273	7	75	128	74	4,745
65 years and over	1,501	78	19	198	32	44	121	7	81	81	54	983
Men, 16 years and over	35,147	375	268	3,077	428	724	1,924	29	565	755	359	29,717
16 to 24 years	7,936	172	169	1,942	257	472	1,213	12	280	411	188	4,762
16 to 19 years	2,905	67	91	1,191	150	332	709	8	171	184	108	1,085
20 to 24 years	5,030	105	77	751	107	140	504	4	110	226	81	3,677
25 years and over	27,211	203	100	1,135	172	252	711	17	285	345	171	24,956
Women, 16 years and over	35,285	1,008	374	4,539	589	1,252	2,698	99	988	1,259	527	26,490
16 to 24 years	7,541	465	192	2,148	301	560	1,287	39	422	488	133	3,654
16 to 19 years	3,013	255	122	1,277	191	370	716	25	235	214	50	836
20 to 24 years	4,529	210	70	872	110	190	571	14	187	274	84	2,819
25 years and over	27,744	542	183	2,390	288	692	1,410	60	567	771	394	22,836
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,250	1,181	505	6,041	778	1,582	3,680	109	1,214	1,624	741	46,836
Men	29,318	309	204	2,457	332	588	1,537	29	418	619	312	24,970
Women	28,932	872	301	3,583	446	994	2,143	80	796	1,005	430	21,866
Black												
Total, 16 years and over	9,353	170	109	1,286	203	317	766	16	245	315	119	7,094
Men	4,389	58	50	497	75	105	317	–	112	106	30	3,536
Women	4,964	112	59	789	128	212	449	16	132	209	89	3,558

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, fourth quarter 1996 averages

(Numbers in thousands) — Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
Hispanic origin												
Total, 16 years and over	8,238	128	128	1,349	179	359	811	16	240	252	172	5,950
Men	4,976	56	74	715	95	182	437	10	127	124	119	3,751
Women	3,262	73	54	635	84	177	374	7	113	128	53	2,199
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	52,548	535	218	3,085	418	647	2,021	38	797	1,038	500	46,335
Men	29,688	174	112	1,411	213	232	966	16	318	449	233	26,975
Women	22,860	361	107	1,674	204	415	1,055	23	479	589	267	19,361
Part-time workers												
Total, 16 years and over	17,735	844	419	4,520	596	1,327	2,598	90	755	976	386	9,744
Men	5,375	201	156	1,664	214	492	958	13	247	306	126	2,661
Women	12,360	644	262	2,857	381	835	1,640	77	508	670	260	7,083
FAMILY RELATIONSHIP												
Husbands	18,139	105	42	616	125	124	367	9	171	171	106	16,919
Wives	17,160	258	113	1,364	164	368	821	29	373	531	209	14,294
Women who maintain families	5,061	161	27	582	37	132	413	19	105	169	64	3,934
Men who maintain families	1,729	23	21	120	6	24	90	3	13	43	17	1,488
Other persons in families:												
Men	7,904	157	159	1,806	237	431	1,138	16	272	332	145	5,016
Women	6,719	376	187	1,827	279	495	1,053	27	366	357	137	3,442
All other men [1]	7,375	90	47	534	61	145	329	1	110	209	90	6,294
All other women [1]	6,345	212	48	776	109	257	411	25	145	203	117	4,819

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

– Data not available.

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 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, 1996.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1996 averages

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14
SEX AND AGE				
Total, 16 years and over	70,956	1,536	1,906	7,020
16 to 24 years	16,187	737	1,068	3,794
16 to 19 years	6,589	407	674	2,339
20 to 24 years	9,598	329	393	1,455
25 years and over	54,770	800	839	3,226
25 to 54 years	47,771	671	670	2,602
25 to 34 years	18,111	322	380	1,257
35 to 44 years	17,895	204	209	883
45 to 54 years	11,764	145	82	462
55 years and over	6,999	128	168	624
55 to 64 years	5,456	61	112	372
65 years and over	1,544	68	56	252
Men, 16 years and over	35,718	452	790	3,043
16 to 24 years	8,428	212	492	1,870
16 to 19 years	3,334	130	313	1,162
20 to 24 years	5,094	81	178	708
25 years and over	27,291	240	298	1,173
Women, 16 years and over	35,238	1,085	1,116	3,977
16 to 24 years	7,759	525	576	1,925
16 to 19 years	3,255	277	361	1,178
20 to 24 years	4,504	248	215	747
25 years and over	27,479	560	540	2,053

Source: Unpublished tabulations from the Current Population Survey
Bureau of Labor Statistics

Table 14. Distribution of wage and salary workers paid hourly rates, by
selected characteristics, third quarter 1996 averages

(Numbers in thousands) - Continued

Characteristic	$4.26 to $4.74	$4.75	$4.76 to $5.14	$5.15
SEX AND AGE				
Total, 16 years and over	1,875	606	4,539	108
16 to 24 years	1,116	355	2,323	38
16 to 19 years	740	221	1,379	29
20 to 24 years	376	135	944	8
25 years and over	759	251	2,216	71
25 to 54 years	622	212	1,769	65
25 to 34 years	304	80	873	28
35 to 44 years	227	87	569	24
45 to 54 years	91	45	326	13
55 years and over	137	39	447	6
55 to 64 years	62	29	281	3
65 years and over	76	10	166	2
Men, 16 years and over	802	265	1,976	40
16 to 24 years	533	153	1,183	20
16 to 19 years	362	119	681	13
20 to 24 years	171	35	502	6
25 years and over	269	111	793	20
Women, 16 years and over	1,073	342	2,563	69
16 to 24 years	583	202	1,140	18
16 to 19 years	378	102	698	16
20 to 24 years	205	100	442	2
25 years and over	490	140	1,423	51

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 1996 averages

(Numbers in thousands) - Continued

Characteristic	$5.16 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE				
Total, 16 years and over	1,549	2,200	770	55,866
16 to 24 years	735	952	284	8,579
16 to 19 years	445	441	125	2,128
20 to 24 years	290	511	159	6,452
25 years and over	814	1,249	485	47,287
25 to 54 years	656	1,060	382	41,665
25 to 34 years	337	442	184	15,162
35 to 44 years	194	362	122	15,897
45 to 54 years	125	256	76	10,606
55 years and over	159	189	104	5,622
55 to 64 years	98	115	80	4,613
65 years and over	60	74	24	1,009
16 to 24 years over	522	954	263	29,656
16 to 19 yea	310	481	105	4,938
20 to 24 years	173	227	69	1,246
25 years and over	137	254	36	3,692
	211	473	158	24,718
Women, 16 years and				
16 to 24 years over	1,028	1,246	507	26,210
16 to 19 year	425	470	179	3,641
20 to 24 years	272	214	56	881
25 years and over	153	256	123	2,760
	603	776	328	2,569

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1995

(Numbers in thousands)-Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75 to $5.14	$5.15 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
RACE AND HISPANIC ORIGIN										
White										
Total, 16 years and over	56,475	1,446	1,549	6,133	1,812	4,321	1,293	1,704	711	43,639
Men	28,609	441	637	2,512	736	1,775	465	694	235	23,624
Women	27,866	1,005	911	3,621	1,076	2,545	829	1,010	476	20,015
Black										
Total, 16 years and over	8,957	184	314	1,220	387	833	223	310	137	6,567
Men	4,281	71	120	457	128	329	75	130	58	3,370
Women	4,676	114	194	763	259	504	148	180	79	3,197
Hispanic origin										
Total, 16 years and over	7,624	203	363	1,243	359	885	230	301	114	5,170
Men	4,637	110	179	667	184	483	117	181	56	3,328
Women	2,987	93	184	577	175	402	113	120	58	1,842
FULL- AND PART-TIME STATUS AND SEX										
Full-time workers										
Total, 16 years and over	51,347	690	657	3,536	920	2,616	864	1,275	597	43,727
Men	29,200	280	302	1,604	383	1,221	339	598	230	25,846
Women	22,147	410	355	1,932	537	1,395	525	678	367	17,881
Part-time workers										
Total, 16 years and over	16,898	1,007	1,294	4,185	1,370	2,815	727	824	297	8,563
Men	5,162	260	491	1,535	522	1,013	234	270	82	2,290
Women	11,736	747	803	2,650	848	1,802	493	554	215	6,273

NOTE: Data exclude the incorporated self employed.
SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1995.

Updated 5/28/96

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1995

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.74	$4.75 to $5.14	$5.15 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE										
Total, 16 years and over	68,354	1,699	1,956	7,733	2,293	5,441	1,556	2,100	896	52,372
16 to 24 years	15,567	817	1,181	3,989	1,327	2,662	690	895	317	7,698
16 to 19 years	5,789	417	723	2,318	877	1,441	333	354	115	1,529
20 to 24 years	9,779	400	439	1,671	450	1,221	358	541	201	6,169
25 years and over	52,786	882	795	3,744	966	2,778	906	1,205	579	44,675
25 to 54 years	46,077	739	636	3,036	803	2,233	741	1,019	485	39,420
25 to 34 years	18,156	390	319	1,397	385	1,012	310	487	218	15,033
35 to 44 years	16,963	222	199	1,047	255	792	267	325	152	14,751
45 to 54 years	10,958	127	117	592	163	430	164	207	115	9,636
55 years and over	6,709	143	159	708	163	545	165	186	94	5,254
55 to 64 years	5,229	70	86	436	101	335	98	130	63	4,346
65 years and over	1,481	74	74	272	62	210	67	56	31	908
Men, 16 years and over	34,420	542	796	3,144	907	2,237	574	868	313	28,183
16 to 24 years	8,156	280	545	1,867	612	1,255	321	451	144	4,548
16 to 19 years	2,912	143	343	1,094	403	691	148	179	61	943
20 to 24 years	5,244	137	202	773	209	565	173	272	83	3,605
25 years and over	26,264	262	251	1,277	295	982	253	417	169	23,635
Women, 16 years and over	33,934	1,157	1,161	4,590	1,386	3,204	1,022	1,233	583	24,189
16 to 24 years	7,411	537	617	2,122	715	1,407	369	444	173	3,149
16 to 19 years	2,877	274	380	1,224	474	750	185	175	54	585
20 to 24 years	4,534	264	237	898	241	657	184	269	119	2,564
25 years and over	26,523	620	544	2,467	671	1,797	653	789	410	21,040

See footnotes at end of table.

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1994

(Numbers in thousands)

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.69	$4.70 to $5.14	$5.15 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
SEX AND AGE										
Total, 16 years and over	66,549	1,995	2,132	8,531	2,648	5,883	1,512	1,941	816	49,622
16 to 24 years	15,258	946	1,271	4,337	1,503	2,833	624	769	271	7,040
16 to 19 years	5,493	528	767	2,355	950	1,404	274	272	92	1,205
20 to 24 years	9,765	418	504	1,982	553	1,429	350	497	179	5,834
25 years and over	51,291	1,050	861	4,194	1,145	3,049	888	1,172	544	42,582
25 to 54 years	44,797	863	709	3,425	945	2,480	742	988	456	37,614
25 to 34 years	18,179	440	374	1,646	452	1,194	328	459	202	14,730
35 to 44 years	16,260	280	211	1,114	316	798	248	324	157	13,925
45 to 54 years	10,357	143	123	665	178	487	166	205	96	8,959
55 years and over	6,495	186	152	770	200	570	146	183	88	4,968
55 to 64 years	5,028	104	77	483	121	362	83	123	61	4,096
65 years and over	1,467	82	76	287	79	208	63	60	27	872
Men, 16 years and over	33,528	674	891	3,497	1,042	2,455	539	819	281	26,828
16 to 24 years	7,939	338	617	2,098	688	1,411	271	401	124	4,090
16 to 19 years	2,773	203	380	1,158	440	717	133	138	45	716
20 to 24 years	5,165	135	237	941	248	693	138	263	78	3,374
25 years and over	25,589	336	274	1,398	354	1,044	268	417	157	22,738
Women, 16 years and over	33,021	1,322	1,241	5,035	1,606	3,428	973	1,122	535	22,794
16 to 24 years	7,319	608	654	2,238	815	1,423	353	368	147	2,950
16 to 19 years	2,720	325	387	1,197	510	687	141	135	47	489
20 to 24 years	4,599	283	267	1,042	305	736	212	234	101	2,461
25 years and over	25,702	714	587	2,796	791	2,005	620	754	387	19,844

See footnotes at end of table.

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1994

(Numbers in thousands)-Continued

Characteristic	Total paid hourly rates	Less than $4.25	$4.25	$4.26 to $5.14	$4.26 to $4.69	$4.70 to $5.14	$5.15 to $5.49	$5.50 to $5.74	$5.75 to $5.99	$6.00 or more
RACE AND HISPANIC ORIGIN										
White										
Total, 16 years and over	55,151	1,727	1,657	6,782	2,103	4,680	1,223	1,590	679	41,492
Men	27,956	577	696	2,782	833	1,949	434	668	231	22,568
Women	27,196	1,150	961	4,001	1,270	2,731	789	922	448	18,924
Black										
Total, 16 years and over	8,586	205	356	1,385	439	946	229	268	105	6,038
Men	4,116	78	136	551	168	383	77	112	34	3,127
Women	4,471	127	220	834	271	562	152	156	70	2,911
Hispanic origin										
Total, 16 years and over	7,130	211	401	1,219	363	856	172	273	92	4,763
Men	4,308	95	220	641	170	471	84	159	51	3,057
Women	2,822	116	181	578	194	384	87	113	41	1,706
FULL- AND PART-TIME STATUS AND SEX										
Full-time workers										
Total, 16 years and over	49,682	785	734	3,847	984	2,863	875	1,230	553	41,657
Men	28,224	332	342	1,781	414	1,367	328	584	219	24,637
Women	21,458	453	392	2,066	569	1,497	546	646	334	17,021
Part-time workers										
Total, 16 years and over	16,773	1,207	1,395	4,671	1,663	3,008	636	706	261	7,898
Men	5,251	341	548	1,709	627	1,082	209	232	61	2,150
Women	11,522	866	847	2,961	1,036	1,925	426	474	200	5,748

NOTE: Data exclude the incorporated self employed.
SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1994.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 2000 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	72,777	991	31	719	48	560	828	2,130	4,784	3,380	4,977	54,937
16 to 24 years	17,623	478	9	384	31	297	486	1,321	2,393	1,561	2,063	6,928
16 to 19 years	7,134	226	4	257	14	196	351	850	1,386	838	1,023	2,201
20 to 24 years	10,489	253	5	127	17	101	135	471	1,008	723	1,040	6,727
25 years and over	55,154	513	23	335	17	263	342	809	2,390	1,818	2,915	46,009
25 to 54 years	47,163	465	17	239	7	195	264	613	1,917	1,457	2,455	39,735
25 to 34 years	16,143	223	6	89	7	72	114	267	806	602	1,010	13,025
35 to 44 years	18,013	132	5	82	–	66	88	202	671	464	830	15,539
45 to 54 years	13,007	110	5	67	–	57	63	145	440	391	615	11,172
55 years and over	7,991	48	6	96	10	68	77	196	473	361	459	6,274
55 to 64 years	6,247	23	3	37	3	30	41	93	280	219	286	5,265
65 years and over	1,744	25	3	60	7	38	36	103	193	143	174	1,009
Men, 16 years and over	36,488	319	13	297	17	232	322	844	1,998	1,300	2,110	28,288
16 to 24 years	9,159	168	4	186	10	142	201	602	1,103	671	1,029	5,197
16 to 19 years	3,592	81	4	150	10	112	153	389	639	362	527	1,287
20 to 24 years	5,568	87	–	35	–	30	49	212	464	309	501	3,910
25 years and over	27,329	151	9	111	7	90	121	243	895	629	1,081	24,090
Women, 16 years and over	36,289	673	19	422	31	328	505	1,286	2,786	2,080	2,868	25,651
16 to 24 years	8,464	310	5	198	21	155	285	719	1,291	890	1,034	3,732
16 to 19 years	3,542	144	–	107	4	85	198	460	747	477	495	914
20 to 24 years	4,921	166	5	91	17	70	86	259	544	413	538	2,818
25 years and over	27,825	363	13	224	10	173	221	566	1,495	1,190	1,834	21,920
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	59,509	884	29	539	27	432	670	1,771	3,813	2,765	3,911	45,127
Men	30,162	260	10	197	2	164	250	732	1,658	1,051	1,672	24,335
Women	29,346	624	19	343	25	268	421	1,039	2,156	1,714	2,239	20,792
Black												
Total, 16 years and over	9,979	66	3	140	21	92	125	272	761	460	845	7,307
Men	4,698	34	3	62	15	51	57	76	270	178	316	3,682
Women	5,281	32	–	58	6	41	67	196	491	282	529	3,625

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, third quarter 2000 averages, not seasonally adjusted

Wage > 5.15 →

(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	9838	76		91	4	57	111	332	1,167	802	827	6,632
Total, 16 years and over	9,838	78	–	91	–	57	111	332	1,167	802	827	6,632
Men	5,792	31	–	37	–	24	40	155	588	320	469	4,153
Women	4,045	47	–	54	4	33	70	176	579	282	358	2,478
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	56,964	447	14	364	30	291	286	847	2,518	2,031	3,153	47,305
Men	31,720	171	3	148	12	112	124	369	1,186	873	1,494	27,352
Women	25,245	277	10	215	18	179	162	478	1,332	1,157	1,659	19,953
Part-time workers												
Total, 16 years and over	15,646	529	18	352	18	267	540	1,279	2,262	1,342	1,812	7,511
Men	4,689	144	10	145	6	118	197	476	809	427	610	1,871
Women	10,957	385	8	207	13	149	343	804	1,453	915	1,202	5,641
FAMILY RELATIONSHIP												
Husbands	17,078	45	9	40	4	28	76	142	486	341	538	15,401
Wives	16,773	207	13	138	12	105	133	319	844	670	1,126	13,323
Women who maintain families	5,467	90	5	51	2	43	83	153	378	332	420	3,954
Men who maintain families	1,940	15	–	6	–	6	10	27	75	97	112	1,599
Other persons in families:												
Men	9,078	150	–	207	7	162	194	507	1,072	635	1,002	5,311
Women	7,301	194	–	175	11	133	216	599	1,115	727	842	3,434
All other men [1]	8,392	109	3	43	6	36	42	169	365	228	457	6,975
All other women [1]	6,747	161	–	59	5	47	73	215	448	351	479	4,940

[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, 1999.

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, first quarter 2000 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	71,641	1,060	33	918	21	783	934	2,462	4,842	3,271	4,861	53,261
16 to 24 years	16,402	521	13	473	3	423	567	1,471	2,382	1,462	1,775	7,738
16 to 19 years	6,294	228	13	337	3	298	374	1,042	1,291	775	671	1,563
20 to 24 years	10,108	293	–	137	–	125	193	429	1,091	687	1,103	6,175
25 years and over	55,239	539	20	445	18	360	367	991	2,459	1,809	3,086	45,523
25 to 54 years	47,508	460	12	374	13	306	307	792	2,059	1,476	2,539	39,490
25 to 34 years	16,717	276	12	187	9	146	112	350	891	629	1,010	13,250
35 to 44 years	17,744	108	–	127	4	110	138	263	719	490	860	15,039
45 to 54 years	13,048	76	–	60	–	50	57	179	449	358	668	11,201
55 years and over	7,732	80	8	71	5	54	60	199	401	333	548	6,032
55 to 64 years	6,059	54	7	34	–	30	32	121	213	211	327	5,060
65 years and over	1,673	25	1	37	5	24	28	78	188	122	220	972
Men, 16 years and over	35,459	344	21	394	5	325	342	964	2,050	1,265	1,921	28,157
16 to 24 years	8,496	200	9	214	–	184	223	750	1,155	706	855	4,384
16 to 19 years	3,153	85	9	159	–	141	153	515	657	382	324	870
20 to 24 years	5,343	115	–	55	–	43	70	235	497	324	531	3,514
25 years and over	26,963	144	11	180	5	141	119	214	896	559	1,066	23,774
Women, 16 years and over	36,183	716	13	524	16	458	592	1,498	2,791	2,006	2,940	25,103
16 to 24 years	7,906	321	4	260	3	239	344	721	1,228	756	919	3,354
16 to 19 years	3,141	143	4	178	3	157	221	527	634	393	348	693
20 to 24 years	4,765	177	–	82	–	82	122	194	594	363	572	2,661
25 years and over	28,276	395	9	264	13	219	248	777	1,564	1,250	2,021	21,749
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,378	925	30	702	15	588	769	1,920	3,829	2,649	3,934	43,620
Men	29,276	292	17	305	>0	250	261	712	1,674	1,006	1,544	23,467
Women	29,102	633	13	397	14	338	509	1,208	2,156	1,643	2,390	20,153
Black												
Total, 16 years and over	10,112	89	4	191	6	173	139	430	718	461	756	7,325
Men	4,628	40	4	69	5	54	64	189	264	194	280	3,525
Women	5,484	49	–	123	1	119	75	241	453	267	475	3,800

See footnotes at end of table.

Table 14. Distribution of wage and salary workers paid hourly rates, by selected characteristics, first quarter 2000 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	9,611	86	4	119	4	103	184	411	1,055	627	927	6,197
Men	5,657	38	4	78	4	69	69	153	508	265	513	4,028
Women	3,954	49	–	41	–	34	115	258	547	361	414	2,170
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	54,184	384	13	341	11	278	298	794	2,353	1,699	3,095	45,207
Men	29,827	139	13	190	5	150	119	341	1,060	659	1,361	25,844
Women	24,357	245	–	151	6	129	179	453	1,292	1,039	1,734	18,263
Part-time workers												
Total, 16 years and over	17,330	676	21	573	10	505	636	1,667	2,484	1,568	1,757	7,949
Men	5,567	204	8	204	>0	175	223	622	989	605	557	2,153
Women	11,763	471	13	369	10	330	413	1,045	1,495	962	1,200	5,797
FAMILY RELATIONSHIP												
Husbands	17,305	81	7	76	>0	59	26	135	470	294	568	15,657
Wives	17,173	178	8	147	6	117	165	401	901	739	1,224	13,410
Women who maintain families	5,332	116	–	47	–	47	62	224	373	295	461	3,755
Men who maintain families	1,876	23	–	16	–	16	18	31	80	54	104	1,541
Other persons in families:												
Men	8,585	152	9	215	–	187	246	681	1,145	623	822	4,691
Women	7,274	234	4	246	3	223	308	664	1,075	635	760	3,348
All other men [1]	7,693	88	4	87	5	62	52	117	346	294	437	6,268
All other women [1]	6,404	188	1	84	7	71	57	209	443	337	495	4,591

[1] The majority of these persons are living alone or with a non-relative.
>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, 1999.

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, second quarter 2000 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	9,930	94	4	106	6	93	103	426	1,077	850	908	6,563
Men	5,873	38	4	46	6	40	32	198	545	309	508	4,193
Women	4,057	55	–	60	–	53	71	228	532	341	400	2,370
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	56,072	410	9	275	5	232	307	1,077	2,401	1,958	3,063	46,572
Men	31,127	102	7	142	5	117	98	426	1,076	852	1,535	26,890
Women	24,945	308	2	133	–	115	210	651	1,325	1,106	1,528	19,682
Part-time workers												
Total, 16 years and over	16,601	590	11	485	23	415	625	1,413	2,430	1,537	1,774	7,735
Men	5,262	161	3	185	11	165	233	591	946	527	668	1,950
Women	11,339	429	8	301	12	250	392	822	1,485	1,009	1,106	5,785
FAMILY RELATIONSHIP												
Husbands	17,425	66	4	82	5	75	48	141	408	316	600	15,760
Wives	16,983	171	–	153	–	122	186	424	996	760	1,042	13,251
Women who maintain families	5,324	91	1	30	–	22	74	222	390	321	352	3,843
Men who maintain families	1,810	3	–	3	3	–	13	28	93	64	104	1,503
Other persons in families:												
Men	9,058	116	6	186	6	165	220	673	1,121	661	988	5,087
Women	7,083	260	4	185	12	160	246	634	1,003	650	723	3,379
All other men [1]	8,155	78	5	56	2	42	50	180	401	338	513	6,534
All other women [1]	6,964	219	6	67	–	61	95	193	422	385	528	5,049

[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, 1999.

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, second quarter 2000 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	72,801	1,005	26	761	28	646	932	2,494	4,834	3,494	4,849	54,405
16 to 24 years	16,936	524	11	391	21	343	575	1,437	2,321	1,580	1,943	8,155
16 to 19 years	6,837	193	7	270	16	237	397	979	1,398	609	908	1,877
20 to 24 years	10,099	332	5	121	6	107	178	458	923	771	1,034	6,278
25 years and over	55,865	480	15	370	7	303	357	1,058	2,513	1,915	2,907	46,251
25 to 54 years	47,938	426	14	291	–	242	228	820	2,072	1,554	2,409	40,123
25 to 34 years	16,439	215	13	138	–	114	105	340	843	655	1,000	13,129
35 to 44 years	18,174	141	1	107	–	90	74	280	701	549	813	15,506
45 to 54 years	13,325	69	–	46	–	38	49	200	527	349	596	11,488
55 years and over	7,927	54	1	79	7	61	129	237	441	361	497	6,128
55 to 64 years	6,186	41	–	47	–	40	65	162	294	227	284	5,067
65 years and over	1,741	14	1	31	7	21	64	76	147	134	213	1,060
Men, 16 years and over	38,448	283	15	327	16	282	331	1,021	2,023	1,379	2,204	28,884
16 to 24 years	8,788	134	3	177	9	155	228	705	1,114	744	1,068	4,615
16 to 19 years	3,485	59	3	131	6	119	172	513	668	375	491	1,073
20 to 24 years	5,304	75	–	46	3	36	57	193	446	368	577	3,543
25 years and over	27,660	128	13	150	7	127	102	316	909	635	1,137	24,269
Women, 16 years and over	36,353	741	11	434	12	365	602	1,473	2,811	2,115	2,645	25,521
16 to 24 years	8,148	391	8	214	12	188	348	731	1,207	836	875	3,539
16 to 19 years	3,352	134	4	139	10	118	224	466	730	434	418	804
20 to 24 years	4,795	257	5	75	3	71	122	265	477	402	457	2,735
25 years and over	28,208	351	2	220	–	177	255	742	1,604	1,279	1,770	21,982
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	59,642	921	21	597	21	491	726	1,906	3,855	2,838	3,858	44,921
Men	30,352	228	12	242	9	204	260	782	1,683	1,120	1,773	24,252
Women	29,290	693	10	355	12	287	465	1,125	2,172	1,718	2,084	20,669
Black												
Total, 16 years and over	10,039	42	5	122	7	115	179	491	712	493	776	7,219
Men	4,577	31	4	72	7	65	60	199	245	188	331	3,446
Women	5,462	11	1	50	–	50	119	291	467	305	444	3,773

See footnotes at end of table.

NEC version 9 am 1/8/2000

THE MINIMUM WAGE: AN UPDATED REPORT

January 2001

A Report by the National Economic Council
With the Assistance of the Council of Economic Advisors

EXECUTIVE SUMMARY

- **Raising the Minimum Wage Could Help Millions of Workers.** In the third quarter of 2000, 2.6 million workers earned wages at or below the Federal minimum wage of $5.15. Another 6.9 million workers earned wages of less than $6.15 ($1.00 above the minimum wage), and still another 3.4 million workers who earn less than $6.65 ($1.50 above the minimum wage).

- **The Majority of Minimum Wage Workers Are Adults.** Of the 9.5 million workers with wages below $6.15, 68 percent are adults (age 20 or older); 35 percent help support a family; and 63 percent are women. Fourteen percent of these workers are African-American and 19 percent are Hispanic.

- **The Minimum Wage Is Now Only 65 Percent of Its 1968 Value.** The Federal minimum wage is currently $5.15, substantially less than its real value in the late 1960s. In 1968 the minimum wage was worth $7.92 in 2000 dollars. The average real value of the minimum wage from 1960 to 1980 was $6.83. An individual working full-time at the minimum wage would earn $10,300 a year, only 60 percent of the poverty level for a family of four.

- **The Recent Increases in the Minimum Wage Had ~~No Discernable~~ little or no Negative Impact on Employment.** Since the minimum wage increase in 1996, the economy has created more than 11.8 million jobs and the unemployment rate has fallen from 5.2 percent in September 1996 to 4.0 percent in December 2000, near its lowest level in thirty years. Some economic studies have concluded that the minimum wage changes had little negative effects on employment. The currently low unemployment rates and forecasted rates of GDP growth indicate a continued strong labor market and suggest that negative effects of moderate minimum wage increases are unlikely.

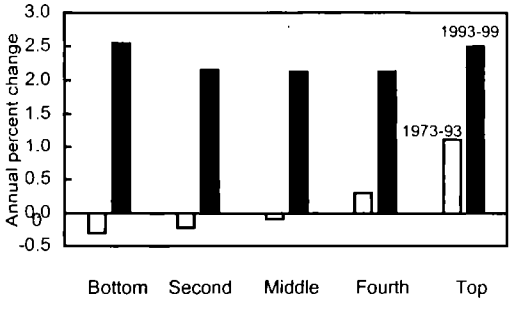
- **The Minimum Wage and Earned Income Tax Credit Work Together for Low-Wage Workers.** The minimum wage is an important tool for wage distribution: research shows that the decline in the real value of the minimum wage from 1979 to 1988 was responsible for approximately 24 percent of the increase in wage inequality experienced by men and about 32 percent of the increase in wage inequality for women. The Earned Income Tax Credit (EITC) works in conjunction with the minimum wage to ensure a livable wage for low-income families. In 1999 the EITC lifted an estimated 4.1 million people out of poverty. A higher minimum wage increases the effectiveness of the EITC in increasing the incomes of the lowest-wage workers. Currently, an individual working full-time at the minimum wage would earn $10,300 per year. The EITC could increase this annual income to as much as $14,188.

1. INTRODUCTION

An important aspect of the current economic expansion is that its gains have been widely shared. Low-wage workers in particular are experiencing the benefits of the new economy, and are doing so to a greater extent than in the previous two decades. While the strong economy has played an important role in increasing the incomes of the low-income workers, Administration policies, such as the 1996 and 1997 increases in the minimum wage, have also contributed to recent wage gains.

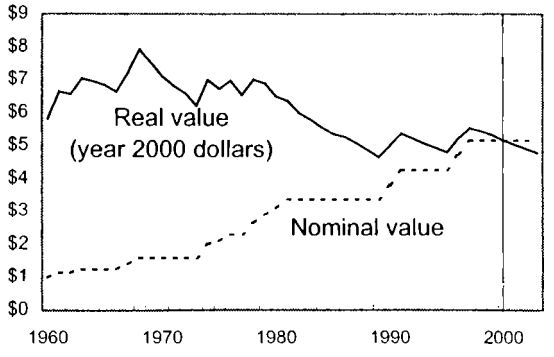
The recent gains in income generated by the economy have benefited families across the income distribution. Mean real household incomes rose 16 percent for those in the bottom quintile, and by similarly large amounts elsewhere in the distribution-a significant change from the preceding years (see Chart 1). A large portion of this income growth is due to increased employment. Between January 1993 and December 2000, the economy created 22.5 million new jobs. The overall unemployment rate in December 2000 was 4.0 percent, and unemployment rates for blacks at 7.6 percent, Hispanics at 5.7 percent and teenagers at 13.1 percent were at or near historic lows. Poverty levels have fallen to 11.8 percent in 1999, the lowest level since 1979.

Chart 1: Growth in real household income by quintile, 1973-93 and 1993-99 averages



Despite this substantial growth, the wages of many workers remain at or below the minimum wage. In the third quarter of 2000, about 2.6 million workers earned wages equal to or below the Federal minimum of $5.15. Another 6.9 million earn between $5.15 and $6.14. To ensure that these and other low-income Americans enjoy a reasonable standard of living requires not only a strong economy, but also policies that adequately reward work. Administration policies such as the Earned Income Tax Credit, child care subsidies, and increases in the minimum wage are all designed to increase the returns to work for lower income Americans. Continued support of these policies is necessary if the rewards of the new economy are to be continually shared.

Chart 2: Value of the minimum wage



Note: Projected values calculated if minimum wage is not increased and assumes 2.5% annual inflation after Nov. 2000

The minimum wage in particular requires attention. The real value of the minimum wage fluctuates as inflation erodes its real value and increases restore some value, but the overall trend has been a general decline. (See chart 2.) In 1968, the real value of the minimum wage attained a peak of $7.92, in 2000 dollars; the average real value of the minimum wage from 1960 to 1980 was $6.83.[1] Since then, the real value has declined, as nominal increases have been more than offset by inflation. During the 1980s, the real value of the minimum wage fell

[1] To calculate the real value of the minimum wage in past years we use the CPI-U. Using the research oriented CPI-U-RS would provide slightly different figures.

from $6.48 to $4.65. Increases in the early and mid 1990s have mostly offset the inflation effects during the 1990s. Still, the real value of the minimum wage has fallen by 37 cents since the most recent nominal increase took effect in 1997.

For families with a sole wage earner, the minimum wage provides a meager living at best. For example, an individual who worked full-time[2] at the minimum wage would have a total wage income of $10,300, which, in 2000, only reaches 73 percent of the poverty level for a family of three, 60 percent of the poverty level for a family of four, and in 1999, only 21 percent of the median family income.[3] This is a 4 percentage point decline relative to the poverty benchmarks, and 2 percentage point decline relative to the median family income since the current minimum wage took effect in 1997. Even with the current low inflation rates, the real value of the current minimum wage will continue to fall unless increases are legislated.

After 8 years of rapid growth, the economy is beginning to slow, but growth is expected to remain positive. The December 2000 Blue Chip consensus projection for GDP growth is 3.1 percent in 2001. Unemployment rates are also well below historical averages and are projected to remain low--the Blue Chip projection is 4.3 percent for 2001. These trends suggest that workers will continue to benefit from a strong labor market and moderate increases in the minimum wage could provide benefits to low-income workers with little risk of negative effects.

This report examines the role that the minimum wage plays in increasing the reward to work and raising incomes for workers at the bottom of the earnings distribution. The report also examines the recent evidence about the effect of the minimum wage on employment. It concludes that moderate increases in the minimum wage can increase substantially the incomes of low-wage workers with little if any negative side-effects.

2. EMPLOYMENT EFFECTS OF INCREASING THE MINIMUM WAGE

In the last twenty five years, the Fair Labor Standards Act has been amended three times to increase the minimum wage. From 1977 to 1981, it was increased from $2.30 to $3.35; from 1989 to 1991, it was increased from $3.35 to $4.25; and from 1995 to 1997, it was increased from $4.25 to $5.15.

Traditional economic theory of supply and demand predicts that an increase in the minimum wage above the market rate would increase the cost of labor to employers, causing them to reduce employment. Recent theoretical analyses, however, have challenged this conventional wisdom, examining reasons why some employers may respond to a moderately higher minimum wage by expanding employment. Specifically, higher wages can help firms attract better workers, motivate those employees to work harder, and retain them for longer periods. Several recent studies have analyzed this latter possibility.[4] Given the ambiguous predictions of economic theory, the way to determine the effect in practice is to look at the empirical evidence.

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[2] For the following illustrations, "full-time" is assumed to be 2000 hours in a calendar year.

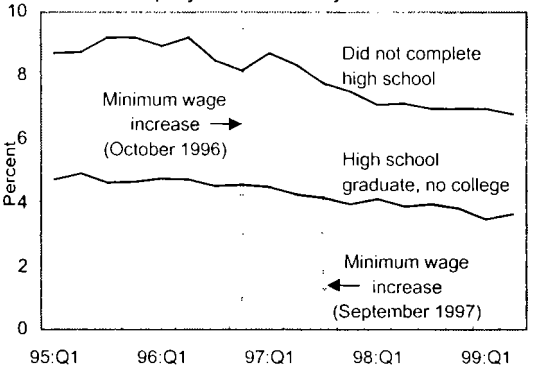
[3] We use the 2000 poverty guidelines published by the Department of Health and Human Services.

[4] See Dickens, Machin, and Manning (1999), Lang and Kahn (1998), Manning (1995), and Rebitzer and Taylor (1995). Additional discussion of these models are found in Chapter 11 of Card and Krueger (1995).

Employment patterns and the increase in 1996-97

In 1996-97 the minimum wage was raised by 90 cents in two increments. Subsequently, the American economy—and labor markets in particular—continued to perform very strongly. Between September 1996 and December 2000, 11.8 million jobs were created—an average of 231,000 per month, even stronger job growth than in the 2 years prior to September 1996. In retail trade, which has a large concentration of minimum wage workers, there were 1.6 million new jobs. Over this same period the overall unemployment rate fell from 5.2 percent to 4.0 percent.

Chart 3: Unemployment rates by education



More importantly, the labor markets that have the highest numbers of low-wage workers also experienced no discernable negative effects from the minimum wage increases. Just the opposite occurred—conditions in these markets continued to improve. For example, adults (age 25 and above) with lower levels of education generally have relatively low wages. As Chart 3 indicates, though, quarterly unemployment rates have generally declined for both high school graduates with no college and those with less than a high school education. Similarly, over the past five years the employment to population ratio generally held steady or increased for both groups of adults, as well as for teenage workers, and for African American teens in particular. These data provide evidence that minimum wage increases can be compatible with continued job growth. Still, as suggestive as this data is, it does not provide rigorous statistical tests that control for the myriad of factors that affect employment. Perhaps employment would have increased even more dramatically in the absence of a minimum wage increase. Thus, we review recent econometric studies that account for some of these factors and may provide a better indication of the employment effects of the minimum wage.

Econometric Evidence on Employment Effects

Two researchers, David Card and Alan Krueger (2000), examine the impact of a minimum wage increase of about $.80 in New Jersey in the early 1990s. In 1992, New Jersey raised its minimum wage to $5.05 while the neighboring state of Pennsylvania did not, staying at the Federal level of $4.25. In 1996 there was an increase in the federal minimum wage which affected Pennsylvania but not New Jersey, which already had a higher state minimum wage. These two episodes provide an experiment that can be used to infer the effects of a minimum wage increase on employment. Card and Krueger use the BLS's employer-reported payroll files from 1991 through 1997 to evaluate employment growth of fast food restaurants in New Jersey and nearby counties in Pennsylvania. They conclude that the minimum wage changes had very little negative (and possibly slightly positive) effect on employment.[5]

[5] While some critics of Card and Krueger expressed concern about their data collection (see Neumark and Wascher, 2000), the most recent research avoids this concern by using Bureau of Labor Statistics employment records and finds basically the same results.

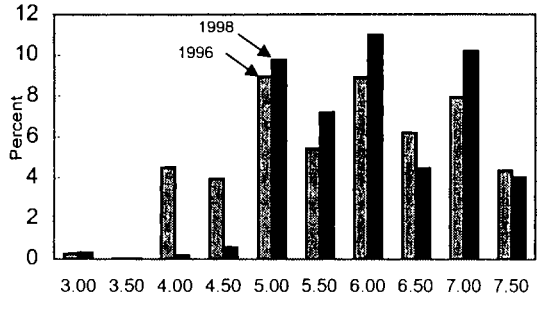
This "experiment," of increasing the minimum wage and making no other changes, is hard to mimic in the real world where many changes take place simultaneously. Thus, there are a variety of different estimates of the employment effects of the minimum wage, based on different data and different empirical methods. For the most part, recent research and reviews of this literature conclude that either there are no significant employment effects, or that the effects are modest, and are most likely restricted to lesser-skilled teens.[6]

3. WAGE EFFECTS OF THE MINIMUM WAGE

The $0.90 increase in the minimum wage in 1996 and 1997 is estimated to have benefited almost 10 million American workers.[7] This section examines the impact of this increase on the distribution of wages.

Earlier increases in the minimum wage in the U.S. have been shown to have improved the distribution of wages at the low end of the distribution. Fortin and Lemieux (1997) demonstrate the importance of the minimum wage in boosting wages at the low end, and reducing wage inequality. They show that the decline in the real value of the minimum wage from 1979 to 1988 was responsible for approximately 24 percent of the increase in wage inequality experienced by men and about 32 percent of the increase in wage inequality for women. Card and Krueger (1995) conclude that the 1990-91 minimum wage increase reversed about 30 percent of the increase in wage inequality that occurred during the previous decade.

Chart 4: Wage Distribution, $3.00 to $7.99, Women who Maintain Families with Children



The effect of the last minimum wage increase—in October 1996 and September 1997—on the nominal wage distribution is clearly evident in wage data. Statistics tabulated from the Current Population Survey (CPS) show that in the first two quarters of 1996, when the federal minimum wage was $4.25, about 10 percent of all hourly wage workers earned less than $5.00.[8] The minimum wage increase (to $5.15) clearly increased wages in the low end of the distribution; by the first two quarters of 1998, the fraction of workers earning less than $5.00 declined to 2 percent.

Chart 4 illustrates the effect of the 1996-97 minimum wage increases on the low end of the wage distribution ($3.00 to $7.99) for just one demographic group of interest, women who maintain

[6] See the reviews by Brown, Gilroy, and Kohen (1982), Brown (1988), and Card and Krueger (1995) and the recent articles by Dickens, Machin, and Manning (1999), Neumark (1999), and Neumark and Wascher (2000).

[7] See Bernstein and Schmitt (1998).

[8] The analysis presented in this paper excludes salaried and other non-hourly workers. Research has shown, however, 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. BLS does not routinely estimate hourly earnings for nonhourly workers because of data concerns that arise in producing these estimates. See Haughen and Mellor (1990) for further information.

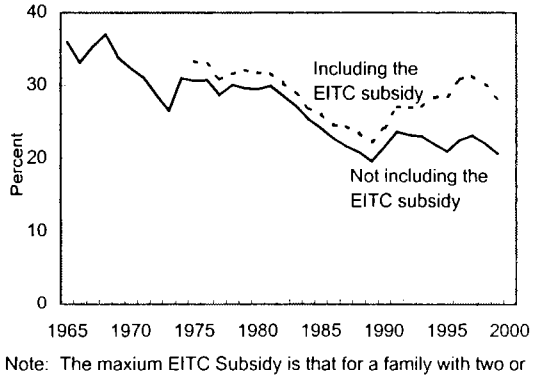
families and have at least one child present in the household.[9] For 1996, the distribution of wages shows that a relatively small share of workers with hourly wages earn between $3.00 and $3.99.[10] In contrast, a substantial fraction earned between $4.00 and $4.49. (The chart shows the distribution by 50-cent increments.) This jump, of course, reflects the clustering of workers whose wages were at or near the minimum wage. The comparable distribution for 1998 indicates a shift that was clearly due to the change in minimum wage policy. In the first two quarters of 1996, about 9 percent of these women earned less than $5.00. By the first two quarters of 1998, this fraction declined to 2 percent.

Increases in the minimum wage may also have spillover effects benefiting higher wage workers, particularly if employers endeavor to maintain similar levels of relative wages. These effects have been documented in Katz and Krueger (1992), and Card and Krueger (1994). There is also evidence of such spillovers in chart 4; the number of workers earning wages above $6.00 and $7.00 increased sharply with the increase in the minimum wage.

The minimum wage and the Earned Income Tax Credit

The minimum wage works with the Earned Income Tax Credit (EITC) to help raise the incomes of low-wage workers. Operating through the income tax system, the EITC provides a wage subsidy for qualified low-income workers. The amount of the subsidy depends on how much the family earns and on whether the family has zero, one, or two or more children. Currently, families with two or more children received a subsidy of 40 cents for every dollar of earned income up to a threshold that is indexed to inflation. In 2000, the maximum credit was $3,888, available when earnings reach $9,700. This tax credit is refundable, so that even families who pay little or no income tax can benefit fully from the tax provision. The credit remains at $3,888 until earnings reach $12,700 and then gradually declines. For two-child families it phases out completely when earned income reaches $31,152. Families with no children and one child are eligible for lower subsidies.

Chart 5: Income of a full-time minimum wage worker relative to median family income



Note: The maxium EITC Subsidy is that for a family with two or more eligible children.

The EITC significantly raises the income of qualified individuals. For example, in 2000 a family with two children and one full-time worker paid the minimum wage would be eligible for the maximum credit of $3,888. This additional income would be enough to lift that family just over the poverty line in 2000. In 1999 the median

[9] A family maintained by a woman is one in which the householder (person in whose name the housing unit is rented or owned) is female, and no spouse is present. Here we examine such households when a child under 18 is present.

[10] The presence of workers with reported wages below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act. There are several reasons why the reported wage for a worker may be below the Federal minimum. First, certain workers are exempt from the minimum wage provisions of the law, including workers for whom tips might serve to supplement the hourly wages received. Second, there may be a misreporting or rounding in the survey responses. When the minimum wage is $5.15, for example, a large number of workers reports a wage of exactly $5.00.

family income was $49,940. In that year, the maximum EITC of $3,816 would have brought total income for a family with a single full-time minimum wage worker up to 28 percent of the median family income (see chart 5).[11]

The EITC has done much to reduce poverty. In 1999 approximately 4.1 million people were lifted out of poverty by the EITC, 2.3 million of whom were children. While the EITC is thus important for low-income workers, it does not eliminate the need for an acceptable minimum wage. The vast majority of those claiming an earned income credit receive the credit when they file their tax returns. In contrast, employees paid a higher minimum wage will get an increase in their regular paychecks, which can be used more readily to meet daily needs. In addition, if the minimum wage is raised, the EITC subsidy will be based on a higher wage and many of those with the lowest incomes will receive a greater credit. Thus, increasing the minimum wage is an important and effective approach to increasing the income of low-wage earners, working with the EITC.

4. INCREASES IN THE MINIMUM WAGE AND THE TARGET POPULATION

The most recent increase in the minimum wage, carried out in 1996 and 1997, increased the Federal minimum by $0.90 per hour. This change corresponds to a $0.97 increase in 2000 dollars. The total changes in previous rounds of minimum wage increases have been even larger in real terms. The increases legislated in 1977 totaled $2.53 in 2000 dollars and the 1989 increases were equal to $1.17 in 2000 dollars. A simple average of the 1996, 1989 and 1977 changes corresponds to a current real increase of $1.56 in the minimum wage. Wage increases of $1.00 to $1.50 would have substantial effects on the incomes of low-wage workers. An increase of $1 an hour in the current minimum wage would raise the annual earnings of a full-time minimum-wage worker by about $2,000 a year, assuming no change in employment status or hours worked. A change of $1.50 would increase the yearly income of a full-time minimum-wage worker by $3,000.[12]

Characteristics of Minimum Wage Workers in 2000

The majority of benefits of a minimum wage increase would accrue to those currently earning wages at or just above the minimum wage. A summary of the characteristics of these workers is available from unpublished tabulations provided by the Bureau of Labor Statistics (BLS) based on data from the CPS. In the third quarter of 2000, 72.8 million workers were paid at hourly rates, representing about 60 percent of wage and salary workers. Approximately 828,000 workers earn a wage equal to the current $5.15 Federal minimum and an additional 1.7 million workers earn wages below the federal minimum. Thus, approximately 3.5 percent of hourly workers earn wages at or below the Federal minimum wage. Also, as shown in table 1:

[11] For workers with zero or one child the EITC subsidy rate and income limits are lower than for those with two children. Tax payers with one child receive a 34 percent subsidy up to a maximum of $2,353; those with no children are only eligible for a 7.65 percent subsidy up to a maximum of $353. Also, the EITC credit is gradually reduced after earnings reach a certain level. These limits are $12,700 for taxpayers with one or more children, and $5,800 for those with no children.

[12] These income increases ignore income or payroll taxes.

- Minimum wage employment is not limited to teenagers. Nearly 68 percent of workers earning $5.15 or less per hour were age 20 or older and 47 percent are over the age of 25.
- 36 percent of minimum wage (or lower) workers are helping to support a family.
- 43 percent are working full-time.
- 63 percent of these workers are women. Among those women who are paid by the hour, 4.5 percent earn wages at or below the Federal minimum. For men this figure is substantially lower; just 2.6 percent of male hourly employees earn wages less than or equal to the minimum wage.
- There are also slight differences in wage rates by race and ethnicity: 3.3 percent of African American hourly workers earned the minimum wage or less compared to 3.6 of whites and 2.8 percent of Hispanics.

Table 1: Employed Wage and Salary Workers Paid Hourly Rates with Earnings At or Below Minimum Wage, 3rd Quarter 2000.

Charateristic	Number of Workers (in thousands)	Percent distribution
Total, 16 years and over	2,569	100.0
AGE		
16 to 19	838	32.6
20 and over	1,733	67.5
25 and over	1,213	47.2
SEX		
Men	951	37.0
Women	1,619	63.0
RACE AND HISPANIC ORIGIN		
White	2,122	82.6
African-American	334	13.0
Hispanic	278	10.8
FULL- AND PART-TIME STATUS		
Full-time workers	1,111	43.2
Part-time workers	1,439	56.0
FAMILY RELATIONSHIP		
Husbands	170	6.6
Wives	491	19.1
Women who maintain families	229	8.9
Men who maintain families	31	1.2
Other persons	1,646	64.1

Note: Percentages do not add to 100 percent due to missing values.
Source: Department of Labor (Bureau of Labor Statistics), unpublished tabulations.

How Many Workers Would Be Affected by an Increase in the Minimum Wage?

Workers with wage rates slightly above the current minimum wage would also likely benefit from an increase in the minimum wage. In keeping with the magnitudes of past increases in the minimum wage, we examine the characteristics of those earning within $1.00 of the current minimum (less than $6.15 per hour) and those earning between $1.00 and $1.50 above the current minimum ($6.15-$6.64). Assuming no change in employment, the former group is likely to see an increase in wages if the minimum wage is increased by $1.00 or more, and the latter, if an increase is of at least $1.50. Table 2 presents the distribution of individuals who currently have an hourly wage within each of these categories and the characteristics of those workers.

- There are approximately 9.5 million workers with wage below $6.15 per hour—nearly 13 percent of all hourly workers. An additional 3.4 million workers are within $1.00 and $1.50 of the minimum wage ($6.15-$6.64), or 4.6 percent of all hourly employees. Assuming no change in employment, an increase of $1.50 could therefore provide direct benefits to 17.6 percent of hourly employees.

Table 2: Distribution of Wage and Salary Workers Paid Hourly Rates, 3rd Quarter 2000.

Characteristic	Percent Distribution	
	Paid $6.14 or less	Paid $6.15-6.64
Total, 16 years and over	100.0	100.0
AGE		
16 to 19	32.4	24.8
20 and over	67.6	75.2
25 and over	46.5	53.8
SEX		
Men	40.0	38.5
Women	60.0	61.5
RACE AND HISPANIC ORIGIN		
White	81.3	81.8
African-American	14.4	13.6
Hispanic	18.7	17.8
FULL- AND PART-TIME STATUS		
Full-time workers	47.2	60.1
Part-time workers	52.5	39.7
FAMILY RELATIONSHIP		
Husbands	8.4	10.1
Wives	17.4	19.8
Women who maintain families	8.0	9.8
Men who maintain families	1.4	2.9
Other persons	64.5	57.4

Note: Percentages do not add to 100 percent due to missing values.

Source: Department of Labor (Bureau of Labor Statistics), unpublished tabulations.

- The majority of those benefiting are adults. 68 percent of those with wages below $6.15 are age 20 or older as are 75 percent of those with wages between $6.15 and $6.65.
- Women also benefit disproportionately. About 60 percent of the first group of workers are women as are 62 percent of the second.
- 14 percent of those earning less than $6.15 are African American and 19 percent are Hispanic. The figures for those earning between $6.15 and $6.64 are 14 and 18 percent.
- Families benefit as well. Among those earning the minimum wage or less, approximately 35 percent are a household head or a spouse who contributes to family income. Among those in the $6.15-$6.64 interval the fraction is 43 percent.

5. CONCLUDING REMARKS

The economic expansion and economic policies of the last eight years have substantially raised the wage levels of many individuals, including those at the low end of the wage distribution. Poverty rates have fallen and household incomes have increased for nearly all subgroups. However, despite the dramatic gains, two important concerns remain. First, many workers have wages at or below the Federal minimum, or wages that are only marginally higher than minimum wage. For these workers, even full-time employment at the current minimum wage is unlikely to provide sufficient earnings to lift family income above the poverty line. Second, the value of the minimum wage has eroded over time in real terms and will continue to erode unless legislative action is taken. The minimum wage is currently equal to just 65 percent of its 1968 value, and 75 percent of its average value between 1960 and 1980.

Furthermore, evidence from recent minimum wage increases indicates that there are likely to be little or no negative employment effects of such an increase. Employment of low skilled workers continued to increase following the 1996 and 1997 increases in the minimum wage. Some academic studies also found no negative effects of recent increases. In this time of low unemployment and continued economic growth, it is likely that the dominant effect of an increase in the minimum wage would be to increase the incomes of those at the lower end of the wage distribution.

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cc. BB
KMG

Document No. _____

WHITE HOUSE STAFFING MEMORANDUM

Date: 1/8/01 ACTION / CONCURRENCE / COMMENT DUE BY: IMMEDIATE

Subject: AFL-CIO REMARKS

	ACTION	FYI		ACTION	FYI
VICE PRESIDENT	☑	☐	SIEWERT	☐	☑
PODESTA	☑	☐	MARSHALL	☐	☐
ECHAVESTE	☑	☐	MOORE	☐	☐
RICCHETTI	☑	☐	NASH	☐	☐
LEW	☐	☐	NOLAN	☐	☐
BAILY	☑	☐	REED	☐	☐
BERGER	☐	☐	SPERLING	☑	☐
BLUMENTHAL	☐	☐	STREETT	☐	☐
BRAIN	☐	☐	TRAMONTANO	☑	☐
BURSON	☐	☐	UCELLI	☑	☐
CAHILL	☐	☐	VERVEER	☐	☐
EDMONDS	☑	☐	_____	☐	☐
FRAMPTON	☐	☐	_____	☐	☐
IBARRA	☑	☐	_____	☐	☐
JOHNSON, B.	☐	☐	_____	☐	☐
JOHNSON, J.	☑	☐	_____	☐	☐
LANE	☐	☐	_____	☐	☐

REMARKS: COMMENTS TO GOTTHEIMER

RESPONSE:

Office of the Staff Secretary

Staffing Memo 11/2/00

Ext. 62702

Draft 1/07/01 11:55pm
Josh Gottheimer

01 JAN 8 7:00

PRESIDENT WILLIAM J. CLINTON
REMARKS FOR AFL-CIO BUILDING DEDICATION
WASHINGTON, DC
January 8, 2001

Ack. John Sweeney. Gerry Shea. Susan Hagan [electrical worker from Cleveland, Ohio]. Karen Tramontano. I want to thank the 13 million rank-and-file members of the AFL-CIO for all the support you've given Vice President Gore and me the last eight years. You embody the best of America – and without your work, none of the good things that have happened under our administration would ever have been possible.

In 1955, when this building was first dedicated, AFL President George Meany said, "The foundations for this building are not steel and stone and concrete, but the far more enduring philosophy of free trade unionism." Forty-five years later, as we rededicate this building, the basic mission of the AFL-CIO endures – to improve the lives of all working Americans, and bring economic and social justice to the workplace. From the strawberry fields of California ... to the steel mills of Pittsburgh, your devoted leadership and rejuvenated organizing efforts have ensured that America works for working Americans.

This building is a symbol of the American labor movement – forever growing stronger, and always adapting to meet the new challenges of the time. Its new conference center and high-tech wiring will connect carpenters in California with workers here in Washington. Its 21st Century design and grand atrium will remind labor leaders from all over the world that the AFL-CIO is on the cutting edge, poised to meet the demands of the new economy.

The labor movement will succeed in the 21st Century the same way it did in the 20th -- by embracing change and empowering workers. We've been talking about these goals for some time now. Back in October 1992, I spoke with you as a candidate for President. I said then that I wanted to work for an America, "where labor and management, business and government, and education work together again to create a high-wage, high-growth society."

Eight years later, with your help and your hard work, we've done exactly that. We started by replacing a government that for years worked labor over, with a government that works with labor. For the first time in a long time, labor – and not just management – had a seat at the table. Today, the AFL-CIO, and the labor movement, are the stronger for it, and so is our nation.

Today, we've turned record deficits into record surpluses, with more than 22 million new jobs, the lowest unemployment rate in history, the lowest Hispanic and African American unemployment on record, and the highest homeownership ever. Since 1993, the yearly income of the typical family is up $6,300 and hourly wages are up by more than 9 percent, contributing to the longest economic expansion in our nation's history. The rising tide of our economy really is lifting all boats.

11,991 real.

spending or

We've shown that we could balance the budget while honoring our values. Since 1993, we have nearly doubled investment in education and training, put more police on the street, and invested more in technology, medical research, and cleaning up the environment. We've nearly doubled the Earned Income Tax Credit to cut taxes for millions of hard-pressed working parents. We've provided tax cuts for tuition which 10 million families have used to open the doors to college. We passed the Family Medical Leave Act that has allowed more than 20 million Americans take time off to care for a newborn child or a sick loved one. We passed the Kennedy-Kassebaum law that has helped millions of Americans keep their health care as they move from job to job. And we extended the life of the Medicare Trust Fund to 2025, making it possible for a voluntary Medicare prescription drug benefit that is long overdue.

We've accomplished all this while standing strong for the rights of America's workers. In the last eight years, we have defeated attempts to repeal prevailing wage laws, to bring back company unions, and to weaken occupational safety laws. We cracked down on sweatshops. We fought to protect pension funds. We passed tough new worker safety rules which will help prevent repetitive stress injuries. And in 1996, I signed legislation to raise the minimum wage to $5.15 an hour. That raise hasn't stood in the way of new jobs, as its critics charged. Since then, in fact, we've created nearly 12 million new jobs, and the unemployment rate has dropped from 5.2 to 4 percent.

Still, even as our economy is breaking records, too many Americans are still having trouble breaking even. The fact is, you can barely live on $5.15 an hour, and too many families are being forced to try.

Today I'm releasing a new report from my National Economic Council highlighting the challenges facing the hardest-pressed workers. This report shows that more than 2.6 million Americans still earn at or near the minimum wage. Another 6.9 million workers earn less than $6.15 an hour. These are people who work hard every day, stocking store shelves, washing dishes at restaurants, caring for our children. They are in every town and city in America, and of every racial and ethnic group. They are not, as caricature would have it, mostly middle class teenagers working for gas money. Nearly seventy percent are adults. More than sixty percent are women. Almost half work full time. And many are sole breadwinners struggling to raise their children on $10,300 a year. 43 not true

These hard-working Americans need and deserve a raise. They've waited for it far too long. In the last Congress, a bipartisan majority in both houses agreed that we ought to get it done. There's no reason we can't finish this piece of business this year. To make up for lost time, and lost wages, we should raise the minimum wage by more than a dollar, and we should make sure American workers aren't made to pay the penalty of a loss of overtime protections. These are the men and women who drive our economy, who fuel our prosperity. And we must make sure they enjoy a share of it.

As we celebrate this new building, we must always remember that new windows and wiring alone aren't going to prepare America's workers for the new century. In the new economy, the most precious resources are the skills and security of working Americans. The

experience of the past eight years shows that we can give them the basic income they've earned, the protections they deserve, and the tools they need -- and still have a thriving economy.

Thank you and God bless you.

Value of The Federal Minimum Wage

Source: http://www.dol.gov/dol/esa/public/minwage/chart2.htm

Year	Value of the Minimum Wage		
	Nominal Dollars	CPI-U inflator	2000 Dollars
1960	$1.00	5.821	$5.82
1961	$1.15	5.762	$6.63
1962	$1.15	5.705	$6.56
1963	$1.25	5.631	$7.04
1964	$1.25	5.558	$6.95
1965	$1.25	5.461	$6.83
1966	$1.25	5.301	$6.63
1967	$1.40	5.162	$7.23
1968	$1.60	4.952	$7.92
1969	$1.60	4.697	$7.51
1970	$1.60	4.436	$7.10
1971	$1.60	4.256	$6.81
1972	$1.60	4.121	$6.59
1973	$1.60	3.878	$6.21
1974	$2.00	3.494	$6.99
1975	$2.10	3.201	$6.72
1976	$2.30	3.026	$6.96
1977	$2.30	2.842	$6.54
1978	$2.65	2.641	$7.00
1979	$2.90	2.374	$6.88
1980	$3.10	2.091	$6.48
1981	$3.35	1.895	$6.35
1982	$3.35	1.785	$5.98
1983	$3.35	1.730	$5.80
1984	$3.35	1.658	$5.55
1985	$3.35	1.601	$5.36
1986	$3.35	1.571	$5.26
1987	$3.35	1.515	$5.08
1988	$3.35	1.456	$4.88
1989	$3.35	1.389	$4.65
1990	$3.80	1.318	$5.01
1991	$4.25	1.264	$5.37
1992	$4.25	1.227	$5.22
1993	$4.25	1.192	$5.07
1994	$4.25	1.162	$4.94
1995	$4.25	1.130	$4.80
1996	$4.75	1.098	$5.21
1997	$5.15	1.073	$5.52
1998	$5.15	1.056	$5.44
1999	$5.15	1.034	$5.32
2000	$5.15	1.000	$5.15
2001	$5.15	0.974	$5.02
2002	$5.15	0.950	$4.89
2003	$5.15	0.927	$4.77

reg

Average value, 1960-1980: $6.83

U.S. Bureau of Labor Statistics
Division of Labor Force Statistics
Postal Square Building
Room 4675
2 Massachusetts Avenue, N.E.
Washington, D.C. 20212
Fax Number: 202-691-6426

Facsimile Cover Sheet

Date: 2 January
Time: 3:07
Name: Elizabeth Weber
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From: Steve Haugen
Sender's Telephone # 202-691-6378

Number of Pages (including cover sheet)--
Comments or instructions:------As requested.

Kathleen M/c Garry spoke w/ Bill Parks re: pre 94 data.
I was already in the process of searching for some research tabulations we put together in the early 1990s and stumbled across the calculated.

Hope this is useful.

Steve Haugen

- Source: Unpublished research tabulations from the Current Population Survey
Bureau of Labor Statistics

Table 2. Distribution of wage and salary workers paid hourly rates, by major occupation group

(Numbers in thousands)-Continued

Third quarter 1991

Occupation	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less
Total, 16 years and over	62,345	1,149	40	361	67	863	3,495	1,188	1,617	5,975	14,554
Managerial and professional specialty	6,734	13	0	9	3	37	115	13	25	177	547
Executive, administrative, and managerial	2,616	8	-	-	-	8	32	8	8	48	188
Professional specialty	4,118	4	0	9	3	29	83	5	17	129	359
Technical, sales, and administrative support	19,496	56	2	99	21	217	1,059	59	179	1,455	4,364
Technicians and related support	2,315	8	-	2	-	8	10	8	10	28	104
Sales occupations	5,874	23	2	60	16	146	746	26	102	995	2,801
Administrative support, including clerical	11,307	25	-	36	5	63	302	25	67	432	1,459
Service occupations	11,648	951	25	159	27	355	1,301	977	1,162	2,817	5,478
Private household	380	128	-	18	2	18	18	128	147	183	285
Protective service	1,283	7	3	-	1	16	54	11	12	82	253
Service, except private household and protective	9,986	816	22	141	24	321	1,228	838	1,003	2,552	4,940
Precision production, craft, and repair	8,660	22	3	9	-	46	58	26	34	138	515
Mechanics and repairers	2,851	1	-	4	-	11	12	1	5	27	166
Construction trades	3,199	10	-	3	-	24	22	10	13	59	166
Other precision production, craft, and repair	2,611	11	3	2	-	11	24	15	17	51	183
Operators, fabricators, and laborers	14,448	69	7	67	12	147	783	76	155	1,085	2,971
Machine operators, assemblers, and inspectors	6,889	28	6	29	2	25	344	34	65	434	1,121
Transportation and material moving occupations	3,077	11	-	3	3	20	99	11	17	136	398
Handlers, equipment cleaners, helpers, and laborers	4,482	30	1	35	6	102	340	31	73	515	1,451
Farming, forestry, and fishing	1,358	37	1	19	4	61	180	38	61	302	679

See footnotes at end of table.

Table 2. Distribution of wage and salary workers paid hourly rates, by major occupation group

(Numbers in thousands)

Second quarter 1991

Occupation	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less
Total, 16 years and over	62,103	962	49	360	80	1,262	3,676	1,012	1,452	6,390	14,563
Managerial and professional specialty	6,678	16	-	9	4	42	128	16	28	198	541
Executive, administrative, and managerial	2,647	6	-	6	-	8	31	6	13	52	208
Professional specialty	4,031	9	-	3	4	34	96	9	16	146	333
Technical, sales, and administrative support	20,186	76	18	64	15	384	1,111	93	172	1,666	4,584
Technicians and related support	2,164	6	-	3	-	15	24	6	8	47	89
Sales occupations	6,082	34	12	46	13	238	778	46	105	1,121	2,867
Administrative support, including clerical	11,940	36	5	16	2	131	308	41	59	499	1,628
Service occupations	11,457	768	16	210	48	507	1,428	783	1,042	2,977	5,489
Private household	366	95	2	3	-	43	20	97	100	162	272
Protective service	1,231	10	-	16	1	15	59	10	27	101	286
Service, except private household and protective	9,861	663	14	192	47	449	1,350	677	915	2,713	4,931
Precision production, craft, and repair	8,646	9	-	12	2	73	127	9	23	223	611
Mechanics and repairers	2,893	-	-	-	-	17	44	-	-	61	161
Construction trades	3,086	2	-	8	-	19	41	2	10	70	233
Other precision production, craft, and repair	2,667	7	-	4	2	38	41	7	13	92	218
Operators, fabricators, and laborers	13,856	79	11	63	8	198	753	90	161	1,112	2,745
Machine operators, assemblers, and inspectors	6,673	37	5	15	4	60	343	42	61	464	1,106
Transportation and material moving occupations	3,133	5	2	8	-	25	91	8	16	132	418
Handlers, equipment cleaners, helpers, and laborers	4,050	37	3	40	4	113	319	40	84	516	1,220
Farming, forestry, and fishing	1,280	15	5	2	4	58	131	21	26	215	592

See footnotes at end of table.

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics

(Numbers in thousands)-Continued

First quarter 1991

Characteristic	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less	o
SEX AND AGE												
Total, 16 years and over	60,329	1,038	149	658	753	3,105	1,355	1,188	2,599	7,059	14,273	
16 to 24 years	13,573	502	86	355	409	1,743	708	588	1,352	3,802	6,835	
16 to 19 years	4,773	275	55	219	279	992	413	330	828	2,233	3,580	
20 to 24 years	8,800	227	31	137	130	750	295	258	524	1,570	3,255	
25 years and over	46,756	536	63	302	345	1,362	647	600	1,247	3,256	7,438	
25 to 54 years	40,453	449	55	216	284	1,118	533	504	1,004	2,655	6,112	
25 to 34 years	17,571	241	24	102	106	562	317	265	473	1,352	2,999	
35 to 44 years	14,255	132	11	64	134	350	157	143	341	847	2,006	
45 to 54 years	8,627	76	19	50	44	206	59	95	190	456	1,107	
55 years and over	6,303	88	9	87	61	244	114	96	243	601	1,325	
55 to 64 years	4,942	41	5	51	41	142	71	47	140	352	842	
65 years and over	1,361	46	3	35	19	102	44	49	104	249	483	
Men, 16 years and over	30,064	255	59	233	238	1,283	581	314	784	2,649	5,618	
16 to 24 years	7,017	138	35	164	156	872	374	173	492	1,739	3,213	
16 to 19 years	2,375	76	24	101	123	517	228	100	324	1,069	1,744	
20 to 24 years	4,642	62	11	63	32	356	146	72	168	670	1,469	
25 years and over	23,047	117	24	69	82	411	207	141	292	910	2,405	
Women, 16 years and over	30,265	783	90	425	516	1,822	774	874	1,815	4,410	8,655	
16 to 24 years	6,555	364	51	192	253	871	334	415	860	2,064	3,622	
16 to 19 years	2,398	199	31	118	155	476	185	230	503	1,164	1,836	
20 to 24 years	4,158	165	20	74	98	395	148	185	356	900	1,786	
25 years and over	23,710	420	39	234	263	951	440	459	955	2,346	5,033	
FAMILY RELATIONSHIP												
Husbands	16,127	63	12	41	44	225	108	75	161	493	1,334	
Wives	15,163	238	20	118	134	648	279	258	510	1,437	3,177	
Women who maintain families	4,080	103	4	48	74	159	85	106	229	473	967	
Men who maintain families	1,068	7	7	12	1	26	11	14	27	63	157	
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	50,619	920	103	464	577	2,508	1,144	1,023	2,064	5,715	11,619	
Men	25,343	212	43	163	188	1,011	467	255	606	2,085	4,520	

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics

(Numbers in thousands)-Continued

Fourth quarter 1990

Characteristic	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less	o
SEX AND AGE												
Total, 16 years and over	61,804	1,111	175	835	892	3,955	1,310	1,286	3,013	8,278	15,772	
16 to 24 years	14,398	473	90	467	472	1,998	701	563	1,502	4,201	7,452	
16 to 19 years	5,196	194	61	300	314	1,173	413	255	869	2,455	3,895	
20 to 24 years	9,202	278	30	167	157	825	288	308	633	1,746	3,558	
25 years and over	47,406	638	85	368	421	1,957	609	723	1,511	4,077	8,319	
25 to 54 years	41,017	558	74	268	341	1,562	522	632	1,242	3,326	6,839	
25 to 34 years	18,438	306	40	147	170	739	274	347	664	1,677	3,490	
35 to 44 years	14,034	168	17	78	93	479	143	185	357	979	2,025	
45 to 54 years	8,545	84	17	43	77	344	104	101	222	670	1,325	
55 years and over	6,389	80	10	99	80	395	87	90	269	752	1,480	
55 to 64 years	5,025	56	6	67	39	266	52	62	169	487	957	
65 years and over	1,364	24	4	32	40	129	35	28	100	265	523	
Men, 16 years and over	31,062	317	65	322	308	1,403	494	382	1,012	2,909	6,019	
16 to 24 years	7,477	138	44	207	226	854	331	183	615	1,799	3,464	
16 to 19 years	2,649	47	34	149	162	547	214	81	391	1,152	1,902	
20 to 24 years	4,828	91	10	58	64	307	117	101	223	647	1,562	
25 years and over	23,585	179	20	116	82	549	164	199	397	1,109	2,556	
Women, 16 years and over	30,742	793	110	512	585	2,553	816	904	2,001	5,370	9,752	
16 to 24 years	6,921	334	46	261	246	1,144	370	380	887	2,401	3,989	
16 to 19 years	2,546	147	27	152	153	626	199	173	478	1,303	1,993	
20 to 24 years	4,375	188	19	109	93	518	171	207	409	1,098	1,996	
25 years and over	23,821	459	64	252	339	1,409	445	523	1,114	2,968	5,763	
FAMILY RELATIONSHIP												
Husbands	16,233	80	13	51	46	315	57	93	191	563	1,414	
Wives	15,435	262	28	166	169	895	275	290	625	1,795	3,632	
Women who maintain families	3,873	112	13	41	112	314	105	125	279	698	1,217	
Men who maintain families	1,240	23	-	8	4	25	34	23	36	94	202	
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	51,800	982	118	632	703	3,232	1,113	1,099	2,434	6,779	13,016	
Men	26,090	264	46	245	241	1,141	434	311	796	2,371	4,964	

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics

(Numbers in thousands)-Continued

Third quarter 1990

Characteristic	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less	o
SEX AND AGE												
Total, 16 years and over	63,850	1,220	264	819	1,107	3,805	1,130	1,484	3,410	8,346	16,216	
16 to 24 years	15,738	520	151	487	637	2,025	575	671	1,795	4,396	7,838	
16 to 19 years	6,201	301	120	323	447	1,294	327	421	1,192	2,813	4,429	
20 to 24 years	9,537	219	31	163	190	731	248	250	604	1,583	3,409	
25 years and over	48,112	700	114	332	469	1,780	555	813	1,615	3,950	8,378	
25 to 54 years	41,446	604	74	268	367	1,409	454	678	1,313	3,177	6,765	
25 to 34 years	18,472	372	37	125	197	724	238	409	731	1,693	3,370	
35 to 44 years	14,036	144	32	103	102	432	128	175	381	941	2,133	
45 to 54 years	8,938	88	6	40	68	253	88	94	202	543	1,263	
55 years and over	6,666	96	39	64	103	371	101	135	302	773	1,613	
55 to 64 years	5,268	64	19	32	56	228	78	84	172	478	1,023	
65 years and over	1,398	32	20	32	46	143	23	51	130	295	591	
Men, 16 years and over	32,571	326	98	319	365	1,409	475	424	1,107	2,990	6,438	
16 to 24 years	8,334	148	63	229	263	876	283	210	703	1,862	3,713	
16 to 19 years	3,178	84	48	158	201	558	149	133	491	1,198	2,109	
20 to 24 years	5,155	63	15	71	62	317	135	78	212	664	1,604	
25 years and over	24,237	179	35	89	101	533	192	214	404	1,128	2,724	
Women, 16 years and over	31,280	894	166	500	742	2,397	656	1,060	2,303	5,355	9,778	
16 to 24 years	7,404	373	88	257	374	1,149	292	461	1,092	2,534	4,125	
16 to 19 years	3,023	217	71	165	247	735	179	288	700	1,614	2,321	
20 to 24 years	4,382	156	16	92	128	414	114	172	392	919	1,804	
25 years and over	23,875	521	79	243	368	1,247	363	600	1,211	2,821	5,654	
FAMILY RELATIONSHIP												
Husbands	16,689	73	24	36	65	333	101	97	198	632	1,529	
Wives	15,266	304	58	151	214	779	208	362	727	1,713	3,532	
Women who maintain families	3,995	129	11	51	92	309	78	140	284	670	1,224	
Men who maintain families	1,272	9	-	10	0	23	17	9	19	60	186	
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	53,585	1,106	166	675	868	3,057	971	1,272	2,816	6,843	13,313	
Men	27,401	282	64	251	309	1,092	408	346	906	2,406	5,198	

Table 1. Distribution of wage and salary workers paid hourly rates, by selected characteristics

(Numbers in thousands)

Second quarter 1990

Characteristic	Total paid hourly rates	$0.01 to $3.34	$3.35	$3.36 to $3.79	$3.80	$3.81 to $4.24	$4.25	$3.35 or less	$3.80 or less	$4.25 or less	$5.00 or less	o
SEX AND AGE												
Total, 16 years and over	62,463	1,187	401	1,022	1,121	3,537	1,278	1,591	3,735	8,550	16,091	
16 to 24 years	15,155	500	228	589	602	1,875	715	728	1,919	4,508	7,788	
16 to 19 years	5,816	301	165	386	416	1,169	405	466	1,268	2,842	4,352	
20 to 24 years	9,339	199	63	203	186	705	310	262	651	1,666	3,436	
25 years and over	47,308	687	173	434	519	1,662	563	863	1,816	4,041	8,303	
25 to 54 years	41,060	570	121	331	408	1,338	467	691	1,429	3,234	6,755	
25 to 34 years	18,467	315	47	169	187	722	281	362	718	1,721	3,371	
35 to 44 years	14,042	157	50	89	149	395	129	207	445	969	2,129	
45 to 54 years	8,552	98	24	72	72	221	57	122	266	545	1,255	
55 years and over	6,248	117	52	103	112	324	96	172	386	807	1,548	
55 to 64 years	4,870	62	26	59	70	189	68	90	219	475	936	
65 years and over	1,378	56	25	45	41	135	29	81	167	331	612	
Men, 16 years and over	31,723	339	154	436	363	1,403	471	496	1,296	3,169	6,334	
16 to 24 years	7,927	172	98	292	263	902	283	270	825	2,011	3,698	
16 to 19 years	2,985	111	65	197	189	575	170	176	561	1,306	2,074	
20 to 24 years	4,942	61	33	96	74	327	114	94	264	705	1,624	
25 years and over	23,796	166	57	144	100	500	188	226	470	1,158	2,636	
Women, 16 years and over	30,740	848	247	586	758	2,134	807	1,095	2,439	5,380	9,757	
16 to 24 years	7,228	328	130	296	339	972	431	458	1,093	2,497	4,090	
16 to 19 years	2,831	190	100	189	228	594	235	290	707	1,537	2,278	
20 to 24 years	4,397	138	30	107	111	378	196	168	386	960	1,812	
25 years and over	23,512	521	116	290	419	1,162	375	637	1,346	2,883	5,667	
FAMILY RELATIONSHIP												
Husbands	16,609	96	24	63	56	253	92	122	241	587	1,508	
Wives	15,455	289	76	166	257	759	233	364	787	1,779	3,623	
Women who maintain families	3,752	103	21	49	108	219	72	124	281	572	1,033	
Men who maintain families	1,269	9	2	16	2	25	22	11	29	76	195	
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	52,455	1,007	321	800	906	2,911	1,115	1,331	3,037	7,064	13,322	
Men	26,739	263	126	354	281	1,152	418	391	1,026	2,597	5,139	

Characteristics of minimum wage workers: 1999

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 1999, some 72.3 million American workers were paid at hourly rates, representing about 61 percent of all wage and salary workers.[1] Of those paid by the hour, about 1.1 million were reported earning exactly $5.15, the prevailing Federal minimum wage, and another 2.2 million were reported with wages below the minimum.[2] Together, these 3.3 million workers with wages at or below the minimum made up 4.6 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 1999 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 15 percent earned $5.15 or less. About 3 percent of workers age 25 and over earned the minimum wage or less. However, among those age 65 and over, the proportion was about 8 percent. (Tables 1 and 6.)

-- About 6 percent of women paid hourly rates reported wages at or below the prevailing Federal minimum, compared to about 3 percent of men. (Table 1.)

-- Part-time workers were much more likely than their full-time counterparts to be paid $5.15 or less (12 versus 2 percent). (Table 1.)

-- The proportion of hourly-paid workers receiving $5.15 or less was roughly 5 percent for whites and blacks, and about 6 percent for 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 3 percent), while the South had the highest (about 6 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 under 1 percent for persons employed in precision production, craft, and repair positions, to a high of 14 percent for those in service jobs. Over 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 (12 percent), agriculture (8 percent), and services (5 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, 4 percent of those who had a high school diploma but had not gone on to college earned the minimum or less, over 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, 1999 annual averages. For more information about the data in this table package, call (202) 691-6378.

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[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 1999 includes about 900,000 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 characterisitics, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
16 to 24 years	16,636	1,696	632	1,064	23.0	50.8	55.1	48.5	10.2	3.8	6.4
16 to 19 years	6,600	1,006	429	577	9.1	30.1	37.4	26.3	15.2	6.5	8.7
25 years and over	55,670	1,644	514	1,130	77.0	49.2	44.9	51.5	3.0	0.9	2.0
Men, 16 years and over	36,073	1,214	446	768	49.9	36.3	38.9	35.0	3.4	1.2	2.1
16 to 24 years	8,556	699	289	410	11.8	20.9	25.2	18.7	8.2	3.4	4.8
16 to 19 years	3,346	428	195	233	4.6	12.8	17.0	10.6	12.8	5.8	7.0
25 years and over	27,517	515	157	358	38.1	15.4	13.7	16.3	1.9	0.6	1.3
Women, 16 years and over	36,233	2,126	700	1,426	50.1	63.7	61.1	65.0	5.9	1.9	3.9
16 to 24 years	8,080	997	343	654	11.2	29.9	29.9	29.8	12.3	4.2	8.1
16 to 19 years	3,254	577	233	344	4.5	17.3	20.3	15.7	17.7	7.2	10.6
25 years and over	28,153	1,129	357	772	38.9	33.8	31.2	35.2	4.0	1.3	2.7
RACE, HISPANIC ORIGIN, AND SEX											
White	58,999	2,898	895	1,803	81.6	86.8	78.1	82.2	4.6	1.5	3.1
Men	29,906	958	356	602	41.4	28.7	31.1	27.4	3.2	1.2	2.0
Women	29,093	1,739	539	1,200	40.2	52.1	47.0	54.7	6.0	1.9	4.1
Black	10,126	515	217	298	14.0	15.4	18.9	13.6	5.1	2.1	2.9
Men	4,632	200	74	126	6.4	6.0	6.5	5.7	4.3	1.6	2.7
Women	5,494	317	144	173	7.6	9.5	12.8	7.9	5.8	2.6	3.1
Hispanic origin	9,402	513	238	275	13.0	15.4	20.8	12.5	5.5	2.5	2.9
Men	5,490	231	105	126	7.6	6.9	9.2	5.7	4.2	1.9	2.3
Women	3,913	281	133	148	5.4	8.4	11.6	6.7	7.2	3.4	3.8
FULL- AND PART-TIME STATUS AND SEX											
Full-time workers	54,931	1,320	372	948	76.0	39.5	32.5	43.2	2.4	0.7	1.7
Men	30,582	552	169	383	42.3	16.5	14.7	17.5	1.8	0.6	1.3
Women	24,349	768	203	565	33.7	23.0	17.7	25.8	3.2	0.8	2.3
Part-time workers	17,227	2,010	772	1,238	23.8	60.2	67.4	56.4	11.7	4.5	7.2
Men	5,410	659	276	383	7.5	19.7	24.1	17.5	12.2	5.1	7.1
Women	11,817	1,351	496	855	16.3	40.4	43.3	39.0	11.4	4.2	7.2

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, 1999 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, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Northeast	12,745	612	189	423	17.6	18.3	16.5	19.3	4.8	1.5	3.3
New England	3,692	140	33	107	5.1	4.2	2.9	4.9	3.8	0.9	2.9
Middle Atlantic	9,052	472	156	316	12.5	14.1	13.6	14.4	5.2	1.7	3.5
Midwest	18,693	795	224	571	25.9	23.8	19.5	26.0	4.3	1.2	3.1
East North Central	13,232	577	158	421	18.3	17.3	13.6	19.2	4.4	1.2	3.2
West North Central	5,460	218	68	150	7.6	6.5	5.9	6.8	4.0	1.2	2.7
South	24,643	1,432	593	839	34.1	42.9	51.7	38.2	5.8	2.4	3.4
South Atlantic	12,615	621	208	413	17.4	18.6	18.2	18.8	4.9	1.6	3.3
East South Central	4,402	269	122	147	6.1	8.1	10.6	6.7	6.1	2.8	3.3
West South Central	7,626	542	263	279	10.5	16.2	22.9	12.7	7.1	3.4	3.7
West	16,225	500	140	360	22.4	15.0	12.2	16.4	3.1	0.9	2.2
Mountain	4,736	241	92	149	6.5	7.2	8.0	6.8	5.1	1.9	3.1
Pacific	11,489	259	48	211	15.9	7.8	4.2	9.6	2.3	0.4	1.8
California	8,419	201	34	167	11.6	6.0	3.0	7.6	2.4	0.4	2.0
New York	3,839	219	72	147	5.3	6.6	6.3	6.7	5.7	1.9	3.8
Texas	4,990	337	151	186	6.9	10.1	13.2	8.5	6.8	3.0	3.7
Pennsylvania	3,288	174	67	107	4.5	5.2	5.8	4.9	5.3	2.0	3.3
Illinois	3,261	143	38	105	4.5	4.3	3.3	4.8	4.4	1.2	3.2
Ohio	3,356	163	55	108	4.6	4.9	4.8	4.8	4.9	1.6	3.2
Florida	3,847	204	67	137	5.3	6.1	5.8	6.2	5.3	1.7	3.6
Michigan	3,014	144	30	114	4.2	4.3	2.6	5.2	4.8	1.0	3.8
New Jersey	1,925	79	17	62	2.7	2.4	1.5	2.8	4.1	0.9	3.2
North Carolina	1,988	91	25	66	2.7	2.7	2.2	3.0	4.6	1.3	3.3
Massachusetts	1,686	85	15	50	2.3	1.9	1.3	2.3	3.9	0.9	3.0

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, 1999 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, 1999 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	72,306	3,340	1,148	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Managerial and professional specialty	10,078	128	37	91	13.9	3.8	3.2	4.1	1.3	0.4	0.9
Executive, administrative, and managerial	4,260	50	17	33	5.9	1.5	1.5	1.5	1.2	0.4	0.8
Professional specialty	5,818	79	21	58	8.0	2.4	1.8	2.6	1.4	0.4	1.0
Technical, sales, and administrative support	22,763	894	361	333	31.5	20.8	31.5	15.2	3.0	1.6	1.5
Technicians and related support	2,750	27	10	17	3.8	0.8	0.9	0.8	1.0	0.4	0.6
Sales occupations	7,445	417	231	186	10.3	12.5	20.2	8.5	5.6	3.1	2.5
Administrative support, including clerical	12,568	250	120	130	17.4	7.5	10.5	5.9	2.0	1.0	1.0
Service occupations	13,438	1,894	470	1,424	18.6	56.7	41.0	64.9	14.1	3.5	10.6
Private household	425	156	11	145	0.6	4.7	1.0	6.6	36.7	2.6	34.1
Protective service	1,574	33	14	19	2.2	1.0	1.2	0.9	2.1	0.9	1.2
Service, except private household and protective	11,440	1,705	445	1,260	15.8	51.0	38.8	57.4	14.9	3.9	11.0
Food service workers	5,451	1,300	253	1,047	7.5	38.9	22.1	47.7	23.8	4.6	19.2
Health service workers	2,213	92	40	52	3.1	2.8	3.5	2.4	4.2	1.8	2.3
Cleaning & building service workers	2,370	163	79	84	3.3	4.9	6.9	3.8	6.9	3.3	3.5
Personal service workers	1,408	150	73	77	1.9	4.5	6.4	3.5	10.7	5.2	5.5
Precision production, craft, and repair	9,781	65	14	51	13.5	1.9	1.2	2.3	0.7	0.1	0.5
Mechanics and repairers	3,361	18	2	16	4.6	0.5	0.2	0.7	0.5	0.1	0.5
Construction trades	3,600	30	6	24	5.0	0.9	0.5	1.1	0.8	0.2	0.7
Other precision, production, craft, and repair	2,820	16	5	11	3.9	0.5	0.4	0.5	0.6	0.2	0.4
Operators, fabricators, and laborers	14,882	443	198	245	20.6	13.3	17.3	11.2	3.0	1.3	1.6
Machine operators, assemblers, and inspectors	6,577	132	57	75	9.1	4.0	5.0	3.4	2.0	0.9	1.1
Transportation and material moving	3,567	71	27	44	4.9	2.1	2.4	2.0	2.0	0.8	1.2
Handlers, equipment cleaners, helpers, and laborers	4,737	241	115	126	6.6	7.2	10.0	5.7	5.1	2.4	2.7
Farming, forestry, and fishing	1,364	115	65	50	1.9	3.4	5.7	2.3	8.4	4.8	3.7

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 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, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Private sector	63,557	3,108	1,028	2,080	87.9	93.1	89.7	94.8	4.9	1.6	3.3
Goods-producing industries	19,165	308	129	179	26.5	9.2	11.3	8.2	1.6	0.7	0.9
Agriculture	1,156	90	54	36	1.6	2.7	4.7	1.6	7.8	4.7	3.1
Mining	322	6	2	4	0.4	0.2	0.2	0.2	1.9	0.6	1.2
Construction	4,687	52	10	42	6.5	1.6	0.9	1.9	1.1	0.2	0.9
Manufacturing	13,000	161	63	98	18.0	4.8	5.5	4.5	1.2	0.5	0.8
Durable goods	8,023	63	21	42	11.1	1.9	1.8	1.9	0.8	0.3	0.5
Nondurable goods	4,976	97	42	55	6.9	2.9	3.7	2.5	1.9	0.8	1.1
Service-producing industries	44,392	2,801	899	1,902	61.4	83.9	78.4	86.7	6.3	2.0	4.3
Transportation and public utilities	4,122	52	22	30	5.7	1.6	1.9	1.4	1.3	0.5	0.7
Wholesale trade	2,396	44	15	29	3.3	1.3	1.3	1.3	1.8	0.6	1.2
Retail trade	15,463	1,772	525	1,247	21.4	53.1	45.8	56.8	11.5	3.4	8.1
Finance, insurance, and real estate	3,001	46	8	38	4.2	1 4	0 7	1.7	1.5	0.3	1.3
Services	19,410	885	328	557	26.8	26.5	28.6	25.4	4.6	1.7	2.9
Private households	487	163	11	152	0.7	4.9	1.0	6.9	33.5	2.3	31.2
Other services	18,922	722	317	405	26.2	21.6	27.7	18.5	3.8	1.7	2.1
Business, auto, and repair services	4,188	120	66	54	5.8	3.6	5.8	2.5	2.9	1.6	1.3
Personal services	1,860	153	47	106	2.6	4.6	4.1	4.8	8.2	2.5	5.7
Entertainment and recreation	1,310	122	55	67	1.8	3.7	4.8	3.1	9.3	4.2	5.1
Professional services	11,547	324	148	176	16.0	9.7	12.9	8.0	2.8	1.3	1.5
Forestry and fisheries	17	2	1	1	0.0	0.1	0.1	0.0	11.8	5.9	5.9
Public sector	8,749	230	117	113	12.1	6.9	10.2	5.2	2.6	1.3	1.3
Federal	1,829	22	9	13	2.5	0.7	0.8	0.6	1.2	0.5	0.7
State	2,124	75	50	25	2.9	2.2	4.4	1.1	3.5	2.4	1.2
Local	4,796	133	58	75	6.6	4.0	5.1	3.4	2.8	1.2	1.6

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 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, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Less than a high school diploma	13,101	1,345	548	797	18.1	40.3	47.8	36.3	10.3	4.2	6.1
Less than 1 year of high school	3,178	275	124	151	4.4	8.2	10.8	6.9	8.7	3.9	4.8
1 to 3 years of high school	8,775	987	397	590	12.1	29.6	34.6	26.9	11.2	4.5	6.7
4 years of high school, no diploma	1,148	83	27	56	1.6	2.5	2.4	2.6	7.2	2.4	4.9
High school graduates or more	59,205	1,995	598	1,397	81.9	59.7	52.2	63.7	3.4	1.0	2.4
High school graduates, no college	27,819	993	340	653	38.5	29.7	29.7	29.8	3.6	1.2	2.3
Some college, no degree	16,472	730	213	517	22.8	21.9	18.6	23.6	4.4	1.3	3.1
Associate degree	6,296	136	28	108	8.7	4.1	2.4	4.9	2.2	0.4	1.7
Occupational program	3,472	72	16	56	4.8	2.2	1.4	2.6	2.1	0.5	1.6
Academic program	2,824	64	12	52	3.9	1.9	1.0	2.4	2.3	0.4	1.8
College graduates, total	8,619	136	17	119	11.9	4.1	1.5	5.4	1.6	0.2	1.4
Bachelor's degree	6,984	112	12	100	9.7	3.4	1.0	4.6	1.6	0.2	1.4
Master's degree	1,296	21	4	17	1.8	0.6	0.3	0.8	1.6	0.3	1.3
Professional degree	207	3	1	2	0.3	0.1	0.1	0.1	1.4	0.5	1.0
Doctoral degree	132	0	0	0	0.2	0.0	0.0	0.0	0.0	0.0	0.0

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 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, 1999 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	72,308	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Under 25 years	16,636	1,696	632	1,064	23.0	50.8	55.1	48.5	10.2	3.8	6.4
16 to 19 years	8,600	1,006	429	577	9.1	30.1	37.4	26.3	15.2	6.5	8.7
20 to 24 years	10,036	689	203	486	13.9	20.6	17.7	22.2	6.9	2.0	4.8
25 years and over	55,670	1,644	514	1,130	77.0	49.2	44.9	51.5	3.0	0.9	2.0
25 to 34 years	17,051	577	180	397	23.8	17.3	15.7	18.1	3.4	1.1	2.3
25 to 29 years	8,770	315	93	222	12.1	9.4	8.1	10.1	3.6	1.1	2.5
30 to 34 years	8,281	262	87	175	11.5	7.8	7.6	8.0	3.2	1.1	2.1
35 to 44 years	18,172	456	140	316	25.1	13.7	12.2	14.4	2.5	0.8	1.7
35 to 39 years	9,273	256	82	174	12.8	7.7	7.2	7.9	2.8	0.9	1.9
40 to 44 years	8,900	200	58	142	12.3	6.0	5.1	6.5	2.2	0.7	1.6
45 to 54 years	12,846	295	96	199	17.8	8.8	8.4	9.1	2.3	0.7	1.5
45 to 49 years	7,257	155	48	107	10.0	4.6	4.2	4.9	2.1	0.7	1.5
50 to 54 years	5,589	139	47	92	7.7	4.2	4.1	4.2	2.5	0.8	1.6
55 to 64 years	5,932	177	45	132	8.2	5.3	3.9	6.0	3.0	0.8	2.2
55 to 59 years	3,803	109	27	82	5.3	3.3	2.4	3.7	2.9	0.7	2.2
60 to 64 years	2,129	68	18	50	2.9	2.0	1.6	2.3	3.2	0.8	2.3
65 years and over	1,669	140	54	86	2.3	4.2	4.7	3.9	8.4	3.2	5.2
65 to 69 years	920	70	26	44	1.3	2.1	2.3	2.0	7.6	2.8	4.8
70 years and over	749	70	28	42	1.0	2.1	2.4	1.9	9.3	3.7	5.6
MEN											
Total, 16 years and over	36,073	1,214	446	768	49.9	36.3	38.9	35.0	3.4	1.2	2.1
Under 25 years	8,556	699	289	410	11.8	20.9	25.2	18.7	8.2	3.4	4.8
16 to 19 years	3,346	428	195	233	4.6	12.8	17.0	10.6	12.8	5.8	7.0
20 to 24 years	5,210	270	93	177	7.2	8.1	8.1	8.1	5.2	1.8	3.4
25 years and over	27,517	515	157	358	38.1	15.4	13.7	16.3	1.9	0.6	1.3
25 to 34 years	8,951	207	67	140	12.4	6.2	5.8	6.4	2.3	0.7	1.6
25 to 29 years	4,640	116	35	81	6.4	3.5	3.1	3.7	2.5	0.8	1.7
30 to 34 years	4,311	90	31	59	6.0	2.7	2.7	2.7	2.1	0.7	1.4
35 to 44 years	9,008	122	37	85	12.5	3.7	3.2	3.9	1.4	0.4	0.9
35 to 39 years	4,676	65	21	44	6.5	1.9	1.8	2.0	1.4	0.4	0.9
40 to 44 years	4,331	57	16	41	6.0	1.7	1.4	1.9	1.3	0.4	0.9
45 to 54 years	5,979	75	22	53	8.3	2.2	1.9	2.4	1.3	0.4	0.9
45 to 49 years	3,403	44	12	32	4.7	1.3	1.0	1.5	1.3	0.4	0.9
50 to 54 years	2,575	32	11	21	3.6	1.0	1.0	1.0	1.2	0.4	0.8
55 to 64 years	2,784	50	9	41	3.9	1.5	0.8	1.9	1.8	0.3	1.5
55 to 59 years	1,777	29	7	22	2.5	0.9	0.6	1.0	1.6	0.4	1.2
60 to 64 years	1,008	21	2	19	1.4	0.6	0.2	0.9	2.1	0.2	1.9
65 years and over	796	63	23	40	1.1	1.9	2.0	1.8	7.9	2.9	5.0
65 to 69 years	437	36	15	21	0.6	1.1	1.3	1.0	8.2	3.4	4.8
70 years and over	359	27	8	19	0.5	0.8	0.7	0.9	7.5	2.2	5.3
WOMEN											
Total, 16 years and over	36,233	2,126	700	1,426	50.1	63.7	61.1	65.0	5.9	1.9	3.9
Under 25 years	8,080	997	343	654	11.2	29.8	29.9	29.8	12.3	4.2	8.1
16 to 19 years	3,254	577	233	344	4.5	17.3	20.3	15.7	17.7	7.2	10.6
20 to 24 years	4,826	419	110	309	6.7	12.5	9.6	14.1	8.7	2.3	6.4
25 years and over	28,153	1,129	357	772	38.9	33.8	31.2	35.2	4.0	1.3	2.7
25 to 34 years	8,101	370	113	257	11.2	11.1	9.9	11.7	4.6	1.4	3.2
25 to 29 years	4,130	198	57	141	5.7	5.9	5.0	6.4	4.8	1.4	3.4
30 to 34 years	3,971	172	56	116	5.5	5.1	4.9	5.3	4.3	1.4	2.9
35 to 44 years	9,165	335	103	232	12.7	10.0	9.0	10.6	3.7	1.1	2.5
35 to 39 years	4,596	191	61	130	6.4	5.7	5.3	5.9	4.2	1.3	2.8
40 to 44 years	4,568	144	42	102	6.3	4.3	3.7	4.6	3.2	0.9	2.2
45 to 54 years	6,867	219	73	146	9.5	6.6	6.4	6.7	3.2	1.1	2.1
45 to 49 years	3,854	112	37	75	5.3	3.4	3.2	3.4	2.9	1.0	1.9
50 to 54 years	3,013	108	37	71	4.2	3.2	3.2	3.2	3.6	1.2	2.4
55 to 64 years	3,147	128	37	91	4.4	3.8	3.2	4.1	4.1	1.2	2.9
55 to 59 years	2,026	81	21	60	2.8	2.4	1.8	2.7	4.0	1.0	3.0
60 to 64 years	1,121	47	16	31	1.6	1.4	1.4	1.4	4.2	1.4	2.8
65 years and over	873	77	31	46	1.2	2.3	2.7	2.1	8.8	3.6	5.3
65 to 69 years	483	33	11	22	0.7	1.0	1.0	1.0	6.8	2.3	4.6
70 years and over	389	44	20	24	0.5	1.3	1.7	1.1	11.3	5.1	6.2

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 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, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Never married	24,976	1,952	695	1,257	34.5	58.4	60.6	57.3	7.8	2.8	5.0
16 to 24 years	14,358	1,542	567	975	19.9	46.2	49.5	44.4	10.7	3.9	6.8
25 years and over	10,618	410	128	282	14.7	12.3	11.2	12.9	3.9	1.2	2.7
25 to 54 years	10,252	391	121	270	14.2	11.7	10.6	12.3	3.8	1.2	2.6
Married, spouse present	35,445	902	289	613	49.0	27.0	25.2	27.9	2.5	0.8	1.7
16 to 24 years	1,854	103	41	62	2.6	3.1	3.6	2.8	5.6	2.2	3.3
25 years and over	33,591	799	248	551	46.5	23.9	21.6	25.1	2.4	0.7	1.6
25 to 54 years	28,636	634	208	426	39.6	19.0	18.2	19.4	2.2	0.7	1.5
Other marital status	11,885	485	162	323	16.4	14.5	14.1	14.7	4.1	1.4	2.7
16 to 24 years	424	50	24	26	0.6	1.5	2.1	1.2	11.8	5.7	6.1
25 years and over	11,461	434	137	297	15.9	13.0	12.0	13.5	3.8	1.2	2.6
25 to 54 years	9,182	302	86	216	12.7	9.0	7.5	9.8	3.3	0.9	2.4
MEN											
Total, 16 years and over	36,073	1,214	446	768	49.9	36.3	38.9	35.0	3.4	1.2	2.1
Never married	13,434	850	325	525	18.6	25.4	28.4	23.9	6.3	2.4	3.9
16 to 24 years	7,534	654	266	388	10.4	19.6	23.2	17.7	8.7	3.5	5.1
25 years and over	5,900	197	60	137	8.2	5.9	5.2	6.2	3.3	1.0	2.3
25 to 54 years	5,732	188	55	133	7.9	5.6	4.8	6.1	3.3	1.0	2.3
Married, spouse present	18,097	258	83	175	25.0	7.7	7.2	8.0	1.4	0.5	1.0
16 to 24 years	831	29	14	15	1.1	0.9	1.2	0.7	3.5	1.7	1.8
25 years and over	17,286	229	69	160	23.9	6.9	6.0	7.3	1.3	0.4	0.9
25 to 54 years	14,506	151	50	101	20.1	4.5	4.4	4.6	1.0	0.3	0.7
Other marital status	4,542	106	37	69	6.3	3.2	3.2	3.1	2.3	0.8	1.5
16 to 24 years	191	16	9	7	0.3	0.5	0.8	0.3	8.4	4.7	3.7
25 years and over	4,351	89	28	61	6.0	2.7	2.4	2.8	2.0	0.6	1.4
25 to 54 years	3,699	64	20	44	5.1	1.9	1.7	2.0	1.7	0.5	1.2
WOMEN											
Total, 16 years and over	36,233	2,126	700	1,426	50.1	63.7	61.1	65.0	5.9	1.9	3.9
Never married	11,542	1,102	369	733	16.0	33.0	32.2	33.4	9.5	3.2	6.4
16 to 24 years	6,824	889	301	588	9.4	26.6	26.3	26.8	13.0	4.4	8.6
25 years and over	4,718	214	69	145	6.5	6.4	6.0	6.6	4.5	1.5	3.1
25 to 54 years	4,520	203	66	137	6.3	6.1	5.8	6.2	4.5	1.5	3.0
Married, spouse present	17,348	644	206	438	24.0	19.3	18.0	20.0	3.7	1.2	2.5
16 to 24 years	1,023	74	27	47	1.4	2.2	2.4	2.1	7.2	2.6	4.6
25 years and over	16,325	570	179	391	22.6	17.1	15.6	17.8	3.5	1.1	2.4
25 to 54 years	14,130	483	158	325	19.5	14.5	13.8	14.8	3.4	1.1	2.3
Other marital status	7,343	379	125	254	10.2	11.3	10.9	11.6	5.2	1.7	3.5
16 to 24 years	233	35	16	19	0.3	1.0	1.4	0.9	15.0	6.9	8.2
25 years and over	7,110	345	109	236	9.8	10.3	9.5	10.8	4.9	1.5	3.3
25 to 54 years	5,483	237	65	172	7.6	7.1	5.7	7.8	4.3	1.2	3.1

NOTE Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 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, 1999 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	72,306	3,340	1,146	2,194	100.0	100.0	100.0	100.0	4.6	1.6	3.0
Hours vary	4,800	477	149	328	6.6	14.3	13.0	14.9	9.9	3.1	6.8
0 to 34 hours	15,388	1,720	667	1,053	21.3	51.5	58.2	48.0	11.2	4.3	6.8
0 to 4 hours	305	57	14	43	0.4	1.7	1.2	2.0	18.7	4.6	14.1
5 to 9 hours	902	137	45	92	1.2	4.1	3.9	4.2	15.2	5.0	10.2
10 to 14 hours	1,466	230	92	138	2.0	6.9	8.0	6.3	15.7	6.3	9.4
15 to 19 hours	2,219	292	115	177	3.1	8.7	10.0	8.1	13.2	5.2	8.0
20 to 24 hours	4,710	501	217	284	6.5	15.0	18.9	12.9	10.6	4.6	6.0
25 to 29 hours	2,045	199	72	127	2.8	6.0	6.3	5.8	9.7	3.5	6.2
30 to 34 hours	3,741	304	112	192	5.2	9.1	9.8	8.8	8.1	3.0	5.1
35 hours or more	52,118	1,143	330	813	72.1	34.2	28.8	37.1	2.2	0.6	1.6
35 to 39 hours	4,642	249	69	180	6.4	7.5	6.0	8.2	5.4	1.5	3.9
40 hours or more	47,476	894	261	633	65.7	26.8	22.8	28.9	1.9	0.5	1.3
40 hours	39,741	748	234	514	55.0	22.4	20.4	23.4	1.9	0.6	1.3
41 hours or more	7,734	146	27	119	10.7	4.4	2.4	5.4	1.9	0.3	1.5
41 to 44 hours	937	7	2	5	1.3	0.2	0.2	0.2	0.7	0.2	0.5
45 to 48 hours	2,874	54	17	37	4.0	1.6	1.5	1.7	1.9	0.6	1.3
49 to 59 hours	2,845	55	5	50	3.9	1.6	0.4	2.3	1.9	0.2	1.8
60 hours or more	1,079	29	3	26	1.5	0.9	0.3	1.2	2.7	0.3	2.4

NOTE: Data exclude the incorporated self-employed.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics, unpublished tabulations from the Current Population Survey, 1999 annual averages.

Table 9 (r). **Workers paid hourly rates and minimum wage workers, by sex, 1979-1999 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*	87,529	51,721	59.1	2,916	3,997	6,913	13.4
1980*	87,644	51,335	58.6	3,087	4,686	7,773	15.1
1981*	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* (begin 1990 weights)	104,876	63,172	60.2	2,132	1,096	3,228	5.1
1991*	103,723	62,627	60.4	2,377	2,906	5,283	8.4
1992	104,668	63,610	60.8	1,939	2,982	4,921	7.7
1993	106,101	64,274	60.6	1,707	2,625	4,332	6.7
1994 (begin new CPS)	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*	111,960	69,255	61.9	1,863	1,861	3,724	5.4
1997*	114,533	70,735	61.8	2,990	1,764	4,754	6.7
1998	116,730	71,440	61.2	2,834	1,593	4,427	6.2
1999	118,963	72,306	60.8	2,194	1,146	3,340	4.6
MEN							
1979*	49,400	28,392	57.5	846	1,353	2,199	7.7
1980*	48,700	27,709	56.9	983	1,696	2,679	9.7
1981*	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* (begin 1990 weights)	55,553	32,104	57.8	712	385	1,097	3.4
1991*	54,618	31,639	57.9	795	1,114	1,909	6.0
1992	54,826	32,155	58.6	653	1,231	1,884	5.9
1993	55,475	32,337	58.3	573	1,091	1,664	5.1
1994 (begin new CPS)	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*	58,473	34,838	59.6	619	755	1,374	3.9
1997*	59,825	35,521	59.4	1,147	673	1,820	5.1
1998	60,973	35,761	58.7	1,039	628	1,667	4.7
1999	61,914	36,073	58.3	768	446	1,214	3.4

See footnotes at end of table.

Table 9 (r). **Workers paid hourly rates and minimum wage workers, by sex, 1979-1999 annual averages --Continued**

(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
WOMEN							
1979*	38,129	23,329	61.2	2,070	2,644	4,714	20.2
1980*	38,944	23,626	60.7	2,104	2,990	5,094	21.6
1981*	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* (begin 1990 weights)	49,323	31,069	63.0	1,420	711	2,131	6.9
1991*	49,105	30,988	63.1	1,582	1,792	3,374	10.9
1992	49,842	31,454	63.1	1,286	1,751	3,037	9.7
1993	50,626	31,937	63.1	1,133	1,534	2,667	8.4
1994 (begin new CPS)	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*	53,488	34,418	64.3	1,244	1,106	2,350	6.8
1997*	54,708	35,214	64.4	1,843	1,092	2,935	8.3
1998	55,757	35,680	64.0	1,794	965	2,759	7.7
1999	57,050	36,233	63.5	1,426	700	2,126	5.9

* 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 1998-99. Data for 1990-91 and 1996-97 reflect changes in the minimum wage that took place in those years.

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 1998-99 includes some hourly-paid workers reported as earning exactly $5.00 per hour (about 1.4 million in 1998, and about 900,000 in 1999); to some extent, this may reflect rounding on the part of survey respondents.
(r) This table was revised in July 1999 to correspond with the estimates presented in table 18 of Report 928, Highlights of Women's Earnings in 1998, and updated with 1999 data in February 2000.

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) 691-6378.

1994 total hourly 66,549

< 4.25	1,995	3%
= 4.25	2,132	3.20
4.26 – 4.69	2,648	3.98
4.70 – 5.14	5,883	8.84
		= 19.02

1995 68,354

< 4.25	1,699	2.49
= 4.25	1,956	2.86
4.26 – 4.74	2,293	3.35
4.75 – 5.14	5,441	7.96

at or below proposed min = 16.66

3rd Q 1996	70,956	~~21%~~	
< 4.25	1,536	2.16	
= 4.25	1,906	2.69	
4.26 – 5.14	7,020	9.89	14.74

20.4

19 vs .1

2nd Q 1997	70,536	
< 4.25	1186	1.68
4.25	418	0.59
4.26 - 4.74	692	0.98
4.75	1499	2.13
4.76 - 5.14	4945	7.01
5.15	171	0.24

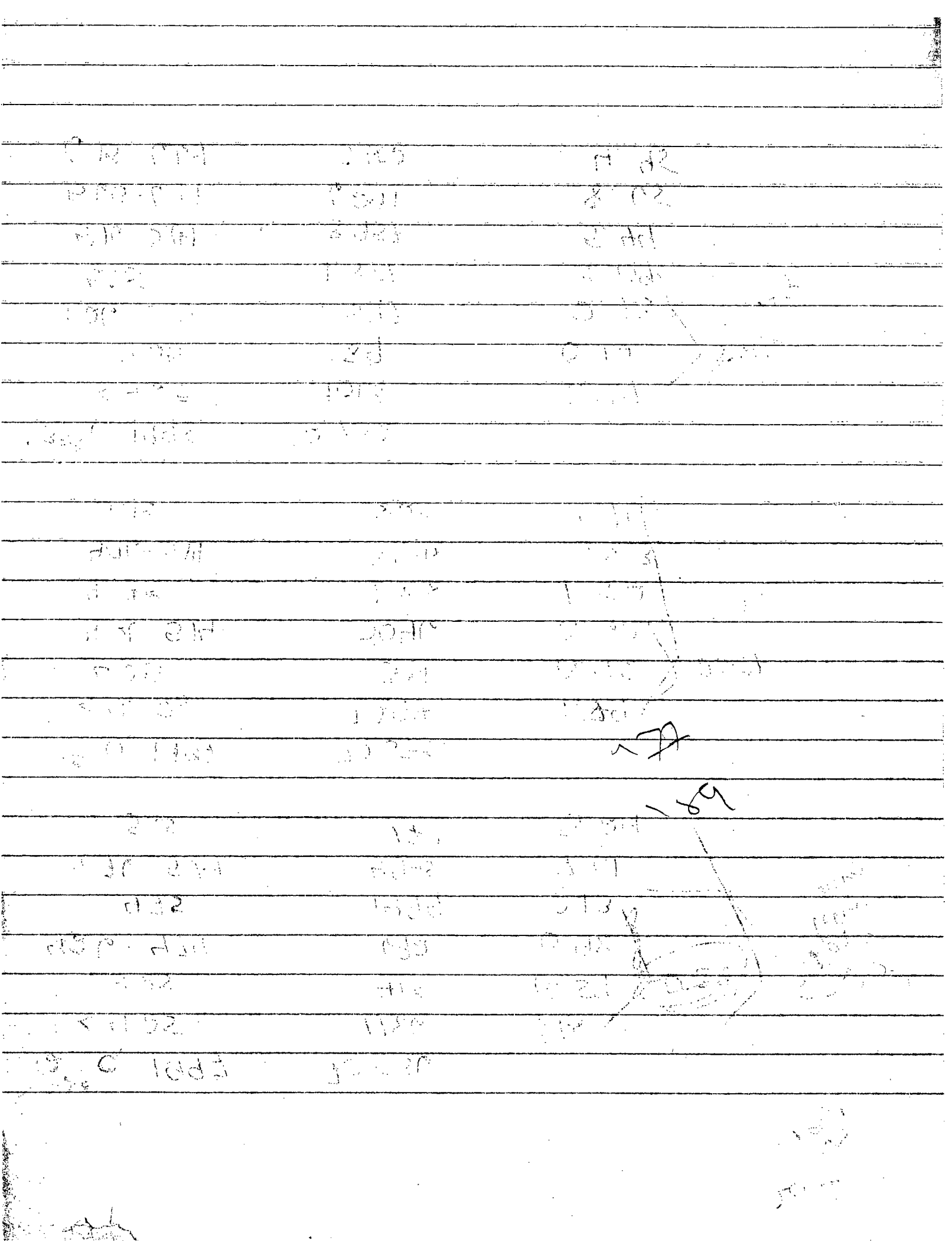
5.38 ~~5.38~~ 5.3 adding below

3rd Q 1997	72,375	
< 4.25	1297	1.79
4.25	344	0.48
4.26 - 4.74	450	0.62
4.75	1,098	1.52
4.76 - 5.14	3,498	4.83
5.15	825	1.14

2.89 ~~2.89~~ 8.82

3rd Q 1998	72,702	
< 4.25	1013	1.39
4.25	89	0.12
4.26 - 5.14	1,547	2.13
5.15	1,517	2.09
5.16 - 5.64	3957	5.44
5.65 - 6.14	6,291	8.65
6.15 - 6.64	3,602	4.95

3.64 ~~3.64~~ 5.74



3rd Q 1999	73,195			
< 4.25	1,127	1.54		
4.25	54	0.07	3.02	
426 - 5.14	1031	1.41		4.52
5.15	1,100	1.50		
5.16 - 5.64	3,261	4.46		
5.64 - 6.14	5,789	7.91		
6.15 - 6.64	3,313	4.53		

3rd Q 2000	72,777			
< 4.25	991	1.36		
4.25	31	0.04	2.39	
4.26 - 5.14	7.19	0.99		3.53
5.15	828	1.14		
5.16 - 5.64	2130	2.93		
5.65 - 6.14	4784	6.57		
6.15 - 6.64	3380	4.64		

	MINW Minimum Hourly Wage Rate: Nonfarm 194601 200011 DOL	Nominal minimum wage; plus maxium EITC Subsidy	Nominal minimum wage; plus 3 yearly increases and maxium EITC Subsidy	Nominal minimum wage; plus 2 yearly increases and maxium EITC Subsidy	**nominal average hourly earnings** of production or nonsupervisory workers on private nonfarm payrolls data extracted fror	**real average hourly earnings** of production or nonsupervisory workers on private nonfarm payrolls	LR Civilian Unemployment Rate (SA, %) 194801 200011 Bureau of Labor	GDP: % change on previous year
1965	1.25	1.25			2.46	11.40	4.5	6.4
1966	1.25	1.25			2.56	11.55	3.8	6.6
1967	1.39	1.39			2.68	11.75	3.8	2.5
1968	1.58	1.58			2.85	12.05	3.6	4.8
1969	1.60	1.60			3.04	12.33	3.5	3.0
1970	1.60	1.60			3.23	12.47	5.0	0.2
1971	1.60	1.60			3.44	12.75	6.0	3.3
1972	1.60	1.60			3.70	13.29	5.6	5.4
1973	1.60	1.60			3.94	13.32	4.9	5.8
1974 5/1	1.87	1.87			4.24	13.01	5.6	-0.6
1975 1/1	2.10	2.31			4.53	12.87	8.5	-0.3
1976 1/1	2.30	2.53			4.86	13.05	7.7	5.6
1977 1/1	2.30	2.53			5.24	13.24	7.1	4.6
1978 1/1	2.65	2.92			5.69	13.77	6.1	5.5
1979 1/1	2.90	3.19			6.16	13.62	5.9	3.2
1980 1/1	3.10	3.41			6.66	13.26	7.2	-0.2
1981 1/1	3.35	3.69			7.25	13.20	7.6	2.4
1982	3.35	3.69			7.68	13.20	9.7	-2.0
1983	3.35	3.69			8.02	13.24	9.6	4.3
1984	3.35	3.69			8.32	13.20	7.5	7.3
1985	3.35	3.82			8.57	13.15	7.2	3.8
1986	3.35	3.82			8.76	13.21	7.0	3.4
1987	3.35	3.82			8.98	13.10	6.2	3.4
1988	3.35	3.82			9.27	13.05	5.5	4.2
1989	3.35	3.82			9.65	13.02	5.3	3.5
1990 4/1	3.69	4.20			10.01	12.86	5.6	1.8
1991 4/1	4.14	4.85			10.32	12.78	6.9	-0.5
1992	4.25	5.03			10.57	12.76	7.5	3.1
1993	4.25	5.08			10.84	12.75	6.9	2.6
1994	4.25	5.53			11.11	12.79	6.1	4.0
1995	4.25	5.78			11.43	12.84	5.6	2.7
1996 10/1	4.38	6.13			11.81	12.92	5.4	3.6
1997 9/1	4.88	6.84			12.28	13.13	4.9	4.4
1998	5.15	7.21			12.78	13.48	4.5	4.4
1999	5.15	7.21			13.24	13.69	4.2	4.2
2000	5.15	7.21			13.71	13.71	4.0	4.7
2001	5.15	7.21	7.91	7.91				
2002	5.15	7.21	8.61	8.61				
2003	5.15	7.21	9.31	8.61				

U.S. DOL

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 - 1996is also available in a PDF Version. In order to view and/or printPDF documents you must have a PDF viewer (e.g., Amber or Acrobat Reader) availableon your workstation.

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

Effective Date	*1938 Act* [1]	*1961 Amendments* [2]	*1966 and Subsequent Amendments* [3]	
			Nonfarm	*Farm*
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	
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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 engagedin interstate commerce or in the production of goods for interstate commerce.

[2] The 1961 Amendments extended coverage primarily toemployees 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 localgovernment employees of hospitals, nursing homes, and schools, and to laundries, drycleaners, and large hotels, motels, restaurants, and farms. Subsequent amendments extendedcoverage to the remaining Federal, State and local government employees who were notprotected 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 testsfor 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 foremployees under 20

years of age during their first 90 consecutive calendar days ofemployment with an employer.

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	50 *y	MINW					
	.DESC	Minimum Hourly					Min Wage with
	.T1	194601	Constructed				maxium EITC
	.TN	200011	Combination	Minimum Wage	EITC Phase-in		Subsidy
	.SOURCE	DOL	(see below)	in 1999 dollars	Rate	2000 Green Book, page 809	
1950	50	0.75	41.5	4.42			
1951	51	0.75	44.8	4.09			
1952	52	0.75	45.8	4.00			
1953	53	0.75	46.2	3.97			
1954	54	0.75	46.3	3.96			
1955	55	0.75	46.2	3.96			
1956	56	0.96	46.9	4.99			
1957	57	1.00	48.5	5.04			
1958	58	1.00	49.8	4.91			
1959	59	1.00	50.3	4.86			
1960	60	1.00	51.0	4.79			
1961	61	1.05	51.5	4.98			
1962	62	1.15	52.1	5.39			
1963	63	1.18	52.8	5.47			
1964	64	1.25	53.5	5.71			
1965	65	1.25	54.4	5.61			
1966	66	1.25	56.0	5.45			
1967	67	1.39	57.5	5.89			
1968	68	1.58	59.7	6.48			
1969	69	1.60	62.3	6.27			
1970	70	1.60	65.4	5.98			
1971	71	1.60	68.2	5.73			
1972	72	1.60	70.3	5.56			
1973	73	1.60	74.6	5.24			
1974	74	1.87	82.2	5.55			
1975	75	2.10	88.9	5.77	10.0%		6.34
1976	76	2.30	94.0	5.97	10.0%		6.57
1977	77	2.30	100.0	5.62	10.0%		6.18
1978	78	2.65	104.3	6.20	10.0%		6.82
1979	79	2.90	114.1	6.21	10.0%		6.83
1980	80	3.10	126.8	5.97	10.0%		6.57
1981	81	3.35	138.7	5.90	10.0%		6.49
1982	82	3.35	146.9	5.57	10.0%		6.13
1983	83	3.35	152.9	5.35	10.0%		5.89
1984	84	3.35	159.1	5.14	10.0%		5.66
1985	85	3.35	164.4	4.98	14.0%		5.67
1986	86	3.35	167.4	4.89	14.0%		5.57
1987	87	3.35	173.1	4.73	14.0%		5.39
1988	88	3.35	179.4	4.56	14.0%		5.20
1989	89	3.35	187.2	4.37	14.0%		4.98
1990	90	3.69	196.6	4.58	14.0%		5.22
1991	91	4.14	203.8	4.96	17.3%		5.81
1992	92	4.25	209.2	4.96	18.4%		5.87
1993	93	4.25	214.6	4.84	19.5%		5.78
1994	94	4.25	219.3	4.73	30.0%		6.15
1995	95	4.25	224.8	4.62	36.0%		6.28
1996	96	4.38	231.0	4.63	40.0%		6.48
1997	97	4.88	236.0	5.05	40.0%		7.08
1998	98	5.15	239.2	5.26	40.0%		7.36
1999	99	5.15	244.2	5.15	40.0%		7.21
2000	00	5.15	251.9	4.99	40.0%		6.99

	Existing CPI series			Constructed Combination	
50 *y	PCU	PCUX1N	PCURSN		
.DESC	CPI-U: All Ite	CPI-U: All Items:	CPI-U-RS: All Items (NSA, 7712=100)		
.T1	194701	196701	197712		
.TN	200010	200010	200010		
.SOURCE	BLS	BLS	BLS		
50	24.1	#N/A	#N/A	41.5	
51	26.0	#N/A	#N/A	44.8	
52	26.6	#N/A	#N/A	45.8	
53	26.8	#N/A	#N/A	46.2	
54	26.9	#N/A	#N/A	46.3	
55	26.8	#N/A	#N/A	46.2	
56	27.2	#N/A	#N/A	46.9	
57	28.1	#N/A	#N/A	48.5	
58	28.9	#N/A	#N/A	49.8	
59	29.2	#N/A	#N/A	50.3	
60	29.6	#N/A	#N/A	51.0	
61	29.9	#N/A	#N/A	51.5	
62	30.3	#N/A	#N/A	52.1	
63	30.6	#N/A	#N/A	52.8	
64	31.0	#N/A	#N/A	53.5	
65	31.6	#N/A	#N/A	54.4	
66	32.5	#N/A	#N/A	56.0	
67	33.4	36.4	#N/A	57.5	
68	34.8	37.7	#N/A	59.7	
69	36.7	39.4	#N/A	62.3	
70	38.8	41.3	#N/A	65.4	
71	40.5	43.1	#N/A	68.2	
72	41.8	44.4	#N/A	70.3	
73	44.4	47.2	#N/A	74.6	
74	49.3	51.9	#N/A	82.2	
75	53.8	56.2	#N/A	88.9	
76	56.9	59.4	#N/A	94.0	
77	60.6	63.2	100.0	100.0	
78	65.2	67.5	104.3	104.3	
79	72.6	74.0	114.1	114.1	
80	82.4	82.3	126.8	126.8	
81	90.9	90.1	138.7	138.7	
82	96.5	95.6	146.9	146.9	
83	99.6	99.6	152.9	152.9	
84	103.9	103.9	159.1	159.1	
85	107.6	107.6	164.4	164.4	
86	109.7	109.6	167.4	167.4	
87	113.7	113.6	173.1	173.1	
88	118.4	118.3	179.4	179.4	
89	124.0	124.0	187.2	187.2	
90	130.8	130.7	196.6	196.6	
91	136.3	136.2	203.8	203.8	
92	140.4	140.3	209.2	209.2	
93	144.6	144.5	214.6	214.6	
94	148.3	148.2	219.3	219.3	
95	152.5	152.4	224.8	224.8	
96	157.0	156.9	231.0	231.0	
97	160.6	160.5	236.0	236.0	
98	163.1	163.0	239.2	239.2	
99	166.7	166.6	244.2	244.2	
00	171.9	171.8	251.9	251.9	average of monthly year 2000 numbers

10001 *m	PCU	PCUX1N	PCURSN
.DESC	CPI-U: All Ite	CPI-U: All Items:	CPI-U-RS: All Items (NSA, 7712=100)
.SOURCE	BLS	BLS	BLS
0001	169.2	168.8	247.4
0002	170.1	169.8	248.9
0003	171.3	171.2	251.0
0004	171.3	171.3	251.1
0005	171.5	171.5	251.4
0006	172.4	172.4	252.7
0007	172.8	172.8	253.3
0008	172.7	172.8	253.3
0009	173.6	173.7	254.6
0010	173.9	174.0	255.1
0011	#N/A	#N/A	#N/A

U.S. DOL

Making Work Pay

The Case for Raising the Minimum Wage

Office of the Chief Economist *March 1996*

This document was prepared in early 1996 to outline the case for raising the minimum wage. It outlines who earns the minimum wage and answers questions about the likely impact of raising the minimum.

NOTE: The full report is also available in PDF format. In order to view PDF documents you must have a PDF viewer ((e.g., Amber or Acrobat Reader) available on your workstation.

Fact Sheet

Americans know a raise in the minimum wage is one way to help make work pay. For many working Americans an increase in the minimum wage will make the difference between living in poverty and not. Furthermore, a higher minimum wage -- a floor to ensure workers that they're getting a fair deal for their efforts -- provides a foothold into the middle class for many other families.

The Problem: The Minimum Wage is Worth Less Than It Used to Be

The Federal minimum wage is currently $4.25 per hour. Adjusted for inflation, the value of the minimum wage has fallen by nearly 50 cents since it was last increased in 1991, and is now 29% lower than it was in 1979. If left unchanged, its real value will be at a forty-year low by January 1997.

Raising the minimum wage is one way to make work pay. A recent study concluded that the decline in the real value of the minimum wage since 1979 accounts for 20% of the rise in wage inequality for men, and 30% for women (see DiNardo, Lemieux & Fortin). According to the Bureau of Labor Statistics, 3.66 million workers paid by the hour earn at or below the minimum wage. An increase in this living wage is a strong response to the stagnant incomes that many of these workers face.

Many Adults Rely on the Minimum Wage as a Living Wage

Contrary to popular opinion, the average worker affected by an increase in the minimum

wage is not just a teenager flipping hamburgers. Only one in fourteen is a teenage student from a family with above average earnings.

The fact is, almost two-thirds of minimum wage workers are adults, and four in ten are the sole bread winner of their family.

Increasing the Minimum Wage Lifts Families out of Poverty

Twenty percent of those living on the minimum wage the last time it was raised in 1991 were in poverty, and an additional 13% were near poverty. In 1993, the President expanded the Earned Income Tax Credit (EITC), which raised income for 15 million families, helping many working families move above the poverty line. Yet to complete the goal of insuring that full-time working families are out of poverty, we need to raise the minimum wage. Recent analysis by the Economic Policy Institute and preliminary work by the Department of Health and Human Services suggests that 300,000 people would be lifted out of poverty if the minimum wage was raised to $5.15 per hour. This figure includes 100,000 children who are currently living in poverty.

The current poverty line for a family of 4 is $15,600. A family of 4 with one worker earning $4.25 an hour and working full-time year round ($8,500) would receive a tax credit of $3,400 under the 1996 provisions of the EITC, will collect food stamps worth $3,516, and will pay $650 in payroll taxes. This family would end up $834 below the poverty line. On the other hand, for a family of 4 with one worker earning $10,300 (a full-time year round worker at $5.15 per hour), the EITC would provide the maximum tax credit ($3,560), food stamps would provide $2,876, and they would pay $788 in payroll taxes. The increase in the minimum wage -- along with EITC and food stamps -- would lift this family out of poverty.

What a Moderate Increase in the Minimum Wage Would Mean for Workers

The President's proposal to raise the minimum wage by $.90 would generate $1800 in potential income for minimum wage workers.

Based on expenditure patterns of an average family, $1800 would buy:

- Seven months of groceries
- One year of health care costs, including insurance premiums, prescription drugs, and out- of-pocket costs
- Nine months' worth of utility bills
- More than a full-year's tuition at a 2-year college
- Basic housing costs for almost 4 months

Many Working Women Depend upon the Minimum Wage

Fifty nine percent of workers earning from $4.25 to $5.14 per hour are women; of those, 72

percent are adults 20 years old or over. The President's proposal to increase the minimum wage would raise wages of more than 5.7 million working women. This includes more than 950,000 African-American women and 760,000 women of Hispanic origin. Single heads of households, who are often women, represent over one-fifth of all families who currently rely on the earnings of a worker making $4.25 to $5.14 per hour.

A Moderate Increase in the Minimum Wage Does Not Cost Jobs

The standard criticism of the minimum wage is that it raises employers' costs and reduces employment opportunities for teenagers and disadvantaged workers. However, several studies have found that the last two increases in the minimum wage had an insignificant effect on employment. Furthermore, an extension of the time-series studies that had previously been used to claim that raising the minimum wage decreases employment, no longer finds a significant impact.

In a recent review of the literature, Professor Richard Freeman of Harvard, a widely respected labor economist, wrote: "At the level of the minimum wage in the late 1980s, moderate legislated increases did not reduce employment and were, if anything, associated with higher employment in some locales."

In discussing the minimum wage, Robert M. Solow, a Nobel laureate in economics at the Massachusetts Institute of Technology, recently told the New York Times, "The main thing about (minimum wage) research is that the evidence of job loss is weak. And the fact that the evidence is weak suggests that the impact on jobs is small."

Americans Want an Increase in the Minimum Wage

The American public supports increasing the minimum wage by a solid margin. Nearly every survey finds overwhelming support for raising the minimum wage. For example, a national poll conducted in January 1995 for the Los Angeles Times found that 72% of Americans backed an increase in the wage, confirming a December 1994 Wall Street Journal/NBC News survey that found raising the minimum wage is favored by 75%.

Despite expected criticism in some corners, the minimum wage has traditionally had bipartisan support. In 1989, the minimum wage increase passed the House by a vote of 382 to 37 (with 135 Republicans voting for the bill), and 89 to 8 in the Senate (with the support of 36 Republicans).

Currently, ten states and the District of Columbia have minimum wages that exceed the Federal minimum wage (Alaska, Connecticut, Hawaii, Iowa, Massachusetts, New Jersey, Oregon, Rhode Island, Vermont and Washington). Delaware is expected to pass legislation that will raise its minimum wage on April 15, 1996. Hawaii's minimum wage is $5.25 an hour and Massachusetts will match this in January 1997; New Jersey's is $5.05.

The Minimum Wage

Myth and Reality

The federal minimum wage now stands at $4.25 per hour. A person who works full-time all year long at that wage earns only $8500 in a year. The buying power of the minimum wage is already 29 percent lower than in 1979 -- and if left unchanged, will be at its lowest point in 40 years by January 1997. To restore that buying power and to make work pay, the President has challenged Congress to raise the minimum wage.

But the debate has been muddied by several myths that anti-minimum wage forces repeat at every opportunity.

Myth: The only Americans working for the minimum wage are teenagers.

Reality: 63 percent of minimum-wage workers are adults age 20 or over. (Source: Bureau of Labor Statistics)

Myth: Minimum wage workers don't support families.

Reality: The last time the federal minimum wage was increased, the average minimum wage worker brought home 51 percent of his or her family's weekly earnings. (Source: Analysis of Census Bureau's Current Population Survey by Professors David Card and Alan Krueger)

Myth: Raising the minimum wage hurts the poor by causing job loss.

Reality: Nearly 10 million working Americans would get a pay raise if the minimum wage is increased to $5.15 per hour. As Nobel Prize-winning economist Robert Solow said, "[T]he evidence of job loss is weak. And the fact that the evidence is weak suggests that the impact on jobs is small." (Source: *New York Times,* January 12, 1995)

Myth: The only study showing that raising the minimum wage does not cost jobs was a study funded by the U.S. Labor Department.

Reality: One major study -- conducted in 1992 and financed by Princeton University and the University of Wisconsin -- was published by two Princeton University economists. One of those economists later joined the Labor Department. (Source: *Washington Post*, January 11, 1995) Furthermore, a similar conclusion has been reached by at least ten other independent studies.

Myth: Raising the minimum wage will have a negligible impact on people's lives.

Reality: A 90-cent per hour increase in the minimum wage means an additional $1,800 for a minimum wage earner who works full-time, year round -- as much as the average family spends on groceries in more than 7 months. (Source: Bureau of Labor Statistics)

Myth: Increasing the minimum wage has always been a bitter, partisan issue that only Democrats have supported.

Reality: In 1989, the last time the minimum wage was increased, the House of Representatives vote in favor of the proposal was 382 to 37, and the Senate vote was 89 to 8. Indeed, Senator Dole said at the time, "[T]his is not an issue where we ought to be standing and holding up anybody's getting a 30 to 40 cents an hour pay increase, at the same time that we're talking about capital gains. I never thought the Republican Party should stand for squeezing every last nickel from the minimum wage." (Source: *Congressional Quarterly Almanac 1989)*

Making Work Pay

Questions and Answers on Raising the Minimum Wage

With unemployment at its lowest level in years, should we be tinkering with the minimum wage? Won't an increase in the minimum wage hinder the creation of new jobs?

The minimum wage is currently valued at 29% lower in real terms than it was in 1979.

A number of recent studies have found that a moderate rise in the minimum wage has little, if any, affect on job creation starting at such a low level. In fact, "The impact of a minimum wage rise on jobs is small," the New York Times quoted Nobel Laureate Robert Solow as saying. The Times also reported that economists agree that a minimum wage rise will lift the incomes of low wage workers.

Isn't the minimum wage poorly targeted to people in poverty? The Democratic Leadership Council reports that a number of minimum wage workers are in households with earnings higher than the median worker. Wouldn't a rise in the minimum wage just help middle class teenagers?

Although some people who earn the minimum wage are teenagers, almost two-thirds are adults age 20 and older. The average minimum wage worker brings home about half of his or her family's earnings. Increasing the minimum wage will help these workers to make up for lost ground due to inflation -- it will help make work pay.

The minimum wage provides a foothold into the middle class. A family with two full-time year round workers would earn $20,600 a year with a $5.15 minimum wage.

Wouldn't a rise in the minimum wage hurt minorities and the disadvantaged due to job loss?

As the New York Times reported, most economists agree that raising the minimum wage increases the incomes of low wage workers, which more than offsets any effect on jobs. Further, studies of minimum wage increases fail to show disproportionate impacts for minority youth.

Additionally, public support for a minimum wage increase is strong. A January 1995 Los Angeles Times poll found that 72% of Americans back an increase, confirming a December 1994 Wall Street Journal/NBC News poll that found that 75% of adults favored a rise in the minimum wage.

How many workers are affected by a rise in the minimum wage?

An estimated 10 million hourly paid workers earn between $4.25 and $5.14, and would directly benefit from the President's proposal to increase the minimum wage.

How can you contemplate a rise in the minimum wage with a new Congress intent on getting government off the backs of business?

The minimum wage has historically enjoyed bipartisan support. Sens. Dole and Kassenbaum, Speaker Gingrich and Rep. Goodling voted for the last minimum wage increase to $4.25 an hour in 1989.

Governors across the country are fighting against unfunded mandates. Isn't the minimum wage an unfunded mandate on businesses and states?

The minimum wage is not a new unfunded mandate. In fact, given the erosion of the value of the minimum wage over the last 15 years it is now much less of a mandate on businesses and the public sector than it used to be.

What do you say to all the businesses that say they will lose profit and possibly go bankrupt if the minimum wage is raised? Aren't you just antagonizing the business community by proposing a minimum wage increase?

Inflation has eroded the minimum wage so much that it is currently at its second lowest level since the 1950s. The economy has been very strong, but wages have not grown as much as they need to for the middle class to keep up.

The Clinton Administration has pursued economic policies to put our fiscal house in order, laying the foundation for the current economic expansion. But the problem is that low-wage and middle class workers have not shared fully in this recovery.

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David Card

guesses that a $1 inc in would impact 6% of all workers (as of last summer, lower now — should spin CPS tapes)

No way administration will get $1.50

$5.75 in CA since 1998, proposed increase. CA has bigger low wage mkt than other parts of the country. Look at what happened there

Tip sub-minimum not raised.
Raise this to help lowest.

Increase in minimum wage reduces incentive for low skilled immigrants.

TX + CA likely not enforcing law.

Since '96 + '97 wages at bottom have risen
Check where min wage is in dist. +
where $1 increase would bring it

Timing not an issue

Card in very much in favor of raising tip-credit

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Washington, DC 20210
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US Department of Labor

Fax

To:	Kathleen McGarry	**From:**	Lisa Stuart
Fax:	395-6853	**Pages:**	3, including this page
Phone:	395-4597	**Date:**	12/28/00
Re:	Minimum Wage	**CC:**	

☐ **Urgent** ☐ **For Review** ☐ **Please Comment** ☐ **Please Reply** ☐ **Please Recycle**

Here's the 1999 data. Feel free to call me with questions. My direct line is 693-6070.

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H. John Heinz III School of Public Policy & Management

Fax

To: Kathleen McGarry
From: Lowell Taylor
Fax: 202-395-6853
Pages: 9
Phone:
Date: 1/3/01
Re: Requested Article
CC:

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Journal of Business & Economic Statistics, April 1995, Vol. 13, No. 2

The Employment Effect in Retail Trade of California's 1988 Minimum Wage Increase

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In this article, we study the labor-market effect of California's 1988 minimum wage increase in the retail trade industry. Two different approaches to evaluating the minimum wage effects suggest that the textbook economic analysis of minimum wages pertains; employment growth in California's low-wage retail trade sector appears to have been tempered by the minimum wage increase.

Since the passage of the Fair Labor Standards Act of 1938, minimum wage laws have represented one of this country's most prominent labor-market intervention policies. Subsequent to the establishment of the Act, several amendments have raised the federal minimum. Most recently, after almost a decade with no changes in the minimum wage, the federal minimum increased from $3.35 to $3.80 on April 1, 1990, and one year later to $4.25. There is wide support for further increases in the minimum wage, with many policymakers favoring large increases in the nominal minimum and, possibly, indexation of the minimum wage.

The enthusiasm held by many policymakers for increasing the minimum wage appears to be based on a notion that such an increase will raise the earnings of low-wage workers while having little effect on these workers' employment prospects. This view has been bolstered recently by a series of interesting and compelling empirical studies that call into question the conventional economic prediction that an increase in the minimum wage moves the labor market equilibrium backward along the demand curve, thereby reducing the employment of low-wage workers. Each of these studies suggests that the most recent round of increases in the minimum wage in the United States had little effect on employment among low-wage workers.

A study by Card (1992a) explored the consequences for teenage employment of California's minimum wage increase of July 1988. (The federal minimum wage remained constant through most the 1980s, but California was one of several states that adopted legislation that raised the state minimum to levels above the national standard.) Card compared teenage employment changes in California and in a group of southwestern and southern states from 1987 to 1989. Although the minimum increased in California during this period while remaining fixed in the other states, Card found no signs of a negative impact on California's teenage employment. In a second study, Card (1992b) exploited regional variation in wages across the United States, again finding little evidence that recent minimum wage increases reduced low-wage employment. Katz and Krueger (1992) and Card and Krueger (1993), in studies of the fast-food industry, also detected little change in employment due to increases in the U.S. minimum wage. A study in the British context by Machin and Manning (1994) also failed to confirm conventionally predicted employment effects of a minimum wage.

There have been studies finding evidence of a negative effect on employment of the minimum wage; Wellington (1991), Brown (1988), and Brown, Gilroy, and Kohen (1982) provided useful overviews. Still, the most recent wave of empirical studies is noteworthy both for its policy relevance and for its potential to shed light on labor-market fundamentals. Because this new research is important and because much of the previous literature is equivocal, we undertake in this article a new empirical evaluation of California's increase in the minimum wage from $3.35 to $4.25 in July of 1988. Our approach is to look for the systematic industry- and county-level variation in employment growth and wage changes that would be the effect of a minimum wage increase predicted by conventional theory.

Using County Business Patterns (CBP) data, we find evidence that does indeed appear consistent with conventional theory. First we show that in California's broadly defined retail trade sector, for the time period March 1988 to March 1989, those industries (e.g., department stores or women's clothing stores) in which the relative wage increase was most rapid had relatively slow employment growth. This pattern did not appear in California in years when the minimum wage was unchanged. Second, we note that within California there was substantial intercounty variation prior to the 1988 minimum wage increase. Retail trade wages in some counties were rather high, but in other counties retail trade employees were poorly paid. Conventional theory suggests that employment would be adversely affected in these latter counties. Our empirical results accord with this prediction.

The magnitude of the estimated effect of the minimum wage change on employment growth is similar for estimates based on interindustry variation and intercounty variation.

1. RETAIL TRADE IN CALIFORNIA AND THE UNITED STATES, 1986–1989

Our study focuses on employment in the retail trade industry. Employment in retail trade is of particular interest because

wages paid by many employers in retail trade are low, and the minimum wage is therefore likely to present a binding constraint for much of this industry. Moreover, the retail trade industry is by far the largest employer of low-wage workers. Using data from the Current Population Survey (CPS), Card (1992a) estimated that in 1987 over 30% of workers in retail trade earned $3.35 or more, but less than $4.25. Moreover, these workers in retail trade represented nearly half of all workers in California who were paid $3.35–$4.24.

For our analysis, we rely primarily on data from the CBP issued by the U.S. Department of Commerce, Bureau of the Census (various years a) to track trends in employment and pay. These data indicate firms' payroll (based on the employers' quarterly federal tax returns) for the first quarter of the year and the firms' total employment for a pay period including March 12. These data are tabulated from universe files, so in principle sampling error is not an issue. (As we shall discuss later, however, nonsampling error may be a problem.) In the retail trade industry, trends in employment appear to be quite similar in California and in the rest of the United States over the period 1986 to 1989. Table 1 presents a summary. Employment grew slightly less rapidly in California in 1986–1987 and somewhat more rapidly in 1987–1988. The 1988–1989 employment trend, which should reflect any effect of the 1988 increase in California's minimum wage, shows employment growing somewhat more slowly in California than in the rest of the United States.

Table 2 presents similar statistics for reported pay per person in the retail trade industry. Unfortunately, the CBP data do not give us average wages by industry, so pay per person is constructed as payroll divided by employment. This is the "wage" in our article. As an alternative measure, we also computed the average wage for retail trade workers paid hourly from the CPS for a nine-month period, September 1987 to May 1988, that preceded the July 1988 minimum wage increase and for the same nine-month period for the following year, September 1988 to May 1989. CPS data show that in California the average wage increased 6.58% from the former to the latter period, whereas in the rest of the United States the average wage increased by 3.67%. These figures do not differ greatly from the corresponding statistics listed in the last column of Table 2.

The most notable feature of Table 2 is, of course, that retail trade wages grew much more rapidly in California than in the rest of the United States from the first quarter of 1988 to the first quarter of 1989. A natural explanation for this outcome is that the minimum wage increased in California, from $3.35 to $4.25 in July of 1988, but the wage floor remained constant in nearly all other states. In 43 states and in the District of Columbia, the minimum wage did not change at all during this period, and in states in which the minimum did increase, the increments were much smaller than California's $.90 increase. (The minimum increased during this period in Connecticut, Minnesota, and Washington by $.50, in Pennsylvania by $.35, and in Maine, New Hampshire, and Massachusetts by $.10.)

Table 1. Percent Change in Employment in Retail Trade

Location	1986–1987	1987–1988	1988–1989
California	4.46	2.95	2.48
U.S.	5.00	1.98	2.88
Cal.–U.S.	−.54	.97	−.40

Table 2. Percent Change in Per Person Pay in Retail Trade

Location	1986–1987	1987–1988	1988–1989
California	1.28	2.75	6.15
U.S.	.99	3.62	3.83
Cal.–U.S.	.29	−.87	2.32

On the basis of the data presented in Tables 1 and 2, it would appear that the minimum wage increase had little effect on employment in California's retail trade sector. Although wages in retail trade did increase in California relative to the rest of the United States for 1988–1989, presumably as a result of the new minimum wage law, retail trade employment growth was only slightly slower in California than in the rest of the United States.

This conclusion that the minimum wage increase had no substantial adverse effect on employment is predicated on the assumption that there were no other major changes to factors affecting retail trade employment in California. One can read the data in Tables 1 and 2 as the outcome of a "natural experiment" in which a treatment group, California, was subjected to a substantial minimum wage increase. This reading would be wrong, however, if California's retail trade sector was doing particularly well during the 1988 to 1989 period. In that case employment growth in California's retail trade sector from the first quarter of 1988 through 1989 may have been relatively strong *despite* negative employment effects of the minimum wage increase.

There is some evidence that reinforces this concern. The California State Board of Equalization (various years) indicated robust taxable retail trade in California during the 12 months following the minimum wage increase (August 12, 1988, to August 11, 1989); the retail sales volume during this period was 7.8% higher than during the previous 12 months. We do not have comparable data for the rest of the United States, but we can get an indication of retail sales strength from calendar year estimates listed by the U.S. Department of Commerce, Bureau of the Census (various years b) and California Department of Finance (various years). These indicate that sales in California were 9.4% stronger in calendar year 1989 than in 1988. The corresponding percent growth in sales for the rest of the United States was estimated to be just 4.9%.

Given the strong performance of California's retail trade sector from 1988 to 1989, we would naturally have expected employment growth to be much faster in California than in the rest of the United States for 1988–1989, all else being equal. It is therefore possible for data in Tables 1 and 2 to be consistent with a substantial negative employment effect of the minimum wage increase. In an attempt to resolve this issue we look beyond the aggregate wage and employment figures.

Table 3. Differences in Pay Growth and Employment Growth, California–U.S., 1988–1989

Industry categories	Pay per employee (1)	Employment (2)
General merchandise	6.86	−6.18
Eating and drinking	4.63	−1.24
Food stores	2.36	.37
Apparel and accessory	2.31	1.19
Building and garden supplies	.77	3.15
Furniture	.00	3.97
Auto dealers and service stations	−1.56	2.02

NOTE: Column (1) gives the percent of change in pay per person in California minus the percent of change in pay per person in the rest of the United States and column (2) is the difference in the percent of change in employment in California and the rest of the United States. These categories represent all retail trade industries except "Miscellaneous retail."

Table 3 shows disaggregated data on wage and employment growth for the crucial 1988–1989 period. In particular, statistics similar to those in the bottom rows of Tables 1 and 2 are shown for two-digit Standard Industry Classification (SIC) categories within retail trade. This table indicates considerable variation by industry within the retail trade sector. In some industries, notably eating and drinking places and general merchandise stores, there were substantial increases in the wages in California relative to the United States, but in other industries the wage growth was actually slower in California than in the country as a whole. Similarly, there is substantial variation in the growth of employment in California compared to the national trend. Moreover, in industries in which wages grew rapidly in California relative to the national trend, employment appears to decline relative to the trend.

2. INTERINDUSTRY EMPLOYMENT EFFECTS OF THE MINIMUM WAGE

In the textbook labor-market model, wages and employment are jointly determined by supply and demand. It is therefore difficult to interpret coefficients estimated for a regression of the form

$$\Delta e_i = \beta_0 + \beta_1 \Delta w_i + u_i, \tag{1}$$

where Δe_i and Δw_i are industry-level changes in employment and wages. Employment is related to wages, but any changes in employment are the result of shifts in the supply curve or the demand curve (or both), and Regression (1) does not distinguish between these movements.

Equation (1) can be interpreted as a demand curve if there is some exogenously generated variation in wage changes faced by firms across industries. One such exogenous shock is the minimum wage increase in California. If labor markets are competitive, industry wage changes that result from the minimum wage increase should induce movements along the demand curve for labor. We assume that this relationship between industry wage changes and employment growth can be represented by Equation (1), where we let e be the log of employment and w be the log of the wage, so that Δe and Δw are the approximate percent changes in employment and wages, respectively.

In particular, suppose that in California

$$\Delta e_{ci} = \alpha_c + \alpha_i + \beta_1 \Delta w_{ci} + u_{ci}, \tag{2}$$

where the subscript ci indicates industry i in California. Note that in (2) the observed percent change in employment in industry i is the result not only of changes in the wage in the industry but also of California-specific and industry-specific shocks to the demand schedule, α_c and α_i, respectively.

If for the United States as a whole a similar demand curve pertains,

$$\Delta e_{us,i} = \alpha_{us} + \alpha_i + \beta_1 \Delta w_{us,i} + u_{ui}, \tag{3}$$

we can subtract (3) from (2), giving

$$(\Delta e_c - \Delta e_{us})_i = \beta_0 + \beta_1 (\Delta w_c - \Delta w_{us})_i + u_i, \tag{4}$$

where $\beta_0 = \alpha_c - \alpha_{us}$ and $u_i = u_{ci} - u_{ui}$.

We estimate Equation (4) using data from the CBP for the time period March 1988 to March 1989. Given that the minimum wage increased in California in July 1988, we would expect that much of the between-industry variation in wage growth in California relative to the rest of the country would be exogenously induced—that is, would be the result of the policy change.

Even though there is exogenously induced wage variation due to a minimum wage change, one might still be concerned that our estimated demand equation would be subject to simultaneous equation bias because industry employment changes are still influenced by both supply and demand. Fortunately, there is a natural way of dealing with this issue. For a time period when the minimum wage changes, some portion of the exogenous change in wages in California's industries relative to the United States, $\Delta w_{ci} - \Delta w_{us,i}$, may be systematically related to industry characteristics within California. These characteristics can then serve as instrumental variables (IV's). First, the wage increase within an industry will typically be negatively correlated with the initial wage level of the industry. That is, when the minimum wage changes between periods $t-1$ and t, we would expect the industry wage changes to be largest in industries that in period $t-2$ had low wages. Second, because smaller firms may have higher noncompliance rates (Ashenfelter and Smith 1979), industries with small firms will, all else being equal, tend to have smaller industry wage increases due to an increase in the wage floor. Alternatively, suppose that the variance in wages is larger in large firms. This means that, having conditioned on the mean, industries with large firms will tend to have a higher fraction of workers receiving wages near or at the minimum. In either of these cases, industry wage changes due to a minimum wage increase will be positively correlated with industry firm size (having conditioned on average industry wages).

More specifically, in estimating (4) we use two-stage least squares (2SLS) with instruments, $\bar{w}_i$, the log of the California industry mean wage for year $t-2$, and $\bar{s}_i$, the log of mean firm size in the industry for the year $t-2$. Thus for the 1988–1989 equation the instruments are taken from the year 1987. There are predetermined variables that are likely to be

Table 4. Regression Results for Dependent Variable ($\Delta e_c - \Delta e_{us}$)

	1985–1986		1986–1987		1987–1988		1988–1989	
	OLS (1)	IV (2)	OLS (3)	IV (4)	OLS (5)	IV (6)	OLS (7)	IV (8)
Intercept	.010	.003	−.010	−.017	.010	−.008	.028*	.027*
	(.008)	(.013)	(.008)	(.035)	(.009)	(.020)	(.005)	(.005)
Coefficient on	−.361*	−.945	−.317	3.870	−.092	−1.685	−.902*	−.879*
$(\Delta W_c - \Delta W_{us})$	(.123)	(.723)	(.154)	(4.935)	(.146)	(.989)	(.084)	(.133)
n	50	50	50	50	51	51	53	53
$\bar{R}^2$	.13	.01	.06	−.01	−.01	.04	.69	.45

NOTE: All regressions are weighted by employment in industry i in California in year $t-2$. Asymptotic standard errors are given in parentheses (* indicates sig. < .01). For the IV estimates, the instruments are log mean wage and log average firm size in industry i in year $t-2$. For 1985–1986 and 1986–1987 three industry categories are missing and for 1987–1988 two industry categories are missing. The employment of these missing industries is less than 2% of total retail industry employment in 1988.

correlated with the wage change induced by the increase in the mandated minimum wages.

Ordinary least squares (OLS) and IV estimates of Equation (4) are presented in Tables 4 and 5. These results were produced using data for 3–4-digit industries within the retail trade sector. In Table 4, a weighted regression procedure is used, with weights given by California's employment in the 3–4-digit industry for the year $t-2$. Table 5 provides unweighted results that indicate that the results are not sensitive to the weighting scheme employed. We were not able to include all 3–4-digit retail trade industries in our regressions because there was some shuffling of the SIC codes between 1987 and 1988. Fortunately, though, industries we did include represent 97.8% of total employment in retail trade.

As a simple specification test, we estimated Equation (4) for the time frame of interest, 1988–1989 and also for several other years when the minimum wage laws did not change. Consider first the OLS estimates, presented in the odd numbered columns of Tables 4 and 5. As expected, for the years 1985–1986, 1986–1987, and 1987–1988, the regression results show little of interest: few coefficients are significantly different from 0, and the typical value of the R^2 is low. For 1988–1989, however, a different picture emerges: In those retail trade industries in which the wages increased most rapidly, relative employment declined.

Our OLS estimates of the elasticity of demand for labor in retail trade are in the −.8 to −.9 range. By way of comparison, Coterill's (1975) estimates of wage elasticities for various retail trade industries for years between 1948 and 1963 were generally between −.4 and −1.1, and Zucker's (1973) estimates of the elasticity of demand in the U.S. low-wage manufacturing sector were close to −1.0. It is worth mentioning that the wage change on the right side of our demand equation is *not* the change in the minimum wage. Rather, it is the change in average wage cost per worker, which is considerably smaller; the absolute value of the elasticity of employment with respect to the *minimum wage* itself is obviously much smaller than .9.

The results we present accord with standard theory and appear to fall in the general range of previous estimates. We cannot, however, ignore the possibility that the negative elasticity we estimate using OLS is due to the way we have attempted to deal with shortcomings in our data. In particular, we do not have in our data set the actual wages firms are paying. Instead the "wage" we use is the average pay per worker, calculated as average weekly payroll during the quarter divided by employment in the last week of the quarter. That is, for any particular industry, we use as our measured log wage in time t, $w_t^m = \ln(P_t/E_t^m) = p_t - e_t^m$. To see the implication of this, consider an industry in which the "true" wage is constant during the quarter, but our measure of log employment for the last week of the quarter, e_t^m, varies randomly around its mean, e_t. In particular, suppose that $e_t^m = e_t + v_t$, where v_t is the percentage deviation in our measure of employment from its "true" quarterly mean e_t. (This random variation could be due to employment fluctuations within an industry during the quarter or could be due to measurement error.) In this case, our measure of the log wage for time t, w_t^m, will also be error ridden because $w_t^m = p_t - e_t^m = w_t - v_t$. This in turn implies that, for each of the industries in our data,

Table 5. Regression Results (Unweighted) for Dependent Variable ($\Delta e_c - \Delta e_{us}$)

	1985–1986		1986–1987		1987–1988		1988–1989	
	OLS (1)	IV (2)	OLS (3)	IV (4)	OLS (5)	IV (6)	OLS (7)	IV (8)
Intercept	.001	.048	.065	−.089	−.009	−.034	.031*	.028*
	(.019)	(.059)	(.058)	(.205)	(.021)	(.040)	(.007)	(.009)
Coefficient on	−.117	1.076	−.365	6.600	−.276	.379	−.825*	−.898**
$(\Delta W_c - \Delta W_{us})$	(.186)	(1.332)	(.611)	(7.875)	(.207)	(.887)	(.115)	(.391)
n	51	51	51	51	53	53	53	53
$\bar{R}^2$	−.01	−.01	−.01	−.01	.01	−.02	.49	.08

NOTE: Asymptotic standard errors are given in parentheses (* indicates sig. < .01 and ** indicates sig. < .05). For the IV estimates, the instruments are log mean wage and log average firm size in industry i in year $t-2$. For 1985–1986 and 1986–1987, two industry categories are missing. The employment of these missing industries is 1.64% of total retail industry employment in 1988.

$\Delta e_i^m = \Delta e_i + \Delta v_i$ and $\Delta w_i^m = \Delta w_i - \Delta v_i$. Even without simultaneity bias, a consequence of this particular form of measurement error is inconsistency in the OLS estimator $\hat{\beta}_1$ from Equation (4). Specifically,

$$\text{plim}(\hat{\beta}_1) = \frac{\beta_1}{1+r} - \frac{r}{1+r}, \tag{5}$$

where r is the ratio, $\text{var}(\Delta v_c - \Delta v_{ss})/\text{var}(\Delta w_c - \Delta w_{ss})$. If the true parameter β_1 is 0, then the probability limit of our estimator goes to -1 as r gets big—for example, if measured wage changes are all noise. This is troubling in our context because our estimated elasticity of labor demand for California's retail trade industry is indeed not so far from -1.

Having made this point, we believe that there are two important pieces of evidence that argue against its importance to our analysis. First, we note that if the "division bias" described in the preceding paragraph is serious, it will induce a negative correlation between wage and employment changes for all years, not just years when the minimum wage changes. Equation (5) implies that the built-in-negative correlation between measured employment and wage changes is likely to be more severe in years when the minimum wage remains constant because a minimum wage increase is a source of true variation in relative wages. As in clear from Tables 4 and 5, however, there is little systematic relationship between observed wage and employment growth in years when the minimum wage is unchanged.

Second, and more importantly, the IV estimates of the wage elasticity [in column (8) of Tables 4 and 5] are very similar to OLS counterparts. As discussed previously, we use as instruments, $\overline{w}_i$, the log of the California industry mean wage for year $t-2$, and $\overline{s}_i$, the log of mean firm size in the industry for the year $t-2$. This industry log mean wage is the log of pay per employee, and log firm size is the log of number of employees per firm, both of which were calculated from the yearly averages reported by the Bureau of Labor Statistics (BLS). We use $\overline{w}_i$ and $\overline{s}_i$ for year $t-2$ instead of year $t-1$ because of concern over the possibility that there may be measurement error that would be common to both the CBP and BLS data. (Such error would mean that our instruments would be correlated automatically with Δw_i, but also with the error term of our OLS equation, because that error term may include components due to mismeasurement of the employment variables.)

For the IV approach to be consistent, we not only need our instruments to be correlated with $(\Delta w_c - \Delta w_{ss})_i$, as they clearly are, but the instruments must also be orthogonal to the error term in our regression equation (4). Because the model is overidentified (i.e., because we use two instruments, not one), we can implement a conventional 2SLS overidentification test. Let b_0 and b_1 be the parameter estimates of (4) using 2SLS. Then the proposed test statistic, based on the Lagrange multiplier principle, is nR^2, where n is sample size and R^2 is the uncentered R^2 in the regression of the residuals $\hat{u}_i = (\Delta e_c - \Delta e_{ss})_i - b_0 - b_1(\Delta w_c - \Delta w_{ss})_i$ on $\overline{w}_i$ and $\overline{s}_i$. This test statistic has an asymptotic distribution chi-squared with 1 df. In our case the calculated test statistic was found to be .25; quite clearly we cannot reject the overidentification restriction.

For a subset of industries we can construct instruments from an alternative data source—the CPS—as a means of evaluating the robustness of our approach. Our reason for finding new instruments is due to the concern about measurement error, as outlined previously. A potential problem is that we take our instruments $\overline{w}_i$ and $\overline{s}_i$ from the BLS, which in principle draws its data from the same sources as the CBP data used in the regressions. Thus, if there is serial correlation in the measurement error (i.e., if the errors in reported industry employment in 1988–1989 are correlated with errors in reported employment from 1987), there is a possibility that these instruments are correlated with the dependent variable through this mechanism. CPS-based instruments, however, should be free of such correlations.

To construct appropriate instruments, we first calculate the mean wage for each industry, but now using individual-level data from the CPS rather than pay per person from the BLS. In principle, we might have calculated the mean industry wages, $\overline{w}_i$, using 1988 data. Because CPS samples of workers within specific retail trade industries in California are small, we used CPS outgoing rotation group files from January 1984 to June 1988. There are 33 retail trade industries reported in the CPS, of which we matched 25 with the 1987 SIC codes for the CBP. We did not match all of the categories because in a few cases there were changes in the SIC codes between 1987 and 1988 and because we did not construct the instruments for any industry for which we had fewer than 20 CPS observations. In all, we used 5,114 of the 5,205 available observations on retail trade employees in our CPS sample in constructing instruments. For the individuals in our sample, the "hourly wage" is simply the reported hourly wage, or, when this is unavailable, the reported weekly earnings divided by reported usual weekly hours. We find that CPS industry mean wages constructed in this fashion are highly correlated with BLS pay per person; the correlation coefficient is .97.

Next we calculate a new firm size variable by dividing the BLS industry payroll by the industry mean wage calculated from the CPS. This gives us a measure of industry employment (in hours) that does not rely on the possibly error-ridden industry employment figures reported by the BLS. We divide this latter figure by the number of firms in the industry, which then gives us a measure of firm size in the industry. We find that per-firm industry employment measured in this fashion is highly correlated with employment per firm as given by the BLS; the correlation coefficient of the two variables is over .99.

Finally, we construct a new instrument using the CPS—the fraction of the labor force in retail trade industries in California that was directly "affected" by the minimum wage. This variable, F_i, is the fraction of workers in industry i who, prior to the minimum wage increase, earned wages at or above \$3.35 but less than \$4.25. We define a worker as "affected" if the nominal hourly wage is equal to or greater than \$3.35 but less than \$4.25 in real terms, using June 1988 as the base and using the Consumer Price Index to adjust to real terms.

Table 6. Regression Results Using Alternative Instruments 1988–1989 for Dependent Variable ($\Delta e_c - \Delta e_{us}$)

	OLS (1)	IV (2)	IV (3)	IV (4)
Intercept	.027*	.030*	.030*	.029*
	(.006)	(.006)	(.006)	(.006)
Coefficient on	−.869*	−.946*	−.962*	−.916*
$(\Delta W_c - \Delta W_{us})$	(.113)	(.142)	(.146)	(.137)
n	25	25	25	25
$\bar{R}^2$	.71	.64	.64	.64

NOTE: All regressions are weighted by employment in industry i in California in 1987. Asymptotic standard errors are given in parentheses (* indicates sig. <.01). For the IV estimates, the instruments are (2) log mean wage and log average firm size calculated from the BLS, (3) log mean wage calculated from the CPS and log average firm size estimated from the CPS and the BLS, (4) log of the fraction of workers below minimum wage and log average firm size estimated from the CPS and the BLS.

The "total" number of workers is just the number whose wages are at the minimum or above. For each industry we calculate F_i, the ratio of "affected" to "total." Overall, we find that using our definition for "fraction affected," about 28% of California's workers in retail trade were affected by the minimum wage increase.

In Table 6 we present first the OLS estimates of Equation (4) for the 25 observations for which we were able to construct the CPS-based instruments. The estimates reported as IV(2) use $\overline{w}_i$ and $\overline{s}_i$ as calculated from the BLS as instrument (as in Table 4, but now with the smaller sample). IV (3) shows the results of using the instruments $\overline{w}_i$ and $\overline{s}_i$, but now calculated from the CPS, not the BLS. IV(4) is similar to IV(3) but replaces $\overline{w}_i$ with the log of F_i. In each regression we used a weighted procedure as described previously. The test statistic for the Lagrange multiplier test of the overidentifying restrictions for the three IV procedures (2), (3), and (4) reported in Table 5 are .17, .25, and 1.82, respectively. In none of the cases do we reject the restrictions.

Results in Table 6 are quite similar to those presented in Tables 4 and 5. In particular, these estimates show that, within retail trade, cross-industry variation in wage changes induced by the minimum wage increase is negatively correlated with industry employment changes.

Another way of seeing how the minimum wage change affected industry wages and employment for the 1988–1989 period is to look at the reduced-form equations underlying our IV procedures. These are presented in Table 7. Columns (1) and (2) show regressions in which $(\Delta w_c - \Delta w_{us})$ is the dependent variable. In column (1) the wage-change equation shows the expected negative coefficient on the mean hourly wage of workers in the industry (as calculated from the CPS), and also a positive coefficient on mean firm size in the industry (as calculated using wages from the CPS and total payroll from the BLS). As discussed previously, this latter outcome would be expected if small firms have lower rates of compliance to minimum wage laws, or if the variance of wages is typically higher in large firms than in small firms that pay the same average wage. Similarly, column (2) shows a positive coefficient for $\ln(F_i)$ and a positive coefficient for $\overline{s}_i$.

Columns (3) and (4) give reduced-form estimates for an equation specifying $(\Delta e_c - \Delta e_{us})$ as the dependent variable.

Table 7. Reduced-Form Regression Results: CPS Matched Industry 1988–1989

	Dependent variable $(\Delta W_c - \Delta W_{us})$		Dependent variable $(\Delta e_c - \Delta e_{us})$	
	(1)	(2)	(3)	(4)
Intercept	.072	−.031	.027	.093*
	(.036)	(.019)	(.038)	(.021)
$\overline{W}_i$	−.080**	—	.050**	—
	(.020)		(.020)	
$\ln(F_i)$	—	.029*	—	−.017**
		(.006)		(.007)
$\overline{s}_i$	.028*	.028*	−.032*	−.031*
	(.005)	(.005)	(.006)	(.005)
n	25	25	25	25
$\bar{R}^2$	.59	.66	.67	.58

NOTE: All regressions are weighted by employment in industry i in California in year 1987. Asymptotic standard errors are given in parentheses (* indicates sig. <.01 and ** indicates sig. <.05). The instruments are log mean wage calculated from the CPS and log average firm size estimated from the CPS and BLS for (1) and (3) and log of the fraction of workers below minimum wage and log average firm size estimated from the CPS and the BLS for (2) and (4).

These show that, having conditioned on firm size in the industry, employment growth over this period was most rapid in industries with higher initial wages. Similarly, we find the anticipated negative coefficient on the measure of an industry's workers having initial wages lower than the new minimum wage.

3. INTERCOUNTY EMPLOYMENT EFFECTS OF THE MINIMUM WAGE

We turn next to an alternative way of looking for the effect of the minimum wage increase on retail trade employment in California. Prior to the 1988 minimum wage increase there was substantial variation across California's counties in wages workers earned in the retail trade industry. As in Section 2, our argument is that the legislated change in the minimum wage induced exogenous variation in wages and this variation can be exploited to estimate the demand curve for labor in a low-wage sector. One reason for examining county data instead of industry data is that this procedure relies on an alternative source of variation and thus provides an opportunity for examining robustness of the results of the industry-level analysis. Another advantage of the county analysis is that in estimating the demand curve we can condition our labor-demand equation on county-level retail sales trends, estimated using sales-tax data.

The central idea is to treat the demand for labor in a county as a derived demand function—dependent on the county demand for "output" in the retail trade industry. Consider San Francisco and Sutter Counties, for instance. San Francisco County in the first quarter of 1988 had the highest average wages in retail trade of any county in California. Here the average wage grew by only 1.7% from the first quarter of 1988 to first quarter of 1989, suggesting that the minimum wage increase had little bite. County retail trade employment grew rapidly, by 8.0%. In contrast, Sutter County, an initially lower-wage county, had a 9.2% increase in average retail trade wages and a change in retail trade employment of −2.1%. That the employment trends may have been influenced by

the wage trends in this case is made more plausible when we note that these counties had comparable strength in retail sales growth from the 12 months preceding the minimum wage increase to the subsequent 12-month period; Sutter County taxable sales increased by 7.2%, while San Francisco County taxable sales increased by 6.9%.

In more formal terms, suppose that growth in demand for retail trade services in county j, $\Delta \ln Y_j$, is determined by secular local economic trends, which in turn are largely unrelated to income of workers in retail trade. Suppose further that production in retail trade entails a constant elasticity of substitution production process. Then, as discussed by Hammermesh (1993), the derived demand function for labor can be written

$$\Delta \ln E_j = \alpha_0 + \sigma \Delta \ln W_j + \alpha_1 \Delta \ln Y_j, \qquad (6)$$

where σ is the elasticity of substitution between the services of capital and labor and α_1 is a parameter that equals 1 under constant returns to scale. We use this specification as the basis of the regressions presented later.

We do not directly observe the variable $\Delta \ln Y_j$ for our counties, but we do not have measures of a closely related variable—the percent change in retail sales in the county, $\Delta r_j = \Delta \ln R_j$. We thus specify and estimate a regression of the form

$$\Delta e_j = \alpha_0 + \alpha_1 \Delta w_j + \alpha_2 \Delta r_j + u_j, \qquad (7)$$

where Δe_j is the percent change in the county's retail sector employment, Δw_j is the percent wage change, and Δr_j is our measure of retail output growth.

Estimates of Equation (7) will of course be nonsensical in a typical year when there is no change in the minimum. Employment changes depend in general on local supply and demand, and any correlation between the wage change and employment change is the result of the interaction of these two. For a year when there is a mandated increase in the minimum wage, though, we have exogenously induced cross-county variation in the $\bar{w}$age growth. For such a time period we can estimate our derived demand equation. As discussed in Section 2, we will want to use instruments for Δw_j in estimating (7); appropriate instruments are $\bar{w}_j$, the average wage in the county, and $\bar{s}_j$, the average firm size.

Table 8 presents estimates of the key Equation (7) for the years 1985–1986, 1986–1987, 1987–1988, and 1988–1989. As in our industry regressions, data on retail trade employment and pay per person are from the CBP and are from March of year $t-1$ to March of year t. For our measure of retail sales growth, Δr_j, we use August-to-August county retail trade data based on sales-tax information from the California State Board of Equalization. For example, in 1985–1986 regression, we use the percent change in taxable retail sales in the county from the 12-month period, August 1984 through August 1985, to August 1985 through August 1986. As instruments in the regression for years $t-1$ to t, we use average wages and firm size for the year $t-2$, as calculated from the CBP data. (We do not take our instruments from the BLS in this case, because these data are not tabulated at the county level.) CBP data were available to us for all but one (the smallest) of the 58 counties in California.

The results for 1985–1986, 1986–1987, and 1987–1988 are as anticipated: IV estimates of the coefficient on Δw_j are not significantly different from 0. Results are strikingly different for 1988–1989. Having conditioned on retail sales growth, we find a strong negative correlation between county wage changes and employment changes.

Because the regressions we present are weighted by the retail employment in the county (for year $t-2$), readers may wonder about the extent to which the results are being driven by a few large counties. If we use unweighted 2SLS instead, though, we find qualitatively similar results for 1988–1989. Finally, using the Lagrange multiplier test for overidentification, we find that $nR^2 = .006$. Given that this test statistic is asymptotically distributed chi-squared with 1 df, we clearly cannot reject our specification.

Reduced-form estimates for equations underlying our 2SLS procedure are presented in Table 9. Estimates in the second column show a positive correlation between county employment growth and county growth in retail sales. Furthermore, having conditioned on the change in retail sales, we find that employment growth is slowest in counties with low initial average wages and large average firm sizes.

We thus find that California's 1988 minimum wage increase looks nearly the same from two different angles: In Section 2, we show that in retail trade industries in which the

Table 8. Regression Results for Dependent Variable: Δe in County j

	1985–1986		1986–1987		1987–1988		1988–1989	
	OLS (1)	IV (2)	OLS (3)	IV (4)	OLS (5)	IV (6)	OLS (7)	IV (8)
Intercept	.022	.037	.000	−.037	−.003	−.001	.017	.017
	(.006)	(.019)	(.009)	(.031)	(.012)	(.014)	(.008)	(.012)
Coefficient on ΔW_j	−.039	1.848	.028	1.661	−.016	−.114	−.735*	−.734*
	(.118)	(1.576)	(.162)	(1.225)	(.111)	(.360)	(.103)	(.221)
Coefficient on Δr_j	.608*	−.122	.784*	1.042*	.461*	.472*	.689*	.689*
	(.121)	(.666)	(.134)	(.294)	(.160)	(.165)	(.093)	(.106)
n	57	57	57	57	57	57	57	57
$\bar{R}^2$	.32	.07	.37	.18	.10	.10	.59	.42

NOTE: All regressions are weighted by employment in county j in year $t-2$. Asymptotic standard errors are given in parentheses (*indicates sig. <.01). For the IV estimates, the instruments are log mean wage and log average firm size in county j in year $t-2$.

Table 9. Reduced-Form Regression Results: County Analysis 1988–1989

	Dependent variable ΔW in county j	Dependent variable Δe in county j
Intercept	.046	.001
	(.044)	(.049)
$\overline{w}_j$	−.111*	.078**
	(.030)	(.034)
$\overline{s}_j$	.051*	−.043**
	(.018)	(.021)
Δr_j	.057	.635*
	(.120)	(.136)
n	57	57
$\overline{R}^2$	.24	.27

NOTE: All regressions are weighted by employment in county j in year 1987. Asymptotic standard errors are given in parentheses (* indicates sig. <.01 and ** indicates sig. <.05). The instruments are log mean wage, log average firm size, and change of sales in county j in year 1987.

wage grew rapidly in California as a result of the increase in the minimum wage, employment was adversely affected. In this section, we find that in counties where retail trade wages increased due to the minimum wage boost, county employment growth in retail trade was tempered. Moreover, our IV estimate based on county-level data [see column (8) of Table 8] suggests an employment elasticity, −.7, not greatly different from the elasticities presented in Section 2.

4. CONCLUSION

One of the most direct and compelling applications of conventional theory to public policy is the prediction that an increase in the minimum wage reduces employment in competitive markets.

Because California's large July 1988 minimum wage increase represents an excellent opportunity to empirically evaluate the effects of minimum wages and because of Card's (1992a) findings regarding this minimum wage increase, we have undertaken a further investigation of the effects of the minimum wage increase in the low-wage retail trade industry. We first show that the increase in wages in California's retail trade (from the first quarter of 1988 to the first quarter of 1989) was more than two full percentage points higher than for the rest of the United States, due, we believe, to the increase in California's minimum wage. We then show that within industries in retail trade there is a strong negative correlation between the relative wage changes and employment growth. IV estimates suggest an elasticity of employment with respect to wages in the neighborhood of −.9. We also explore the effect of the minimum wage increase by examining intercounty variation in the wage change in retail trade and the corresponding employment change. Again we find a strong negative correlation, with a wage elasticity for retail trade employment of about −.7.

These results appear to differ from some recently published work. As we mention in the introduction, a series of careful empirical studies have documented cases in which minimum wage increases have not resulted in reduced employment. There is also a growing theoretical literature providing explanations for such outcomes [including Burdett and Mortenson (in press), Lang and Dickens (1992), and Rebitzer and Taylor (in press)]. Still, our reading of the 1988 increase in California's minimum wage supports the more conventional view about the effects of the minimum wage for a very large sector of low-wage employment, retail trade. Indeed, we are in the fortunate position of having found two natural ways of evaluating the effect of a minimum wage increase, and both appear to reject the null hypothesis that the minimum wage increase had no effect on employment.

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increase	wage rate	# workers (1999 annual avgs.)		
	< 5.15	3,140,000	~~4.3~~ 3.03	
	5.15	1,146,000	1.58	
50¢	5.16 - 5.64	3,205,000	4.43	~~16.98~~
$1.00	5.65 - 6.14	5,742,000	7.94	~~18.25~~
1.50	6.15 - 6.64	3,379,000	4.67	22.96
		16,612,000		
	total paid hourly wages	72,306,000		
	total labor force (Dec '99)	130,038,000 non-farm payroll		

Table 44. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics

(Numbers in thousands)

Characteristic	1999				
	Workers paid hourly rates				
	Total	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
				Number	Percent of hourly-paid workers
SEX AND AGE					
Total, 16 years and over	72,306	2,194	1,146	3,340	4.6
16 to 24 years	16,636	1,064	632	1,695	10.2
25 years and over	55,670	1,130	514	1,644	3.0
Men, 16 years and over	36,073	768	446	1,214	3.4
16 to 24 years	8,556	410	289	699	8.2
25 years and over	27,517	358	157	515	1.9
Women, 16 years and over	36,233	1,426	700	2,126	5.9
16 to 24 years	8,080	654	343	996	12.3
25 years and over	28,153	772	357	1,129	4.0
RACE, HISPANIC ORIGIN, AND SEX					
White, 16 years and over	58,999	1,803	895	2,698	4.6
Men	29,906	602	356	958	3.2
Women	29,093	1,200	539	1,740	6.0
Black, 16 years and over	10,126	298	217	516	5.1
Men	4,632	126	74	199	4.3
Women	5,494	173	144	316	5.8
Hispanic origin, 16 years and over	9,402	275	238	513	5.5
Men	5,490	126	105	232	4.2
Women	3,913	148	133	281	7.2
FULL- AND PART-TIME STATUS AND SEX[1]					
Full-time workers	54,931	948	372	1,320	2.4
Men	30,582	383	169	552	1.8
Women	24,349	565	203	768	3.2
Part-time workers	17,227	1,238	772	2,011	11.7
Men	5,410	383	276	659	12.2
Women	11,817	855	496	1,351	11.4

[1] 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.

NOTE: The prevailing Federal minimum wage was $5.15 per hour in 1999. Data are for wage and salary workers, excluding the incorporated self-employed. They refer to a person's earnings on their sole or principal job, and pertain only to workers who are paid hourly rates. Salaried workers and other nonhourly workers are not included. The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act, as there are exceptions to the minimum wage provisions of the law. In addition, some survey respondents might have rounded hourly earnings to the nearest dollar, and, as a result, reported hourly earnings below the minimum wage even though they earned the minimum wage or higher. 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.

Table 45. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by occupation and industry

(Numbers in thousands)

Occupation and industry	1999				
	Workers paid hourly rates				
	Total	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
				Number	Percent of hourly-paid workers
OCCUPATION					
Managerial and professional specialty	10,078	91	37	129	1.3
Executive, administrative, and managerial	4,260	33	17	50	1.2
Professional specialty	5,818	58	21	79	1.4
Technical, sales, and administrative support	22,763	333	361	694	3.1
Technicians and related support	2,750	17	10	27	1.0
Sales occupations	7,445	186	231	417	5.6
Administrative support, including clerical	12,568	130	120	251	2.0
Service occupations	13,438	1,424	470	1,894	14.1
Private household	425	145	11	156	36.8
Protective service	1,574	19	14	33	2.1
Service, except private household and protective	11,440	1,260	445	1,705	14.9
Food service workers	5,451	1,047	253	1,299	23.8
Health service workers	2,213	52	40	92	4.2
Cleaning and building service workers	2,370	84	79	163	6.9
Personal service workers	1,406	77	73	150	10.7
Precision production, craft, and repair	9,781	51	14	64	.7
Operators, fabricators, and laborers	14,882	245	198	444	3.0
Machine operators, assemblers, and inspectors	6,577	75	57	132	2.0
Transportation and material moving occupations	3,567	44	27	71	2.0
Handlers, equipment cleaners, helpers, and laborers	4,737	126	115	241	5.1
Farming, forestry, and fishing	1,364	50	65	114	8.4
INDUSTRY					
Private wage and salary workers	63,557	2,080	1,028	3,109	4.9
Agriculture	1,156	36	54	90	7.8
Nonagriculture industries	62,401	2,045	974	3,019	4.8
Mining	322	4	2	6	1.9
Construction	4,687	42	10	52	1.1
Manufacturing	13,000	98	63	160	1.2
Durable goods	8,023	42	21	63	.8
Nondurable goods	4,976	55	42	97	2.0
Transportation and public utilities	4,122	30	22	53	1.3
Transportation	2,604	25	17	42	1.6
Communication and public utilities	1,518	5	5	11	.7
Wholesale and retail trade	17,859	1,276	540	1,817	10.2
Wholesale trade	2,396	29	15	44	1.9
Retail trade	15,463	1,247	525	1,772	11.5
Eating and drinking places	5,209	1,008	268	1,276	24.5
Finance, insurance, and real estate	3,001	38	8	47	1.6
Services	19,410	557	328	885	4.6
Private households	487	152	11	163	33.5
Other service industries	18,922	405	317	722	3.8
Personal services, except private households	1,860	106	47	153	8.2
Entertainment and recreation services	1,310	67	55	122	9.3
Government workers	8,749	113	117	231	2.6
Federal	1,829	13	9	22	1.2
State	2,124	25	50	75	3.5
Local	4,796	75	58	133	2.8

NOTE: The prevailing Federal minimum wage was $5.15 per hour in 1999. Data are for wage and salary workers, excluding the incorporated self-employed. They refer to a person's earnings on their sole or principal job, and pertain only to workers who are paid hourly rates. Salaried workers and other nonhourly workers are not included. The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act, as there are exceptions to the minimum wage provisions of the law. In addition, some survey respondents might have rounded hourly earnings to the nearest dollar, and, as a result, reported hourly earnings below the minimum wage even though they earned the minimum wage or higher.

Table A-32. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1999

(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	72,306	1,047	57	1,090	25	921	1,746	3,205	5,742	3,379	4,991	51,649
16 to 24 years	16,686	460	34	569	15	487	632	1,890	2,727	1,473	1,806	7,045
16 to 19 years	6,600	198	25	354	8	305	429	1,230	1,474	727	755	1,408
20 to 24 years	10,086	262	10	215	7	182	203	659	1,253	746	1,051	5,636
25 years and over	55,670	587	22	520	11	434	514	1,316	3,015	1,906	3,185	44,605
25 to 54 years	48,070	507	19	388	8	325	415	1,015	2,477	1,607	2,665	38,978
25 to 34 years	17,051	240	12	145	4	120	180	415	1,015	662	1,041	13,341
35 to 44 years	18,172	176	3	137	1	120	140	451	917	583	979	14,906
45 to 54 years	12,846	91	3	104	4	85	96	248	545	362	645	10,731
55 years and over	7,600	80	4	134	2	109	99	301	537	298	520	5,627
55 to 64 years	5,932	58	3	71	1	60	45	166	330	210	354	4,695
65 years and over	1,669	22	1	63	1	49	54	135	206	89	166	932
Men, 16 years and over	36,073	288	28	458	11	369	446	1,226	2,404	1,286	2,119	27,825
16 to 24 years	8,556	138	16	257	7	211	289	826	1,333	707	908	4,063
16 to 19 years	3,346	60	11	162	4	136	195	565	740	368	391	854
20 to 24 years	5,210	78	4	95	4	74	93	261	593	339	517	3,229
25 years and over	27,517	150	12	198	4	158	157	400	1,071	579	1,211	23,742
Women, 16 years and over	36,233	760	29	637	14	552	700	1,980	3,338	2,093	2,872	23,624
16 to 24 years	8,080	322	19	312	7	276	343	1,064	1,394	766	898	2,962
16 to 19 years	3,254	139	14	192	4	169	233	865	734	359	364	554
20 to 24 years	4,826	184	5	120	3	107	110	398	660	407	534	2,408
25 years and over	28,158	437	10	324	7	276	357	916	1,944	1,327	1,974	20,863
RACE AND HISPANIC ORIGIN												
White												
Total, 16 years and over	58,999	915	41	846	17	730	895	2,546	4,584	2,736	3,932	42,500
Men	29,906	232	22	348	8	291	356	983	1,976	1,080	1,707	23,199
Women	29,093	683	19	498	11	439	539	1,565	2,606	1,656	2,225	19,301
Black												
Total, 16 years and over	10,126	91	13	195	7	146	212	546	859	489	847	6,869
Men	4,632	42	4	80	5	55	74	203	303	153	321	3,453
Women	5,494	49	9	115	2	90	144	343	536	336	526	3,437
Hispanic origin												
Total, 16 years and over	9,402	87	3	185	4	166	238	446	1,305	591	856	5,691
Men	5,490	37	3	86	1	80	105	184	683	279	471	3,640
Women	3,913	50	>0	99	3	86	133	261	622	311	385	2,051

See footnotes at end of table.

Table A-32. Distribution of wage and salary workers paid hourly rates, by selected characteristics, annual averages 1999

(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
FULL- AND PART-TIME STATUS AND SEX												
Full-time workers												
Total, 16 years and over	54,931	494	22	432	13	354	372	1,185	2,998	1,842	3,359	44,120
Men	30,582	168	12	202	5	161	169	468	1,352	828	1,535	25,647
Women	24,349	325	10	230	8	193	203	727	1,644	1,113	1,824	18,273
Part-time workers												
Total, 16 years and over	17,227	550	34	654	12	560	772	2,005	2,788	1,431	1,617	7,429
Men	5,410	119	15	249	6	207	276	757	1,045	454	573	1,921
Women	11,817	431	19	405	6	356	496	1,248	1,690	976	1,044	5,508
FAMILY RELATIONSHIP												
Husbands	17,609	74	6	89	1	71	79	190	562	317	673	15,598
Wives	16,996	233	4	191	6	165	196	522	1,101	775	1,167	12,785
Women who maintain families	5,395	118	4	77	3	69	93	261	501	357	450	9,535
Men who maintain families	1,615	6	1	24	1	21	20	43	108	58	111	1,446
Other persons in families:												
Men	8,642	117	14	247	6	205	250	783	1,254	651	858	4,469
Women	7,204	222	17	275	5	246	288	686	1,180	635	770	2,921
All other men [1]	8,007	91	6	93	3	71	97	209	460	262	477	6,311
All other women [1]	6,638	186	4	94	>0	78	122	300	557	326	466	4,584

[1] The majority of these persons are living alone or with a non-relative.
>0 Value too small to display.

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, 1999.

States.

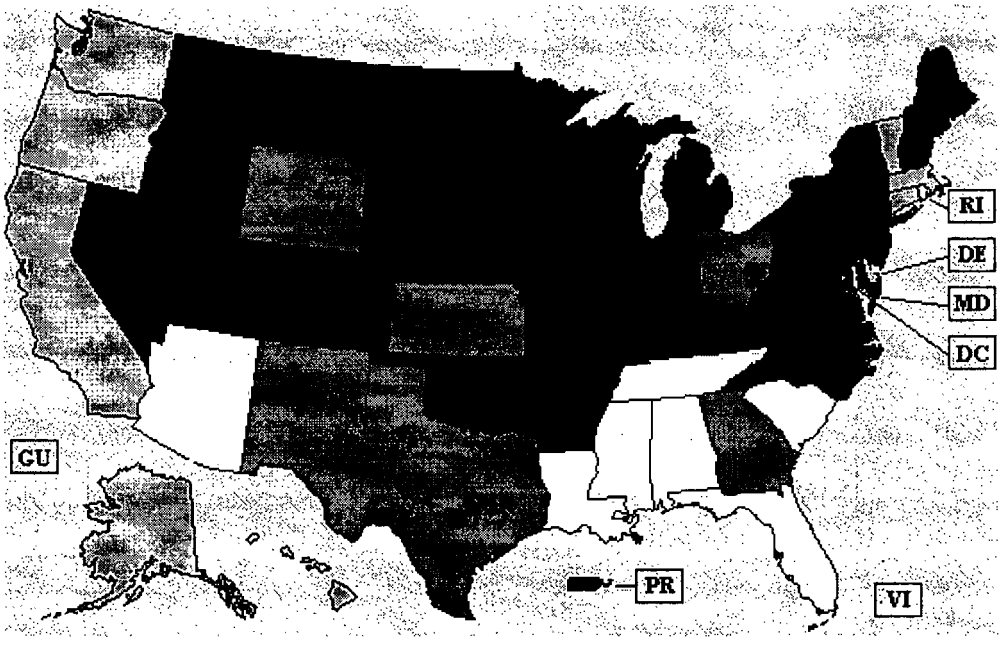
mw > fed	mw = fed	mw < fed	none
Washington	Arkansas	Georgia	Alabama
Oregon	Colorado	Kansas	Arizona
California	Guam	New Mexico	Florida
Alaska	Idaho	Ohio	Louisiana
Connecticut	Illinois	Texas	Mississippi
Delaware	Indiana	Virgin Islands	South Car.
DC	Iowa	Wyoming	Tennessee
Hawaii	Kentucky		
Massachusetts	Maine		
Rhode Island	Maryland		
Vermont	Michigan		
	Minnesota		
	Missouri		
	Montana	Utah	
	Nebraska	Virginia	
	Nevada	West Virginia	
	New Hamshire	Wisconsin	
	New Jersey	Puerto Rico	
	New York		
	North Carolina		
	North Dakota		
	Oklahoma		
	Pennsylvania		
	South Dakota		

U.S. DOL

Minimum Wage Laws in the States

Click on any state or jurisdiction to find out about applicable minimum wage laws.

Note: Where Federal and state law have different minimum wage rates, the higher standard applies.



States with minimum wage rates higher than the Federal

States with no minimum wage law

States with minimum wage rates the same as the Federal

States with minimum wage rates lower than the Federal

Minimum Wage and Overtime Premium Pay Standards Applicable to Nonsupervisory NONFARM Private Sector Employment Under State and Federal Laws January 1, 2001

ALABAMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.				

ALASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.65	8	40

Under a voluntary flexible work hour plan approved by the Alaska Department of Labor, a 10-hour day, 40-hour workweek may be instituted with premium pay after 10 hours a day instead of after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employers of fewer than 4 employees.

In Alaska the minimum wage rate is automatically set at 50 cents above the rate set in the Fair Labor Standards Act.

ARIZONA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.				

ARKANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		5.15	N/A	40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

CALIFORNIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.25	8 *Over 12 (double time)*	40 *7th day: First 8 hours (time and half)* *Over 8 hours (double time)*
	01/01/02	$6.75		

Overtime is due after 8 hours per day or 40 hours per week unless an alternative workweek of no more than 4 days of 10 hours was established prior to 7/1/99.

Premium pay on 7th day not required for employee whose total weekly work-hours do not exceed 30 and whose total hours in any one work day thereof do not exceed 6, in specific wage and hour orders.

COLORADO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15	12	40

CONNECTICUT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.40		40
	01/01/02	$6.70		

In restaurants and hotel restaurants, for the 7th consecutive day of work, premium pay is required at time and one-half the minimum rate.

The Connecticut minimum wage rate automatically increases to 1/2 of 1 percent above the rate set in the Fair Labor Standards Act if the Federal minimum wage rate equals or becomes higher than the State minimum.

DELAWARE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.15		

The Delaware minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

DISTRICT OF COLUMBIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
		$6.15		40

In the District of Columbia the rate is automatically set at $1 above the Federal minimum wage rate.

FLORIDA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage		N/A		N/A

law.		N/A	N/A

GEORGIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 6 or more employees)		$3.25		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

GUAM	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The Guam minimum wage law does not contain current dollar minimums. Instead it adopts the Federal minimum wage rate by reference.

HAWAII	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.25		40

An employee earning a guaranteed monthly compensation of $1,250 or more is exempt from the State minimum wage law.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

IDAHO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		

ILLINOIS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$5.15		40

The Illinois state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

INDIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 2 or more employees)		$5.15		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

IOWA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		

The Iowa minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

KANSAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$2.65		46

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

KENTUCKY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40 *7th day*

The 7th day overtime law, which is separate from the minimum wage law differs in coverage from that in the minimum wage law and requires premium pay for those employees who have worked 40 hours in the six previous days.

The Kentucky state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

LOUISIANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
There is no state minimum wage law.		N/A		N/A

MAINE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The Maine minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

MARYLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State Law		$5.15		40
Baltimore City Ordinance (Applicable to employers of 2 or more)		$5.15		40

Under the state minimum wage law, premium pay is required after 48 hours in bowling alleys and for residential employees of institutions (other than a hospital) primarily engaged in the care of the sick, aged, or mentally ill.

The Maryland state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

MASSACHUSETTS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.75		40

The Massachusetts minimum wage rate automatically increases to 10 cents above the rate set in the Fair Labor Standards Act if the Federal minimum wage equals or becomes higher than the State miminum.

MICHIGAN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 2 or more employees)		$5.15		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

MINNESOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
Large employer (enterprise with annual receipts of $500,000 or more)		$5.15		48
Small employer (enterprise with annual receipts of less than $500,000)		$4.90		

MISSISSIPPI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours 1	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

MISSOURI	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

In addition to the exemption for federally-covered employment, the law exempts, among others, employees of a retail or service business with gross annual sales or business done of less than $500,000.

Premium pay required after 52 hours in seasonal amusement or recreation businesses.

The Missouri state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

MONTANA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State Law		**$5.15**		**40**
Except businesses with gross annual sales of $110,000 or less		**$4.00**		

The Montana state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act unless the State wage rate is higher than the Federal.

NEBRASKA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		**$5.15**		

NEVADA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15	**8**	**40**

By mutual employer/employee agreement, a scheduled 10-hour day for 4 days a week may be worked without premium pay after 8 hours.

The premium overtime pay requirement on either a daily or weekly basis is not applicable to employees who are compensated at not less than one and one-half times the minimum rate or to employees of enterprises having a gross annual sales volume of less than $250,000.

The Nevada state minimum wage law does not contain current dollar minimums. Instead

the state adopts the Federal minimum wage rate by reference via administrative action.

NEW HAMPSHIRE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The New Hampshire minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

NEW JERSEY	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The New Jersey State minimum wage law does not contain current dollar minimums. Instead the State adopts the Federal minimum wage rate by reference.

NEW MEXICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$4.25		40

NEW YORK	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The New York minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

NORTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

Premium pay is required after 45 hours a week in seasonal amusements or recreational establishments.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

The North Carolina State minimum wage law does not contain current dollar minimums. Instead the State adopts the Federal minimum wage rate by reference.

NORTH DAKOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

OHIO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State Law		$4.25		40
Except, employers with gross annual sales from $150,000 to $500,000		$3.35		
Except for employers with gross annual sales under $150,000		$2.80		

OKLAHOMA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
Employers of ten or more full-time employees at any one location and employers with annual gross sales over $100,000 irrespective of number of full-time employees.		$5.15		
All other employers.		$2.00		

The Oklahoma state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

OREGON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.50		40

Premium pay required after 10 hours a day in nonfarm canneries, driers, or packing plants and in mills, factories or manufacturing establishments (excluding sawmills, planing mills, shingle mills, and logging camps).

PENNSYLVANIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

The Pennsylvania state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

PUERTO RICO	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$3.61 to $5.15	8 *And on statutory rest day (double time)*	40 *(double time)*

Employers covered by the Federal Fair Labor Standards Act (FLSA) are subject only to the Federal minimum wage and all applicable regulations. Employers not covered by the FLSA will be subject to a minimum wage that is at least 70 percent of the Federal minimum wage or the applicable mandatory decree rate, whichever is higher. The Secretary of Labor and Human Resources may authorize a rate based on a lower percentage for any employer who can show that implementation of the 70-percent rate would substantially curtail employment in that business.

RHODE ISLAND	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.15		40

Time and one-half premium pay for work on Sundays and holidays in retail and certain other businesses is required under two laws that are separate from the minimum wage law.

SOUTH CAROLINA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

SOUTH DAKOTA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		

TENNESSEE	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
No state minimum wage law.		N/A		N/A

TEXAS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$3.35		

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

UTAH	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		

The Utah state minimum wage law does not contain current dollar minimums. Instead the state law authorizes the adoption of the Federal minimum wage rate via administrative action.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

VERMONT	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of two or more employees)		$5.75		40

The State overtime pay provision has very limited application because it exempts numerous types of establishments, such as retail and service; seasonal amusement/recreation; hotels, motels, restaurants; and transportation employees to whom the Federal (FLSA) overtime provision does not apply.

The Vermont minimum wage is automatically replaced with the Federal minimum wage rate if it is higher than the State minimum.

VIRGINIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 4 or more employees)		$5.15		

The Virginia state minimum wage law does not contain current dollar minimums. Instead the state adopts the Federal minimum wage rate by reference.

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

VIRGIN ISLANDS	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
State law		$4.65	8	40 *On 6th and 7th consecutive days.*
Except businesses with gross annual receipts of less than $150,000.		$4.30		

Implementation of an indexed rate, which was to have started January 1, 1991, has been delayed. (The law provides that on January 1, 1991, and each January 1 thereafter, the minimum rate is to equal 50 percent of the average private, nonsupervisory, nonagricultural hourly wage as determined by the Virgin Islands Wage Board for the previous November, rounded to the nearest multiple of 5 cents.)

WASHINGTON	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$6.72		40

Premium pay not applicable to employees who request compensating time off in lieu of premium pay.

Beginning January 1, 2001, and annually thereafter, the rate will be adjusted for inflation by a calculation using the consumer price index for urban wage earners and clerical workers for the prior year.

WEST VIRGINIA	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
(Applicable to employers of 6 or more employees at one location)'		$5.15		40

The State law excludes from coverage any employment that is subject to the Federal Fair Labor Standards Act.

WISCONSIN	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$5.15		40

WYOMING	Future Effective Date	Basic Minimum Rate (per hour)	Premium Pay After Designated Hours [1]	
			Daily	Weekly
		$1.60		

1 The overtime premium rate is one and one-half times the employee's regular rate, unless otherwise specified.

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$1.50 Podesta

Spacing
→ $.75 April / 75 ~~&~~ Jun 02
→ 50 April / 50 Jun 02 / 50 Jun 03

Gene Sperling.

$$\begin{array}{r} 6.65 \\ \times\ 4 \\ \hline 2660 \end{array} \qquad \begin{array}{r} 665 \\ 266 \\ \hline 931 \end{array}$$

Card + Krueger

609-258-4045

Card
$1 inc affects 6% of all workers
what would the avg inc be
little lower now.

No way get

$5.75 in California since 1998
proposed increase
bigger low wage mkt. look at what happens
Realistically just 50¢

Relationship between EITC and minimum wage

In 2000 EITC offered a 40% wage subsidy up to earnings of $9700 ⇒ max subsidy of $3880. Subsidy is $3880 until earnings reach $12,700. Phases out completely at $31,152 (34%) w/ one child

with 40% subsidy minimum wage effectively equals:

@ 5.15 × 1.40 = 7.21 until worker reaches 1883.5 hrs $\left(\frac{9700}{5.15}\right)$

@ 6.15 × 1.40 = 8.61 1577.2

@ 6.65 × 1.40 = 9.31 1458.6

Because $9700 figure is indexed, in future years 40% subsidy will carry out to a greater # of hours

full-time, year-round (2000 hrs) total earnings at each rate

@ $5.15 = 10,300 + 3880 = 7.09/hr

@ 6.15 = 12,300 + 3800 = 8.09/hr

@ 6.65 = 13,300 + 3800 = 8.59/hr

↳ above current EITC max but not w/ indexing

phase out 21.06%

Conference Call 12/29

MB:

Card + Krueger OK, but prefer 50¢

Barbara
Chuck
Gene

History

Sept '96 + '97 last increases.

Bonior / Meyers / Kennedy

Bonior surprised but wants to be close to $7.00 over 3 yr period, but not a hard target.

Fine w/ $1.50

Meyers Kennedy less focused on total dollar amt but wants large upfront "catch-up" increase

AFL didn't hit on a first yr # but want to negociate down

Meyers: proposed total of $1.80 to get to poverty level.

Subminimum wage + tip minimum

Keep overtime pay

↑ tip minimum, helps get Kennedy on board w/ entertainment deduction industry ought to go along w/ ↑ in tip credit.

Should it stay at ½ of min or $2 below.
2.13 → 3.33

subminimum
4.25 vs 5.15 (didn't raise 4.25 when min raised)
×/6.65 keep % same
80%

March, Jan, Jan.

Childress

A BILL

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

SECTION 1. SHORT TITLE.

This Act may be cited as the "Fair Minimum Wage Act of 2001."

SECTION 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 beginning on March 1, 2001; and

(B) $6.15 an hour beginning on January 1, 2002; and

(C) $6.65 an hour beginning on January 1, 2003."

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

"(1) In lieu of the rate prescribed by subsection (a)(1), any employer may pay any employee of such employer, during the first 90 consecutive calendar days after such employee is initially employed by such employer, a wage which is not less than 85 percent of the wage prescribed in subsection (a)(1)."

(c) TIP CREDIT - Paragraph (1) of section 3(m) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(m)(1)) is amended to read as follows:

"(1) The cash wage paid such employee, which for purposes of such determination shall not be less than 50 percent of the wage prescribed in section 6(a)(1); and"

(d) EFFECTIVE DATE - The amendments made by this section takes effect on March 1, 2001.

SECTION 3. APPLICABILITY OF THE MINIMUM WAGE TO THE COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS.

Pursuant to section 503 of the Covenant to Establish a Commonwealth of the Northern Mariana Islands in Political Union with the United States -

(a) Effective on March 1, 2001, the minimum wage provisions of section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206), as amended, shall apply to the Commonwealth of the Northern Mariana Islands except:

(1) the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall be $3.35 per hour; and

(2) effective January 1, 2002 and every January 1 thereafter, the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall be raised by thirty cents per hour or the amount necessary to raise the applicable minimum wage rate to the wage rate set forth in paragraph (1) of subsection (a) of section 6 of the Fair Labor Standards Act (29 U.S.C. 206), whichever is less; and

(b) Once the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands is equal to the wage rate set forth in paragraph (1) of subsection (a) of section 6 of the Fair Labor Standards Act as amended (29 U.S.C. 206), the minimum wage rate applicable to the Commonwealth of the Northern Mariana Islands shall thereafter be the wage rate set forth in such paragraph.