

FEW REWARDS

AN AGENDA TO GIVE AMERICA'S WORKING POOR A RAISE

LOW-WAGE AMERICA: AFRICAN AMERICAN WORKERS

Over the last 40 years, compensation for the vast majority of workers in the US has either stagnated or declined, leaving more and more people in low-wage jobs that pay too little and offer too few benefits. Nationwide, 41.7 million people work in jobs that pay under \$12 per hour, and 58.3 million work in jobs that pay under \$15 per hour—about 31 percent and 44 percent of all workers, respectively.

The increase in low-wage jobs has been particularly damaging for African American workers. Across the country, 5.9 million African Americans work in jobs that pay under \$12 an hour: 38 percent of all African American workers. 8.2 million African American workers are in jobs that pay under \$15 an hour: roughly 53 percent of all African American workers.

Nationwide, African American workers make up 14 percent of all workers earning under \$15 an hour.

In 23 states, more than 40 percent of African American workers earn under \$12 an hour. In 32 states, more than 50 percent of African American workers earn under \$15 an hour.

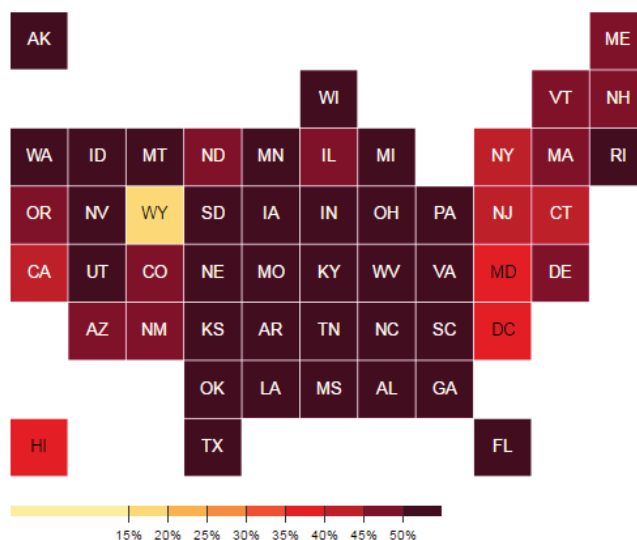
In addition, more than 51 million workers lack a single day of paid sick leave; most are low-wage workers, and African American workers are disproportionately affected. Four of five low-wage workers (80.6 percent) lack access to paid sick leave. Nationwide, 46 percent of private-sector workers in the US have no access to paid sick leave.

Ensuring that the economy works for everyone means making sure that people get properly paid for every hour they work. The Obama Administration recently updated the threshold under which salaried employees must be paid overtime for work in excess of 40 hours per week. This change will strengthen or expand protection for 1.5 million African American workers. It is imperative for the African American community that the next President and Congress protect this expansion.

Finally, even with a steady job, many African American workers still struggle to make ends meet. The Earned Income Tax Credit (EITC) provides a vital boost to their incomes, keeping millions out of poverty. However, many low-wage workers without children are ineligible to receive any benefits through the EITC. Recent proposals from House Speaker Paul Ryan and President Barack Obama would expand EITC eligibility to more childless adult workers. Doing so would benefit two million African American workers.

After decades of decisions that have resulted in low-wage workers falling further behind, it's well past time for our elected officials to support solutions to make the economy work for everyone.

CONCENTRATIONS OF AFRICAN AMERICAN WORKERS EARNING UNDER \$15 AN HOUR



AN AGENDA TO GIVE AMERICA'S WORKING POOR A RAISE

- Raise the federal minimum wage.
- Provide access to earned sick leave.
- Protect overtime pay for millions of workers.
- Expand the Earned Income Tax Credit (EITC).

CONCENTRATIONS OF AFRICAN AMERICAN WORKERS BY STATE

RANK	STATE	EARNING UNDER \$12/ HOUR	EARNING UNDER \$12/ HOUR	EARNING UNDER \$15/ HOUR	EARNING UNDER \$15/ HOUR
NA	United States	5,896,161	38.2%	8,169,511	53.0%
1	Idaho	2,840	80.0%	2,862	80.6%
2	Montana	2,044	71.0%	2,463	85.6%
3	South Dakota	4,230	59.4%	5,465	76.8%
4	West Virginia	13,376	51.4%	16,949	65.1%
5	Mississippi	196,425	49.1%	265,616	66.4%
6	Louisiana	269,751	49.0%	350,216	63.6%
7	Nebraska	17,972	49.0%	22,336	60.9%
8	South Carolina	247,739	48.8%	334,658	66.0%
9	Alabama	230,432	48.5%	304,326	64.1%
10	Arkansas	78,054	47.4%	105,164	63.9%
11	Iowa	18,180	47.2%	26,769	69.5%
12	Utah	6,027	47.2%	8,381	65.7%
13	Oklahoma	52,350	46.0%	70,771	62.2%
14	Kentucky	61,374	45.8%	82,215	61.4%
15	Tennessee	199,751	45.5%	263,471	60.0%
16	Florida	530,318	44.2%	728,502	60.7%
17	Michigan	208,764	43.7%	274,037	57.3%
18	Ohio	231,070	43.4%	311,626	58.5%
19	North Carolina	362,893	43.2%	502,740	59.9%
20	Wisconsin	51,513	41.8%	71,460	58.0%
21	Missouri	112,830	41.6%	158,833	58.6%
22	Indiana	91,867	41.1%	126,926	56.8%
23	Kansas	26,077	40.4%	34,935	54.1%
24	Georgia	477,621	39.7%	651,837	54.2%
25	Minnesota	50,107	38.4%	72,730	55.8%
26	Maine	1,479	37.3%	1,911	48.1%
27	Texas	496,096	37.0%	684,269	51.1%
28	Virginia	247,094	36.1%	342,952	50.1%
29	Delaware	29,305	35.0%	41,039	49.1%
30	Washington	35,942	35.0%	51,270	50.0%
31	Oregon	8,761	34.4%	12,191	47.8%
32	Rhode Island	8,152	34.1%	14,336	59.9%
33	Pennsylvania	169,155	34.0%	251,259	50.5%
34	Illinois	215,272	33.6%	305,937	47.7%
35	Arizona	36,270	33.5%	53,808	49.8%
36	Colorado	30,587	32.7%	45,800	49.0%
37	New Mexico	4,834	32.7%	7,164	48.5%
38	Vermont	880	31.9%	1,354	49.1%
39	Nevada	28,219	31.7%	45,600	51.3%
40	Massachusetts	62,610	31.6%	89,826	45.3%
41	Hawaii	3,819	30.4%	4,927	39.2%
42	California	234,099	29.4%	330,026	41.4%
43	New Hampshire	2,274	28.6%	3,971	49.9%
44	New York	333,297	28.6%	480,437	41.2%
45	New Jersey	132,696	27.5%	193,335	40.1%
46	Connecticut	41,660	27.2%	65,635	42.9%
47	North Dakota	1,485	26.9%	2,530	45.8%
48	Maryland	197,932	25.2%	296,339	37.7%
49	Alaska	1,959	23.9%	4,478	54.6%
50	District of Columbia	28,330	23.7%	43,392	36.3%
51	Wyoming	349	12.4%	437	15.5%



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