



Survey Results: Questions and Perspectives

24 May 2018

10 Respondents

What major questions are still on your mind as we continue to discuss St. Paul's future minimum wage ordinance?

- Learning more about the results published in the Phase One Scope Report, reviewing the concerns and questions raised
- Where are the facilitated public input sessions going to be held?
- Unclear on the general details—what's the phase-in time, what's the total projected cost, what exemptions are on the table
- Should we shape this ordinance in a fashion similar to Minneapolis's, simply due to logistics?
- How do we dispel myths that keep employers and some workers scared of increasing the minimum wage?
- What impact will the minimum wage have on non-profits, particularly those that contract with State, County and City governments?
- With a tight labor market and a growing St. Paul economy, will wages increase beyond \$15/hour as employers compete for best talent?
- How/when to talk about the role that employment training plays in moving people towards a livable wage
- I'm wondering if the mayor will pay much attention to what we have to say, because he seems to largely have made up his mind.
- The term "exemptions" needs to be clarified. Are there any alternatives to exemptions?
- Learning more about variable wage structures
- What are the goals of this legislation, and how can they be measured?
- Will this \$15/hr wage really happen?
- How do we balance the hourly wage worker who doesn't receive tips with the worker who does?

What perspectives do you want to hear from over the next few weeks?

- The restaurant industry, home health care providers, non-profits that employ persons with disabilities or employ youth/low-wage workers
- Small business and franchise owners, government entities that earn revenue such as recreation centers
- The offices of the Mayor and City Council have probably been hearing perspectives for months, it would be helpful to be de-briefed on the input they received.
- A representative from St. Paul who can explain ordinances to the Study Committee – examples of ordinances, implementation procedures, best practices, etc.

- the Economic Policy Institute –research that identifies the economic impact when the poorest communities have more money in their pockets
- the Restaurant Opportunity Center – research on how tip penalties/credits impact workers and business owners
- A general discussion of the pros and cons of the tip penalty/credit
- If any municipalities in the big spreadsheet have implemented a variable wage structure, I would like to hear from them, learn how they arrived at such a structure
- I'd like to hear from any person who earned a training wage and are now earning a living wage, to speak to the value of the opportunity to learn while earning
- Youth development experts – how long does it take teenagers to learn employable skills?
- Hearing from groups who receive their income from sources other than the private/retail sectors, how they would seek compliance with a \$15/hour wage

What organizations, if any, should the Citizens League connect with to bring presenters to the Study Committee?

- Any organization who has done regional analysis (particularly related to the Upper Midwest) on the impact of minimum wage increases
- Veena Iyer, a labor lawyer who worked with Minneapolis, who supports higher minimum wages but has been critical of sloppy laws
- Small restaurant owners, small business owners, start-ups
- the Restaurant Opportunity Center and the Restaurant Workers of America, the organizations representing both sides of the tip debate
- the City of St Paul – after the ordinance is passed, who will be tasked with implementation, what are their concerns?
- Economic Policy Institute
- Minnesota Organization for Habilitation and Rehabilitation, Minnesota Association of People Supporting Employment, ARRM
- DEED, HIRED, Summit Academy, Konopka Institute, Youth Intervention Program Association

Is there anything else you would like us to know at this time?

- I have enjoyed the first two meetings.
- Reminding the group that living in poverty is very hard. You have to work twice as hard to make ends meet, and you have to push yourself beyond the limit just to keep your head above water.
- I feel like we should tighten the scope of the committee. The question of a minimum wage increase is no longer “if,” but “when.” Some of the group is still trying to debate the pros and cons of a minimum wage increase, but that conversation is secondary to the details of this ordinance.