

## Facilitated Minimum Wage Input Session – City of St. Paul

### Session 2 Notes

Facilitator – Lauren Thrift

#### #1

##### Locations

- Eagles Creek
- Cathedral Hill
- St. Paul food & beverage jobs
- St. Paul Public Health
- Asian Economic Development
- Downtown – Ward 2
- Ward 7 – Battle Creek Neighborhood
- Frog Town
- Sand Creek Park

##### Themes

- For the Tip Credit
- Waitresses need to not be penalized for tips or have tips be expected to make up for employers providing a livable wage
- Increasing the minimum wage is necessary but how to do it is the question
- Promote economy
- Affordable housing ties into wage
- People who can't work full time depend on minimum wage
- workers who provide care for others need a livable wage to have the quality of life to be able to provide quality care

#### #2

- if labor goes up, prices go up and self-service goes up so employment will go down
- lose connectedness with guests if can't afford to pay servers
- what's good for businesses isn't necessarily bad for workers
- server doesn't need a raise but back of house workers do
- tips creates power imbalance between customer and server where racism causes lower tips so if tips requires to serve then some are more vulnerable
- server tips lower from back of house mistakes
- Tip credit encourages restaurants to choose St. Paul

- Add more positions for people to be employed
- \$15 is good but that's a ceiling for future earnings
- Transparency of how businesses responding to the \$15/hr in a way that's positive to their workers
- No one who works full time should be poor
- Tip credit-difference between types of restaurant what money tips someone can earn
- Bus boy tips versus career server tips is different and has different needs
- There's enough money in the community for everyone to live well, where is it?

#### Themes

- pay more to the back of house workers in restaurants
- dynamics and interconnected between tips and front of house vs back of house workers and how to achieve fairness and equity
- how to provide fairly compensated employment opportunities
- fairness when there is a different between types of positions and how much tips they can earn
- fairness when racism limits how much tips someone can earn

#### #3

- share out that we are further along in this process than other cities because we agree to raise the minimum wage.
- Reach more people with the details from the presentation and to allow people opportunity to know what's happening and get mobilized
- Understand deeper about the details, rather than hang onto face level notions of what it is
- Don't pass something that looks like \$15 but has caveats built in that reinforce the vulnerability of vulnerable employee groups
- Tip credit ensures everyone gets \$15 with the opportunity to make more

#### Themes

- Raise the minimum wage. The execution is the question.