

Minimum Wage Public Input Session #2 - August 4, 2018

Question 1

5 participants were from St. Paul, 2 from Minneapolis

All were in support of the minimum wage increase

Most were concerned with enforcement of the minimum wage and the carve outs

2 expressed their presence for the day was learning/getting involved

Question 2:

Opportunities:

- Livable wage will help lift people out of poverty
- Livable wage will create the foundation for people to climb the ladder out of poverty
- Build a stronger community
- Address systemic poverty issues
- More family time
- More \$ in communities

Challenges:

- \$15 is not really enough of a minimum at this time. \$18 is more of a livable wage, even better would be shared profits
- Enforcement – worry how it will happen
- Basic needs are difficult to meet, even with 2 jobs
- More carve outs makes it more difficult to enforce.
- Worry - Small employers and immigrant employers will not know how to enforce, it will be confusing and employees will bare the brunt of the confusion by not receiving due wages
- St. Paul has a duty to assist small businesses
- No translators are at these meetings so how can all be heard?
- Worry: people who are struggling already will fall out of other safety nets
- Programs that offer training and a training wage (lower than other wages) force individuals to choose training programs (and long term growth and skill development) and short term basic needs (higher wage). Built in penalty for the individual – lower wage.
- Keep it simple and uncomplicated and do not have carve outs.
- Enforcement: Tip theft and wage theft happening already, who will enforce this and how?

Question 3:

- We could be looking at a thriving wage and a process of profit sharing in business for greater social impact and systemic change, workers co-ops...
- We could place a cap on the wage gap in earnings in businesses
- Could host more discussions and rotate focus groups. More time is needed.
- Process is skewed as both citizens and businesses are not represented in the dialogues yet

- Citizens league process slows things down. Mandate for 15 is clear.
- Phase- in: 5 years is too long and larger businesses should have a faster phase in than smaller businesses.
- Small businesses will need help in understanding and executing changes to ensure fairness
- No tip penalty and No exemptions

Overall themes:

Mimimum wage increase is unanimously supported

No tip penalty , no carve outs.

Need to assist small businesses/immigrant businesses with understanding and properly enforcing.

\$15 still is not enough

Fall out from other safety nets