Session 2, St. Paul Minimum Wage Input Session
submitted by Tracy Nordstrom, table facilitator

- **First Question: Neighborhood**
  West Side  
  Inver Grove Heights, grew up in MacGroveland  
  Como Park  
  Mpls  
  Ramsey Hill

**What brings you here?**
Server – friends and family are in full service restaurants  
Here to learn – mom worked 2 jobs while I was growing up, always in restaurants mostly as server.  
Server  
Work at Metro State University, employee, meeting host (Metro State Pres Arthur)

- **Second Question: Opportunities/Challenges**
  Litmus test, comparing St. Paul to Mpls – we are different cities  
  St. Paul is pragmatic/community oriented, so we can do it differently than Mpls.  
  Opportunity for nuance in our ordinance – careful to mind unintended consequences  
  Opportunity to raise more boats with minimum income  
  Challenge: "First, do no harm" Do what is best for the MOST number of citizens  
  Opportunity for rich conversations, eventual agreement  
  Question: How long will the phase in take?  
  Opportunity: improve the economy in St. Paul  
  Challenge: effort to help citizens understand/explain the process; communication is key
Opportunity: Continue the conversation AFTER implementation, continue to re-tweak, re-frame as we go. Minneapolis implemented an annual assessment that included the full community.

- Third Question: How to move forward?

  Suggestion: Restaurants should include language on menus/invoices about the wage increase so customers understand they are paying a fuller cost for the true service.

  Challenge: perception of Us vs. Them – don’t politicize the issue, it is not a binary solution.

  Continue to include individual stories, be mindful of who is conducting research and providing data.

  Fairness must be a driving force.

  Listen to workers and those it impacts most.

  Would like St. Paul to get to $15/hour FASTER to get more folks out of poverty sooner.

  Consider inflation as St. Paul implements ($15 today, will not be enough in, say 7 years).

  $15 is St. Paul is different than $15 in Seattle or Los Angeles. Make sure data/info is correct and applicable to St. Paul.

  Some say market forces are already pushing wages up, that doesn’t account for future downturns.

  Consider impact of one city (St. Paul) having the minimum, next to community that doesn’t (Woodbury, Eagan, etc).

  Remember dire predictions don’t always come true – continue to evaluate and be realistic, be willing to adjust.

  Disagreement about WHO should receive the wage. Our table had supporters of EVERYONE receiving it, but not with tip credit/tip penalty. This is the policy difference that divided participants.