

Notes from Facilitated Discussion on Minimum Wage - Thursday June 8, 2018

Table Lead M.J. Bauer director@crcminnesota.org

First Question

6 people

- Gay Ward -7 East Side
- Tony Conway -East Side
- Eli -Mpls
- Tom- Como
- Matt -Hayden Heights
- Pat Ward 7 -East Side

Themes

- Concern about income inequality
- Poverty that affects so many other livability issues
- Low wages/low income/poverty requires multiple jobs and/or 60-70 hour work week. This scenario impacts health, well-being, time to parent, time to educate oneself time for civic engagement, quality of life and the ability to create generational wealth.
- Immigrants and People of Color (POC) with low wages get “trapped” and lack the time and resources to elevate themselves to higher wage jobs.
- Taxpayers subsidize employers that pay low wages as their employees rely on government supports (health care, food support) to survive

Second Question

Opportunities

- Move \$ into the hands of low wage workers puts \$ right back into the economy and improves environment for families to overcome problems driven by poverty
- Help people feel empowered to push forward on other fronts like working for better health care and housing
- St Paul is not the first city to do this. Learn from Mpls, Seattle and others about unintended consequences

Challenges

- Restaurant industry already has a lot of challenges to be profitable
- The narrative about tipped workers just isn't true, high income restaurant workers are relatively few. Much more common are POC low income restaurant workers who see bias played out in which employees get the “best” hours and bias in table tips by patrons
- Immigrant family businesses/entrepreneurs could suffer if wage costs are too burdensome

Third Question

- Getting impatient, not a new conversation, City Council should vote
- This is a strong economy and we have a lot of abundance, don't get caught in a scarcity mentality
- Spend time figuring out how to help small businesses and entrepreneurs through the transition
- Make the ordinance simple, smooth, easy to understand and unburdened of exclusions

Vang-Yang, LyLy (CI-StPaul)

From: Whitmore, Pamela <pwhitmore@lmc.org>
Sent: Saturday, June 9, 2018 9:54 AM
To: Vang-Yang, LyLy (CI-StPaul)
Subject: Fwd: Facilitated Minimum Wage Input Session

Facilitator: Mary
Note Taker: Pam

Contact information at pwhitmore@lmc.org

1. Neighborhoods represented: Payne Phalen, West St. Paul, Ward 1 by the capitol, Falcon Heights, South Minneapolis

Themes:

Importance of a livable wage
Need higher wage because often no benefits and health care expensive

2. What opportunities or challenges in raising the minimum wage?

Benefits:

- Afford rent/groceries/medical expenses/school
- Opportunity for people to grow and lift people out of poverty
- DIGNITY
- Reduce number of jobs people have to work to live which reduces stress
- Deters sexual harassment of having to do what it takes for tips

Challenges:

- Less motivated workers
- Apply to everyone, even when companies head office outside of St. Paul or outside of MN
- Tip credit subjects workers to be taken advantage of
- How does it work with jobs that are set up as reimbursements under federal grant?
- Will businesses leave?
- Is there a mechanism for enforcement?

3. Having heard about Citizen League Process and comments from neighbors, how do we move forward with raising minimum wage?

- Get a more representative board - the perception is that the 21 member citizen league board is not representative enough of workers. Too representative of business. Also would like just one process out there - have heard there are many different processes in place gathering feedback and businesses have their own process in place

- Write ordinance paying attention to exemptions, like avoiding franchises from saying they are not big enough employers or out of state companies saying they don't need to comply
- Get Moving on Implementation - already so far behind Minneapolis and will not catch up at this point
- Don't know how could do this, but put protections in place that rents don't increase offsetting the benefit of the wage

June 7, 2018

Session 1

Facilitator Notes – Wendy Liverseed (612) 386-2287

(8 participants)

What is your name? What part of Saint Paul do you live in? What brought you here today?

Themes:

- Economic Justice
 - Racial inequality
 - Gender inequality
 - More wealth is being created in the city, but it is not trickling down to lower-class society
 - All participants advocated for the minimum wage increase
 - In favor of turning minimum wage to a living wage to include housing costs

- Consistency
 - Two cities (rules and regulations, wages, time for implementation etc.) should keep in collaboration with Minneapolis to simplify processes. Would also make for a more “level playing field” when looking for employment between the two cities

What opportunities or challenges can you see in raising the minimum wage?

Themes:

- Federal Regulations
 - Benefits
 - Possible loss of benefits in accordance with the Federal Government order if earn more than \$15/hr.
 - Disability
 - Healthcare benefit
 - Childcare benefits
 - Housing assistance
 - Social Security
 - Can take years on waiting list to receive benefits

 - Youth Wages
 - Detrimental to impressionable young minds, self – esteem (my ‘work’ is worth less than an adult)
 - Izzy’s Ice Cream

- Kids are spending their own wages on family electric bills and not on “Prom”
- Wait Staff Tips
 - Believed to be earned by performance and should not be counted towards income
 - Most wait staff positions are without benefits and are not full-time positions

Having heard about the Citizens League process and the opportunities and challenges presented by your neighbors, how can we move forward with raising the minimum wage in the City of Saint Paul?

Themes:

- Implementing a City formula for calculating benefits to include housing costs
- Learn from other cities pro/cons of the process
- Advocating for \$15.00+ not exceptions, not tips
- Minimum wage that included housing costs into calculations
- Not for a Capitalist Society
- Putting (spending) more money back into St. Paul instead of big corporations
- Small business owners may go out of business or may no longer be able to afford to offer healthcare

MINIMUM WAGE PUBLIC INPUT AND DISCUSSION

June 7, 2018

Summary submitted by table #11 facilitator – Larry Voeller (lvoeller@comcast.net)

Table had six participants representing a variety of areas (Ward 3, Frogtown, Ward 4, Ward 4, Minneapolis, Highland).

Question 1: Why am I here tonight? (No real themes other than their obvious support for the \$15 minimum.)

- To support my coworkers who are not making a sustainable wage.
- Because there are people like me who get a college education to better ourselves but now can't pay off the debt on the wages I make.
- Because those who make less than the proposed \$15 minimum are often the ones doing the most demanding work (CNA example). Their wage doesn't match the importance of their work.
- Because a \$15 minimum wage will raise the floor for everyone and help address the broader issue of middle class wages.
- Because low wages make it challenging for a community to support the arts and artists which contribute to a vibrant culture.
- Because I want to ensure that those who work in service jobs where they are tipped do not have that count towards their minimum wage.

Question 2: Opportunities or challenges?

Theme	Commentary
Problems with this process taking too long	We are already behind the curve. Minneapolis is ahead of us. The situation is very grave for a lot of people and they need help now. There is already a skill drain from St. Paul to Minneapolis. It is easy to make the commute across the river.
Opportunity for workers to become empowered/respected	Raising the minimum wage will send a message of respect and value to low wage workers. They will feel more empowered and take more responsibility for their work and more control over their work.
Advantages for businesses	The raise in the minimum wage will give individuals more money to spend in their community and thus benefit business. The Twin Cities will become known as a place that attracts talent. Given low unemployment, the competition for talent will increase and this would put the Twin Cities at an advantage.
Challenge to sustain a livable wage over time	If the \$15 minimum is phased in over time, then we will always be behind like we are now. The implementation needs to be phased in quickly.

Citizens League should be more transparent	The selection of individuals to the committee was done behind closed doors. It should have been a more open and democratic process.
---	--

Question 3: How do we move forward?

Theme	Commentary
Just do it	They (mayor and council) have made the commitment. There is lots of existing support. The issue will be how they deal with the ordinance components.
Making exemptions is problematic	Once exemptions are begun, they are a slippery slope. Those who usually get exempted (youth workers, seasonal workers, etc.) are also contributing to their families. They need the \$15 minimum as well.
Tipped workers should not be penalized for their tips.	This is one area where some can at least make a livable wage so let's not penalize them.

Facilitated Minimum Wage Input Session
June 7, 2018
Arlington Hills Community Center

Small Group Discussion Notes
Submitted by: Julie Shannon

Themes:

1. Consensus that raising the wage can improve people's lives. Less likely to need multiple jobs and can spend time with children and community.
2. We all do better when we do better – extra money will be spent in St Paul.
3. Did not see the necessity in a long phase in period.
4. Want to see input by low wage workers to continue and to be central.

Question One: Where do you live? Why are you here?

- University Vandalia
- Hamline Midway
- Ward 2
- West 7th
- Ward 3
- Woodbury, but work and have business in St Paul

- Work for Working America – want to represent feedback gathered in canvassing
- Am a tipped worker, minimum wage worker – against Tip Credit
- Work for the Mayors office
- Involved in campaign in the 4th district, heard from lots of voters
- Work three jobs to make ends meet
- AFL/CIO retiree

Question Two: What opportunities and challenges can you see in raising the minimum wage?

Opportunities

- It can change how people live
- More time with children after school if not always working
- Better pay impacts employee retention, better income increases buying power in the community, better functioning businesses
- No one who works full time should be in poverty
- Not working multiple jobs – will have time to care for health and relationships
- People are empowered by the wage, feel safe at not at the mercy of tips or what they might need to put up with to get tips
- We all do better when we all do better
- Puts value on work- through Working America have info that the money is not for extras, but rent, debt, transportation
- Income goes back into the community

- Can help create wealth to be passed on
- Food and tourism are powerful successful and in demand – the success can support better wages

Challenges

- It will be a challenge to businesses
- Challenge to figure out how to do it
- Crafting an ordinance that is legally sound with enforcement will be hard

Question 3: Having heard about the Citizens League process and the opportunities and challenges presented by your neighbors, how can we move forward with the raising the minimum wage in the City of St Paul.

- Utilize William Mitchell to ensure the law is sound and can't be undermined
- Increase wage incrementally, prorated on the size and volume of the business
- Restaurants could look at a service charge
- Food industry is powerful and needs to be involved and take responsibility
- Due to increased profit in summer (tourism, food) start increase in summer
- If Mpls can do it St Paul can
- More citizens to inform the process
- Policy makers often removed from issue, not realistic- require them to actually listen to people affected, do a poverty simulation
- Keep impacted workers involved in the process all along
- Ensure information about the tip credit is based on research/ experience (not just lobbyists), strong possibility that impacted owners will share information to workers that the tip credit is to their benefit, information is motivated by fear
- Clause in ordinance that says no reprisals for employees
- Chains should be treated differently than small business, also consider number of locations
- There need to be consequences for businesses who do not comply
- Make sure it is well understood by businesses
- Utilize mathematician – Carlson Business School – to index wage, factor in inflation
- No reason to wait five years. Corporations should be sooner.
- Line up timeline with Minneapolis – so it would be shorted than their 5 and 7, but would be the same across the cities
- Offer incentives to switching over sooner
- No exemptions – if we pick and choose it will increase disparities. Youth pay for college, contribute to the household

FACILITATOR'S NOTES

(I can't find a way to enter this information into the PDF file)

Name: Nic Baker

Co-facilitator: N/A

Contact info: nicinmn@gmail.com 651-484-9478

Question 1:

All participants were St. Paul residents. They said they live in the following areas: Miriam Park, East Side, North End (Rice Street), North, and Ward 4.

Reasons for coming:

1. Concerned about the people making minimum wage who need a higher income.
2. Interest in getting more involved in the community.
3. A woman who owns a small restaurant who is concerned about the effect of the increase on her business.
4. An individual who is running for office and wants to "get the people's ideas."

Question 2:

1. The need: Many people are working three jobs to get by, with resulting harm to their family lives and general well-being. People could live better lives if they had a higher income.
2. Issues/problems that will need to be addressed: There was concern about the ability of nonprofits and small businesses to absorb the minimum wage increases. In particular, the restaurant owner pointed out that she's barely making it now (and whose "pay" is lower than that of many of her employees'). She has calculated how many employees she may have to lay off.
However, another member suggested that if businesses are "smart" and "creative," they can successfully respond to the new requirement.
There was also concern that large businesses would simply pass on the increased costs to consumers.
3. Themes: (1) The primary theme was a real concern that the increase could lead to lost jobs. (2) There may need to be some kind of exemption for small businesses (in contrast to what almost all of the speakers said at during the individual-comment session.) (3) We should study the experience of other jurisdictions that have increased the wage, such as Seattle.

Question 3:

1. Who should be exempted? Small businesses? Trainees? People with disabilities? (although there was strong opposition to exempting the latter group.)
2. There was some support for the tip credit after the restaurant-owner discussed the effect of the wage increase on her business.
3. There was also concern that some restaurants and other businesses might move to the suburbs. Therefore, there should be an associated effort to encourage residents to support local businesses.
4. Themes: (1) If there are exemptions, efforts must be made to avoid abuse by employers. (2) Young people should not be exempted, because many of them are providing critical support for their families. (3) Layoffs may be avoided or at least reduced if the requirement is phased in.

Note:

1. A man in the group said at the beginning that a \$15 minimum wage is fair since "business owners live in \$1 million houses." The restaurant owner immediately responded that she "does not live in a \$1 million house." The man said he was not there to argue. I pointed out that everyone seemed to be discussing the issue reasonably (which I believe they were), but he still got up and left.
2. Judging from the individual comments later in the event, our group had a greater concern with the effect on businesses than many of the other participants..
3. The presence of a business owner seemed to bring awareness of the complexity of the issue, and I feel the discussion was more effective as a result of her input.

Community Conversation – St. Paul: Minimum Wage 6/7/18

Facilitated and reported by: **Tracy Nordstrom**

Tracy@tracynordstrom.com 612.386.6257

First Question:

What part of St. Paul are you from:

- St. Paul Central HS employee
- Frogtown
- Cathedral Hill
- Supports businesses in Cathedral Hill
- Mac/Groveland
- Ward 2
- Dayton's Bluff

What brought you here today:

- Care for students
- Organize home care/workers
- Desire to value workers throughout St. Paul
- Seeking information
- Hospitality industry
- Worried that minimum wage doesn't cover living expenses (he's retired and knows how hard it is to make payments without sufficient income)
- Trying to build a workforce as an employer; wants to build skilled workforce for small businesses, have employers help train a more skilled workforce
- Organizer of low-wage workers

Second Question:

What opportunities or challenges in raising minimum wage:

- We know that higher wages equals healthier food choices and offers workers time so citizens can secure better/safer housing, spend more time with family, build stronger families;
- Providing for a family of 6 is tough on minimum wage = 70 hours a week on 2 or more jobs = burnout = hard on families;

- A higher minimum wage provides an empowered and inspired work force. Offers choices: choose what you love rather than desperation to work. Higher wages = cushion = security = freedom = opportunity = choice;
- If wages can go up incrementally, it could soothe layoffs and pain. Likes opportunity + choice = chance to pursue excellence because "we've got you covered."
- Businesses need to consider workers as they serve to benefit economic needs;
- When general public has more income they have more economic power (benefit of increase);
- Higher pay = hope; increases in wage goes directly back into economy; challenge is to keep BIG MONEY (corporations, powerful lobbying forces) out of debate. Worried about power pedaling in St. Paul over this issue;
- Opportunity for St. Paul to do the right thing;
- Minneapolis has provided an existing example – look to see what is working there, what needs tweaking;
- Criticism on Citizen's League Committee: only 1 member (or a small handful) of committee members are working class. 3 of 21 members understand how hard it is to live on low wages; does committee need a different configuration before moving forward?
- Challenge: how to help small businesses have a graceful entry into the business world – if wages are unnecessarily high, how will small businesses enter and stay afloat?
- Challenge on fast increase: supports restaurant industry, wants to see a tiered system: back of the house (cooks) get minimum wage increase; tipped employees get smaller increase, over time. Let businesses absorb it slowly over time;
- Suggestion: Leverage Minneapolis report on their minimum wage increase – don't reinvent the wheel, modify it for St. Paul;
- Opportunity: supports community discussions about value of employees/workforce and training opportunities;
- Opportunity: wage increase empowers workers and raises their self worth/value = better, more efficient, more spirited work force;
- Opportunity: support St. Paul small businesses to better train/empower workers with new skills, value, opportunity, diversification of jobs;
- Expand the conversation around minimum wage to expand choice: one size does NOT fit all situations;
- Against tip penalty, exemptions, and lower wages for youth;
- Home health care workers MUST be included in wage increase; this inclusion values all workers and might incite more into the industry;

Third Question:

Having heard about Citizen League, how can we move forward with raising the minimum wage in St. Paul:

- Questions make up of 21 member Committee;
- Faster phase in than Minneapolis – we are already behind Mpls;
- Feels like Citizen’s Committee is “stacked”;
- There is joy for work, productivity is better with higher wages;
- Employees ask for more responsibility, work harder with higher wages;
- Current training models not serving private sector workers: painters, wallpaper hangers, woodworkers. Give single workers/owners the tools to scoop skilled, motivated workers, train them, keep them motivated and working. “Rising tide raises all boats.”
- Facts: MSP is in top 15 of hospitality sector nationally – worried about businesses going to “counter service” in restaurants rather than “full service” which requires more workers, more human touch. Must phase in increases gradually to keep focus on back of the house (no tips) rather than front of house (tips should count). This will allow the value and professionalism of employees and workers in the industry;
- Increases now incent workers to join industries now;
- IN favor of tip credit to keep prices in restaurants low so local St. Paulites can continue affording eating out;
- Support low wage workers and phase in now!
- Child care should be included so public meetings can include more people;
- Need meetings that provide language translation beyond just Spanish. How about Hmong, Somali?
- Barriers are too great for wider audience to attend meetings and offer full perspective on issue;
- Need shorter meetings – hourly wage employees cannot afford to come for 3 hours;
- Location is a barrier – move the meetings around the city, different times, on transit;
- Wondering how City will enforce new ordinance and disperse information so employers and employees know about changes and penalties if NOT enacted on time.

Facilitated Minimum Wage Input Session—City of St.Paul

Session 1, June 7, 2018

Facilitator Name: Jeanne McGovern-Acuna

Contact: Jeanne.mcgovern-acuna@state.mn.us

Question 1: What part of St Paul do you live in? What brought you here today?

- Have lived on Eastside and Westside of St Paul, because have a child now want to be involved in the community—brought child with her.
- Mcalester-Groveland—went to Central High School, friends and family impacted
- Sheppard Road—income and poverty disparity—minimum wage screws people when it goes up
- Eastside—low wage poverty impacted—parents are refugees and took two decades for them to earn a livable wage, core human value to have enough for kids, inequitable pay/corporate greed
- Randolph—owns small business on Payne—most staff make \$15 hour plus tips—tip credit will help

Themes:

- Most of the group felt that raising minimum wage was a good idea
- Came because they wanted to be part of the decision making process and were concerned about how it was going to be implemented

Question 2: What opportunities or challenges can you see in raising the minimum wage?

- Not everyone wants or needs minimum wage—like seniors and students; some people may use charging less for their work as a bargaining chip; If can't do \$15 worth of work—don't deserve job—students who are learning a job but not quite up to speed yet; Are taxes going to be increased? More automation like McDonalds with higher wages; low skilled can't find their way into those jobs---won't be able to learn as they go on the job---but this won't happen if wage is higher
- former server issue close to heart; the challenge are the exceptions; everyone deserves a livable wage, especially as a server; servers could lose tips and the dining experience would go down because of it—people won't work hard—they could lose 50% of their income because people lose tips
- Server to supplement income, but the tip credit would mean losing income and maybe her home because of it; businesses may move or need to raise pay for cooks and dishwasher pay even more to adjust for change to servers pay; is there some middle ground where so not everyone suffers;
- Affordability of living wage; rent, health care, deserve the pay? This is bigger than minimum wage—rent is unaffordable—has to have a roommate just to make it; need this increase to level the playing field because right now people are being left out; there are many small business like in Hmong Village and important to allow to thrive—but need time to get to that wage level so that it doesn't drive these small businesses out of business
- Maplewood is 1.7 miles away and if the burger is cheaper there, people will go; prices will need to be raised to accommodate the wage; \$15 wage impacted more in this neighborhood—

Payne—disparities—everything becomes more expensive for people
a training wage for students in high school otherwise too expensive
need training to do the job; St Paul Saints may need to leave the
wage; Cookie Cart due to increase in wages will not be able to t

- Levels the playing field; closing economic disparities; corporate
businesses do—bigger vision to hold corporations accountable;
Medical and there were not equitable raises; universal basic inc
wage—but prices increase
- Unions are pushing minimum wage—why?—more dues collected
different in Wisconsin?
- Single mom and has had 2-3 jobs since 15 yrs old—couldn't afford
wage went from \$7 to \$9 same commentary was happening, but
can make this as well
- Minimum wage won't fix rent prices—where it would make sense

Themes:

- Really need to think this through for servers and tip credit/penalty
income if tips go away
- Should everyone have the minimum wage—consider seniors and
this
- good to close gap on disparities
- need to deal with corporate greed though
- would drive prices up and have people go elsewhere to purchase
- unions are problem in pushing minimum wage
- Living wage and affordability of rent—minimum wage won't fix
amounts

**Question 3: Having heard about the Citizens League process and the
presented by your neighbors, how can we move forward with raising
Saint Paul?**

- Tip credit/penalty is a big deal
- Which people should have the new minimum wage—seniors and
- Need multiple voices heard—business owners
- Majority of servers don't want
- Phased in—is a good thing

- How increase in wage will decrease people's benefits (food support, child care)—need to know this answer before moving forward
- Glad to have research team for city council
- Sharing stories as many as you can to not catch people by surprise
- Unintended consequences think about—used to sell insurance until Affordable Care Act—now paying 1/3 more for coverage
- Where does the money come from for this?

Themes:

- Everyone should have a voice in the process
- Training wage—who gets minimum wage
- Other exceptions/exemptions
- Tip credit/penalty—need to think this through—may be unintended consequences
- Need a broader scope than just minimum wage—value of livable wages—small businesses/immigrant businesses phasing in
- Need to tackle issues like rent affordability and other expenses in our everyday life
- What are the effects for people on state benefits—will they lose their needed benefits with the higher wages?
- Possibility of excluding individuals who don't need a living wage

1a) Themes:

Community Organizers

1b) Detailed notes:

Server Downtown St. Paul

Highland Park

Miriam Park

Member of Isaiah Church Organization

Organizer of Fast Food Workers in St. Paul

Minimum Wage Increase Organizer

Community Activist

2a) Themes:

- \$15 is not enough
- Phase-in should be faster
- No exemptions for sr. citizens or youth workers
- Tips should not count toward the Minimum wage

2b) Detailed notes:

Opportunities

- Live-able wage is good
- International travelers don't tip servers, especially at places near the airport, higher minimum wage for servers would help that issue
- Servers would have less harassment to deal with if they didn't have to rely so heavily on tips

Challenges

- Servers in management think that people will stop tipping if they know servers are making \$15/hour
- Will reduce loyalty to specific restaurants/bars that are known for helping servers bring in good tips
- 4 year ago when this fight started, \$15/hr was appropriate, but now it is more like \$19. By 2024 for full phase-in @ \$15 is not enough. Large employers could absorb sharp phase-in which would pump \$ into local small businesses and enable them to raise wages in the next phase.
- Current workers who have been working for a while and are now making \$15 or more –will businesses respond by raising those wages accordingly? Or will the wages of experienced workers fall behind? Will nonprofits be able to keep up with these wage requirements?
- Unions could help experienced workers negotiate for higher rates as this gets put into place, but there are concerns about recent Supreme Ct cases and other states busting unions recently, so those union protections might not be there

- Who pays for the increase and what will it do to the overall number of employees a business/org can/will hire?
- Exemptions could be too broad—worried about youth wages not being raised as well
- Concerns about enforcement (re: sick and safe time non-enforcement rates)
- Worried about leaving sr. citizens & youth workers out. Minors working in St. Paul are mostly POC and this then becomes a discrimination issue. Sr. citizens having increased healthcare costs is a concern. \$15 gives people an opportunity to afford daily living at the very least.
- \$15 an hour is still not enough to convince some people to work. Knows a 25 year old that owes \$80,000 in child support and since he can't pay it off with a starting wage job, he'd rather not have a legit job. Too many other parts of the system are broken and min. wage increase will help, but more reforms are needed. When the Cost of Living goes up and Min. Wage does not keep up it's a form of oppression
- Achievement gap is huge and part of the problem is parents are absent because they are working 2 jobs and not able to support or help their children in school
- If they make more \$, then they only need 1 job and then there are jobs open for others Srs. Forced back into labor market. Medicare is 80/20 and dental bills are not covered. Higher wages would help

3a) Themes:

- Do it now

3b) Detailed notes:

- Change should be easy. Just do it. Investing in future and should be done immediately. No motivation to get an "on the books" job because of low wages, garnishment, etc.
- Mental/physical health decreases if poor and society pays for it. It also increases crime
- 8 hrs of good work will make you tired-go home, not causing trouble
- Needs to be done right away and we need to catch up to Minneapolis. This cannot wait. Model after Minneapolis; 3-5 year phase-in
- Powerful donors are infiltrating universities and funding think tanks that are waging war against minimum wage. How do you fight against it? Need to implement \$15 minimum strongly and now.
- Pass as quickly as possible and not worry about details. Pass Minneapolis plan.
- Disabled workers should not be exempt; they should make the same minimum wage
 - We need to be careful about how it affects eligibility for benefits. Especially medical benefits.
 - Be wary of the benefit cliff
- Citizen's league hearing held @ St. Thomas in the wealthier neighborhood when 2/3rds of the East Side is in poverty.