

FACT SHEET RESPONSE

TO FILE NO. 16-17/006

Creating Chapter 2.95 of the county code, Living Wage

It is distressing that, three months after the Living Wage Ordinance [LWO], FILE NO. 16-17/006, was submitted on April 19, I count at least 6 factual misrepresentations and numerous material omissions in Fact Sheet accompanying the LWO proposal in the July 19 meeting's agenda packet.

These factual misrepresentations in the Fact Sheet are as follows:

[1] The fact sheet states: "*Last year, the county board implemented a new salary matrix for county employees, based on equity, adequacy, transparency, and social justice.*" This statement is questionable on two counts. First, the new salary matrix was NOT based on 'Social Justice' -- it was intended to set ECC wages to local market rates and eliminate wage compression so Eau Claire County can attract & retain qualified employees. Second, the LWO does NOT achieve 'Social Justice' -- rather it likely achieves Social Injustice as will be described later.

[2] The fact sheet states: "*Minimum wage, however, is not a living wage.*" This statement is factually untrue. The Federal minimum wage of \$7.25/hr translates to \$15,080 annually for a full-time worker, which is 126.9% of the Federal Poverty Level of \$11,880. If we factor in cost of living, it is 139% of the poverty level [\$14,054] for a single person in Eau Claire. Thus the minimum wage is most definitely a 'living wage' for a single person.

[3] The fact sheet states: "*Thus, persons at this level of income will always fall below the Federal Poverty Level.*" This statement is also factually untrue. According to data from the Federal Current Population Survey (CPS), in any given year 80% to 90% of persons earning minimum wage income live in households that exceed FPL, and 30% to 50% live in households earning more than three times the poverty threshold [top half of income spectrum]. Thus, persons earning minimum wage income SELDOM fall below the Federal Poverty Level.

[4] The fact sheet states: "*Any employer paying minimum wage is relying on the availability of public assistance or some other form of support to ensure adequacy of resources.*" This statement is factually untrue. As mentioned above, 80% to 90% of low-wage workers, are NOT in poor households, thus employers are generally NOT "relying on the availability of public assistance or some other form of support to ensure adequacy of resources."

[5] The fact sheet states: "*The current minimum wage is below poverty level.*" This statement is absolutely untrue for single people, especially in Eau Claire. See item 2.

[6] The fact sheet states: "*The ordinance may also require some minor adjustments to the recently established salary matrix.*" This statement is patently false in that any salary matrix

adjustments will certainly not be 'minor'. The LWO as presented requires minimum annual 5% increases to the Eau Claire County payroll (roughly \$1.1 million increase per year) beginning in 2018 amounting to a cumulative \$4.4 million increase in 2021. This is not minor.

No information on Cost to Eau Claire County

In any proposed ordinance, it's wise to determine what the cost to the county will be, both in terms of salary and/or benefits, as well as service costs, both external and internal. To my knowledge, no attempt was made to do this prior to introduction. We have since discovered that salary increases of up to \$4.4 million will have to be made to Eau Claire County staff over the next 5 years if the proposed ordinance is passed. This information is not in the fact sheet accompanying File No. 16-17/006. It should be. Instead, a statement indicating the contrary is made!

Furthermore, information acquired since April indicate significant increased contractual costs to the county for the original proposal, costs that are not completely known as yet. Again, this information is not contained in the fact sheet accompanying File No. 16-17/006. Rather, in the current fact sheet, this increase is mentioned only as a possibility and not quantified in any manner whatsoever. This should absolutely be rectified before the July 19 meeting.

Furthermore, similar labor and contractual service cost estimates should be made for all the various amendments to the LWO that are under consideration.

Given the likely increases in payroll and contracted service costs to Eau Claire County, perhaps some guidance should also be included regarding what specific county services would likely be eliminated should these potential cost increases materialize.

No information on who is helped, or who is harmed

Additionally, *some* attempt should be made to determine the number and characteristics of the citizens who will be helped and/or hurt by the proposed ordinance. To my knowledge, no attempt has been made in this direction. It seems to be taken as a presumption, almost as a matter of faith, that if the minimum wage is increased then poverty will be alleviated. But is this so? The current data seems to contradict this presumption.

- Multiple studies of poverty rates in states with minimum wage increases versus states with no increase generally conclude that there is ***no statistically significant relationship between raising the minimum wage and reducing poverty.***
- Similarly, with the possible exception of food stamps, recent research shows ***no conclusive evidence that a higher minimum wages reduce government spending on welfare and other programs to support poor households.***

The fundamental problem with using minimum wages to increase the incomes of poor and low-income families and alleviate poverty is that the policy targets low-wage ***workers***, not low-income ***families***, which are seldom the same. In fact, the relationship between being a low-wage ***worker*** and being in a low-income ***household*** is very weak:

- 2014 data from the Current Population Survey (CPS) shows 57% of poor households with heads of household ages 18–64 have no workers. The LWO will not help these people. Rather, to the extent that it eliminates current jobs, raises barriers to low-skilled persons attempting to enter the workforce, and/or inhibits companies from entering or expanding operations in the Eau Claire vicinity and creating future jobs, passing the LWO would actually hurt this class of poverty-stricken people.
- Some workers are poor not because of low wages but because of low hours; CPS data show 46% of workers in poor households have hourly wages above \$10.10 and 36% have hourly wages above \$12.00. The LWO will not help these workers, either.

So at best, raising the minimum wage to \$10.10 will help only 23% of poor households, and raising it to \$12.00/hr will only help 28% of poor households -- assuming *all* of these employees keep their jobs, which is very debatable. The remaining 72% to 78% will be either unaffected or actually harmed by eliminating jobs and/or job growth and thus making their job prospects worse.

LWO Benefits More Non-poor than Poor

The sad fact is that most of the income benefits of an LWO increase would not flow to poor families; rather they would flow to non-poor families.

- The CBO estimates the increased earnings for low-wage workers resulting from a higher minimum wage of \$10.10 nationwide in 2016 would total \$31 billion, but just 19% of that \$31 billion would accrue to households with earnings below the poverty threshold, whereas 29% would accrue to households earning more than three times the poverty threshold [top half of income spectrum]
- A similar study projects that if wages were raised to \$10.10 with no changes to the number of jobs or hours, only 18% of the total increase in incomes would go to poor households, based on 2010–2014 data. However 32% would go to households with incomes at least three times the poverty line.
- Raising the minimum wage to \$12, only 15% of the benefits go to poor households because higher-wage workers who would benefit are less likely to be poor. Likewise, 35% would go to households with incomes at least three times the poverty line. i.e. For every \$15 dollars of benefit that goes to poor households, \$85 dollars go to non-poor households, with \$35 dollars going to relatively wealthy households.
- With a \$15 minimum wage the corresponding figures would be 12% and 38% - i.e. For every \$12 dollars of benefit that goes to poor households, \$88 dollars go to non-poor households, with \$38 dollars going to relatively wealthy households in the top half of income spectrum.

Minimum Wage Laws Create Job Losses

Raising wages slightly for some people must be weighed against potential job losses for others. There also appears to be some discussion as to whether raising the minimum wage laws actually eliminates jobs. The fact is, the overwhelming body of economic studies find that this is a fact. A survey of American economists found that 90 percent of them regarded minimum-wage laws as increasing the rate of unemployment among low-skilled workers. To deny the job-loss effect is tantamount to being an Economic Science denier.

- The last time the US had no minimum wage law was during the Coolidge administration when the annual unemployment rate got as low as 1.8 percent. We haven't seen that rate since enacting minimum wage laws.
- Switzerland - the only European nation with *no minimum wage law* consistently has the lowest unemployment rate in Europe. [See accompanying graph]
- When Hong Kong was a British colony, it had no minimum wage law. In 1991, its unemployment rate was under 2 percent - among the lowest in the world.
- In most European countries where minimum wages and mandated job benefits to be paid for by employers are more generous than in the United States, unemployment rates for younger workers are generally 20 percent or higher - even in non-recession years.
- Historical evidence from US Census data indicates that that Minimum Wage enactment in 1930's significantly depressed employment of minorities. [See accompanying graph & Census Data]
- The CBO projects a \$10.10 minimum wage increase would reduce total employment by about 500,000 workers, or 0.3 percent, once fully implemented in the second half of 2016. Raising the minimum wages higher would mean even more job losses.

What's worse is that most studies over the years find that higher minimum wages reduce employment of low-skilled workers especially -- the very people most likely to be in poverty. Going forward, many more slow-skilled workers will be laid off and replaced with more highly trained workers, further harming the poor.

Possible Racist Consequences of Living Wage Ordinance

NOTE - please do not infer from the following that I believe *any* of my fellow County Board members have racial motivations for their support or opposition to the proposed LWO. The author of the LWO, Supervisor Smair, is one of the nicest people I know with not a mean or racist bone in his body. What I'm trying to do in this section is explain why I believe there may be unintended racial consequences to the LWO, regardless of the noble motivations of its supporters.

Minimum-wage laws often affect the level of racial discrimination. In the early 20th century when racial discrimination was both legally and socially accepted, minimum-wage laws were often used *openly* to price minorities out of the job market.

- Canadian province of British Columbia passed a minimum-wage law in 1925 with the expressed intent and effect of pricing Japanese immigrants out of jobs in the lumbering industry.
- In 1912, Harvard professor, Arthur Holcombe, member of the Massachusetts Minimum Wage Commission, approved of the intent of Australia's minimum wage law to "*protect the white Australian's standard of living from the invidious competition of the colored races, particularly of the Chinese.*"
- Florence Kelley, U.S. labor 'reformer', endorsed the Australian minimum-wage law as "*redeeming the sweated trades*" by preventing the "*unbridled competition ... of the women, children, and Chinese [who] were reducing all the employees to starvation...*"
- During South Africa's era of apartheid, white labor unions argued that a minimum-wage law be applied to all races to keep black workers from taking jobs away from white unionized workers by working for less than the union pay scale.
- This was the same argument used by racist congressmen in America to pass the Bacon-Davis prevailing wage act in 1931.
 - American Federation of Labor President William Green: "*Colored labor is being sought to demoralize wage rates.*"
 - Rep. John Cochran, D-Mo: "[I've] *received numerous complaints in recent months about Southern contractors employing low-paid colored mechanics getting work and bringing the employees from the South.*" [Congressional Record, 1931]
 - Rep. Miles Allgood, D-Ala: "*That contractor has cheap colored labor that he transports, and he puts them in cabins, and it is labor of that sort that is in competition with white labor throughout the country.*" [Congressional Record, 1931]

Labor unions have long been supporters of minimum-wage laws in countries around the world, since these laws price nonunion workers out of jobs, leaving more jobs for union members.

These supporters of minimum-wage laws understood long ago something that today's supporters of such laws seem not to have bothered to think through. People whose wages are raised by law do not necessarily benefit because they are sometimes fired and definitely less likely to be hired at the imposed minimum-wage rate.

The unfortunate side effect is that minimum wage laws also removes the economic costs of discriminating against minorities, as witnessed by the dramatic reduction in minority employments rates in America after the 1931 and 1938 minim wage laws were enacted.

The really vile thing is that many of these early proponents of the minimum wage thought the side-effect of job-losses for unskilled laborers was a **good thing!** They believed that this would cleanse the human genome of defective traits.

- Henry Rogers Seager, Columbia University economist who served as president of the AEA in 1922 argued that wage-earners need protection from the “wearing competition of the casual worker and the drifter” and from the other “unemployable” who unfairly drag down the wages of more deserving workers. He also wrote: “*The operation of the minimum wage requirement would merely extend the definition of defectives to embrace all individuals, who even after having received special training, remain incapable of adequate self-support.*”
- Royal Meeker, Princeton economist who served as Woodrow Wilson’s U.S. Commissioner of Labor, opposed a proposal to subsidize the wages of poor workers in 1910, preferred a minimum wage because it would cull unfit workers from the work force. “*It is much better to enact a minimum-wage law even if it deprives these unfortunates of work.*” “*Better that the state should support the inefficient wholly and prevent the multiplication of the breed than subsidize incompetence and unthrift, enabling them to bring forth more of their kind.*”
- In his *Races and Immigrants*, University of Wisconsin economist and social 'reformer' John R. Commons argued for a minimum wage on the basis that wage competition lowers wages for 'superior races' and selects for the 'unfit races'. “*The competition has no respect for the superior races... the race with lowest necessities displaces others.*”

POLICY QUESTIONS:

- Is it good public policy or Social Justice to enact an LWO that will increase costs to the county, both in employee labor and in contracted services, and which will likely necessitate some decrease in services to some of the most needy among us?
- Is it good public policy or Social Justice to enact an LWO that, for every \$1 that goes to a poor person, \$8 or \$9 goes to a person in a non-poor household and that enriches 3 times more people in well-to-do households (upper 1/2 income) than poor households?
- Is it good public policy or Social Justice to enact an LWO when we really have no clear idea who would be helped and who would be harmed?
- Is it good public policy or Social Justice to enact an LWO that would likely increase costs to the taxpayers or reduce county services to the needful, with little or no positive effects on poverty?
- Is it good public policy or Social Justice to enact an LWO that would deny job opportunities to the least-skilled, with a disproportionate effect on the youth and minorities?
 - Is it Social Justice when unemployed young people lose not only the pay they could have earned but equally important, the work experience that would enable them to earn higher rates of pay later on?

- Was it Social Justice when the last year in which the black unemployment rate was lower than the white unemployment rate in the United States — 1930 — was also the last year when there was no federal minimum wage law? (see Graph)
- Is it better for low-skilled youth (and minorities) just entering the workforce to have a low-paying minimum wage job that would at least give them job skills that will later enable them to increase their income? Or is it better for them to be loitering on street corners with no job?
- Is it good public policy to enact an LWO that would discourage entrepreneurs & established businesses from locating in Eau Claire and creating more much-needed and possibly higher-paying jobs?
- Is it good public policy to force local businesses and non-profits to pay more for their labor, using moneys that might otherwise be better spent either growing the business and adding even more jobs or, in the case of many non-profits, helping more of the needy they serve?
- Can a program used in the past to advance racist goals really be used to advance social justice today?
- How is a 'Living Wage' to be determined?
 - Are workers with more dependents (and thus higher living expenses) thereby entitled to higher wages? Or should wages be commensurate with the market value of the work provided?
 - Who should determine these labor rates? Should it be County Board Supervisors who pretty much know nothing about the individual tasks involved, nor the person conducting the task? Or should it be the people actually managing the employees who have intimate knowledge of the tasks involved and the performance capabilities of the employees involved?

Respectfully Submitted,

Michael Conlin
County Board Supervisor, District 10
Ordinance/16-17/006 Fact Sheet Response
July 12, 2016

Sources

- [1] - CBO Report, February 18, 2014 - *The Effects of a Minimum-Wage Increase on Employment and Family Income*; <https://www.cbo.gov/publication/44995>
- [2] - FRBSF ECONOMIC LETTER 2015-37, December 21, 2015, *The Effects of Minimum Wages on Employment*; https://www.ctdol.state.ct.us/lweab/SFFED_MWemployment.pdf
- [3] - FRBSF ECONOMIC LETTER 2015-38, December 28, 2015, *Reducing Poverty via Minimum Wages, Alternatives*; https://www.ctdol.state.ct.us/lweab/SFFed_MWPoverty.pdf
- [4] - *Retrospectives Eugenics and Economics in the Progressive Era* Thomas C. Leonard; Journal of Economic Perspectives—Volume 19, Number 4—Fall 2005—Pages 207–224; <https://www.princeton.edu/~tleonard/papers/retrospectives.pdf>
- [5] - US Census Data from 1910 to 1970; https://www.census.gov/history/www/through_the_decades/overview/1910.html
- [6] - *Eau Claire workforce & economic profile 2015*; State of Wisconsin DWD; http://worknet.wisconsin.gov/worknet_info/downloads/CP/eau_claire_profile.pdf
- [7] - *EAU CLAIRE COUNTY Economic Profile*—2016; Office of Economic Advisors, Wisconsin Dept. of Workforce Development, September 2015; <http://wcvrpe.org/ED-County-Profiles/EauClaireCounty2016.pdf>
- [10] - CIA World Factbook - <https://www.cia.gov/library/publications/the-world-factbook/>

Charts & Attachments

- [1] - European Unemployment Rates from 2003 thru 2015; Chart & data
- [2] - Federal FPL Cart; FPL chart adjusted to Eau Claire COL; COL index chart; EC Job Loss estimate
- [3] - Percent of Male Population Gainfully Employed by Race from 1910 to 1980; Graph & Census Data

FACT SHEET

TO FILE NO. 16-17/006

This ordinance creates Chapter 2.95 of the county code, Living Wage.

Last year, the county board implemented a new salary matrix for county employees, based on equity, adequacy, transparency, and **social justice [1]**. The purpose of this ordinance is to continue this with contractors of Eau Claire County, to ensure that those entities with which the county does business follow the same principles.

The current federal minimum wage is \$7.25/hr., last adjusted in 2009. **Minimum wage, however, is not a living wage [2]**, that is, it does not provide for the livelihood of a person or a family; it merely establishes a “floor” of payment. A better measure is a “living wage,” that is, a wage which provides a livelihood for persons and families. Any adjustments in minimum wage over time have been far and quickly outpaced by inflation. **Thus, persons at this level of income will always fall below the Federal Poverty Level [3]. Any employer paying minimum wage is relying on the availability of public assistance or some other form of support to ensure adequacy of resources [4]. The current minimum wage is below poverty level [5]**. This means that the government effectively subsidizes all of those making minimum wage through various forms of public assistance, and employers paying minimum wage rely on that external support, e.g., Walmart counseling its lowest paid employees how they might apply for and receive Food Stamps, Medicaid, etc.

The Federal Poverty Level (FPL) is established annually by the Department of Health and Human Services in order to determine eligibility for a number of public assistance programs. This means that persons whose income is at or below the FPL (or often within 120% of the FPL) will qualify for a number of assistance programs, such as Food Stamps, Medicaid, subsidized health care coverage under the PPACA, etc. The current Federal Poverty Level for a family of four is \$24,300 (*Federal Register*, 1-25-16). The hourly wage (\$24,300 divided by 2080 hours in the work year) is \$11.68/hr.

This ordinance requires that all contractors with Eau Claire County pay their employees at least 110% of the 2016 FPL (\$12.84/hr.), on an hourly basis, beginning January 1, 2017. The wage requirement increases each year by 5% to a maximum of 130% of FPL by 2021. Thus, the wage requirement is annually indexed to inflation and set at 130% of FPL. The fiscal impact of this ordinance will be reviewed by the respective units in the light of 2017 contracts. It is anticipated that the major impact will be felt in the Department of Human Services because non-profit organizations frequently pay minimum wage or just above that wage. **The ordinance may also require some minor adjustments to the recently established salary matrix [6]**.

Respectfully Submitted,

Nick Smiar
County Board Supervisor, District 15

KRZ/yk

Ordinance/16-17/006 Fact

Factual Misrepresentations

[1] Questionable on two counts:

A - Class Comp Study was **NOT** based on "Social Justice" It was to set ECC wages to local market rates and eliminate wage compression so we can attract & retain qualified employees.
B - The LWO does **NOT** achieve Social Justice -- Rather it achieves Social Injustice

[2] Minimum wage, is greater than 125% FPL for a single person - thus **IS** a living wage for one person in Eau Claire.

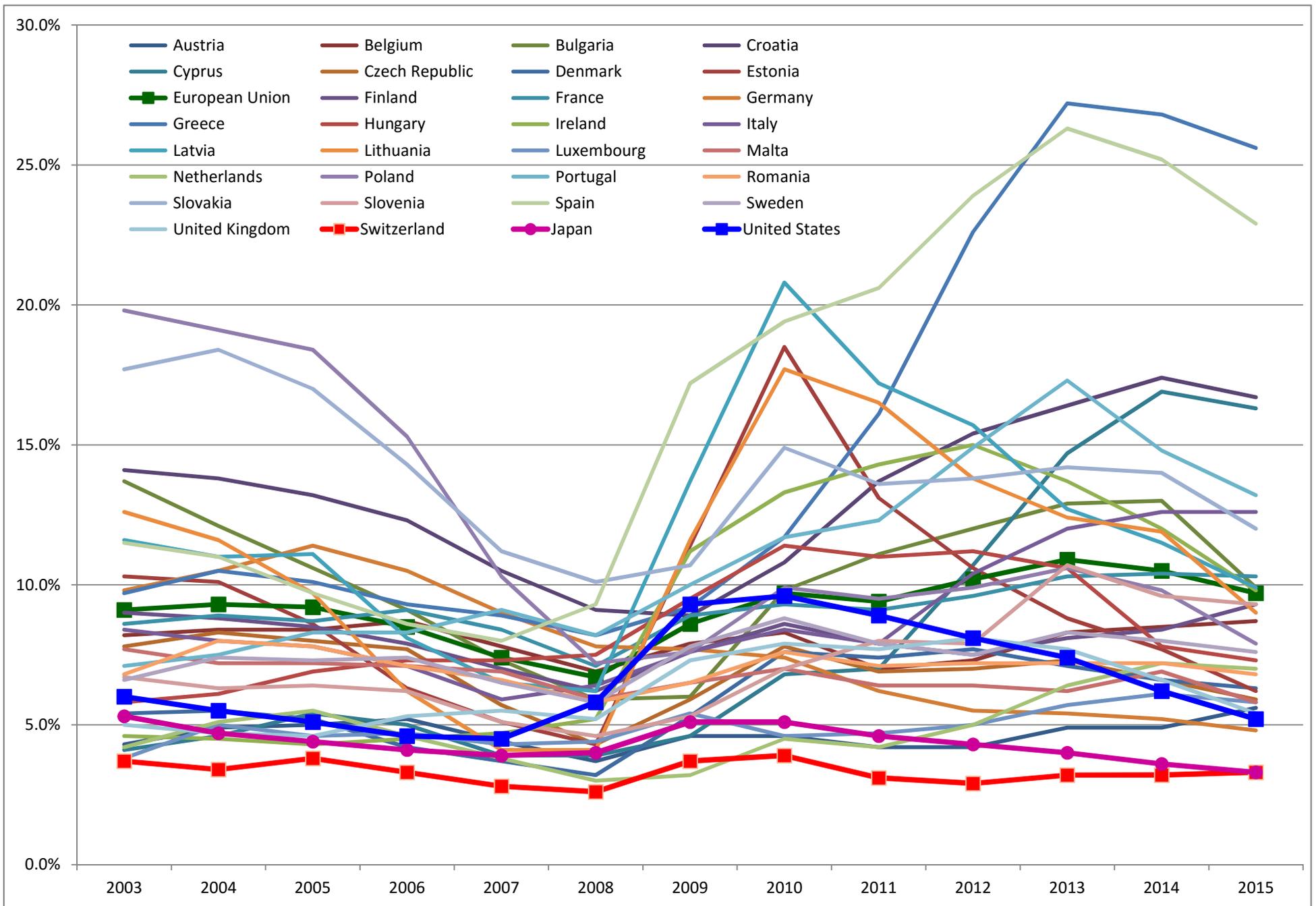
[3] Persons earning minimum wage income generally live in households that **exceed** FPL, thus **SELDOM** fall below the Federal Poverty Level

[4] 80% to 90% of low-wage workers, are **NOT** in poor households, thus Employer paying minimum wage are generally **NOT** "relying on the availability of public assistance or some other form of support to ensure adequacy of resources."

[5] Again-the current minimum wage is **NOT** below the FPL for a single person!

[6] The original LWO ordinance required up to \$4.4 million adjustment to the Class-Comp salary matrix in 2021

Unemployment Rate	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Austria	4.3%	4.9%	5.0%	5.2%	4.4%	3.7%	4.6%	4.6%	4.2%	4.2%	4.9%	4.9%	5.6%
Belgium	8.2%	8.4%	8.4%	8.7%	7.8%	6.9%	7.9%	8.3%	7.0%	7.3%	8.3%	8.5%	8.7%
Bulgaria	13.7%	12.1%	10.6%	9.1%	7.3%	5.9%	6.0%	9.8%	11.1%	12.0%	12.9%	13.0%	9.9%
Croatia	14.1%	13.8%	13.2%	12.3%	10.5%	9.1%	8.9%	10.8%	13.7%	15.4%	16.4%	17.4%	16.7%
Cyprus	4.1%	4.6%	5.4%	5.0%	3.9%	3.9%	4.6%	6.8%	7.0%	10.7%	14.7%	16.9%	16.3%
Czech Republic	7.8%	8.3%	8.0%	7.7%	5.7%	4.3%	5.9%	7.8%	6.9%	7.0%	7.3%	6.6%	5.9%
Denmark	5.4%	5.5%	5.2%	4.2%	3.7%	3.2%	5.3%	7.6%	7.4%	7.7%	7.1%	6.6%	6.3%
Estonia	10.3%	10.1%	8.6%	6.3%	5.1%	4.3%	11.4%	18.5%	13.1%	10.6%	8.8%	7.7%	6.2%
European Union	9.1%	9.3%	9.2%	8.5%	7.4%	6.7%	8.6%	9.7%	9.4%	10.2%	10.9%	10.5%	9.7%
Finland	9.0%	8.8%	8.5%	7.9%	7.0%	6.2%	7.6%	8.6%	7.9%	7.5%	8.1%	8.4%	9.3%
France	8.6%	8.9%	8.7%	9.1%	8.4%	7.1%	8.9%	9.3%	9.1%	9.6%	10.3%	10.4%	10.3%
Germany	9.8%	10.5%	11.4%	10.5%	9.0%	7.8%	7.7%	7.4%	6.2%	5.5%	5.4%	5.2%	4.8%
Greece	9.7%	10.5%	10.1%	9.3%	8.9%	8.2%	9.2%	11.7%	16.1%	22.6%	27.2%	26.8%	25.6%
Hungary	5.8%	6.1%	6.9%	7.3%	7.3%	7.5%	9.5%	11.4%	11.0%	11.2%	10.6%	7.8%	7.3%
Ireland	4.6%	4.5%	4.3%	4.5%	4.7%	5.2%	11.2%	13.3%	14.3%	15.0%	13.7%	12.0%	9.8%
Italy	8.4%	8.0%	7.8%	7.1%	5.9%	6.4%	7.6%	8.4%	7.9%	10.4%	12.0%	12.6%	12.6%
Latvia	11.6%	11.0%	11.1%	8.1%	6.5%	6.2%	13.7%	20.8%	17.2%	15.7%	12.7%	11.5%	9.9%
Lithuania	12.6%	11.6%	9.7%	6.2%	4.1%	4.1%	11.6%	17.7%	16.5%	13.8%	12.4%	11.9%	9.0%
Luxembourg	3.8%	5.0%	4.6%	4.7%	4.3%	4.4%	5.4%	4.6%	4.7%	5.0%	5.7%	6.1%	5.8%
Malta	7.7%	7.2%	7.2%	7.1%	6.9%	5.9%	6.5%	7.0%	6.4%	6.4%	6.2%	6.9%	5.8%
Netherlands	4.2%	5.1%	5.5%	4.6%	3.8%	3.0%	3.2%	4.5%	4.2%	5.0%	6.4%	7.2%	7.0%
Poland	19.8%	19.1%	18.4%	15.3%	10.3%	7.2%	7.6%	9.9%	9.5%	9.9%	10.6%	9.8%	7.9%
Portugal	7.1%	7.5%	8.3%	8.3%	9.1%	8.2%	10.0%	11.7%	12.3%	14.9%	17.3%	14.8%	13.2%
Romania	6.8%	8.0%	7.8%	7.1%	6.6%	5.8%	6.5%	7.6%	7.1%	7.2%	7.2%	7.2%	6.8%
Slovakia	17.7%	18.4%	17.0%	14.3%	11.2%	10.1%	10.7%	14.9%	13.6%	13.8%	14.2%	14.0%	12.0%
Slovenia	6.7%	6.3%	6.4%	6.2%	5.1%	4.6%	5.3%	7.0%	8.0%	7.9%	10.7%	9.6%	9.3%
Spain	11.5%	11.0%	9.7%	8.6%	8.0%	9.3%	17.2%	19.4%	20.6%	23.9%	26.3%	25.2%	22.9%
Sweden	6.6%	7.4%	7.3%	7.4%	6.5%	5.8%	7.8%	8.8%	7.9%	7.5%	8.3%	8.0%	7.6%
United Kingdom	5.0%	4.7%	4.6%	5.3%	5.5%	5.2%	7.3%	7.9%	7.7%	8.1%	7.7%	6.6%	5.4%
Switzerland	3.7%	3.4%	3.8%	3.3%	2.8%	2.6%	3.7%	3.9%	3.1%	2.9%	3.2%	3.2%	3.3%
Japan	5.3%	4.7%	4.4%	4.1%	3.9%	4.0%	5.1%	5.1%	4.6%	4.3%	4.0%	3.6%	3.3%
United States	6.0%	5.5%	5.1%	4.6%	4.5%	5.8%	9.3%	9.6%	8.9%	8.1%	7.4%	6.2%	5.2%



Note: Switzerland, the country with the lowest unemployment in Europe, is also the only county in Europe with NO MINIMUM WAGE LAWS

Federal FPL Cart; FPL chart adjusted to Eau Claire COL; COL index chart; EC Job Loss estimate

Number of People in household	2016 Federal Poverty Level threshold						Federal Minimum Wage	Federal Minimum Wage - % FPL
	100% FPL	110% FPL	115% FPL	120% FPL	125% FPL	130% FPL	\$ 7.25	
1	\$11,880	\$13,068	\$13,662	\$14,256	\$14,850	\$15,444	\$ 15,080	126.9%
2	\$16,020	\$17,622	\$18,423	\$19,224	\$20,025	\$20,826	\$ 30,160	188.3%
3	\$20,160	\$22,176	\$23,184	\$24,192	\$25,200	\$26,208		149.6%
4	\$24,300	\$26,730	\$27,945	\$29,160	\$30,375	\$31,590	\$ 31,590	124.1%
5	\$28,440	\$31,284	\$32,706	\$34,128	\$35,550	\$36,972		106.0%
6	\$32,580	\$35,838	\$37,467	\$39,096	\$40,725	\$42,354		
7	\$36,730	\$40,403	\$42,240	\$44,076	\$45,913	\$47,749		
8	\$40,890	\$44,979	\$47,024	\$49,068	\$51,113	\$53,157		
LWO Proposed Wage - 2021				1 FT wage earner		2 FT wage earners		

Number of People in household	2016 Federal Poverty Level threshold - with Eau Claire Cost of Living Factor of 91% [see below]						Federal Minimum Wage	Federal Minimum Wage - % FPL
	100% FPL	110% FPL	115% FPL	120% FPL	125% FPL	130% FPL	\$ 7.25	
1	\$10,811	\$11,892	\$12,432	\$12,973	\$13,514	\$14,054	\$ 15,080	139.5%
2	\$14,578	\$16,036	\$16,765	\$17,494	\$18,223	\$18,952	\$ 30,160	206.9%
3	\$18,346	\$20,180	\$21,097	\$22,015	\$22,932	\$23,849		164.4%
4	\$22,113	\$24,324	\$25,430	\$26,536	\$27,641	\$28,747	\$ 31,590	136.4%
5	\$25,880	\$28,468	\$29,762	\$31,056	\$32,351	\$33,645		116.5%
6	\$29,648	\$32,613	\$34,095	\$35,577	\$37,060	\$38,542		101.7%
7	\$33,424	\$36,767	\$38,438	\$40,109	\$41,780	\$43,452		
8	\$37,210	\$40,931	\$42,791	\$44,652	\$46,512	\$48,373		
LWO Proposed Wage - 2021				1 FT wage earner		2 FT wage earners		

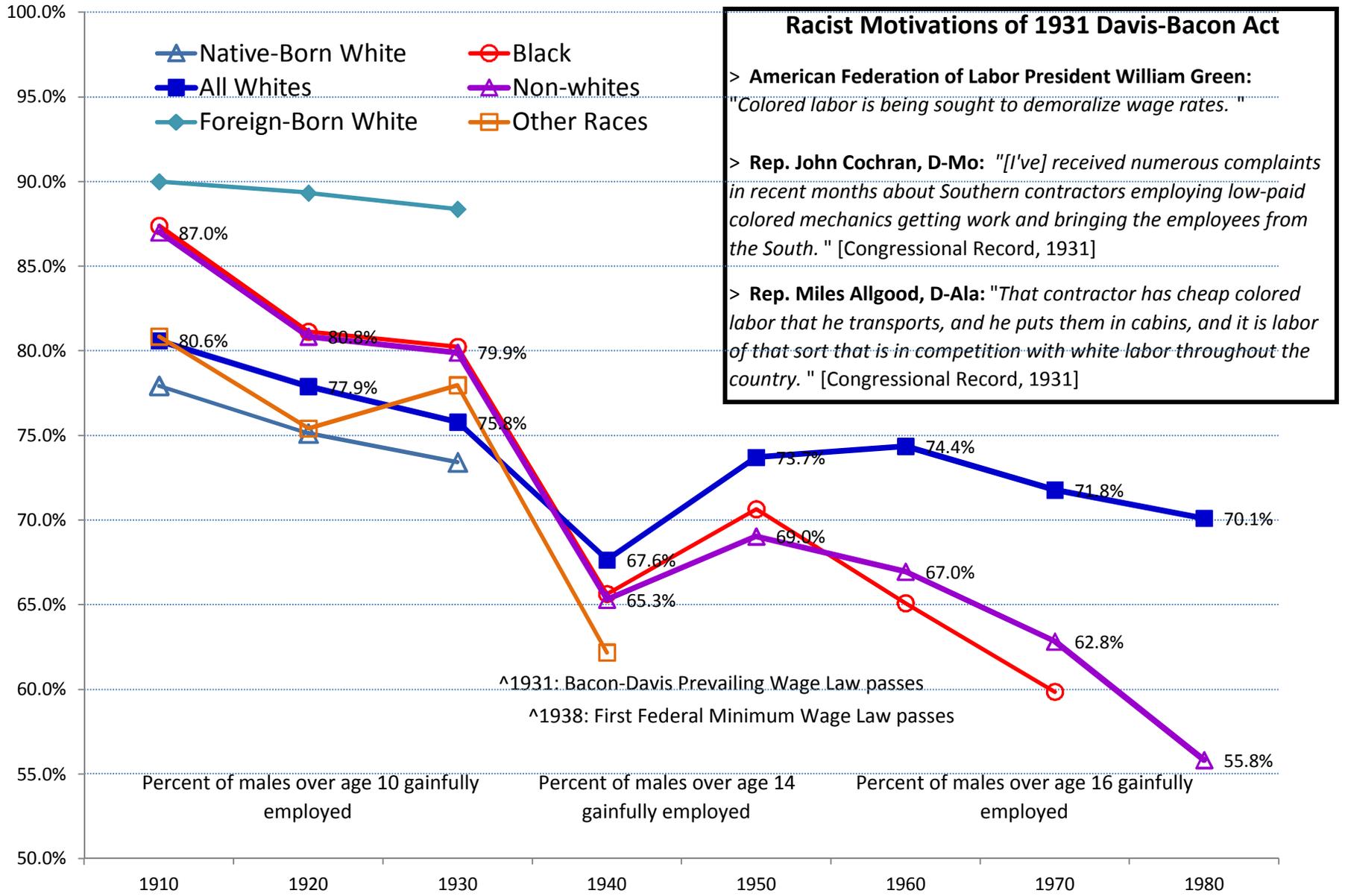
Cost of Living Indexes

Source: <http://www.bestplaces.net>, 2016

	National	Eau Claire, WI	Madison, WI	Mpls, MN	Chicago, IL	Austin, TX	San Jose, CA
Overall	100	91	116	108	103	107	197
Grocery	100	96	105	107	104	85	118
Health	100	106	121	103	104	101	114
Housing	100	81	128	112	97	135	380
Utilities	100	81	102	103	106	94	124
Transportation	100	101	111	105	112	95	113
Miscellaneous	100	93	111	108	105	94	102

Eau Claire, WI Labor Force Data - Source: U.S. Bureau of Labor	2013	2014	2014 CPS Data: 57% of poor households with heads of household ages 18–64 have NO workers; 36% have hourly wages above \$12.00 but don't work 40 hrs/wk; 80% to 90% of low-wage workers are NOT in poor households; With a \$15 LWO, 12% of income increase would go to poor households and 38% would go to wealthy households [upper 1/2 income]. • The overwhelming body of Economic Studies predict: LWO results in job loss for the least-skilled workers & very little poverty reduction, if any.
EC Employment	54,855	55,919	
Estimated Job Loses at elasticity level	0.30%	165	
	1%	549	
	2%	1097	

% of Male Population Gainfully Employed by Race



Racist Motivations of 1931 Davis-Bacon Act

- > **American Federation of Labor President William Green:**
"Colored labor is being sought to demoralize wage rates."
- > **Rep. John Cochran, D-Mo:** *"[I've] received numerous complaints in recent months about Southern contractors employing low-paid colored mechanics getting work and bringing the employees from the South."* [Congressional Record, 1931]
- > **Rep. Miles Allgood, D-Ala:** *"That contractor has cheap colored labor that he transports, and he puts them in cabins, and it is labor of that sort that is in competition with white labor throughout the country."* [Congressional Record, 1931]

^1931: Bacon-Davis Prevailing Wage Law passes
 ^1938: First Federal Minimum Wage Law passes

Percent of males over age 10 gainfully employed Percent of males over age 14 gainfully employed Percent of males over age 16 gainfully employed

Labor Data Taken from US Census Data 1910 - 1980

Table 86. Labor Force Status by Sex and Race: 1940 to 1980

(Data are estimates based on a sample; see introduction. For meaning of symbols, see introduction. For definitions of terms, see appendixes A and B)

United States Regions	16 years and over				14 years and over			
	1980	1970	1960	1950 ¹	1970	1960	1950 ¹	1940 ¹
UNITED STATES								
Total								
Total	171 214 258	141 087 270	120 726 426	107 436 005	149 398 189	126 276 548	112 354 034	101 102 924
Labor force	106 084 668	82 048 781	69 234 105	59 198 160	82 897 433	69 877 481	60 053 968	52 789 499
Percent of total	62.0	58.2	57.3	55.1	55.5	55.3	53.5	52.2
Armed Forces	1 634 851	1 997 735	1 732 280	996 975	1 999 088	1 733 402	982 313	278 000
Civilian labor force	104 449 817	80 051 046	67 501 825	58 201 185	80 898 345	68 144 079	59 071 655	52 511 499
Employed	97 639 355	76 553 599	64 046 657	55 373 580	77 308 792	64 639 252	56 239 449	44 888 083
Unemployed	6 810 462	3 497 447	3 455 168	2 827 605	3 589 553	3 504 827	2 832 206	7 623 416
Percent of civilian labor force	6.5	4.4	5.1	4.9	4.4	5.1	4.8	14.5
Not in labor force	65 129 590	59 038 489	51 492 321	48 237 845	66 500 756	56 399 067	52 300 066	48 313 425
Inmate of institution	2 389 482	1 956 822	(NA)	(NA)	(NA)	1 444 136	1 444 136	(NA)
Male								
Labor force	81 732 090	67 235 510	58 477 442	52 432 575	71 481 904	61 315 294	55 311 617	50 553 748
Percent of male	75.1	76.6	80.4	81.5	72.9	77.4	78.7	79.0
Armed Forces	1 489 715	1 952 875	1 703 995	964 675	1 954 134	1 705 052	954 619	278 000
Civilian labor force	59 926 488	49 549 239	45 308 522	41 789 455	50 122 529	45 762 669	42 598 767	39 666 240
Employed	56 004 690	47 623 754	43 045 658	39 719 910	48 138 665	43 466 951	40 519 462	33 749 305
Unemployed	3 921 798	1 925 485	2 262 864	2 069 545	1 983 864	2 295 718	2 079 305	5 916 335
Percent of civilian labor force	6.5	3.9	5.0	5.0	4.0	5.0	4.9	14.9
Not in labor force	20 315 887	15 733 396	11 464 925	9 678 445	19 405 241	13 847 573	11 758 231	10 609 508
Inmate of institution	1 162 833	1 017 734	(NA)	(NA)	(NA)	1 040 875	878 905	(NA)
Female								
Labor force	89 482 168	73 851 760	62 248 984	55 003 430	77 916 285	64 961 254	57 042 417	50 549 176
Percent of female	49.9	41.4	35.7	29.9	39.6	34.5	28.9	25.4
Armed Forces	145 136	44 860	28 285	32 300	44 954	28 350	27 694	-
Civilian labor force	44 523 329	30 501 807	22 193 303	16 411 730	30 775 816	22 381 410	16 472 888	12 845 259
Employed	41 634 665	28 929 845	21 000 999	15 653 670	29 170 127	21 172 301	15 719 987	11 138 178
Unemployed	2 888 664	1 571 962	1 192 304	758 060	1 605 689	1 209 109	752 901	1 707 081
Percent of civilian labor force	6.5	5.2	5.4	4.6	5.2	5.4	4.6	13.3
Not in labor force	44 813 703	43 305 093	40 027 396	38 559 400	47 095 515	42 551 494	40 541 835	37 703 917
Inmate of institution	1 226 649	939 088	(NA)	(NA)	(NA)	719 035	565 231	(NA)
White								
Total	145 425 287	125 367 127	108 280 139	96 968 030	132 459 533	113 122 890	101 333 125	91 428 165
Labor force	90 434 967	72 954 518	61 898 066	53 103 450	73 720 097	62 478 134	53 908 723	47 169 389
Percent of total	62.2	58.2	57.2	54.8	55.7	55.2	53.2	51.6
Armed Forces	1 243 072	1 777 465	1 591 772	928 745	1 778 631	1 592 711	915 206	270 500
Civilian labor force	89 191 895	71 177 053	60 306 294	52 174 705	71 941 466	60 885 423	52 993 517	46 898 889
Employed	84 027 375	68 282 503	57 472 291	49 822 855	68 971 782	58 010 262	50 637 186	40 224 589
Unemployed	5 164 520	2 894 550	2 834 003	2 351 850	2 969 684	2 875 161	2 356 331	6 674 300
Percent of civilian labor force	5.8	4.1	4.7	4.5	4.1	4.7	4.4	14.2
Not in labor force	54 990 320	52 412 609	46 382 073	43 864 580	58 739 436	50 644 756	47 424 402	44 258 776
Inmate of institution	1 944 671	1 653 971	(NA)	(NA)	(NA)	1 473 242	1 237 919	(NA)
Male								
Labor force	69 672 383	59 946 581	52 553 757	47 394 425	63 578 712	55 036 120	49 979 010	45 823 031
Percent of male	76.1	77.4	80.9	81.8	73.8	78.0	79.0	78.9
Armed Forces	1 137 892	1 738 702	1 566 294	899 760	1 739 796	1 567 168	890 110	270 500
Civilian labor force	51 884 626	44 650 102	40 962 680	37 851 380	45 169 616	41 372 716	38 606 958	35 897 066
Employed	48 843 987	43 029 769	39 079 244	36 090 675	43 501 103	39 461 685	36 837 888	30 661 006
Unemployed	3 040 639	1 620 333	1 883 436	1 760 705	1 668 513	1 911 031	1 769 070	5 236 060
Percent of civilian labor force	5.9	3.6	4.6	4.7	3.7	4.6	4.6	14.6
Not in labor force	16 649 869	13 557 777	10 024 783	8 643 285	16 669 300	12 096 236	10 482 042	9 655 465
Inmate of institution	825 821	788 919	(NA)	(NA)	(NA)	824 560	726 178	(NA)
Female								
Labor force	75 752 904	65 420 546	55 726 382	49 573 605	68 880 821	58 086 770	51 354 115	45 605 134
Percent of female	49.4	40.6	34.8	29.0	38.9	33.6	28.1	24.1
Armed Forces	105 180	38 763	25 478	28 985	38 835	25 543	25 196	-
Civilian labor force	37 307 269	26 526 951	19 343 614	14 323 325	26 771 850	19 512 707	14 386 559	11 001 823
Employed	35 183 388	25 252 734	18 393 047	13 732 180	25 470 679	18 548 577	13 799 298	9 563 583
Unemployed	2 123 881	1 274 217	950 567	591 145	1 301 171	964 130	587 261	1 438 240
Percent of civilian labor force	5.7	4.8	4.9	4.1	4.9	4.9	4.1	13.1
Not in labor force	38 340 455	38 854 832	36 357 290	35 221 295	42 070 136	38 548 520	36 942 360	34 603 311
Inmate of institution	1 118 850	865 052	(NA)	(NA)	(NA)	648 682	511 741	(NA)
Black²								
Total	18 294 925	14 015 283	12 446 287	10 467 975	15 129 883	13 153 658	11 020 909	9 674 759
Labor force	10 866 343	8 092 391	7 336 039	6 094 710	8 167 657	7 399 347	6 145 245	5 620 110
Percent of total	59.4	57.7	58.9	58.2	54.0	56.3	55.8	58.1
Armed Forces	283 907	180 813	140 508	68 230	180 989	140 691	67 107	7 500
Civilian labor force	10 582 436	7 911 578	7 195 531	6 026 480	7 986 668	7 258 656	6 078 138	5 612 610
Employed	9 334 048	7 361 143	6 574 366	5 550 725	7 420 346	6 628 990	5 602 263	4 663 494
Unemployed	1 248 388	550 435	621 165	475 755	566 322	629 666	475 875	949 116
Percent of civilian labor force	11.8	7.0	8.6	7.9	7.1	8.7	7.8	16.9
Not in labor force	7 428 582	5 922 892	5 110 248	4 373 265	6 962 226	5 754 311	4 875 664	4 054 649
Inmate of institution	367 906	283 344	(NA)	(NA)	(NA)	286 668	206 217	(NA)
Male								
Labor force	8 374 051	6 449 469	5 923 685	5 038 150	7 010 499	6 279 174	5 332 407	4 730 717
Percent of male	66.7	69.8	75.7	79.5	64.9	72.1	76.1	79.8
Armed Forces	252 070	175 525	137 701	64 915	137 884	107 884	64 609	7 500
Civilian labor force	5 330 792	4 326 035	4 345 842	3 938 075	4 374 807	4 389 953	3 991 809	3 769 174
Employed	4 674 871	4 052 063	3 966 414	3 629 235	4 091 390	4 005 266	3 681 574	3 088 899
Unemployed	655 921	273 972	379 428	308 840	283 417	384 687	310 235	680 275
Percent of civilian labor force	12.3	6.3	8.7	7.8	6.5	8.8	7.8	18.0
Not in labor force	2 791 189	1 947 909	1 440 142	1 035 160	2 460 013	1 751 337	1 276 189	954 043
Inmate of institution	277 251	214 691	(NA)	(NA)	(NA)	216 315	152 727	(NA)
Female								
Labor force	9 920 874	7 565 814	6 522 602	5 429 825	8 119 384	6 874 484	5 688 302	4 944 042
Percent of female	53.3	47.5	43.7	38.5	44.5	41.8	36.7	37.3
Armed Forces	31 837	5 288	2 807	3 315	5 310	2 807	2 498	-
Civilian labor force	5 251 644	3 585 543	2 849 689	2 088 405	3 611 861	2 868 703	2 086 329	1 843 436
Employed	4 659 177	3 309 080	2 607 952	1 921 490	3 228 956	2 623 724	1 920 689	1 574 595
Unemployed	592 467	276 463	241 737	166 915	282 905	244 979	165 640	268 841
Percent of civilian labor force	11.3	7.7	8.5	8.0	7.8	8.5	7.9	14.6
Not in labor force	4 637 293	3 974 983	3 670 106	3 338 105	4 502 213	4 002 974	3 599 475	3 100 606
Inmate of institution	90 655	68 653	(NA)	(NA)	(NA)	70 353	53 490	(NA)

¹Excludes data for Alaska and Hawaii. ²For years prior to 1970, includes Black and other races.

OCCUPATIONS—UNITED STATES SUMMARY

TABLE 11.—NUMBER AND PROPORTION OF PERSONS 10 YEARS OLD AND OVER GAINFULLY OCCUPIED, BY COLOR, NATIVITY, AND SEX, FOR THE UNITED STATES: 1930, 1920, AND 1910

[Per cent not shown where less than 0.1 or where base is less than 100]

CLASS OF POPULATION	TOTAL			MALE			FEMALE			PER CENT DISTRIBUTION OF GAINFULLY OCCUPIED		
	Total number	Gainfully occupied		Total number	Gainfully occupied		Total number	Gainfully occupied		Total	Male	Female
		Number	Per cent		Number	Per cent		Number	Per cent			
1930	98,723,047	43,829,920	49.5	43,949,798	33,077,804	76.2	48,773,249	10,752,118	22.0	100.0	100.0	100.0
Native white	74,763,739	35,173,379	47.0	37,475,901	27,511,862	73.4	37,287,838	7,661,508	20.5	72.0	72.3	71.3
Foreign-born white	13,216,928	7,411,127	56.1	7,078,223	6,255,071	88.4	6,138,705	1,156,056	18.8	15.2	16.4	10.8
Negro	9,202,556	5,503,535	59.2	4,594,690	3,692,893	80.2	4,727,866	1,840,642	38.9	11.3	9.6	17.1
Other races	1,449,824	741,858	51.2	830,984	647,978	78.0	618,540	93,010	16.2	1.5	1.7	0.9
Mexican ¹	1,002,241	498,765	49.8	547,863	431,677	78.8	454,378	67,088	14.8	1.0	1.1	0.6
Indian	238,981	98,148	41.1	123,469	80,309	65.0	115,512	17,842	15.4	0.2	0.2	0.2
Chinese	63,392	47,109	74.3	53,059	45,547	84.9	9,742	1,599	16.0	0.1	0.1	---
Japanese	97,273	54,230	55.8	60,589	47,489	78.4	36,093	6,741	18.4	0.1	0.1	0.1
All other ²	47,937	43,639	91.0	45,422	42,939	94.6	2,515	680	27.0	0.1	0.1	---
1920	82,739,315	41,614,245	50.3	42,239,969	33,064,737	78.2	40,449,348	8,549,511	21.1	100.0	100.0	100.0
Native white	60,861,863	28,869,463	47.4	30,651,045	23,025,680	75.1	30,210,818	5,843,783	19.3	69.4	69.6	65.4
Foreign-born white	13,497,886	7,746,460	57.4	7,419,651	6,527,967	88.0	6,078,195	1,118,463	18.4	18.6	20.0	13.1
Negro	8,053,225	4,824,151	59.9	4,059,462	3,252,862	80.1	4,043,763	1,571,289	38.9	11.6	9.8	18.4
Other races	326,341	174,174	53.4	299,771	158,196	52.8	119,570	15,976	13.7	0.4	0.5	0.2
Indian	176,925	63,326	35.8	91,546	53,478	58.4	85,379	9,848	11.5	0.2	0.2	0.1
Chinese	56,230	45,614	81.1	51,041	44,882	87.9	5,189	732	14.1	0.1	0.1	---
Japanese	84,238	57,903	68.7	58,856	52,614	89.5	25,432	5,289	20.8	0.1	0.2	---
All other	8,948	7,331	81.9	8,375	7,224	86.2	670	107	18.8	---	---	---
1910	71,580,270	38,167,338	53.3	37,027,558	30,091,664	81.3	34,552,712	8,075,772	23.4	100.0	100.0	100.0
Native white	60,989,341	24,962,554	49.0	25,843,033	20,141,636	77.9	25,146,306	4,820,918	19.2	65.4	66.9	59.7
Foreign-born white	12,944,529	7,811,592	60.3	7,321,196	6,588,711	90.0	5,623,333	1,222,761	21.7	20.5	21.9	15.1
Negro	7,317,622	5,192,535	71.0	3,637,866	3,178,554	87.4	3,680,536	2,013,961	54.7	13.6	10.6	24.9
Other races	328,478	260,745	61.1	225,943	182,663	80.8	192,535	18,082	17.6	0.5	0.6	0.2
Indian	188,768	73,916	39.2	96,582	59,200	61.3	92,176	14,710	16.0	0.2	0.2	0.2
Chinese	68,924	57,903	84.0	65,479	56,200	85.9	3,445	3,351	32.5	0.3	0.4	---
Japanese	67,661	123,811	181.5	60,809	120,469	198.1	6,852	3,351	32.5	0.3	0.4	---
All other	3,135	3,015	96.3	3,073	2,967	96.5	62	21	21	---	---	---

¹ In 1920 and in 1910 Mexicans were included for the most part in the white population.
² Mainly Filipinos.

TABLE 12.—GAINFUL WORKERS 10 YEARS OLD AND OVER, BY COLOR, NATIVITY, SEX, AND GENERAL DIVISIONS OF OCCUPATIONS, FOR THE UNITED STATES: 1930

[Per cent not shown where less than 0.1]

SEX AND GENERAL DIVISION OF OCCUPATIONS	TOTAL		NATIVE WHITE		FOREIGN-BORN WHITE		NEGRO		OTHER RACES ¹		PER CENT OF TOTAL			
	Number	Per cent distribution	Number	Per cent distribution	Number	Per cent distribution	Number	Per cent distribution	Number	Per cent distribution	Native white	Foreign-born white	Negro	Other races
TOTAL														
All occupations	43,829,920	100.0	35,173,379	100.0	7,411,127	100.0	5,503,535	100.0	741,888	100.0	72.0	15.2	11.3	1.5
Agriculture	10,471,998	23.9	7,518,519	21.4	673,662	9.1	1,987,839	36.1	291,978	39.4	71.8	6.4	19.0	2.8
Forestry and fishing	250,469	0.5	167,077	0.5	44,846	0.6	31,732	0.6	6,514	0.9	66.7	17.9	12.7	2.7
Extraction of minerals	984,323	2.0	658,267	1.9	232,121	3.1	74,972	1.4	18,963	2.6	66.9	23.6	7.6	1.9
Manufacturing and mechanical industries	14,110,652	32.2	9,693,796	27.5	3,295,381	44.1	1,024,636	18.6	156,819	21.1	68.5	23.1	7.3	2.1
Transportation and communication	3,843,147	8.8	2,876,682	8.2	488,393	6.6	397,645	7.2	80,517	10.9	74.9	12.7	10.3	2.1
Trade	6,081,467	13.9	4,835,498	13.7	1,012,605	13.7	183,809	3.3	49,555	6.7	79.5	16.7	3.0	0.8
Public service (not elsewhere classified)	856,205	1.9	678,578	1.9	129,775	1.6	50,293	0.9	6,649	0.9	79.3	14.1	5.9	0.8
Professional service	3,233,884	7.4	2,775,453	7.9	328,745	4.4	135,923	2.5	13,761	1.9	85.3	10.1	4.2	0.4
Domestic and personal service	4,632,451	10.6	2,327,821	6.6	940,004	12.7	1,578,235	28.6	107,521	14.5	47.0	19.0	31.8	2.2
Clerical occupations	4,025,324	9.2	3,671,679	10.4	303,785	4.1	49,549	0.7	9,311	1.3	91.2	7.5	1.0	0.2
MALE														
All occupations	33,077,804	100.0	27,511,862	100.0	6,255,071	100.0	3,692,893	100.0	647,978	100.0	72.3	16.4	9.6	1.7
Agriculture	9,562,059	28.9	7,151,291	26.0	647,249	10.3	1,492,555	40.7	270,964	41.8	74.8	6.8	15.6	2.8
Forestry and fishing	250,140	0.7	166,883	0.6	44,837	0.7	31,652	0.9	6,768	1.0	66.7	17.9	12.7	2.7
Extraction of minerals	983,564	2.6	657,654	2.4	232,042	3.7	74,919	2.0	18,949	2.9	66.9	23.6	7.6	1.9
Manufacturing and mechanical industries	12,224,345	32.1	8,212,540	29.9	2,961,751	47.2	923,566	25.2	136,468	21.1	67.2	24.1	7.6	1.1
Transportation and communication	3,661,943	9.4	2,610,354	9.5	476,095	7.6	395,437	10.8	80,557	12.4	73.3	13.4	11.1	2.2
Trade	5,118,787	13.4	4,004,558	14.6	903,042	14.4	169,241	4.6	41,946	6.5	78.2	17.6	3.3	0.8
Public service (not elsewhere classified)	838,622	2.2	662,974	2.4	119,795	1.9	49,273	1.3	6,580	1.0	79.1	14.3	5.9	0.8
Professional service	1,727,650	4.5	1,419,063	5.2	225,397	3.6	72,896	2.0	10,292	1.6	82.1	13.0	4.2	0.6
Domestic and personal service	1,772,200	4.7	813,780	3.0	465,465	7.4	423,645	11.6	69,310	10.7	45.9	26.3	23.9	3.9
Clerical occupations	2,038,494	5.4	1,812,765	6.6	189,398	3.0	29,687	0.8	6,644	1.0	88.9	9.3	1.5	0.3
FEMALE														
All occupations	10,752,118	100.0	7,661,508	100.0	1,156,056	100.0	1,840,642	100.0	93,910	100.0	71.3	10.8	17.1	0.9
Agriculture	909,939	8.5	367,225	4.8	26,413	2.3	495,284	26.9	21,014	22.4	49.4	2.9	54.4	2.3
Forestry and fishing	329	---	194	---	9	---	80	---	46	---	59.0	2.7	24.3	14.0
Extraction of minerals	759	---	613	---	79	---	53	---	14	---	80.8	10.4	7.0	1.8
Manufacturing and mechanical industries	1,886,307	17.5	1,451,256	18.9	313,630	27.1	101,070	5.5	20,351	21.7	76.9	16.6	5.4	1.1
Transportation and communication	281,204	2.6	205,328	3.5	12,208	1.1	2,398	0.1	460	0.5	94.7	4.3	0.8	0.2
Trade	962,630	9.0	830,940	10.8	109,523	9.5	14,563	0.8	7,609	8.1	86.3	11.4	1.5	0.5
Public service (not elsewhere classified)	17,533	0.2	15,604	0.2	960	0.1	500	0.1	69	0.1	88.7	5.6	5.3	0.4
Professional service	1,526,234	14.2	1,356,390	17.7	103,348	8.9	53,027	3.4	3,469	3.7	88.9	6.8	4.1	0.2
Domestic and personal service	3,150,251	29.6	1,514,041	19.8	475,439	41.1	1,152,560	62.6	38,211	40.7	47.6	14.9	38.2	1.2
Clerical occupations	1,989,830	18.5	1,858,914	24.3	114,387	9.9	10,862	0.6	2,667	2.8	93.6	5.8	0.5	0.1

¹ Comprises Mexicans, Indians, Chinese, Japanese, Filipinos, Hindus, Koreans, Hawaiians, etc.