

Workers Across Delaware Need \$15 and One Fair Wage



Delaware



The Raise the Wage Act, which would raise the minimum wage for all workers in the United States to \$15 an hour and phase out the subminimum wage for tipped workers, would significantly reduce poverty in Delaware.

➤ In Delaware, the minimum wage is \$9.25 for all workers, while the subminimum wage stands at only \$2.23 for tipped workers.^{1,2}

Although the hourly median wage in Delaware is \$19.66, nearly half of workers (47%) make far less.³ Nearly a third of the total workforce (over 150,000 workers) earns an hourly median wage below \$15. Those who earn less than \$15 an hour work primarily in the service industry and are essential workers.⁴ Workers earning under \$15 comprise 63% of all workers receiving food stamp benefits in Delaware.⁵ The food service sector is one of the largest employers in Delaware, and it provides some of the lowest wages in the state.⁶

TABLE 1: TOP 10 LARGEST OCCUPATIONS IN DELAWARE

JOB TITLE	Workforce	Median Hourly Wage
Cashiers	13,940	\$10.67
Retail Salespersons	13,530	\$11.26
Fast Food and Counter Workers	12,660	\$9.74
Registered Nurses	11,730	\$35.01
Customer Service Representatives	8,850	\$17.75
Janitors and Cleaners Except Maids and Housekeeping Cleaners	8,840	\$12.63
Waiters and Waitresses	8,120	\$9.84
Stockers and Order Fillers	7,210	\$11.95
Home Health and Personal Care Aides	6,710	\$11.30
Secretaries and Administrative Assistants Except Legal, Medical, and Executive	6,650	\$18.61

Source: U.S. Bureau of Labor Statistics. (May 2019). Occupational Employment Statistics - Delaware. All Occupations and hourly median wage. https://www.bls.gov/oes/current/oes_de.htm

TABLE 2: OTHER OCCUPATIONS UNDER \$15

JOB TITLE	Workforce	Median Hourly Wage
Preschool Teachers Except Special Education	2,010	\$12.62
Maids and Housekeeping Cleaners	1,990	\$11.18
Host and Hostesses Restaurant, Lounge, and Coffee Shop	1,710	\$9.55
Dining Room and Cafeteria Attendants and Bartender Helpers	1,440	\$9.35
Childcare Workers	950	\$10.60
Substitute Teachers	860	\$12.93
School Bus Monitors and Protective Service Workers	350	\$12.18

Source: U.S. Bureau of Labor Statistics. (May 2019). Occupational Employment Statistics - Delaware. All Occupations and hourly median wage. https://www.bls.gov/oes/current/oes_de.htm



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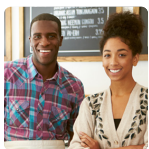
Most Essential Workers Lack a Living Wage to Feed Their Families

➤ Nearly a third of all workers who earn under \$15 an hour in Delaware have at least one child. In Delaware, a single adult with just one child will need \$32.37 hourly or about \$67,000 annually to cover minimal rent, food, transportation, and other basic living costs.⁷ However, 68% of Delaware workers, who work predominantly in the food, health, and general service industry, still fall far below the liveable wages necessary to provide for their families.⁸

TABLE 5: TIPPED WORKERS DISPROPORTIONATELY REPRESENT VULNERABLE POPULATIONS

68%	Women Tipped Workers
34%	People of Color Tipped Workers
26%	Tipped Workers with Children
15%	Tipped Workers Using Food Stamps

Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 10.0 [dataset]. Minneapolis, MN: IPUMS, 2020. <https://doi.org/10.18128/D010.V10.0>



Delaware Workers Would Thrive with One Fair Wage

➤ Currently, 11.3% of the total Delaware population (973,764) lives in poverty.¹⁰ Using the federal poverty line,¹¹ currently at least 58,527 Delaware workers who are currently employed live under the poverty level. **All of these workers would be lifted out of poverty by raising the minimum wage to \$15 an hour for all workers, including tipped workers, reducing the poverty level in Delaware to 5.3%, a 53% reduction in the state poverty level.**

TABLE 3: MEDIAN HOURLY WAGES (INCLUDING TIPS) IN DELAWARE

\$19.66	All Workers
\$12.50	All Workers Under \$15
\$10.83	All Tipped Workers

TABLE 4: ALL WORKERS WITH CHILDREN

40%	All Workers
35%	All Workers Under \$15
26%	All Tipped Workers

Source: Bureau of Labor Statistics. May 2019 Occupational Employment Statistics for Food Preparation and Serving Related Occupations. Customarily tipped restaurant positions: Bartenders, Waiters and Waitresses, Dishwashers, Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop, Cooks, Restaurant, Dining Room and Cafeteria Attendants and Bartender Helpers. Other non-restaurant tipped positions: Barbers, Hairdressers, Hair Stylists, and Cosmetologists, Baggage Porters and Bellhops, Parking Attendants, Usher, Lobby Attendants, and Ticket Takers, Accessed 02/11/2021.

Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 10.0 [dataset]. Minneapolis, MN: IPUMS, 2020. <https://doi.org/10.18128/D010.V10.0>



Tipped Workers Disproportionately Represent Vulnerable Populations

◀ The subminimum wage for tipped workers, a literal legacy of slavery, disproportionately impacts women and workers of color in Delaware. Today, over two-thirds (68%) of tipped workers in Delaware are women, and 34% are workers of color.⁹ Tipped workers use food stamps at nearly twice the rate of all other workers using food stamps in Delaware.

TABLE 6: AMOUNT OF WORKERS IMPACTED BY \$15 MINIMUM WAGE

152,770	Workers Receiving Wage Increase ¹²
32%	All Workers Receiving Wage Increase
58,527	Workers Lifted Out of Poverty
53%	Reduction in State Poverty Level

Source: Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas and Matthew Sobek. IPUMS USA: Version 10.0 [dataset]. Minneapolis, MN: IPUMS, 2020. <https://doi.org/10.18128/D010.V10.0>

1 U.S. Department of Labor. (January 2021). State Minimum Wage Laws. Accessed 02/08/21. <https://www.dol.gov/agencies/whd/minimum-wage/state>.

2 U.S. Department of Labor. (January 2021). Minimum Wage for Tipped Employees. Accessed 02/10/21. <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped>.

3 U.S. Bureau of Labor Statistics. (May 2019). Occupational Employment Statistics - Delaware. All Occupations and hourly median wage. https://www.bls.gov/oes/current/oes_de.htm.

4 Ibid.

5 One Fair Wage calculation based on 2015-2019 ACS 5-year estimates using Steven Ruggles et al., IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. <https://doi.org/10.18128/D010.V11.0>.

6 See note 3.

7 MIT Living Wage Calculator - Delaware as a whole, Accessed 02/11/21, <https://livingwage.mit.edu/states/10>.

8 See note 3.

9 See note 5.

10 U.S. Census. (2019). Quick Facts: Delaware. Accessed 02/11/21. <https://www.census.gov/quickfacts/fact/table/DE/INC110219>.

11 The 2019 federal poverty line is \$12,490 for a household of 1 and increases by \$4,420 for each additional household member. For a conservative estimate, we calculated the number of currently employed workers in households of 1 who earned less than \$10,000 and the number of currently employed workers in households of 2 or more who earned less than \$15,000 to produce the total number of currently employed workers who earn less than the federal poverty line. A \$15 wage would bring all of these workers above the federal poverty line for all households of 1 and 2 or more.

12 See note 3.