

# Workers Across New Hampshire Need \$15 and One Fair Wage



New Hampshire



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 New Hampshire.

➤ In New Hampshire, the minimum wage is \$7.25 for all workers, while the subminimum wage stands at only \$3.26 for tipped workers.<sup>1,2</sup> Although the hourly median wage in New Hampshire is \$19.95, nearly half of workers (49%) make far less.<sup>4</sup> Over a quarter of the total workforce (over 178,000 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.<sup>4</sup> Workers earning under \$15 comprise 63% of all workers receiving food stamp benefits in New Hampshire.<sup>5</sup> The food service sector is one of the largest employers in New Hampshire, and it provides some of the lowest wages in the state.<sup>6</sup>

TABLE 1: TOP 10 LARGEST OCCUPATIONS IN NEW HAMPSHIRE

JOB TITLE	Workforce	Median Hourly Wage
Retail Salespersons	24,400	\$12.05
Cashiers	21,500	\$11.02
Office Clerks, General	16,050	\$18.42
Fast Food and Counter Workers	14,350	\$10.44
Stockers and Order Fillers	14,340	\$12.75
Registered Nurses	14,320	\$34.95
General and Operations Managers	13,380	\$50.02
Waiters and Waitresses	12,390	\$9.61
Customer Service Representatives	11,660	\$18.15
Secretaries and Administrative Assistants Except Legal, Medical, and Executive	10,690	\$18.31

Source: U.S. Bureau of Labor Statistics. (May 2019). Occupational Employment Statistics - New Hampshire. All Occupations and hourly median wage. [https://www.bls.gov/oes/current/oes\\_nh.htm](https://www.bls.gov/oes/current/oes_nh.htm)

TABLE 2: OTHER OCCUPATIONS UNDER \$15

JOB TITLE	Workforce	Median Hourly Wage
Janitors and Cleaners Except Maids and Housekeeping Cleaners	10,060	\$13.91
Home Health and Personal Care Aides	8,260	\$12.87
Preschool Teachers Except Special Education	3,200	\$14.43
Substitute Teachers	2,570	\$11.40
Childcare Workers	1,910	\$11.69
School Bus Monitors and Protective Service Workers	300	\$12.76
Pharmacy Aides	120	\$13.70

Source: U.S. Bureau of Labor Statistics. (May 2019). Occupational Employment Statistics - New Hampshire. All Occupations and hourly median wage. [https://www.bls.gov/oes/current/oes\\_nh.htm](https://www.bls.gov/oes/current/oes_nh.htm)



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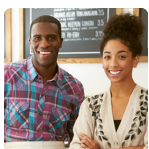
## Most Essential Workers Lack a Living Wage to Feed Their Families

➤ Nearly a third of all workers who earn under \$15 an hour in New Hampshire have at least one child. In New Hampshire, a single adult with just one child will need \$32.11 hourly or about \$66,700 annually to cover minimal rent, food, transportation, and other basic living costs.<sup>7</sup> However, 70% of New Hampshire 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.<sup>8</sup>

TABLE 5: TIPPED WORKERS DISPROPORTIONATELY REPRESENT VULNERABLE POPULATIONS

75%	Women Tipped Workers
10%	People of Color Tipped Workers
25%	Tipped Workers with Children
10%	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>



## New Hampshire Workers Would Thrive with One Fair Wage

➤ Currently, 7.3% of the total New Hampshire population (1,359,711) lives in poverty.<sup>10</sup> Using the federal poverty line,<sup>11</sup> currently at least 76,067 New Hampshire 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 New Hampshire to 2%, a 75% reduction in the state poverty level.**

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 - New Hampshire. All Occupations and hourly median wage. [https://www.bls.gov/oes/current/oes\\_az.htm](https://www.bls.gov/oes/current/oes_az.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.t>.

6 See note 3.

7 MIT Living Wage Calculator - New Hampshire as a whole, Accessed 02/11/21, <https://livingwage.mit.edu/states/04>.

8 See note 3.

9 See note 5.

10 U.S. Census. (2019). Quick Facts: New Hampshire. Accessed 02/11/21. <https://www.census.gov/quickfacts/fact/table/NH/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.

TABLE 3: MEDIAN HOURLY WAGES (INCLUDING TIPS) IN NEW HAMPSHIRE

\$19.95	All Workers
\$12.73	All Workers Under \$15
\$12.57	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.

TABLE 4: ALL WORKERS WITH CHILDREN

39%	All Workers
27%	All Workers Under \$15
25%	All Tipped Workers

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 New Hampshire. Today, three-quarters (75%) of tipped workers in New Hampshire are women, and 10% are workers of color.<sup>9</sup> Tipped workers use food stamps at twice the rate of all other workers using food stamps (10%) in New Hampshire.

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

178,530	Workers Receiving Wage Increase <sup>12</sup>
27%	All Workers Receiving Wage Increase
76,067	Workers Lifted Out of Poverty
75%	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>