

RESOLUTION: SUPPORT RAISING WAGES

BE IT RESOLVED: That the City DFL commits to raising wages and building power for all workers by supporting numerous strategies including:

- Organizing union members into collective bargaining agreements, particularly in low-wage industries;
- Supporting labor peace and policy initiatives at the local and state agency level that advance organizing;
- Supporting efforts to raise minimum workplace standards as a strategy for organizing at the local and state agency level;
- Raising the minimum wage at local, state agency, state and federal levels, including the fight for \$15.00 and a union;
- Ensuring that corporations that receive publicly funded subsidies be required to pay a living wage;
- Pursuing policies that prevent wage theft;
- Fully and proactively supporting the enforcement of all existing and new wage and hour and labor standard laws;
- Protecting one fair wage for tipped, sub-contracted and salaried employees;
- Ensuring that cities, counties and other legal jurisdictions not be pre-empted by the State Legislature of their control to set minimum workplace standards above and beyond state and federal minimums, including taking away rights that are currently protected.

BACKGROUND:

WHEREAS: All workers deserve a living wage and the protections and voice that come with union membership; and

WHEREAS: Income inequality has grown to staggering proportions in recent years and income growth has stagnated, creating a crisis for low-wage and middle-class earners, especially as the rate of unionization has declined; and

WHEREAS: The fastest growing sector of our economy is the service sector, including many low-wage, low-union density industries including retail, home care, restaurant and childcare who are being left behind in a growing economy; and

WHEREAS: One of the best indicators of children performing well in school is financial stability of his or her family; and

WHEREAS: 55 percent of women, more than half of African Americans and close to 60 percent of Latinos earn less than \$15.00 per hour, contributing to the increase in children living in poverty over the last decade most dramatic among children of color; and

WHEREAS: Wage theft is rampant in our communities, including employers not paying the minimum wage, not paying overtime, requiring employees to work off the clock, failing to disburse final paychecks or misclassifying workers as independent contractors to avoid paying their portion of payroll taxes, overtime, workers' compensation; and

WHEREAS: Wage theft causes stress and financial hardship for workers and their families who are forced to choose between basic necessities such as food, clothing, shelter, health care and transportation, often having to rely on public services; and

WHEREAS: Corporations have received massive taxpayer subsidies with limited accountability with regards to workers' rights; and

WHEREAS: Taxpayers subsidize corporations that pay low wages with public assistance for basic needs for their employees; and

WHEREAS: Unions and worker centers have successfully engaged and mobilized low-wage workers around collective organizing when talking about a \$15.00 minimum wage and a union; and

WHEREAS: \$15.00 minimum wage and a union is an aspirational framework, in which workers can see themselves being lifted up out of poverty wages and oppressive working conditions to live and work in dignity; and

WHEREAS: The fight for \$15.00 and a union lifts up the narrative of worker's rights and income inequality, educating the public and building momentum around worker's rights; and

WHEREAS: The fight for \$15.00 and a union helps to build support for organizing drives and contract fights, particularly in low wage industries; and

WHEREAS: Raising wages brings together diverse and powerful coalitions of non-profits, faith, progressive businesses, youth and people of color, to raise wages; while at the same time, developing relationships with key allies to support the expansion of collective bargaining rights and oppose attacks on labor, such as Right to Work.