

CCC Minimum Wage Campaign Kick off!

Over the next year, we want to build movement of UUs and our allies to change the conditions of millions of workers, including raising the minimum wage.

This webinar is our kick off event!

Thanks for joining us!

We will be with you shortly!



CCC Minimum Wage Campaign Kick off!

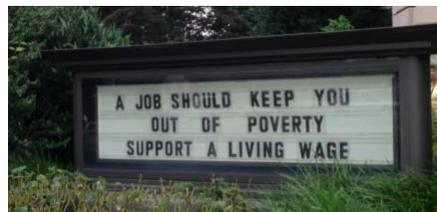
Hosted by:

Unitarian Universalist Service Committee

Presenters:

Susan Leslie, UUA

Kara Smith, UUSC



Objectives and Topics:

- Provide participants with an overview of the minimum wage and who it affects
- The moral imperative of UUs being involved
- Overview of the trajectory of the minimum wage work and plans for the campaign
- Resources that the UUA and UUSC have created



Economic Justice Human Rights Framework

All people have the right to work, to safe and healthy working conditions, to equal pay for equal work, and the right to organize, ensuring for themselves and their families an existence worthy of human dignity.

Adapted from articles 23 and 25 of the Universal Declaration of Human Rights



Choose Compassionate Consumption

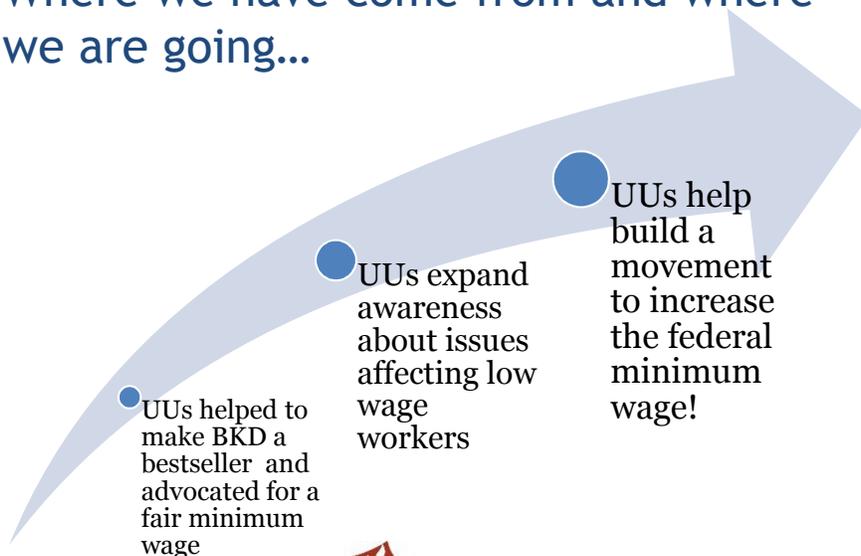


I have power as a consumer and I pledge to use that power to promote workers' rights.

I pledge to choose compassionate consumption and shop with my values in mind!



Where we have come from and where we are going...



Combining the power of our faith voice!

UUWSC Unitarian Universalist Service Committee
Advancing human rights is the work of many joining hands

Who We Are | What We Do | What You Can Do | Resources

Sign up for e-mail
 First Name: _____
 Last Name: _____
 E-mail: _____
 Subscribe
 or log in

Minimum Wage | Volunteer | Trips

Join Bill and Peter – Sign the Minimum Wage Statement
 More than 3,500 people added their names to the statement written by UUWSC President Rev. Bill Schultz and UUA President Rev. Peter Morales. Take the first step to joining our minimum wage campaign: sign the statement today!
 Find out more

UNITARIAN UNIVERSALIST ASSOCIATION OF CONGREGATIONS

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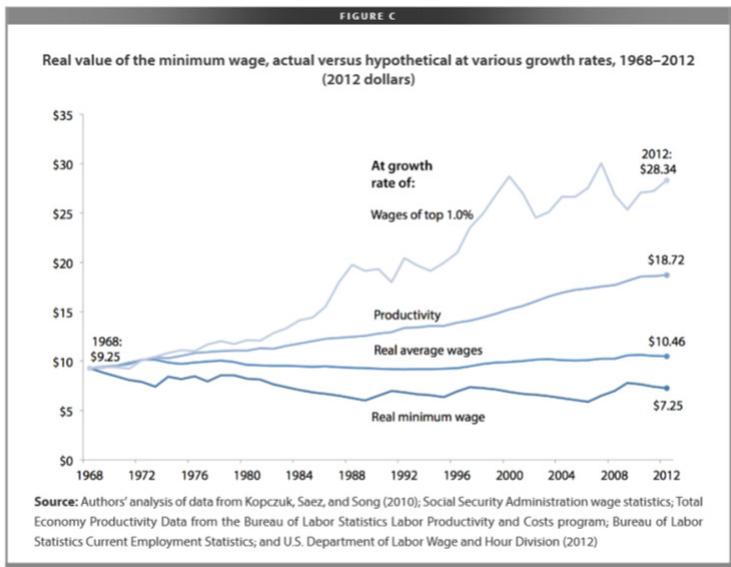
Joint Statement on Raising the Minimum Wage - A Moral Imperative
 July 18, 2013

The Rev. Peter Morales, president of the Unitarian Universalist Association (UUA), and the Rev. Bill Schultz, president and CEO of the Unitarian Universalist Service Committee (UUWSC), have issued the joint statement in support of legislation to raise minimum wages in the United States:

We've been told we're in the middle of an economic recovery. But the truth is that while the stock market is closing at unprecedented highs, workers who make minimum wage are not recovering – they're barely getting by. In the United States, millions of low-wage workers in our country work hard every day to feed our children and pay for their families' basic necessities. They are the restaurant servers feeding us, the people caring for our elderly or sick loved ones, and the workers keeping our buildings clean. They are our brothers, mothers, friends, congregants, and community members – and their non-negotiable contribution



What is the issue?



Minimum Wage Workers



Figure 1: Restaurant employment has grown to nearly one in 11 private sector workers.⁵

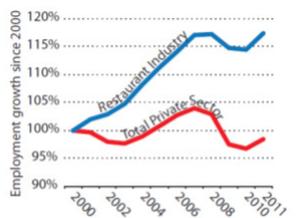


Figure 2: Restaurant industry growth has outpaced the overall private sector and fared much better in the Great Recession.⁶

TABLE 1

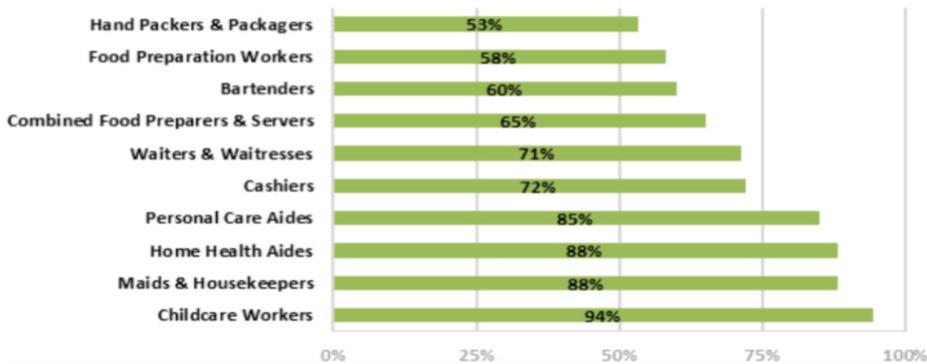
National Cross-Industry Estimates
Ten Lowest-Paid Occupations, 2010

Restaurant Occupation Typical Occupation	Title	Hourly Median Wage
<input checked="" type="checkbox"/> <input type="checkbox"/>	Combined Food Preparation and Serving Workers, Including Fast Food	8.63
<input checked="" type="checkbox"/> <input type="checkbox"/>	Cooks, Fast Food	8.70
<input type="checkbox"/> <input checked="" type="checkbox"/>	Gaming Dealers	8.70
<input checked="" type="checkbox"/> <input type="checkbox"/>	Dishwashers	8.73
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Dining Room and Cafeteria Attendants and Bartender Helpers	8.75
<input type="checkbox"/> <input checked="" type="checkbox"/>	Shampooers	8.78
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Waiters and Waitresses	8.81
<input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	8.83
<input checked="" type="checkbox"/> <input type="checkbox"/>	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	8.87
<input type="checkbox"/> <input type="checkbox"/>	Amusement and Recreation Attendants	8.87

Bureau of Labor Statistics, Occupational Employment Statistics, National Cross-Industry Estimates, 2010. National Cross-Industry Estimates sorted by median hourly wage for all Standard Occupational Classifications.

Women and the minimum wage

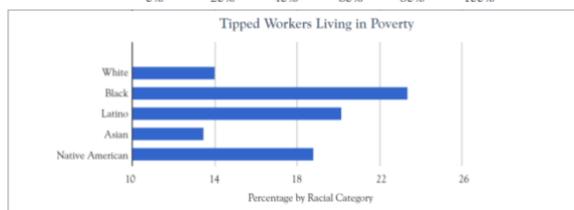
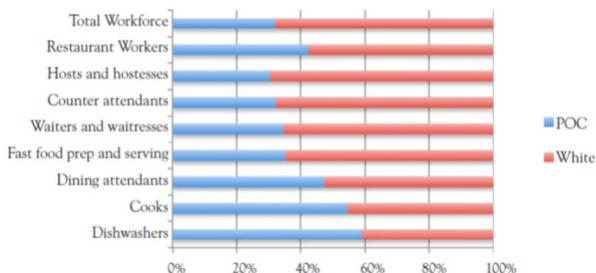
The 10 largest occupations that typically pay under \$10.10/hour, by share of women



National Women's Law Center



Race and the Restaurant Industry



Making the change:



Fair Minimum Wage Act of 2013

Sen. Tom Harkin (D-IA), and Rep. George Miller (D-CA), introduced

- Federal minimum wage of \$10.10 by 2015—three steps of 95 cents each.
- Keep pace with the rising cost of living—indexing in 2016
- Raise the minimum wage for tipped workers—70%

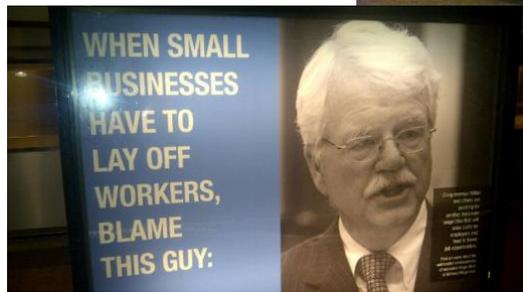


Who would this affect?

- More than 30 million workers would get a raise
- 56% are women; 71% of tipped workers are women
- Approx. half are workers of color
- More than 17 million children have a parent who would get a raise



Challenges and Opportunities



Myth #1: these are teenagers

- Only 16% of workers affected by this bill are teenagers
- 88% of people making minimum wage are over the age of twenty
- The average affected worker brought home approx. 49% of their household's income



Myth #2: It would hurt the economy

- The FMWA would generate:
 - More than \$32 billion in new economic activity
 - 140,000 full time jobs
- Consumer spending is 70% of US economic activity
 - More money in their pocket, more money to spend



Myth #3: It would hurt small business

- 2/3 of these workers work for large companies (employers of more than 100 people)
- 50 largest employers of low wage workers:
 - 92% profitable last year
 - 78% profitable for the last three years
 - 75 % higher revenues now than before the recession
 - \$9.4 million—average top executive salary
 - \$174.8 billion to shareholders



National Employment Law Project



Myth #4: Restaurant Workers don't need a raise!

- 7 of the 10 lowest paying jobs in our economy are in the restaurant industry—the two absolute lowest
- Median income of servers is \$8.92
- Servers are 3x more likely to live in poverty—2x as likely to need food stamps



Myth #5: If there is a raise to the minimum wage, food costs would skyrocket...

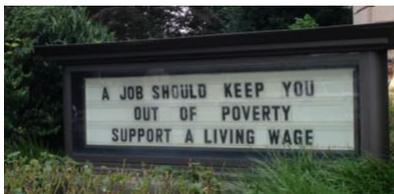
A dime a day ...



Even if 100% of the cost was passed on to consumers!



Why we need to get involved!

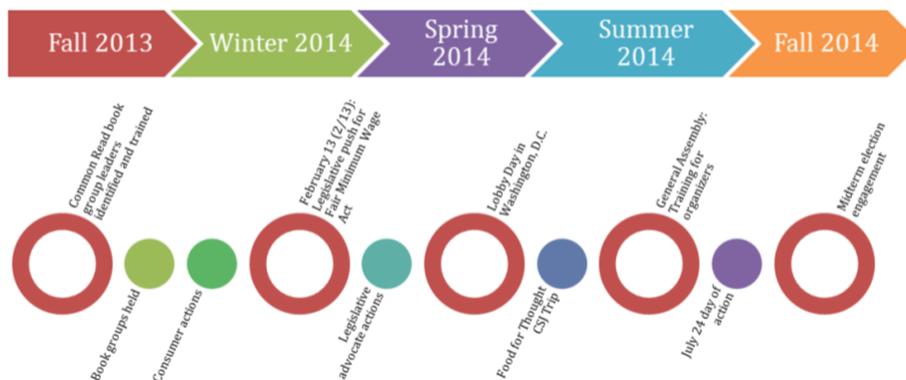


“We tend to treat changes in the economy as if they were like the weather—natural phenomena governed by forces beyond our control. Nothing could be further from the truth. We have chosen to live in a society with high unemployment and with income distribution that is becoming medieval. A tiny percentage of Americans owns most of the wealth. Meanwhile millions of willing and able people are without work. This did not just happen. We created this situation.”

—Unitarian Universalist Association (UUA) President Rev. Peter Morales



How do we get from here to the change we seek?!?



What we are asking you to do:

1. Share the joint UUA/UUSC Minimum Wage—
A moral imperative statement with members of
your congregation—ask them to sign on!
2. Plan your *Behind the Kitchen Door* discussion/
action group
3. Download the UUA discussion guide and order
the UUSC Community Coordinator tool kit
(coming soon)
4. Sign up for the UUSC Activists Facebook
Group for updates



Resources

- UUA Common Read Discussion
Guide
- UUSC CCC Community
Coordinator Tool Kit
- Monthly actions
- Monthly updates and calls
- Micro-grants
- General Assembly



**PAYING CUSTOMER
PAYING ATTENTION**

Do You Offer
LIVING WAGES • PAID SICK DAYS
ADVANCEMENT OPPORTUNITIES
To Your Employees?



Resources and Citations

- National Women's Law Center
<http://www.nwlc.org/resource/10-largest-jobs-paying-under-1010hour-are-majority-women>
- Economic Policy Institute Briefing Paper
<http://www.epi.org/publication/bp357-federal-minimum-wage-increase/>
- Realizing The Dream: How the Minimum Wage Impacts Racial Equity in the Restaurant Industry and in America
<http://rocunited.org/realizing-the-dream>
- National Employment Law Project
<http://www.nelp.org/page/-/rtmw/NELP-FMWA-2013-Fact-Sheet-030413.pdf?nocdn=1;>
http://nelp.3cdn.net/e555b2e361f8f734f4_sim6btdzo.pdf
- The Real Faces of the Minimum Wage
www.commondreams.org

