



# Economic Policy Institute

May 7, 2015

## STATE TABLES

### Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020

This is a corrected version of a publication initially posted on April 23, 2015. A programming error did not correctly account for scheduled changes to state minimum wages in 2019 and 2020. Accounting for those changes doesn't significantly change the overall picture or the demographic profile of workers affected by the federal minimum-wage bill, but does decrease the estimate of affected workers and the amount of their increased wages, as some workers previously expected to get a raise under the bill will already have higher wages from the increase in their state minimum wage.

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Alabama**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	1,972,000	492,000	97,000	589,000	100.0%	29.9%
<b>Sex</b>						
Female	952,000	306,000	59,000	365,000	62.0%	38.3%
Male	1,020,000	187,000	38,000	225,000	38.2%	22.1%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,927,000	461,000	95,000	556,000	94.4%	28.9%
Less than 25	257,000	157,000	17,000	174,000	29.5%	67.7%
25 to 39	661,000	149,000	35,000	184,000	31.2%	27.8%
40 to 54	670,000	100,000	32,000	132,000	22.4%	19.7%
55+	385,000	86,000	14,000	100,000	17.0%	26.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,378,000	300,000	59,000	359,000	61.0%	26.1%
Black or African American	468,000	161,000	27,000	188,000	31.9%	40.2%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	579,000	75,000	27,000	102,000	17.3%	17.6%
Single parent	159,000	60,000	11,000	71,000	12.1%	44.7%
Married, no kids	562,000	105,000	20,000	125,000	21.2%	22.2%
Unmarried, no kids	672,000	253,000	39,000	292,000	49.6%	43.5%
Working moms	360,000	93,000	20,000	113,000	19.2%	31.4%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	378,000	41,000	19,000	60,000	10.2%	15.9%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	238,000	129,000	18,000	147,000	25.0%	61.8%
\$20,000–\$39,999	438,000	141,000	39,000	180,000	30.6%	41.1%
\$40,000–\$59,999	386,000	79,000	12,000	91,000	15.4%	23.6%
\$60,000–\$74,999	229,000	50,000	10,000	60,000	10.2%	26.2%
\$75,000–\$99,999	298,000	50,000	6,000	56,000	9.5%	18.8%
\$100,000–\$149,999	268,000	32,000	7,000	39,000	6.6%	14.6%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	268,000	157,000	11,000	168,000	28.5%	62.7%
Full time (35+ hours per week)	1,613,000	283,000	86,000	369,000	62.6%	22.9%
<b>Education level</b>						
Less than high school	136,000	59,000	11,000	70,000	11.9%	51.5%
High school	649,000	192,000	37,000	229,000	38.9%	35.3%
Some college, no degree	391,000	131,000	24,000	155,000	26.3%	39.6%
Associate degree	228,000	58,000	13,000	71,000	12.1%	31.1%
Bachelor's degree or higher	568,000	52,000	12,000	64,000	10.9%	11.3%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	1,187,000	236,000	63,000	299,000	25.2%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	59.8%	29.5%
Parents affected	66.8%	39.2%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Alaska**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	321,000	26,000	24,000	50,000	100.0%	15.6%
<b>Sex</b>						
Female	153,000	14,000	11,000	25,000	50.0%	16.3%
Male	168,000	12,000	13,000	25,000	50.0%	14.9%
<b>Age</b>						
Under 20	16,000	5,000	4,000	9,000	18.0%	56.3%
20 or older	306,000	21,000	20,000	41,000	82.0%	13.4%
Less than 25	51,000	11,000	10,000	21,000	42.0%	41.2%
25 to 39	107,000	8,000	6,000	14,000	28.0%	13.1%
40 to 54	101,000	5,000	4,000	9,000	18.0%	8.9%
55+	63,000	2,000	3,000	5,000	10.0%	7.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	222,000	15,000	14,000	29,000	58.0%	13.1%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	69,000	8,000	6,000	14,000	28.0%	20.3%
<b>Family status</b>						
Married parent	83,000	5,000	4,000	9,000	18.0%	10.8%
Single parent	24,000	2,000	3,000	5,000	10.0%	20.8%
Married, no kids	93,000	3,000	4,000	7,000	14.0%	7.5%
Unmarried, no kids	121,000	16,000	13,000	29,000	58.0%	24.0%
Working moms	53,000	4,000	5,000	9,000	18.0%	17.0%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	54,000	3,000	2,000	5,000	10.0%	9.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	N/A	N/A	N/A	N/A	N/A	N/A
\$20,000–\$39,999	50,000	5,000	6,000	11,000	22.0%	22.0%
\$40,000–\$59,999	50,000	4,000	3,000	7,000	14.0%	14.0%
\$60,000–\$74,999	34,000	2,000	3,000	5,000	10.0%	14.7%
\$75,000–\$99,999	62,000	5,000	4,000	9,000	18.0%	14.5%
\$100,000–\$149,999	65,000	4,000	2,000	6,000	12.0%	9.2%
\$150,000 or more	38,000	1,000	2,000	3,000	6.0%	7.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	42,000	8,000	7,000	15,000	30.0%	35.7%
Full time (35+ hours per week)	263,000	16,000	15,000	31,000	62.0%	11.8%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	90,000	10,000	9,000	19,000	38.0%	21.1%
Some college, no degree	78,000	6,000	5,000	11,000	22.0%	14.1%
Associate degree	34,000	3,000	2,000	5,000	10.0%	14.7%
Bachelor's degree or higher	99,000	3,000	2,000	5,000	10.0%	5.1%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	197,000	14,000	15,000	29,000	14.7%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	47.6%	18.0%
Parents affected	52.5%	23.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Arizona</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,710,000	636,000	143,000	779,000	100.0%	28.7%
<b>Sex</b>						
Female	1,273,000	333,000	71,000	404,000	51.9%	31.7%
Male	1,436,000	303,000	72,000	375,000	48.1%	26.1%
<b>Age</b>						
Under 20	104,000	74,000	6,000	80,000	10.3%	76.9%
20 or older	2,606,000	561,000	137,000	698,000	89.6%	26.8%
Less than 25	414,000	231,000	33,000	264,000	33.9%	63.8%
25 to 39	909,000	180,000	43,000	223,000	28.6%	24.5%
40 to 54	858,000	124,000	44,000	168,000	21.6%	19.6%
55+	529,000	101,000	23,000	124,000	15.9%	23.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,457,000	241,000	58,000	299,000	38.4%	20.5%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	912,000	322,000	64,000	386,000	49.6%	42.3%
Asian or other race/ethnicity	208,000	45,000	10,000	55,000	7.1%	26.4%
<b>Family status</b>						
Married parent	686,000	106,000	31,000	137,000	17.6%	20.0%
Single parent	235,000	79,000	13,000	92,000	11.8%	39.1%
Married, no kids	723,000	113,000	39,000	152,000	19.5%	21.0%
Unmarried, no kids	1,066,000	339,000	60,000	399,000	51.2%	37.4%
Working moms	443,000	112,000	24,000	136,000	17.5%	30.7%
Single moms	160,000	52,000	9,000	61,000	7.8%	38.1%
Working dads	478,000	73,000	20,000	93,000	11.9%	19.5%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	269,000	156,000	15,000	171,000	22.0%	63.6%
\$20,000–\$39,999	609,000	194,000	53,000	247,000	31.7%	40.6%
\$40,000–\$59,999	520,000	102,000	30,000	132,000	16.9%	25.4%
\$60,000–\$74,999	250,000	42,000	12,000	54,000	6.9%	21.6%
\$75,000–\$99,999	404,000	64,000	18,000	82,000	10.5%	20.3%
\$100,000–\$149,999	411,000	54,000	10,000	64,000	8.2%	15.6%
\$150,000 or more	247,000	23,000	6,000	29,000	3.7%	11.7%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	390,000	224,000	24,000	248,000	31.8%	63.6%
Full time (35+ hours per week)	2,190,000	338,000	115,000	453,000	58.2%	20.7%
<b>Education level</b>						
Less than high school	330,000	169,000	23,000	192,000	24.6%	58.2%
High school	644,000	183,000	45,000	228,000	29.3%	35.4%
Some college, no degree	587,000	159,000	40,000	199,000	25.5%	33.9%
Associate degree	294,000	56,000	16,000	72,000	9.2%	24.5%
Bachelor's degree or higher	855,000	68,000	19,000	87,000	11.2%	10.2%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,714,000	395,000	82,000	477,000	27.8%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	57.2%	25.8%
Parents affected	63.6%	32.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Arkansas</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,157,000	325,000	58,000	383,000	100.0%	33.1%
<b>Sex</b>						
Female	567,000	184,000	27,000	211,000	55.1%	37.2%
Male	591,000	141,000	30,000	171,000	44.6%	28.9%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,111,000	286,000	54,000	340,000	88.8%	30.6%
Less than 25	182,000	116,000	11,000	127,000	33.2%	69.8%
25 to 39	399,000	94,000	26,000	120,000	31.3%	30.1%
40 to 54	364,000	75,000	12,000	87,000	22.7%	23.9%
55+	213,000	40,000	9,000	49,000	12.8%	23.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	833,000	202,000	28,000	230,000	60.1%	27.6%
Black or African American	166,000	59,000	18,000	77,000	20.1%	46.4%
Hispanic of any race	109,000	51,000	11,000	62,000	16.2%	56.9%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	311,000	59,000	11,000	70,000	18.3%	22.5%
Single parent	121,000	48,000	11,000	59,000	15.4%	48.8%
Married, no kids	319,000	62,000	9,000	71,000	18.5%	22.3%
Unmarried, no kids	406,000	156,000	27,000	183,000	47.8%	45.1%
Working moms	224,000	70,000	14,000	84,000	21.9%	37.5%
Single moms	97,000	42,000	9,000	51,000	13.3%	52.6%
Working dads	209,000	37,000	8,000	45,000	11.7%	21.5%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	176,000	97,000	13,000	110,000	28.7%	62.5%
\$20,000–\$39,999	311,000	107,000	26,000	133,000	34.7%	42.8%
\$40,000–\$59,999	224,000	49,000	5,000	54,000	14.1%	24.1%
\$60,000–\$74,999	135,000	24,000	7,000	31,000	8.1%	23.0%
\$75,000–\$99,999	138,000	26,000	2,000	28,000	7.3%	20.3%
\$100,000–\$149,999	128,000	17,000	4,000	21,000	5.5%	16.4%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	136,000	84,000	7,000	91,000	23.8%	66.9%
Full time (35+ hours per week)	970,000	210,000	49,000	259,000	67.6%	26.7%
<b>Education level</b>						
Less than high school	134,000	80,000	8,000	88,000	23.0%	65.7%
High school	385,000	119,000	21,000	140,000	36.6%	36.4%
Some college, no degree	244,000	88,000	16,000	104,000	27.2%	42.6%
Associate degree	100,000	27,000	6,000	33,000	8.6%	33.0%
Bachelor's degree or higher	295,000	12,000	5,000	17,000	4.4%	5.8%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	747,000	182,000	35,000	217,000	29.0%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	64.2%	31.8%
Parents affected	71.6%	41.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>California</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	15,808,000	2,716,000	1,075,000	3,791,000	100.0%	24.0%
<b>Sex</b>						
Female	7,377,000	1,416,000	551,000	1,967,000	51.9%	26.7%
Male	8,431,000	1,299,000	524,000	1,823,000	48.1%	21.6%
<b>Age</b>						
Under 20	395,000	263,000	58,000	321,000	8.5%	81.3%
20 or older	15,413,000	2,453,000	1,017,000	3,470,000	91.5%	22.5%
Less than 25	2,214,000	1,000,000	313,000	1,313,000	34.6%	59.3%
25 to 39	5,568,000	794,000	336,000	1,130,000	29.8%	20.3%
40 to 54	5,070,000	599,000	251,000	850,000	22.4%	16.8%
55+	2,957,000	324,000	174,000	498,000	13.1%	16.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	6,335,000	658,000	339,000	997,000	26.3%	15.7%
Black or African American	813,000	151,000	50,000	201,000	5.3%	24.7%
Hispanic of any race	5,987,000	1,575,000	544,000	2,119,000	55.9%	35.4%
Asian or other race/ethnicity	2,673,000	331,000	141,000	472,000	12.5%	17.7%
<b>Family status</b>						
Married parent	4,272,000	522,000	207,000	729,000	19.2%	17.1%
Single parent	1,153,000	280,000	108,000	388,000	10.2%	33.7%
Married, no kids	3,960,000	416,000	212,000	628,000	16.6%	15.9%
Unmarried, no kids	6,422,000	1,496,000	548,000	2,044,000	53.9%	31.8%
Working moms	2,541,000	469,000	162,000	631,000	16.6%	24.8%
Single moms	790,000	201,000	73,000	274,000	7.2%	34.7%
Working dads	2,884,000	334,000	154,000	488,000	12.9%	16.9%
Single dads	363,000	79,000	35,000	114,000	3.0%	31.4%
<b>Family annual income level</b>						
Less than \$20,000	1,682,000	647,000	196,000	843,000	22.2%	50.1%
\$20,000–\$39,999	3,030,000	797,000	343,000	1,140,000	30.1%	37.6%
\$40,000–\$59,999	2,458,000	420,000	164,000	584,000	15.4%	23.8%
\$60,000–\$74,999	1,715,000	250,000	110,000	360,000	9.5%	21.0%
\$75,000–\$99,999	2,095,000	220,000	100,000	320,000	8.4%	15.3%
\$100,000–\$149,999	2,375,000	208,000	88,000	296,000	7.8%	12.5%
\$150,000 or more	2,454,000	173,000	73,000	246,000	6.5%	10.0%
<b>Work hours</b>						
Part time (< 19 hours per week)	869,000	368,000	114,000	482,000	12.7%	55.5%
Mid time (20–34 hours per week)	2,486,000	888,000	312,000	1,200,000	31.7%	48.3%
Full time (35+ hours per week)	12,453,000	1,460,000	649,000	2,109,000	55.6%	16.9%
<b>Education level</b>						
Less than high school	1,956,000	767,000	236,000	1,003,000	26.5%	51.3%
High school	3,476,000	794,000	313,000	1,107,000	29.2%	31.8%
Some college, no degree	3,319,000	723,000	293,000	1,016,000	26.8%	30.6%
Associate degree	1,383,000	184,000	88,000	272,000	7.2%	19.7%
Bachelor's degree or higher	5,675,000	247,000	145,000	392,000	10.3%	6.9%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	9,627,000	1,510,000	534,000	2,044,000	21.2%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	54.7%	23.3%
Parents affected	65.7%	32.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Colorado</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,429,000	394,000	94,000	488,000	100.0%	20.1%
<b>Sex</b>						
Female	1,147,000	206,000	44,000	250,000	51.2%	21.8%
Male	1,281,000	187,000	50,000	237,000	48.6%	18.5%
<b>Age</b>						
Under 20	90,000	57,000	5,000	62,000	12.7%	68.9%
20 or older	2,338,000	337,000	89,000	426,000	87.3%	18.2%
Less than 25	333,000	156,000	26,000	182,000	37.3%	54.7%
25 to 39	848,000	116,000	30,000	146,000	29.9%	17.2%
40 to 54	779,000	73,000	20,000	93,000	19.1%	11.9%
55+	469,000	49,000	18,000	67,000	13.7%	14.3%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,778,000	241,000	54,000	295,000	60.5%	16.6%
Black or African American	91,000	22,000	5,000	27,000	5.5%	29.7%
Hispanic of any race	443,000	105,000	29,000	134,000	27.5%	30.2%
Asian or other race/ethnicity	116,000	26,000	5,000	31,000	6.4%	26.7%
<b>Family status</b>						
Married parent	655,000	75,000	19,000	94,000	19.3%	14.4%
Single parent	154,000	29,000	8,000	37,000	7.6%	24.0%
Married, no kids	667,000	55,000	18,000	73,000	15.0%	10.9%
Unmarried, no kids	952,000	234,000	49,000	283,000	58.0%	29.7%
Working moms	388,000	62,000	17,000	79,000	16.2%	20.4%
Single moms	103,000	24,000	7,000	31,000	6.4%	30.1%
Working dads	421,000	43,000	10,000	53,000	10.9%	12.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	198,000	85,000	11,000	96,000	19.7%	48.5%
\$20,000–\$39,999	427,000	97,000	31,000	128,000	26.2%	30.0%
\$40,000–\$59,999	414,000	72,000	14,000	86,000	17.6%	20.8%
\$60,000–\$74,999	300,000	40,000	10,000	50,000	10.2%	16.7%
\$75,000–\$99,999	368,000	38,000	12,000	50,000	10.2%	13.6%
\$100,000–\$149,999	387,000	39,000	12,000	51,000	10.5%	13.2%
\$150,000 or more	334,000	23,000	5,000	28,000	5.7%	8.4%
<b>Work hours</b>						
Part time (< 19 hours per week)	146,000	71,000	6,000	77,000	15.8%	52.7%
Mid time (20–34 hours per week)	340,000	130,000	18,000	148,000	30.3%	43.5%
Full time (35+ hours per week)	1,942,000	193,000	71,000	264,000	54.1%	13.6%
<b>Education level</b>						
Less than high school	195,000	86,000	11,000	97,000	19.9%	49.7%
High school	519,000	114,000	30,000	144,000	29.5%	27.7%
Some college, no degree	451,000	104,000	21,000	125,000	25.6%	27.7%
Associate degree	237,000	35,000	8,000	43,000	8.8%	18.1%
Bachelor's degree or higher	1,027,000	55,000	23,000	78,000	16.0%	7.6%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,321,000	189,000	50,000	239,000	18.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	51.1%	21.9%
Parents affected	59.3%	30.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Connecticut</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,632,000	271,000	59,000	330,000	100.0%	20.2%
<b>Sex</b>						
Female	838,000	159,000	33,000	192,000	58.2%	22.9%
Male	794,000	112,000	26,000	138,000	41.8%	17.4%
<b>Age</b>						
Under 20	57,000	44,000	2,000	46,000	13.9%	80.7%
20 or older	1,575,000	227,000	57,000	284,000	86.1%	18.0%
Less than 25	231,000	116,000	13,000	129,000	39.1%	55.8%
25 to 39	469,000	59,000	14,000	73,000	22.1%	15.6%
40 to 54	573,000	59,000	15,000	74,000	22.4%	12.9%
55+	358,000	37,000	16,000	53,000	16.1%	14.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,185,000	159,000	36,000	195,000	59.1%	16.5%
Black or African American	141,000	32,000	9,000	41,000	12.4%	29.1%
Hispanic of any race	198,000	62,000	10,000	72,000	21.8%	36.4%
Asian or other race/ethnicity	108,000	19,000	4,000	23,000	7.0%	21.3%
<b>Family status</b>						
Married parent	439,000	45,000	10,000	55,000	16.7%	12.5%
Single parent	99,000	19,000	5,000	24,000	7.3%	24.2%
Married, no kids	452,000	41,000	16,000	57,000	17.3%	12.6%
Unmarried, no kids	643,000	166,000	28,000	194,000	58.8%	30.2%
Working moms	279,000	43,000	9,000	52,000	15.8%	18.6%
Single moms	73,000	15,000	4,000	19,000	5.8%	26.0%
Working dads	258,000	21,000	6,000	27,000	8.2%	10.5%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	92,000	32,000	4,000	36,000	10.9%	39.1%
\$20,000–\$39,999	200,000	57,000	11,000	68,000	20.6%	34.0%
\$40,000–\$59,999	243,000	44,000	11,000	55,000	16.7%	22.6%
\$60,000–\$74,999	166,000	29,000	7,000	36,000	10.9%	21.7%
\$75,000–\$99,999	247,000	30,000	8,000	38,000	11.5%	15.4%
\$100,000–\$149,999	340,000	40,000	7,000	47,000	14.2%	13.8%
\$150,000 or more	343,000	39,000	11,000	50,000	15.2%	14.6%
<b>Work hours</b>						
Part time (< 19 hours per week)	122,000	58,000	5,000	63,000	19.1%	51.6%
Mid time (20–34 hours per week)	259,000	98,000	19,000	117,000	35.5%	45.2%
Full time (35+ hours per week)	1,251,000	115,000	35,000	150,000	45.5%	12.0%
<b>Education level</b>						
Less than high school	96,000	50,000	4,000	54,000	16.4%	56.3%
High school	400,000	89,000	24,000	113,000	34.2%	28.3%
Some college, no degree	284,000	85,000	16,000	101,000	30.6%	35.6%
Associate degree	171,000	15,000	3,000	18,000	5.5%	10.5%
Bachelor's degree or higher	681,000	31,000	12,000	43,000	13.0%	6.3%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	826,000	109,000	23,000	132,000	16.0%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	38.5%	13.1%
Parents affected	46.3%	17.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Delaware</b>	
Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	403,000	80,000	20,000	100,000	100.0%	24.8%
<b>Sex</b>						
Female	204,000	48,000	11,000	59,000	59.0%	28.9%
Male	198,000	31,000	9,000	40,000	40.0%	20.2%
<b>Age</b>						
Under 20	17,000	13,000	1,000	14,000	14.0%	82.4%
20 or older	386,000	66,000	19,000	85,000	85.0%	22.0%
Less than 25	59,000	36,000	4,000	40,000	40.0%	67.8%
25 to 39	122,000	20,000	6,000	26,000	26.0%	21.3%
40 to 54	134,000	13,000	6,000	19,000	19.0%	14.2%
55+	89,000	11,000	4,000	15,000	15.0%	16.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	267,000	44,000	10,000	54,000	54.0%	20.2%
Black or African American	81,000	19,000	7,000	26,000	26.0%	32.1%
Hispanic of any race	32,000	12,000	2,000	14,000	14.0%	43.8%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	97,000	8,000	4,000	12,000	12.0%	12.4%
Single parent	37,000	11,000	3,000	14,000	14.0%	37.8%
Married, no kids	108,000	11,000	4,000	15,000	15.0%	13.9%
Unmarried, no kids	161,000	50,000	10,000	60,000	60.0%	37.3%
Working moms	70,000	14,000	4,000	18,000	18.0%	25.7%
Single moms	27,000	9,000	2,000	11,000	11.0%	40.7%
Working dads	64,000	5,000	2,000	7,000	7.0%	10.9%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	23,000	10,000	1,000	11,000	11.0%	47.8%
\$20,000–\$39,999	79,000	26,000	7,000	33,000	33.0%	41.8%
\$40,000–\$59,999	81,000	14,000	4,000	18,000	18.0%	22.2%
\$60,000–\$74,999	58,000	12,000	2,000	14,000	14.0%	24.1%
\$75,000–\$99,999	62,000	8,000	3,000	11,000	11.0%	17.7%
\$100,000–\$149,999	70,000	6,000	2,000	8,000	8.0%	11.4%
\$150,000 or more	31,000	3,000	1,000	4,000	4.0%	12.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	22,000	13,000	1,000	14,000	14.0%	63.6%
Mid time (20–34 hours per week)	47,000	23,000	3,000	26,000	26.0%	55.3%
Full time (35+ hours per week)	333,000	43,000	16,000	59,000	59.0%	17.7%
<b>Education level</b>						
Less than high school	30,000	15,000	2,000	17,000	17.0%	56.7%
High school	126,000	31,000	7,000	38,000	38.0%	30.2%
Some college, no degree	75,000	20,000	5,000	25,000	25.0%	33.3%
Associate degree	34,000	4,000	1,000	5,000	5.0%	14.7%
Bachelor's degree or higher	138,000	8,000	4,000	12,000	12.0%	8.7%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	218,000	37,000	12,000	49,000	22.5%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	48.1%	12.3%
Parents affected	55.9%	22.1%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Florida</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	8,406,000	1,902,000	353,000	2,255,000	100.0%	26.8%
<b>Sex</b>						
Female	4,129,000	1,073,000	200,000	1,273,000	56.5%	30.8%
Male	4,277,000	829,000	153,000	982,000	43.5%	23.0%
<b>Age</b>						
Under 20	229,000	194,000	4,000	198,000	8.8%	86.5%
20 or older	8,178,000	1,707,000	349,000	2,056,000	91.2%	25.1%
Less than 25	945,000	564,000	47,000	611,000	27.1%	64.7%
25 to 39	2,684,000	562,000	133,000	695,000	30.8%	25.9%
40 to 54	2,859,000	447,000	94,000	541,000	24.0%	18.9%
55+	1,919,000	328,000	79,000	407,000	18.0%	21.2%
<b>Race or ethnicity</b>						
White, non-Hispanic	4,878,000	915,000	182,000	1,097,000	48.6%	22.5%
Black or African American	1,222,000	376,000	69,000	445,000	19.7%	36.4%
Hispanic of any race	1,941,000	522,000	84,000	606,000	26.9%	31.2%
Asian or other race/ethnicity	366,000	89,000	18,000	107,000	4.7%	29.2%
<b>Family status</b>						
Married parent	2,026,000	312,000	76,000	388,000	17.2%	19.2%
Single parent	643,000	180,000	43,000	223,000	9.9%	34.7%
Married, no kids	2,363,000	347,000	95,000	442,000	19.6%	18.7%
Unmarried, no kids	3,374,000	1,063,000	139,000	1,202,000	53.3%	35.6%
Working moms	1,381,000	324,000	68,000	392,000	17.4%	28.4%
Single moms	488,000	141,000	33,000	174,000	7.7%	35.7%
Working dads	1,288,000	168,000	51,000	219,000	9.7%	17.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	941,000	446,000	47,000	493,000	21.9%	52.4%
\$20,000–\$39,999	1,947,000	597,000	125,000	722,000	32.0%	37.1%
\$40,000–\$59,999	1,623,000	345,000	79,000	424,000	18.8%	26.1%
\$60,000–\$74,999	1,110,000	182,000	38,000	220,000	9.8%	19.8%
\$75,000–\$99,999	1,074,000	150,000	39,000	189,000	8.4%	17.6%
\$100,000–\$149,999	1,057,000	122,000	19,000	141,000	6.3%	13.3%
\$150,000 or more	655,000	59,000	8,000	67,000	3.0%	10.2%
<b>Work hours</b>						
Part time (< 19 hours per week)	326,000	194,000	7,000	201,000	8.9%	61.7%
Mid time (20–34 hours per week)	1,167,000	591,000	53,000	644,000	28.6%	55.2%
Full time (35+ hours per week)	6,914,000	1,116,000	294,000	1,410,000	62.5%	20.4%
<b>Education level</b>						
Less than high school	596,000	341,000	28,000	369,000	16.4%	61.9%
High school	2,422,000	744,000	123,000	867,000	38.4%	35.8%
Some college, no degree	1,481,000	416,000	80,000	496,000	22.0%	33.5%
Associate degree	1,077,000	202,000	64,000	266,000	11.8%	24.7%
Bachelor's degree or higher	2,829,000	197,000	58,000	255,000	11.3%	9.0%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	4,269,000	806,000	188,000	994,000	23.3%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	57.8%	24.8%
Parents affected	64.3%	29.2%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Georgia</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	4,104,000	1,043,000	168,000	1,211,000	100.0%	29.5%
<b>Sex</b>						
Female	1,988,000	562,000	87,000	649,000	53.6%	32.6%
Male	2,116,000	480,000	81,000	561,000	46.3%	26.5%
<b>Age</b>						
Under 20	114,000	95,000	2,000	97,000	8.0%	85.1%
20 or older	3,990,000	948,000	165,000	1,113,000	91.9%	27.9%
Less than 25	513,000	314,000	24,000	338,000	27.9%	65.9%
25 to 39	1,414,000	372,000	70,000	442,000	36.5%	31.3%
40 to 54	1,468,000	239,000	49,000	288,000	23.8%	19.6%
55+	709,000	118,000	24,000	142,000	11.7%	20.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,300,000	437,000	78,000	515,000	42.5%	22.4%
Black or African American	1,248,000	422,000	53,000	475,000	39.2%	38.1%
Hispanic of any race	302,000	127,000	25,000	152,000	12.6%	50.3%
Asian or other race/ethnicity	255,000	56,000	12,000	68,000	5.6%	26.7%
<b>Family status</b>						
Married parent	1,102,000	176,000	38,000	214,000	17.7%	19.4%
Single parent	381,000	148,000	26,000	174,000	14.4%	45.7%
Married, no kids	1,123,000	188,000	41,000	229,000	18.9%	20.4%
Unmarried, no kids	1,497,000	532,000	63,000	595,000	49.1%	39.7%
Working moms	751,000	220,000	37,000	257,000	21.2%	34.2%
Single moms	296,000	122,000	20,000	142,000	11.7%	48.0%
Working dads	732,000	104,000	28,000	132,000	10.9%	18.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	497,000	276,000	26,000	302,000	24.9%	60.8%
\$20,000–\$39,999	903,000	295,000	64,000	359,000	29.6%	39.8%
\$40,000–\$59,999	719,000	176,000	35,000	211,000	17.4%	29.3%
\$60,000–\$74,999	475,000	98,000	14,000	112,000	9.2%	23.6%
\$75,000–\$99,999	551,000	84,000	9,000	93,000	7.7%	16.9%
\$100,000–\$149,999	608,000	73,000	15,000	88,000	7.3%	14.5%
\$150,000 or more	352,000	40,000	5,000	45,000	3.7%	12.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	163,000	107,000	9,000	116,000	9.6%	71.2%
Mid time (20–34 hours per week)	527,000	296,000	17,000	313,000	25.8%	59.4%
Full time (35+ hours per week)	3,415,000	640,000	141,000	781,000	64.5%	22.9%
<b>Education level</b>						
Less than high school	316,000	192,000	19,000	211,000	17.4%	66.8%
High school	1,133,000	364,000	77,000	441,000	36.4%	38.9%
Some college, no degree	833,000	297,000	28,000	325,000	26.8%	39.0%
Associate degree	421,000	90,000	24,000	114,000	9.4%	27.1%
Bachelor's degree or higher	1,400,000	101,000	20,000	121,000	10.0%	8.6%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	2,622,000	583,000	88,000	671,000	25.6%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	59.0%	28.8%
Parents affected	67.1%	37.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Hawaii</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	596,000	124,000	21,000	145,000	100.0%	24.3%
<b>Sex</b>						
Female	286,000	62,000	11,000	73,000	50.3%	25.5%
Male	310,000	62,000	10,000	72,000	49.7%	23.2%
<b>Age</b>						
Under 20	20,000	14,000	-	14,000	9.7%	70.0%
20 or older	576,000	110,000	21,000	131,000	90.3%	22.7%
Less than 25	87,000	49,000	3,000	52,000	35.9%	59.8%
25 to 39	187,000	30,000	8,000	38,000	26.2%	20.3%
40 to 54	187,000	23,000	4,000	27,000	18.6%	14.4%
55+	136,000	22,000	5,000	27,000	18.6%	19.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	99,000	11,000	3,000	14,000	9.7%	14.1%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	54,000	13,000	1,000	14,000	9.7%	25.9%
Asian or other race/ethnicity	432,000	98,000	16,000	114,000	78.6%	26.4%
<b>Family status</b>						
Married parent	132,000	14,000	4,000	18,000	12.4%	13.6%
Single parent	48,000	12,000	3,000	15,000	10.3%	31.3%
Married, no kids	175,000	30,000	5,000	35,000	24.1%	20.0%
Unmarried, no kids	241,000	69,000	9,000	78,000	53.8%	32.4%
Working moms	88,000	15,000	5,000	20,000	13.8%	22.7%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	93,000	10,000	3,000	13,000	9.0%	14.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	47,000	21,000	3,000	24,000	16.6%	51.1%
\$20,000–\$39,999	108,000	31,000	6,000	37,000	25.5%	34.3%
\$40,000–\$59,999	88,000	16,000	5,000	21,000	14.5%	23.9%
\$60,000–\$74,999	78,000	15,000	3,000	18,000	12.4%	23.1%
\$75,000–\$99,999	81,000	15,000	1,000	16,000	11.0%	19.8%
\$100,000–\$149,999	110,000	17,000	1,000	18,000	12.4%	16.4%
\$150,000 or more	85,000	11,000	2,000	13,000	9.0%	15.3%
<b>Work hours</b>						
Part time (< 19 hours per week)	32,000	17,000	-	17,000	11.7%	53.1%
Mid time (20–34 hours per week)	87,000	41,000	5,000	46,000	31.7%	52.9%
Full time (35+ hours per week)	477,000	67,000	16,000	83,000	57.2%	17.4%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	183,000	45,000	9,000	54,000	37.2%	29.5%
Some college, no degree	123,000	39,000	6,000	45,000	31.0%	36.6%
Associate degree	71,000	12,000	2,000	14,000	9.7%	19.7%
Bachelor's degree or higher	191,000	14,000	3,000	17,000	11.7%	8.9%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	330,000	52,000	18,000	70,000	21.2%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	47.3%	17.7%
Parents affected	54.2%	24.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Idaho**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	671,000	177,000	30,000	207,000	100.0%	30.8%
<b>Sex</b>						
Female	311,000	98,000	16,000	114,000	55.1%	36.7%
Male	360,000	78,000	14,000	92,000	44.4%	25.6%
<b>Age</b>						
Under 20	34,000	27,000	2,000	29,000	14.0%	85.3%
20 or older	637,000	149,000	29,000	178,000	86.0%	27.9%
Less than 25	112,000	68,000	6,000	74,000	35.7%	66.1%
25 to 39	213,000	51,000	12,000	63,000	30.4%	29.6%
40 to 54	222,000	38,000	7,000	45,000	21.7%	20.3%
55+	125,000	19,000	6,000	25,000	12.1%	20.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	556,000	131,000	23,000	154,000	74.4%	27.7%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	83,000	39,000	6,000	45,000	21.7%	54.2%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	209,000	38,000	7,000	45,000	21.7%	21.5%
Single parent	53,000	20,000	3,000	23,000	11.1%	43.4%
Married, no kids	192,000	32,000	9,000	41,000	19.8%	21.4%
Unmarried, no kids	217,000	87,000	12,000	99,000	47.8%	45.6%
Working moms	123,000	38,000	6,000	44,000	21.3%	35.8%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	139,000	20,000	4,000	24,000	11.6%	17.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	70,000	37,000	5,000	42,000	20.3%	60.0%
\$20,000–\$39,999	171,000	60,000	13,000	73,000	35.3%	42.7%
\$40,000–\$59,999	125,000	29,000	5,000	34,000	16.4%	27.2%
\$60,000–\$74,999	88,000	19,000	2,000	21,000	10.1%	23.9%
\$75,000–\$99,999	98,000	15,000	4,000	19,000	9.2%	19.4%
\$100,000–\$149,999	88,000	13,000	1,000	14,000	6.8%	15.9%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	53,000	31,000	2,000	33,000	15.9%	62.3%
Mid time (20–34 hours per week)	104,000	55,000	7,000	62,000	30.0%	59.6%
Full time (35+ hours per week)	514,000	91,000	22,000	113,000	54.6%	22.0%
<b>Education level</b>						
Less than high school	68,000	41,000	3,000	44,000	21.3%	64.7%
High school	195,000	62,000	10,000	72,000	34.8%	36.9%
Some college, no degree	149,000	48,000	9,000	57,000	27.5%	38.3%
Associate degree	73,000	15,000	2,000	17,000	8.2%	23.3%
Bachelor's degree or higher	186,000	11,000	6,000	17,000	8.2%	9.1%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	460,000	111,000	17,000	128,000	27.8%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	56.5%	26.9%
Parents affected	63.8%	33.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Illinois</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	5,740,000	1,231,000	223,000	1,454,000	100.0%	25.3%
<b>Sex</b>						
Female	2,817,000	672,000	136,000	808,000	55.6%	28.7%
Male	2,923,000	559,000	87,000	646,000	44.4%	22.1%
<b>Age</b>						
Under 20	191,000	150,000	4,000	154,000	10.6%	80.6%
20 or older	5,549,000	1,081,000	219,000	1,300,000	89.4%	23.4%
Less than 25	814,000	466,000	43,000	509,000	35.0%	62.5%
25 to 39	1,904,000	321,000	86,000	407,000	28.0%	21.4%
40 to 54	1,900,000	272,000	49,000	321,000	22.1%	16.9%
55+	1,123,000	173,000	45,000	218,000	15.0%	19.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	3,826,000	663,000	139,000	802,000	55.2%	21.0%
Black or African American	754,000	242,000	30,000	272,000	18.7%	36.1%
Hispanic of any race	798,000	246,000	41,000	287,000	19.7%	36.0%
Asian or other race/ethnicity	363,000	80,000	13,000	93,000	6.4%	25.6%
<b>Family status</b>						
Married parent	1,536,000	181,000	48,000	229,000	15.7%	14.9%
Single parent	437,000	132,000	26,000	158,000	10.9%	36.2%
Married, no kids	1,483,000	229,000	45,000	274,000	18.8%	18.5%
Unmarried, no kids	2,285,000	688,000	104,000	792,000	54.5%	34.7%
Working moms	992,000	211,000	56,000	267,000	18.4%	26.9%
Single moms	339,000	110,000	22,000	132,000	9.1%	38.9%
Working dads	980,000	102,000	18,000	120,000	8.3%	12.2%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	550,000	248,000	41,000	289,000	19.9%	52.5%
\$20,000–\$39,999	991,000	308,000	70,000	378,000	26.0%	38.1%
\$40,000–\$59,999	947,000	210,000	30,000	240,000	16.5%	25.3%
\$60,000–\$74,999	771,000	165,000	20,000	185,000	12.7%	24.0%
\$75,000–\$99,999	781,000	96,000	18,000	114,000	7.8%	14.6%
\$100,000–\$149,999	912,000	117,000	28,000	145,000	10.0%	15.9%
\$150,000 or more	788,000	86,000	15,000	101,000	6.9%	12.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	379,000	208,000	16,000	224,000	15.4%	59.1%
Mid time (20–34 hours per week)	802,000	431,000	43,000	474,000	32.6%	59.1%
Full time (35+ hours per week)	4,559,000	592,000	163,000	755,000	51.9%	16.6%
<b>Education level</b>						
Less than high school	437,000	220,000	23,000	243,000	16.7%	55.6%
High school	1,394,000	410,000	74,000	484,000	33.3%	34.7%
Some college, no degree	1,184,000	368,000	69,000	437,000	30.1%	36.9%
Associate degree	525,000	93,000	20,000	113,000	7.8%	21.5%
Bachelor's degree or higher	2,200,000	139,000	38,000	177,000	12.2%	8.0%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	3,159,000	626,000	118,000	744,000	23.6%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	50.6%	20.6%
Parents affected	57.5%	25.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Indiana</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,927,000	733,000	123,000	856,000	100.0%	29.2%
<b>Sex</b>						
Female	1,422,000	444,000	63,000	507,000	59.2%	35.7%
Male	1,505,000	289,000	60,000	349,000	40.8%	23.2%
<b>Age</b>						
Under 20	115,000	90,000	4,000	94,000	11.0%	81.7%
20 or older	2,812,000	643,000	119,000	762,000	89.0%	27.1%
Less than 25	383,000	253,000	14,000	267,000	31.2%	69.7%
25 to 39	993,000	212,000	45,000	257,000	30.0%	25.9%
40 to 54	958,000	144,000	36,000	180,000	21.0%	18.8%
55+	594,000	124,000	27,000	151,000	17.6%	25.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,441,000	559,000	89,000	648,000	75.7%	26.5%
Black or African American	228,000	80,000	15,000	95,000	11.1%	41.7%
Hispanic of any race	180,000	81,000	11,000	92,000	10.7%	51.1%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	800,000	110,000	25,000	135,000	15.8%	16.9%
Single parent	281,000	104,000	19,000	123,000	14.4%	43.8%
Married, no kids	854,000	160,000	33,000	193,000	22.5%	22.6%
Unmarried, no kids	992,000	358,000	45,000	403,000	47.1%	40.6%
Working moms	548,000	148,000	26,000	174,000	20.3%	31.8%
Single moms	209,000	82,000	15,000	97,000	11.3%	46.4%
Working dads	533,000	66,000	18,000	84,000	9.8%	15.8%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	319,000	165,000	21,000	186,000	21.7%	58.3%
\$20,000–\$39,999	571,000	177,000	36,000	213,000	24.9%	37.3%
\$40,000–\$59,999	583,000	154,000	24,000	178,000	20.8%	30.5%
\$60,000–\$74,999	393,000	72,000	12,000	84,000	9.8%	21.4%
\$75,000–\$99,999	514,000	86,000	17,000	103,000	12.0%	20.0%
\$100,000–\$149,999	347,000	52,000	7,000	59,000	6.9%	17.0%
\$150,000 or more	201,000	26,000	6,000	32,000	3.7%	15.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	159,000	103,000	1,000	104,000	12.1%	65.4%
Mid time (20–34 hours per week)	451,000	247,000	25,000	272,000	31.8%	60.3%
Full time (35+ hours per week)	2,317,000	382,000	96,000	478,000	55.8%	20.6%
<b>Education level</b>						
Less than high school	225,000	132,000	13,000	145,000	16.9%	64.4%
High school	983,000	294,000	45,000	339,000	39.6%	34.5%
Some college, no degree	556,000	179,000	34,000	213,000	24.9%	38.3%
Associate degree	339,000	71,000	10,000	81,000	9.5%	23.9%
Bachelor's degree or higher	824,000	56,000	21,000	77,000	9.0%	9.3%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,682,000	378,000	55,000	433,000	25.7%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	54.1%	24.0%
Parents affected	64.5%	32.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Iowa</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,525,000	336,000	77,000	413,000	100.0%	27.1%
<b>Sex</b>						
Female	752,000	193,000	48,000	241,000	58.4%	32.0%
Male	773,000	143,000	29,000	172,000	41.6%	22.3%
<b>Age</b>						
Under 20	77,000	63,000	2,000	65,000	15.7%	84.4%
20 or older	1,448,000	273,000	75,000	348,000	84.3%	24.0%
Less than 25	260,000	151,000	14,000	165,000	40.0%	63.5%
25 to 39	496,000	89,000	27,000	116,000	28.1%	23.4%
40 to 54	434,000	55,000	18,000	73,000	17.7%	16.8%
55+	335,000	41,000	18,000	59,000	14.3%	17.6%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,337,000	274,000	70,000	344,000	83.3%	25.7%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	82,000	34,000	1,000	35,000	8.5%	42.7%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	397,000	50,000	18,000	68,000	16.5%	17.1%
Single parent	119,000	32,000	6,000	38,000	9.2%	31.9%
Married, no kids	446,000	50,000	21,000	71,000	17.2%	15.9%
Unmarried, no kids	562,000	204,000	32,000	236,000	57.1%	42.0%
Working moms	271,000	60,000	18,000	78,000	18.9%	28.8%
Single moms	86,000	27,000	5,000	32,000	7.7%	37.2%
Working dads	245,000	22,000	6,000	28,000	6.8%	11.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	163,000	88,000	11,000	99,000	24.0%	60.7%
\$20,000–\$39,999	287,000	87,000	19,000	106,000	25.7%	36.9%
\$40,000–\$59,999	293,000	53,000	19,000	72,000	17.4%	24.6%
\$60,000–\$74,999	185,000	36,000	7,000	43,000	10.4%	23.2%
\$75,000–\$99,999	270,000	33,000	10,000	43,000	10.4%	15.9%
\$100,000–\$149,999	235,000	26,000	9,000	35,000	8.5%	14.9%
\$150,000 or more	93,000	13,000	2,000	15,000	3.6%	16.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	100,000	57,000	6,000	63,000	15.3%	63.0%
Mid time (20–34 hours per week)	208,000	101,000	18,000	119,000	28.8%	57.2%
Full time (35+ hours per week)	1,217,000	178,000	53,000	231,000	55.9%	19.0%
<b>Education level</b>						
Less than high school	104,000	63,000	5,000	68,000	16.5%	65.4%
High school	430,000	122,000	27,000	149,000	36.1%	34.7%
Some college, no degree	291,000	74,000	20,000	94,000	22.8%	32.3%
Associate degree	234,000	46,000	10,000	56,000	13.6%	23.9%
Bachelor's degree or higher	466,000	31,000	14,000	45,000	10.9%	9.7%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	753,000	151,000	44,000	195,000	25.9%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	54.7%	25.5%
Parents affected	63.1%	31.2%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Kansas</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,344,000	305,000	68,000	373,000	100.0%	27.8%
<b>Sex</b>						
Female	637,000	173,000	38,000	211,000	56.6%	33.1%
Male	707,000	132,000	31,000	163,000	43.7%	23.1%
<b>Age</b>						
Under 20	66,000	57,000	2,000	59,000	15.8%	89.4%
20 or older	1,278,000	248,000	66,000	314,000	84.2%	24.6%
Less than 25	229,000	137,000	13,000	150,000	40.2%	65.5%
25 to 39	435,000	75,000	22,000	97,000	26.0%	22.3%
40 to 54	386,000	46,000	19,000	65,000	17.4%	16.8%
55+	294,000	47,000	13,000	60,000	16.1%	20.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,057,000	213,000	46,000	259,000	69.4%	24.5%
Black or African American	72,000	22,000	6,000	28,000	7.5%	38.9%
Hispanic of any race	121,000	45,000	11,000	56,000	15.0%	46.3%
Asian or other race/ethnicity	94,000	25,000	5,000	30,000	8.0%	31.9%
<b>Family status</b>						
Married parent	367,000	52,000	17,000	69,000	18.5%	18.8%
Single parent	107,000	29,000	8,000	37,000	9.9%	34.6%
Married, no kids	389,000	54,000	19,000	73,000	19.6%	18.8%
Unmarried, no kids	480,000	171,000	25,000	196,000	52.5%	40.8%
Working moms	234,000	55,000	14,000	69,000	18.5%	29.5%
Single moms	73,000	23,000	6,000	29,000	7.8%	39.7%
Working dads	240,000	26,000	10,000	36,000	9.7%	15.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	135,000	67,000	9,000	76,000	20.4%	56.3%
\$20,000–\$39,999	291,000	94,000	27,000	121,000	32.4%	41.6%
\$40,000–\$59,999	214,000	40,000	13,000	53,000	14.2%	24.8%
\$60,000–\$74,999	158,000	27,000	5,000	32,000	8.6%	20.3%
\$75,000–\$99,999	235,000	42,000	8,000	50,000	13.4%	21.3%
\$100,000–\$149,999	202,000	23,000	4,000	27,000	7.2%	13.4%
\$150,000 or more	109,000	13,000	3,000	16,000	4.3%	14.7%
<b>Work hours</b>						
Part time (< 19 hours per week)	91,000	53,000	6,000	59,000	15.8%	64.8%
Mid time (20–34 hours per week)	198,000	102,000	9,000	111,000	29.8%	56.1%
Full time (35+ hours per week)	1,055,000	150,000	53,000	203,000	54.4%	19.2%
<b>Education level</b>						
Less than high school	127,000	71,000	8,000	79,000	21.2%	62.2%
High school	316,000	98,000	22,000	120,000	32.2%	38.0%
Some college, no degree	282,000	78,000	19,000	97,000	26.0%	34.4%
Associate degree	136,000	26,000	5,000	31,000	8.3%	22.8%
Bachelor's degree or higher	482,000	32,000	14,000	46,000	12.3%	9.5%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	750,000	152,000	45,000	197,000	26.3%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	53.7%	22.4%
Parents affected	60.7%	27.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Kentucky</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,794,000	436,000	99,000	535,000	100.0%	29.8%
<b>Sex</b>						
Female	886,000	252,000	58,000	310,000	57.9%	35.0%
Male	908,000	184,000	40,000	224,000	41.9%	24.7%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,737,000	390,000	98,000	488,000	91.2%	28.1%
Less than 25	271,000	158,000	15,000	173,000	32.3%	63.8%
25 to 39	581,000	131,000	30,000	161,000	30.1%	27.7%
40 to 54	577,000	77,000	31,000	108,000	20.2%	18.7%
55+	366,000	69,000	23,000	92,000	17.2%	25.1%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,533,000	345,000	83,000	428,000	80.0%	27.9%
Black or African American	149,000	47,000	13,000	60,000	11.2%	40.3%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	425,000	63,000	17,000	80,000	15.0%	18.8%
Single parent	148,000	51,000	7,000	58,000	10.8%	39.2%
Married, no kids	555,000	93,000	30,000	123,000	23.0%	22.2%
Unmarried, no kids	668,000	228,000	45,000	273,000	51.0%	40.9%
Working moms	293,000	78,000	17,000	95,000	17.8%	32.4%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	279,000	37,000	7,000	44,000	8.2%	15.8%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	234,000	119,000	16,000	135,000	25.2%	57.7%
\$20,000–\$39,999	427,000	142,000	26,000	168,000	31.4%	39.3%
\$40,000–\$59,999	343,000	78,000	26,000	104,000	19.4%	30.3%
\$60,000–\$74,999	236,000	32,000	9,000	41,000	7.7%	17.4%
\$75,000–\$99,999	236,000	29,000	13,000	42,000	7.9%	17.8%
\$100,000–\$149,999	230,000	27,000	7,000	34,000	6.4%	14.8%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	263,000	144,000	11,000	155,000	29.0%	58.9%
Full time (35+ hours per week)	1,458,000	251,000	86,000	337,000	63.0%	23.1%
<b>Education level</b>						
Less than high school	136,000	69,000	5,000	74,000	13.8%	54.4%
High school	580,000	184,000	38,000	222,000	41.5%	38.3%
Some college, no degree	354,000	107,000	32,000	139,000	26.0%	39.3%
Associate degree	225,000	43,000	14,000	57,000	10.7%	25.3%
Bachelor's degree or higher	499,000	33,000	11,000	44,000	8.2%	8.8%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,048,000	189,000	43,000	232,000	22.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	61.2%	28.9%
Parents affected	69.8%	38.8%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Louisiana</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,916,000	468,000	93,000	561,000	100.0%	29.3%
<b>Sex</b>						
Female	917,000	268,000	48,000	316,000	56.3%	34.5%
Male	999,000	199,000	45,000	244,000	43.5%	24.4%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,851,000	418,000	92,000	510,000	90.9%	27.6%
Less than 25	327,000	181,000	20,000	201,000	35.8%	61.5%
25 to 39	629,000	141,000	32,000	173,000	30.8%	27.5%
40 to 54	590,000	91,000	28,000	119,000	21.2%	20.2%
55+	370,000	55,000	13,000	68,000	12.1%	18.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,194,000	208,000	47,000	255,000	45.5%	21.4%
Black or African American	541,000	210,000	36,000	246,000	43.9%	45.5%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	480,000	67,000	19,000	86,000	15.3%	17.9%
Single parent	208,000	74,000	17,000	91,000	16.2%	43.8%
Married, no kids	492,000	80,000	19,000	99,000	17.6%	20.1%
Unmarried, no kids	737,000	246,000	38,000	284,000	50.6%	38.5%
Working moms	350,000	104,000	21,000	125,000	22.3%	35.7%
Single moms	152,000	61,000	12,000	73,000	13.0%	48.0%
Working dads	337,000	37,000	15,000	52,000	9.3%	15.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	237,000	116,000	21,000	137,000	24.4%	57.8%
\$20,000–\$39,999	463,000	141,000	34,000	175,000	31.2%	37.8%
\$40,000–\$59,999	327,000	71,000	16,000	87,000	15.5%	26.6%
\$60,000–\$74,999	218,000	41,000	4,000	45,000	8.0%	20.6%
\$75,000–\$99,999	258,000	42,000	6,000	48,000	8.6%	18.6%
\$100,000–\$149,999	276,000	42,000	10,000	52,000	9.3%	18.8%
\$150,000 or more	137,000	15,000	3,000	18,000	3.2%	13.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	241,000	136,000	19,000	155,000	27.6%	64.3%
Full time (35+ hours per week)	1,605,000	293,000	72,000	365,000	65.1%	22.7%
<b>Education level</b>						
Less than high school	187,000	99,000	15,000	114,000	20.3%	61.0%
High school	628,000	187,000	38,000	225,000	40.1%	35.8%
Some college, no degree	367,000	110,000	20,000	130,000	23.2%	35.4%
Associate degree	154,000	33,000	11,000	44,000	7.8%	28.6%
Bachelor's degree or higher	580,000	39,000	9,000	48,000	8.6%	8.3%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,161,000	234,000	48,000	282,000	24.3%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	60.3%	31.1%
Parents affected	69.4%	40.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Maine</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	591,000	130,000	25,000	155,000	100.0%	26.2%
<b>Sex</b>						
Female	305,000	78,000	17,000	95,000	61.3%	31.1%
Male	286,000	52,000	9,000	61,000	39.4%	21.3%
<b>Age</b>						
Under 20	22,000	18,000	-	18,000	11.6%	81.8%
20 or older	569,000	111,000	25,000	136,000	87.7%	23.9%
Less than 25	82,000	56,000	4,000	60,000	38.7%	73.2%
25 to 39	158,000	30,000	9,000	39,000	25.2%	24.7%
40 to 54	188,000	22,000	6,000	28,000	18.1%	14.9%
55+	163,000	22,000	6,000	28,000	18.1%	17.2%
<b>Race or ethnicity</b>						
White, non-Hispanic	559,000	119,000	24,000	143,000	92.3%	25.6%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	130,000	12,000	4,000	16,000	10.3%	12.3%
Single parent	37,000	14,000	1,000	15,000	9.7%	40.5%
Married, no kids	195,000	24,000	8,000	32,000	20.6%	16.4%
Unmarried, no kids	229,000	79,000	13,000	92,000	59.4%	40.2%
Working moms	84,000	19,000	4,000	23,000	14.8%	27.4%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	83,000	7,000	1,000	8,000	5.2%	9.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	50,000	31,000	3,000	34,000	21.9%	68.0%
\$20,000–\$39,999	119,000	35,000	9,000	44,000	28.4%	37.0%
\$40,000–\$59,999	119,000	19,000	7,000	26,000	16.8%	21.8%
\$60,000–\$74,999	84,000	17,000	3,000	20,000	12.9%	23.8%
\$75,000–\$99,999	93,000	12,000	2,000	14,000	9.0%	15.1%
\$100,000–\$149,999	80,000	10,000	2,000	12,000	7.7%	15.0%
\$150,000 or more	46,000	6,000	-	6,000	3.9%	13.0%
<b>Work hours</b>						
Part time (< 19 hours per week)	45,000	26,000	2,000	28,000	18.1%	62.2%
Mid time (20–34 hours per week)	95,000	44,000	5,000	49,000	31.6%	51.6%
Full time (35+ hours per week)	451,000	60,000	18,000	78,000	50.3%	17.3%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	185,000	52,000	9,000	61,000	39.4%	33.0%
Some college, no degree	108,000	35,000	6,000	41,000	26.5%	38.0%
Associate degree	75,000	11,000	3,000	14,000	9.0%	18.7%
Bachelor's degree or higher	195,000	14,000	5,000	19,000	12.3%	9.7%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	264,000	45,000	8,000	53,000	20.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	53.1%	21.8%
Parents affected	60.4%	24.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Maryland</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,733,000	462,000	92,000	554,000	100.0%	20.3%
<b>Sex</b>						
Female	1,351,000	260,000	56,000	316,000	57.0%	23.4%
Male	1,382,000	202,000	36,000	238,000	43.0%	17.2%
<b>Age</b>						
Under 20	67,000	52,000	1,000	53,000	9.6%	79.1%
20 or older	2,665,000	410,000	91,000	501,000	90.4%	18.8%
Less than 25	331,000	170,000	16,000	186,000	33.6%	56.2%
25 to 39	933,000	146,000	38,000	184,000	33.2%	19.7%
40 to 54	865,000	87,000	21,000	108,000	19.5%	12.5%
55+	604,000	58,000	17,000	75,000	13.5%	12.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,429,000	192,000	32,000	224,000	40.4%	15.7%
Black or African American	767,000	145,000	29,000	174,000	31.4%	22.7%
Hispanic of any race	272,000	86,000	16,000	102,000	18.4%	37.5%
Asian or other race/ethnicity	265,000	39,000	15,000	54,000	9.7%	20.4%
<b>Family status</b>						
Married parent	723,000	71,000	15,000	86,000	15.5%	11.9%
Single parent	194,000	42,000	10,000	52,000	9.4%	26.8%
Married, no kids	715,000	70,000	21,000	91,000	16.4%	12.7%
Unmarried, no kids	1,101,000	278,000	46,000	324,000	58.5%	29.4%
Working moms	468,000	72,000	17,000	89,000	16.1%	19.0%
Single moms	150,000	35,000	9,000	44,000	7.9%	29.3%
Working dads	449,000	42,000	8,000	50,000	9.0%	11.1%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	140,000	50,000	7,000	57,000	10.3%	40.7%
\$20,000–\$39,999	345,000	93,000	26,000	119,000	21.5%	34.5%
\$40,000–\$59,999	400,000	79,000	18,000	97,000	17.5%	24.3%
\$60,000–\$74,999	330,000	64,000	4,000	68,000	12.3%	20.6%
\$75,000–\$99,999	399,000	60,000	15,000	75,000	13.5%	18.8%
\$100,000–\$149,999	573,000	66,000	10,000	76,000	13.7%	13.3%
\$150,000 or more	547,000	50,000	13,000	63,000	11.4%	11.5%
<b>Work hours</b>						
Part time (< 19 hours per week)	120,000	52,000	4,000	56,000	10.1%	46.7%
Mid time (20–34 hours per week)	316,000	156,000	14,000	170,000	30.7%	53.8%
Full time (35+ hours per week)	2,296,000	254,000	74,000	328,000	59.2%	14.3%
<b>Education level</b>						
Less than high school	196,000	88,000	9,000	97,000	17.5%	49.5%
High school	647,000	159,000	35,000	194,000	35.0%	30.0%
Some college, no degree	483,000	117,000	21,000	138,000	24.9%	28.6%
Associate degree	196,000	26,000	8,000	34,000	6.1%	17.3%
Bachelor's degree or higher	1,211,000	71,000	18,000	89,000	16.1%	7.3%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,410,000	202,000	39,000	241,000	17.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	41.7%	11.2%
Parents affected	45.9%	12.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Massachusetts**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	3,172,000	68,000	459,000	527,000	100.0%	16.6%
<b>Sex</b>						
Female	1,593,000	38,000	264,000	302,000	57.3%	19.0%
Male	1,579,000	30,000	195,000	225,000	42.7%	14.2%
<b>Age</b>						
Under 20	123,000	17,000	77,000	94,000	17.8%	76.4%
20 or older	3,049,000	51,000	381,000	432,000	82.0%	14.2%
Less than 25	410,000	38,000	174,000	212,000	40.2%	51.7%
25 to 39	1,059,000	12,000	129,000	141,000	26.8%	13.3%
40 to 54	1,000,000	11,000	74,000	85,000	16.1%	8.5%
55+	703,000	7,000	82,000	89,000	16.9%	12.7%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,450,000	46,000	303,000	349,000	66.2%	14.2%
Black or African American	171,000	2,000	32,000	34,000	6.5%	19.9%
Hispanic of any race	283,000	13,000	84,000	97,000	18.4%	34.3%
Asian or other race/ethnicity	268,000	7,000	40,000	47,000	8.9%	17.5%
<b>Family status</b>						
Married parent	836,000	5,000	68,000	73,000	13.9%	8.7%
Single parent	202,000	6,000	41,000	47,000	8.9%	23.3%
Married, no kids	851,000	8,000	85,000	93,000	17.6%	10.9%
Unmarried, no kids	1,283,000	48,000	265,000	313,000	59.4%	24.4%
Working moms	552,000	7,000	76,000	83,000	15.7%	15.0%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	486,000	4,000	33,000	37,000	7.0%	7.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	212,000	8,000	86,000	94,000	17.8%	44.3%
\$20,000–\$39,999	399,000	19,000	98,000	117,000	22.2%	29.3%
\$40,000–\$59,999	428,000	12,000	80,000	92,000	17.5%	21.5%
\$60,000–\$74,999	317,000	5,000	45,000	50,000	9.5%	15.8%
\$75,000–\$99,999	533,000	2,000	57,000	59,000	11.2%	11.1%
\$100,000–\$149,999	628,000	14,000	45,000	59,000	11.2%	9.4%
\$150,000 or more	654,000	9,000	47,000	56,000	10.6%	8.6%
<b>Work hours</b>						
Part time (< 19 hours per week)	258,000	20,000	110,000	130,000	24.7%	50.4%
Mid time (20–34 hours per week)	515,000	28,000	147,000	175,000	33.2%	34.0%
Full time (35+ hours per week)	2,399,000	20,000	201,000	221,000	41.9%	9.2%
<b>Education level</b>						
Less than high school	238,000	21,000	100,000	121,000	23.0%	50.8%
High school	721,000	12,000	169,000	181,000	34.3%	25.1%
Some college, no degree	418,000	29,000	93,000	122,000	23.1%	29.2%
Associate degree	307,000	2,000	32,000	34,000	6.5%	11.1%
Bachelor's degree or higher	1,487,000	4,000	64,000	68,000	12.9%	4.6%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	1,490,000	18,000	170,000	188,000	12.6%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	44.2%	16.7%
Parents affected	63.2%	31.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Michigan</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	4,210,000	931,000	189,000	1,120,000	100.0%	26.6%
<b>Sex</b>						
Female	2,047,000	524,000	103,000	627,000	56.0%	30.6%
Male	2,163,000	407,000	85,000	492,000	43.9%	22.7%
<b>Age</b>						
Under 20	166,000	138,000	3,000	141,000	12.6%	84.9%
20 or older	4,045,000	793,000	186,000	979,000	87.4%	24.2%
Less than 25	628,000	375,000	44,000	419,000	37.4%	66.7%
25 to 39	1,297,000	231,000	63,000	294,000	26.3%	22.7%
40 to 54	1,398,000	181,000	60,000	241,000	21.5%	17.2%
55+	887,000	144,000	22,000	166,000	14.8%	18.7%
<b>Race or ethnicity</b>						
White, non-Hispanic	3,290,000	661,000	133,000	794,000	70.9%	24.1%
Black or African American	493,000	161,000	32,000	193,000	17.2%	39.1%
Hispanic of any race	187,000	64,000	12,000	76,000	6.8%	40.6%
Asian or other race/ethnicity	241,000	45,000	11,000	56,000	5.0%	23.2%
<b>Family status</b>						
Married parent	1,065,000	109,000	43,000	152,000	13.6%	14.3%
Single parent	322,000	104,000	26,000	130,000	11.6%	40.4%
Married, no kids	1,159,000	154,000	41,000	195,000	17.4%	16.8%
Unmarried, no kids	1,665,000	565,000	78,000	643,000	57.4%	38.6%
Working moms	682,000	142,000	48,000	190,000	17.0%	27.9%
Single moms	228,000	82,000	21,000	103,000	9.2%	45.2%
Working dads	705,000	70,000	22,000	92,000	8.2%	13.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	412,000	216,000	28,000	244,000	21.8%	59.2%
\$20,000–\$39,999	749,000	241,000	51,000	292,000	26.1%	39.0%
\$40,000–\$59,999	760,000	162,000	25,000	187,000	16.7%	24.6%
\$60,000–\$74,999	498,000	71,000	18,000	89,000	7.9%	17.9%
\$75,000–\$99,999	647,000	113,000	26,000	139,000	12.4%	21.5%
\$100,000–\$149,999	740,000	92,000	30,000	122,000	10.9%	16.5%
\$150,000 or more	404,000	35,000	12,000	47,000	4.2%	11.6%
<b>Work hours</b>						
Part time (< 19 hours per week)	290,000	158,000	12,000	170,000	15.2%	58.6%
Mid time (20–34 hours per week)	675,000	347,000	35,000	382,000	34.1%	56.6%
Full time (35+ hours per week)	3,245,000	425,000	142,000	567,000	50.6%	17.5%
<b>Education level</b>						
Less than high school	242,000	150,000	7,000	157,000	14.0%	64.9%
High school	1,150,000	346,000	75,000	421,000	37.6%	36.6%
Some college, no degree	941,000	272,000	53,000	325,000	29.0%	34.5%
Associate degree	499,000	95,000	17,000	112,000	10.0%	22.4%
Bachelor's degree or higher	1,378,000	68,000	36,000	104,000	9.3%	7.5%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	2,315,000	379,000	137,000	516,000	22.3%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	51.5%	22.9%
Parents affected	64.6%	34.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Minnesota</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,659,000	440,000	113,000	553,000	100.0%	20.8%
<b>Sex</b>						
Female	1,309,000	245,000	74,000	319,000	57.7%	24.4%
Male	1,350,000	195,000	39,000	234,000	42.3%	17.3%
<b>Age</b>						
Under 20	127,000	93,000	11,000	104,000	18.8%	81.9%
20 or older	2,532,000	347,000	102,000	449,000	81.2%	17.7%
Less than 25	405,000	217,000	41,000	258,000	46.7%	63.7%
25 to 39	904,000	119,000	31,000	150,000	27.1%	16.6%
40 to 54	831,000	61,000	22,000	83,000	15.0%	10.0%
55+	518,000	43,000	19,000	62,000	11.2%	12.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,251,000	331,000	83,000	414,000	74.9%	18.4%
Black or African American	122,000	36,000	7,000	43,000	7.8%	35.2%
Hispanic of any race	125,000	43,000	12,000	55,000	9.9%	44.0%
Asian or other race/ethnicity	161,000	30,000	11,000	41,000	7.4%	25.5%
<b>Family status</b>						
Married parent	717,000	50,000	17,000	67,000	12.1%	9.3%
Single parent	163,000	31,000	14,000	45,000	8.1%	27.6%
Married, no kids	707,000	55,000	22,000	77,000	13.9%	10.9%
Unmarried, no kids	1,073,000	303,000	60,000	363,000	65.6%	33.8%
Working moms	449,000	59,000	24,000	83,000	15.0%	18.5%
Single moms	111,000	26,000	12,000	38,000	6.9%	34.2%
Working dads	430,000	22,000	8,000	30,000	5.4%	7.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	162,000	67,000	18,000	85,000	15.4%	52.5%
\$20,000–\$39,999	412,000	115,000	39,000	154,000	27.8%	37.4%
\$40,000–\$59,999	451,000	62,000	17,000	79,000	14.3%	17.5%
\$60,000–\$74,999	347,000	51,000	8,000	59,000	10.7%	17.0%
\$75,000–\$99,999	428,000	47,000	15,000	62,000	11.2%	14.5%
\$100,000–\$149,999	533,000	65,000	8,000	73,000	13.2%	13.7%
\$150,000 or more	326,000	31,000	8,000	39,000	7.1%	12.0%
<b>Work hours</b>						
Part time (< 19 hours per week)	178,000	95,000	8,000	103,000	18.6%	57.9%
Mid time (20–34 hours per week)	427,000	160,000	30,000	190,000	34.4%	44.5%
Full time (35+ hours per week)	2,055,000	185,000	75,000	260,000	47.0%	12.7%
<b>Education level</b>						
Less than high school	154,000	88,000	19,000	107,000	19.3%	69.5%
High school	547,000	111,000	32,000	143,000	25.9%	26.1%
Some college, no degree	489,000	140,000	32,000	172,000	31.1%	35.2%
Associate degree	464,000	54,000	13,000	67,000	12.1%	14.4%
Bachelor's degree or higher	1,005,000	48,000	18,000	66,000	11.9%	6.6%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,349,000	154,000	59,000	213,000	15.8%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	46.0%	16.2%
Parents affected	55.7%	20.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Mississippi</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,075,000	287,000	53,000	340,000	100.0%	31.6%
<b>Sex</b>						
Female	531,000	166,000	26,000	192,000	56.5%	36.2%
Male	544,000	122,000	27,000	149,000	43.8%	27.4%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,038,000	257,000	52,000	309,000	90.9%	29.8%
Less than 25	138,000	93,000	6,000	99,000	29.1%	71.7%
25 to 39	353,000	86,000	23,000	109,000	32.1%	30.9%
40 to 54	372,000	68,000	11,000	79,000	23.2%	21.2%
55+	212,000	41,000	13,000	54,000	15.9%	25.5%
<b>Race or ethnicity</b>						
White, non-Hispanic	659,000	132,000	29,000	161,000	47.4%	24.4%
Black or African American	353,000	131,000	21,000	152,000	44.7%	43.1%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	278,000	42,000	12,000	54,000	15.9%	19.4%
Single parent	107,000	45,000	6,000	51,000	15.0%	47.7%
Married, no kids	338,000	61,000	16,000	77,000	22.6%	22.8%
Unmarried, no kids	351,000	140,000	19,000	159,000	46.8%	45.3%
Working moms	200,000	60,000	11,000	71,000	20.9%	35.5%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	186,000	27,000	7,000	34,000	10.0%	18.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	155,000	83,000	7,000	90,000	26.5%	58.1%
\$20,000–\$39,999	239,000	75,000	24,000	99,000	29.1%	41.4%
\$40,000–\$59,999	186,000	50,000	7,000	57,000	16.8%	30.6%
\$60,000–\$74,999	133,000	23,000	5,000	28,000	8.2%	21.1%
\$75,000–\$99,999	165,000	31,000	5,000	36,000	10.6%	21.8%
\$100,000–\$149,999	136,000	22,000	3,000	25,000	7.4%	18.4%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	128,000	78,000	7,000	85,000	25.0%	66.4%
Full time (35+ hours per week)	901,000	182,000	45,000	227,000	66.8%	25.2%
<b>Education level</b>						
Less than high school	96,000	48,000	6,000	54,000	15.9%	56.3%
High school	323,000	105,000	24,000	129,000	37.9%	39.9%
Some college, no degree	208,000	77,000	13,000	90,000	26.5%	43.3%
Associate degree	143,000	36,000	4,000	40,000	11.8%	28.0%
Bachelor's degree or higher	304,000	21,000	6,000	27,000	7.9%	8.9%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	787,000	169,000	34,000	203,000	25.8%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	60.6%	29.8%
Parents affected	68.7%	37.9%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Missouri</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,676,000	605,000	108,000	713,000	100.0%	26.6%
<b>Sex</b>						
Female	1,328,000	363,000	65,000	428,000	60.0%	32.2%
Male	1,348,000	242,000	43,000	285,000	40.0%	21.1%
<b>Age</b>						
Under 20	114,000	95,000	2,000	97,000	13.6%	85.1%
20 or older	2,562,000	510,000	106,000	616,000	86.4%	24.0%
Less than 25	376,000	235,000	21,000	256,000	35.9%	68.1%
25 to 39	864,000	181,000	35,000	216,000	30.3%	25.0%
40 to 54	871,000	103,000	31,000	134,000	18.8%	15.4%
55+	565,000	87,000	21,000	108,000	15.1%	19.1%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,231,000	468,000	85,000	553,000	77.6%	24.8%
Black or African American	266,000	81,000	17,000	98,000	13.7%	36.8%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	718,000	98,000	22,000	120,000	16.8%	16.7%
Single parent	222,000	72,000	9,000	81,000	11.4%	36.5%
Married, no kids	736,000	96,000	23,000	119,000	16.7%	16.2%
Unmarried, no kids	1,000,000	339,000	54,000	393,000	55.1%	39.3%
Working moms	470,000	115,000	22,000	137,000	19.2%	29.1%
Single moms	160,000	57,000	7,000	64,000	9.0%	40.0%
Working dads	469,000	55,000	8,000	63,000	8.8%	13.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	247,000	121,000	17,000	138,000	19.4%	55.9%
\$20,000–\$39,999	502,000	165,000	34,000	199,000	27.9%	39.6%
\$40,000–\$59,999	518,000	108,000	22,000	130,000	18.2%	25.1%
\$60,000–\$74,999	374,000	66,000	14,000	80,000	11.2%	21.4%
\$75,000–\$99,999	392,000	63,000	14,000	77,000	10.8%	19.6%
\$100,000–\$149,999	420,000	60,000	5,000	65,000	9.1%	15.5%
\$150,000 or more	224,000	21,000	2,000	23,000	3.2%	10.3%
<b>Work hours</b>						
Part time (< 19 hours per week)	159,000	90,000	10,000	100,000	14.0%	62.9%
Mid time (20–34 hours per week)	397,000	212,000	24,000	236,000	33.1%	59.4%
Full time (35+ hours per week)	2,120,000	303,000	74,000	377,000	52.9%	17.8%
<b>Education level</b>						
Less than high school	172,000	109,000	8,000	117,000	16.4%	68.0%
High school	804,000	223,000	40,000	263,000	36.9%	32.7%
Some college, no degree	566,000	161,000	29,000	190,000	26.6%	33.6%
Associate degree	280,000	50,000	13,000	63,000	8.8%	22.5%
Bachelor's degree or higher	853,000	62,000	18,000	80,000	11.2%	9.4%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,482,000	314,000	38,000	352,000	23.8%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	52.9%	20.4%
Parents affected	65.3%	30.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Montana</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	433,000	107,000	24,000	131,000	100.0%	30.3%
<b>Sex</b>						
Female	212,000	64,000	12,000	76,000	58.0%	35.8%
Male	220,000	42,000	12,000	54,000	41.2%	24.5%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	411,000	89,000	23,000	112,000	85.5%	27.3%
Less than 25	71,000	42,000	5,000	47,000	35.9%	66.2%
25 to 39	140,000	30,000	7,000	37,000	28.2%	26.4%
40 to 54	123,000	16,000	7,000	23,000	17.6%	18.7%
55+	99,000	19,000	5,000	24,000	18.3%	24.2%
<b>Race or ethnicity</b>						
White, non-Hispanic	394,000	94,000	21,000	115,000	87.8%	29.2%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	103,000	14,000	5,000	19,000	14.5%	18.4%
Single parent	N/A	N/A	N/A	N/A	N/A	N/A
Married, no kids	125,000	19,000	5,000	24,000	18.3%	19.2%
Unmarried, no kids	177,000	66,000	13,000	79,000	60.3%	44.6%
Working moms	65,000	16,000	4,000	20,000	15.3%	30.8%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	65,000	6,000	2,000	8,000	6.1%	12.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	61,000	31,000	5,000	36,000	27.5%	59.0%
\$20,000–\$39,999	109,000	33,000	10,000	43,000	32.8%	39.4%
\$40,000–\$59,999	98,000	19,000	6,000	25,000	19.1%	25.5%
\$60,000–\$74,999	53,000	10,000	1,000	11,000	8.4%	20.8%
\$75,000–\$99,999	50,000	6,000	-	6,000	4.6%	12.0%
\$100,000–\$149,999	40,000	4,000	1,000	5,000	3.8%	12.5%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	33,000	20,000	1,000	21,000	16.0%	63.6%
Mid time (20–34 hours per week)	73,000	36,000	6,000	42,000	32.1%	57.5%
Full time (35+ hours per week)	326,000	50,000	16,000	66,000	50.4%	20.2%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	132,000	40,000	9,000	49,000	37.4%	37.1%
Some college, no degree	104,000	33,000	8,000	41,000	31.3%	39.4%
Associate degree	45,000	9,000	2,000	11,000	8.4%	24.4%
Bachelor's degree or higher	129,000	10,000	3,000	13,000	9.9%	10.1%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	238,000	40,000	9,000	49,000	20.6%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	59.7%	30.0%
Parents affected	58.8%	28.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Nebraska</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	917,000	186,000	52,000	238,000	100.0%	26.0%
<b>Sex</b>						
Female	443,000	110,000	33,000	143,000	60.1%	32.3%
Male	474,000	77,000	19,000	96,000	40.3%	20.3%
<b>Age</b>						
Under 20	44,000	35,000	2,000	37,000	15.5%	84.1%
20 or older	873,000	152,000	51,000	203,000	85.3%	23.3%
Less than 25	152,000	85,000	10,000	95,000	39.9%	62.5%
25 to 39	301,000	45,000	16,000	61,000	25.6%	20.3%
40 to 54	266,000	25,000	15,000	40,000	16.8%	15.0%
55+	197,000	31,000	11,000	42,000	17.6%	21.3%
<b>Race or ethnicity</b>						
White, non-Hispanic	755,000	142,000	40,000	182,000	76.5%	24.1%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	88,000	22,000	9,000	31,000	13.0%	35.2%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	243,000	22,000	9,000	31,000	13.0%	12.8%
Single parent	63,000	18,000	7,000	25,000	10.5%	39.7%
Married, no kids	248,000	30,000	13,000	43,000	18.1%	17.3%
Unmarried, no kids	363,000	117,000	23,000	140,000	58.8%	38.6%
Working moms	155,000	30,000	12,000	42,000	17.6%	27.1%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	151,000	10,000	3,000	13,000	5.5%	8.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	96,000	45,000	8,000	53,000	22.3%	55.2%
\$20,000–\$39,999	174,000	48,000	16,000	64,000	26.9%	36.8%
\$40,000–\$59,999	172,000	38,000	10,000	48,000	20.2%	27.9%
\$60,000–\$74,999	118,000	15,000	7,000	22,000	9.2%	18.6%
\$75,000–\$99,999	141,000	17,000	5,000	22,000	9.2%	15.6%
\$100,000–\$149,999	148,000	14,000	7,000	21,000	8.8%	14.2%
\$150,000 or more	68,000	11,000	1,000	12,000	5.0%	17.6%
<b>Work hours</b>						
Part time (< 19 hours per week)	50,000	26,000	5,000	31,000	13.0%	62.0%
Mid time (20–34 hours per week)	135,000	68,000	10,000	78,000	32.8%	57.8%
Full time (35+ hours per week)	732,000	92,000	37,000	129,000	54.2%	17.6%
<b>Education level</b>						
Less than high school	82,000	38,000	5,000	43,000	18.1%	52.4%
High school	219,000	53,000	16,000	69,000	29.0%	31.5%
Some college, no degree	205,000	62,000	17,000	79,000	33.2%	38.5%
Associate degree	108,000	17,000	6,000	23,000	9.7%	21.3%
Bachelor's degree or higher	304,000	17,000	9,000	26,000	10.9%	8.6%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	488,000	78,000	30,000	108,000	22.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	54.3%	22.8%
Parents affected	56.5%	22.1%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Nevada</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,228,000	298,000	64,000	362,000	100.0%	29.5%
<b>Sex</b>						
Female	552,000	155,000	32,000	187,000	51.7%	33.9%
Male	676,000	143,000	32,000	175,000	48.3%	25.9%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,191,000	268,000	64,000	332,000	91.7%	27.9%
Less than 25	175,000	101,000	12,000	113,000	31.2%	64.6%
25 to 39	431,000	92,000	25,000	117,000	32.3%	27.1%
40 to 54	392,000	63,000	17,000	80,000	22.1%	20.4%
55+	230,000	43,000	10,000	53,000	14.6%	23.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	652,000	125,000	28,000	153,000	42.3%	23.5%
Black or African American	88,000	26,000	2,000	28,000	7.7%	31.8%
Hispanic of any race	337,000	110,000	27,000	137,000	37.8%	40.7%
Asian or other race/ethnicity	151,000	37,000	7,000	44,000	12.2%	29.1%
<b>Family status</b>						
Married parent	301,000	60,000	15,000	75,000	20.7%	24.9%
Single parent	115,000	31,000	5,000	36,000	9.9%	31.3%
Married, no kids	309,000	53,000	12,000	65,000	18.0%	21.0%
Unmarried, no kids	502,000	155,000	32,000	187,000	51.7%	37.3%
Working moms	196,000	53,000	12,000	65,000	18.0%	33.2%
Single moms	81,000	21,000	5,000	26,000	7.2%	32.1%
Working dads	221,000	37,000	8,000	45,000	12.4%	20.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	140,000	71,000	12,000	83,000	22.9%	59.3%
\$20,000–\$39,999	323,000	101,000	20,000	121,000	33.4%	37.5%
\$40,000–\$59,999	239,000	48,000	10,000	58,000	16.0%	24.3%
\$60,000–\$74,999	139,000	28,000	4,000	32,000	8.8%	23.0%
\$75,000–\$99,999	155,000	24,000	8,000	32,000	8.8%	20.6%
\$100,000–\$149,999	134,000	13,000	6,000	19,000	5.2%	14.2%
\$150,000 or more	98,000	13,000	4,000	17,000	4.7%	17.3%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	172,000	88,000	8,000	96,000	26.5%	55.8%
Full time (35+ hours per week)	1,004,000	182,000	54,000	236,000	65.2%	23.5%
<b>Education level</b>						
Less than high school	134,000	62,000	10,000	72,000	19.9%	53.7%
High school	409,000	119,000	26,000	145,000	40.1%	35.5%
Some college, no degree	262,000	72,000	9,000	81,000	22.4%	30.9%
Associate degree	117,000	19,000	6,000	25,000	6.9%	21.4%
Bachelor's degree or higher	307,000	26,000	12,000	38,000	10.5%	12.4%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	695,000	159,000	26,000	185,000	26.6%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	58.2%	25.9%
Parents affected	61.2%	30.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**New Hampshire**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	655,000	115,000	26,000	141,000	100.0%	21.5%
<b>Sex</b>						
Female	329,000	68,000	17,000	85,000	60.3%	25.8%
Male	326,000	47,000	9,000	56,000	39.7%	17.2%
<b>Age</b>						
Under 20	26,000	22,000	1,000	23,000	16.3%	88.5%
20 or older	629,000	93,000	25,000	118,000	83.7%	18.8%
Less than 25	93,000	54,000	6,000	60,000	42.6%	64.5%
25 to 39	192,000	25,000	7,000	32,000	22.7%	16.7%
40 to 54	216,000	18,000	7,000	25,000	17.7%	11.6%
55+	155,000	18,000	5,000	23,000	16.3%	14.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	605,000	105,000	23,000	128,000	90.8%	21.2%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	153,000	10,000	3,000	13,000	9.2%	8.5%
Single parent	37,000	9,000	2,000	11,000	7.8%	29.7%
Married, no kids	215,000	23,000	7,000	30,000	21.3%	14.0%
Unmarried, no kids	250,000	73,000	13,000	86,000	61.0%	34.4%
Working moms	98,000	16,000	4,000	20,000	14.2%	20.4%
Single moms	27,000	8,000	2,000	10,000	7.1%	37.0%
Working dads	92,000	4,000	1,000	5,000	3.5%	5.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	31,000	15,000	3,000	18,000	12.8%	58.1%
\$20,000–\$39,999	86,000	25,000	6,000	31,000	22.0%	36.0%
\$40,000–\$59,999	109,000	18,000	6,000	24,000	17.0%	22.0%
\$60,000–\$74,999	84,000	13,000	3,000	16,000	11.3%	19.0%
\$75,000–\$99,999	114,000	20,000	5,000	25,000	17.7%	21.9%
\$100,000–\$149,999	146,000	15,000	2,000	17,000	12.1%	11.6%
\$150,000 or more	84,000	10,000	1,000	11,000	7.8%	13.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	47,000	26,000	1,000	27,000	19.1%	57.4%
Mid time (20–34 hours per week)	93,000	40,000	7,000	47,000	33.3%	50.5%
Full time (35+ hours per week)	515,000	50,000	17,000	67,000	47.5%	13.0%
<b>Education level</b>						
Less than high school	36,000	22,000	2,000	24,000	17.0%	66.7%
High school	189,000	44,000	11,000	55,000	39.0%	29.1%
Some college, no degree	106,000	25,000	5,000	30,000	21.3%	28.3%
Associate degree	74,000	9,000	5,000	14,000	9.9%	18.9%
Bachelor's degree or higher	251,000	16,000	3,000	19,000	13.5%	7.6%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	277,000	35,000	8,000	43,000	15.5%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	41.2%	12.9%
Parents affected	49.1%	15.4%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>New Jersey</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	4,033,000	690,000	137,000	827,000	100.0%	20.5%
<b>Sex</b>						
Female	1,933,000	337,000	73,000	410,000	49.6%	21.2%
Male	2,100,000	353,000	63,000	416,000	50.3%	19.8%
<b>Age</b>						
Under 20	139,000	88,000	6,000	94,000	11.4%	67.6%
20 or older	3,894,000	602,000	131,000	733,000	88.6%	18.8%
Less than 25	521,000	260,000	35,000	295,000	35.7%	56.6%
25 to 39	1,270,000	171,000	40,000	211,000	25.5%	16.6%
40 to 54	1,287,000	138,000	35,000	173,000	20.9%	13.4%
55+	955,000	121,000	27,000	148,000	17.9%	15.5%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,392,000	320,000	71,000	391,000	47.3%	16.3%
Black or African American	496,000	104,000	17,000	121,000	14.6%	24.4%
Hispanic of any race	760,000	207,000	37,000	244,000	29.5%	32.1%
Asian or other race/ethnicity	384,000	60,000	12,000	72,000	8.7%	18.8%
<b>Family status</b>						
Married parent	1,071,000	108,000	24,000	132,000	16.0%	12.3%
Single parent	253,000	60,000	10,000	70,000	8.5%	27.7%
Married, no kids	1,172,000	141,000	29,000	170,000	20.6%	14.5%
Unmarried, no kids	1,537,000	381,000	74,000	455,000	55.0%	29.6%
Working moms	638,000	100,000	21,000	121,000	14.6%	19.0%
Single moms	190,000	48,000	10,000	58,000	7.0%	30.5%
Working dads	686,000	68,000	13,000	81,000	9.8%	11.8%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	253,000	108,000	24,000	132,000	16.0%	52.2%
\$20,000–\$39,999	503,000	136,000	34,000	170,000	20.6%	33.8%
\$40,000–\$59,999	526,000	92,000	19,000	111,000	13.4%	21.1%
\$60,000–\$74,999	488,000	94,000	6,000	100,000	12.1%	20.5%
\$75,000–\$99,999	628,000	89,000	17,000	106,000	12.8%	16.9%
\$100,000–\$149,999	816,000	104,000	24,000	128,000	15.5%	15.7%
\$150,000 or more	819,000	68,000	12,000	80,000	9.7%	9.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	257,000	114,000	13,000	127,000	15.4%	49.4%
Mid time (20–34 hours per week)	549,000	229,000	22,000	251,000	30.4%	45.7%
Full time (35+ hours per week)	3,227,000	347,000	102,000	449,000	54.3%	13.9%
<b>Education level</b>						
Less than high school	289,000	158,000	12,000	170,000	20.6%	58.8%
High school	1,074,000	240,000	52,000	292,000	35.3%	27.2%
Some college, no degree	658,000	170,000	28,000	198,000	23.9%	30.1%
Associate degree	355,000	52,000	7,000	59,000	7.1%	16.6%
Bachelor's degree or higher	1,657,000	69,000	37,000	106,000	12.8%	6.4%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	2,131,000	296,000	52,000	348,000	16.3%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	43.5%	17.1%
Parents affected	58.1%	27.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>New Mexico</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	797,000	198,000	36,000	234,000	100.0%	29.4%
<b>Sex</b>						
Female	376,000	111,000	18,000	129,000	55.1%	34.3%
Male	421,000	87,000	17,000	104,000	44.4%	24.7%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	769,000	176,000	35,000	211,000	90.2%	27.4%
Less than 25	109,000	66,000	5,000	71,000	30.3%	65.1%
25 to 39	254,000	63,000	13,000	76,000	32.5%	29.9%
40 to 54	267,000	48,000	10,000	58,000	24.8%	21.7%
55+	168,000	21,000	8,000	29,000	12.4%	17.3%
<b>Race or ethnicity</b>						
White, non-Hispanic	330,000	60,000	15,000	75,000	32.1%	22.7%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	366,000	109,000	18,000	127,000	54.3%	34.7%
Asian or other race/ethnicity	84,000	28,000	2,000	30,000	12.8%	35.7%
<b>Family status</b>						
Married parent	207,000	32,000	8,000	40,000	17.1%	19.3%
Single parent	N/A	N/A	N/A	N/A	N/A	N/A
Married, no kids	212,000	34,000	9,000	43,000	18.4%	20.3%
Unmarried, no kids	313,000	106,000	16,000	122,000	52.1%	39.0%
Working moms	132,000	37,000	5,000	42,000	17.9%	31.8%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	140,000	20,000	6,000	26,000	11.1%	18.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	99,000	50,000	7,000	57,000	24.4%	57.6%
\$20,000–\$39,999	185,000	57,000	13,000	70,000	29.9%	37.8%
\$40,000–\$59,999	170,000	45,000	9,000	54,000	23.1%	31.8%
\$60,000–\$74,999	80,000	11,000	2,000	13,000	5.6%	16.3%
\$75,000–\$99,999	106,000	14,000	3,000	17,000	7.3%	16.0%
\$100,000–\$149,999	105,000	13,000	2,000	15,000	6.4%	14.3%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	127,000	65,000	7,000	72,000	30.8%	56.7%
Full time (35+ hours per week)	624,000	112,000	27,000	139,000	59.4%	22.3%
<b>Education level</b>						
Less than high school	81,000	46,000	3,000	49,000	20.9%	60.5%
High school	229,000	71,000	15,000	86,000	36.8%	37.6%
Some college, no degree	170,000	47,000	8,000	55,000	23.5%	32.4%
Associate degree	77,000	14,000	3,000	17,000	7.3%	22.1%
Bachelor's degree or higher	239,000	19,000	6,000	25,000	10.7%	10.5%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	532,000	112,000	25,000	137,000	25.8%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	59.6%	26.3%
Parents affected	67.3%	36.0%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>New York</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	8,422,000	1,547,000	328,000	1,875,000	100.0%	22.3%
<b>Sex</b>						
Female	4,145,000	834,000	194,000	1,028,000	54.8%	24.8%
Male	4,277,000	712,000	134,000	846,000	45.1%	19.8%
<b>Age</b>						
Under 20	193,000	144,000	6,000	150,000	8.0%	77.7%
20 or older	8,229,000	1,403,000	322,000	1,725,000	92.0%	21.0%
Less than 25	967,000	522,000	54,000	576,000	30.7%	59.6%
25 to 39	2,903,000	449,000	126,000	575,000	30.7%	19.8%
40 to 54	2,744,000	346,000	82,000	428,000	22.8%	15.6%
55+	1,809,000	230,000	67,000	297,000	15.8%	16.4%
<b>Race or ethnicity</b>						
White, non-Hispanic	5,022,000	743,000	163,000	906,000	48.3%	18.0%
Black or African American	1,149,000	278,000	56,000	334,000	17.8%	29.1%
Hispanic of any race	1,379,000	367,000	73,000	440,000	23.5%	31.9%
Asian or other race/ethnicity	873,000	159,000	37,000	196,000	10.5%	22.5%
<b>Family status</b>						
Married parent	2,086,000	245,000	61,000	306,000	16.3%	14.7%
Single parent	619,000	144,000	46,000	190,000	10.1%	30.7%
Married, no kids	2,165,000	250,000	72,000	322,000	17.2%	14.9%
Unmarried, no kids	3,554,000	907,000	150,000	1,057,000	56.4%	29.7%
Working moms	1,361,000	251,000	69,000	320,000	17.1%	23.5%
Single moms	478,000	117,000	38,000	155,000	8.3%	32.4%
Working dads	1,344,000	138,000	38,000	176,000	9.4%	13.1%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	799,000	317,000	57,000	374,000	19.9%	46.8%
\$20,000–\$39,999	1,472,000	453,000	80,000	533,000	28.4%	36.2%
\$40,000–\$59,999	1,238,000	212,000	68,000	280,000	14.9%	22.6%
\$60,000–\$74,999	868,000	141,000	27,000	168,000	9.0%	19.4%
\$75,000–\$99,999	1,279,000	163,000	37,000	200,000	10.7%	15.6%
\$100,000–\$149,999	1,455,000	157,000	33,000	190,000	10.1%	13.1%
\$150,000 or more	1,312,000	103,000	26,000	129,000	6.9%	9.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	416,000	223,000	25,000	248,000	13.2%	59.6%
Mid time (20–34 hours per week)	1,096,000	521,000	61,000	582,000	31.0%	53.1%
Full time (35+ hours per week)	6,911,000	802,000	242,000	1,044,000	55.7%	15.1%
<b>Education level</b>						
Less than high school	679,000	329,000	49,000	378,000	20.2%	55.7%
High school	2,062,000	471,000	107,000	578,000	30.8%	28.0%
Some college, no degree	1,259,000	358,000	72,000	430,000	22.9%	34.2%
Associate degree	866,000	163,000	38,000	201,000	10.7%	23.2%
Bachelor's degree or higher	3,557,000	226,000	62,000	288,000	15.4%	8.1%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	4,441,000	707,000	191,000	898,000	20.2%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	50.9%	19.8%
Parents affected	60.0%	26.4%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**North Carolina**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	4,114,000	1,141,000	194,000	1,335,000	100.0%	32.5%
<b>Sex</b>						
Female	2,007,000	618,000	108,000	726,000	54.4%	36.2%
Male	2,106,000	524,000	86,000	610,000	45.7%	29.0%
<b>Age</b>						
Under 20	138,000	114,000	1,000	115,000	8.6%	83.3%
20 or older	3,975,000	1,028,000	192,000	1,220,000	91.4%	30.7%
Less than 25	533,000	337,000	24,000	361,000	27.0%	67.7%
25 to 39	1,366,000	389,000	87,000	476,000	35.7%	34.8%
40 to 54	1,390,000	250,000	43,000	293,000	21.9%	21.1%
55+	825,000	166,000	40,000	206,000	15.4%	25.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,574,000	518,000	101,000	619,000	46.4%	24.0%
Black or African American	831,000	316,000	54,000	370,000	27.7%	44.5%
Hispanic of any race	426,000	233,000	28,000	261,000	19.6%	61.3%
Asian or other race/ethnicity	283,000	74,000	10,000	84,000	6.3%	29.7%
<b>Family status</b>						
Married parent	1,128,000	200,000	45,000	245,000	18.4%	21.7%
Single parent	336,000	152,000	15,000	167,000	12.5%	49.7%
Married, no kids	1,196,000	222,000	60,000	282,000	21.1%	23.6%
Unmarried, no kids	1,454,000	567,000	74,000	641,000	48.0%	44.1%
Working moms	750,000	224,000	36,000	260,000	19.5%	34.7%
Single moms	257,000	116,000	11,000	127,000	9.5%	49.4%
Working dads	715,000	129,000	24,000	153,000	11.5%	21.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	609,000	375,000	34,000	409,000	30.6%	67.2%
\$20,000–\$39,999	912,000	325,000	53,000	378,000	28.3%	41.4%
\$40,000–\$59,999	747,000	159,000	45,000	204,000	15.3%	27.3%
\$60,000–\$74,999	515,000	82,000	28,000	110,000	8.2%	21.4%
\$75,000–\$99,999	568,000	106,000	19,000	125,000	9.4%	22.0%
\$100,000–\$149,999	479,000	72,000	10,000	82,000	6.1%	17.1%
\$150,000 or more	283,000	23,000	4,000	27,000	2.0%	9.5%
<b>Work hours</b>						
Part time (< 19 hours per week)	209,000	128,000	9,000	137,000	10.3%	65.6%
Mid time (20–34 hours per week)	572,000	328,000	39,000	367,000	27.5%	64.2%
Full time (35+ hours per week)	3,332,000	685,000	146,000	831,000	62.2%	24.9%
<b>Education level</b>						
Less than high school	429,000	270,000	28,000	298,000	22.3%	69.5%
High school	1,130,000	437,000	59,000	496,000	37.2%	43.9%
Some college, no degree	734,000	242,000	37,000	279,000	20.9%	38.0%
Associate degree	485,000	90,000	22,000	112,000	8.4%	23.1%
Bachelor's degree or higher	1,337,000	102,000	48,000	150,000	11.2%	11.2%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	2,418,000	670,000	93,000	763,000	31.6%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	62.4%	32.9%
Parents affected	66.0%	36.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**North Dakota**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	368,000	63,000	18,000	81,000	100.0%	22.0%
<b>Sex</b>						
Female	174,000	34,000	11,000	45,000	55.6%	25.9%
Male	195,000	29,000	7,000	36,000	44.4%	18.5%
<b>Age</b>						
Under 20	16,000	12,000	1,000	13,000	16.0%	81.3%
20 or older	352,000	51,000	17,000	68,000	84.0%	19.3%
Less than 25	62,000	28,000	5,000	33,000	40.7%	53.2%
25 to 39	133,000	14,000	6,000	20,000	24.7%	15.0%
40 to 54	99,000	11,000	4,000	15,000	18.5%	15.2%
55+	74,000	10,000	3,000	13,000	16.0%	17.6%
<b>Race or ethnicity</b>						
White, non-Hispanic	327,000	52,000	15,000	67,000	82.7%	20.5%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	26,000	7,000	1,000	8,000	9.9%	30.8%
<b>Family status</b>						
Married parent	86,000	6,000	3,000	9,000	11.1%	10.5%
Single parent	28,000	4,000	1,000	5,000	6.2%	17.9%
Married, no kids	107,000	11,000	4,000	15,000	18.5%	14.0%
Unmarried, no kids	148,000	42,000	9,000	51,000	63.0%	34.5%
Working moms	56,000	7,000	3,000	10,000	12.3%	17.9%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	57,000	3,000	2,000	5,000	6.2%	8.8%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	37,000	14,000	4,000	18,000	22.2%	48.6%
\$20,000–\$39,999	68,000	15,000	5,000	20,000	24.7%	29.4%
\$40,000–\$59,999	67,000	9,000	4,000	13,000	16.0%	19.4%
\$60,000–\$74,999	51,000	7,000	3,000	10,000	12.3%	19.6%
\$75,000–\$99,999	55,000	8,000	1,000	9,000	11.1%	16.4%
\$100,000–\$149,999	60,000	6,000	1,000	7,000	8.6%	11.7%
\$150,000 or more	30,000	4,000	1,000	5,000	6.2%	16.7%
<b>Work hours</b>						
Part time (< 19 hours per week)	24,000	13,000	1,000	14,000	17.3%	58.3%
Mid time (20–34 hours per week)	48,000	18,000	4,000	22,000	27.2%	45.8%
Full time (35+ hours per week)	296,000	32,000	13,000	45,000	55.6%	15.2%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	93,000	20,000	5,000	25,000	30.9%	26.9%
Some college, no degree	75,000	16,000	5,000	21,000	25.9%	28.0%
Associate degree	66,000	8,000	3,000	11,000	13.6%	16.7%
Bachelor's degree or higher	116,000	7,000	3,000	10,000	12.3%	8.6%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	176,000	20,000	9,000	29,000	16.5%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	52.4%	23.6%
Parents affected	55.7%	28.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Ohio</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	5,188,000	1,095,000	249,000	1,344,000	100.0%	25.9%
<b>Sex</b>						
Female	2,607,000	681,000	149,000	830,000	61.8%	31.8%
Male	2,581,000	413,000	100,000	513,000	38.2%	19.9%
<b>Age</b>						
Under 20	235,000	172,000	6,000	178,000	13.2%	75.7%
20 or older	4,952,000	923,000	242,000	1,165,000	86.7%	23.5%
Less than 25	785,000	442,000	60,000	502,000	37.4%	63.9%
25 to 39	1,650,000	286,000	67,000	353,000	26.3%	21.4%
40 to 54	1,641,000	176,000	68,000	244,000	18.2%	14.9%
55+	1,112,000	189,000	53,000	242,000	18.0%	21.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	4,339,000	823,000	193,000	1,016,000	75.6%	23.4%
Black or African American	538,000	173,000	37,000	210,000	15.6%	39.0%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	1,303,000	127,000	27,000	154,000	11.5%	11.8%
Single parent	418,000	121,000	28,000	149,000	11.1%	35.6%
Married, no kids	1,392,000	186,000	57,000	243,000	18.1%	17.5%
Unmarried, no kids	2,075,000	661,000	136,000	797,000	59.3%	38.4%
Working moms	913,000	195,000	42,000	237,000	17.6%	26.0%
Single moms	311,000	103,000	26,000	129,000	9.6%	41.5%
Working dads	807,000	53,000	13,000	66,000	4.9%	8.2%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	564,000	247,000	54,000	301,000	22.4%	53.4%
\$20,000–\$39,999	997,000	260,000	69,000	329,000	24.5%	33.0%
\$40,000–\$59,999	1,081,000	219,000	47,000	266,000	19.8%	24.6%
\$60,000–\$74,999	631,000	94,000	25,000	119,000	8.9%	18.9%
\$75,000–\$99,999	832,000	143,000	21,000	164,000	12.2%	19.7%
\$100,000–\$149,999	738,000	99,000	20,000	119,000	8.9%	16.1%
\$150,000 or more	344,000	33,000	12,000	45,000	3.3%	13.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	330,000	190,000	15,000	205,000	15.3%	62.1%
Mid time (20–34 hours per week)	806,000	364,000	50,000	414,000	30.8%	51.4%
Full time (35+ hours per week)	4,051,000	540,000	184,000	724,000	53.9%	17.9%
<b>Education level</b>						
Less than high school	345,000	186,000	17,000	203,000	15.1%	58.8%
High school	1,783,000	436,000	114,000	550,000	40.9%	30.8%
Some college, no degree	956,000	295,000	62,000	357,000	26.6%	37.3%
Associate degree	556,000	76,000	24,000	100,000	7.4%	18.0%
Bachelor's degree or higher	1,547,000	103,000	32,000	135,000	10.0%	8.7%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	2,790,000	474,000	109,000	583,000	20.9%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	52.5%	22.8%
Parents affected	62.8%	34.4%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Oklahoma</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,533,000	339,000	75,000	414,000	100.0%	27.0%
<b>Sex</b>						
Female	725,000	203,000	37,000	240,000	58.0%	33.1%
Male	808,000	136,000	37,000	173,000	41.8%	21.4%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,480,000	300,000	73,000	373,000	90.1%	25.2%
Less than 25	226,000	129,000	13,000	142,000	34.3%	62.8%
25 to 39	542,000	104,000	24,000	128,000	30.9%	23.6%
40 to 54	471,000	62,000	25,000	87,000	21.0%	18.5%
55+	294,000	44,000	12,000	56,000	13.5%	19.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,045,000	209,000	49,000	258,000	62.3%	24.7%
Black or African American	110,000	33,000	5,000	38,000	9.2%	34.5%
Hispanic of any race	153,000	50,000	10,000	60,000	14.5%	39.2%
Asian or other race/ethnicity	224,000	46,000	12,000	58,000	14.0%	25.9%
<b>Family status</b>						
Married parent	420,000	53,000	13,000	66,000	15.9%	15.7%
Single parent	148,000	47,000	12,000	59,000	14.3%	39.9%
Married, no kids	421,000	70,000	21,000	91,000	22.0%	21.6%
Unmarried, no kids	543,000	169,000	30,000	199,000	48.1%	36.6%
Working moms	261,000	66,000	14,000	80,000	19.3%	30.7%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	307,000	35,000	11,000	46,000	11.1%	15.0%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	168,000	77,000	11,000	88,000	21.3%	52.4%
\$20,000–\$39,999	365,000	97,000	25,000	122,000	29.5%	33.4%
\$40,000–\$59,999	314,000	65,000	18,000	83,000	20.0%	26.4%
\$60,000–\$74,999	234,000	40,000	10,000	50,000	12.1%	21.4%
\$75,000–\$99,999	176,000	27,000	3,000	30,000	7.2%	17.0%
\$100,000–\$149,999	175,000	21,000	5,000	26,000	6.3%	14.9%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	170,000	96,000	3,000	99,000	23.9%	58.2%
Full time (35+ hours per week)	1,305,000	209,000	69,000	278,000	67.1%	21.3%
<b>Education level</b>						
Less than high school	141,000	62,000	11,000	73,000	17.6%	51.8%
High school	512,000	131,000	28,000	159,000	38.4%	31.1%
Some college, no degree	304,000	84,000	17,000	101,000	24.4%	33.2%
Associate degree	159,000	30,000	9,000	39,000	9.4%	24.5%
Bachelor's degree or higher	417,000	31,000	10,000	41,000	9.9%	9.8%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,010,000	208,000	52,000	260,000	25.7%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	58.9%	26.8%
Parents affected	66.7%	30.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Oregon</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,624,000	273,000	83,000	356,000	100.0%	21.9%
<b>Sex</b>						
Female	774,000	138,000	39,000	177,000	49.7%	22.9%
Male	851,000	135,000	44,000	179,000	50.3%	21.0%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,577,000	243,000	80,000	323,000	90.7%	20.5%
Less than 25	209,000	95,000	24,000	119,000	33.4%	56.9%
25 to 39	582,000	88,000	29,000	117,000	32.9%	20.1%
40 to 54	488,000	48,000	19,000	67,000	18.8%	13.7%
55+	345,000	43,000	12,000	55,000	15.4%	15.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,281,000	183,000	55,000	238,000	66.9%	18.6%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	172,000	62,000	17,000	79,000	22.2%	45.9%
Asian or other race/ethnicity	145,000	22,000	9,000	31,000	8.7%	21.4%
<b>Family status</b>						
Married parent	440,000	50,000	21,000	71,000	19.9%	16.1%
Single parent	104,000	20,000	7,000	27,000	7.6%	26.0%
Married, no kids	445,000	45,000	23,000	68,000	19.1%	15.3%
Unmarried, no kids	635,000	158,000	32,000	190,000	53.4%	29.9%
Working moms	257,000	45,000	12,000	57,000	16.0%	22.2%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	288,000	25,000	17,000	42,000	11.8%	14.6%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	161,000	69,000	18,000	87,000	24.4%	54.0%
\$20,000–\$39,999	367,000	95,000	31,000	126,000	35.4%	34.3%
\$40,000–\$59,999	279,000	45,000	13,000	58,000	16.3%	20.8%
\$60,000–\$74,999	219,000	20,000	9,000	29,000	8.1%	13.2%
\$75,000–\$99,999	181,000	13,000	3,000	16,000	4.5%	8.8%
\$100,000–\$149,999	275,000	20,000	7,000	27,000	7.6%	9.8%
\$150,000 or more	142,000	12,000	2,000	14,000	3.9%	9.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	282,000	98,000	26,000	124,000	34.8%	44.0%
Full time (35+ hours per week)	1,261,000	139,000	52,000	191,000	53.7%	15.1%
<b>Education level</b>						
Less than high school	123,000	59,000	11,000	70,000	19.7%	56.9%
High school	399,000	82,000	21,000	103,000	28.9%	25.8%
Some college, no degree	342,000	74,000	30,000	104,000	29.2%	30.4%
Associate degree	201,000	32,000	8,000	40,000	11.2%	19.9%
Bachelor's degree or higher	558,000	27,000	13,000	40,000	11.2%	7.2%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	898,000	139,000	56,000	195,000	21.7%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	59.3%	29.0%
Parents affected	68.4%	37.6%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Pennsylvania**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	5,769,000	1,162,000	240,000	1,402,000	100.0%	24.3%
<b>Sex</b>						
Female	2,852,000	678,000	153,000	831,000	59.3%	29.1%
Male	2,917,000	484,000	88,000	572,000	40.8%	19.6%
<b>Age</b>						
Under 20	210,000	168,000	4,000	172,000	12.3%	81.9%
20 or older	5,559,000	994,000	236,000	1,230,000	87.7%	22.1%
Less than 25	780,000	431,000	44,000	475,000	33.9%	60.9%
25 to 39	1,835,000	310,000	85,000	395,000	28.2%	21.5%
40 to 54	1,874,000	220,000	58,000	278,000	19.8%	14.8%
55+	1,280,000	202,000	53,000	255,000	18.2%	19.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	4,706,000	845,000	192,000	1,037,000	74.0%	22.0%
Black or African American	508,000	148,000	23,000	171,000	12.2%	33.7%
Hispanic of any race	331,000	110,000	14,000	124,000	8.8%	37.5%
Asian or other race/ethnicity	224,000	59,000	11,000	70,000	5.0%	31.3%
<b>Family status</b>						
Married parent	1,424,000	150,000	34,000	184,000	13.1%	12.9%
Single parent	432,000	117,000	30,000	147,000	10.5%	34.0%
Married, no kids	1,690,000	217,000	65,000	282,000	20.1%	16.7%
Unmarried, no kids	2,223,000	678,000	111,000	789,000	56.3%	35.5%
Working moms	951,000	192,000	44,000	236,000	16.8%	24.8%
Single moms	318,000	94,000	24,000	118,000	8.4%	37.1%
Working dads	905,000	75,000	20,000	95,000	6.8%	10.5%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	453,000	200,000	31,000	231,000	16.5%	51.0%
\$20,000–\$39,999	973,000	278,000	52,000	330,000	23.5%	33.9%
\$40,000–\$59,999	1,080,000	237,000	61,000	298,000	21.3%	27.6%
\$60,000–\$74,999	755,000	123,000	30,000	153,000	10.9%	20.3%
\$75,000–\$99,999	928,000	140,000	27,000	167,000	11.9%	18.0%
\$100,000–\$149,999	944,000	108,000	27,000	135,000	9.6%	14.3%
\$150,000 or more	635,000	76,000	12,000	88,000	6.3%	13.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	401,000	242,000	12,000	254,000	18.1%	63.3%
Mid time (20–34 hours per week)	775,000	375,000	40,000	415,000	29.6%	53.5%
Full time (35+ hours per week)	4,593,000	545,000	188,000	733,000	52.3%	16.0%
<b>Education level</b>						
Less than high school	376,000	203,000	21,000	224,000	16.0%	59.6%
High school	1,961,000	474,000	107,000	581,000	41.4%	29.6%
Some college, no degree	808,000	236,000	49,000	285,000	20.3%	35.3%
Associate degree	655,000	86,000	31,000	117,000	8.3%	17.9%
Bachelor's degree or higher	1,969,000	162,000	31,000	193,000	13.8%	9.8%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	2,839,000	465,000	121,000	586,000	20.6%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	46.2%	16.2%
Parents affected	55.4%	22.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Rhode Island**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	474,000	92,000	16,000	108,000	100.0%	22.8%
<b>Sex</b>						
Female	240,000	52,000	9,000	61,000	56.5%	25.4%
Male	234,000	40,000	7,000	47,000	43.5%	20.1%
<b>Age</b>						
Under 20	22,000	17,000	1,000	18,000	16.7%	81.8%
20 or older	452,000	75,000	16,000	91,000	84.3%	20.1%
Less than 25	68,000	37,000	4,000	41,000	38.0%	60.3%
25 to 39	143,000	23,000	6,000	29,000	26.9%	20.3%
40 to 54	156,000	18,000	3,000	21,000	19.4%	13.5%
55+	107,000	14,000	3,000	17,000	15.7%	15.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	371,000	61,000	10,000	71,000	65.7%	19.1%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	54,000	20,000	2,000	22,000	20.4%	40.7%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	116,000	14,000	4,000	18,000	16.7%	15.5%
Single parent	35,000	8,000	1,000	9,000	8.3%	25.7%
Married, no kids	136,000	16,000	4,000	20,000	18.5%	14.7%
Unmarried, no kids	186,000	54,000	7,000	61,000	56.5%	32.8%
Working moms	80,000	15,000	3,000	18,000	16.7%	22.5%
Single moms	26,000	7,000	1,000	8,000	7.4%	30.8%
Working dads	71,000	6,000	2,000	8,000	7.4%	11.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	37,000	18,000	1,000	19,000	17.6%	51.4%
\$20,000–\$39,999	77,000	22,000	4,000	26,000	24.1%	33.8%
\$40,000–\$59,999	75,000	14,000	4,000	18,000	16.7%	24.0%
\$60,000–\$74,999	68,000	11,000	1,000	12,000	11.1%	17.6%
\$75,000–\$99,999	76,000	10,000	2,000	12,000	11.1%	15.8%
\$100,000–\$149,999	85,000	10,000	2,000	12,000	11.1%	14.1%
\$150,000 or more	57,000	7,000	1,000	8,000	7.4%	14.0%
<b>Work hours</b>						
Part time (< 19 hours per week)	33,000	18,000	1,000	19,000	17.6%	57.6%
Mid time (20–34 hours per week)	72,000	29,000	4,000	33,000	30.6%	45.8%
Full time (35+ hours per week)	369,000	45,000	11,000	56,000	51.9%	15.2%
<b>Education level</b>						
Less than high school	44,000	24,000	1,000	25,000	23.1%	56.8%
High school	114,000	32,000	6,000	38,000	35.2%	33.3%
Some college, no degree	84,000	22,000	3,000	25,000	23.1%	29.8%
Associate degree	48,000	6,000	1,000	7,000	6.5%	14.6%
Bachelor's degree or higher	184,000	7,000	5,000	12,000	11.1%	6.5%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	226,000	39,000	8,000	47,000	20.8%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	47.9%	22.2%
Parents affected	61.1%	35.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**South Carolina**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	1,971,000	506,000	89,000	595,000	100.0%	30.2%
<b>Sex</b>						
Female	977,000	292,000	52,000	344,000	57.8%	35.2%
Male	994,000	214,000	38,000	252,000	42.4%	25.4%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	1,918,000	466,000	87,000	553,000	92.9%	28.8%
Less than 25	253,000	160,000	21,000	181,000	30.4%	71.5%
25 to 39	654,000	152,000	33,000	185,000	31.1%	28.3%
40 to 54	676,000	127,000	21,000	148,000	24.9%	21.9%
55+	387,000	66,000	15,000	81,000	13.6%	20.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,298,000	261,000	53,000	314,000	52.8%	24.2%
Black or African American	514,000	191,000	29,000	220,000	37.0%	42.8%
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	488,000	68,000	20,000	88,000	14.8%	18.0%
Single parent	179,000	68,000	18,000	86,000	14.5%	48.0%
Married, no kids	568,000	102,000	16,000	118,000	19.8%	20.8%
Unmarried, no kids	735,000	267,000	35,000	302,000	50.8%	41.1%
Working moms	333,000	91,000	22,000	113,000	19.0%	33.9%
Single moms	130,000	50,000	14,000	64,000	10.8%	49.2%
Working dads	334,000	45,000	16,000	61,000	10.3%	18.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	272,000	133,000	22,000	155,000	26.1%	57.0%
\$20,000–\$39,999	430,000	161,000	26,000	187,000	31.4%	43.5%
\$40,000–\$59,999	385,000	79,000	17,000	96,000	16.1%	24.9%
\$60,000–\$74,999	263,000	48,000	9,000	57,000	9.6%	21.7%
\$75,000–\$99,999	301,000	45,000	8,000	53,000	8.9%	17.6%
\$100,000–\$149,999	189,000	24,000	4,000	28,000	4.7%	14.8%
\$150,000 or more	131,000	15,000	3,000	18,000	3.0%	13.7%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	267,000	160,000	12,000	172,000	28.9%	64.4%
Full time (35+ hours per week)	1,626,000	300,000	72,000	372,000	62.5%	22.9%
<b>Education level</b>						
Less than high school	171,000	97,000	8,000	105,000	17.6%	61.4%
High school	562,000	184,000	34,000	218,000	36.6%	38.8%
Some college, no degree	364,000	124,000	21,000	145,000	24.4%	39.8%
Associate degree	254,000	56,000	13,000	69,000	11.6%	27.2%
Bachelor's degree or higher	619,000	45,000	12,000	57,000	9.6%	9.2%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	1,106,000	244,000	61,000	305,000	27.6%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	60.6%	30.0%
Parents affected	67.2%	37.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**South Dakota**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	380,000	81,000	20,000	101,000	100.0%	26.6%
<b>Sex</b>						
Female	187,000	49,000	12,000	61,000	60.4%	32.6%
Male	192,000	32,000	8,000	40,000	39.6%	20.8%
<b>Age</b>						
Under 20	18,000	14,000	1,000	15,000	14.9%	83.3%
20 or older	362,000	68,000	19,000	87,000	86.1%	24.0%
Less than 25	61,000	33,000	5,000	38,000	37.6%	62.3%
25 to 39	131,000	18,000	8,000	26,000	25.7%	19.8%
40 to 54	106,000	15,000	4,000	19,000	18.8%	17.9%
55+	82,000	15,000	3,000	18,000	17.8%	22.0%
<b>Race or ethnicity</b>						
White, non-Hispanic	339,000	71,000	16,000	87,000	86.1%	25.7%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	101,000	12,000	4,000	16,000	15.8%	15.8%
Single parent	24,000	5,000	2,000	7,000	6.9%	29.2%
Married, no kids	112,000	19,000	5,000	24,000	23.8%	21.4%
Unmarried, no kids	143,000	46,000	10,000	56,000	55.4%	39.2%
Working moms	68,000	14,000	4,000	18,000	17.8%	26.5%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	57,000	4,000	2,000	6,000	5.9%	10.5%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	33,000	15,000	3,000	18,000	17.8%	54.5%
\$20,000–\$39,999	80,000	19,000	6,000	25,000	24.8%	31.3%
\$40,000–\$59,999	80,000	17,000	4,000	21,000	20.8%	26.3%
\$60,000–\$74,999	54,000	10,000	2,000	12,000	11.9%	22.2%
\$75,000–\$99,999	65,000	10,000	2,000	12,000	11.9%	18.5%
\$100,000–\$149,999	45,000	6,000	1,000	7,000	6.9%	15.6%
\$150,000 or more	21,000	4,000	1,000	5,000	5.0%	23.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	25,000	16,000	1,000	17,000	16.8%	68.0%
Mid time (20–34 hours per week)	50,000	24,000	4,000	28,000	27.7%	56.0%
Full time (35+ hours per week)	305,000	41,000	15,000	56,000	55.4%	18.4%
<b>Education level</b>						
Less than high school	28,000	15,000	2,000	17,000	16.8%	60.7%
High school	105,000	25,000	7,000	32,000	31.7%	30.5%
Some college, no degree	70,000	21,000	5,000	26,000	25.7%	37.1%
Associate degree	63,000	9,000	4,000	13,000	12.9%	20.6%
Bachelor's degree or higher	114,000	11,000	3,000	14,000	13.9%	12.3%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	220,000	37,000	11,000	48,000	21.8%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	50.5%	19.6%
Parents affected	52.4%	17.8%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Tennessee</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	2,624,000	689,000	122,000	811,000	100.0%	30.9%
<b>Sex</b>						
Female	1,260,000	375,000	73,000	448,000	55.2%	35.6%
Male	1,365,000	315,000	49,000	364,000	44.9%	26.7%
<b>Age</b>						
Under 20	117,000	91,000	4,000	95,000	11.7%	81.2%
20 or older	2,507,000	598,000	118,000	716,000	88.3%	28.6%
Less than 25	370,000	229,000	26,000	255,000	31.4%	68.9%
25 to 39	823,000	201,000	39,000	240,000	29.6%	29.2%
40 to 54	913,000	145,000	30,000	175,000	21.6%	19.2%
55+	518,000	114,000	27,000	141,000	17.4%	27.2%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,960,000	443,000	87,000	530,000	65.4%	27.0%
Black or African American	426,000	148,000	21,000	169,000	20.8%	39.7%
Hispanic of any race	167,000	67,000	5,000	72,000	8.9%	43.1%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	703,000	119,000	26,000	145,000	17.9%	20.6%
Single parent	212,000	77,000	12,000	89,000	11.0%	42.0%
Married, no kids	735,000	134,000	34,000	168,000	20.7%	22.9%
Unmarried, no kids	975,000	360,000	50,000	410,000	50.6%	42.1%
Working moms	448,000	136,000	26,000	162,000	20.0%	36.2%
Single moms	150,000	63,000	9,000	72,000	8.9%	48.0%
Working dads	467,000	59,000	13,000	72,000	8.9%	15.4%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	281,000	154,000	14,000	168,000	20.7%	59.8%
\$20,000–\$39,999	644,000	214,000	45,000	259,000	31.9%	40.2%
\$40,000–\$59,999	587,000	131,000	31,000	162,000	20.0%	27.6%
\$60,000–\$74,999	300,000	72,000	10,000	82,000	10.1%	27.3%
\$75,000–\$99,999	359,000	52,000	11,000	63,000	7.8%	17.5%
\$100,000–\$149,999	292,000	38,000	3,000	41,000	5.1%	14.0%
\$150,000 or more	161,000	29,000	7,000	36,000	4.4%	22.4%
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	416,000	222,000	20,000	242,000	29.8%	58.2%
Full time (35+ hours per week)	2,061,000	376,000	97,000	473,000	58.3%	23.0%
<b>Education level</b>						
Less than high school	213,000	128,000	4,000	132,000	16.3%	62.0%
High school	853,000	280,000	45,000	325,000	40.1%	38.1%
Some college, no degree	509,000	175,000	36,000	211,000	26.0%	41.5%
Associate degree	281,000	48,000	16,000	64,000	7.9%	22.8%
Bachelor's degree or higher	768,000	58,000	22,000	80,000	9.9%	10.4%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,587,000	344,000	64,000	408,000	25.7%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	57.5%	23.4%
Parents affected	62.2%	26.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Texas</b>	
Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	11,724,000	2,919,000	526,000	3,445,000	100.0%	29.4%
<b>Sex</b>						
Female	5,353,000	1,609,000	277,000	1,886,000	54.7%	35.2%
Male	6,370,000	1,311,000	249,000	1,560,000	45.3%	24.5%
<b>Age</b>						
Under 20	403,000	309,000	15,000	324,000	9.4%	80.4%
20 or older	11,321,000	2,610,000	511,000	3,121,000	90.6%	27.6%
Less than 25	1,681,000	924,000	113,000	1,037,000	30.1%	61.7%
25 to 39	4,135,000	931,000	176,000	1,107,000	32.1%	26.8%
40 to 54	3,901,000	708,000	136,000	844,000	24.5%	21.6%
55+	2,008,000	356,000	101,000	457,000	13.3%	22.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	5,199,000	802,000	173,000	975,000	28.3%	18.8%
Black or African American	1,368,000	367,000	83,000	450,000	13.1%	32.9%
Hispanic of any race	4,493,000	1,637,000	251,000	1,888,000	54.8%	42.0%
Asian or other race/ethnicity	665,000	113,000	19,000	132,000	3.8%	19.8%
<b>Family status</b>						
Married parent	3,455,000	572,000	124,000	696,000	20.2%	20.1%
Single parent	977,000	358,000	64,000	422,000	12.2%	43.2%
Married, no kids	2,989,000	507,000	141,000	648,000	18.8%	21.7%
Unmarried, no kids	4,303,000	1,482,000	197,000	1,679,000	48.7%	39.0%
Working moms	2,121,000	624,000	103,000	727,000	21.1%	34.3%
Single moms	755,000	302,000	51,000	353,000	10.2%	46.8%
Working dads	2,311,000	306,000	85,000	391,000	11.3%	16.9%
Single dads	222,000	56,000	14,000	70,000	2.0%	31.5%
<b>Family annual income level</b>						
Less than \$20,000	1,307,000	706,000	79,000	785,000	22.8%	60.1%
\$20,000–\$39,999	2,674,000	954,000	190,000	1,144,000	33.2%	42.8%
\$40,000–\$59,999	2,143,000	505,000	101,000	606,000	17.6%	28.3%
\$60,000–\$74,999	1,254,000	230,000	63,000	293,000	8.5%	23.4%
\$75,000–\$99,999	1,458,000	212,000	45,000	257,000	7.5%	17.6%
\$100,000–\$149,999	1,680,000	182,000	37,000	219,000	6.4%	13.0%
\$150,000 or more	1,208,000	131,000	11,000	142,000	4.1%	11.8%
<b>Work hours</b>						
Part time (< 19 hours per week)	461,000	270,000	16,000	286,000	8.3%	62.0%
Mid time (20–34 hours per week)	1,403,000	817,000	81,000	898,000	26.1%	64.0%
Full time (35+ hours per week)	9,861,000	1,832,000	429,000	2,261,000	65.6%	22.9%
<b>Education level</b>						
Less than high school	1,613,000	797,000	91,000	888,000	25.8%	55.1%
High school	3,110,000	994,000	192,000	1,186,000	34.4%	38.1%
Some college, no degree	2,439,000	689,000	140,000	829,000	24.1%	34.0%
Associate degree	1,052,000	227,000	48,000	275,000	8.0%	26.1%
Bachelor's degree or higher	3,510,000	212,000	54,000	266,000	7.7%	7.6%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	7,397,000	1,748,000	310,000	2,058,000	27.8%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	60.1%	28.4%
Parents affected	68.0%	38.1%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Utah</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	1,292,000	275,000	69,000	344,000	100.0%	26.6%
<b>Sex</b>						
Female	557,000	166,000	37,000	203,000	59.0%	36.4%
Male	736,000	109,000	32,000	141,000	41.0%	19.2%
<b>Age</b>						
Under 20	70,000	53,000	5,000	58,000	16.9%	82.9%
20 or older	1,223,000	222,000	64,000	286,000	83.1%	23.4%
Less than 25	231,000	120,000	20,000	140,000	40.7%	60.6%
25 to 39	494,000	78,000	28,000	106,000	30.8%	21.5%
40 to 54	355,000	47,000	11,000	58,000	16.9%	16.3%
55+	212,000	30,000	10,000	40,000	11.6%	18.9%
<b>Race or ethnicity</b>						
White, non-Hispanic	1,048,000	205,000	49,000	254,000	73.8%	24.2%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	171,000	51,000	13,000	64,000	18.6%	37.4%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	437,000	48,000	16,000	64,000	18.6%	14.6%
Single parent	85,000	23,000	5,000	28,000	8.1%	32.9%
Married, no kids	333,000	59,000	17,000	76,000	22.1%	22.8%
Unmarried, no kids	437,000	146,000	31,000	177,000	51.5%	40.5%
Working moms	216,000	53,000	14,000	67,000	19.5%	31.0%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	306,000	18,000	7,000	25,000	7.3%	8.2%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	116,000	56,000	12,000	68,000	19.8%	58.6%
\$20,000–\$39,999	239,000	66,000	16,000	82,000	23.8%	34.3%
\$40,000–\$59,999	244,000	51,000	7,000	58,000	16.9%	23.8%
\$60,000–\$74,999	173,000	23,000	12,000	35,000	10.2%	20.2%
\$75,000–\$99,999	202,000	33,000	9,000	42,000	12.2%	20.8%
\$100,000–\$149,999	217,000	35,000	11,000	46,000	13.4%	21.2%
\$150,000 or more	101,000	11,000	2,000	13,000	3.8%	12.9%
<b>Work hours</b>						
Part time (< 19 hours per week)	84,000	42,000	6,000	48,000	14.0%	57.1%
Mid time (20–34 hours per week)	193,000	95,000	18,000	113,000	32.8%	58.5%
Full time (35+ hours per week)	1,015,000	138,000	45,000	183,000	53.2%	18.0%
<b>Education level</b>						
Less than high school	104,000	53,000	8,000	61,000	17.7%	58.7%
High school	330,000	92,000	19,000	111,000	32.3%	33.6%
Some college, no degree	319,000	75,000	25,000	100,000	29.1%	31.3%
Associate degree	155,000	30,000	9,000	39,000	11.3%	25.2%
Bachelor's degree or higher	383,000	26,000	8,000	34,000	9.9%	8.9%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	943,000	136,000	39,000	175,000	18.6%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	48.4%	20.4%
Parents affected	51.5%	21.5%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Vermont</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	299,000	43,000	12,000	55,000	100.0%	18.4%
<b>Sex</b>						
Female	151,000	23,000	7,000	30,000	54.5%	19.9%
Male	148,000	20,000	5,000	25,000	45.5%	16.9%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	288,000	35,000	11,000	46,000	83.6%	16.0%
Less than 25	36,000	17,000	3,000	20,000	36.4%	55.6%
25 to 39	88,000	10,000	3,000	13,000	23.6%	14.8%
40 to 54	98,000	8,000	3,000	11,000	20.0%	11.2%
55+	78,000	8,000	3,000	11,000	20.0%	14.1%
<b>Race or ethnicity</b>						
White, non-Hispanic	285,000	41,000	12,000	53,000	96.4%	18.6%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	73,000	5,000	2,000	7,000	12.7%	9.6%
Single parent	21,000	4,000	-	4,000	7.3%	19.0%
Married, no kids	94,000	9,000	4,000	13,000	23.6%	13.8%
Unmarried, no kids	111,000	26,000	6,000	32,000	58.2%	28.8%
Working moms	49,000	6,000	2,000	8,000	14.5%	16.3%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	45,000	2,000	1,000	3,000	5.5%	6.7%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	N/A	N/A	N/A	N/A	N/A	N/A
\$20,000–\$39,999	52,000	12,000	3,000	15,000	27.3%	28.8%
\$40,000–\$59,999	61,000	8,000	3,000	11,000	20.0%	18.0%
\$60,000–\$74,999	48,000	6,000	2,000	8,000	14.5%	16.7%
\$75,000–\$99,999	54,000	6,000	2,000	8,000	14.5%	14.8%
\$100,000–\$149,999	47,000	5,000	1,000	6,000	10.9%	12.8%
\$150,000 or more	22,000	1,000	1,000	2,000	3.6%	9.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	20,000	10,000	1,000	11,000	20.0%	55.0%
Mid time (20–34 hours per week)	45,000	15,000	3,000	18,000	32.7%	40.0%
Full time (35+ hours per week)	234,000	19,000	8,000	27,000	49.1%	11.5%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	94,000	18,000	4,000	22,000	40.0%	23.4%
Some college, no degree	42,000	9,000	3,000	12,000	21.8%	28.6%
Associate degree	31,000	3,000	1,000	4,000	7.3%	12.9%
Bachelor's degree or higher	116,000	6,000	4,000	10,000	18.2%	8.6%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	129,000	13,000	4,000	17,000	13.2%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	43.0%	12.7%
Parents affected	50.6%	15.2%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Virginia**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	3,833,000	725,000	150,000	875,000	100.0%	22.8%
<b>Sex</b>						
Female	1,852,000	438,000	77,000	515,000	58.9%	27.8%
Male	1,981,000	286,000	73,000	359,000	41.0%	18.1%
<b>Age</b>						
Under 20	110,000	88,000	2,000	90,000	10.3%	81.8%
20 or older	3,723,000	636,000	148,000	784,000	89.6%	21.1%
Less than 25	441,000	247,000	27,000	274,000	31.3%	62.1%
25 to 39	1,291,000	210,000	51,000	261,000	29.8%	20.2%
40 to 54	1,241,000	139,000	34,000	173,000	19.8%	13.9%
55+	860,000	128,000	38,000	166,000	19.0%	19.3%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,513,000	394,000	87,000	481,000	55.0%	19.1%
Black or African American	671,000	187,000	35,000	222,000	25.4%	33.1%
Hispanic of any race	313,000	95,000	19,000	114,000	13.0%	36.4%
Asian or other race/ethnicity	336,000	49,000	9,000	58,000	6.6%	17.3%
<b>Family status</b>						
Married parent	1,087,000	121,000	26,000	147,000	16.8%	13.5%
Single parent	219,000	69,000	9,000	78,000	8.9%	35.6%
Married, no kids	1,119,000	141,000	39,000	180,000	20.6%	16.1%
Unmarried, no kids	1,408,000	393,000	76,000	469,000	53.6%	33.3%
Working moms	640,000	135,000	19,000	154,000	17.6%	24.1%
Single moms	160,000	58,000	7,000	65,000	7.4%	40.6%
Working dads	666,000	56,000	15,000	71,000	8.1%	10.7%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	272,000	125,000	22,000	147,000	16.8%	54.0%
\$20,000–\$39,999	542,000	192,000	33,000	225,000	25.7%	41.5%
\$40,000–\$59,999	593,000	123,000	30,000	153,000	17.5%	25.8%
\$60,000–\$74,999	461,000	70,000	17,000	87,000	9.9%	18.9%
\$75,000–\$99,999	547,000	87,000	24,000	111,000	12.7%	20.3%
\$100,000–\$149,999	686,000	58,000	17,000	75,000	8.6%	10.9%
\$150,000 or more	732,000	69,000	7,000	76,000	8.7%	10.4%
<b>Work hours</b>						
Part time (< 19 hours per week)	191,000	102,000	3,000	105,000	12.0%	55.0%
Mid time (20–34 hours per week)	488,000	247,000	26,000	273,000	31.2%	55.9%
Full time (35+ hours per week)	3,154,000	376,000	120,000	496,000	56.7%	15.7%
<b>Education level</b>						
Less than high school	267,000	138,000	16,000	154,000	17.6%	57.7%
High school	926,000	254,000	52,000	306,000	35.0%	33.0%
Some college, no degree	701,000	189,000	44,000	233,000	26.6%	33.2%
Associate degree	354,000	62,000	12,000	74,000	8.5%	20.9%
Bachelor's degree or higher	1,585,000	82,000	27,000	109,000	12.5%	6.9%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	1,959,000	312,000	61,000	373,000	19.0%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	48.5%	19.3%
Parents affected	53.2%	24.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Washington</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	3,045,000	417,000	136,000	553,000	100.0%	18.2%
<b>Sex</b>						
Female	1,426,000	226,000	82,000	308,000	55.7%	21.6%
Male	1,619,000	191,000	54,000	245,000	44.3%	15.1%
<b>Age</b>						
Under 20	85,000	63,000	3,000	66,000	11.9%	77.6%
20 or older	2,960,000	354,000	133,000	487,000	88.1%	16.5%
Less than 25	379,000	167,000	21,000	188,000	34.0%	49.6%
25 to 39	1,102,000	126,000	63,000	189,000	34.2%	17.2%
40 to 54	943,000	71,000	33,000	104,000	18.8%	11.0%
55+	620,000	54,000	19,000	73,000	13.2%	11.8%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,176,000	238,000	65,000	303,000	54.8%	13.9%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	344,000	97,000	35,000	132,000	23.9%	38.4%
Asian or other race/ethnicity	430,000	60,000	28,000	88,000	15.9%	20.5%
<b>Family status</b>						
Married parent	817,000	61,000	30,000	91,000	16.5%	11.1%
Single parent	234,000	49,000	20,000	69,000	12.5%	29.5%
Married, no kids	854,000	72,000	17,000	89,000	16.1%	10.4%
Unmarried, no kids	1,140,000	235,000	70,000	305,000	55.2%	26.8%
Working moms	485,000	76,000	29,000	105,000	19.0%	21.6%
Single moms	151,000	37,000	15,000	52,000	9.4%	34.4%
Working dads	566,000	34,000	21,000	55,000	9.9%	9.7%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	262,000	96,000	27,000	123,000	22.2%	46.9%
\$20,000–\$39,999	488,000	105,000	40,000	145,000	26.2%	29.7%
\$40,000–\$59,999	510,000	81,000	30,000	111,000	20.1%	21.8%
\$60,000–\$74,999	362,000	40,000	13,000	53,000	9.6%	14.6%
\$75,000–\$99,999	475,000	38,000	11,000	49,000	8.9%	10.3%
\$100,000–\$149,999	519,000	38,000	8,000	46,000	8.3%	8.9%
\$150,000 or more	429,000	19,000	7,000	26,000	4.7%	6.1%
<b>Work hours</b>						
Part time (< 19 hours per week)	161,000	64,000	10,000	74,000	13.4%	46.0%
Mid time (20–34 hours per week)	469,000	150,000	37,000	187,000	33.8%	39.9%
Full time (35+ hours per week)	2,415,000	203,000	89,000	292,000	52.8%	12.1%
<b>Education level</b>						
Less than high school	217,000	88,000	24,000	112,000	20.3%	51.6%
High school	737,000	148,000	41,000	189,000	34.2%	25.6%
Some college, no degree	601,000	100,000	33,000	133,000	24.1%	22.1%
Associate degree	378,000	42,000	22,000	64,000	11.6%	16.9%
Bachelor's degree or higher	1,111,000	39,000	17,000	56,000	10.1%	5.0%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	1,676,000	199,000	88,000	287,000	17.1%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	53.1%	22.2%
Parents affected	62.3%	29.7%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014



**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**West Virginia**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	719,000	190,000	30,000	220,000	100.0%	30.6%
<b>Sex</b>						
Female	343,000	111,000	16,000	127,000	57.7%	37.0%
Male	376,000	80,000	13,000	93,000	42.3%	24.7%
<b>Age</b>						
Under 20	N/A	N/A	N/A	N/A	N/A	N/A
20 or older	700,000	175,000	30,000	205,000	93.2%	29.3%
Less than 25	99,000	64,000	5,000	69,000	31.4%	69.7%
25 to 39	224,000	51,000	11,000	62,000	28.2%	27.7%
40 to 54	229,000	41,000	7,000	48,000	21.8%	21.0%
55+	167,000	34,000	7,000	41,000	18.6%	24.6%
<b>Race or ethnicity</b>						
White, non-Hispanic	669,000	167,000	28,000	195,000	88.6%	29.1%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	N/A	N/A	N/A	N/A	N/A	N/A
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	185,000	36,000	7,000	43,000	19.5%	23.2%
Single parent	49,000	19,000	3,000	22,000	10.0%	44.9%
Married, no kids	230,000	38,000	8,000	46,000	20.9%	20.0%
Unmarried, no kids	255,000	97,000	12,000	109,000	49.5%	42.7%
Working moms	113,000	36,000	6,000	42,000	19.1%	37.2%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	122,000	20,000	3,000	23,000	10.5%	18.9%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	91,000	53,000	6,000	59,000	26.8%	64.8%
\$20,000–\$39,999	161,000	50,000	11,000	61,000	27.7%	37.9%
\$40,000–\$59,999	129,000	28,000	4,000	32,000	14.5%	24.8%
\$60,000–\$74,999	91,000	22,000	3,000	25,000	11.4%	27.5%
\$75,000–\$99,999	115,000	17,000	1,000	18,000	8.2%	15.7%
\$100,000–\$149,999	93,000	15,000	3,000	18,000	8.2%	19.4%
\$150,000 or more	N/A	N/A	N/A	N/A	N/A	N/A
<b>Work hours</b>						
Part time (< 19 hours per week)	N/A	N/A	N/A	N/A	N/A	N/A
Mid time (20–34 hours per week)	102,000	62,000	6,000	68,000	30.9%	66.7%
Full time (35+ hours per week)	587,000	108,000	23,000	131,000	59.5%	22.3%
<b>Education level</b>						
Less than high school	N/A	N/A	N/A	N/A	N/A	N/A
High school	288,000	92,000	15,000	107,000	48.6%	37.2%
Some college, no degree	116,000	44,000	7,000	51,000	23.2%	44.0%
Associate degree	65,000	12,000	2,000	14,000	6.4%	21.5%
Bachelor's degree or higher	207,000	19,000	4,000	23,000	10.5%	11.1%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	399,000	98,000	14,000	112,000	28.1%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	58.9%	30.5%
Parents affected	58.9%	31.4%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

**Wisconsin**

Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
<b>Total</b>	2,748,000	548,000	106,000	654,000	100.0%	23.8%
<b>Sex</b>						
Female	1,346,000	316,000	76,000	392,000	59.9%	29.1%
Male	1,402,000	232,000	29,000	261,000	39.9%	18.6%
<b>Age</b>						
Under 20	145,000	124,000	5,000	129,000	19.7%	89.0%
20 or older	2,603,000	424,000	101,000	525,000	80.3%	20.2%
Less than 25	401,000	246,000	21,000	267,000	40.8%	66.6%
25 to 39	878,000	124,000	25,000	149,000	22.8%	17.0%
40 to 54	890,000	92,000	37,000	129,000	19.7%	14.5%
55+	579,000	86,000	22,000	108,000	16.5%	18.7%
<b>Race or ethnicity</b>						
White, non-Hispanic	2,376,000	434,000	87,000	521,000	79.7%	21.9%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	124,000	35,000	6,000	41,000	6.3%	33.1%
Asian or other race/ethnicity	131,000	47,000	5,000	52,000	8.0%	39.7%
<b>Family status</b>						
Married parent	727,000	60,000	19,000	79,000	12.1%	10.9%
Single parent	175,000	46,000	7,000	53,000	8.1%	30.3%
Married, no kids	795,000	75,000	23,000	98,000	15.0%	12.3%
Unmarried, no kids	1,050,000	367,000	56,000	423,000	64.7%	40.3%
Working moms	463,000	79,000	20,000	99,000	15.1%	21.4%
Single moms	123,000	36,000	5,000	41,000	6.3%	33.3%
Working dads	440,000	28,000	6,000	34,000	5.2%	7.7%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	223,000	108,000	14,000	122,000	18.7%	54.7%
\$20,000–\$39,999	438,000	127,000	27,000	154,000	23.5%	35.2%
\$40,000–\$59,999	562,000	113,000	25,000	138,000	21.1%	24.6%
\$60,000–\$74,999	349,000	54,000	14,000	68,000	10.4%	19.5%
\$75,000–\$99,999	469,000	68,000	12,000	80,000	12.2%	17.1%
\$100,000–\$149,999	472,000	46,000	10,000	56,000	8.6%	11.9%
\$150,000 or more	235,000	33,000	3,000	36,000	5.5%	15.3%
<b>Work hours</b>						
Part time (< 19 hours per week)	215,000	144,000	10,000	154,000	23.5%	71.6%
Mid time (20–34 hours per week)	401,000	176,000	26,000	202,000	30.9%	50.4%
Full time (35+ hours per week)	2,131,000	227,000	69,000	296,000	45.3%	13.9%
<b>Education level</b>						
Less than high school	191,000	117,000	4,000	121,000	18.5%	63.4%
High school	797,000	190,000	39,000	229,000	35.0%	28.7%
Some college, no degree	485,000	134,000	22,000	156,000	23.9%	32.2%
Associate degree	428,000	58,000	22,000	80,000	12.2%	18.7%
Bachelor's degree or higher	848,000	50,000	19,000	69,000	10.6%	8.1%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	1,401,000	227,000	57,000	284,000	20.3%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	46.6%	18.7%
Parents affected	54.6%	22.2%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014

**Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020**

					<b>Wyoming</b>	
<b>Category</b>	<b>Estimated workforce</b>	<b>Directly affected</b>	<b>Indirectly affected</b>	<b>Total affected</b>	<b>Percentage of the total affected</b>	<b>Share of this category that is affected</b>
<b>Total</b>	267,000	49,000	11,000	60,000	100.0%	22.5%
<b>Sex</b>						
Female	118,000	29,000	7,000	36,000	60.0%	30.5%
Male	149,000	21,000	4,000	25,000	41.7%	16.8%
<b>Age</b>						
Under 20	11,000	8,000	-	8,000	13.3%	72.7%
20 or older	256,000	41,000	10,000	51,000	85.0%	19.9%
Less than 25	37,000	21,000	1,000	22,000	36.7%	59.5%
25 to 39	94,000	13,000	4,000	17,000	28.3%	18.1%
40 to 54	80,000	8,000	3,000	11,000	18.3%	13.8%
55+	55,000	7,000	3,000	10,000	16.7%	18.2%
<b>Race or ethnicity</b>						
White, non-Hispanic	227,000	38,000	8,000	46,000	76.7%	20.3%
Black or African American	N/A	N/A	N/A	N/A	N/A	N/A
Hispanic of any race	25,000	9,000	2,000	11,000	18.3%	44.0%
Asian or other race/ethnicity	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family status</b>						
Married parent	74,000	7,000	2,000	9,000	15.0%	12.2%
Single parent	19,000	5,000	-	5,000	8.3%	26.3%
Married, no kids	78,000	9,000	4,000	13,000	21.7%	16.7%
Unmarried, no kids	95,000	29,000	5,000	34,000	56.7%	35.8%
Working moms	43,000	9,000	2,000	11,000	18.3%	25.6%
Single moms	N/A	N/A	N/A	N/A	N/A	N/A
Working dads	51,000	3,000	1,000	4,000	6.7%	7.8%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
<b>Family annual income level</b>						
Less than \$20,000	25,000	13,000	1,000	14,000	23.3%	56.0%
\$20,000–\$39,999	43,000	12,000	3,000	15,000	25.0%	34.9%
\$40,000–\$59,999	46,000	7,000	2,000	9,000	15.0%	19.6%
\$60,000–\$74,999	40,000	5,000	2,000	7,000	11.7%	17.5%
\$75,000–\$99,999	44,000	5,000	1,000	6,000	10.0%	13.6%
\$100,000–\$149,999	48,000	5,000	2,000	7,000	11.7%	14.6%
\$150,000 or more	21,000	2,000	-	2,000	3.3%	9.5%
<b>Work hours</b>						
Part time (< 19 hours per week)	15,000	8,000	1,000	9,000	15.0%	60.0%
Mid time (20–34 hours per week)	32,000	14,000	2,000	16,000	26.7%	50.0%
Full time (35+ hours per week)	220,000	27,000	9,000	36,000	60.0%	16.4%
<b>Education level</b>						
Less than high school	21,000	12,000	1,000	13,000	21.7%	61.9%
High school	83,000	16,000	5,000	21,000	35.0%	25.3%
Some college, no degree	57,000	11,000	2,000	13,000	21.7%	22.8%
Associate degree	42,000	6,000	2,000	8,000	13.3%	19.0%
Bachelor's degree or higher	64,000	5,000	2,000	7,000	11.7%	10.9%

	<b>Total est. # of children</b>	<b>Child has directly affected parent</b>	<b>Child has indirectly affected parent</b>	<b>Total with affected parents</b>	<b>Share of all children</b>
Children with at least one affected parent	144,000	21,000	4,000	25,000	17.4%

<b>Category</b>	<b>Average share of family income earned by affected worker</b>	<b>Share of affected workers who are sole providers of their family's income</b>
All affected	53.6%	24.6%
Parents affected	53.5%	23.3%

**Note:** Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

**Source:** EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014