

La Plata County

Thrive!

Living Wage Coalition

LIVING WAGES

More than just the right thing to do

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ThriveLaPlata.org

La Plata County Thrive!

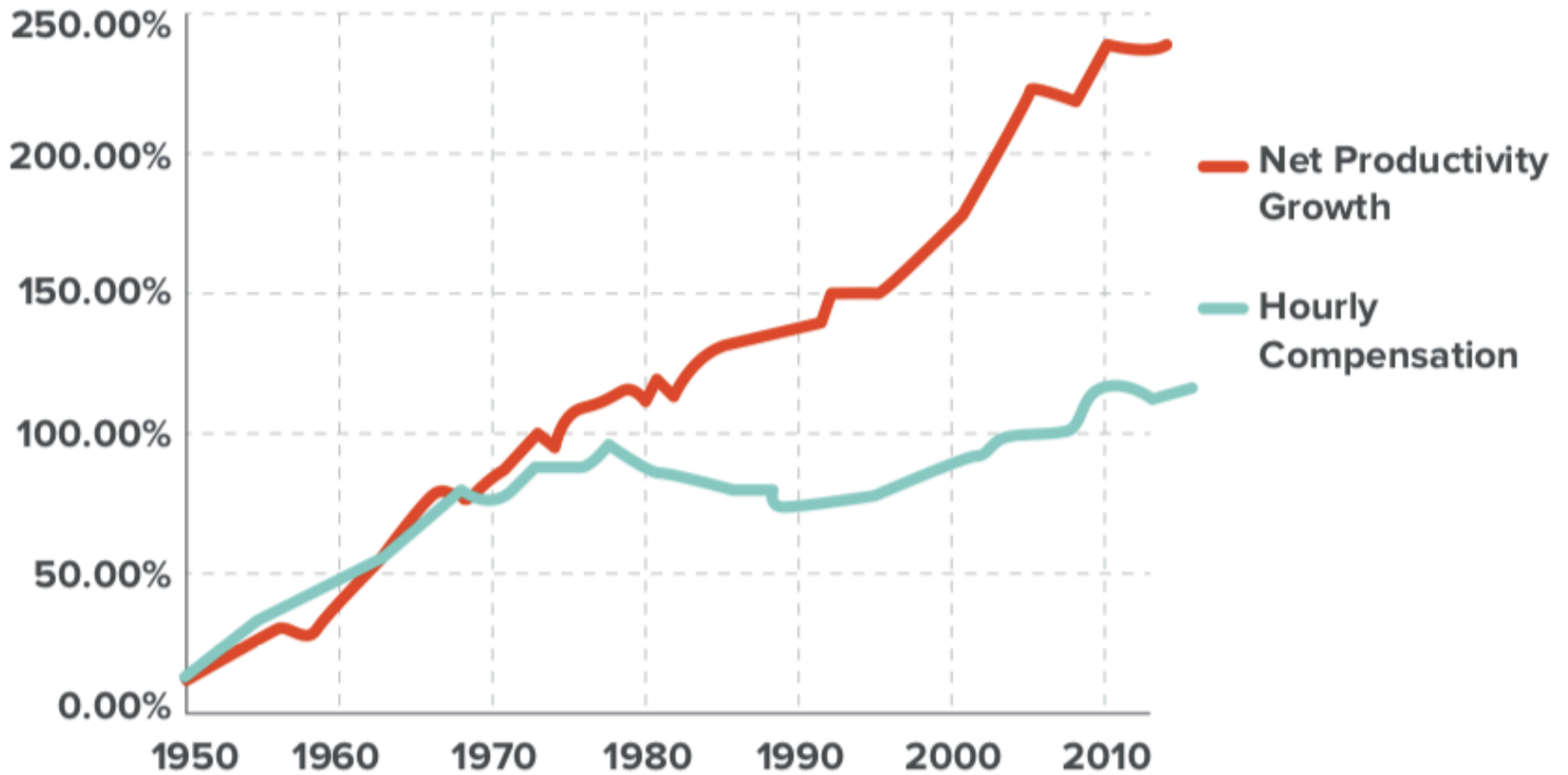
- Our Mission is to enhance the quality of life in La Plata County through fair and just wages for all.
- We envision La Plata County as a place where all workers earn a living wage, enabling individuals, families and the community to thrive.

Celebrate Local Living Wage Employers

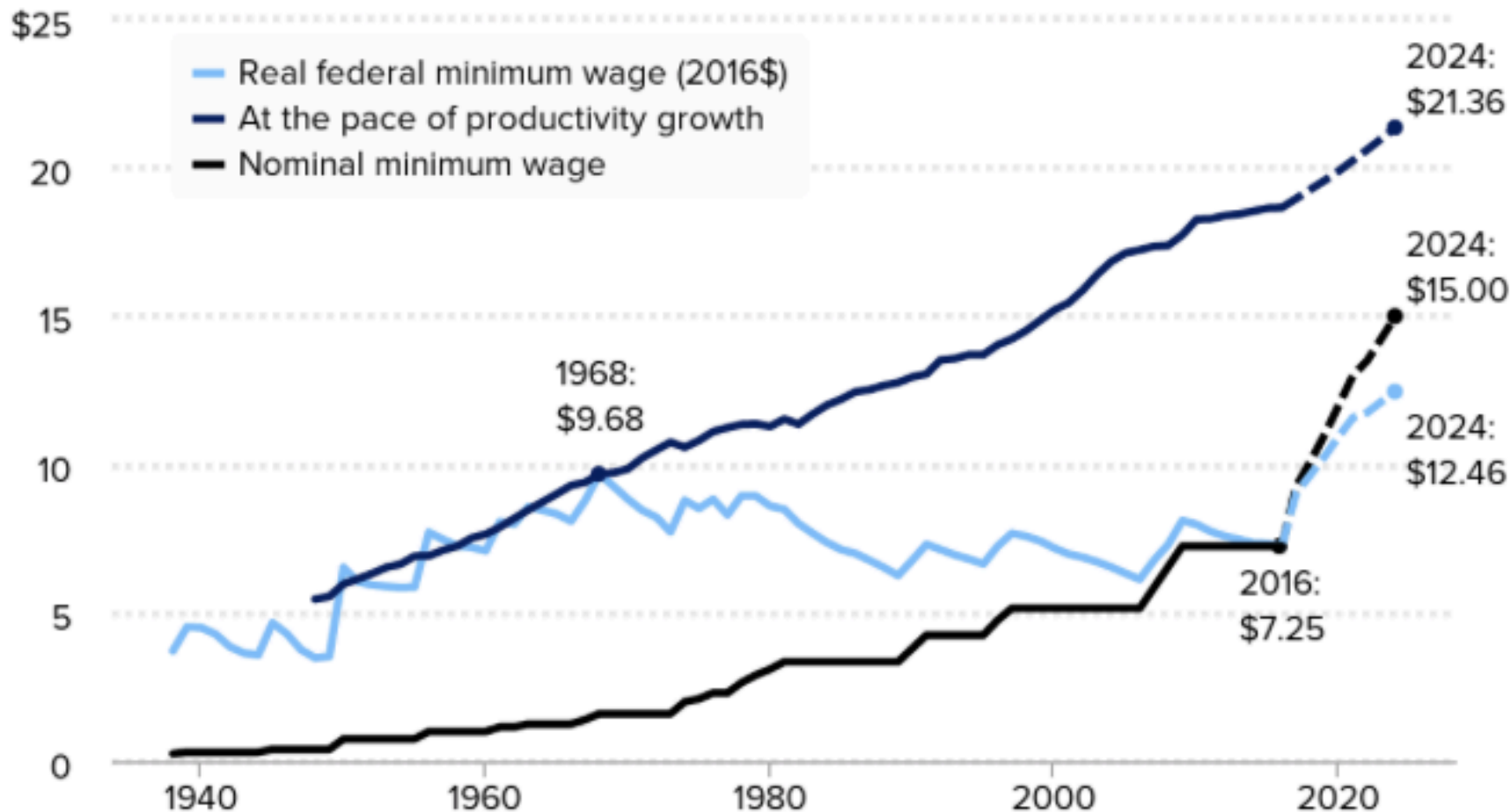
- Over 90 employers certified – covering 4,500+ workers
- Coffee Shops
- Hospitals
- School districts
- Restaurants
- Churches
- Nonprofits
- Business Services



Divergence Between Hourly Compensation and Net Productivity Growth

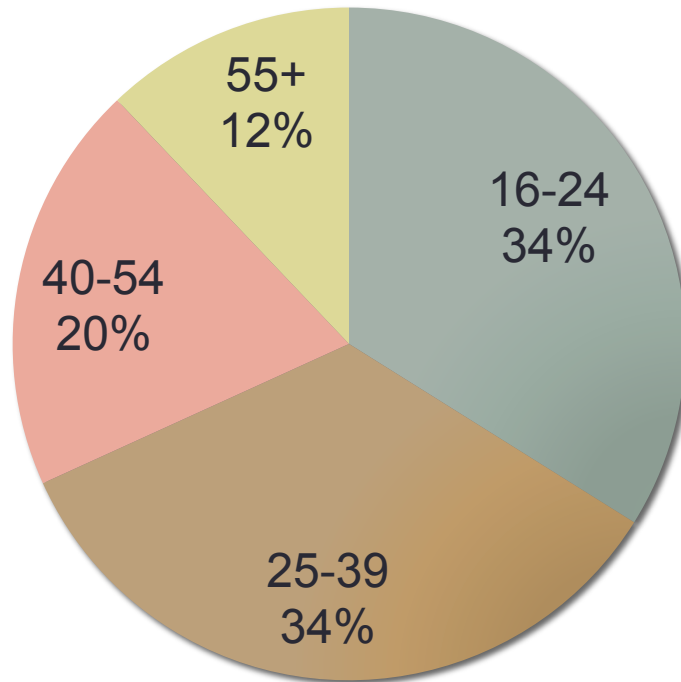


Real and Nominal Minimum Wage



Who Would Benefit from \$15 In CO

Ages



- 23% of children with at least one parent affected
- 39% of single parents

La Plata County

- Workforce below \$13.25/hour
 - 11,615 workers
 - 31% of workforce

Self Sufficiency wage for an adult and one preschooler HH

- \$23.21



What Can You Do?

- Become a Thrive! Certified Living Wage Employer
- Or Donate to Thrive!
- Support legislation to allow local minimum wage laws

- Why Not??

Living Wages Benefit Workers

- Able to adequately provide for self and family
 - Avoid stress
 - Avoid holding down multiple jobs to make ends meet
 - Avoid crippling debt
- Job cuts overblown

Living Wages Grow the Economy

- Consumer demand is the fuel that drives the economy
 - multiplier
- Inequality leads to a lack of consumer demand
- Broaden the tax base → infrastructure investment

Paying a living wage creates an economy that works for everyone.

Living Wages Benefit Your Community

- Parents can spend more time with their families
- Reduce child neglect cases
- Keep ex-convicts from returning to prison

Because Inequality Hurts Everyone

Living Wages Benefit Employers

- Increase worker morale
- Increase worker health
- Improve quality of service.
- Reduce turnover
 - Lower turnover increased on the job safety
- Increase demand for your products/services

Thrive Employers

As an organization we understand the cost of living in a place like Durango. Providing a livable wage helps us retain valuable employees while supporting our community.

Durango is a special community, and it is important to us that our employees are able to live and thrive here.

5 Benefits to the Community of Higher Minimum Wages

- Higher wages keep ex-convicts from returning to prison: An average minimum wage increase of 50 cents reduced the probability that ex-convicts would return to prison within a year by 2.8%. <http://papers.nber.org/tmp/52698-w25116.pdf>
- Improving the mental health of workers: Increasing wages significantly improve mental health by reducing financial strain in low-wage workers. <https://onlinelibrary.wiley.com/doi/full/10.1002/hec.3336>
- Reducing employee turnover rate: the study shows the annual retention rate rose from 39 percent to 74 percent following significant wage and benefit increases and that a \$1 increase in the wage rate from \$8 an hour would increase retention by 17 percentage points. http://laborcenter.berkeley.edu/homecare/pdf/howes_01.pdf
- Increasing safety on the job: high turnover causes entry-level employees needing to be repeatedly trained - more likely to make mistakes. <http://laborcenter.berkeley.edu/the-impact-of-wages-and-turnover-on-security-and-safety-in-airports/>
- Reducing child neglect cases: Increasing the federal minimum wage by \$1 would result in 9.6% or 9,700 fewer cases of child neglect, an August 2017 study concluded. <https://phys.org/news/2017-08-minimum-wage-child-neglect-cases.html#jCp>

Citations

- <https://www.epi.org/productivity-pay-gap/>
- <https://www.epi.org/publication/americas-slow-motion-wage-crisis-four-decades-of-slow-and-unequal-growth-2/>
- <https://www.epi.org/files/charts/img/125121-15688.png>
- <https://www.epi.org/files/2017/MW-State-Tables.pdf>
- <https://rmw..org/wp-content/uploads/sites/2/2016/08/Minimum-Wage-Basics-Business-Effects.pdf>

THANK YOU!!

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