

LIVING WAGE FOR ALL ACT

The minimum wage stands for an idea that should be at the core of our nation's social contract: no one who works full-time should be unable to afford a dignified life. But Congress has failed to keep that promise to workers, and the minimum wage has been stuck at \$7.25 since 2009. We need a massive increase in the minimum wage to restore the basic dignity of work.

The American people already know this. When asked how much a worker needs to earn to afford the basics, the average American says roughly \$26 per hour, with minimal difference between Democrats, Republicans, and independents. According to MIT's Living Wage Calculator, a parent with one child needs to earn an hourly wage of more than \$25 just to get by anywhere in America, even in our lowest cost counties. Today, roughly 67 million workers—nearly half the American workforce—earn less than \$25 an hour.

American workers are worth far more than they are paid. If the minimum wage had kept up with increases in worker productivity, it would be roughly \$25 today, instead of \$7.25. Artificial intelligence could deliver even more dramatic increases in productivity, but it is up to us whether AI helps workers or allows tech billionaires to cause mass job displacement. The Living Wage For All Act delivers the benefits of economic growth to workers, and rejects a future in which AI companies reduce human workers to disposable cogs in their machine.

States and cities across America are already moving towards minimum wages of \$25 or higher. The federal government should make this a reality for all Americans.

Securing Fair Pay for Workers

Increase the federal minimum wage to \$25/hour phased in over several years, including an increase from \$7.25 to \$12.00 in the first year.

Large employers with more power in the marketplace will be required to implement the new wage six years after enactment, while smaller employers will have 13 years to do so.

No employee will be paid below the minimum wage. Existing subminimum wages for tipped workers, workers with disabilities, and youth workers are phased out gradually. Tipped workers will receive the full minimum wage with tips on top, and the bill guarantees their right to keep every tip they earn.

After the minimum wage reaches \$25, it will increase in future years to equal two-thirds of the national median wage. This protects worker purchasing power and establishes a standard that is grounded in economic research on minimum wages.