

Table 2.

Characteristics of Pennsylvania workers who would be affected by increasing the minimum wage to \$8.75, \$10.10, \$12 and \$15 per hour

Category	\$8.75 by 2017§		\$10.10 by 2016§		\$12 by 2020†		\$15 Now‡	
	Total affected	Percent-age of the total affected	Total affected	Percent-age of the total affected	Total affected	Percent-age of the total affected	Directly Affected€	Percent-age of the total affected
Total	430,000	100%	1,265,000	100%	1,481,000	100%	2,085,000	100%
Share of total workforce	7.8%		22.9%		25.7%		39.5%	
Sex								
Female	257,000	60%	742,000	59%	880,000	59%	1,213,000	58%
Male	173,000	40%	524,000	41%	602,000	41%	872,000	42%
Age								
20 +	404,000	94%	1,100,000	87%	1,302,000	88%	1,910,000	92%
Under 20	26,000	6%	165,000	13%	179,000	12%	175,000	8%
Age Detailed								
16 to 24	140,000	33%	440,000	35%	498,000	34%	554,000	27%
25 to 39	115,000	27%	355,000	28%	416,000	28%	628,000	30%
40 to 54	81,000	19%	246,000	19%	298,000	20%	492,000	24%
55+	94,000	22%	224,000	18%	268,000	18%	412,000	20%
Race/ethnicity								
White	305,000	71%	929,000	73%	1,095,000	74%	1,578,000	76%
Black	59,000	14%	157,000	12%	181,000	12%	241,000	12%
Hispanic	36,000	8%	115,000	9%	129,000	9%	176,000	8%
Asian	30,000	7%	64,000	5%	76,000	5%	90,000	4%
Family status								
Married parent	58,000	14%	167,000	13%	200,000	14%	340,000	16%
Single parent	41,000	10%	129,000	10%	156,000	11%	199,000	10%
Married, no kids	87,000	20%	244,000	19%	297,000	20%	487,000	23%
Unmarried, no kids	244,000	57%	725,000	57%	828,000	56%	1,059,000	51%
Family income								
less than \$20,000	78,000	18%	210,000	17%	246,000	17%	281,000	13%
\$20,000 - \$39,999	110,000	25%	300,000	24%	344,000	23%	541,000	26%
\$40,000 - \$59,999	105,000	24%	262,000	21%	316,000	21%	450,000	22%
\$60,000 - \$74,999	38,000	9%	138,000	11%	162,000	11%	256,000	12%
\$75,000 - \$99,999	45,000	11%	153,000	12%	180,000	12%	240,000	12%
\$100,000 - \$149.9	29,000	7%	123,000	10%	139,000	9%	198,000	10%
\$150,000 or more	26,000	6%	79,000	6%	95,000	6%	118,000	6%
Industry								
Construction	7,000	2%	24,000	2%	NA	NA	60,000	3%
Manufacturing	32,000	8%	98,000	8%	NA	NA	210,000	10%
Retail	110,000	26%	266,000	21%	NA	NA	384,000	18%
Wholesale	13,000	3%	35,000	3%	NA	NA	59,000	3%
Transport and utilities	17,000	4%	47,000	4%	NA	NA	96,000	5%
Information	9,000	2%	15,000	1%	NA	NA	26,000	1%
Financial activities	11,000	3%	45,000	4%	NA	NA	98,000	5%
Professional and business services	19,000	5%	92,000	7%	NA	NA	157,000	8%
Education and health services	72,000	17%	295,000	23%	NA	NA	531,000	25%
Leisure and hospitality	100,000	23%	232,000	18%	NA	NA	287,000	14%
Other	40,000	9%	116,000	9%	NA	NA	175,000	8%
Occupation								
Management	12,000	3%	41,000	3%	NA	NA	108,000	5%
Professional	29,000	7%	121,000	10%	NA	NA	231,000	11%
Service	169,000	39%	467,000	37%	NA	NA	637,000	31%
Sales	94,000	22%	206,000	16%	NA	NA	299,000	14%
Office, administrative support	36,000	8%	161,000	13%	NA	NA	338,000	16%
Construction and extraction	3,000	1%	17,000	1%	NA	NA	42,000	2%
Installation, maintenance & repair	3,000	1%	20,000	2%	NA	NA	40,000	2%
Transportation	45,000	11%	133,000	11%	NA	NA	220,000	11%
Other	39,000	9%	99,000	8%	NA	NA	169,000	8%
Work hours								
Part time (< 20h)	82,000	19%	242,000	19%	268,000	18%	259,000	12%
Mid time (20-34)	183,000	43%	387,000	31%	447,000	30%	511,000	24%
Full time (35+)	165,000	38%	637,000	50%	765,000	52%	1,315,000	63%
Education								
Less than high school	47,000	11%	208,000	16%	231,000	16%	275,000	13%
High School	193,000	45%	521,000	41%	615,000	42%	878,000	42%
Some college	134,000	31%	364,000	29%	422,000	28%	610,000	29%
Bachelor's or higher	56,000	13%	172,000	14%	211,000	14%	323,000	15%

Note. The counts of affected workers are not strictly comparable as each of the minimum wage increases reflects different assumptions about the period of implementation and therefore projected employment growth. The increase to \$8.75 implemented over 3 years, \$10.10 over 2, \$12 over 5 years and the full increase to \$15 projected onto the employment in 2014.

§ David Cooper and Mark Price, "Falling Short: The Impact of Raising the Minimum Wage in PA to \$8.75 vs. \$10.10" February 2015, Keystone Research Center, available at <http://keystoneresearch.org/fallingshort>

† David Cooper, Lawrence Mishel, and John Schmitt, "We Can Afford A \$12.00 Federal Minimum Wage in 2020", April 2015, Economic Policy Institute, available at <http://goo.gl/PpftD1>

‡ The increase to \$15 represents only directly affected workers whereas the estimates of total affected workers for the other three minimum wage increases are a combination of directly affected and indirectly affected workers. Indirectly affected workers are those workers that earn just above the new higher minimum wage that would likely see their wages rise following a minimum wage increase.

¥Keystone Research Center analysis of the Current Population Survey (CPS) Outgoing Rotation Group microdata