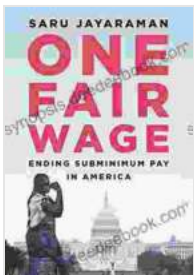


# One Fair Wage: Ending Subminimum Pay in America

In the tapestry of the American economy, there lies a persistent thread of inequality woven through the fabric of our labor force. Subminimum wages, a relic from a bygone era, continue to cast a long shadow over the livelihoods of millions of workers, perpetuating systemic barriers and economic disparities. The One Fair Wage movement has emerged as a beacon of hope, advocating for the abolition of subminimum pay and the establishment of a just and equitable workplace for all.



## One Fair Wage: Ending Subminimum Pay in America

by Saru Jayaraman

★★★★☆ 4.4 out of 5

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Enhanced typesetting : Enabled  
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## The Landscape of Subminimum Pay

Subminimum wages, wages set below the federally mandated minimum wage, have long been a feature of the American labor market. These wages are typically paid to workers in certain occupations, such as tipped workers in the hospitality industry and workers with disabilities. While the federal minimum wage currently stands at \$7.25 per hour, many workers in

these occupations earn as little as \$2.13 per hour, a wage that has remained frozen since 1991.

The prevalence of subminimum wages has disproportionately affected workers who are already marginalized in the labor market. Women, people of color, and workers with disabilities are overrepresented among those receiving subminimum wages. This systemic bias perpetuates economic inequality and undermines the pursuit of a more just society.

### **The Economic Imperative**

Ending subminimum pay is not only a matter of fairness but also an economic imperative. Subminimum wages suppress the earnings of millions of workers, limiting their ability to contribute to the economy and hindering their pursuit of financial stability. Studies have shown that raising subminimum wages would boost consumer spending, stimulate economic growth, and reduce government assistance programs.

Moreover, raising subminimum wages would help to address the growing wage gap between the top and bottom earners in America. Since 1979, the wages of the top 1% of earners have grown by more than 300%, while the wages of the bottom 90% of earners have stagnated or declined. Ending subminimum pay would be a significant step towards narrowing this gap and creating a more equitable economy.

### **The Social Justice Imperative**

Beyond the economic benefits, ending subminimum pay is a matter of social justice. Subminimum wages trap workers in a cycle of poverty, making it difficult for them to afford basic necessities, access healthcare, or pursue educational opportunities. It also perpetuates the stigma associated

with low-wage work, further marginalizing those who already face discrimination and inequality.

Raising subminimum wages would not only improve the economic well-being of workers but also enhance their social status. It would send a clear message that their labor is valued and that they are deserving of fair treatment. This, in turn, would contribute to a more just and equitable society where all workers are treated with dignity and respect.

## **The One Fair Wage Movement**

The One Fair Wage movement is a national campaign to end subminimum pay and establish a single, fair wage for all workers. The movement has gained significant traction in recent years, with support from labor unions, civil rights organizations, and grassroots activists.

One Fair Wage advocates for a comprehensive approach to ending subminimum pay, including:

- \* Raising the federal minimum wage to \$15 per hour
- \* Eliminating the tipped wage and other subminimum wage exemptions
- \* Increasing funding for enforcement of labor laws and protections
- \* Providing support for workers who have been impacted by subminimum wages

## **Progress and Challenges**

The One Fair Wage movement has made significant progress in recent years. Several states and cities have passed legislation to raise the minimum wage to \$15 per hour and eliminate subminimum wages for tipped workers. However, challenges remain at the federal level, where legislation has been stalled in Congress.

Opponents of One Fair Wage argue that raising subminimum wages would lead to job losses and increased costs for businesses. However, research has shown that these claims are unfounded. In fact, raising subminimum wages would likely have a positive impact on the economy and create more jobs.

## **The Path Forward**

Ending subminimum pay in America is a moral imperative and a necessary step towards creating a more just and equitable society. The One Fair Wage movement has made significant progress in raising awareness and building support for this cause. However, continued advocacy and action are needed to ensure that all workers are treated fairly and receive a living wage.

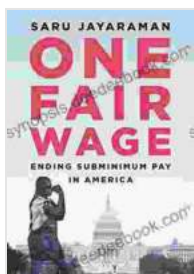
Here are some ways to support the One Fair Wage movement:

\* Contact your elected officials and urge them to support legislation to raise the minimum wage and eliminate subminimum wages \* Join or donate to organizations that support the One Fair Wage movement \* Spread the word about the importance of ending subminimum pay and the benefits it would bring to workers, businesses, and the economy as a whole.

By working together, we can create a more just and equitable economy for all Americans, where everyone has the opportunity to earn a fair wage and achieve economic security.

The time has come to end the scourge of subminimum pay in America. The One Fair Wage movement offers a path forward, a roadmap to a more just and equitable society where all workers are treated with dignity and

respect. Let us embrace this opportunity to create a better future for ourselves and generations to come.

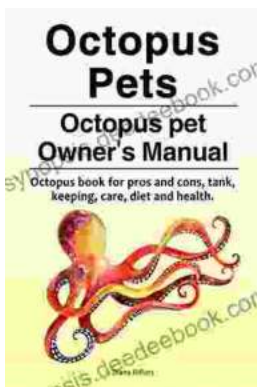


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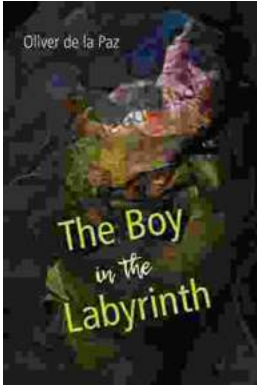
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