

National Federation of Democratic Women Resolution
on Minimum Wage Increase



WHEREAS, the federal minimum wage was established by the Fair Labor Standard Act of 1938 to ensure that workers are fairly compensated for their labor and able to afford a decent quality of life. However, since its establishment, infrequent increases in the minimum wage have not kept pace with the inflation rate. The minimum wage has not increased since 2009, when it was increased from \$6.55 per hour to \$7.25 per hour; this is far too low; and

WHEREAS, current data reveals that women are paid just 83 cents for every dollar paid to men for the exact same work; this has not substantially changed in two decades. The numbers are even more depressing for women of color. For every dollar paid to a white man, Black women are paid 58 cents, a decrease from 63 cents in 2021; Native American women are paid 50 cents for every dollar paid to white men, a decrease of 60 cents in 2021; and Latinas are paid only 49 cents, compared to 55 cents in 2021; and

WHEREAS, American families are struggling to pay for health care, food, housing, childcare and other basic needs, and workers desperately need a raise. Additionally, the Covid pandemic and rising prices have compounded the difficulty that women, children, and families are experiencing making ends meet.

THEREFORE, BE IT RESOLVED the National Federation of Democratic Women strongly supports enacting living wages for workers, in cities, states and other localities across the country. This shall be inclusive of tying the minimum wage to an inflation index, cost of living index, or the local cost of housing. We support an increase in the federal minimum wage and oppose "trickle-down" economic policies that aim to prevent wage increases for workers.

Submitted by Oklahoma Federation of Democratic Women's Clubs. Recommended by the Resolutions Committee. Adoption at National Convention on June 11, 2022.