



**A RESOLUTION SUPPORTING
THE ELIMINATION OF THE TIPPED MINIMUM WAGE AND
ESTABLISHMENT OF A SINGLE MINIMUM WAGE FOR WYOMING WORKERS**

WHEREAS, the definition of a “Tipped Employee” means someone whose minimum tips received is greater than \$30/month;

WHEREAS, in Wyoming the State minimum cash wage payment to be paid “Tipped Employee” is the same as that required under the federal Fair Labor Standards Act of only \$2.13/hour;

WHEREAS, employers in Wyoming are not required to ensure that employees make the actual federal minimum wage of \$7.25/hour or the State minimum wage of \$5.12/hour;

WHEREAS, Congress and the Wyoming Legislature have frozen tipped wages at a meager \$2.13 per hour since 1991, over 29 years even though the general minimum wage has increased;

WHEREAS, tipped workers, whose wages typically fall in the bottom quartile of all U.S. wage earners, are a growing portion of the U.S. and Wyoming workforce;

WHEREAS, more than one in 10 U.S. workers is employed in the leisure and hospitality sector plus tourism is Wyoming’s second highest industry and directly employs 12% of the labor force. Thus, Wyoming’s tipped waged workers employed in this sector make an important contribution toward our state’s overall economic health and diversity;

WHEREAS, tipped workers are nearly twice as likely to live in poverty as are non-tipped workers;

WHEREAS, because under current policy they are not paid an adequate regular wage, tipped workers’ economic security is precarious given that they are especially vulnerable to wage theft;

WHEREAS, the current, separate subminimum wage for tipped workers is likely to increase unpredictability of their income and also to maintain discrimination, sexual harassment, and abuse of tipped employees;

WHEREAS, ensuring fair pay for tipped workers is also a women’s issue. Women comprise two out of every three tipped workers; of the food servers and bartenders who make up over half of the tipped workforce, roughly 70 percent are women;

WHEREAS, the general pay disparities suffered by women in Wyoming who, more than 50 years after the enactment of the Equal Pay Act, still make on average only 70.1 cents for each dollar

made by a male counterpart, and where these gender disparities are even worse for women of color and women who are mothers;

WHEREAS, Wyoming Democrats believe unequal pay for tipped workers has a disproportionate impact on women, people of color and older workers sends a message that their hard work is not valued equally to that of other workers;

Whereas Wyoming Democrats believe unequal pay for tipped workers violates generally held values regarding equality and fundamental fairness;

Whereas Wyoming Democrats believe unequal pay for tipped workers threatens the economic security of women, people of color and others both while in the workforce, and in their retirement after these workers have left the workforce;

WHEREAS, establishing a single wage for tipped and nontipped workers alike is long overdue and will help raise the total take-home pay for workers in tipped occupations;

WHEREAS, studies have shown that in states where tipped workers receive the full regular minimum wage, tipped workers earn a higher median wage, inclusive of tips. As a result, poverty rates are lower for tipped workers in states with a single, equal minimum wage. Now, therefore, be it

Resolved, the Wyoming Democratic Party supports the elimination of a separate tipped minimum wage and the establishment of a single minimum wage for Wyoming workers; and be it further

Resolved, the Wyoming Democratic Party supports this and other initiatives to close gender wage disparities such as wage transparency in the workplace and to pay women fair, livable wages; and be it further

Resolved, the Wyoming Democratic Party affirms its commitment to increasing public awareness of issues pertaining to women's economic status and to all groups of Wyoming workers; and be it further

Resolved, the Wyoming Democratic Party encourages participation by its members in the Wyoming Legislature and other governmental, employment, and decision-making venues to ensure that Wyoming's elected officials pass bills advancing pay equity and eliminating the separate tipped minimum wage and other pay disparities for Wyoming workers.

Adopted February 23, 2020, by the State Central Committee of the Wyoming Democratic Party

A handwritten signature in black ink, appearing to read "Joseph M. Barbuto". The signature is fluid and cursive, with a large initial "J" and "B".

Joseph M. Barbuto, Chair