LIVING WAGE FOR ALL
IN NEW YORK

The Living Wage for All NY campaign is an ambitious, inclusive, and long-overdue effort to raise the wage floor for every worker in New York State. Campaign partners are calling for a legislative and policy agenda in 2025–2026 that will:

Raise the minimum wage to a true living wage—one that is at or above the actual cost of living in New York;

Tie future wage increases to cost-of-living metrics to ensure wages don't fall behind again.

Eliminate all subminimum wages so that all workers are included. This includes ending the subminimum wage for tipped workers as proposed in the One Fair Wage legislation (S00415-A / A0415-A), but also for incarcerated workers, workers with disabilities and youth.

KEY FACTS: LIVING WAGE FOR ALL NEW YORK CAMPAIGN

Voters Across the Country Are Supporting Efforts to Raise the Minimum Wage to a True Living Wage.

- **Over 70% of voters in New York support raising the minimum wage to $30 an hour for all workers, including tipped workers over a period of several years.**
- Hospitality workers have won $30 in Los Angeles, fast food workers have won $20, and health care workers have won $25 in California. Campaigns to raise the minimum wage to $30 an hour by 2030 with no exceptions are advancing in Los Angeles, San Francisco.
  - In New York City, Mayor Zohran Mamdani has run on a '$30 by '30' minimum wage platform, which the state legislature has an opportunity to now deliver.

The Subminimum Wage for Tipped Workers Should Be Eliminated to Provide Fairness for Workers.

- **Nearly 80 percent of New York voters said they would support a bill that eliminates the subminimum wage and requires employers to pay tipped workers a full minimum wage.**

- Seven states have already ended the subminimum wage for tipped workers, and cities such as Washington, DC and Chicago have also passed legislation to end it as well.
- Eighteen states have already banned the subminimum wage for disabled workers.
- California now allows counties to set a full minimum wage for incarcerated workers.
- Tipped workers in New York are 62 percent women and 26 percent people of color. Restaurant workers experience twice the poverty rate and the highest rates of sexual harassment of other workers as they often must tolerate inappropriate customer behavior to receive tips.

Eliminating the Subminimum Wage for Tipped Workers has Benefited Both Workers and Restaurants.

- **The One Fair Wage legislation would ensure that employers are supported with a phased employer credit, providing them in their first year with 118% any additional wages they would pay.**
- The seven states – CA, OR, WA, NV, MN, MT and AK – that have eliminated the subminimum wage for tipped workers have the same or higher tipping averages, small business growth rates and restaurant employment growth rates as the 43 states with subminimum wages.

- Fifty percent of those who remain in the NY restaurant industry reported that they are considering leaving; 90 percent say the only thing that will make them stay or return to working in restaurants is a full livable wage with tips on top. There are over 7,000 restaurants nationally and nearly 600 in NY who are now successfully paying One Fair Wage to recruit staff.

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