

## Sources/References – Employment/Wages

1. Herd, P., & Moynihan, D. P. (2018). THE EARNED INCOME TAX CREDIT: BENEFITING BUSINESS BY REDUCING BURDENS ON THE WORKING POOR. In *Administrative Burden: Policymaking by Other Means* (pp. 191–214). Russell Sage Foundation. <https://doi.org/10.7758/9781610448789.14>
  - This chapter covers the history of the Earned Income Tax Credit, the burdens that come with it, expansions since it was implemented, and the different interests at play
2. Wilson, V. (2020, November 21). *Racism and the economy: Focus on employment*. Economic Policy Institute. <https://www.epi.org/blog/racism-and-the-economy-fed/>
  - Presentation by Valerie Williams given at the Federal Reserve Symposium on Racism and the Economy outlining the racial disparities in unemployment and wage gaps.
3. Wilson, V. & Darity Jr., W. (2022, March 25). Understanding black-white disparities in labor market outcomes requires models that account for persistent discrimination and unequal bargaining power. Economic Policy Institute. <https://www.epi.org/unequalpower/publications/understanding-black-white-disparities-in-labor-market-outcomes/>
  - Policies should shift the balance of power in a way that puts upward pressure on wages and at the same time close racial wage gaps. Interventions are required to address these inequalities, as we cannot depend on competitive markets to do this alone.
  - Appropriate design of these interventions require that we expand the frameworks we use for understanding power, race, gender, and inequality so that we restructure systems and institutions to prevent discriminatory outcomes rather than enable them.
4. Wilson, V., & Jones, J. (2018, February 22). *Working Harder or finding it harder to work: Demographic trends in annual work hours show an increasingly fractured workforce*. Economic Policy Institute. <https://www.epi.org/publication/trends-in-work-hours-and-labor-market-disconnection/>
  - Workers seem to be increasingly separating into two groups: prime-age adults who are falling out of, or never get into, the labor market at all, and prime-age adults who are employed and working more hours
5. Gould, E., & Wilson, V. (2019, August 27). *Labor Day 2019: Wage growth is weak for a tight labor market-and the pace of wage growth is uneven across race and gender*. Economic Policy Institute. <https://www.epi.org/publication/labor-day-2019-wage-growth-gaps/>
  - While unemployment rates from 2015-2019 are similar to what we saw in the late 1990s recovery, wages have not grown nearly as fast or as evenly across race and gender as they did during that period.
6. Thomson, D., Ryberg, R., Harper, K., Fuller, J., Paschall, K., Frankin, J., & Guzman, L. (2022, September 11). *Lessons from a historic decline in child poverty*. Child Trends. Retrieved September 12, 2022, from <https://www.childtrends.org/publications/lessons-from-a-historic-decline-in-child-poverty>
  - The social safety net was responsible for much of the national decline in child poverty from 1993 to 2019, cutting poverty by 9 percent in 1993 and by 44 percent in 2019 compared to what it

would have been without the safety net—tripling the number of children protected from poverty over this time

- The two programs that experienced the greatest growth between 1993 and 2019 in the percentage of children protected from poverty were the EITC and housing subsidies
- In 2019, the EITC, Social Security, and the Supplemental Nutrition Assistance Program (SNAP) contributed the most to protecting children from poverty

7. Zandi, M. (2021, January 15). *The Biden Fiscal Rescue Package: Light on the Horizon*. Moody's Analytics. Retrieved June 2022, from <https://www.moodyanalytics.com/-/media/article/2021/economic-assessment-of-biden-fiscal-rescue-package.pdf?ftag=MSF0951a18>
  - Chart of Federal Fiscal Multipliers showing economic activity impact of public benefit programs and policies, including SNAP, EITC, Child Tax Credits, and more
8. Maag, Elaine, William J. Congdon, and Eunice Yau. 2021. *The Earned Income Tax Credit: Program Outcomes, Payment Timing, and Next Steps for Research*, OPRE Report #2021-34. Washington, DC: Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services. <https://www.urban.org/sites/default/files/publication/103722/the-earned-income-tax-credit-program-outcomes-payment-timing-and-next-steps-for-research.pdf>
  - The EITC provides substantial benefits, particularly to families with children, reduces poverty and improving long-term financial stability, better children's health, education, and additional schooling.
  - The benefits of the EITC extend to many people who are both working and participating in traditional safety net programs, such as TANF.
9. Joshi, P., Walters, A. N., Noelke, C., & Acevedo-Garcia, D. (2022). Families' job characteristics and economic self-sufficiency: Differences by income, race-ethnicity, and nativity. *RSF: The Russell Sage Foundation Journal of the Social Sciences*, 8(5), 67–95. <https://doi.org/10.7758/rsf.2022.8.5.04>
  - More than one-third of working families do not earn enough from full-time, year-round work to cover a basic needs family budget, one-quarter do not have access to health insurance, and half do not have access to an employer-pension through their employers.
  - More than three-quarters of low-income families do not earn enough to cover a basic needs family budget, two-fifths do not have health insurance, and two-thirds do not have access to pension benefits. More than one-quarter of low-income families working full time cannot cover even half of a family budget.
  - Most low-income families working full time earn more than the official poverty line, but more than one in ten do not earn over the poverty threshold.
  - Without policies to decrease wage inequality and increase parents' access to jobs with higher wages and benefits, child opportunity gaps by income, race-ethnicity, and nativity will likely persist.
10. Dandekar, A. (2023, January 9). New York voters across the state demand a higher minimum wage. Data For Progress. Retrieved March 28, 2023, from <https://www.dataforprogress.org/blog/2023/1/9/new-york-voters-across-the-state-demand-a-higher-minimum-wage>
  - The value of New York's minimum wage has already depreciated in value by about 15 percent due to cost-of-living increases – raising it would alleviate the hardships of working families across the state and decrease poverty.
  - This survey's findings make clear that a move to increase wages, and to increase them yearly to keep up with the cost of living, is incredibly popular with every demographic in New York.

11. Governor's Press Office. (2023, May 3). Governor Hochul announces historic agreement to increase New York's minimum wage and index to inflation as part of FY 2024 budget. Governor Kathy Hochul. <https://www.governor.ny.gov/news/governor-hochul-announces-historic-agreement-increase-new-yorks-minimum-wage-and-index>
  - Beginning in 2024, the minimum wage will increase to \$16 in New York City and Nassau, Suffolk and Westchester counties, and to \$15 in all other parts of the state.
  - In 2025 and 2026, the minimum wage will increase by an additional \$0.50 in each year, after which the State's minimum wage would increase at a rate determined by the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Northeast Region
12. Governor's Press Office. (2023, May 3). Governor Hochul announces significant actions to expand affordable child care access statewide as part of FY 2024 budget. Governor Kathy Hochul. <https://www.governor.ny.gov/news/governor-hochul-announces-significant-actions-expand-affordable-child-care-access-statewide>
  - The recently passed budget expands the Empire State Child Tax Credit to children under 4 years old, grows the Workforce Retention Grant Program with a \$500 million investment to support an estimated 250,000 caregivers, creates New York's new Employer Sponsored Care Pilot Program to help workers find affordable child care through their employers, and raises caps and eligibility limits on child care costs to help more New York families access child care assistance.
13. Hardy, B. & Hokayem, C. & Ziliak, J. (2022, March). Income Inequality, Race, and the EITC. National Tax Journal. 75. 000-000. 10.1086/717959. [www.journals.uchicago.edu/doi/abs/10.1086/717959](http://www.journals.uchicago.edu/doi/abs/10.1086/717959)
  - The EITC lowers overall inequality by 5–10 percent in a typical year, improving the incomes of Black households relative to White households in the bottom half of the distribution.
14. Do all people eligible for the EITC participate? Tax Policy Center. <https://www.taxpolicycenter.org/briefing-book/do-all-people-eligible-eitc-participate>
  - The IRS and Census Bureau estimate that almost 80 percent of workers eligible for the earned income tax credit (EITC) claim it. Because people eligible for higher credits are more likely to claim the credit than those eligible for lower credits, about 85 percent of potential benefits are claimed each year.
  - Those who are less likely to receive the credit are those who are living in rural areas, self-employed, receiving disability income or have children with disabilities, without a qualifying child, not proficient in English, grandparents raising grandchildren, recently divorced, unemployed, or experienced other changes to their marital, financial, or parental status.
15. Justin C. Wiltshire, Carl McPherson and Michael Reich. (2023). "High Minimum Wages and the Monopsony Puzzle". IRLE Working Paper No. 104-23. <https://irle.berkeley.edu/publications/worker-papers/high-minimum-wages-and-the-monopsony-puzzle>
  - First causal analysis of recent large minimum wage increases
  - Findings show that minimum wage increases to \$15 resulted in substantial pay growth, no disemployment effects, and reduced wage inequality.
  - In fact, excluding areas with local minimum wages and high-wage counties, research finds wage increase resulted in large, significant positive employment effects
16. Cone, Jason. (2023, May 10). "Memo from Robin Hood Chief Public Policy Officer on the Interactions between Earned Income Tax Credit & Minimum Wage Changes on the 'Take Home' Income of New York's Low-Wage Workers and Low-Income Families". Robin Hood. [https://d3nz95d6hm31un.cloudfront.net/uploads/2023/05/MinimumWage\\_TaxIssue\\_EITC\\_Solution\\_Proposal\\_RobinHood-5-10-23.pdf](https://d3nz95d6hm31un.cloudfront.net/uploads/2023/05/MinimumWage_TaxIssue_EITC_Solution_Proposal_RobinHood-5-10-23.pdf)

- For some filers with children, the bump in the State minimum wage from \$15 to \$17 will increase their tax liability, while decreasing the amount of EITC they can claim as both wages are within the phase-out portion of the EITC
- Increasing the State's EITC match percentage rate from the current 30% of the Federal credit to a minimum of 38% would offset the higher tax liability and steeper EITC phaseout experienced by families with children who receive the wage bump
- Completely offsetting the regressive tax implications for low-wage single filers with children would require a 55% match for EITC, which would prevent those filers from losing out on the combined federal and state EITC and benefiting from the minimum wage increase

17. Lowrey, A. (2023, May 14). *The War on Poverty is over. Rich people won.* The Atlantic.  
[https://www.theatlantic.com/ideas/archive/2023/05/poverty-in-america-book-matthew-desmond-interview/674058/?utm\\_source=email&utm\\_medium=social&utm\\_campaign=share](https://www.theatlantic.com/ideas/archive/2023/05/poverty-in-america-book-matthew-desmond-interview/674058/?utm_source=email&utm_medium=social&utm_campaign=share)

- An interview with Matthew Desmond, author of "Poverty, by America" – a book that points out that so many Americans live in poverty because so many wealthy people benefit from it.
- The book explores poverty statistics and the lived experiences of the poor, examines exploitation, and makes a case for ending poverty