

Update: In November 2021, city voters approved Proposition 206 - the ballot initiative to gradually raise Tucson's minimum wage to \$15 an hour by 2025.



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Community Food Bank & Tucson Fight for \$15: FAQs

What is the Tucson Fight for \$15 campaign?

Tucson Fight for \$15 is a campaign to require a city-wide \$15 minimum wage in Tucson. Supporters gathered about 29,000 signatures - nearly double the amount needed - to put the issue on the November ballot where it will be listed as Proposition 206. The Tucson Minimum Wage Act would gradually raise the minimum wage to \$15 by 2025, with the first increase starting in April of next year. The bill also includes protections for workers.

You can learn more about the campaign and read the full text of the Tucson Minimum Wage Act on its website. You may also hear supporters call the campaign "Yes on 206."

Vote by mail from October 6-27th.

Election Day in the City of Tucson is Tuesday, November 2nd.

What is the Community Food Bank's role in this campaign?

The Community Food Bank is one of several local organizations who have teamed up to support this initiative. Other local supporters include Primavera Foundation, Our Family Services, Southwest Fair Housing Council, People's Defense Initiative, YWCA Southern Arizona, and labor unions including the Pima Area Labor Federation. We have contributed funding for this campaign, and our staff are helping to spread the word as the campaign gathers signatures.

Why is the Community Food Bank endorsing this campaign?

We're committed to ending hunger at its source, and we support a minimum wage increase that would help lift low-wage workers out of poverty.

While we will always be here to provide emergency food assistance to anyone who needs it, we know that bigger change is needed. We need to invest in people and in communities, and take steps toward addressing poverty. Higher wages mean that some people will no longer have to make a choice between buying food for their family, paying for utilities or paying rent or mortgage.

We believe that the Tucson Minimum Wage Act is a reasonable way to phase in an increase to the current minimum wage of \$12.15 an hour.

We have always been committed to addressing the root causes of hunger and advocating for social justice. You can read more about our mission and values [here](#).



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Is my donation to the Community Food Bank being used for this?

If you have made a gift that is restricted to a specific program or location, your dollars will only be used for that restriction. We will always honor how you want your money to be spent.

If your gift is unrestricted, it will be used where the need is the greatest, through hunger relief or root cause programs.

Your gift to the Community Food Bank fights hunger in many ways – from funding school gardens, providing free community meals, to nutrition education for children.

This campaign for a \$15 minimum wage is another way to fight hunger and the poverty that often accompanies it.

How much is this costing? Why are you using funds for this?

We can't speak to the total cost or financials of the Tucson Fight for \$15 campaign, as the campaign is independent of our organization. You can contact the campaign directly.

Last year, we spent close to \$11 million in food distribution, and we will always be here to provide emergency food assistance to anyone who needs it. But we also have to address issues like income inequality, poor access to healthcare and affordable housing that keep people living in poverty, and we have committed a small percent of our budget to advocating for this kind of change.

Prior to the pandemic, food insecurity in our community was high—and the pandemic created a dramatic increase in need. The public health and economic impacts of the pandemic have fallen hardest on people who were already struggling. We have the opportunity to rebuild and emerge stronger so we can end hunger for good, thanks to supporters who believe in moving the needle on poverty.

As a 501(c)(3), are you allowed to engage in political campaigns?

We are a 501(c)(3) nonprofit organization, as classified by the IRS. We are prohibited from endorsing or opposing any political candidate running for public office.

While we cannot endorse or oppose *candidates*, we can support or oppose *policies*. Our work has always included advocating for policies that help lift our communities out of poverty and address the root causes of hunger.

You can find more information on what kind of political advocacy is allowed by the IRS [here](#).

I will not be giving to the Community Food Bank again.

Thank you for your past support. We understand your position and hope you will find another local non-profit to support as we all work to improve our local community.

The following FAQs are provided by the Tucson Fight for \$15 campaign and are available on their website.

What does the Tucson Minimum Wage Act do?

This law will gradually raise the minimum wage to \$15 by 2025, with the first increase starting April of next year. The bill also includes protections for workers.

The Increase of the Wage

April 2022	Jan 2023	Jan 2024	Jan 2025	Jan 2026
\$13.00	\$13.50	\$14.25	\$15.00	\$15.25

What are the other protections this bill includes?

- Prevents “misclassifying” workers as independent contractors
- Prevents employers from “shaving off” time from a shift.
- Provides workers with more stable work hours
- Creates a city office of wage enforcement

Which workers are covered by this law?

- Workers who do their jobs inside Tucson city limits
- Full-time, part-time, and temp workers
- School employees and other local government workers
- Tipped workers will also receive a pay increase from \$9.15 to \$12 over four years.

Which workers are not covered by this law?

- Uber drivers and similar “app-based” workers.
- Employees of the state and federal government.
- Employees who work in the suburbs or anywhere outside of Tucson.

Why pass this law locally when it might pass federally?

- Federal bill is still unlikely to pass
- Federal bill won’t affect Tucsonans for at least 3 years
- Federal bill doesn’t fix the problem of “wage theft”
- Tucson bill has more worker protections than federal bill.

Who is behind this bill?

The idea originated with a group of local nonprofit executives who wanted to address the root causes of poverty rather than forever providing a band-aid.

How will the \$15 wage be enforced?

Wage theft is when an employer doesn't pay you what is owed under the law. Yet if you were to report that "theft" to the police, nothing would happen. This is why it's important to create a new local office to enforce this law.

- Wage theft is the most prevalent type of property crime. More money is withheld from paychecks each year than all robberies, burglaries, and car thefts combined.
- It is anticipated that the new city office will recover millions of dollars in unpaid wages for low-income Tucsonans. This will actually boost the local economy.
- A fully-staffed office will cost less than \$500,000 per year and will not increase local taxes.

Who benefits from the minimum wage increase?

- Roughly **85,000 Tucsonans** will get a raise.
- A Tucson worker earning the current minimum wage needs to work 61 hours a week to afford a 2-bedroom home.
- When minimum wages increase, companies have less turnover. This saves small businesses from the cost of training new employees.

If you receive calls or questions from a member of the media please contact Norma Cable at ncable@communityfoodbank.org (520) 848-6574.

For all social media questions please contact Courtney Gustafson at cgustafson@communityfoodbank.org (520) 419-6106.