### Wage Effects of SB7 (2026 estimates)

<table>
<thead>
<tr>
<th>Group</th>
<th>Total estimated workforce</th>
<th>Count directly affected</th>
<th>Share directly affected</th>
<th>Count indirectly affected</th>
<th>Share indirectly affected</th>
<th>Total affected directly or indirectly</th>
<th>Share affected directly or indirectly</th>
<th>Share of the total affected in this group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wage-earner</td>
<td>2,006,707</td>
<td>534,453</td>
<td>26.60%</td>
<td>136,999</td>
<td>6.80%</td>
<td>671,452</td>
<td>33.50%</td>
<td></td>
</tr>
<tr>
<td><strong>Sex</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>1,011,904</td>
<td>187,939</td>
<td>18.60%</td>
<td>60,381</td>
<td>6.00%</td>
<td>248,320</td>
<td>24.50%</td>
<td>37.00%</td>
</tr>
<tr>
<td>Female</td>
<td>994,803</td>
<td>346,514</td>
<td>34.80%</td>
<td>76,618</td>
<td>7.70%</td>
<td>423,132</td>
<td>42.50%</td>
<td>63.00%</td>
</tr>
<tr>
<td><strong>Race / ethnicity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>White, non-Hispanic</td>
<td>1,182,507</td>
<td>217,199</td>
<td>18.40%</td>
<td>65,786</td>
<td>5.60%</td>
<td>282,985</td>
<td>23.90%</td>
<td>42.10%</td>
</tr>
<tr>
<td>Black, non-Hispanic</td>
<td>614,047</td>
<td>252,755</td>
<td>41.20%</td>
<td>53,971</td>
<td>8.80%</td>
<td>306,726</td>
<td>50.00%</td>
<td>45.70%</td>
</tr>
<tr>
<td>Hispanic, any race</td>
<td>127,383</td>
<td>40,935</td>
<td>32.10%</td>
<td>12,060</td>
<td>9.50%</td>
<td>52,995</td>
<td>41.60%</td>
<td>7.90%</td>
</tr>
<tr>
<td>Asian, non-Hispanic</td>
<td>42,051</td>
<td>11,230</td>
<td>26.70%</td>
<td>1,905</td>
<td>4.50%</td>
<td>13,136</td>
<td>31.20%</td>
<td>2.00%</td>
</tr>
<tr>
<td>Other race/ethnicity</td>
<td>40,718</td>
<td>12,334</td>
<td>30.30%</td>
<td>3,277</td>
<td>8.00%</td>
<td>15,611</td>
<td>38.30%</td>
<td>2.30%</td>
</tr>
<tr>
<td>Not person of color</td>
<td>1,182,507</td>
<td>217,199</td>
<td>18.40%</td>
<td>65,786</td>
<td>5.60%</td>
<td>282,985</td>
<td>23.90%</td>
<td>42.10%</td>
</tr>
<tr>
<td>Person of color</td>
<td>824,199</td>
<td>317,254</td>
<td>38.50%</td>
<td>71,214</td>
<td>8.60%</td>
<td>388,467</td>
<td>47.10%</td>
<td>57.90%</td>
</tr>
<tr>
<td><strong>Family income-to-poverty status</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In Poverty</td>
<td>187,759</td>
<td>143,945</td>
<td>76.70%</td>
<td>12,256</td>
<td>6.50%</td>
<td>156,201</td>
<td>83.20%</td>
<td>23.30%</td>
</tr>
<tr>
<td>100 - 199% poverty</td>
<td>336,114</td>
<td>178,107</td>
<td>53.00%</td>
<td>44,775</td>
<td>13.30%</td>
<td>222,882</td>
<td>66.30%</td>
<td>33.20%</td>
</tr>
<tr>
<td>200-399% poverty</td>
<td>633,056</td>
<td>134,300</td>
<td>21.20%</td>
<td>53,693</td>
<td>8.50%</td>
<td>187,993</td>
<td>29.70%</td>
<td>28.00%</td>
</tr>
<tr>
<td>400%+ poverty</td>
<td>849,777</td>
<td>78,100</td>
<td>9.20%</td>
<td>26,276</td>
<td>3.10%</td>
<td>104,377</td>
<td>12.30%</td>
<td>15.50%</td>
</tr>
<tr>
<td>Group</td>
<td>Total estimated workforce</td>
<td>Count directly affected</td>
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<td>Share of the total affected in this group</td>
</tr>
<tr>
<td>------------------------</td>
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<td>--------------------------------------------</td>
</tr>
<tr>
<td>Wage-earner</td>
<td>1,978,609</td>
<td>629,409</td>
<td>31.80%</td>
<td>169,044</td>
<td>8.50%</td>
<td>798,452</td>
<td>40.40%</td>
<td>40.40%</td>
</tr>
<tr>
<td>Sex</td>
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<td></td>
</tr>
<tr>
<td>Male</td>
<td>998,003</td>
<td>229,053</td>
<td>23.00%</td>
<td>76,603</td>
<td>7.70%</td>
<td>305,657</td>
<td>30.60%</td>
<td>38.30%</td>
</tr>
<tr>
<td>Female</td>
<td>980,605</td>
<td>400,355</td>
<td>40.80%</td>
<td>92,441</td>
<td>9.40%</td>
<td>492,796</td>
<td>50.30%</td>
<td>61.70%</td>
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<tr>
<td>Race / ethnicity</td>
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<tr>
<td>White, non-Hispanic</td>
<td>1,196,805</td>
<td>273,901</td>
<td>22.90%</td>
<td>90,297</td>
<td>7.50%</td>
<td>364,198</td>
<td>30.40%</td>
<td>45.60%</td>
</tr>
<tr>
<td>Black, non-Hispanic</td>
<td>590,088</td>
<td>284,133</td>
<td>48.20%</td>
<td>59,520</td>
<td>10.10%</td>
<td>343,653</td>
<td>58.20%</td>
<td>43.00%</td>
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<tr>
<td>Hispanic, any race</td>
<td>115,402</td>
<td>45,284</td>
<td>39.20%</td>
<td>12,895</td>
<td>11.20%</td>
<td>58,179</td>
<td>50.40%</td>
<td>7.30%</td>
</tr>
<tr>
<td>Asian, non-Hispanic</td>
<td>38,697</td>
<td>12,118</td>
<td>31.30%</td>
<td>2,703</td>
<td>7.00%</td>
<td>14,821</td>
<td>38.30%</td>
<td>1.90%</td>
</tr>
<tr>
<td>Other race/ethnicity</td>
<td>37,617</td>
<td>13,973</td>
<td>37.10%</td>
<td>3,629</td>
<td>9.60%</td>
<td>17,601</td>
<td>46.80%</td>
<td>2.20%</td>
</tr>
<tr>
<td>Not person of color</td>
<td>1,196,805</td>
<td>273,901</td>
<td>22.90%</td>
<td>90,297</td>
<td>7.50%</td>
<td>364,198</td>
<td>30.40%</td>
<td>45.60%</td>
</tr>
<tr>
<td>Person of color</td>
<td>781,804</td>
<td>355,508</td>
<td>45.50%</td>
<td>78,746</td>
<td>10.10%</td>
<td>434,254</td>
<td>55.50%</td>
<td>54.40%</td>
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<tr>
<td>Family income-to-poverty status</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>In Poverty</td>
<td>182,642</td>
<td>149,939</td>
<td>82.10%</td>
<td>9,014</td>
<td>4.90%</td>
<td>158,953</td>
<td>87.00%</td>
<td>19.90%</td>
</tr>
<tr>
<td>100 - 199% poverty</td>
<td>327,570</td>
<td>209,401</td>
<td>63.90%</td>
<td>42,760</td>
<td>13.10%</td>
<td>252,161</td>
<td>77.00%</td>
<td>31.60%</td>
</tr>
<tr>
<td>200-399% poverty</td>
<td>623,153</td>
<td>173,029</td>
<td>27.80%</td>
<td>77,016</td>
<td>12.40%</td>
<td>250,045</td>
<td>40.10%</td>
<td>31.30%</td>
</tr>
<tr>
<td>400%+ poverty</td>
<td>845,244</td>
<td>97,040</td>
<td>11.50%</td>
<td>40,254</td>
<td>4.80%</td>
<td>137,293</td>
<td>16.20%</td>
<td>17.20%</td>
</tr>
</tbody>
</table>