

**Appendix**

<b>Wage Effects of SB7 (2026 estimates)</b>								
<b>Group</b>	<b>Total estimated workforce</b>	<b>Count directly affected</b>	<b>Share directly affected</b>	<b>Count indirectly affected</b>	<b>Share indirectly affected</b>	<b>Total affected directly or indirectly</b>	<b>Share affected directly or indirectly</b>	<b>Share of the total affected in this group</b>
Wage-earner	2,006,707	534,453	26.60%	136,999	6.80%	671,452	33.50%	
<b>Sex</b>								
Male	1,011,904	187,939	18.60%	60,381	6.00%	248,320	24.50%	37.00%
Female	994,803	346,514	34.80%	76,618	7.70%	423,132	42.50%	63.00%
<b>Race / ethnicity</b>								
White, non-Hispanic	1,182,507	217,199	18.40%	65,786	5.60%	282,985	23.90%	42.10%
Black, non-Hispanic	614,047	252,755	41.20%	53,971	8.80%	306,726	50.00%	45.70%
Hispanic, any race	127,383	40,935	32.10%	12,060	9.50%	52,995	41.60%	7.90%
Asian, non-Hispanic	42,051	11,230	26.70%	1,905	4.50%	13,136	31.20%	2.00%
Other race/ethnicity	40,718	12,334	30.30%	3,277	8.00%	15,611	38.30%	2.30%
Not person of color	1,182,507	217,199	18.40%	65,786	5.60%	282,985	23.90%	42.10%
Person of color	824,199	317,254	38.50%	71,214	8.60%	388,467	47.10%	57.90%
<b>Family income-to-poverty status</b>								
In Poverty	187,759	143,945	76.70%	12,256	6.50%	156,201	83.20%	23.30%
100 - 199% poverty	336,114	178,107	53.00%	44,775	13.30%	222,882	66.30%	33.20%
200-399% poverty	633,056	134,300	21.20%	53,693	8.50%	187,993	29.70%	28.00%
400%+ poverty	849,777	78,100	9.20%	26,276	3.10%	104,377	12.30%	15.50%

Wage Effects of SB49 (2022 estimates)								
Group	Total estimated workforce	Count directly affected	Share directly affected	Count indirectly affected	Share indirectly affected	Total affected directly or indirectly	Share affected directly or indirectly	Share of the total affected in this group
Wage-earner	1,978,609	629,409	31.80%	169,044	8.50%	798,452	40.40%	
<b>Sex</b>								
Male	998,003	229,053	23.00%	76,603	7.70%	305,657	30.60%	38.30%
Female	980,605	400,355	40.80%	92,441	9.40%	492,796	50.30%	61.70%
<b>Race / ethnicity</b>								
White, non-Hispanic	1,196,805	273,901	22.90%	90,297	7.50%	364,198	30.40%	45.60%
Black, non-Hispanic	590,088	284,133	48.20%	59,520	10.10%	343,653	58.20%	43.00%
Hispanic, any race	115,402	45,284	39.20%	12,895	11.20%	58,179	50.40%	7.30%
Asian, non-Hispanic	38,697	12,118	31.30%	2,703	7.00%	14,821	38.30%	1.90%
Other race/ethnicity	37,617	13,973	37.10%	3,629	9.60%	17,601	46.80%	2.20%
Not person of color	1,196,805	273,901	22.90%	90,297	7.50%	364,198	30.40%	45.60%
Person of color	781,804	355,508	45.50%	78,746	10.10%	434,254	55.50%	54.40%
<b>Family income-to-poverty status</b>								
In Poverty	182,642	149,939	82.10%	9,014	4.90%	158,953	87.00%	19.90%
100 - 199% poverty	327,570	209,401	63.90%	42,760	13.10%	252,161	77.00%	31.60%
200-399% poverty	623,153	173,029	27.80%	77,016	12.40%	250,045	40.10%	31.30%
400%+ poverty	845,244	97,040	11.50%	40,254	4.80%	137,293	16.20%	17.20%

