



## Denver City Council

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### Hinds Amendment to Minimum Wage Bill 19-1237

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Councilmember Hinds

November 25, 2019

Mr. President: I move that Council Bill 19-1237 be amended in the following particulars:

1. On Page 2, Line 7 add “**WHEREAS**, the city has a long history of embracing equal pay for equal work, and finds that it is in the best interest of the city and workers that all persons be paid not less than the minimum wage regardless of age or ability/disability, but that where minors are enrolled in a certified youth employment program that meets the criteria established by this ordinance and DEDO they are receiving valuable educational, training and/or career development benefits that justify up to a 15% reduction in the minimum wage paid only to youth under the age of 18 enrolled in such certified programs, and that no person other than such minors shall be exempted from the requirement that all workers be paid the minimum wage for work performed;”

#### **Explanation:**

The Colorado state statute granting local governments’ power to enact a citywide minimum wage states that “[a]ll adult employees. . . shall be paid not less than the minimum wage enacted by the local government.” The ordinance conforms to this guidance to treat all employees the same, and it does so by defining “worker” broadly as any “person performing work” without distinguishing between, or creating any exception for, any class of worker. The proposed “Whereas” statement affirms the legislative intent to create a uniform wage for all workers and highlights the fact that no exception for those of differing ages or abilities is provided other than the one very narrow exception for unemancipated minors in a certified youth employment program. The statement also provides the rationale for the narrow exception for unemancipated minors under the age of 18 in certified programs.

If passed, this amendment will not require republication of the bill.