

# Proclamation

## LIVING WAGE DAY

**WHEREAS**, chronic poverty is one of the greatest challenges to sustainable, diverse, and healthy communities; and

**WHEREAS**, the minimum wage has not increased in North Carolina beyond the federally mandated minimum of \$7.25, which has been significantly devalued due to cost of living increases; and

**WHEREAS**, the costs of housing, food, childcare, transportation, and health care have increased substantially in the 15 years since the federal minimum wage was last raised; and

**WHEREAS**, the current living wage in Orange County is \$17.65 per hour, more than double the state and federal minimum; and

**WHEREAS**, many workers in Orange County make less than the living wage and are living in poverty despite having full-time employment; and

**WHEREAS**, workers with higher incomes can afford to live and play in Orange County and spend money locally; and

**WHEREAS**, employers who pay their workers a living wage report experiencing substantially less turnover, better job performance, and higher levels of positive customer engagement; and

**WHEREAS**, Orange County Living Wage currently has more than 275 employers on its roster of employers who voluntarily pay a living wage—including 76 business and organizations in Carrboro employing 1635 workers; and

**WHEREAS**, some of Carrboro's living wage employers have raised wages and benefits by \$1.3 million since Orange County Living Wage started; and

**WHEREAS**, Orange County Living Wage promotes its roster of living wage employers to build a base of engaged, informed consumers who support living wage-certified businesses and nonprofits; and

**WHEREAS**, Labor Day is a federal holiday recognizing the US labor movement and the many contributions of workers to our economy and society;

**NOW, THEREFORE, I**, Barbara M. Foushee, mayor of the Town of Carrboro, North Carolina, a living wage-certified employer, do hereby proclaim Labor Day as Living Wage Day in Carrboro and encourage all residents to celebrate workers and to support businesses that pay their workers a living wage.

This the 6th day of September, 2024.

  
Barbara M. Foushee

