

TABLE 3—AVERAGE EMPLOYMENT PER STORE BEFORE AND AFTER THE RISE  
IN NEW JERSEY MINIMUM WAGE

Variable	Stores by state			Stores in New Jersey <sup>a</sup>			Differences within NJ <sup>b</sup>	
	PA (i)	NJ (ii)	Difference, NJ – PA (iii)	Wage = \$4.25 (iv)	Wage = \$4.26–\$4.99 (v)	Wage ≥ \$5.00 (vi)	Low– high (vii)	Midrange– high (viii)
1. FTE employment before, all available observations	23.33 (1.35)	20.44 (0.51)	–2.89 (1.44)	19.56 (0.77)	20.08 (0.84)	22.25 (1.14)	–2.69 (1.37)	–2.17 (1.41)
2. FTE employment after, all available observations	21.17 (0.94)	21.03 (0.52)	–0.14 (1.07)	20.88 (1.01)	20.96 (0.76)	20.21 (1.03)	0.67 (1.44)	0.75 (1.27)
3. Change in mean FTE employment	–2.16 (1.25)	0.59 (0.54)	2.76 (1.36)	1.32 (0.95)	0.87 (0.84)	–2.04 (1.14)	3.36 (1.48)	2.91 (1.41)
4. Change in mean FTE employment, balanced sample of stores <sup>c</sup>	–2.28 (1.25)	0.47 (0.48)	2.75 (1.34)	1.21 (0.82)	0.71 (0.69)	–2.16 (1.01)	3.36 (1.30)	2.87 (1.22)
5. Change in mean FTE employment, setting FTE at temporarily closed stores to 0 <sup>d</sup>	–2.28 (1.25)	0.23 (0.49)	2.51 (1.35)	0.90 (0.87)	0.49 (0.69)	–2.39 (1.02)	3.29 (1.34)	2.88 (1.23)

*Notes:* Standard errors are shown in parentheses. The sample consists of all stores with available data on employment. FTE (full-time-equivalent) employment counts each part-time worker as half a full-time worker. Employment at six closed stores is set to zero. Employment at four temporarily closed stores is treated as missing.

<sup>a</sup>Stores in New Jersey were classified by whether starting wage in wave 1 equals \$4.25 per hour ( $N = 101$ ), is between \$4.26 and \$4.99 per hour ( $N = 140$ ), or is \$5.00 per hour or higher ( $N = 73$ ).

<sup>b</sup>Difference in employment between low-wage (\$4.25 per hour) and high-wage ( $\geq$  \$5.00 per hour) stores; and difference in employment between midrange (\$4.26–\$4.99 per hour) and high-wage stores.

<sup>c</sup>Subset of stores with available employment data in wave 1 and wave 2.

<sup>d</sup>In this row only, wave-2 employment at four temporarily closed stores is set to 0. Employment changes are based on the subset of stores with available employment data in wave 1 and wave 2.