Employee FAQ: What SQ 832 Really Means

Your employer is sharing these facts so you can make an informed decision. Your vote is completely private. No one — including your employer — can see how you voted. Read this. Then decide for yourself.

A note from your employer

We are not against fair wages. We are against THIS law because of what it does after $15.
SQ 832 is an unlimited escalator with no ceiling. Here is why that matters.

Q: What's the problem?

The issue is what SQ 832 does AFTER 2029. Starting in 2030, the wage goes up automatically every year, tied to a cost-of-living index built on prices in Los Angeles and San Francisco. That formula **is not built for Tulsa, Enid, Lawton, or any town in rural Oklahoma.** The National Federation of Independent Business projects 16,000 Oklahoma jobs lost by 2035 — most of them at small businesses like this one.

Q: Why does it matter where the index comes from?

The CPI-W index SQ 832 uses is built on spending patterns in America's largest urban markets. A one-bedroom apartment in San Francisco costs $3,000/month. Oklahoma is not San Francisco. Wages calculated for New York City will price **Oklahoma businesses — retail, healthcare, construction, farms, clinics, shops — out of existence.**

Q: Is $15 an hour really that damaging to businesses here?

A straight increase to $15 is manageable for most businesses — we could plan for it. The problem is the escalator. SQ 832 raises wages 107% in three years, THEN keeps climbing automatically with no ceiling. **That is a restructuring of every payroll** in Oklahoma — with a formula no one in this state voted on or controls.

Q: What happened in states that raised wages this fast?

The best example is California's 2024 fast-food wage law. Within one year: 36,000 jobs eliminated (National Bureau of Economic Research). Menu prices up 14.5% — nearly double the national average (Berkeley Research Group). 89% of restaurant operators cut employee hours to offset costs. **But this wasn't just restaurants. Hotels, retail, home care, and construction all** felt the ripple effect. When the wage floor jumps faster than the economy adjusts, businesses cut hours, delay hiring, automate, or close. Oklahoma would be next.

Q: Will this raise prices for me and my family?

Yes. When labor costs spike, businesses raise prices to survive. That means higher prices at the grocery store, the gas station, the childcare center, **the pharmacy, the hardware store, the mechanic — every business with employees.** The workers SQ 832 claims to help will pay more for everything they buy. On a fixed income or tight budget, those price increases hurt more than the raise helps.

Q: Aren't minimum wage increases good in general?

Many are — when they are set locally, phased in reasonably, and have a defined ceiling. Workers benefit and businesses adjust. We are not against that approach. **What makes SQ 832 different is the permanent, automatic, no-ceiling escalator** tied to costs in cities that bear no resemblance to Oklahoma's economy.

Q: What do I do on June 16?

You have 2 paid hours off to vote — just ask your supervisor for your window. Polls are open 7 AM – 7 PM. Find your polling place at elections.ok.gov. Not registered? Deadline is approximately May 22 — check at elections.ok.gov.

ON JUNE 16, 2026, VOTE NO ON SQ 832

Polls 7 AM – 7 PM · elections.ok.gov · Registration deadline ~May 22

Your vote is private. No one can see how you voted. Vote your conscience.