

SENATE HEARING SLIP

(Please Print Plainly)

DATE: August 19, 1999

BILL NO. SB 193

OR
SUBJECT Increase Minimum

Wage

(NAME) Mark Reihl

(Street Address or Route Number) 115 W. Main St.

(City and Zip Code) Madison, WI 53703

(Representing) Wis. State Council of Carpenters

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. SB 193

OR
SUBJECT _____

Janet Swandby

(NAME) Janet Swandby

(Street Address or Route Number) 44 E. Muggler St, Suite 101

(City and Zip Code) Madison WI 53703

(Representing) Wisconsin Free Community Papers

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. SB 193

OR
SUBJECT _____

Tony Studt

(NAME) Tony Studt

(Street Address or Route Number) 44 E. Muggler St, Suite 101

(City and Zip Code) Madison, WI 53703

(Representing) Wisconsin Retail Lumber Association

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: Aug. 19, 1999

BILL NO. SB 193

SUBJECT Minimum

Wage

(NAME) John C. Metcalf

~~501 E. Washington Ave.~~

(Street Address or Route Number)

Madison, WI 53703

(City and Zip Code)

WI Mfg. & Comm.

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. SB 193

SUBJECT _____

(NAME) Paul Zimmerman

1212 Deming Way

(Street Address or Route Number)

Madison WI 53705

(City and Zip Code)

Wisconsin Farm Bureau

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. 193

SUBJECT Minimum Wage

(NAME) Chris McGeath

MADISON WI

(Street Address or Route Number)

(City and Zip Code)

WISCONSIN RESTAURANT

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: August 19, 1999

BILL NO. Senate Bill 193

OR

SUBJECT State Minimum Wage

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. SB 193

OR

SUBJECT _____

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19-99

BILL NO. SB193

OR

SUBJECT _____

Jim DeWeil
(NAME)

(Street Address or Route Number)

(City and Zip Code)

Tomsters Local 662
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger **PROMPTLY.**

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

Richard Schlimm
(NAME)

(Street Address or Route Number)

Madison, WI 53714
(City and Zip Code)

Wisconsin Community Action
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger **PROMPTLY.**

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

Kathi Gignere
(NAME)

(Street Address or Route Number)

Madison 53711
(City and Zip Code)

WI Restaurant Assn.
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger **PROMPTLY.**

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 4/19/99
BILL NO. 193
OR
SUBJECT Minimum Wage

Jan SANBORN
(NAME)
(Street Address or Route Number)

JANESVILLE WI
(City and Zip Code)
WISCONSIN RESTAURANT
(Representing)

Speaking in Favor:
Speaking Against:
Registering in Favor:
but not speaking:
Registering Against:
but not speaking:
Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O.Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19-99
BILL NO. SB-193
OR
SUBJECT _____

Dan Lange
(NAME)
Wal County Rd N
(Street Address or Route Number)

Lyndon Station WI 53944
(City and Zip Code)
Wis. Assoc. of Campground Owners
(Representing)

Speaking in Favor:
Speaking Against:
Registering in Favor:
but not speaking:
Registering Against:
but not speaking:
Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms
State Capitol - B35 South
P.O.Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99
BILL NO. 193
OR
SUBJECT Min. Wage

Bill G. Smith
(NAME)
10 East Ditch Suited
(Street Address or Route Number)

Madison 53703
(City and Zip Code)
National Federation of Independent
(Representing) Business

Speaking in Favor:
Speaking Against:
Registering in Favor:
but not speaking:
Registering Against:
but not speaking:
Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O.Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8/19/99

BILL NO. 193

OR

SUBJECT Minimum Wage

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 7-11-99

BILL NO. LRB 24811

OR

SUBJECT Minimum Wage Increase

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19

BILL NO. _____

OR

SUBJECT SRB 193

(NAME) Anne Hazelwood

(Street Address or Route Number) 2717 N. 39th St

(City and Zip Code) Milwaukee, WI 53217

(Representing) Women in Poverty

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

(NAME) Robert Krug

(Street Address or Route Number) 4912 N. Port Washington #2

(City and Zip Code) Milwaukee, WI 53217

(Representing) Service Employees International Union (SEIU)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

(NAME) Jean Lebler

(Street Address or Route Number) 3782 N. 12

(City and Zip Code) Wauwatosa

(Representing) WPPSI

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19-99
BILL NO. SB 193
OR
SUBJECT Box 7, 1033

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19-99
BILL NO. SB 193
OR
SUBJECT Min. Wage

SENATE HEARING SLIP

(Please Print Plainly)

DATE: Aug. 19 1999
BILL NO. SB 193
OR
SUBJECT Min. Wage

~~Forest Cibel~~
(NAME)

N8 W22520 Johnson Dr Unit H
(Street Address or Route Number)

Waukesha, WI 53186
(City and Zip Code)

IBEW 2150
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:
but not speaking:

Registering Against:
but not speaking:

Speaking for information only; Neither for nor against:

~~Phillip M. Meenan Felck~~
(NAME)

6333 W Bluewood
(Street Address or Route Number)

Mil. - 53313
(City and Zip Code)

State AFL-CIO
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:
but not speaking:

Registering Against:
but not speaking:

Speaking for information only; Neither for nor against:

John Huebschere
(NAME)

30 W. W. Flynn St 302
(Street Address or Route Number)

MADISON WI 53703
(City and Zip Code)

WI. CMTY BLDG CONFERENCE
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:
but not speaking:

Registering Against:
but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

SENATE HEARING SLIP

(Please Print Plainly)

DATE: 8-19-99

BILL NO. SB193

OR

SUBJECT Minimum Wage

Senator Chuck Chvala

(NAME)

State Capitol Room 2115

(Street Address or Route Number)

Madison WI 53717

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger **PROMPTLY**.

Senate Sergeant-At-Arms
State Capitol - B35 South
P.O. Box 7882
Madison, WI 53707-7882

September 7, 1999

PAPER BALLOT

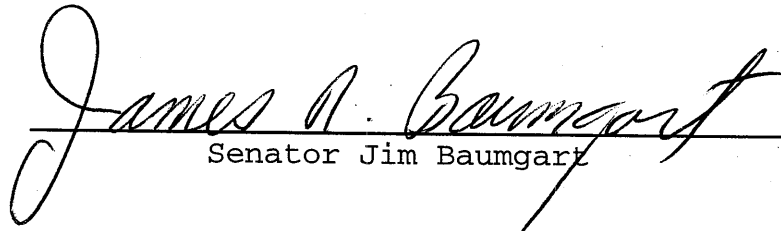
SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 193, relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty. (FE) 1999

06-15. S. Introduced by Senators Chvala, Moen, Baumgart, Risser and Jauch; cosponsored by Representatives Balow, Hasenohrl, Carpenter, Black, Boyle, Krug, Bock, La Fave, Miller, Young, J. Lehman, Ryba, Pocan, Kreuser, Morris-Tatum, Plouff and Richards.

Motion by Chair that Senate Bill 193 be recommended for Passage:

AYE: X NO:



Senator Jim Baumgart

September 7, 1999

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 193, relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty. (FE) 1999

06-15. S. Introduced by Senators Chvala, Moen, Baumgart, Risser and Jauch; cosponsored by Representatives Balow, Hasenohrl, Carpenter, Black, Boyle, Krug, Bock, La Fave, Miller, Young, J. Lehman, Ryba, Pocan, Kreuser, Morris-Tatum, Plouff and Richards.

Motion by Chair that Senate Bill 193 be recommended for Passage:

AYE: ✓ NO: _____

Russ Decker

Senator Russell Decker

September 7, 1999

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 193, relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty. (FE) 1999

06-15. S. Introduced by Senators Chvala, Moen, Baumgart, Risser and Jauch; cosponsored by Representatives Balow, Hasenohrl, Carpenter, Black, Boyle, Krug, Bock, La Fave, Miller, Young, J. Lehman, Ryba, Pocan, Kreuser, Morris-Tatum, Plouff and Richards.

Motion by Chair that Senate Bill 193 be recommended for Passage:

AYE: ✓ NO: _____

Roger Breske
Senator Roger Breske

September 7, 1999

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 193, relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty. (FE) 1999

06-15. S. Introduced by Senators Chvala, Moen, Baumgart, Risser and Jauch; cosponsored by Representatives Balow, Hasenohrl, Carpenter, Black, Boyle, Krug, Bock, La Fave, Miller, Young, J. Lehman, Ryba, Pocan, Kreuser, Morris-Tatum, Plouff and Richards.

Motion by Chair that Senate Bill 193 be recommended for Passage:

AYE: _____ NO: _____ ✓

Senator David Zien

Senator David Zien

September 7, 1999

PAPER BALLOT

SENATE LABOR COMMITTEE - Senator Jim Baumgart, Chair

SENATE BILL 193, relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty. (FE) 1999

06-15. S. Introduced by Senators Chvala, Moen, Baumgart, Risser and Jauch; cosponsored by Representatives Balow, Hasenohrl, Carpenter, Black, Boyle, Krug, Bock, La Fave, Miller, Young, J. Lehman, Ryba, Pocan, Kreuser, Morris-Tatum, Plouff and Richards.

Motion by Chair that Senate Bill 193 be recommended for Passage:

AYE: _____ NO: _____

Margaret

Senator Margaret Farrow

August 3, 1999

Anne

M E M O

TO: MEMBERS OF SENATE LABOR COMMITTEE

Senator Russell Decker Senator David Zien
Senator Roger Breske Senator Margaret Farrow

FROM: Senator Jim Baumgart, Chair

RE: **AGENDA FOR COMMITTEE HEARING & EXECUTIVE SESSION -
August 19, 1999 - Room 201 SE - State
Capitol**

.....
Public Hearing - A Public Hearing on SB 193* will be scheduled for 9:30 AM. As it may take a while, it is my plan to hold an exec session **before the Public Hearing** in order to have as many committee members present as possible.

***Senate Bill 193** (Chvala) re a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority and providing a penalty.

Executive Session (9:00 AM) - The committee will take up the following bills:

Senate Bill 163 (Law Revision Committee) re changing certain terminology in laws affecting the state civil service system (suggested as remedial legislation by the department of employment relations.

Public Hearing was held on June 23, 1999 - Needed amendment to change wording from "handicapped" to "disabled". Amendment ready for introduction & adoption. Enclosed is copy of Amendment.

Senate Bill 145 (Senator Roessler) re to the employment of minors 12 years or older as officials for athletic events in which the participants are under 14 years of age.

Public Hearing held on May 26, 1999. Enclosed is memo from Dan Fernbach, Leg.Council Attorney, re the bill and a copy of a substitute amendment to the bill to be taken up by committee. If you have any questions re the amendment, please contact Dan Fernbach as he worked on the amendment with Senator Roessler

LRB 2632/1 (Senate) re to advertisements of auctions conducted by registered WI auctioneers & granting rule-making authority. Enclosed is a of this LRB & a copy of a letter of explanation from Marlene A. Cummings, Sec., Department of Regulation & Licensing. The motion at the exec session would be only for introduction of the LRB as a committee bill at the request of Secretary Cummings. This LRB does not deal with or change any items relating to CR 98-135 that was reported out of the committee in April with modifications. Any questions, contact Dan Fernbach.

Eskeitz, Anne

From: Gussert, Andy
Sent: Thursday, November 04, 1999 9:17 AM
To: Eskeitz, Anne
Cc: Burnett, Douglas
Subject: RE: Registration Slip of Mark Reihl on SB 193

Good morning Anne,

This was in no way intended to reflect that you or anybody on the committee made a mistake. I am very sorry if anybody interpreted it that way.

I spoke with Mark about it, and he said it was a mistake made by his office. He wasn't even aware that the wrong box was marked until we told him. He has had several inquiries about it, and asked me if I could let people know how he stands on the issue of the minimum wage.

Within 1/2 hour of sending it out, I had seven thank you return emails from people who didn't understand why he would oppose the bill.

I don't think people interpreted the message as a mistake being made, but instead as a clarification on the position Reihl supports. I think sending out a message saying that he marked the wrong box when handing in the slip only hurts us in the future. Mark has been a good friend and supporter of Senate Democrats, which is why I sent out the notice in the first place. I fear sending out another email simply brings more negative attention to his miscommunication.

Once again, I am truly sorry if the message inferred that you or your committee made a mistake. That was not the intent -- and I hope not the effect -- of the email.

-----Original Message-----

From: Eskeitz, Anne
Sent: Thursday, November 04, 1999 8:23 AM
To: Gussert, Andy
Subject: Re: Registration Slip of Mark Reihl on SB 193

The Senate Hearing Slip of Mark Reihl, relating to Senate Bill 193, filed at the hearing of the Senate Labor Committee on August 19th, was marked as "Registering Against: but not speaking" and was entered that way in the committee record. This slip is on file with the committee records in the Senate Labor Committee and has been examined by staff members from the Senate Democratic Caucus.

I feel that the following message should read that he "mistakenly marked his registration slip" -- not that he was "mistakenly listed".

Anne Eskeietz, Committee Clerk, Senate Labor Committee

11/12/1999

Andy - Do you see any reason why I should not e-mail this everyone you sent your message to?

Eskeitz, Anne

From: Gussert, Andy
Sent: Wednesday, November 03, 1999 3:46 PM
To: *Legislative Senate Democrats; *Legislative Assembly Democrats
Subject: Reihl Supports Minimum Wage Increase

Mark Reihl -- Executive Director of the Wisconsin State Council of Carpenters -- was mistakenly listed as opposing the Senate Bill to increase the minimum wage. If you have any questions regarding his testimony on this issue, please feel free to contact Mark at 608/256-1206.

Eskeitz, Anne

From: Eskeitz, Anne
Sent: Thursday, November 04, 1999 8:23 AM
To: Gussert, Andy
Subject: Re: Registration Slip of Mark Reihl on SB 193

The Senate Hearing Slip of Mark Reihl, relating to Senate Bill 193, filed at the hearing of the Senate Labor Committee on August 19th, was marked as "Registering Against: but not speaking" and was entered that way in the committee record. This slip is on file with the committee records in the Senate Labor Committee and has been examined by staff members from the Senate Democratic Caucus.

I feel that the following message should read that he "mistakenly marked his registration slip" -- not that he was "mistakenly listed".

Anne Eskeietz, Committee Clerk, Senate Labor Committee

Andy - Do you see any reason why I should not e-mail this everyone you sent your message to?



August 16, 1999

The Honorable James Baumgart
306 S., State Capitol
PO Box 7882
Madison, WI 53707

*MIN. WAGE
ACT*

Dear Senator Baumgart:

I urge you to vote against any increase in the minimum wage and to strongly oppose any attempt at indexing. Cracker Barrel Old Country Store, Inc. owns and operates four stores in Wisconsin providing employment to approximately 500 citizens. The current labor market is determining the value of each position in our stores in a rational and efficient manner. This keeps the economy strong and our business creating more entry level jobs. Raising the minimum wage will certainly stifle these new job opportunities.

As you know, the minimum wage is actually a starting wage, where unskilled workers get their first job in Wisconsin's workforce. This first job gives people the opportunity to learn the skills necessary to earn a promotion and a raise. The average starting wage worker at Cracker Barrel earns a raise within few months of being hired.

In addition, indexing a minimum wage would make it impossible for labor intensive businesses, like Cracker Barrel, to effectively budget for their labor costs. If these businesses cannot budget for labor costs, then they cannot create new entry level positions. Without these entry level positions for Wisconsin teenagers to learn the skills necessary to earn a promotion and a raise, they will be the adults on welfare in the very near future. The chief economist for the United States, Alan Greenspan, said it best when he said, "being unemployed when you're a teen-ager is very detrimental to learning by training and becoming a productive member of the work force." Raising the minimum wage, not to mention indexing, would hurt the very people the idea is suppose to help.

Thank you for your consideration of this matter. If you have any questions or need additional information, please feel free to contact me at (615) 443-9196. I look forward to hearing from you.

Sincerely,

A handwritten signature in cursive script that reads "Bruce C. Cotton".

Bruce C. Cotton
Vice President

Via facsimile to: 608-267-6796

P.O. BOX 787 • HARTMANN DRIVE
LEBANON, TENNESSEE 37088-0787
PHONE 615 444 5533

Fernbach, Dan

From: Markham, Kimberly
Sent: Wednesday, August 25, 1999 2:48 PM
To: Fernbach, Dan
Subject: Minimum wage statistics

Dan - Per the request of the Senate Labor Committee, below are the statistics we have on the payment of minimum wage.

The most recent information that we have on state minimum wage employment comes from 1998. According to BLS (federal Bureau of Labor Statistics) estimates, there were 62,000 people (2.2 percent of those employed) in Wisconsin earning at or below the federal minimum wage of \$5.15. According to the survey from which this figure was derived, annual average employment in Wisconsin was 2,852,480 in 1998. There isn't any demographic information accompanying the data regarding the individuals that were included in the 62,000 Wisconsin employees earning at or below minimum wage.

The following information on U.S. minimum wage workers was derived from 1998:Q1 data:

4.1% of the U.S. workforce earned wages at or below the minimum wage (approx 5.3 million workers).

Of these:

60% were women
40% were men

81% were white
15% were black
4% were of "other" races
19% were Hispanic (also counted as black, white or other)

49% were in the 16-24 age group
42% were in the 25-54 age group
5% were in the 55-64 age group
4% were in the over 65 age group

I hope this information is helpful to the committee members. Please contact me if you need additional information.

*Kim Markham
Legislative Liaison
Department of Workforce Development
608/267-3200
markhki@dwd.state.wi.us*



State Senator
Chuck Chvala
SENATE MAJORITY LEADER

**TESTIMONY BEFORE THE
SENATE COMMITTEE ON LABOR
SENATE BILL 193 (MINIMUM WAGE)
August 18, 1999**

Mr. Chairman, and members of the committee, thank you for allowing me to appear before you today in support of Senate Bill 193, which would increase the state minimum wage and index it for inflation.

The minimum wage is an issue of critical importance to those individuals and families who have been left behind by Wisconsin's booming economy.

The sad fact is that, for many Wisconsin families, that financial boom is merely a shadow being cast by those who stand above them on the economic ladder...and, try as they might, they cannot get their arms around that shadow and make it their own.

However, at a time when our national economy is so strong—and in a state where countless families have been abruptly moved from welfare to work—we have a responsibility to ensure not only that our W-2 workers are indeed working...but also that the work that they find pays a decent wage.

Those W-2 families who are so often cited in State of the State addresses...in press releases...and in podium-thumping stump speeches did not move from the welfare rolls to 30, 40, or 50 thousand dollar a year jobs. By and large, they are the "working poor" that politicians talk about so often...but know so little about.

So...let's talk a little bit about them. Who are the so-called "working poor"?

According to the Bureau of Labor Statistics, single-earner families maintained by women are nearly two-times more likely to live in poverty than those maintained by men.

In Milwaukee, UW-M's Employment and Training Institute found that one-third of employed single parents had income levels below the federal poverty level in 1997, and two-thirds had income levels below 185% of the federal poverty level in the same year. And the rate of single parents classified as "working poor" in Milwaukee has risen by a shocking 39% over the past five years.

Clearly, the booming state economy that has produced a billion dollar surplus in Wisconsin has not delivered prosperity to everyone.

You know, this issue keeps coming back every couple of years, and every time we deal with it, the opponents always trot out the same old tired excuses for their opposition:

- Only teenagers and part-time workers make the minimum wage, they say...not heads of households.
- It will hurt the economy, they claim, and penalize those it was meant to help.
- Just let the free market function on its own...and everything will work out, they plead.

Well, again and again those excuses are struck down by the facts. So...let's make sure that we're clear on the facts.

First of all, it is critical to understand what the minimum wage is today. An individual earning the standard minimum wage of \$5.15 an hour earns \$206 for a 40-hour work week.

That means an annual salary of just \$10,712...or nearly \$3000 BELOW the federal poverty level for a family of three.

And who makes the minimum wage? Is it teenagers who would be thrilled with a \$10,000 a year job...or part-time workers who have high-paying salaries that they supplement with these minimum-wage side jobs?

No.

Three of every four minimum wage workers in this country are older than 20. Minimum wage workers are disproportionately women...as many as 60%, in fact. In addition, 20% of them are single-women head-of-households. And half of all minimum wage earners work full-time.

So, we have to understand that minimum wage earners are adults. They are disproportionately women. They have families who depend on them. And they are, in large part, full-time workers.

So, the myth of the part-time, teen-age worker simply does not bear out.

Another myth that has proven consistently false is that a minimum wage hike will hurt the economy.

Again...that's just not true.

The last increase in the minimum wage came in 1996-97, and since then, Wisconsin's economy has grown with vigor and gusto, evidenced by hundreds of millions of dollars in budget surpluses every year.

This year alone, our economy has grown so swiftly that we are enjoying a billion dollar budget surplus over and above the final revenue estimates of 1998.

But there is more to consider than revenues and surpluses.

According to a study by the Economic Policy Institute, there was no slowdown in the performance of Wisconsin's economy between 1995 and 1998, the years when the negative employment effect of the last minimum wage hike would have been apparent.

So what HAS happened as a result of the last minimum wage hike?

Well, in the two most wage-sensitive industry divisions (trade and services), Wisconsin's employment growth rate from 1997 to 1998 was actually higher than in 1995, the year before the last hike. 6.6% of Wisconsin workers—or roughly 163,000 workers—benefited from the increase. And between 1995 and 1997, the increase contributed to an average pay hike of 10.7% for some of Wisconsin's lowest-paid workers, compared to the previous three years, when wages for many of these workers fell each year.

So, it can be argued—based on the facts, not the myths—that minimum wage increases not only don't hurt our economy, but actually help it.

Finally, opponents of the minimum wage argue that we should let the free market function on its own, without any interference from government. Stand aside, they argue, and everything will work out just fine.

Unfortunately, these same people always seem to feel that we should intervene in the market to benefit businesses and the rich...but that we should leave working families to their own devices.

Well, we live in the richest time in history, in the richest country in the world, in one of the richest states in the union. If those of us in state leadership positions cannot ensure that everyone share in that prosperity, then why are we here?

Senate Bill 193 is a modest proposal to increase the minimum wage in Wisconsin.

Under the terms of the bill, the standard minimum wage in Wisconsin would be raised by \$1.40, from \$5.15 an hour—which is current law—to \$6.55 an hour.

Also, for so-called "opportunity employees"—those employees under 20 years of age in their first 90 days of employment with a particular employer—the minimum wage would be raised from \$4.25 to \$6.10 an hour.

In addition, both tipped employees and agricultural employees would receive substantial increases under this bill.

Finally, in addition to the immediate increases, the minimum wage would be indexed for inflation in order to ensure that the minimum wage retains its real value in future years.

You know, in the 1950's and 1960's, the minimum wage averaged more than 50% of the average wage for non-farm, non-supervisory workers.

Because of the failure to adequately raise it over time, the real value—the buying power—of the minimum wage has fallen dramatically since then. Indexing the minimum wage for inflation will allow us to maintain its real value without having to fight this battle every few years.

I sincerely believe that this is important legislation...though I do understand that it may be difficult for some of us to recognize. Those of you on the committee...like the rest of us in this Legislature...are fortunate enough to not have to survive on the minimum wage. However, there are real people in Wisconsin—real families—who work hard, struggle, and find themselves living from paycheck to paycheck on a minimum wage that barely pays them more than \$10,000 per year.

We can do something about that. We can do something to reward their work and improve their lives.

However, let's not be fooled, either. A \$1.40 increase in minimum wage is not an extravagant measure. That increase would raise a worker's annual income to just under the federal poverty level. It is a modest step...but one that we should be eager to take.

I urge the members of this committee to support an increase in the minimum wage. I am proud to have authored this legislation, and I have been extremely pleased by the amount of support that it has generated so far.

As always, I am interested in your advice and recommendations, and I look forward to working with you all on the bill.

Thank you for your time and attention. I would be happy to answer your questions.



Thursday, August 19, 1999

Testimony on SB 193: A State Minimum Wage By State Senator Margaret A. Farrow

Distinguished colleagues, I feel compelled by the introduction of SB 193, the state minimum wage proposal, to submit my strong objection to this legislation. It is a severe economic mistake to pass a government-imposed increase in the minimum wage in Wisconsin, which would have the unambiguous effect of blunting the market's ability to provide opportunities for entry-level, unskilled workers.

It is a fact that the vast bulk of research on the subject of the minimum wage concludes that increases in the minimum wage is proven to reduce employment and damage the very people the minimum wage is supposed to help – low wage workers.

According to economists David Neumark, Mark Schweitzer and William Wascher, a 10 percent increase in the minimum wage reduces employment by the same percentage among workers making the minimum wage or slightly more – the very people the minimum wage is intended to help.

In addition, statistics show that increases in the minimum wage add almost nothing to the incomes of low-wage workers. A study by economists Richard Bukhauser and Martha Harrison found that 80 percent of the net benefits of the last minimum-wage increase went to families well above the poverty level; almost half of accruing to those with incomes more than three times the poverty level.

Thanks to a key reduction of investment tax rates, the opening up of overseas markets, the rapid expansion of cyber-commerce, and the elimination of inflation over the past two and one-half years, real economic growth has accelerated the growth of real wages. As the productive capacity of the economy continues to expand, the minimum wage has become moot for nearly all Wisconsin workers. Wages rise when the economy expands. If we as legislators could simply mandate an increase in the standard of living, why not pass a minimum wage of \$10, \$20 or \$30 an hour? If you take this argument to its logical extent, it is apparent that governments cannot set wages without harmful employment effects imposed on both employers and employees.

Many small business owners could be forced out of business by a broad-based increase in the minimum wage, while larger businesses will raise prices and hire fewer unskilled workers.

It should be pointed out that many of the small business owners in my district are not members of large business associations and do not have the resources to hire lobbyists to inform them when bills come up that have a negative impact on their employment outlook. **As a result, small business entrepreneurs who either do not know about the bill, or who can ill-afford a half day off of work in the middle of the work week, will undoubtedly be under-represented at the Committee Hearing on this bill.**

Rapid economic growth is the medicine for low wages; minimum wage laws have proven to remove the very entry-level opportunities that unskilled workers need to learn the skills and work habits that will allow them to compete for higher paying jobs in the future.

**WOMEN AND POVERTY
PUBLIC EDUCATION INITIATIVE
3782 North 12th Street
Milwaukee, WI 53206
(414) 265-3925**

August 19, 1999

To: Senate Committee on Labor
From: Jean Verber, Director of Milwaukee Women and Poverty
Public Education Initiative
Re: Support for Raising Minimum Wage, SB 193

My name is Jean Verber. I have been the Director of the Women and Poverty Public Education Initiative in Milwaukee for the past four years.

I am here on behalf of the hundreds of women leaving welfare for a job but are struggling with a part time job, a temp job, a service job, and other low paying jobs. Research is continually showing us that even as the welfare cases decrease, the poverty rate still continues to be on the rise. We see more and more requests for food in pantries and meal programs; shelters are full. Already now, the overflow shelters are open; in the past this happened only as winter months came upon us. Our community desperately needs policy adjustments, and raising the minimum wage could be a help to offer a bit of an economic betterment for a large number of central city poor.

I urge you to pass SB 193, with a formula that will ensure the highest increase possible at this time. This will be a fair response to all low wage workers who truly want to become self sustaining and contributing members of their community.

August 19, 1999

To: Senate Committee on Labor
From: Anne Hazelwood, 2717 N. 39th Street, Milwaukee
Re: Support for Raising the State Minimum Wage, SB 193

My name is Anne Hazelwood. I work part time as an Outreach Worker for the Women and Poverty Public Education Initiative in Milwaukee. In that capacity, I meet women struggling to make it in today's labor market, especially as single heads of households with children. Just last year, I myself worked three jobs in order to provide for my family. No one, not even a single person, can possibly survive on minimum wage, or even on the \$6.00/hour average prevailing wage that most women leaving W-2 are receiving. Recently, I added up all my bills for the month and I figure I must earn between \$9 and \$10 an hour to come out even at the end of the month...just to meet basic needs of my family.

In central city Milwaukee, high paying jobs are not to be found unless one has higher education and skill training. Working two or three jobs and trying to be present to and care for children does not allow time to pursue educational opportunities.

For a lot of women, therefore, that hourly wage is the only means to survive. So anything that can be done to fill the gap between the present minimum wage and what families actually need, to have a living wage is a high priority. I urge you to support SB 193 and raise the state minimum wage to the highest level you can. People will work hard when the incentive means wages that will be worthwhile. With more adequate pay, stress will be lessened, children will be happier, and workers' general attendance, performance, and health means everyone stands to benefit.



DATE: August 19, 1999

TO: Senate Committee on Labor
Senator James Baumgart, Chairman

FROM: Kathi Kilgore, Government Relations Specialist
Wisconsin Restaurant Association

RE: Opposition of Senate Bill 193

The Wisconsin Restaurant Association, representing over 7,000 foodservice outlets in the state of Wisconsin, is opposed to Senate Bill 193, which would raise the minimum wage more than a dollar an hour immediately and index the wage to increase annually based on the federal poverty level.

The impact of legislation that increases the minimum wage, such as this bill, hits employers in labor-intensive, low profit margin industries, like the restaurant industry, the hardest. Restaurants are a major employer of youth and unskilled labors across the country, making us the training ground for the nation's workforce. An increase in Wisconsin's minimum wage would risk the loss of thousands of jobs in our state from lost new job opportunities and lay-offs, thus hurting the people this bill is intended to help most.

Senate Bill 193 raises the minimum wage for both tipped and non-tipped employees. WRA takes special exception with raising the tipped minimum wage, which is totally unnecessary at this time and in the foreseeable future. Tipped wait staff are the highest paid employees in the restaurant, earning an average of \$12 an hour, if not more in high volume or high end restaurants. Plus, they already receive raises regularly as menu prices increase because customers tip on percentage of their bill.

If SB 193 were to become law, it would cause a devastating ripple effect. Employees who are currently making more than the minimum wage would want a raise to continue to make more than the minimum wage. An employer would be faced, perhaps, with giving all their employees a \$1.40 an hour raise. In addition, employees would likely see increased overtime hours and reductions in benefits, including health insurance and training opportunities, as total personnel costs would need to be brought into line with sales revenues.

In the past year, Federal Reserve Chairman Alan Greenspan has spoken out on several occasions against raising the minimum wage. When addressing the House Ways and Means Committee in January, Greenspan cautioned the committee to "be very careful about thinking that they can somehow raise standards of living by mandating an increase in the minimum wage." He stressed the need to keep the labor market as flexible as possible so that the ability to get training and move up the ladder would not be impeded because our country cannot have a sophisticated system overall unless we have a flexible wage market.

In February, before the House Banking Committee, Greenspan said that increasing the minimum wage would push inflation higher and cause unemployment, however not immediately because unemployment is at a 29-year low and demand for workers is huge. But it is when the economy turns downward, and we all know that it will at some point, that there will be a higher unemployment rate among teenagers and unskilled workers.

It is at that time that the disastrous effects of this bill will become most evident. Indexing the minimum wage may seem like the politically smart thing to do, by putting into place a mechanism to annually increase the wage without ever having it come before the Legislature again. It will, however, cause the greatest amount of damage to business owners and their employees. As the economy turns down and inflation and the poverty level increase, wages would continue to go up. Restaurateurs would see business drop because customers would stay home instead of spending their hard earned money, but wages would continue to automatically increase. The restaurateur would have no choice but to freeze hiring and lay off employees at the low end of the pay scale.

Aside from the hardship that a minimum wage increase would cause, WRA does not believe that this bill is needed at this time. Wage rates are best determined by the marketplace, which is doing a fine job in setting competitive wages. Look in the classified ads of your local newspaper and you will find restaurant industry jobs paying well above the minimum wage. In fact, very few jobs are currently paying the minimum wage. The incredibly low unemployment rate is forcing restaurateurs to raise starting wages to attract employees and to keep them. To cope with the increased labor costs, restaurants are raising menu prices and, for the first time since 1987, menu price inflation exceeded the overall inflation rate - despite a drop in wholesale food prices.

In closing, to put it simply, this is a very bad bill. It is inflationary, it will hurt the very people it is supposed to help and it is completely unnecessary at this time. WRA and our 7,000 members across Wisconsin urge you to oppose this legislation.



GOVERNMENT RELATIONS & ASSOCIATION MANAGEMENT

August 19, 1999

TO: Members of the Senate Committee on Labor

**FROM: Tony Studt and Janet Swandby, Lobbyists
Wisconsin Free Community Papers (WFCP)**

DATE: August 17, 1999

RE: Opposition to Senate Bill 193

The Wisconsin Free Community Papers (WFCP) asks you to oppose Senate Bill (SB) 193.

WFCP publications are the free community papers or shoppers guides that are delivered once or twice a week. Current statewide circulation of WFCP publications reaches over 2 million Wisconsin households each week.

Please find a copy of a memo in opposition to SB 193 from Milt Helmer of Helmer Companies. Helmer Companies is a member of WFCP and a publisher operating in West-Central Wisconsin.

If you have any question regarding WFCP's opposition to Senate Bill 193, please do not hesitate to contact either of us.

AGS/



Memo

Date: August 13, 1999
To: Coenen/Swanby, Inc.
From: Milt Helmer, Helmer Companies
RE: Minimum wage legislation, S.B. 193

To Whom it may concern,

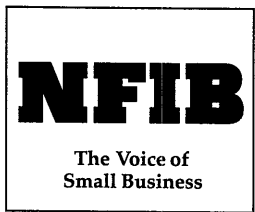
Here is another example of Government again trying to improve the standard of living by putting more and more of a burden on the very people who are driving the economy. We publish a weekly free community paper with a circulation of 46,000 in West Central Wisconsin and as such employ a number of marginal employees in the production and distribution of our paper. Employees that have limited skills and appreciate having a steady job.

If the new minimum wage formula is adopted it will certainly put about 5 of these people out of work. The job will have to be done by fewer and fewer people working longer hours. The very effect the authors of this legislation do not want to happen.

There is a further problem that will affect our retail business clients. They are struggling trying to compete with major discounters and find it almost impossible to stay competitive in pricing their products and with hiring good personnel. The cost of good help today is getting more and more expensive and harder to find and this bill will make it overwhelming. If past you can look at more and more of the bedrock businesses that hold this economy together to go under. Many already have.

When the economy takes a down turn and we all know this will happen sooner or later, we will be left with far more expensive help and more marginal people walking the streets.

S.B. bill 193 is a bad idea.



Statement Before the Senate Committee on Labor

by

Bill G. Smith
State Director
National Federation of Independent Business
Wisconsin Chapter

Thursday, August 19, 1999
Senate Bill 193: Minimum Wage

I am grateful for the opportunity to participate in today's public hearing for Senate Bill 193, relating to the minimum wage.

My name is Bill G. Smith, and I am State Director for the Wisconsin Chapter of the National Federation of Independent Business.

Included among NFIB members is a broad cross-section of small and independent business owners located throughout Wisconsin, including retailers, manufacturers, wholesalers, professional and agricultural firms.

The typical NFIB member employs six workers and grosses approximately \$325,000 in annual sales.

The net effect of Senate Bill 193 is to increase the state's minimum wage. The net *result* is lost job opportunity and especially lost opportunities for those workers with limited skills or on the lower rungs of the economic ladder.

The days of disguising functional illiteracy with government mandating a work force starting wage level are over. We need to stop subscribing to the economic theories of the 1950's and 1960's and instead embrace the economic realities of the 1990's. We know opportunity lies ahead. But it is difficult to focus on the 21st century when the debate remains in the 19th.

In other words, legislators are right to search for ways to help the working poor, but wrong to think that raising the minimum wage is one of them.

It was candidate Bill Clinton, in 1992, who endorsed increasing the Earned Income Tax Credit as a better way to address the needs of the working poor than a hike in the minimum wage.

And it was former Secretary of Labor, Robert Reich, who said the Earned Income Tax Credit can be better targeted to families in need, because "after all, most minimum wage workers are not poor."

Indeed, when New Jersey raised its minimum wage to \$5.05 in 1992, the average beneficiary resided in a family earning almost \$40,000 a year.

The private sector — and especially small business — has worked very hard to make the W-2 program a success. Yet the University of Wisconsin's Institute for Research on Poverty found that increases in the minimum wage had significant negative effects on the ability of welfare mothers to get off welfare, because increasing the minimum wage tends to **decrease the number of available jobs**.

Welfare mothers in states that raise their minimum wage remain on public assistance 44% longer than in states where the minimum wage remains unchanged, according to the study.

Even the economists agree, 77 percent — or nearly 17,000 economists who belong to the American Economic Association — believe a minimum wage hike causes job loss.

For every 10% increase in the starting wage, unemployment increases 1-2%, and the hardest hit are the low-skilled workers.

Mr. Chairman, government price fixing, whether applied to products or entry-level jobs, will only distort and destabilize the affected market.

Minimum wage is no longer an economic issue, but rather a political one. Discussions about a minimum starting wage are no longer relevant. Rather, we need discussions on maximum wage — that is, how to maximize the wages of the workforce by creating more jobs on the main streets in communities all across Wisconsin. Maximum opportunity through meaningful work, through valuable employment that encourages personal initiative, through job skills training, and promoting enterprise which will add to our economic value and quality of life.

This legislation would also repeal a requirement that the Department of Workforce Development consider the impact a higher living wage would have on the state's economy. **What could be more relevant in a discussion of a higher starting wage than to analyze how that wage might impact the greater economy of our state and in our communities?** This is an important provision of Wisconsin's minimum wage law, and we **strongly support it**.

Real businesses with real dollars and real jobs need to react each time the minimum wage is increased. No region of our state can fully escape the impact, and for most of those affected, the impact is negative.

And when all is said and done, raising the minimum wage actually puts very little disposable income in the pockets of individual workers. To the contrary. For those who are the victims of fewer hours or lost job opportunities, earned income will likely be lost. The

beneficiaries of the New Jersey wage hike — those earning less than \$10,000 per year — saw their average family income rise by just one percent, or about \$337 per year.

Therefore, it is on behalf of the small business member firms of NFIB that I respectfully request members of the committee to **oppose passage of Senate Bill 193.**

Thank you.



WISCONSIN CATHOLIC CONFERENCE

TESTIMONY IN SUPPORT OF SENATE BILL 193

August 19, 1999

presented to the Senate Committee on Labor

by John Huebscher, Executive Director

On behalf of the Wisconsin Catholic Conference I urge the committee to support an increase in the minimum wage in Wisconsin. We believe such an increase is consistent both with the tenets of Catholic social teaching on the dignity of workers and the stated principles driving welfare reform at both the state and federal levels.

As Pope John Paul II has argued in his letter on human work, the rights of workers are closely linked to their responsibilities. The right of every person to a job is grounded in the twin duty to develop one's own God given skills to the fullest and to provide for the needs of one's family. For this reason Catholic social teaching has long defined a just wage in terms of a "family wage," or that necessary to meet the needs of a family.

In that same letter on work, the Pope said that the responsibility to treat workers justly is not limited to those who hire them. All of us, he argued, are "indirect employers" in that we take part in and benefit from economic arrangements that define how workers are treated. As "indirect employers" we have a duty to fashion policies that help meet the needs of workers that may be beyond the capabilities of the private sector.

During the debate on welfare reform, we were told it was necessary to challenge -- and change -- the status quo. The stagnation of wages paid to the working poor, including the minimum wage, remain part of that status quo, even in a time of general prosperity. According to the Center on Budget and Policy Priorities, even with the most recent increase the purchasing power of the minimum wage remains below its average value in the late 1970's.

Thus, even the higher minimum wage provided for in Senate Bill 193 falls short of a genuine family wage.

Some say this is not a problem because many minimum wage earners are teen agers or single workers. We disagree. Research suggests that fully 40% of minimum wage earners are the primary breadwinners in their families and two-thirds of the teens who earn the minimum wage live in low income households.

In terms of Catholic social teaching, that debate is of little relevance.

As Msgr. John Ryan wrote nearly a century ago, the wage paid to the unmarried worker or a second wage earner in the family woman must be equal that of the primary breadwinner. He grounded this belief in three arguments.

First, equal pay for equal work prevented discrimination against breadwinners. Second, childless workers have the same rights as other workers to a wage that values the work they do. Third, workers who were paid a family wage before they form families would be able to set aside savings to provide for the needs of their future families.

Thus, the fact that many minimum wage earners are younger, less affluent and lacking in political influence does not weaken their claim to a just wage. Nor does it relieve us of our obligation as "indirect employers" to pay it.

We also support raising the minimum wage because doing so is necessary to maintain the values at the heart of welfare reform.

As you may recall, one of the core principles of welfare reform is that only work should pay. The poor, we were told, must come to appreciate the value of work. A second principle is that the justice of the Wisconsin Works program will be measured by how the working poor are treated.

We agree. Work should pay. It should pay better than welfare because wages are above a subsistence level, not because public assistance grants are reduced to an even lower level.

If the wages paid to all workers, even the "working poor", are truly just wages that enable them to support families or prepare to do so, then the words "only work should pay" will ring true. If, however, we tell the poor that they should work, and then refuse to pay a just wage for their work, then the words "only work should pay" will be little more than an empty platitude, and our welfare and economic policies will fail a basic test of social justice.

This bill also makes sense in light of current W-2 policies toward education and training. If participation in education and training are not acceptable activities for W-2 clients because, as we are told, a poor person's preparation for school should be grounded in work, then such people earn enough at a job to save at least some of the money they need for education and training.

We note that Section 11 of the bill repeals the requirement that the Department consider the effect of increasing the minimum wage on the state's economy, job creation, job availability and other factors in setting the wage. As we consider this provision, we note that our teaching on the just wage is conditioned by the employer's ability to pay, market forces, and the common good. Thus, it may be more appropriate to broaden, rather than eliminate the factors we consider in determining a living wage at this point in time.

Accordingly, rather than retain current law as it is, or repealing it as SB 193 suggests, we urge you to broaden the considerations demanded of the Department to more completely assess the common good. Such considerations might include things like:

the effect of not increasing the living wage on child welfare;

the ability of those earning the minimum wage to afford health insurance, housing and adequate food and clothing;

the ability of those earning the living wage to provide for their future;

the extent to which the well being of more affluent citizens depends on paying workers less than a living wage in areas such as child care, health care, the hospitality industry and agriculture;

the relationship between low wages and anti-social behavior; and,

how the common good is effected when large numbers of workers earn less than a living wage.

A more comprehensive assessment of these considerations, we think, is more likely to produce a just decision as to how the living wage is defined in our state.

On balance, then, we believe that Senate Bill 193 is good public policy. It challenges the status quo regarding wages for those whose dignity is not fully recognized by the wages they earn. By enacting it, all of us live up to our duty as "indirect employers." Your support for this bill is appreciated.