

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: Feb 6 2001

BILL NO. Senate Bill 133  
OR

SUBJECT \_\_\_\_\_

Lisa Michaels  
(NAME)

188 N. Park Ave  
(Street Address or Route Number)

Fond du Lac, WI 54935  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. SB 33  
OR

SUBJECT \_\_\_\_\_

Minimum wage increase

Thomas J Eberf  
(NAME)

48 Palmswood Ln AC  
(Street Address or Route Number)

Madison WI 53705  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. 2B33  
OR

SUBJECT \_\_\_\_\_

MARIE McPHEE  
(NAME)

38710.3rd St  
(Street Address or Route Number)

Milwaukee WI  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: Feb 6 2001

BILL NO. Senate 33

SUBJECT State minimum

Wage

Sharon Russart  
(NAME)

416 Linden St  
(Street Address or Route Number)

Fond Du Lac WI  
(City and Zip Code) 54935

\_\_\_\_\_  
(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: 2-16-2001

BILL NO. Bill 33

SUBJECT \_\_\_\_\_

(NAME)

DELLA SMITH

(Street Address or Route Number)

3263 No 28th St

(City and Zip Code)

MILWAU WIS 53216

(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: 2-06-01

BILL NO. SB 33

SUBJECT \_\_\_\_\_

(NAME)

Tim DENEX

(Street Address or Route Number)

423 E. MAIN ST

(City and Zip Code)

EVANSVILLE WI 53536

(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: 2/16/01

BILL NO. 33

SUBJECT \_\_\_\_\_

(NAME)

Darvich Bimborough

(Street Address or Route Number)

28330 16th St.

(City and Zip Code)

MILWAUSA 53212

(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: 2/6/10

BILL NO. 33

OR

SUBJECT minimum wage

(NAME) Della Looney

(Street Address or Route Number) 2839 Northwest

(City and Zip Code) Milwaukee 53206

(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: 2/6/10

BILL NO. 33

OR

SUBJECT minimum wage

(NAME) Barb Fischer

(Street Address or Route Number) 309 Bryner St

(City and Zip Code) Antoni 54409

(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: 02/06/10

BILL NO. SB 33

OR

SUBJECT minimum wage

(NAME) Lisa Zoccol

(Street Address or Route Number) 9800 Prairie Knolls Rd

(City and Zip Code) Tomahawk WI 54487

(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: 2-6-01

BILL NO. 33

OR

SUBJECT \_\_\_\_\_

ALL GATES  
(NAME)  
2124 Shore Dr  
(Street Address or Route Number)  
Beloit 53511  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. 33

OR

SUBJECT \_\_\_\_\_

Jeanne Augsburg  
(NAME)  
536 E. Main St  
(Street Address or Route Number)  
Winneconne WI 54986  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2/6/01

BILL NO. SB33

OR

SUBJECT Min. Wage Increase

Ray Hartson  
(NAME)  
1903 Vernon  
(Street Address or Route Number)  
Beloit WI 53511  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. SB 33

OR

SUBJECT MIN WAGE A

(NAME) Eric Persson

(Street Address or Route Number) 16715 Lofgren

(City and Zip Code) KADDEVILLE, 53954

(Representing) SEIU 1199 LPA14C

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: 2/6/01

BILL NO. SB 33

OR

SUBJECT Minimum Wage Increase

(NAME) Sue Malin Larson

(Street Address or Route Number) 322 E. WASHINGTON

(City and Zip Code) Mad, WI 53703

(Representing) Lutheran Office for Pub. Affs

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: 2/6/01

BILL NO. SB 33

OR

SUBJECT Minimum Wage Increase

(NAME) Dian Demer

(Street Address or Route Number) 16515 Prairie Ct

(City and Zip Code) Brookfield, WI 53005

(Representing) 8800 August 1199W

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: Feb. 6, 2001

BILL NO. SB 33

OR

SUBJECT Minimum Wage

JOHN HUEBSCHEN  
(NAME)

131 GILSON ST #1105  
(Street Address or Route Number)

MADISON 53703  
(City and Zip Code)

WI CATHOLIC 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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: Feb 6th

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

Mattias Bousky  
(NAME)

3229 N. NEWHALL  
(Street Address or Route Number)

MILWAUKEE 53211  
(City and Zip Code)

SELF  
(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: Feb. 6, 2001

BILL NO. SB 33

OR

SUBJECT Minimum Wage

Sheila D. Cochran  
(NAME)

3316-N. 51st Blvd  
(Street Address or Route Number)

Milwaukee, WI 53216  
(City and Zip Code)

DIAGNOSTIC LABS  
(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: 2/5/01

BILL NO. SB 33

OR

SUBJECT Minimum Wage

Mark Reichl

(NAME)

115 W. Main St.

(Street Address or Route Number)

Madison 53703

(City and Zip Code)

Wis. State Council of Engineers  
(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: 1/6/01

BILL NO. LRB 1272

OR

SUBJECT MINIMUM WAGE

BOB ANDERSON

(NAME)

16 N CARROLL

(Street Address or Route Number)

MADISON 53703

(City and Zip Code)

COUNCIL ON CHILDREN'S  
(Representing) FAMILIES

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: 2/6/01

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

Joe Dwyer

(NAME)

2801 CARO ST. S-202

(Street Address or Route Number)

MADISON WI 53713

(City and Zip Code)

WIS LABORERS DISTRICT COUNCIL  
(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: 2/6/01

BILL NO. SB333

OR

SUBJECT \_\_\_\_\_

KEN OPIN  
(NAME)  
1334 APPLEBARE RD.  
(Street Address or Route Number)  
MADISON 53713  
(City and Zip Code)  
MS. FO & TEACHERS UNFER  
(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: 2/6/01

BILL NO. \_\_\_\_\_

OR

SUBJECT SB 333

Jean Verber  
(NAME)  
3782 N. 12  
(Street Address or Route Number)  
Milw  
(City and Zip Code)  
Women & Poverty  
(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: 2/6/01

BILL NO. SB-33

OR

SUBJECT MINIMUM WAGE

INCREASE  
ROBERT W. LYANS  
(NAME)  
833 EXCELSIOR DR.  
(Street Address or Route Number)  
MADISON, WIS. 53717-  
(City and Zip Code)  
AFSCME Council 48  
(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: 2-6-01

BILL NO. SB 33

OR

SUBJECT Min Wage

Page R...  
(NAME)

P.O. Box 208  
(Street Address or Route Number)

Jessika WI 53547  
(City and Zip Code)

IREW  
(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: 2-6-01

BILL NO. SB 32

OR

SUBJECT \_\_\_\_\_

Robert Greason  
(NAME)

570 W2486S ALHAMD  
(Street Address or Route Number)

WAUWATSAWI WI  
(City and Zip Code)

DE LOCAL 111  
(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: Feb 6, 2001

BILL NO. 33

OR

SUBJECT Minimum Wage Increase

Robert Kraig  
(NAME)

912 W. Pat Washington  
(Street Address or Route Number)

Milwaukee, WI 53217  
(City and Zip Code)

SEIU - Wisconsin State Council  
(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: 02-06-00

BILL NO. SB 33

OR

SUBJECT Minimum Wage

INCREASE

Patriceia Bounds

(NAME) 4837 NOSCAND ST

(Street Address or Route Number) WIL WIS 53248

(City and Zip Code) 11994P SEIE

(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: 02-06-01

BILL NO. SB 33

OR

SUBJECT Minimum Wage

INCREASE

Dorothy Smith

(NAME) 2935 WOOD ST

(Street Address or Route Number) WIL WIS 53206

(City and Zip Code) 11994P SEIE

(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: 2-16-01

BILL NO. SB 33

OR

SUBJECT SB 33

Jean Verber

(NAME) 3782 N. 12

(Street Address or Route Number) MIL

(City and Zip Code) Women of Poverty

(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: \_\_\_\_\_

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

Sen. Fred Risser

(NAME)

220 South Capitol

(Street Address or Route Number)

(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

Dobbie Winkler

(NAME)

718 Jackson St #2

(Street Address or Route Number)

(City and Zip Code) Madison WI 54403

(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: 2/6/01

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

Ron Hernanes

(NAME)

16 N. Carroll St Suite 305

(Street Address or Route Number)

(City and Zip Code) Madison 53703

(Representing) NAT'L Assoc. of Theatre Owners

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: 2/16/2001

BILL NO. SB33

OR

SUBJECT \_\_\_\_\_

(NAME) Sabrina Gentile

(Street Address or Route Number) 1212 Deming Way

(City and Zip Code) Madison WI 53717

(Representing) WI Farm Bureau

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: Feb 6 - 2001

BILL NO. SB333

OR

SUBJECT \_\_\_\_\_

(NAME) Barb Hunter

(Street Address or Route Number) 44 E. M. Ave.

(City and Zip Code) Madison

(Representing) Wis. Truckers Assn.

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: 2/2/01

BILL NO. SB33

OR

SUBJECT \_\_\_\_\_

(NAME) Tara Pierce

(Street Address or Route Number) 44 E. WITTELN, SUITE 101

(City and Zip Code) Wausau WI 53703

(Representing) WI. Rethu 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:

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: 2/6/01

BILL NO. SB333  
OR

SUBJECT \_\_\_\_\_

Gary Manke

(NAME) PO Box 44364

(Street Address or Route Number)

Madison WI 53744

(City and Zip Code)

Midwest Equipment Dealers 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: 2/6/01

BILL NO. SB333  
OR

SUBJECT \_\_\_\_\_

Gary Manke

(NAME) PO Box 44364

(Street Address or Route Number)

Madison WI 53744

(City and Zip Code)

WI Automotive Aftermarket 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: 2/6/01

BILL NO. SB333  
OR

SUBJECT \_\_\_\_\_

Gary Manke

(NAME) PO Box 44364

(Street Address or Route Number)

Madison, WI 53744

(City and Zip Code)

WI Automotive Parts 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: Feb 6, 2001

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

(NAME) Mary Ann GERRARD

150 E Gilman St

(Street Address or Route Number)

MADISON, WI 53705

(City and Zip Code)

(Representing) Wi Auto Truck Dealers Assn

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: 2/6/01

BILL NO. SB 33

OR

SUBJECT \_\_\_\_\_

(NAME) James Buchen

551 E. Washington

(Street Address or Route Number)

Madison WI

(City and Zip Code)

(Representing) Wis. Manufacturers and Comm.

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: 2-6-'01

BILL NO. SB33

OR

SUBJECT Min. Wage

(NAME) Doug Johnson

1 East Main #305

(Street Address or Route Number)

Madison 53702

(City and Zip Code)

(Representing) WI MerchantsFederation - Midwestward -

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: 2-6-01

BILL NO. SB 33

SUBJECT \_\_\_\_\_

(NAME) Phillip Mearnsfeldt

(Street Address or Route Number) 6333 W Blewond

(City and Zip Code) Mil. 53218

(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: 2/6/01

BILL NO. SB 33

SUBJECT Mih Waga

(NAME) Rep Larry Belov

(Street Address or Route Number) \_\_\_\_\_

(City and Zip Code) 68th District

(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: 2/6/01

BILL NO. SB33

SUBJECT Mih Waga

(NAME) Sen Hansen

(Street Address or Route Number) 19 S. State Cap

(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



**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. 33

OR

SUBJECT Min. Wage

(NAME) Bill G. Smith

(Street Address or Route Number) 10 East Park Suite 201

(City and Zip Code) Madison 53703

(Representing) National Federation of Independent 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: 2/6/01

BILL NO. \_\_\_\_\_

OR

SUBJECT SB33

(NAME) Kathi Kilgore

(Street Address or Route Number) 2801 Fish Hatchery Rd.

(City and Zip Code) Madison 53713

(Representing) III Restaurant Assn.

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: 2/6/01

BILL NO. SB 33

OR

SUBJECT MIN WAGE

(NAME) MICHAEL KUSSON

(Street Address or Route Number) 2601 CROSSROADS DR

(City and Zip Code) MADISON, WI 53718

(Representing) WI GROCERS ASSN

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: Feb. 06/2001

BILL NO. 17 and 33

SUBJECT \_\_\_\_\_

Mark D. Hoffmann

(NAME)

2687 Tansyden Circle

(Street Address or Route Number)

Stoughton, WI 53589

(City and Zip Code)

International Brotherhood of Electrical Workers

(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: 2-6-01

BILL NO. SB17 SB33

SUBJECT \_\_\_\_\_

CHRISTINE CALVERT

(NAME)

207 W. WASHINGTON ST.

(Street Address or Route Number)

WALES WI 53183

(City and Zip Code)

SELF

(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: 2/6/01

BILL NO. SB 17 SB 33

SUBJECT Wage claim len

increasing min. wage

FRANK BUSALACCHI

(NAME)

10200 W. Bluemound Rd.

(Street Address or Route Number)

Milwaukee 53257

(City and Zip Code)

Lammers St. Council 139

(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: 2-10-01

BILL NO. 107 & 33

OR

SUBJECT Wage Claim

Lean Bill

Kate Hinner  
(NAME)

1971 E. Washington Ave.  
(Street Address or Route Number)

Madison, WI 53704  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: FEB. 6, 2001

BILL NO. SB 17 SB33

OR

SUBJECT \_\_\_\_\_

Doug CAUVER  
(NAME)

207 Weisspool Ct  
(Street Address or Route Number)

Wakes WI 53183  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2-6-01

BILL NO. SB 17

OR

SUBJECT SB-33

Margaret Zobern  
(NAME)

111376 PHEASANT  
(Street Address or Route Number)

BIRNHAMWOOD, WI  
(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

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 2/6/2001

BILL NO. SB 17 A SB 33

OR

SUBJECT \_\_\_\_\_

\_\_\_\_\_  
Annie Wacker  
(NAME)

8724 W. Deved St  
(Street, Address or Route Number)

Milwaukee 53224  
(City and Zip Code)

None  
(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

# Wisconsin State AFL-CIO



CHARTERED 1958

6333 W. BLUE MOUND RD., MILWAUKEE, WISCONSIN 53213 PHONE (414) 771-0700 FAX (414) 771-1715

David Newby, President • Sara J. Rogers, Exec. Vice President • Phillip L. Neuenfeldt, Secretary-Treasurer

TO: Members of the Senate Labor and Agriculture Committee  
 FROM: Phil Neuenfeldt, Secretary-Treasurer  
 DATE: February 6, 2001

RE: **SUPPORT FOR SENATE BILL 33: State Minimum Wage Increase**

The Wisconsin State AFL-CIO supports SB 33 because it not only provides a needed increase to \$6.80 per hour, but creates a logical and reasonable framework for automatic increases in the minimum wage based on the poverty level. Low-wage workers cannot continue to be the casualties of political battles in an arena in which they have no paid lobbyists and no clout. The increases will be gradual and employers can plan for their implementation.

The following are a few of the many arguments for an increase:

- Some 163,966 Wisconsin workers would benefit from at least a dollar increase in the minimum wage, according to a 1999 study by the Economic Policy Institute.
- Adults make up 71% of workers who would benefit, in contrast to the view that only youth earn the minimum wage. (Although, among teenagers earning the minimum wage, more than 50% are in families with below-average incomes. Just because someone is young, it doesn't mean that his or her income is not vital to the economic security of the family or that their labor is not valuable.)
- Women will benefit the most from a minimum wage increase, particularly those who are single mothers. Almost 60% of those working at the minimum wage are women. As welfare reform forces more poor families to rely on their earnings from low-paying jobs, a minimum wage increase is likely to have a greater impact on reducing poverty. With time-limited welfare benefits, it is essential that the minimum wage become a wage sufficient for survival.
- If the minimum wage in 1979 had been indexed for inflation, it would be \$6.53 today (1999 dollars). In other words, the inflation-adjusted minimum wage is 21% lower today than in 1979. Without another increase, the real value of the minimum wage will fall to \$4.67 (1999 dollars) by the year 2003, according to inflation projections by the Congressional Budget Office.

An increase in the minimum wage helps all workers in the lowest tiers of the wage scale so that those who are struggling the most in our economy will benefit. We urge members of the committee to support Senate Bill 33.

## Comments on the minimum wage

Public Hearing 2-6-01

by Sen. Hanson

I believe the minimum wage sends an important message about the value that we, as a society, place on the efforts of individual workers. As quality of life has increased for most of our society, the increases in minimum wage have not even kept up with inflation. Those at the lower end of the economic spectrum are not able to make enough to help their families escape poverty.

The minimum wage **peaked in 1968 – at \$6.92/hour** in 1999 dollars, then the inflation-adjusted value of the federal minimum wage declined heavily during the 1980's. **The last time that a full-time minimum wage worker earned enough to be above the official poverty line for a family of three was 1979. That worker's income in 1999 is about 80% of the amount needed to escape poverty.**

SB 33 raises the minimum wage so that a full time, full year employee would earn the federal poverty line for a family of 3 - \$14,150. It would also index the minimum wage to increase annually with the federal poverty line.

Our proposal would set the minimum wage at \$6.80. While this would make us a national leader, \$6.80/hr is comparable to wage rates in California, Connecticut, Massachusetts, Oregon and Washington. 10 states (and Washington DC) already have minimum wages higher than the federal level.

A lot of folks are worried about the impact this increase would have on businesses, costs being passed along to consumers, the unemployment rate.

There are also questions regarding who would benefit from an increase in the minimum wage? My office has done some research on this, and the studies that look at previous increases in the minimum counter many of these arguments.

Research has shown that minimum wage increase can **actually help employers to attract, retain and motivate workers** by increasing the reward for work.

- **60%** of 1996-97 increases went to families in the **bottom 40%** of income distribution **and 1/3 went to families in the bottom quintile (20%)**
- **75%** of beneficiaries were **over 20 years old**
- **Unemployment has continued to drop** for all groups – including teens, minorities and women.
- **9 million jobs** have been added (nationally) – including:
  - **4.7 million in the service industry**
  - **1.1 million in retail**
  - **400,000 in restaurants**

The other question is - who will benefit from the increase? The current Wisconsin median wage is \$11.50 - twice the earnings of workers making the minimum wage. It is estimated that over **200,000 Wisconsin workers would benefit** from the increase.

Nationally, the figures present a strong case for an increase in the minimum wage.

- **33%** of those earning **between \$5.15 and \$6.15** are **parents**.
- **84%** of heads of households earning **within \$1** of the minimum wage are **women**
- **40%** of workers earning the minimum wage are **the sole breadwinners for their families**
- **70%** of workers making the minimum wage or less are age 20 and over.
- **69%** of workers making between \$5.15 and \$6.14 are 20 and over
- **82%** of workers making \$6.15 to \$7.14 are least age 20
- **46%** of workers earning **within \$1** of the minimum wage are **full time employees**
- More than 50% of teens earning the minimum wage are in families with below average incomes

Again, I just want to close my saying that the minimum wage sends an important message about the value that we place on work in our society. The research shows that the main beneficiaries are not just teenagers, but people who are parents, full time workers, and the main breadwinners in their families. I would appreciate your support for this important legislation.





## The Minimum Wage Debate: Who Would Be Affected in Wisconsin?

Whenever the topic of increasing the minimum wage comes up, there is a discussion about which workers will be affected. This paper summarizes the available data regarding the wages of Wisconsin workers and the types of workers who would be affected by a hike in the minimum wage.

### Wisconsin Wage & Salary Workers Affected by Minimum Wage Proposals

Hourly Wage	Total Workers (in 2000)	Percent of Wage & Salary Workers
Less than \$5.15	40,000	2.2%
\$5.15 - \$6.14	116,000	6.4%
\$6.15 - \$6.64	55,000	3.0%
\$6.65 - \$7.14	91,000	5.0%
Approximate Number of Workers below \$6.80 per hour	<b>238,000</b>	<b>13.1%</b>

Source: Wisconsin Budget Project, using unpublished tabulation by U.S. Bureau of Labor Statistics from the 2000 Current Population Survey.

### Demographics of Low-Income Workers

We do not currently have good state-level data on the demographics of low-wage workers. However, the following data derived from the Census Bureau's 1999 Current Population Survey provides a national picture of those earning at or near the minimum wage:

- 37 percent of workers earning from \$5.15 to \$6.14 in 1999 were the household head or a spouse who contributes to family income. (National Economic Council [NEC]).
- 33 percent of workers in the \$5.15 to \$6.14 pay range were parents with children under 18. (Bernstein, Hartmann and Schmitt 1999)
- About 60 percent of the workers in that wage range are women. (NEC)
- Almost 70 percent (69.9 %) of workers making the minimum wage or less in 1999 were age 20 and over. For those between \$5.15 and \$6.14, 69.0 percent were 20 and over, and for workers making \$6.15 to \$7.14, 82 percent were at least age 20. (NEC)
- Over 50 percent of the benefit of a \$1.00 increase in the minimum wage would go to households with incomes less than \$25,000 per year. (Bernstein, Hartmann and Schmitt 1999)



## WISCONSIN CATHOLIC CONFERENCE

### **TESTIMONY IN SUPPORT OF SENATE BILL 33 (Minimum Wage)**

**February 6, 2001**

**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 and sensitive to the needs of low income workers in our state.

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. He argued, that institutions that influence the conditions of work, such as government, are "indirect employers. Such "indirect employers" 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 also told it was necessary to challenge -- and change -- the status quo. The stagnation of wages paid to the working poor, including the minimum wage, are part of that status quo. According to the Center on Budget and Policy Priorities, even with the most recent increase of the minimum wage to \$5.15 an hour, the minimum wage is still lower than any year between 1961 and 1985. The Center also reports that the purchasing power of the minimum wage is fully 18% below its average value in the late 1970's.

Senate Bill 33 represents a necessary improvement over the status quo. Indeed, even a higher minimum wage would amount to a subsistence wage for those who earn it. But the bill represents a significant step in the right direction.

Whenever the issue of raising the minimum wage is discussed, some oppose an increase on the grounds that 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.

From our perspective, the age and marital status of the workers are of little relevance to the question of wage levels.

As Msgr. John Ryan wrote nearly a century ago, the wage paid to the unmarried man or a woman must be equal that of a 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 unionized, and less affluent than the rest of us does not weaken their claim to a just wage. Nor does it relieve us of the obligation of "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.

Senate Bill 33 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.



DATE: February 6, 2001

TO: Senate Committee on Labor  
Senator David Hansen, Chairman

FROM: Kathi Kilgore, Director of Government Relations  
Wisconsin Restaurant Association

RE: Opposition of Senate Bill 33

---

The Wisconsin Restaurant Association, representing over 7,000 foodservice outlets in the state, is opposed to Senate Bill 33, which would raise the minimum wage by \$1.65 an hour for general employees and \$1.42 an hour for tipped employees. It also increases the opportunity wages and wages for agriculture employees, as well as indexes 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 laborers across the country, making restaurants the training ground for the nation's workforce. An increase in Wisconsin's minimum wage, especially at this uncertain economic time, could 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.

Why? Because wages are linked with skills. When Congress or the State Legislature hike the minimum wage, employers hire people whose skills match or exceed the new higher wages. Those who fall short lose their job or simply don't get hired. A minimum wage increase doesn't help people if they don't have a job.

The minimum wage is a starting wage and virtually all minimum wage employees will see their incomes rise as they increase their value to employers by gaining skills through experience. U.S. Census Bureau data shows the average income of minimum wage employees increases 30 percent within one year of employment. This traditional growth out of entry-level employment explains why only 2.8 percent of employees above the age of 30 are working at the minimum wage.

In the past, Federal Reserve Chairman Alan Greenspan has spoken on numerous occasions against raising the minimum wage. He has cautioned Congress to "be 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. Greenspan has also stated that increasing the minimum wage would push inflation higher and cause unemployment.

Senate Bill 33 raises the minimum wage for both tipped and non-tipped employees. While we oppose raising the wage in general, we are specifically concerned about increasing the tipped minimum wage. Contrary to popular belief, tipped wait staff are some of the highest paid employees in a restaurant, averaging \$8 to \$12 an hour, if not more in high volume or high-end restaurants. Plus, tipped employees receive raises regularly as menu prices increase since customers tip on percentage of their bill.

However, the effects of this bill go beyond entry-level, minimum wage employees. If SB 33 were to become law, it would cause a 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 \$1.65 an hour raise. In addition, employees could 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.

Switching gears now to the indexing provision of SB 33. 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.

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 that our state and nation have been experiencing has forced 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.

A minimum wage increase is not the answer to helping the working poor and W-2 recipients of this state. A sounder way to help them is to expand the Earned Income Credit (EIC). The EIC is a tax credit available to qualified low-income workers. There are both federal and state EIC programs. The federal credit reduces the amount of federal tax owed, usually resulting in a refund, and the state EIC payment rates equal a percentage of the federal refund. Perhaps Wisconsin could open the credit to workers without children or increase the percentage rates. This could be a tremendous boost to the incomes of working poor families.

In closing, an increase in the minimum wage is inflationary, it will hurt the very people it is supposed to help and it is unnecessary at this time. WRA and our members across Wisconsin urge you to oppose this legislation.



WISCONSIN

## Statement Before the Senate Committee on Labor and Agriculture

By

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

**Tuesday, February 6, 2001**  
**Senate Bill 33: Minimum Wage**

---

I am grateful for the opportunity to participate in today's public hearing for Senate Bill 33, 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 33 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 are 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 new century. But it is difficult to focus on the 21<sup>st</sup> century when the debate remains in the 19<sup>th</sup>.

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.

When the Clinton Administration's Council of Economic Advisers' was asked to provide the best possible evidence on what changes in the minimum wage mean for employment and income, their conclusions confirmed an American Economic Association survey that found 90 percent of the economists agreed that the minimum wage increases unemployment among low income and unskilled workers.

And according to a paper published by the Federal Reserve Bank of Dallas, the overwhelming body of economic thought holds – even amid boom times and record low unemployment – minimum wage hikes destroy job opportunities, especially for teenagers and minorities.

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.”

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.

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

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. Ultimately, someone must pay for the high labor cost of higher wages.

Customers can pay in the form of higher prices, if business sales don't fall as a result.

Employers can pay in the form of lower earnings, although those employers who pay lower wages tend to also have lower earnings.

Capital investment can be postponed or cancelled, but that is a strategy of economic stagnation.

Finally, employees can pay for their own wage increases through reductions in compensation elsewhere.

I've attached to my testimony a chart that shows what small employers would do when confronted with a 3.5 percent or 8.0 percent increase in payroll costs.

This chart shows that the first action taken by 40 percent of the small employers in response to a 3.5 percent payroll increase cost is to change the conditions of employment – reduce hours, reduce benefits, provide fewer job opportunities, etc.

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, through literacy skills training, and promoting enterprise which will add to our economic value and quality of life.

Mr. Chairman, we believe the evidence is clear, a higher minimum wage:

- Significantly increases time on welfare and places former welfare recipients at a disadvantage in the job market.
- Does not effectively nor efficiently target those workers at the lower end of the economic ladder.
- Reduces job opportunities, creates inflationary pressure in our economy, disproportionately impacts small business employers, and it distracts lawmakers from pursuing anti-poverty policies that may work more effectively and efficiently.

Therefore, it is on behalf of the small business member firms of NFIB that respectfully request members of the committee **to oppose passage of Senate Bill 33.**

Thank you.



**Actions Taken By Small Employers to Offset Hypothetical  
3.5% and 8.0% Increase in Payroll Costs**

Action	3.5% Increase		8.0% Increase	
	1 <sup>st</sup> Action	2 <sup>nd</sup> Action	1 <sup>st</sup> Action	2 <sup>nd</sup> Action
Raise prices	35%	14%	31%	15%
Cut earnings	17	11	9	10
Change employment conditions (Lay-off employees or not fill vacancies)	40 (15)	55 (17)	49 (23)	55 (16)
(Freeze/reduce wages/salaries)	(11)	(15)	(11)	(16)
(Cut hours)	(8)	(15)	(9)	(15)
(Reduce employee benefits)	(6)	(8)	(6)	(8)
Other, Including Don't Know	8	6	11	6
No second action	-	14	-	14
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Source: "NFIB - Health Insurance Survey," conducted for the NFIB Education Foundation by The Gallup Organization, September, 1993.



2601 CROSSROADS DRIVE • SUITE 185 • MADISON, WI 53718 • 608/244-7150 • FAX 608/244-9030

Senate Bill 33

Testimony to Senate Committee on Labor & Ag.  
Tuesday, February 6, 2001

Good morning Chairman Hansen and members of the Senate Committee on Labor & Agriculture. My name is Michelle Kussow and I am here on behalf of the Wisconsin Grocers Association (WGA).

The WGA represents more than 1,500 independent grocers, retail grocery chain stores, warehouses and distributors, convenience stores, food brokers, suppliers and wholesalers in the state of Wisconsin.

The WGA is opposed to SB 33 and to any legislation aimed at increasing the minimum wage in Wisconsin.

Our members employ over 66,000 people in the state of Wisconsin, many of these employees are in entry-level positions. I would like to share some information from the WGA's 1999 Wage and Hour survey that illustrates a sampling of the starting wages paid in the retail food industry.

Our survey broke down the wage and hour information by dividing the state of Wisconsin into four quadrants. The following information is from the southeast quadrant which extends into Green Bay.

The starting rate for an entry-level front end employee, which includes bookkeepers, cashiers, baggers and customer service employees, was \$6.43/hour. This hourly rate is the lowest among the other positions available in a grocery store.

On the high end, the starting rate in a meat department was \$8.32/hour.

The purpose of sharing this information with you is to illustrate the in the grocery industry, as in almost all other industry's, the starting rate is well above the required minimum wage. Therefore, if increasing the minimum wage only affected the entry-level positions, we would already be in compliance and not concerned with a forced increase.

However, a mandated minimum wage causes wages to expand above the minimum wage level, increasing middle and upper level wages to keep pace with the minimum wage. This phenomenon, in turn, forces Wisconsin businesses to adjust in other ways and in the grocery industry this may be by increasing prices to consumers.

We believe this issue at the state level may be premature considering an increase at the federal level is looming in the near future. The WGA would be more supportive of the federal wage increase because it would include tax breaks to businesses.

In addition to waiting for action on this issue by the federal government, the WGA is hopeful that this committee could concentrate on issues of more importance and higher necessity to the labor and business community such as labor shortages, employee retention and rising healthcare costs.

Thank you for your time. I would be happy to answer any questions the committee may have.

**Fiscal Estimate Worksheet — 2001 Session**  
 Detailed Estimate of Annual Fiscal Effect

Original       Updated  
 Corrected       Supplemental

LRB Number 01-1272/1	Amendment Number if Applicable
Bill Number SB 33	Administrative Rule Number

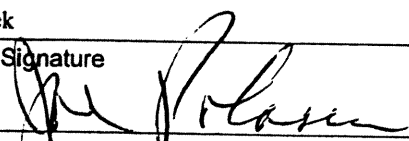
Subject  
 Increase in the minimum hourly wage

One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):  
 None

Annualized Costs:		Annualized Fiscal Impact on State Funds from:	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
State Operations — Salaries and Fringes	\$ 29,000	\$ -	
(FTE Position Changes)	( FTE )	( - FTE )	
State Operations — Other Costs		-	
Local Assistance		-	
Aids to Individuals or Organizations		-	
<b>Total State Costs by Category</b>	<b>\$ 29,000</b>	<b>\$ -</b>	
<b>B. State Costs by Source of Funds</b>		<b>Increased Costs</b>	<b>Decreased Costs</b>
GPR	\$ 936	\$ -	
FED		-	
PRO/PRS	247	-	
SEG/SEG-S	27,817	-	
State Revenues	Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)	<b>Increased Revenue</b>	<b>Decreased Revenue</b>
GPR Taxes		\$ -	\$ -
GPR Earned		-	-
FED		-	-
PRO/PRS		-	-
SEG/SEG-S		-	-
<b>Total State Revenues</b>		<b>\$ -</b>	<b>\$ -</b>

**Net Annualized Fiscal Impact**

	State	Local
Net Change in Costs	\$ 29,000	\$ -
Net Change in Revenues	\$ -	\$ -

Prepared By: Joe Polasek	Telephone No. 266-2794	Agency Department of Natural Resources
Authorized Signature 	Telephone No. 266-2794	Date (mm/dd/ccyy) 01-31-01

**Fiscal Estimate — 2001 Session**

<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Updated	LRB Number 01-1272/1	Amendment Number if Applicable
<input type="checkbox"/> Corrected	<input type="checkbox"/> Supplemental	Bill Number SB 33	Administrative Rule Number

**Subject**  
 Increase in the minimum hourly wage

**Fiscal Effect**

State:  No State Fiscal Effect

Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.

- Increase Existing Appropriation     Increase Existing Revenues  
 Decrease Existing Appropriation     Decrease Existing Revenues  
 Create New Appropriation

- Increase Costs — May be possible to absorb within agency's budget.  
 Yes     No  
 Decrease Costs

Local:  No Local Government Costs

1.  Increase Costs  
     Permissive     Mandatory  
 2.  Decrease Costs  
     Permissive     Mandatory

3.  Increase Revenues  
     Permissive     Mandatory  
 4.  Decrease Revenues  
     Permissive     Mandatory

5. Types of Local Governmental Units Affected:  
 Towns     Villages     Cities  
 Counties     Others  
 School Districts     WTCS Districts

**Fund Sources Affected**

- GPR     FED     PRO     PRS     SEG     SEG-S

**Affected Chapter 20 Appropriations**

20.370(1)(mu),(8)(mu),(4)(ma), (2)(br)

**Assumptions Used in Arriving at Fiscal Estimate**

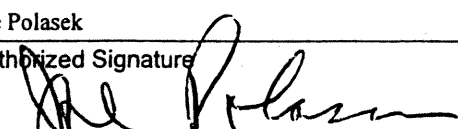
**Bill Summary:**

This bill directs the Department of Workforce Development (DWD) to calculate the minimum hourly wage for various classes of employees using a calculation based on the federal poverty line. The bill would raise the general minimum wage from \$5.15/hour to \$6.80/hour, and would also raise the minimum wage for other categories of minimum wage employees. The bill requires DWD to revise the minimum wage annually using annually revised federal poverty line information.

**Fiscal Estimate:**

The Department of Natural Resources employed some limited term employees in year 2000 who were paid less than the minimum wage proposed in this bill. These employees were largely in the Forestry and Nursery area, and also in Wildlife Management, Fisheries and Habitat, Air Management, and Communication and Education. It is estimated that the Department's costs to raise these wages to the new minimum would be \$29,000 in the first year after the bill passes, and would increase annually.

**Long-Range Fiscal Implications**

Prepared By: Joe Polasek	Telephone No. 266-2794	Agency Department of Natural Resources
Authorized Signature 	Telephone No. 266-2794	Date (mm/dd/ccyy) 01-31-01

Senate

Committee on Labor and Agriculture  
Senator Dave Hansen, Chair

---

PAPER BALLOT

Date: February 6, 2001


Bill: Senate Bill 33 -- 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.

Motion: Passage

Moved by: Hansen

Seconded by: Decker

Aye: \_\_\_\_\_ No:  \_\_\_\_\_

  
\_\_\_\_\_  
Senator Alan Lasee

Please return to Senator Hansen's office (by messenger) by 5 pm Tuesday, February 6, 2001.

Thank you. Please call the Committee Clerk, Lisa Ellinger, at 266-5670 if you have any questions.

*Senate*

**Committee on Labor and Agriculture  
Senator Dave Hansen, Chair**

---

**PAPER BALLOT**

**Date:** February 6, 2001

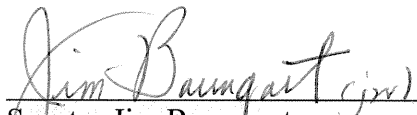
**Bill:** Senate Bill 33 -- Relating to: a state minimum wage, providing an exemption from emergency rule procedures, providing an exemption from rule-making procedures, granting rule-making authority, and providing a penalty.

**Motion:** Passage

**Moved by:** Hansen

**Seconded by:** Decker

**Aye:**  **No:**

  
\_\_\_\_\_  
Senator Jim Baumgart

Please return to Senator Hansen's office (by messenger) by **5 pm Tuesday, February 6, 2001.**

Thank you. Please call the Committee Clerk, Lisa Ellinger, at 266-5670 if you have any questions.

# Vote Record

## Senate - Committee on Labor and Agriculture

Date: 2/6/01

Bill Number: SB 33

Moved by: Hansen

Seconded by: Decker

Motion: passage

### Committee Member

	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Sen. David Hansen, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Russell Decker	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
*Sen. Jim Baumgart	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
*Sen. Alan Lasee	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sen. Sheila Harsdorf	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	<u>3</u>	<u>2</u>		

\*voted via paper ballot

Motion Carried

Motion Failed