

Chairs and members of the Senate Workforce and House Business and Labor Committees,

I am a working member of OSEA. I am also a small business owner who adamantly supports raising the minimum wage to \$15.00 per hour. My husband, daughter and I own a small motel with two part time employees. We have always paid our employees far above the minimum wage and are in step now to meet the phased in \$15.00 per hour wage. We believe that people deserve a living wage and do not believe that paying people fairly will hurt business. It is not easy for us but we feel that it is our moral imperative. Every business owner knows that retaining employees is far more cost effective than training new ones. Having employees whose financial needs are met means that they are happier to be at work, work harder and have more buy in to the business. This is particularly true in the hospitality industry!

We remember Henry Ford who paid his workers enough to buy his cars. It worked. A \$15.00 minimum wage will help everybody. There will be substantially more money going into Social Security and Medicare, much less cost for safety net programs, a happier and healthier country. We owe it to each other to make certain that no one lives in poverty. It costs us in so many more ways than money. I work in an elementary school where we talk about sharing a lot. It's time that grownups learn about sharing too.

Sincerely,

Constance Palaia
Motel Del Rogue
Grants Pass, Oregon