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Sent: Monday, April 13, 2015 4:50 PM

Subject: Senate and House Bills impacting Minimum Wage increases/Sick pay

I am a Small Business Owner in Oregon City. I employ staff who work more than 30 hours per week. I allow them to work more hrs as I am their employee of record and their sole family supporter.

I currently offer paid vacations and paid personal time off based on performance. My average wage currently is \$15.00/hr. I provide incentives and bonuses, paid training and other avenues to maintain their services. My average sales are \$100,000/yr.

I am totally against mandated minimum wage increases as this is no incentive for folk to want to do their job. I provide training and I trained them paying them at the going rate.

I am against paid sick time for folk working 30 hours or more. How will I be able to staff my business? My margins will be impacted at -10%. As a small business owner, my margins are extremely tight. If this is the way the Legislature of Oregon will be negatively impacted.

I will have to:

1. Reduce the hours that my staff work, thereby forcing them to seek assistance from the state.
2. Reduce the number of employees that I employ.
3. Increase my prices, thereby losing sales and impacting my bottom line.
4. Closing my business - last alternative.

I ask the state legislature to seek additional information from the small business community. I am sure they will find a way to help.

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