

Greetings House Business & Labor Committee:

Thank you in advance for reading this important, ***brief email prior to your vote on Senate Bill 1532***, increase in minimum wage. I have **bolded most important points** to value your time.

Please vote NO on this bill and the drastic increase proposed. The *percentage* of increase will be harmful to schools, small businesses, and the morale of the labor workforce.

No one in my local business of 30 employees makes less than \$15.00/hour.

- I provide a 401K match
- Health, dental, and vision benefits
- PTO and Holiday beyond state required
- Investment in education (skill development)

My employees are treated well and compensated in a FULL compensation package, not just a wage.

Here is credibility to my position based on my background:

- Raised in a low income, divorced household
- One parent with HS diploma; one with no diploma. Both alcoholics.
- Started working labor jobs at 12 and all through high-school.
- Went to college on financial aid and worked 3 jobs at a time throughout.
- Various jobs throughout 20's "figuring out career path".
- Lived in my car for a short while in mid-20's to manage finances.
- **Bought a \$1million dollar business as a single, female professional at the age of 30. (through an SBA loan)**

***I HAVE BEEN* the labor work-force, *from the age of 12-29*, I worked all sorts of minimum wage/labor jobs. And I'm AGAINST a \$15.00/hour minimum wage.**

People need to figure it, not have what *should/could be earned* handed to them.

Here are the bullet points of why I am against this drastic increase:

- The **percentage increase** is too much to absorb for small businesses and schools.
- It will lead to a **decrease/cut in staffing and jobs**, reversing a decreasing unemployment rate.
- Most minimum wage jobs are **NOT CAREER** jobs. They are not created to be used as a career. (See my labor path above)
- Employees that make between \$15.00/hour - \$20.00/hour will **lose value/pride in their work**, as now they 'barely make above minimum wage'.
- I know you have received the numbers that show how many employees will actually have **other valuable benefits cut** (health, education credits, tips, etc).
- Lastly, do you really think the local barista/gas attendant/apprentice should make \$15/hour in a *part-time or entry level job*? Run the numbers, it doesn't make sense. As well as it **decreases motivation for growth**.

Lastly, **the focus should be less on a 62% increase in wages and shift towards the rental/housing issues that are increasing beyond cost of living standards for the area.**

There are of course additional items that I am sure you have heard/debated but **I'm hoping that by keeping this as brief as possible that you will fit reading and considering this email into your schedule prior to Monday.**

Again, thank you for 'listening'. You are welcome to email me back should you have any direct questions for me.

Sincerely,

Darci Fredricks