

LEGISLATIVE COMMITTEE MINUTES

HB684

Bill as Introduced

HB 684-FN - AS INTRODUCED

2015 SESSION

15-0860

06/10

HOUSE BILL **684-FN**

AN ACT establishing a state minimum hourly rate.

SPONSORS: Rep. Cilley, Straf 4; Rep. Rogers, Merr 28; Rep. Cahill, Rock 17; Rep. Cloutier,
Sull 10; Rep. Verschueren, Straf 13; Sen. Fuller Clark, Dist 21

COMMITTEE: Labor, Industrial and Rehabilitative Services

ANALYSIS

This bill establishes a state minimum hourly rate.

Explanation: Matter added to current law appears in *bold italics*.
Matter removed from current law appears [~~in brackets and struck through.~~]
Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Fifteen

AN ACT establishing a state minimum hourly rate.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 Minimum Hourly Rate; 2016. Amend the introductory paragraph of RSA 279:21 to read as
2 follows:

3 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
4 corporation shall employ any employee at an hourly rate lower than **\$9.10** or that set forth in the
5 federal minimum wage law, as amended. Tipped employees of a restaurant, hotel, motel, inn or
6 cabin, who customarily and regularly receive more than \$30 a month in tips directly from the
7 customers will receive a base *hourly* rate from the employer of not less than ~~[45 percent of the~~
8 ~~applicable minimum wage]~~ **\$4.35**. If an employee shows to the satisfaction of the commissioner that
9 the actual amount of wages received at the end of each pay period did not equal the minimum wage
10 for all hours worked, the employer shall pay the employee the difference to guarantee the applicable
11 minimum wage. The limitations imposed hereby shall be subject to the following exceptions:

12 2 Minimum Hourly Rate; 2017. Amend the introductory paragraph of RSA 279:21 to read as
13 follows:

14 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
15 corporation shall employ any employee at an hourly rate lower than ~~[\$9.10]~~ **\$11.40** or that set forth
16 in the federal minimum wage law, as amended. Tipped employees of a restaurant, hotel, motel, inn
17 or cabin, who customarily and regularly receive more than \$30 a month in tips directly from the
18 customers will receive a base hourly rate from the employer of not less than ~~[\$4.35]~~ **\$6.55**. If an
19 employee shows to the satisfaction of the commissioner that the actual amount of wages received at
20 the end of each pay period did not equal the minimum wage for all hours worked, the employer shall
21 pay the employee the difference to guarantee the applicable minimum wage. The limitations
22 imposed hereby shall be subject to the following exceptions:

23 3 Minimum Hourly Rate; 2018. Amend the introductory paragraph of RSA 279:21 to read as
24 follows:

25 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
26 corporation shall employ any employee at an hourly rate lower than ~~[\$11.40]~~ **\$14.25** or that set forth
27 in the federal minimum wage law, as amended. *Beginning in January 2019 and each January*
28 *thereafter, the commissioner shall adjust the minimum hourly rate then in effect based*
29 *upon the increase in the cost of living. The increase in the cost of living shall be calculated*
30 *using the 12-month percentage increase, if any, in the Consumer Price Index for all Urban*
31 *Consumers, Northeast Region, or its successor index, as published by the Bureau of Labor*

1 *Statistics of the United States Department of Labor, for the most recent 12-month period for*
2 *which data is available at the time that the calculation is made.* Tipped employees of a
3 restaurant, hotel, motel, inn or cabin, who customarily and regularly receive more than \$30 a month
4 in tips directly from the customers will receive a base hourly rate from the employer of not less than
5 [~~\$6.55~~] **\$9.85**. If an employee shows to the satisfaction of the commissioner that the actual amount
6 of wages received at the end of each pay period did not equal the minimum wage for all hours
7 worked, the employer shall pay the employee the difference to guarantee the applicable minimum
8 wage. The limitations imposed hereby shall be subject to the following exceptions:

9 4 Minimum Hourly Rate. RSA 279:21 is repealed and reenacted to read as follows:

10 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person, firm, or
11 corporation shall employ any employee, including tipped employees, at an hourly rate lower than
12 that set forth in the federal minimum wage law, as amended, or \$14.25 as adjusted annually by the
13 commissioner for any increase in the cost of living. The increase in the cost of living shall be
14 calculated using the 12-month percentage increase, if any, in the Consumer Price Index for all Urban
15 Consumers, Northeast Region, or its successor index, as published by the Bureau of Labor Statistics
16 of the United States Department of Labor, for the most recent 12-month period for which data is
17 available at the time that the calculation is made.

18 5 Effective Date.

- 19 I. Section 2 of this act shall take effect January 1, 2017.
20 II. Section 3 of this act shall take effect January 1, 2018.
21 III. Section 4 of this act shall take effect January 1, 2019.
22 IV. The remainder of this act shall take effect January 1, 2016.

LBAO
15-0860
01/26/15

HB 684-FN - FISCAL NOTE

AN ACT establishing a state minimum hourly rate.

FISCAL IMPACT:

The Office of Legislative Budget Assistant is unable to complete a fiscal note for this bill, as introduced, as it is awaiting information from the New Hampshire Association of Counties, who was contacted on 01/14/15. When completed, the fiscal note will be forwarded to the House Clerk's Office.

HB 684-FN FISCAL NOTE

AN ACT establishing a state minimum hourly rate.

FISCAL IMPACT:

The Department of Administrative Services states this bill, **as introduced**, will increase state expenditures by \$1,379,812 in FY 2017, \$20,777,936 in FY 2018, and \$38,990,230 in FY 2019. The New Hampshire Association of Counties and New Hampshire Municipal Association state this bill will increase county and local expenditures by an indeterminable amount in FY 2016 and each year thereafter. There will be no fiscal impact on state, county and local revenue.

METHODOLOGY:

The Department of Administrative Services states this bill would increase the minimum wage to \$9.10 on January 1, 2016, to \$11.40 on January 1, 2017, to \$14.25 on January 1, 2018, and on January 1, 2019 adjust the minimum wage for cost living based on the consumer price index. The Department assumes the following –

- full time employees work 1,950 hours, and part time employees work 1,040 hours;
- employer contributions of 20.15% (FICA 6.2 %, Medicare 1.45%, and retirement 12.50%) for full time employees, and employer contributions of 7.65% (FICA 6.2 %, and Medicare 1.45%) for part time employees;
- an hourly rate of \$10.15 for state employees; and
- a 1% cost of living adjustment in FY 2019.

The Department states this bill will have no impact in FY 2016 because \$9.10 is less than any hourly rate paid to state employees. This bill is estimated to increase state expenditures by \$1,379,812 in FY 2017, \$20,777,936 in FY 2018 and \$38,990,230 in FY 2019.

The New Hampshire Association of Counties states an increase in the minimum wage will affect county labor costs. The exact fiscal impact cannot be determined at this time.

The New Hampshire Municipal Association states this bill would cause an increase in wages for any employee being paid less than the new minimum wage amounts. The Association states this bill will increase local expenditures by an indeterminable amount, however without checking with all 234 municipalities to determine the number of employees that would be impacted the exact fiscal impact cannot be determined.

The Department of Labor states this bill will have no fiscal impact on the Department.

Amendments

Amendment to HB 684-FN

1 Amend the title of the bill by replacing it with the following:

2

3 AN ACT establishing a state minimum wage.

4

5 Amend the bill by replacing all after the enacting clause with the following:

6

7 1 Minimum Hourly Rate; 2016. Amend the introductory paragraph of RSA 279:21 to read as
8 follows:

9 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person [~~firm, or~~
10 ~~corporation~~] shall employ any employee at an hourly rate lower than **\$8.25** or that set forth in the
11 federal minimum wage law, as amended. Tipped employees of a restaurant, hotel, motel, inn or
12 cabin, who customarily and regularly receive more than \$30 a month in tips directly from the
13 customers will receive a base rate from the employer of not less than 45 percent of the applicable
14 minimum wage. If an employee shows to the satisfaction of the commissioner that the actual
15 amount of wages received at the end of each pay period did not equal the minimum wage for all
16 hours worked, the employer shall pay the employee the difference to guarantee the applicable
17 minimum wage. The limitations imposed hereby shall be subject to the following exceptions:

18 2 Minimum Hourly Rate; Version 2017. The introductory paragraph of RSA 279:21 is repealed
19 and reenacted to read as follows:

20 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person shall employ
21 any employee at an hourly rate lower than \$9.00 or that set forth in the federal minimum wage law,
22 as amended. Tipped employees of a restaurant, hotel, motel, inn or cabin, who customarily and
23 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
24 from the employer of not less than 45 percent of the applicable minimum wage. If an employee
25 shows to the satisfaction of the commissioner that the actual amount of wages received at the end of
26 each pay period did not equal the minimum wage for all hours worked, the employer shall pay the
27 employee the difference to guarantee the applicable minimum wage. The limitations imposed hereby
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Amendment to HB 684-FN

- Page 2 -

1 any employee at an hourly rate lower than \$10.00 or that set forth in the federal minimum wage law,
2 as amended. Tipped employees of a restaurant, hotel, motel, inn or cabin, who customarily and
3 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
4 from the employer of not less than 45 percent of the applicable minimum wage. If an employee
5 shows to the satisfaction of the commissioner that the actual amount of wages received at the end of
6 each pay period did not equal the minimum wage for all hours worked, the employer shall pay the
7 employee the difference to guarantee the applicable minimum wage. The limitations imposed hereby
8 shall be subject to the following exceptions:

9 4 Effective Date.

10 I. Section 2 of this act shall take effect January 1, 2017.

11 II. Section 3 of this act shall take effect January 1, 2018.

12 III. The remainder of this act shall take effect January 1, 2016.

2015-0609h

AMENDED ANALYSIS

This bill establishes a state minimum hourly wage.



Rep. A. White, Graf. 13
March 2, 2015
2015-0609h
06/10

Amendment to HB 684-FN

" Not Adopted "

1 Amend the title of the bill by replacing it with the following:

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3 AN ACT establishing a state minimum wage.

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23 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
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31 279:21 Minimum Hourly Rate. Unless otherwise provided by statute, no person shall employ



1 any employee at an hourly rate lower than \$10.00 or that set forth in the federal minimum wage law,
2 as amended. Tipped employees of a restaurant, hotel, motel, inn or cabin, who customarily and
3 regularly receive more than \$30 a month in tips directly from the customers will receive a base rate
4 from the employer of not less than 45 percent of the applicable minimum wage. If an employee
5 shows to the satisfaction of the commissioner that the actual amount of wages received at the end of
6 each pay period did not equal the minimum wage for all hours worked, the employer shall pay the
7 employee the difference to guarantee the applicable minimum wage. The limitations imposed hereby
8 shall be subject to the following exceptions:

9 4 Effective Date.

- 10 I. Section 2 of this act shall take effect January 1, 2017.
11 II. Section 3 of this act shall take effect January 1, 2018.
12 III. The remainder of this act shall take effect January 1, 2016.



2015-0609h

AMENDED ANALYSIS

This bill establishes a state minimum hourly wage.

Speakers

SIGN UP SHEET

To Register Opinion If Not Speaking

Bill # HR3 689-FN Date Feb. 10, 2015

Committee Labor

** Please Print All Information **

Name	Address	Phone	Representing	(check one)	
				Pro	Con
Dave Juret	122 N. Main, Concord		BIA		X
Sarah Kway	65 Victoria	Manch	Self	X	
Ruth Stuart	677 Squam Lane		NO SANDWICH 03287	X	
Paul Kinney	Po Box 201	Enfield	08748	X	
John MURPHY	Jones Hill Rd		Conaan NH	✓	
REP BARBARA C. STENCH			ME	✓	
Lisa Martino Gelfond				✓	
Rep Jack Hanagan	House Majority office				X
Judith Elliott	1 Mudgett Hill Rd		Canterbury self	X	
HEATHER CONLEY	480 Concord St.		Manchester NH self	X	
NO BAXLEY	LACONIA		SELF	X	
Senator Fuller Clark			SO #21	X	
Mary Westfall	Durham		Self	X	
Diana G. Dora	Dorset		self	X	
Rep John A. Burt	Goffstown		Hills 39		X
ARWIE ALPERT			AFSC	X	
Cathy Conkery	97 High St		Penacook	X	
Laura Haindy			AFT-ULT	✓	
Rep Chasty Dinet Barnett	Merrimack	19		✓	
Rep. John R. Cloutier	Claremont	543-6290	Sull. #10	✓	
Rep DAVID DOHERTY	MERRIMACK	20		✓	

SIGN UP SHEET

To Register Opinion If Not Speaking

Bill # HB 684-FN Date February 10, 2015
 Committee Labor

** Please Print All Information **

Name	Address	Phone	Representing	(check one)	
				Pro	Con
Greg Moore	P.O. Box 3876 Manchester NH 03165		AFP-NH		X
Rep Patricia Higgins			Ampton 12	X	
Rep Satha Mangimudi	Hill 35 Nashua			X	
Joel Valenzuela	Concord	(602) 510-9966			X
REP. JOHN POTUCKER	Rock. 6- Derry				✓
John DeToie	NH Kids Count		NH CAN	✓	
Rep. Len DiSesa	Stratford Dist. 16		Wendy Douvan	X	
Jennifer Kenny	265 Edward S. Roy Dr #215		Manchester	✓	
Aina Link	116 Woodridge Rd		Franklin Self	✓	
L.R. Berger	PO Box 619		Contoocook NH	✓	
Jackie Alley	Rep. Stratford #4			✓	
Jan Freeman	Keen 513-2449		NH Liberty Party		✓
MIKE SOOTERS	NH LODGING & RESTAURANTS ASSOC				✓
BRIAN SHRA	BARLEY HOUSE				✓
PAM BISSONNETTE	DORRIS COMPANIES				✓
KARREN MILYER	THREE COMPANIES IWN				✓
MELISSA YOUNG-WIANO	44 Pleasant St		Concord	✓	
Eileen Brady	57 Palm St #343	Nashua 889-7770	NSKS	✓	
Rep BARBARA C. CRENCH			Merr Co	✓	
Reid Stuart	677 Sun Lane		Manchester 03227	✓	
Diane Symonds	NHLRA	228-9501			
Viola Katsuno	146 Laurel Street		Goop	✓	
Mary Prubis	146 Cavell St.	341-0572	Goop	✓	

Hearing Minutes

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON HB 684-FN

BILL TITLE: establishing a state minimum hourly rate.

DATE: February 10, 2015

LOB ROOM: 307 **Time Public Hearing Called to Order:** 1:00 p.m.

Time Adjourned: 3:15 p.m.

(please circle if present)

Committee Members: Reps. Infantine, ~~Simmons~~, ~~Pellegrino~~, ~~Murphy~~, ~~Rideout~~, ~~Hill~~, ~~Seaworth~~, ~~Avellani~~, ~~Doucette~~, Prudhomme-O'Brien, ~~L. Turcotte~~, Zaricki, ~~Ley~~, White, C. Rice, ~~Converse~~, ~~Cahill~~, ~~DiSilvestro~~, ~~O'Neil~~ and ~~Schueft~~.

Bill Sponsors: Rep. Cilley, Straf 4; Rep. Rogers, Merr 28; Rep. Cahill, Rock 17; Rep. Cloutier, Sull 10; Rep. Verschueren, Straf 13; Sen. Fuller Clark, Dist 21

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

Rep. Timothy Robertson – Sponsor of 2 bills. \$16 is the equivalent of Eisenhower's minimum wage. Would support any bill that raises the minimum wage over what the Federal rate is now. 2nd bill says that towns, cities and counties can have their own minimum wage.

***Rep. Jacalyn Cilley**- Sponsor. Submitted reports and written testimony. Reduces the need for government services. Few studies have looked at the relation. One study, looking at food stamps, saw a 10% increase in min. wage resulted in a 3% decrease in food stamp usage. I know that it's a myth that higher minimum wage increases unemployment. Bill addresses tipped wages because waitresses are often receiving unlivable wages.

***Rev. Gary Schulte** – New Hampshire Conference, United Church of Christ - Supports – left copies of resolution from his organization. Requests a higher minimum wage with adjustments for cost of living going forward.

Rep. Andrew White – Sponsor. His bill is a moderate, gradual, sustainable increase to minimum wage. \$9 2017, \$10 2018. Afterward adjusted for inflation. 21,000 children have parents who earn minimum wage. 29 States have minimum wage above the Fed. Not sure how many are indexed to inflation. Profile of NH workforce: Are not teenagers, not all part-time. Many are in their 20s (not sure how many). Many work full time. Many are women, the number is staggering. NH small businesses tend to pay minimum wage a lot less than the larger employers.

Rep. Jack Flanagan – speaking for the Majority Office - Opposes. Threaten the viability of many small and medium sized companies. Wages are a large portion of costs, and also drive other costs such as unemployment insurance. The bill will affect public sector employees because most collective bargaining agreements have a relation to minimum wage. The NH business community is capable of making the right decision. Minimum wage is never meant to be a living wage. It is meant to allow employers to take a chance on a new employee. Estimates that no more than 4000 workers actually get minimum wage after excluding tipped workers.

Senator Jeff Woodburn - District 1 - Supports all 4 bills. 27% of men in Coos county are not engaged in the workforce.

***Rep. Timothy Horrigan – Co-sponsor.** Submitted written testimony. Businesses only hire the minimum number of workers to do the job, and a change in minimum wage won't change that. His bill keeps subminimum wage provisions for under 16 and training periods.

***Rep. Max Abramson** - Submitted a proposed amendment. \$28 million in lost revenues to the State to be used as tax credit. Pres. Kennedy's minimum wage of \$1.25 at a time when coinage was silver would be worth over \$20 per the current price of silver.

Richard Gulla – President of SEA/SEIU - Supports. 90% of minimum wage workers are over the age of 20.

***Maggie Fogherty – American Friends Service Committee** - Supports – submitted written testimony. A \$20.18 wage would be required to pay for the average 2 bedroom apartment.

Joel Valenzuela – self - Opposes. Grew up near Arizona border where there is black market employment because of the lack of jobs at minimum wage. A raise in minimum wage will push more of the economy into the black market resulting in less protection for workers. Has personal experience where he worked a job for lower than the bill would mandate, making his job possible. With a higher minimum wage, his job would not have existed and he would not have been able to do the good that he has done for his clients. Wouldn't tightening up the laws help eliminate the black market economy? A: No, it would have the opposite effect.

Jeff McLynch – Director of NH Fiscal Policy Institute - Supports. \$19,000 per year is minimum income required to live in Concord. Surrounding States have all increased minimum wage. Vermont has an indexed minimum wage and 11 States around the country have so indexed. 59% of workers who will receive wage increase are women. Prices will not rise in the same proportion as wages because large national corporations will spread their costs around the country.

Henry Veilleux – NH Lodging and Restaurant Association - Opposes. Minimum wage is an entry level position. Employees don't stay at that pay rate for very long – they will move up in the pay scale. 370,000 workers made hourly wages in 2012. 13,000 minimum wage. 8000 are tipped employees. That leaves about 5000 actually making minimum wage. NH law is that tipped employees get 45% of minimum wage. Many surrounding states use the Federal minimum, which is \$2.13.

Honorable Jan Schmidt – representing self - Supports. Bills before us don't have a "seasonal wage." This allows Federal Minimum to be used for up to a limited number of hours.

Dwight Haynes – Retired Methodist Pastor - Support for all 4 wage bills. Would like to see the increase come right away.

Rev. John Gregory Davis – Co-Pastor of United Church of Christ - Supports.

Bruce Berke – SKI NH and National Federation of Independent Businesses - Opposes. These bills will create negative in terms of unemployment. History demonstrates that any government mandated increase in the minimum wage results in an increase along the entire wage scale.

***Jessica Carson – School of Public Policy, UNH** - Submitted written testimony. The poverty measure does not equate to a living wage. Living wage is also different for different people.

Rev. Gail Kinney – Pastor of South Danbury United Church of Christ - Supports. About half of the States that have increased minimum wage have also indexed the wage to inflation. In 4 States, the minimum wage was a ballot initiative and it passed all 4.

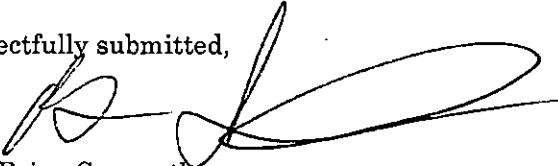
***Karen Kelly – NH Citizens Alliance - Support all 4 bills. Has written testimony.**

Chris Cantwell – self - Opposes. Works for less than minimum wage as a self-employed individual

Ian Freeman – Co-chair of New Hampshire Liberty Party - Opposes.

Darryl Perry - Opposes. The bills are poorly written. They don't specify which wage applies (Fed. Or State) if the wages are different.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'B. Seaworth', written over a horizontal line.

Rep. Brian Seaworth
Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON HB 684-FN

BILL TITLE: establishing a state minimum hourly rate.

DATE: 2/10/15

LOB ROOM: 307 **Time Public Hearing Called to Order:** 1:00

Time Adjourned:

(please circle if present)

Committee Members: Reps. Infantine, Simmons, Pellegrino, Murphy, Rideout, Hill, Seaworth, Avellani, Doucette, Prudhomme-O'Brien, L. Turcotte, Zaricki, Ley, White, C. Rice, Converse, Cahill, DiSilvestro, O'Neil and Schuett.

Bill Sponsors: Rep. Cilley, Straf 4; Rep. Rogers, Merr 28; Rep. Cahill, Rock 17; Rep. Cloutier, Sull 10; Rep. Verschueren, Straf 13; Sen. Fuller Clark, Dist 21

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

1:00 PM HB684-FN establishing a state minimum hourly rate.
1:00 PM HB392-FN relative to the minimum hourly wage.
1:00 PM HB163 establishing a state minimum hourly rate.
1:00 PM HB370-L enabling counties and municipalities to establish minimum wage rates.

Open Hearing: 1:10 PM
Close Hearing: 3:15 PM

Rep. Timothy Robertson – Sponsor of 2 bills

\$16 is the equivalent of Eisenhower's minimum wage.

Would support any bill that raises the minimum wage over what the Federal rate is now.

2nd bill says that towns, cities and counties can have their own minimum wage.

*Rep. Jacalyn Cilley- Sponsor

Submitted reports and written testimony.

Reduces the need for government services.

Few studies have looked at the relation. One study, looking at food stamps, saw a 10% increase in min. wage resulted in a 3% decrease in food stamp usage.

I know that it's a myth that higher minimum wage increases unemployment.

Bill addresses tipped wages because waitresses are often receiving unlivable wages.

*Rev. Gary Schulte – New Hampshire Conference, United Church of Christ

Support – left copies of resolution from his organization.

Requests a higher minimum wage with adjustments for cost of living going forward.

Rep. Andrew White – Sponsor

His bill is a moderate, gradual, sustainable increase to minimum wage. \$9 2017, \$10 2018. Afterward adjusted for inflation.

21,000 children have parents who earn minimum wage.

29 States have minimum wage above the Fed. Not sure how many are indexed to inflation.

Profile of NH workforce: Are not teenagers, not all part-time. Many are in their 20s (not sure how many). Many work full time. Many are women, the number is staggering.

NH small businesses tend to pay minimum wage a lot less than the larger employers.

Rep. Jack Flanagan – speaking for the Majority Office

Oppose

Threaten the viability of many small and medium sized companies. Wages are a large portion of costs, and also drive other costs such as unemployment insurance.

The bill will affect public sector employees because most collective bargaining agreements have a relation to minimum wage.

The NH business community is capable of making the right decision.

Minimum wage is never meant to be a living wage. It is meant to allow employers to take a chance on a new employee.

Estimates that no more than 4000 workers actually get minimum wage after excluding tipped workers.

Senator Jeff Woodburn - District 1

Support all 4 bills

27% of men in Coos county are not engaged in the workforce.

*Rep. Timothy Horrigan – Co-sponsor

Submitted written testimony.

Businesses only hire the minimum number of workers to do the job, and a change in minimum wage won't change that.

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*Rep. Max Abramson

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Pres. Kennedy's minimum wage of \$1.25 at a time when coinage was silver would be worth over \$20 per the current price of silver.

Richard Gulla – President of SEA/SEIU

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90% of minimum wage workers are over the age of 20.

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A \$20.18 wage would be required to pay for the average 2 bedroom apartment.

Joel Valenzuela – self

Oppose

Grew up near Arizona border where there is black market employment because of the lack of jobs at minimum wage. A raise in minimum wage will push more of the economy into the black market resulting in less protection for workers.

Has personal experience where he worked a job for lower than the bill would mandate, making his job possible. With a higher minimum wage, his job would not have existed and he would not have been able to do the good that he has done for his clients.

Wouldn't tightening up the laws help eliminate the black market economy? A: No, it would have the opposite effect.

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Honorable Jan Schmidt – representing self

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Support for all 4 wage bills

Would like to see the increase come right away.

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Submitted written testimony.

The poverty measure does not equate to a living wage. Living wage is also different for different people.

Rev. Gail Kinney – Pastor of South Danbury United Church of Christ

Supports

About half of the States that have increased minimum wage have also indexed the wage to inflation.

In 4 States, the minimum wage was a ballot initiative and it passed all 4.

*Karen Kelly – NH Citizens Alliance

Support all 4 bills. Has written testimony.

Chris Cantwell – self

Oppose

Works for less than minimum wage as a self-employed individual

Ian Freeman – Co-chair of New Hampshire Liberty Party

Oppose

Darryl Perry

Oppose

The bills are poorly written. They don't specify which wage applies (Fed. Or State) if the wages are different.

Voting Sheets

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on HB 684-FN

BILL TITLE: establishing a state minimum hourly rate.

DATE: March 3, 2015

LOB ROOM: 307

Amendments:

Sponsor: Rep. A. White OLS Document #: 2015 0609h

Sponsor: Rep. OLS Document #:

Sponsor: Rep. OLS Document #:

Motions: OTP, ~~OTP/A~~, ITL, Interim Study (Please circle one.)

Moved by Rep. White

Seconded by Rep. Shurtleff

Vote: 8-12 (Please attach record of roll call vote.)

Motions: OTP, OTP/A, ITL, Interim Study (Please circle one.)

Moved by Rep. Simmons

Seconded by Rep. Rideout

Vote: 12-8 (Please attach record of roll call vote.)

CONSENT CALENDAR VOTE: NO

(Vote to place on Consent Calendar must be unanimous.)

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep. Brian Seaworth, Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on HB 684-FN

BILL TITLE: establishing a state minimum hourly rate.

DATE: 3/3/15

LOB ROOM: 307

Amendments:

Sponsor: Rep. WHITE 2ND SHURTLEFF OLS Document #: 2015-0609H
Sponsor: Rep. OLS Document #:
Sponsor: Rep. OLS Document #:

Motions: OTP, OTP/A, ITL Interim Study (Please circle one.)

Moved by Rep. SIMMONS

Seconded by Rep. RIDEOUT

Vote: (Please attach record of roll call vote.) 12-8

Motions: OTP, OTP/A, ITL, Interim Study (Please circle one.)

Moved by Rep.

Seconded by Rep.

Vote: (Please attach record of roll call vote.)

CONSENT CALENDAR VOTE:

(Vote to place on Consent Calendar must be unanimous.)

Statement of Intent: Refer to Committee Report

Respectfully submitted,

Rep. Brian Seaworth, Clerk



2015 SESSION

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

Bill #: 684 Title: ESTABLISHING A STATE MIN HOURLY WAGE
PH Date: 2 / 10 / 15 Exec Session Date: 3 / 3 / 15
Motion: ADOPT AMENDMENT Amendment #: 2015-0609H

MEMBER	YEAS	NAYS
Infantine, William J., Chairman		12
Simmons, Tammy A., V Chairman		1
Pellegrino, Anthony J.		2
Murphy, Keith		3
Rideout, Leon H.		4
Hill, Gregory		5
Seaworth, Brian , Clerk		6
Avellani, Lino M.		7
Doucette, Fred		8
Prudhomme-O'Brien, Katherine		9
Turcotte, Leonard P.		10
Zaricki, Nick		11
Ley, Douglas A.	1	
White, Andrew A.	2	
Rice, Harold (Chip) L.		
Converse, Larry	3	
Cahill, Michael D.	4	
DiSilvestro, Linda A.	5	
O'Neil, William J.	6	
Schuett, Dianne E.	7	
TOTAL VOTE:	8	12

SHURTLEFF

8



2015 SESSION

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

Bill #: 684 Title: ESTABLISHING A STATE M.N. HOURLY WAGE

PH Date: 2/10/15 Exec Session Date: 3/13/15

Motion: ITL Amendment #: _____

MEMBER	YEAS	NAYS
Infantine, William J., Chairman	12	
Simmons, Tammy A., V Chairman	1	
Pellegrino, Anthony J.	2	
Murphy, Keith	3	
Rideout, Leon H.	4	
Hill, Gregory	5	
Seaworth, Brian, Clerk	6	
Avellani, Lino M.	7	
Doucette, Fred	8	
Prudhomme-O'Brien, Katherine	9	
Turcotte, Leonard P.	10	
Zaricki, Nick	11	
Ley, Douglas A.		1
White, Andrew A.		2
Rice, Harold (Chip) L.		
Converse, Larry		3
Cahill, Michael D.		4
DiSilvestro, Linda A.		5
O'Neil, William J.		6
Schuett, Dianne E.		7
TOTAL VOTE:	12	8

SHURTLEFF

8

Committee Report

REGULAR CALENDAR

March 4, 2015

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Majority of the Committee on LABOR,

INDUSTRIAL AND REHABILITATIVE SERVICES to

which was referred HB684-FN,

AN ACT establishing a state minimum hourly rate.

Having considered the same, report the same with the

following Resolution: RESOLVED, That it is

INEXPEDIENT TO LEGISLATE.

Rep. Tammy A. Simmons

FOR THE MAJORITY OF THE COMMITTEE

Original: House Clerk

Cc: Committee Bill File

**MAJORITY
COMMITTEE REPORT**

Committee:	LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES
Bill Number:	HB684-FN
Title:	establishing a state minimum hourly rate.
Date:	March 4, 2015
Consent Calendar:	NO
Recommendation:	INEXPEDIENT TO LEGISLATE

STATEMENT OF INTENT

Data shows that a very small number of people in NH are paid less than \$8/hr, let alone \$7.25/hr. While rhetoric is that a family cannot afford to live on a job paying minimum wage, the facts are that minimum wage does not equate to what actual NH families live off of. A mere 1.5% of NH's workforce earn the current federal minimum wage of \$7.25 and third of those people are between the ages of 16-19. Additionally, the premise that simply paying an employee more means that the employee has more money to spend and thus more money is going into NH's economy, the reality is that not only does the business owner have \$100 less of his money to spend on capital improvements and expansion, but he also has even less due to the additional costs in workers' compensation, liability insurance, federal payroll taxes, and unemployment insurance. Finally, the majority of the committee feels that the market will adjust earnings accordingly based on demand and without the need to be dictated to by the state. As the economy improves in NH and as we work to attract more businesses to our state, the perceived 'problem' of too low wages will fix itself.

Vote 12-8

Rep. Tammy A. Simmons
FOR THE MAJORITY

Original: House Clerk
Cc: Committee Bill File

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

HB684-FN, establishing a state minimum hourly rate. **INEXPEDIENT TO LEGISLATE.**

Rep. Tammy A. Simmons for the Majority of LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES. Data shows that a very small number of people in NH are paid less than \$8/hr, let alone \$7.25/hr. While rhetoric is that a family cannot afford to live on a job paying minimum wage, the facts are that minimum wage does not equate to what actual NH families live off of. A mere 1.5% of NH's workforce earn the current federal minimum wage of \$7.25 and third of those people are between the ages of 16-19. Additionally, the premise that simply paying an employee more means that the employee has more money to spend and thus more money is going into NH's economy, the reality is that not only does the business owner have \$100 less of his money to spend on capital improvements and expansion, but he also has even less due to the additional costs in workers' compensation, liability insurance, federal payroll taxes, and unemployment insurance. Finally, the majority of the committee feels that the market will adjust earnings accordingly based on demand and without the need to be dictated to by the state. As the economy improves in NH and as we work to attract more businesses to our state, the perceived 'problem' of too low wages will fix itself. **Vote 12-8.**

Original: House Clerk

Cc: Committee Bill File

HB 684

Majority

ITL

MAJORITY: Data shows that a very small number of people in NH are paid less than \$8/hr, let alone \$7.25/hr. While rhetoric is that a family cannot afford to live on a job paying minimum wage, the facts are that minimum wage does not equate to what actual NH families live off of. A mere 1.5% of NH's workforce earn the current federal minimum wage of \$7.25 and third of those people are between the ages of 16-19. Additionally, the premise that simply paying an employee more means that the employee has more money to spend and thus more money is going into NH's economy, the reality is that not only does the business owner have \$100 less of his money to spend on capital improvements and expansion, but he also has even less due to the additional costs in workers' compensation, liability insurance, federal payroll taxes, and unemployment insurance. Finally, the majority of the committee feels that the market will adjust earnings accordingly based on demand and without the need to be dictated to by the state. As the economy improves in NH and as we work to attract more businesses to our state, the perceived 'problem' of too low wages will fix itself.

Tammy Simmons

REGULAR CALENDAR

March 4, 2015

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

**The Minority of the Committee on LABOR,
INDUSTRIAL AND REHABILITATIVE SERVICES to
which was referred HB684-FN,**

AN ACT establishing a state minimum hourly rate.

**Having considered the same, and being unable to agree
with the Majority, report with the recommendation that
the bill OUGHT TO PASS.**

Rep. Andrew A. White

FOR THE MINORITY OF THE COMMITTEE

**MINORITY
COMMITTEE REPORT**

Committee:	LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES
Bill Number:	HB684-FN
Title:	establishing a state minimum hourly rate.
Date:	March 4, 2015
Consent Calendar:	NO
Recommendation:	OUGHT TO PASS

STATEMENT OF INTENT

The minority believes that financial security of the entire workforce is essential to the success of the state's economy. Raising the minimum wage would provide a direct and positive impact to New Hampshire's low wage earners while at the same time putting those earnings back into the economy. New Hampshire's minimum wage has not kept pace with inflation, nor has it kept pace with the surrounding states. The minority believes that providing a modest, gradual, and sustainable increase will help to reduce poverty and reduce dependence on state funded services. The minority is disappointed that the majority has ignored the fact that over half of New Hampshire's voters agree with raising the minimum wage, that 29 states have minimum wages higher than New Hampshire, and that it is clear that raising the minimum wage does not contribute to job losses.

Rep. Andrew A. White
FOR THE MINORITY

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

HB684-FN, establishing a state minimum hourly rate. **OUGHT TO PASS.**

Rep. Andrew A. White for the **Minority** of LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES. The minority believes that financial security of the entire workforce is essential to the success of the state's economy. Raising the minimum wage would provide a direct and positive impact to New Hampshire's low wage earners while at the same time putting those earnings back into the economy. New Hampshire's minimum wage has not kept pace with inflation, nor has it kept pace with the surrounding states. The minority believes that providing a modest, gradual, and sustainable increase will help to reduce poverty and reduce dependence on state funded services. The minority is disappointed that the majority has ignored the fact that over half of New Hampshire's voters agree with raising the minimum wage, that 29 states have minimum wages higher than New Hampshire, and that it is clear that raising the minimum wage does not contribute to job losses.

MINORITY REPORT

COMMITTEE: Labor

BILL NUMBER: HB684

TITLE: Minimum Wage

DATE: 3/3/15 CONSENT CALENDAR: YES NO

OUGHT TO PASS

OUGHT TO PASS W/ AMENDMENT

INEXPEDIENT TO LEGISLATE

INTERIM STUDY (Available only 2nd year of biennium)

Amendment No.

STATEMENT OF INTENT:

See Attached

COMMITTEE VOTE: 12-8

• Copy to Committee Bill File

RESPECTFULLY SUBMITTED,
Rep. [Signature]
For the Minority
Andrew A White

HB 684

OTP

MINORITY: The minority believes that financial security of the entire workforce is essential to the success of the state's economy. Raising the minimum wage would provide a direct and positive impact to New Hampshire's low wage earners while at the same time putting those earnings back into the economy. New Hampshire's minimum wage has not kept pace with inflation, nor has it kept pace with the surrounding states. The minority believes that providing a modest, gradual, and sustainable increase will help to reduce poverty and reduce dependence on state funded services. The minority is disappointed that the majority has ignored the fact that over half of New Hampshire's voters agree with raising the minimum wage, that 29 states have minimum wages higher than New Hampshire, and that it is clear that raising the minimum wage does not contribute to job losses.

Andy White