

body, the amendment is not printed but if you will turn to page 4, lines 16 to 17, the amendment would strike the words "\$4.25 per hour" and replace those words with this new language, "\$3.80 per hour and beginning April 1, 1993, \$4.25 per hour." So that the section would then read, "beginning July 1, 1991, every employer shall pay to each of his or her employees wages at the minimum rate of \$3.80 per hour, and beginning April 1, 1993". Why? The federal government, in its sometimes ununderstandable wisdom, when they increased the federal minimum wage several years past, they created the training wage which Senator Hall has also provided for in LB 297, but they created a set of "not employers" in that the old dollar limit of gross sales for a business to become...to come under the dollar side of the federal minimum wage was \$362,500. When they passed the new minimum wage law they increased the minimum for new employers to \$500,000 in gross sales or the ten or more employees, but they left in place a section of employers who had been, under the old minimum wage, those that had gross sales that fell between \$362,500 that could continue to pay \$3.35 an hour. So what to do. Since we in Nebraska have traditionally structured our minimum wage on the state level to cover those who fall in the area between four employees or more that are not covered by the federal minimum wage, 297 gives us several contradictions in that we could have a set of employers who may be grossing \$350,000 a year to throw...to have an example, that would be under the state minimum wage, that would be immediately forced into a 90-cent per hour increase while their competitor across the street maybe does a little better job of advertising at \$365,000, was under the old federal minimum wage guidelines and could get by if the local labor market would allow him to with \$3.35 an hour. So we would have a difference. I do not disagree with the intent of 297 which is, hopefully, to provide a better income for the minimum wage people. But, nonetheless, we could be creating a situation here where not only are we increasing the minimum wage but we're doing away with jobs because of the noncompetitiveness of the situation. Now if the federal government would have not had this particular "not" group of employers, it would be a lot easier for us to do. So what I have proposed with this amendment that rather than taking the whole jump at once, we would go to \$3.80 an hour for state...or for employees who are under the state minimum wage which would give us, in effect, three minimum...or four minimum wages, as a matter of fact, in Nebraska. It would be \$3.80 under the state minimum wage, 3.35 or 4.25 under the federal minimum wage, and for those employers that wanted to avail