

SENATOR HALL: Other benefits would include what is traditionally called fringe and FICA?

SENATOR WESELY: Right.

SENATOR HALL: Is there a way in which, or did the task force look at this and...I mean would it be possible for a company to provide benefits that would meet the standard or whatever a definition of a benefit might be, but would have actually little or no value for purposes of the employee to allow them to meet this \$11 an hour figure? The reason I ask that, because there's still going to be \$4 an hour jobs and you inflate that figure to \$11 using fringe and FICA which is going to have to be paid anyway no matter if it's a minimum wage job or not, is there other benefits that a company could use to reach the threshold in your amendment but yet in essence be empty as it relates to value for that employee?

SENATOR WESELY: Yeah, I see what you're saying. I was hoping...my intent would be to talk about the health insurance, maybe child care assistance that might be provided, some other types of...when I talk about retirement benefits, life insurance, disability coverage, I don't think that...

SENATOR HALL: And that's the kind of intent I'd like to get on the record for purposes of what it means. I'm trying to...I don't know, I'm trying to think of what might be out there. I mean a life insurance policy with the employee as a beneficiary or the company as the beneficiary very likely could be something that you know one might argue. I don't know. I very much agree with the premise that you put forward but my thought is is that as long as the intent is that it is going to be the types of benefits that allow for some value to flow with them, the health care, the child care issues that you speak to, the disability coverage that would be available as well as retirement benefits are all those things that I see fitting in that category and I think are very much appropriate and allow for us to create the kind of standard that we should be looking at because not only should we look at encouraging these companies to come here if you believe in these types of proposals, but also we should be looking out for the individuals who are here, the citizens of the state that would be employed by those types of companies. And I think that along with some of the other standards that we built into these proposals, after the experience with the