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10 percent of their wage. If they're making \$8 an hour, they get 80 cents profit sharing after they're there 2 years, 80 cents a hour. Well, you raise the minimum wage 19.4 percent, you have to raise the \$8-an-hour person the same percentage, or in the practical world that's what happens. So you have to raise them \$1.55 an hour, I believe were the numbers. But in the end, counting profit sharing, the increase in the wage, the percent of increase, the extra Social Security, and that doesn't take into account some of the other taxes that you have to pay, it's \$1.83 an hour to give that \$8-an-hour person the same type of raise as the minimum wage person. And so you think of the \$15,000, very, very minimum numbers it's going to cost, and then you add these other expenses in, and you try to tell me how small businesses have not closed. Thank you.

SPEAKER BROMM: Thank you, Senator Cunningham. Senator Burling.

SENATOR BURLING: Thank you, Mr. Speaker and members of the body. I think we've had a good discussion, and I hadn't been a part of it yet, so I thought maybe I'd speak on this. I stand to oppose the amendment and the bill. We're talking about how long minimum wage laws have been in effect, and apparently quite awhile, as long as any of us can remember, and I wonder why they were first put in place. Because there are those of us today who think that they're necessary, and those of us who wish they weren't necessary. I wish they weren't necessary, but if they are, why, we have them here. I can only speculate that maybe years ago, and still today, we have employers that occasionally try to take advantage of employees, and that's unfortunate. I do not condone that at all. I think that wages should be set by economic factors rather than by political intervention, but economic factors can only win out as long as we have integrity in employers and employees both. So maybe we need to have this discussion and maybe we need to have minimum wage, but we have the benefit today of the years of track record that minimum wage laws have built for us, and I would submit to you that I don't believe the minimum wage laws have accomplished what was intended to accomplish when they were first put in place. What has, over the decades that we've had minimum wage, what has it done for the average worker? Minimum wage is measured in dollars and cents. That's called money. Money is relative.