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livelihood, where's the limit? And again, it's a government mandate that I have concerns about, and I'm struggling with how to handle what this exemption looks like, but I'll certainly listen here for awhile and see what happens before I decide what my action will be. Thank you, Mr. President.

SENATOR CUDABACK: Thank you, Senator Smith. Senator Redfield, followed by Senator Janssen.

SENATOR REDFIELD: Thank you, Mr. President, members of the body. Senator Smith, the one thing I would tell you is that I was one who shared your concerns of the impact on businesses and our economy. When New York State increased its minimum wage, their retail trade actually increased employment by 1.8 percent, in comparison to their four neighboring state, which only grew at 1.5 percent. Now it's interesting because it's counterintuitive, because we would think that the retailers would actually have decreased because of this cost, and that wasn't the case in New York State. And that was also true for food service, where the change in employment there was 2.7 percent in New York State, and it was an identical 2.7 percent in the four surrounding states, so it actually did not have the decrease on employment that people had predicted. And the other thing I want to point to you, that if there is one state that we know is very probusiness, we always think of Delaware. So many of our companies are incorporated in Delaware, and yet Delaware has a higher minimum wage, and it's \$6.15 right now. You're exactly right. Even fast food is paying more than \$5.15. The market has already passed the minimum wage in the state of Nebraska, and that was exactly what the testimony was when I heard from businesses and they lobbied very strongly, and I talked to them. I was originally opposed to the bill, and they said, well, we don't need it, because we're already paying far beyond that. You can't even hire someone for \$5.15. Well, if that's the truth, then it really doesn't matter if we put it in statute. So either there's a lie and they really weren't paying more than \$5.15, or it really doesn't matter. It can't be both. And so I think that the data is really making the case for this move. The value of the minimum wage has declined. It's at the lowest level in 50 years. It's worth about \$4.15 in constant '96 dollars, just