

VanSambeck, Mike

From: Lindsay Farrell <lfarrell@workingfamilies.org>
Sent: Thursday, January 31, 2013 10:54 AM
To: VanSambeck, Mike
Cc: Kennard Ray
Subject: Fwd: talking points

Begin forwarded message:

From: Jay Kamins <jaykamins@gmail.com>
Date: January 31, 2013, 10:51:24 AM EST
To: Lindsay Farrell <lfarrell@workingfamilies.org>
Cc: Taylor Leake <tleake@workingfamilies.org>, Kennard Ray <kray@workingfamilies.org>
Subject: Re: talking points

Hi Lindsay, here's the testimony I plan on giving. Please let me know if you have any suggestions. Thanks!

My name is Jay Kamins, I own a small Website Design and Marketing firm in Andover, Connecticut. We've been in business since 1999 and our total revenues since then are approximately 2.1 million, with an employee base of anywhere from 2 to 8 depending on the economy. By most measures this places us firmly in the category of "Small Business".

It's been said that small business is America's "backbone" and contributes greatly to overall employment and GDP. It's also been widely said that a change in the minimum wage would be devastating to small businesses like mine. I'd like to tell you that is absolutely not the case.

Put simply, it would be financial suicide to pay my staff anything less than an actual living wage.

Expecting any employee to give me a year of productive and dedicated labor, yet leaves them below the poverty level isn't just unrealistic – and isn't just unethical – it's financial suicide.

When we take on staff, it is an investment of time and capital. Regardless of the business, a employee must be trained, taught the specifics of that firm's process, and taught unique soft skills required to be productive and successful.

Paying someone the current minimum wage would mean this:

- That individual would need to work a second job to get their income above the poverty level. That means they will eventually need to quit for a better wage and saner hours, and in so taking the time and money I invested, with them.
- OR, That person comes to work exhausted from working the other job and is unmotivated and unproductive.
- ALSO, No bond of loyalty or trust between myself and that person could be expected, as it's clear I have no interest in paying them a livable wage. In a small business that can be devastating.

Finally, as a business owner, it is important to me that our whole economy is doing well. When people earn a living wage, they can buy the things my clients offer, allowing my clients to in turn spend more on my services.

Economists across the political spectrum agree that weak consumer spending is one of the major factors holding back growth and hiring. It's not difficult to see how paying poverty level minimum wages would exacerbate that condition.

In summary, paying my employee minimum wage is about the worst investment I could make in my business, and in my state.

Thank you.