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[www.KeizerChamber.com](http://www.KeizerChamber.com)

April 8, 2015

House Committee on Business and Labor  
Senate Committee on Workforce

Dear House Committee Chair Holvey and Senate Committee Chair Dembrow;

The Keizer Chamber of Commerce represents over 375 local businesses, with approximately 6,000 employees. We have supported and will continue to support Oregon's minimum wage laws. We feel that Oregon's approach in setting the current minimum wage rates provides an equitable solution for beginning-wage employment and opportunities for local businesses to attract and keep employees. We also feel that the current methodology best supports our thin margins and chances for recovery from this recession. With Oregon's current laws, we see that a re-bounding Keizer economy means we can hire more employees. With about a third of our businesses planning to expand this next year, we are working hard to continue to be competitive in pricing and in quality for customers.

Re-setting an unrealistic minimum wage beyond what our current economy can handle means several things: (1) over a dozen Keizer small businesses will close their doors, (2) 40-50 fewer employees in the businesses that continue somehow to stay in business, (3) higher costs for customers/citizens, (4) disenfranchisement of employees who have worked long and hard to attain merit increases, (5) need to elevate wages for existing employees to maintain pay-level equity, and (6) no expectation that any minimum-waged employee will be less reliant on any public assistance, if even used now.

Please know that your current consideration of mandating paid sick leave, along with artificially imposing a minimum wage simply destroys our abilities to take care of our employees. Most of our businesses provide a liberal benefits package, including merit increases, PTO, flex-scheduling, and vacation time. Mandating unaffordable pay and sick leave mandates will not improve employee benefits; the current benefits will just not be affordable anymore.

Oregon's unemployment rate has consistently exceeded the federal employment rate. Don't pass laws to help make that statistic worse than it is.

Regards,

Dan Clem  
Government Affairs