

Representatives of the House Industry, Business and Labor Committee

Recommend a DO NOT PASS on HCR 3032

My name is Mike Connelly. I am a Bismarck resident and hold an elected position like yourselves, just at a local capacity, and want to thank you all for serving and being open to listening to the different perspectives of your constituents. I am speaking for my own perspective and in no official capacity of an entity or organization.

This seems like a completely unnecessary regulatory step forward when the checks and balances in the structure that capitalism functions in our great state of North Dakota appear to be working extremely well in this area. I personally do not know anyone, including youth under the age of 18 that make less than \$10/hr. I also work in the medical field where we are desperately short of workers and will hire many who are willing to work starting at the age of 16 and up that make between \$14 to \$25/hr in several positions that do not even require a high school diploma to work. I have kids that work in restaurants making between \$15 and \$17/hr. All these places that I know of are looking for help and it comes down to a willingness to work. If there is a plethora of work available at much higher minimums than the lower amount this bill is proposing, it makes no sense to set an arbitrary bar for anything higher than the current system.

Arbitrarily raising minimum wage just creates a compression within the workforce by raising the bar of seemingly less vital job choices in a way that may drive others from choosing more vital jobs such as caregivers in the medical field, most of which are funded by the government. I am currently working at a facility where several people left to work in basic care making about \$5/hr less than they do in a higher expectation area of care. Creating less discrepancy between minimums will only succeed in higher costs for everyone as businesses adjust their costs to get their own piece of the competitive pie, whilst empowering people to work in easier jobs, versus vital jobs that a community needs to remain healthy and thriving.

Again, I recommend a DO NOT PASS on HCR 3032, thank you for your time.