

**Ballot Measure No. 3 – 13MINW
LEGISLATIVE AFFAIRS AGENCY SUMMARY**

The Act raises the state minimum wage. On January 1, 2015, it will go from \$7.75 to \$8.75 per hour. On January 1, 2016, the minimum wage will go up again to \$9.75 per hour. Each year after 2016, the state will adjust the minimum wage for inflation. The new amount must be at least \$1.00 more per hour than the federal minimum wage. Tips and gifts do not count as part of the minimum wage.

Jii Act t'eh state minimum wage dak t'iizhik. January 1, 2015 ji' \$7.75 to \$8.75 per hour heelyaa. January 1, 2016 ji' minimum wage chan hee dak t'aneeheenjyaa, \$9.75 per hour gwats'a'. Every year 2016 aait'ee aii state minimum wage jyats'a' gweedhaa k'iighaih tr'igwegweheelyaa . All new amount \$1.00 federal minimum wage andaa heelyaa, aii tips ts'a' gifts kwaii duuyee minimum wage haa giyeechyaa.

READY TO RECORD

Ballot Measure #3 STATEMENT IN SUPPORT

Under existing law, the minimum wage in Alaska is set at \$.50 over the federal minimum wage. Since the current federal minimum wage is \$7.25, Alaska's minimum wage is \$7.75 per hour. The \$.50 Alaska premium was established by the First Alaska Legislature in 1959, when the federal minimum wage was \$1.00 per hour.

Jii law juk gwit'eh t'inch'yaa aii Alaska minimum wage \$.50 federal minimum wage andaa nilii, federal minimum wage t'ee \$7.25 an hour t'inch'yaa. Alaska minimum wage \$7.75 an hour t'inch'yaa. Jii \$.50 Alaska premium t'ee 1959 dai' gwats'an tr'agwaanaii ts'a' dagwanahotł 'oo (establish). First Alaska Legislature aii federal minimum wage \$1.00 per hour nilii dai'

The minimum wage is intended to assure "the maintenance on minimum standards of living necessary for the health, efficiency, and general well-being of workers" (Fair Labor Standards Act, 1938). No one can say Alaska's current minimum wage even comes close to doing this. A full-time, year-round worker making \$7.25 an hour earns only \$16,120 annually. This is \$8,600 below the federal poverty threshold for a family of three in Alaska (\$24,740) and \$13,700 below the federal poverty threshold for a family of four (\$29,820).

Jii minimum wage t'ee jyats'a' vats'anh garandaii. Dii health, efficiency, ts'a' juu naii goodiveegwiinzii.(general well-being of workers) (Fair labor standards Act 1938, izhit dai'jii geenjit iltsaii. Duuyeh ch'ihłlee goodiveegwiinzii. Ch'ihłlee gaa Alaska juk minimum wage jyaa gwagoo gwats'a' gwik'it t'igii'in ginyaa. Jii year round full time tr'agwah'in \$7.25 an hour gahtsii naii t'ee \$16,120 a year gahzhii. Jii t'ee \$8,600 federal poverty gwit'eh t'inch'yaa aiits'a' tik zhehk'aa gwizhit dilk'ii naii \$24,740 Alaska thok gwizhit gahsii ts'a' \$13,700 chan doo naii zhehk'aa dilk'ii chan \$29,820 thok gahtsii.

After having had the highest minimum wage in the nation for the first four decades after statehood, Alaska has fallen to 19th, behind even low-wage states such as Florida (\$7.93) and Arizona (\$7.90). Thirteen states provide for an annual cost-of-living adjustment to their minimum wage based on the Consumer Price Index (CPI). Washington (\$9.32) and Oregon (\$9.10) have the highest state minimum wages; the minimum wage in California will increase to \$10 in January 2016.

Alaska Statehood goodlit gwats'anh whole nation (40 years.) Alaska tr'ohkit minimum wage k'iizdak t'iizhik dzaa nation gwizhit tr'ohkit Alaska state hood goodlit dai' minimum wage 4 decade (40 years) d'atthak yeedak t'inch'ya' aii t'ee han hee zhyaa Alaska 19th goovaanagwaanaii. Florida \$7.93 goodlit low wage naagwaanaii ts'a' Arizona chan \$7.90 goodlit.

Consumer Price Index (CPI) kwaii 13 states naii one year gwideezhak minimum wage deegwahtsii gahtsii k'iighai' geedaa ts'a' cost of living k'iighai' gwits'iginyaa. Jyats'a' t'ee goo'aii. Washington \$9.32 ts'a' Oregon \$9.10 naii t'ee state minimum wage gwandaa t'ahtsii gahtsii. Aiits'a' chan California, January 2016 ji' aii minimum wage \$10 an hour gwats'a' dak t'aheenjyaa.

The measure proposed by Alaskans for a Fair Minimum Wage would raise the state minimum wage to approximately what it should have been by January 1, 2016 had the 2003 legislature not repealed a cost of living adjustment enacted with broad public support in 2002. The increase is phased in over two years (to \$8.75 January 1, 2015 and to \$9.75 January 1, 2016, with cost of living adjustment annually after that) to accommodate employers of low-wage workers in adjusting to the increase.

Alaskan naii measure Fair Minimum Wage eenjit shrigagwinlik aii state minimum wage dak t'aheenjyaa geenjit. January 1, 2016 t'ee jyaa t'agweheenjyaa goo'aii gaa 2003 legislature naii cost of living adjustment an gaa'ee kwaa. Jii board public support 2002 dai' pass dhidlit. Two years gehndaa izhit gwedeezhak dak t'iizhik gaa goovaa gahshriinaajik kwaa. January 1, 2015 t'ee \$8.75 an hour gwiheelyaa aii t'ee January 1, 2016 ji' \$9.25 an hour aii chan vaa cost of living adjustment every year gwiheelyaa. Aii employers naii low wage workers naii ts'akgaheenjyaa, aii haa cost of living haa nihk'it t'agaheech'yaa gwagwahahtsyaa. Aii k'iighai' gaheedaa.

The initiative bill also reaffirms the long-standing ban on counting employee tips toward meeting an employer's obligation to pay the full minimum wage to tipped employees.

Jii Bill jada' digiiaant'oo niinghyit gwit'eh iin'ai', aiit'ee haneegiin'aii t'agah'in. employer naii juu gooveenjit tr'agwah'in naii tip goots'an niili dai'g oondak ts'a' gwinzii nihteegiiyaazhik. Aii t'ee juu full minimum wage tr'agwah'in naii.

Studies have shown that over 75% of Alaskan workers earning minimum wage are adults. While critics claim that increasing the minimum wage has a negative impact on job opportunities for youth, studies have found the effect, if any, to be minor. In fact, under current Alaska law, which the proposed initiative would not change, workers under the age of 18 who work no more than 30 hours per week are exempted from the Alaska minimum wage and fall under the federal minimum wage law only.

Jii over 75 percent, Alaskan workers minimum wage tr'agwah'in naii t'ee adults t'aginch'yaa. Yeendaa geenjit geegoodaantan haa gaa giindaii ts'a' gwak'agahtii. Gii critics (dinjii geenjit khanch'igeehtin naii t'arahnyaa) aii minimum wage dak t'ii'in aii k'eejit naii minimum wage tr'agwahgwahh'yaa gooveenjit gwinzii gwik'it tagwaayii kwaa gwitr'it gwinleii gwanlii gaa

gooveenjit tr'adagoiidhan. Gaa chan izhit gwiintł'oo gooveenjit t'ohłii t'oonch'yaa kwaa gaa chan izhit t'agwii'in Alaska law t'eh proposed initiative ch'ijuk t'aheenjyaa kwaa. Workers, juu tr'agwah'in naii, 18 years old t'sa' zhak naa'ai' naii 30 hours per week tr'agwagwah'in naii Alaska minimum wage gwats'anh gagookwat gwedeegaach'yaa kwaa (exempt) ts'a' chan jii federal minimum wage law t'eh gwizhrih t'iinch'yaa.

In Alaska, approximately 30,000 workers at or near the minimum wage who would benefit from this measure are employed in seafood processing, hotels, restaurants and food service, child care, as cashiers and delivery drivers, and in other low-paying occupations.

Alaska gwizhit ıyaa zhyaa 30,000 gwitr'it t'agwah'in naii minimum wage gahtsii or gwats'a' gahtsii. Jii measure t'eh juu naii gwats'anh tr'agwegweheelyaa, gwitr'it t'agwah'in naii t'ee seafood processing, hotels, restaurants, food service, child care, cashiers ts'a' delivery drivers, juu tr'agwah'in naii gwiint ł'oo agagookwat kwaa naii datthak t'agahnyaa.

Alaska Needs a Raise!

Alaska gwintł'oo gagookwat gwiit'eegaahch'yaa.

Ed Flanagan, Chair

Tom Cashen, Co-Chair

Jim Sampson, Co-Chair

ALASKANS FOR A FAIR MINIMUM WAGE

Ballot Measure #3 STATEMENT IN OPPOSITION

Make no mistake, should Proposition 3 pass, it would have two immediate effects—but not the ones supporters would have you believe.

Gwehk'aa t'agweheenjyaa gwits'i' proposition 3 gehndaa goodhat ji' neekwat vats'anh han t'agwehneenjyaa.gaa juu gwats'aii neelzhii kwaa nait jidii ik'ee ch'ohkhyit noogahoonjyaa.

First, teenage unemployment will increase over time, reducing their chances of getting valuable work experience; second, the ability of low-skilled workers to earn income, especially those assisting seniors with errands and chores around the house, would be drastically cut—harming two groups of people at once.

Tr'ohkhyit k'eejit diik'ineejii nait, gweedhaa gwizhit unemployment goovaa dak t'agweheenjyaa. Gwitr'it geedoogahaanchyaa geenjit ch'ijuk t'agweheenjyaa ts'a' chan goovaa zhak t'agweheejyaa. Aii t'ee chan juu gwitr'it haandaii kwaa nait tr'agwagwahah'yaa. Juu nait ch'anjaa eenjit tr'agwah'in ts'a' k'eegwiich'yaa gooveenjit tagii'in aii nait lyaa t'agahnyaa. Aii nait t'ee goovaa ndaa nagwahaa'ai' t'oonch'yaa. Aii t'ee izhit zhak ch'anjaa ts'a' gwitr'it t'agwah'in, nih'aa goovaa gweheezuu.

In fact, more than those earning below it, the only potential beneficiaries of Proposition 3 are likely to be families earning at least three times the poverty level, making a minimum-wage increase a lousy anti-poverty initiative.

(the only people who will benefit from proposition 3 are families earning at least three times the poverty level and a minimum wage increase would not be a good method to get them out of poverty.)

Juu dinjii nait proposition 3 nait qwats'an tr'igwiheelyaa nait t'ee zhehk'aa gwizhit tik diik'ii nait, at least three times gahtsii nait t'agahnyaa, Juu neeshraahchy'aa nait t'arahnyaa. Ts'a' chan jii minimum wage dak t'iizhik ji' gaa tth'aii nik'it neeshragahahchy'aa.

These results are not a matter of speculation, but economic patterns that have followed every increase in the minimum wage. It's vital voters know the truth about the minimum wage:

Jii t'ee gwik'it t'oonch'yaa gaa garaah'in t'agwinyaa kwaa. Gaa gwitr'it haa jyahts'a' gweedhaa haa minimum wage dak tigii'in. Juu voters nait minimum wage deegwii'in gaagiindaii ji' lyaa gweheezyaa.

- 99 percent of all hourly wage workers in Alaska (all but 2,000 people) already earn above the minimum wage (2012, latest data available)

99 percent hourly wages, Alaska gwizhit gwitr'it t'agwah'in nait. (2,000 dinjii gwezhak tr'agwagwah'ya') nait minimum wage gwezhak jadai' hee gwitr'it t'agwaagwah'in. (2012 t'ee gwats'an danahoot t'oo).

- More than 50 percent of minimum-wage workers are under age 24, so raising the rate removes the first rung up the economic ladder of life for young adults, as business owners are forced to cut back on hiring in order to meet the cost increase

50 percent gwandaa t'ee minimum wage tr'agwah'in nait 24 years old gwats'an zhak t'agiinch'yaa. Jii rate dak t'agiinlik ji', diik'aneejii nait dak t'ligahedaa gooveenjit gwegweheetrii. Business owners nait gitr'agii'ee gaa cut back gwaawahahtsyaa. dinjii gwitr'it nagaheelyaa eenjit. Gwik'it t'agahee'yaa gwizhrih goo'aii, deeqwaht'oo gwanlii gwik'it t'agaheech'yaa geenjit.

- After the last federal increase in the minimum wage, one-half million teenage jobs disappeared following six months, and that was in a period of economic recovery when more jobs should be available.

Last time, federal minimum wage dak t'agwiizhik dai' one-half million k'eejit naii googwit'it six month ts'a' k'eegwaajil izhit t'ee gwitr'it gooli' gaa hai' ts'a' gwitr'it haneegwiiyaa gwiizhik t'agwiizhik.

- The average annual family income of those earning the minimum wage (nationally in 2009) was over \$48,000.

(2009) dai' one year gwideezhak zhehk'aa minimum wage \$48,000 gahstsii.

- Significantly more people earning at least three times the poverty level will benefit as those living beneath it.

Dinjii laraa nizii ahtsii aii juu neetraahch'yaa three times goovandaa laraa gahtsii. Izhit gwats'an tr'agwegwiii haa aiits'a aiihaa gwinzii adagwagwaandaii.

- 83 percent of minimum wage earners are teenagers living with working parents, adults living alone, or dual income couple.

83 percent minimum wage khanadaadaii naii t'ee k'eejit dagiiyahghan tr'agwah'in haa gwigwitch'ii, dinjii dazhrih gwichii or nihtleegaadaii nih t'aa tr'agwah'in naii.

Prop. 3 supporters point to Washington State as an example Alaska should follow. In 2013, both states had similar unemployment rates—6.5 percent in Alaska, and 7 percent in Washington. But for young adults ages 16 to 19, the situation was much different. In Alaska, where the minimum wage is \$7.75 an hour, teen unemployment was 17.5 percent. In Washington state, where the minimum wage is \$9.32 an hour and rises every year because of indexing to inflation, the teen unemployment rate was an astounding 30.6 percent.

Prop 3 ts'aii neelzhii naii Washington State ts'a' point giii, aii t'ee Alaska gwikit t'agoo'ya' ts'a' taii goodaa. 2013 dai' jii state niht'aa ts'a' unemployment rate nihk'it t'agoonch'yaa. Alaska aii 6.5 percent, Washington chan 7 percent gaa deek'anejii nan age 16-19 years old izhit aii ch'ijuk t'agoonch'yaa. Alaska minimum wage t'ee \$7.75 an hour nilii ts'a' k'eejit tr'agwah'in kwaa naii unemployment 17.5 percent t'inch'yaa. Washington State chan minimum wage \$9.32 an hour ts'a' jidii tthak dak t'ii'in ts'a' every year laraa gahtsii dak t'ii'in. K'eejit unemployment 30.6 percent nilii ts'a' goorahtee dak t'agwiizhik minimum wage yeedak t'ii'jik dai' deegwii'in t'agwii'in?

What happens when minimum wages rise too high? Remember filling station attendants. How about baggers in grocery stores? Or, for older people, ushers in movie theatres. All have been eliminated. Technology may do the same for today's minimum wage jobs. Placing orders through touch screens and the self-checkout is growing in Alaska. Losing these jobs means losing the bottom rung on the career ladder and fewer opportunities for the people who used to fill those jobs.

Gas station naii tr'agwah'in anoondaii? Ch'ookwat zheh gwits'inyaa naii yu' ? Ch'anjaa nagwaatsi' zheh tr'agwah'in naii yu'? Aii naii t'ee goovaa daagwahaa'ai' t'oonch'yaa. Technology (computer, machine k'it'iich'ii kwaii t'agahnyaa) aii t'ee minimum wage job gwedehk'it duulee juk gweendaa gwidheh'it naheedaa, Juk Alaska gwizhit computer jadai' hee keech'agigiinkhii aiits'a' diikhwahai' ch'ookwat zheh computer k'aa han ch'arookwat. (Express Lane) Jii gwitr'it gehkhii dai' dinjii naii t'ii'in izhit juk gwitr'it kwaa. Izhit gwidheh'it juk gwinzii dinjii t'agaahch'yaa kwaa. Aii kwaii tthak haatr'agweenjii.

Asks economist William J. Dennis, who has studied small business and the minimum wage for 40 years: “Employers want experienced workers. How do you get experience when you price people out of the market in the first place?”

Jii dinjii William J. Dennis economist, oohkat, business gwatsal ts’a’ minimum wage 40 years dattthak. Jyahts’a’ gwaadhal dattthak gwak’aahtii haa geenjit geedooltin. Employers naii juu gwitr’it gwinzii t’agwah’in naii zhrih keegahi’ik njyah ts’a’ dinjii gwitr’it gwagwahaa’ee giindhan? goots’i’ computer k’it’iinch’ii nagilii gwiizhit?

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