

From: graham lebel <grahamlebel@yahoo.com>

Sent: Tuesday, April 16, 2019 5:28 PM

Subject: S.23

Please accept the below short statement into the written record regarding S.23.

I am the chapter chair of the Saint Michael's College custodial workers' union AFSCME local 1343.

It has come to my attention that some legislators have concerns about wage compression that may arise if the minimum wage is brought to \$15 an hour and how this might effect morale.

We recently negotiated a contract that raised our base starting rate to \$15 an hour. This resulted in a significant raise for some and a smaller raise for others, so it did create some wage compression, but it did not lower morale at all. In fact, the contract was ratified with a yes vote of 100%. Some employees were making close to \$15 an hour and so they received a smaller raise, but they understood how making less than \$15 an hour is unlivable and fully supported the contract.

We also received congratulations from other employees at the college who make more than us and none of them complained about wage compression.

Any concern about wage compression seems to be a cynical ploy by employers to thwart this legislation. Anyway, any employer who has concerns is certainly free to raise up all the wages of their employees to alleviate any compression.

Thank you,
Graham lebel
Custodial workers' union chair
Apscme council 93 local 1343