

	<p>because it pushes up compensation for their member contracts.</p> <ul style="list-style-type: none"> • The initiative is a burden on small businesses and consumers because it will increase the minimum wage by 44% for most entry-level workers, and 70% for servers, bartenders and other tipped employees by 2020. Wages would continue to rise through cost of living increases year over year. • The National Federation of Independent Business says Initiative 101 will have a disproportionate impact on small, rural and family-owned businesses • The 2006 minimum wage boost has increased the minimum wage by more than 61% in the 10 years since, making it one of the highest and one of the few that escalates automatically every year. • A high statewide minimum wage does not factor in the economic circumstances in different parts of the state. High-cost mountain communities and cities are nothing like rural communities on the eastern plains. • Basic economics show that the more something costs, the fewer units that are sold. Labor is no different. A high minimum wage means that organizations can hire fewer people. The result is that for some people the actual minimum wage is zero since they become unemployed because a business cuts back on staffing. • A minimum wage law does not guarantee someone a job. It is actually a political decision to prohibit low-wage employment. It is a blatant interference by government to prevent private parties from entering into a consensual arrangement. • A recent independent study found that this initiative would reduce Colorado employment by 90,000 jobs by 2022 and depress wages in the state by \$3.9 billion annually. It would have an even more outsized impact on teenage employment, reducing it by 10,500 jobs by 2022. In effect, the future workforce is being deprived of the opportunity to learn skills, build experience, develop work ethic and earn income.
Resources	<p>http://www.coloradofamiliesforafairwage.org/ https://keepcoloradworking.com/</p>
Where We Stand	<p>MANDATED EMPLOYEE WAGES & BENEFITS: The Chamber opposes legislation mandating benefits such as seniority rights, leaves of absence, parental leave, vacation, insurance, pension and retirement which have traditionally been the subject of voluntary unilateral adoption and/or of collective bargaining. Mandated employee benefits are intrusive, impractical and create a financial burden for small business in particular. The Chamber supports allowing the market between employers and employees to determine wages and opposes</p>

	<p>government mandated wage rates. Consequently, the Chamber:</p> <ul style="list-style-type: none">• Opposes a so-called “living wage” whereby local or state governments mandate hourly wage rates and benefits that employers must pay based on perceived needs rather than the skills an employee brings to the marketplace. Targeted at entry-level and poor workers, “living wages” actually harm them because of the necessary displacement effect of small employers being forced to eliminate jobs.• Opposes so-called “comparable pay” legislation which imposes wage mandates based on gender.
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