



AMERICAN AMUSEMENT
MACHINE ASSOCIATION

DATE

Dear Legislator,

The federal government is moving towards raising the national minimum wage to \$15.00 per hour. Should this take effect, the negative impact on our industry will be staggering, especially at a time when so many in our community are still struggling to survive the devastating setbacks caused by Covid-19.

We recognize all markets in the US are not created equally, and that some have higher costs of living. This disparity is why we believe a 'one-size-fits-all' approach to the minimum wage is the wrong way forward.

We in the Children's Entertainment Center, Family Entertainment Center, and Location Based Entertainment Center community are disproportionately small businesses staffed by younger, high school-aged team members. A survey of our industry shows the average age of an employee is 23.7 years with 57% being under the age of 20. Our industry provides 'first-time job' opportunities for these young people where they gain valuable life-lessons in teamwork, self-discipline, personal responsibility, customer service, and professional interaction. Rising labor costs will force CEC/FEC/LBE owners to automate more services, eliminating many of these first-time jobs, and depriving our next generation of leaders these 'real-life' experiences.

We ask members of Congress to adopt a more sensible approach to increasing the minimum wage.

- Adopt a regional, not national approach. We understand it costs more to live in Washington, D.C. than Lenexa, KS. Any federally mandated minimum wage should consider an individual market's cost of living when determining an appropriate minimum wage.
- Include variances for part-time employees 18 years old or younger.
- Establish a multi-year, tiered increase. Doing so allows employers – especially small business owners – the ability to absorb rising labor costs over time, rather than as an abrupt shock. It's to be expected that when increases occur to minimum wage employees, longer-term, higher paid employees will expect an increase in pay as well.

We are available to provide additional information and assistance to help create more equitable and appropriate minimum wage policies and procedures.

Respectfully,

NAME

COMPANY