



**GUAM CHAMBER OF COMMERCE**  
**PARTNERS IN PROGRESS**

# **2017 JOINT SURVEY MINIMUM WAGE PROPOSAL**

Results presented by:

**Mary P. Rhodes, President**

**Guam Hotel & Restaurant Association**

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# WHY A JOINT SURVEY?



- Minimum Wage Bill 32-34
- Independent Economic Study
- Poll Members
- Develop Position
- Solidarity



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\*How long has your company been doing business in Guam?

Answer	0%	100%	Number of Response(s)	Response Ratio
Under 5 years			6	8.3 %
5 - 10 years			15	20.8 %
Over 10 years			51	70.8 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

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**\*How many employees does your company employ?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Under 10 employees			18	25.0 %
10 - 25			25	34.7 %
25 - 50			8	11.1 %
50 - 100			7	9.7 %
Over 100			14	19.4 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

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\*Please indicate your industry classification below:

Answer	0%	100%	Number of Response(s)	Response Ratio
Agriculture			0	0.0 %
Architecture/ Engineering			5	7.0 %
Banking/ Finance			2	2.8 %
Communications			3	4.2 %
Construction			7	9.8 %
Education			2	2.8 %
Healthcare			1	1.4 %
Hospitality/ Tourism			11	15.4 %
Insurance			2	2.8 %
Manufacturing			3	4.2 %
Printing/ Publications			2	2.8 %
Real Estate			3	4.2 %
Restaurant			8	11.2 %
Retail/ Wholesale			16	22.5 %
Service			21	29.5 %
Transportation			4	5.6 %
Other			8	11.2 %
Totals			71	100%

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78.6%



**\*Was your company interviewed for the official Independent Minimum Wage survey?**

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			4	5.5 %
No			68	94.4 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

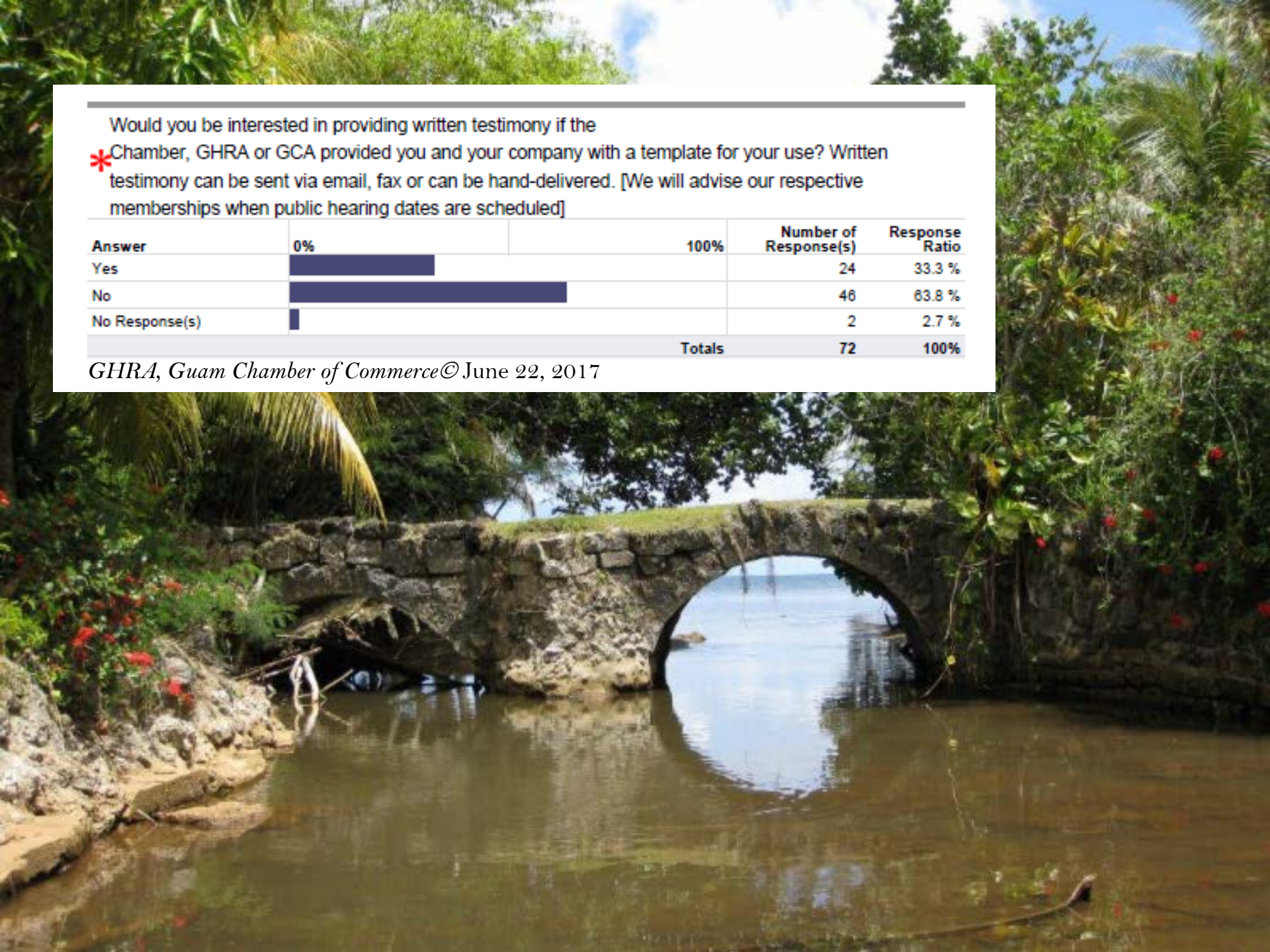
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Would you be interested in providing written testimony if the  
\* Chamber, GHRA or GCA provided you and your company with a template for your use? Written testimony can be sent via email, fax or can be hand-delivered. [We will advise our respective memberships when public hearing dates are scheduled]

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			24	33.3 %
No			46	63.8 %
No Response(s)			2	2.7 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

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Now that the independent minimum wage study has been released, the findings were, according to the \*study, that the minimum wage implemented in 2015 likely did not significantly affect Guam's economy. Do you agree that the minimum wage increase implemented in 2015 did not have an impact on the economy?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			20	27.7 %
No			50	69.4 %
No Response(s)			2	2.7 %
Totals			72	100%

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If you chose NO above, please explain how it impacted your business.(Please choose all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
Freeze any new hire opportunities?			18	34.6 %
Reduce work hours for your employees?			24	46.1 %
Implement layoffs?			7	13.4 %
Raise wages of one or more employees?			23	44.2 %
Raise cost of goods or services?			36	69.2 %
Reduce training opportunities?			8	15.3 %
Limit raises for your employees making over minimum wage?			33	63.4 %
Replace jobs with advanced technology?			9	17.3 %
Reduce health benefit insurance?			9	17.3 %
Eliminate benefits for some employees?			9	17.3 %
Contract out work currently provided by in house staff?			3	5.7 %
Add fees or service charges to offset the increase in minimum wage?			13	25.0 %
Other			3	5.7 %
<b>Totals</b>			<b>52</b>	<b>100%</b>

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41.5% yes  
38.8% no

Would you agree to raising the minimum wage to \$9.20 as follows (Please choose your best preference):

Answer	0%	100%	Number of Response(s)	Response Ratio	
I would agree to the increase as written in the bill			10	13.8 %	
I would agree to the increase if it was implemented in two tiers: by \$0.50 in January 2018 to \$8.75 and \$0.45 in 2019 to \$9.20			20	27.7 %	
I would not agree to any increase			28	38.8 %	
Other			4	5.5 %	
No Response(s)			10	13.8 %	
			<b>Totals</b>	<b>72</b>	<b>100%</b>

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Do you currently employ teenagers, ages 16 -18? What impact would the proposed minimum wage increase have on teenage employment levels?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			18	25.0 %
No			52	72.2 %
No Response(s)			2	2.7 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

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Would you agree to an increase of the minimum wage to \$10.10? (Please choose your best preference):

Answer	0%	100%	Number of Response(s)	Response Ratio
I would agree to the increase as written in the bill			9	12.5 %
I would agree to reaching the proposed increase if it was implemented in three (3) tiers: \$0.60 in January 2018 to \$8.85 and \$0.60 in January 2019 to \$9.45 then, \$0.65 in 2020 to \$10.10			6	8.3 %
I would agree to reaching the proposed increase if it was implemented in four (4) tiers: \$0.50 in January 2018 to \$8.75 and \$0.50 in January 2019 to \$9.25, \$0.50 to \$9.75 in 2020, then \$0.35 to \$10.10 in 2021			14	19.4 %
I would not agree to any increase			40	55.5 %
Other			2	2.7 %
No Response(s)			1	1.3 %
<b>Totals</b>			<b>72</b>	<b>100%</b>

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Will the proposed minimum wage increase cause your company to make any of the following changes to accommodate the proposed increase? (Please choose all that apply)

Answer	0%	100%	Number of Response(s)	Response Ratio
Freeze any new hire opportunities?			22	34.3 %
Reduce work hours for your employees?			23	35.9 %
Implement layoffs?			10	15.6 %
Raise wages of one or more employees?			29	45.3 %
Raise cost of goods or services?			40	62.5 %
Reduce training opportunities?			13	20.3 %
Limit raises for your employees making over minimum wage?			29	45.3 %
Replace jobs with advanced technology?			11	17.1 %
Reduce health benefit insurance?			19	29.6 %
Eliminate benefits for some employees?			16	25.0 %
Contract out work currently provided by in house staff?			7	10.9 %
Add fees or service charges to offset the increase in minimum wage?			12	18.7 %
Other			9	14.0 %
<b>Totals</b>			<b>64</b>	<b>100%</b>

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# SURVEY STATISTICS

- 76% with employees at \$8.25
- 79% Tipped employees
- 66% to impact entry level jobs
- 72% to increase prices
- 68% to reduce benefits



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## **Q & A**

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