There are major problems with

Measure D !

1. Measure D will increase payroll costs by as much as 40%.

2. Measure D adds more than just payroll costs: it allows the city to audit your records to ensure compliance.

3. Measure D will create more lawsuits, allowing anyone to sue your business.

4. Measure D will grow city bureaucracy & cost taxpayers over $600,000 per year for new city employees.

NO on D

1. Measure D may increase your payroll costs by 40%.

Example of cost increases created by Measure D

	Current	Measure D	Ave. Hours	Monthly increase
Increased Salary	$8.00	$10.00	30 hours	$240
Fees & Taxes				
Payroll Tax		$X	$X	$X
FICA/SS		$X	$X	$X
Medicare		$X	$X	$X
State		$X	$X	$X
CA SDI		$X	$X	$X
Workers Comp		$X	$X	$X
TOTAL				$X
Compliance				
City Audits				
Litigation				
TOTAL COST INCREASE PER EMPLOYEE				**$XXX**

- SOURCE:

2. Measure D lets government auditors investigate your records.

4.000.080 IMPLEMENTATION

C. Investigation. The Office shall be responsible for investigating *any possible* violations of the Chapter by an Employee or other person. The Office shall have the authority to inspect workplaces, interview persons and request the City Attorney to subpoena books, papers, records or other items relevant to the enforcement of this Chapter.

SOURCE: Section 4.000.080, Legal Text of Measure D

3. Measure D creates a new way for lawyers to sue businesses.

MINIMUM WAGE

Shall an ordinance be adopted that (1)requires (a)payment of minimum wages in San Jose at $10 per hour with an annual increase, if any, based on the Consumer Price Index beginning January 1, 2012; (b)City enforcement through fines, penalties, civil actions, or revocation or suspension of permits or licenses; and (c)voter approval of substantive changes to the ordinance; and (2)allows private enforcement through civil actions?

SOURCE: Official Ballot Summary

4. Measure D won't create jobs - it will increase city spending.

"It is estimated that the annual cost of program enforcement would be $612,000 and include 4.5 Full-Time Equivalent employees."

-SOURCE: City of San Jose *Minimum Wage Initiative Report* - Page 20

52% of San Jose employers and 67% of those who employee minimum wage workers report they will have to cut employee hours if minimum wage is raised so much, so quickly. 43% of those who hire minimum wage workers report they will lay off employees.

-SOURCE: City of San Jose *Minimum Wage Initiative Report* - Page 19

Summary of initiative

- Increases the minimum wage 25% to $10 per hour starting March 1, 2013.
- The minimum wage will increase every year based on CPI.
- The mandate will apply to everyone working over 2-hours per week.
- No exemptions for existing contracts, non-profits or tipped employees.
- Adds over $600,000/year to City budget for new enforcement auditors.
- City will **investigate** financial records of private businesses & individuals.
- Expands litigation by allowing "private enforcement" lawsuits.

Paid for by Keep San Jose Jobs - oppose government mandated wage hike. A coalition of non-profit groups, chambers of commerce, and small businesses. With major funding from San Jose Silicon Valley ChamberPAC and the California Restaurant Association IPAC. ID#1348733

Join our effort:

YES. I want to help make sure San Jose businesses can compete for jobs and keep our economy moving!!
Please contact me to talk about how I can help.

NAME: _____

ORGANIZATION: _____

TITLE: _____

EMAIL: _____

PHONE: _____

❒ Place a sign in my business ❒ Volunteer ❒ Donate

ChamberPAC
Advocates for jobs and a better community

California Restaurant Association

California Hispanic Chambers of Commerce

San Jose Downtown Association

Santa Clara
Silicon Valley Central Chamber of Commerce & Convention-Visitors Bureau

Los Altos Chamber of Commerce

Campbell Chamber of Commerce
1628 West Campbell Avenue • Campbell, California 95008
Phone 408-378-6252 • Fax 408-378-0192
www.campbellchamber.com

Milpitas Chamber of Commerce
The Gateway to Silicon Valley