## Legislation Text

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**File #:** LA-33-06, **Version:** 1

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Committee: Rules
Assigned 10-16-2006  Committee

Sponsor:  All 2003 - 2007 Council Members
Author: Todd Hembree

An Act

LEGISLATIVE ACT 33-06

AN ACT ESTABLISHING A MINIMUM WAGE FOR EMPLOYEES OF THE
CHEROKEE NATION AND IT'S CORPORATIONS AND ENTITIES
BE IT ENACTED BY THE CHEROKEE NATION:

SECTION 1. TITLE AND CODIFICATION
This Act shall be referred as "The Cherokee Nation Minimum Wage Act of 2006" and shall be codified under Title 40 Sections 70 et seq of the Cherokee Nation Code Annotated.

SECTION 2. PURPOSE
The purpose of this Act is to establish a minimum hourly wage for employees of the Cherokee Nation and it s corporation and entities.

SECTION 3. LEGISLATIVE HISTORY
Article VI. Section 7 of the 1999 Cherokee Nation Constitution states: The Council shall have the power to establish laws which it shall deem necessary and proper for the good of the Nation, which shall not be contrary to the provisions of this Constitution.

SECTION 4. DEFINITIONS
A.          Cherokee Nation: means all three branches of the government of the Cherokee Nation as established by the 1999 Constitution, the seat of which is located at Tahlequah, Oklahoma, and includes all departments commission agencies and instrumentalities, thereof.
B.   Employee means to suffer or permit to work

C. Employee: means any individual employed by an employer but shall not include:

1. An individual employed on a farm in connection with the cultivation of the soil, or in connection with raising or harvesting any agriculture commodity, including raising, shearing, feeding, caring for training and management of livestock, bees poultry and caring animals and wildlife, or in the employ of the owner or tenant of other operator of a farm in connection with the operation management, conservation, improvement or maintenance of such farm and its tools and equipment:
2. Any individual working as a volunteer.
3. Any employee of any carrier subject to regulation by Part I of the Interstate Commerce Act;
4. Any employee employed by a bona fide executive, administrative or professional capacity or in the capacity of outside salesman;
5. Any person who is less than eighteen (18) years of age and is not a high school graduate or a graduate of a vocational training program, and any person who is less than twenty-two (22) years of age and who is a student regularly enrolled in a high school, college, university or vocational program.
6. Any person who is working with the Cherokee Nation as part of a training program, summer youth program, as an temporary intern, or to reserve educational credit; or
7. Any individual working as a reserve Marshal.

D. Employer:  means the Cherokee Nation and any Government-owned Company
E. Government-Owned Company:  means any entity which is wholly owned by the Cherokee Nation regardless of location of entity, or any corporation or entity in which the Cherokee Nation owns in controlling interest and which is located within the Cherokee Nation�s jurisdiction.
F. Wage:  means compensation due to an employee by reason of his employment, payable in legal lender of the United States or checks on banks convertible into cash on demand at full face value, subject to such deductions, charges or allowances as may be permitted by law.

SECTION 5.  SUBSTANTIVE PROVISIONS

New Title 40 Section, Shall read as follows:

Minimum Wage.

1. Every employer shall pay to each of its Employees wages at the following rate: not less than $7.50 per hour beginning with the first full pay period after enactment. Further, there shall be a wage increase beginning at $1.00 for the wage rate of $6.50 with the $1.00 wage increase being reduced by $.01 for every $.02 above the $6.50 wage rate which shall also be effective with the first full pay period after enactment [see Exhibit A]

2. Every employer shall pay to each of its Employees wages at the following rate: not less than $8.25 per hour beginning with the first full pay period after October 1, 2007. Further, there shall he a wage increase beginning at $.75 for the wage rate of $7.50 with the $.75 wage increase being reduced by $.01 for every $.02 above the $7.50 wage rate which shall also be effective with the first full pay period after October I, 2007 [see Exhibit B]

3. Every employer shall pay to each of its Employees wages at the following rate: not less than $9.00 per hour beginning with the first full pay period after October 1, 2008. Further, there shall he a wage increase beginning at $.75 for the wage rate of $8.25 with the $.75 wage increase being reduced by $.01 for every $.02 above the $8.25 wage rate which shall also he effective with the first full pay period after October 1, 2008 [See Exhibit C]

4.      The minimum wage provided in Subsection 1 of the Section shall be considered a minimum rate of pay.

5.      To compute the minimum wage provided for in Subsection 1 of the Section credit toward the minimum wage must be given for any tips or gratuities meals or lodging received by the employee up to but not exceeding 50% of said wage.

6. Any employer which furnishes uniforms to its Employees may take credit against the minimum wage or an amount equal to the reasonable cost of furnishing the uniforms

7. Nothing in this Act shall be construed to prohibit the payment of an hourly rate in excess of $7.50 per hour.

New Title 40, Section 71 shall read as follows:

    Exemptions

All Employees who are deemed ◆exempt◆ from the minimum wage under Section 213 of the United States Labor Standards Act codified as Chapter 8 of Title 29 of the United States Code Annotated and the rules and regulations promulgated thereto shall be deemed exempt from this act.


SECTION 6. PROVISIONS AS CUMULATIVE
The provisions of this Act shall be cumulative to existing law. Provisions of Legislative Acts inconsistent with this Act are hereby repealed.

SECTION 7. SEVERABILITY
The provisions of this         are severable and if any part._:. provision hereof shall be held void the decision of the court so holding shall not affect or impair any of the remaining parts or provisions of this Act.

SECTION 8. EMERGENCY DECLARED
lt being immediately necessary for the welfare of the Cherokee Nation, the Council hereby declares that an emergency exists, by reason whereof this Act shall take effect and be in full force upon its approval and signatures.

Enacted by the Council of Cherokee Nation on the 13th day of November, 2006.
Meredith Frailey, Speaker Council of the Cherokee Nation
ATTEST: Don Garvin, Secretary Council of the Cherokee Nation
Approved and signed by the Principal Chief this 20th day of NOVEMBER, 2006.
Chadwick Smith, Principal Chief Cherokee Nation
Melanie Knight, Secretary of State Cherokee Nation

YEAS AND NAYS AS RECORDED:

| Audra Smoke-Conner | YEA | Meredith A. Frailey | YEA | |
|---|---|---|---|---|
| Bill John Baker | YEA | John F. Keener | YEA | |
| Joe Crittenden | YEA | Cara Cowan Watts | YEA | |
| Jackie Bob Martin | YEA | Buel Anglen | | YEA |
| Phyllis Yargee | YEA | William G. Johnson | YEA | |
| David W. Thornton. Sr. | YEA | Charles "Chuck- Hoskin | YEA | |
| Don Garvin | | YEA    Taylor Keen | | YEA |
| Linda Hughes-O'Leary | YEA | Jack D. Baker | YEA | |
| Melvina Shotpouch | | YEA | | |

Exhibit A
Exhibit A
Table for Implementing
Wage Increase Beginning at $1.00
for Fiscal Year 2007

| Current Rate | Increase | New Rate |
|---|---|---|
| 6.50 | 1.00 | 7.50 |
| 6.51 | 1.00 | 7.51 |
| 6.52 | 0.99 | 7.51 |
| 6.53 | 0.99 | 7.52 |
| 6.54 | 0.98 | 7.52 |
| 6.55 | 0.98 | 7.53 |
| 6.56 | 0.97 | 7.53 |
| 6.57 | 0.97 | 7.54 |
| 6.58 | 0.96 | 7.54 |
| 6.59 | 0.96 | 7.55 |
| 6.60 | 0.95 | 7.55 |
| 6.61 | 0.95 | 7.56 |
| 6.62 | 0.94 | 7.56 |
| 6.63 | 0.94 | 7.57 |
| 6.64 | 0.93 | 7.57 |
| 6.65 | 0.93 | 7.58 |
| 6.66 | 0.92 | 7.58 |
| 6.67 | 0.92 | 7.59 |
| 6.68 | 0.91 | 7.59 |
| 6.69 | 0.91 | 7.60 |
| 6.70 | 0.90 | 7.60 |
| 6.71 | 0.90 | 7.61 |
| 6.72 | 0.89 | 7.61 |
| 6.73 | 0.89 | 7.62 |
| 6.74 | 0.88 | 7.62 |
| 6.75 | 0.88 | 7.63 |
| 6.76 | 0.87 | 7.63 |
| 6.77 | 0.87 | 7.64 |
| 6.78 | 0.86 | 7.64 |
| 6.79 | 0.86 | 7.65 |
| 6.80 | 0.85 | 7.65 |
| 6.81 | 0.85 | 7.66 |
| 6.82 | 0.84 | 7.66 |
| 6.83 | 0.84 | 7.67 |
| 6.84 | 0.83 | 7.67 |
| 6.85 | 0.83 | 7.68 |
| 6.86 | 0.82 | 7.68 |
| 6.87 | 0.82 | 7.69 |
| 6.88 | 0.81 | 7.69 |
| 6.89 | 0.81 | 7.70 |
| 6.90 | 0.80 | 7.70 |
| 6.91 | 0.80 | 7.71 |
| 6.92 | 0.79 | 7.71 |
| 6.93 | 0.79 | 7.72 |
| 6.94 | 0.78 | 7.72 |

C
Exhibit A

| Current Rate | Increase | New Rate |
|---|---|---|
| 6.95 | 0.78 | 7.73 |
| 6.96 | 0.77 | 7.73 |
| 6.97 | 0.77 | 7.74 |

| Current Rate | Increase | New Rate |
|---|---|---|
| 6.98 | 0.76 | 7.74 |
| 6.99 | 0.76 | 7.75 |
| 7.00 | 0.75 | 7.75 |
| 7.01 | 0.75 | 7.76 |
| 7.02 | 0.74 | 7.76 |
| 7.03 | 0.74 | 7.77 |
| 7.04 | 0.73 | 7.77 |
| 7.05 | 0.73 | 7.78 |
| 7.06 | 0.72 | 7.78 |
| 7.07 | 0.72 | 7.79 |
| 7.08 | 0.71 | 7.79 |
| 7.09 | 0.71 | 7.80 |
| 7.10 | 0.70 | 7.80 |
| 7.11 | 0.70 | 7.81 |
| 7.12 | 0.69 | 7.81 |
| 7.13 | 0.69 | 7.82 |
| 7.14 | 0.68 | 7.82 |
| 7.15 | 0.68 | 7.83 |
| 7.16 | 0.67 | 7.83 |
| 7.17 | 0.67 | 7.84 |
| 7.18 | 0.66 | 7.84 |
| 7.19 | 0.66 | 7.85 |
| 7.20 | 0.65 | 7.85 |
| 7.21 | 0.65 | 7.86 |
| 7.22 | 0.64 | 7.86 |
| 7.23 | 0.64 | 7.87 |
| 7.24 | 0.63 | 7.87 |
| 7.25 | 0.63 | 7.88 |
| 7.26 | 0.62 | 7.88 |
| 7.27 | 0.62 | 7.89 |
| 7.28 | 0.61 | 7.89 |
| 7.29 | 0.61 | 7.90 |
| 7.30 | 0.60 | 7.90 |
| 7.31 | 0.60 | 7.91 |
| 7.32 | 0.59 | 7.91 |
| 7.33 | 0.59 | 7.92 |
| 7.34 | 0.58 | 7.92 |
| 7.35 | 0.58 | 7.93 |
| 7.36 | 0.57 | 7.93 |
| 7.37 | 0.57 | 7.94 |
| 7.38 | 0.56 | 7.94 |
| 7.39 | 0.56 | 7.95 |
| 7.40 | 0.55 | 7.95 |
| 7.41 | 0.55 | 7.96 |
| 7.42 | 0.54 | 7.96 |
| 7.43 | 0.54 | 7.97 |
| 7.44 | 0.53 | 7.97 |
| 7.45 | 0.53 | 7.98 |

Exhibit A

| Current Rate | Increase | New Rate |
|---|---|---|
| 7.46 | 0.52 | 7.98 |
| 7.47 | 0.52 | 7.99 |
| 7.48 | 0.51 | 7.99 |
| 7.49 | 0.51 | 8.00 |
| 7.50 | 0.50 | 8.00 |
| 7.51 | 0.50 | 8.01 |
| 7.52 | 0.49 | 8.01 |
| 7.53 | 0.49 | 8.02 |
| 7.54 | 0.48 | 8.02 |
| 7.55 | 0.48 | 8.03 |
| 7.56 | 0.47 | 8.03 |
| 7.57 | 0.47 | 8.04 |
| 7.58 | 0.46 | 8.04 |
| 7.59 | 0.46 | 8.05 |
| 7.60 | 0.45 | 8.05 |
| 7.61 | 0.45 | 8.06 |
| 7.62 | 0.44 | 8.06 |

| Current Rate | Increase | New Rate |
|---|---|---|
| 7.63 | 0.44 | 8.07 |
| 7.64 | 0.43 | 8.07 |
| 7.65 | 0.43 | 8.08 |
| 7.66 | 0.42 | 8.08 |
| 7.67 | 0.42 | 8.09 |
| 7.68 | 0.41 | 8.09 |
| 7.69 | 0.41 | 8.10 |
| 7.70 | 0.40 | 8.10 |
| 7.71 | 0.40 | 8.11 |
| 7.72 | 0.39 | 8.11 |
| 7.73 | 0.39 | 8.12 |
| 7.74 | 0.38 | 8.12 |
| 7.75 | 0.38 | 8.13 |
| 7.76 | 0.37 | 8.13 |
| 7.77 | 0.37 | 8.14 |
| 7.78 | 0.36 | 8.14 |
| 7.79 | 0.36 | 8.15 |
| 7.80 | 0.35 | 8.15 |
| 7.81 | 0.35 | 8.16 |
| 7.82 | 0.34 | 8.16 |
| 7.83 | 0.34 | 8.17 |
| 7.84 | 0.33 | 8.17 |
| 7.85 | 0.33 | 8.18 |
| 7.86 | 0.32 | 8.18 |
| 7.87 | 0.32 | 8.19 |
| 7.88 | 0.31 | 8.19 |
| 7.89 | 0.31 | 8.20 |
| 7.90 | 0.30 | 8.20 |
| 7.91 | 0.30 | 8.21 |
| 7.92 | 0.29 | 8.21 |
| 7.93 | 0.29 | 8.22 |
| 7.94 | 0.28 | 8.22 |
| 7.95 | 0.28 | 8.23 |
| 7.96 | 0.27 | 8.23 |

Exhibit A

| Current Rate | Increase | New Rate |
|---|---|---|
| 7.97 | 0.27 | 8.24 |
| 7.98 | 0.26 | 8.24 |
| 7.99 | 0.26 | 8.25 |
| 8.00 | 0.25 | 8.25 |
| 8.01 | 0.25 | 8.26 |
| 8.02 | 0.24 | 8.26 |
| 8.03 | 0.24 | 8.27 |
| 8.04 | 0.23 | 8.27 |
| 8.05 | 0.23 | 8.28 |
| 8.06 | 0.22 | 8.28 |
| 8.07 | 0.22 | 8.29 |
| 8.08 | 0.21 | 8.29 |
| 8.09 | 0.21 | 8.30 |
| 8.10 | 0.20 | 8.30 |
| 8.11 | 0.20 | 8.31 |
| 8.12 | 0.19 | 8.31 |
| 8.13 | 0.19 | 8.32 |
| 8.14 | 0.18 | 8.32 |
| 8.15 | 0.18 | 8.33 |
| 8.16 | 0.17 | 8.33 |
| 8.17 | 0.17 | 8.34 |
| 8.18 | 0.16 | 8.34 |
| 8.19 | 0.16 | 8.35 |
| 8.20 | 0.15 | 8.35 |
| 8.21 | 0.15 | 8.36 |
| 8.22 | 0.14 | 8.36 |
| 8.23 | 0.14 | 8.37 |
| 8.24 | 0.13 | 8.37 |
| 8.25 | 0.13 | 8.38 |
| 8.26 | 0.12 | 8.38 |
| 8.27 | 0.12 | 8.39 |

| | | |
|---|---|---|
| 8.28 | 0.11 | 8.39 |
| 8.29 | 0.11 | 8.40 |
| 8.30 | 0.10 | 8.40 |
| 8.31 | 0.10 | 8.41 |
| 8.32 | 0.09 | 8.41 |
| 8.33 | 0.09 | 8.42 |
| 8.34 | 0.08 | 8.42 |
| 8.35 | 0.08 | 8.43 |
| 8.36 | 0.07 | 8.43 |
| 8.37 | 0.07 | 8.44 |
| 8.38 | 0.06 | 8.44 |
| 8.39 | 0.06 | 8.45 |
| 8.40 | 0.05 | 8.45 |
| 8.41 | 0.05 | 8.46 |
| 8.42 | 0.04 | 8.46 |
| 8.43 | 0.04 | 8.47 |
| 8.44 | 0.03 | 8.47 |
| 8.45 | 0.03 | 8.48 |
| 8.46 | 0.02 | 8.48 |
| 8.47 | 0.02 | 8.49 |

C

Exhibit A

| Current Rate | Increase | New Rate |
|---|---|---|
| 8.48 | 0.01 | 8.49 |
| 8.49 | 0.01 | 8.50 |
| 8.50 | 0.00 | 8.50 |

o

C

Exhibit B

Table for Implementing

Wage Increase Beginning at $0.75

for Fiscal Year 2008

| Current Rate | Increase | New Rate |
|---|---|---|
| 7.50 | 0.75 | 8.25 |
| 7.51 | 0.75 | 8.26 |
| 7.52 | 0.74 | 8.26 |
| 7.53 | 0.74 | 8.27 |
| 7.54 | 0.73 | 8.27 |
| 7.55 | 0.73 | 8.28 |
| 7.56 | 0.72 | 8.28 |
| 7.57 | 0.72 | 8.29 |
| 7.58 | 0.71 | 8.29 |
| 7.59 | 0.71 | 8.30 |
| 7.60 | 0.70 | 8.30 |
| 7.61 | 0.70 | 8.31 |
| 7.62 | 0.69 | 8.31 |
| 7.63 | 0.69 | 8.32 |
| 7.64 | 0.68 | 8.32 |
| 7.65 | 0.68 | 8.33 |
| 7.66 | 0.67 | 8.33 |
| 7.67 | 0.67 | 8.34 |
| 7.68 | 0.66 | 8.34 |
| 7.69 | 0.66 | 8.35 |
| 7.70 | 0.65 | 8.35 |
| 7.71 | 0.65 | 8.36 |
| 7.72 | 0.64 | 8.36 |
| 7.73 | 0.64 | 8.37 |
| 7.74 | 0.63 | 8.37 |
| 7.75 | 0.63 | 8.38 |
| 7.76 | 0.62 | 8.38 |
| 7.77 | 0.62 | 8.39 |
| 7.78 | 0.61 | 8.39 |
| 7.79 | 0.61 | 8.40 |
| 7.80 | 0.60 | 8.40 |
| 7.81 | 0.60 | 8.41 |
| 7.82 | 0.59 | 8.41 |

| | | |
|---|---|---|
| 7.83 | 0.59 | 8.42 |
| 7.84 | 0.58 | 8.42 |
| 7.85 | 0.58 | 8.43 |
| 7.86 | 0.57 | 8.43 |
| 7.87 | 0.57 | 8.44 |
| 7.88 | 0.56 | 8.44 |
| 7.89 | 0.56 | 8.45 |
| 7.90 | 0.55 | 8.45 |
| 7.91 | 0.55 | 8.46 |
| 7.92 | 0.54 | 8.46 |
| 7.93 | 0.54 | 8.47 |
| 7.94 | 0.53 | 8.47 |
| 7.95 | 0.53 | 8.48 |
| 7.96 | 0.52 | 8.48 |
| 7.97 | 0.52 | 8.49 |
| 7.98 | 0.51 | 8.49 |

f-

Exhibit B

| Current Rate | Increase | New Rate |
|---|---|---|
| 7.99 | 0.51 | 8.50 |
| 8.00 | 0.50 | 8.50 |
| 8.01 | 0.50 | 8.51 |
| 8.02 | 0.49 | 8.51 |
| 8.03 | 0.49 | 8.52 |
| 8.04 | 0.48 | 8.52 |
| 8.05 | 0.48 | 8.53 |
| 8.06 | 0.47 | 8.53 |
| 8.07 | 0.47 | 8.54 |
| 8.08 | 0.46 | 8.54 |
| 8.09 | 0.46 | 8.55 |
| 8.10 | 0.45 | 8.55 |
| 8.11 | 0.45 | 8.56 |
| 8.12 | 0.44 | 8.56 |
| 8.13 | 0.44 | 8.57 |
| 8.14 | 0.43 | 8.57 |
| 8.15 | 0.43 | 8.58 |
| 8.16 | 0.42 | 8.58 |
| 8.17 | 0.42 | 8.59 |
| 8.18 | 0.41 | 8.59 |
| 8.19 | 0.41 | 8.60 |
| 8.20 | 0.40 | 8.60 |
| 8.21 | 0.40 | 8.61 |
| 8.22 | 0.39 | 8.61 |
| 8.23 | 0.39 | 8.62 |
| 8.24 | 0.38 | 8.62 |
| 8.25 | 0.38 | 8.63 |
| 8.26 | 0.37 | 8.63 |
| 8.27 | 0.37 | 8.64 |
| 8.28 | 0.36 | 8.64 |
| 8.29 | 0.36 | 8.65 |
| 8.30 | 0.35 | 8.65 |
| 8.31 | 0.35 | 8.66 |
| 8.32 | 0.34 | 8.66 |
| 8.33 | 0.34 | 8.67 |
| 8.34 | 0.33 | 8.67 |
| 8.35 | 0.33 | 8.68 |
| 8.36 | 0.32 | 8.68 |
| 8.37 | 0.32 | 8.69 |
| 8.38 | 0.31 | 8.69 |
| 8.39 | 0.31 | 8.70 |
| 8.40 | 0.30 | 8.70 |
| 8.41 | 0.30 | 8.71 |
| 8.42 | 0.29 | 8.71 |
| 8.43 | 0.29 | 8.72 |
| 8.44 | 0.28 | 8.72 |
| 8.45 | 0.28 | 8.73 |
| 8.46 | 0.27 | 8.73 |

| Current Rate | Increase | New Rate |
|---|---|---|
| 8.47 | 0.27 | 8.74 |
| 8.48 | 0.26 | 8.74 |
| 8.49 | 0.26 | 8.75 |
| 8.50 | 0.25 | 8.75 |
| 8.51 | 0.25 | 8.76 |

Exhibit B

| Current Rate | Increase | New Rate |
|---|---|---|
| 8.52 | 0.24 | 8.76 |
| 8.53 | 0.24 | 8.77 |
| 8.54 | 0.23 | 8.77 |
| 8.55 | 0.23 | 8.78 |
| 8.56 | 0.22 | 8.78 |
| 8.57 | 0.22 | 8.79 |
| 8.58 | 0.21 | 8.79 |
| 8.59 | 0.21 | 8.80 |
| 8.60 | 0.20 | 8.80 |
| 8.61 | 0.20 | 8.81 |
| 8.62 | 0.19 | 8.81 |
| 8.63 | 0.19 | 8.82 |
| 8.64 | 0.18 | 8.82 |
| 8.65 | 0.18 | 8.83 |
| 8.66 | 0.17 | 8.83 |
| 8.67 | 0.17 | 8.84 |
| 8.68 | 0.16 | 8.84 |
| 8.69 | 0.16 | 8.85 |
| 8.70 | 0.15 | 8.85 |
| 8.71 | 0.15 | 8.86 |
| 8.72 | 0.14 | 8.86 |
| 8.73 | 0.14 | 8.87 |
| 8.74 | 0.13 | 8.87 |
| 8.75 | 0.13 | 8.88 |
| 8.76 | 0.12 | 8.88 |
| 8.77 | 0.12 | 8.89 |
| 8.78 | 0.11 | 8.89 |
| 8.79 | 0.11 | 8.90 |
| 8.80 | 0.10 | 8.90 |
| 8.81 | 0.10 | 8.91 |
| 8.82 | 0.09 | 8.91 |
| 8.83 | 0.09 | 8.92 |
| 8.84 | 0.08 | 8.92 |
| 8.85 | 0.08 | 8.93 |
| 8.86 | 0.07 | 8.93 |
| 8.87 | 0.07 | 8.94 |
| 8.88 | 0.06 | 8.94 |
| 8.89 | 0.06 | 8.95 |
| 8.90 | 0.05 | 8.95 |
| 8.91 | 0.05 | 8.96 |
| 8.92 | 0.04 | 8.96 |
| 8.93 | 0.04 | 8.97 |
| 8.94 | 0.03 | 8.97 |
| 8.95 | 0.03 | 8.98 |
| 8.96 | 0.02 | 8.98 |
| 8.97 | 0.02 | 8.99 |
| 8.98 | 0.01 | 8.99 |
| 8.99 | 0.01 | 9.00 |
| 9.00 | 0.00 | 9.00 |

C

Exhibit C
Table for Implementing
Wage Increase Beginning at $0.75
for Fiscal Year 2009

| Current Rate | Increase | New Rate |
|---|---|---|
| 8.25 | 0.75 | 9.00 |
| 8.26 | 0.75 | 9.01 |
| 8.27 | 0.74 | 9.01 |
| 8.28 | 0.74 | 9.02 |

| | | |
|---|---|---|
| 8.29 | 0.73 | 9.02 |
| 8.30 | 0.73 | 9.03 |
| 8.31 | 0.72 | 9.03 |
| 8.32 | 0.72 | 9.04 |
| 8.33 | 0.71 | 9.04 |
| 8.34 | 0.71 | 9.05 |
| 8.35 | 0.70 | 9.05 |
| 8.36 | 0.70 | 9.06 |
| 8.37 | 0.69 | 9.06 |
| 8.38 | 0.69 | 9.07 |
| 8.39 | 0.68 | 9.07 |
| 8.40 | 0.68 | 9.08 |
| 8.41 | 0.67 | 9.08 |
| 8.42 | 0.67 | 9.09 |
| 8.43 | 0.66 | 9.09 |
| 8.44 | 0.66 | 9.10 |
| 8.45 | 0.65 | 9.10 |
| 8.46 | 0.65 | 9.11 |
| 8.47 | 0.64 | 9.11 |
| 8.48 | 0.64 | 9.12 |
| 8.49 | 0.63 | 9.12 |
| 8.50 | 0.63 | 9.13 |
| 8.51 | 0.62 | 9.13 |
| 8.52 | 0.62 | 9.14 |
| 8.53 | 0.61 | 9.14 |
| 8.54 | 0.61 | 9.15 |
| 8.55 | 0.60 | 9.15 |
| 8.56 | 0.60 | 9.16 |
| 8.57 | 0.59 | 9.16 |
| 8.58 | 0.59 | 9.17 |
| 8.59 | 0.58 | 9.17 |
| 8.60 | 0.58 | 9.18 |
| 8.61 | 0.57 | 9.18 |
| 8.62 | 0.57 | 9.19 |
| 8.63 | 0.56 | 9.19 |
| 8.64 | 0.56 | 9.20 |
| 8.65 | 0.55 | 9.20 |
| 8.66 | 0.55 | 9.21 |
| 8.67 | 0.54 | 9.21 |
| 8.68 | 0.54 | 9.22 |
| 8.69 | 0.53 | 9.22 |
| 8.70 | 0.53 | 9.23 |
| 8.71 | 0.52 | 9.23 |
| 8.72 | 0.52 | 9.24 |
| 8.73 | 0.51 | 9.24 |

Exhibit C

| Current Rate | Increase | New Rate |
|---|---|---|
| 8.74 | 0.51 | 9.25 |
| 8.75 | 0.50 | 9.25 |
| 8.76 | 0.50 | 9.26 |
| 8.77 | 0.49 | 9.26 |
| 8.78 | 0.49 | 9.27 |
| 8.79 | 0.48 | 9.27 |
| 8.80 | 0.48 | 9.28 |
| 8.81 | 0.47 | 9.28 |
| 8.82 | 0.47 | 9.29 |
| 8.83 | 0.46 | 9.29 |
| 8.84 | 0.46 | 9.30 |
| 8.85 | 0.45 | 9.30 |
| 8.86 | 0.45 | 9.31 |
| 8.87 | 0.44 | 9.31 |
| 8.88 | 0.44 | 9.32 |
| 8.89 | 0.43 | 9.32 |
| 8.90 | 0.43 | 9.33 |
| 8.91 | 0.42 | 9.33 |
| 8.92 | 0.42 | 9.34 |
| 8.93 | 0.41 | 9.34 |

| | | |
|---|---|---|
| 8.94 | 0.41 | 9.35 |
| 8.95 | 0.40 | 9.35 |
| 8.96 | 0.40 | 9.36 |
| 8.97 | 0.39 | 9.36 |
| 8.98 | 0.39 | 9.37 |
| 8.99 | 0.38 | 9.37 |
| 9.00 | 0.38 | 9.38 |
| 9.01 | 0.37 | 9.38 |
| 9.02 | 0.37 | 9.39 |
| 9.03 | 0.36 | 9.39 |
| 9.04 | 0.36 | 9.40 |
| 9.05 | 0.35 | 9.40 |
| 9.06 | 0.35 | 9.41 |
| 9.07 | 0.34 | 9.41 |
| 9.08 | 0.34 | 9.42 |
| 9.09 | 0.33 | 9.42 |
| 9.10 | 0.33 | 9.43 |
| 9.11 | 0.32 | 9.43 |
| 9.12 | 0.32 | 9.44 |
| 9.13 | 0.31 | 9.44 |
| 9.14 | 0.31 | 9.45 |
| 9.15 | 0.30 | 9.45 |
| 9.16 | 0.30 | 9.46 |
| 9.17 | 0.29 | 9.46 |
| 9.18 | 0.29 | 9.47 |
| 9.19 | 0.28 | 9.47 |
| 9.20 | 0.28 | 9.48 |
| 9.21 | 0.27 | 9.48 |
| 9.22 | 0.27 | 9.49 |
| 9.23 | 0.26 | 9.49 |
| 9.24 | 0.26 | 9.50 |
| 9.25 | 0.25 | 9.50 |
| 9.26 | 0.25 | 9.51 |

Exhibit C

| Current Rate | Increase | New Rate |
|---|---|---|
| 9.27 | 0.24 | 9.51 |
| 9.28 | 0.24 | 9.52 |
| 9.29 | 0.23 | 9.52 |
| 9.30 | 0.23 | 9.53 |
| 9.31 | 0.22 | 9.53 |
| 9.32 | 0.22 | 9.54 |
| 9.33 | 0.21 | 9.54 |
| 9.34 | 0.21 | 9.55 |
| 9.35 | 0.20 | 9.55 |
| 9.36 | 0.20 | 9.56 |
| 9.37 | 0.19 | 9.56 |
| 9.38 | 0.19 | 9.57 |
| 9.39 | 0.18 | 9.57 |
| 9.40 | 0.18 | 9.58 |
| 9.41 | 0.17 | 9.58 |
| 9.42 | 0.17 | 9.59 |
| 9.43 | 0.16 | 9.59 |
| 9.44 | 0.16 | 9.60 |
| 9.45 | 0.15 | 9.60 |
| 9.46 | 0.15 | 9.61 |
| 9.47 | 0.14 | 9.61 |
| 9.48 | 0.14 | 9.62 |
| 9.49 | 0.13 | 9.62 |
| 9.50 | 0.13 | 9.63 |
| 9.51 | 0.12 | 9.63 |
| 9.52 | 0.12 | 9.64 |
| 9.53 | 0.11 | 9.64 |
| 9.54 | 0.11 | 9.65 |
| 9.55 | 0.10 | 9.65 |
| 9.56 | 0.10 | 9.66 |
| 9.57 | 0.09 | 9.66 |
| 9.58 | 0.09 | 9.67 |

| | | |
|------|------|------|
| 9.59 | 0.08 | 9.67 |
| 9.60 | 0.08 | 9.68 |
| 9.61 | 0.07 | 9.68 |
| 9.62 | 0.07 | 9.69 |
| 9.63 | 0.06 | 9.69 |
| 9.64 | 0.06 | 9.70 |
| 9.65 | 0.05 | 9.70 |
| 9.66 | 0.05 | 9.71 |
| 9.67 | 0.04 | 9.71 |
| 9.68 | 0.04 | 9.72 |
| 9.69 | 0.03 | 9.72 |
| 9.70 | 0.03 | 9.73 |
| 9.71 | 0.02 | 9.73 |
| 9.72 | 0.02 | 9.74 |
| 9.73 | 0.01 | 9.74 |
| 9.74 | 0.01 | 9.75 |
| 9.75 | 0.00 | 9.75 |

C