

1. Good morning. My name is Michelle Payne and I'm a certified nursing assistant. I worked at the same place for 16 years and 3 months.

2. We are constantly short, and the pay is low. I've been working at this place of employment for 16 years and I'm only making \$12.69, and the only reason that is, is because of our union. Without them, only God knows how much I would be making. At one time the employer had insufficient funds, and my check was rejected and I had to pay a bounced check fee.

As far as the overtime goes, it's only after forty hours of work, and the employer would rather work us short rather than give out the overtime. The only time it's allowed is during the mandation process.

As far as respect goes, not enough staff due to low wages is disrespectful.

Breaks are scheduled. However, who has time for breaks when you're constantly working short and trying to take care of the residents accordingly?

As for our healthcare coverage, without the union it would be more costly. The employer pays 80% for now, but next year it will be 85%. Our copayment is \$40 for primary care physicians, and \$60 for specialists.

3. Making ends meet is a struggle. I have to split my bills in half, and sometimes three ways. I'm always robbing Peter to pay Paul, and I have creditors calling for overdue bills. Sometimes I want to treat myself to the movies, but who can afford it off of the salary I have? I also listen to the coworkers and their financial woes. They're working two jobs to maintain RG&E and put food on the table. And, speaking of putting food on the table, I eat over my parents' house because I can barely afford to buy groceries in large amounts. I have to do it in increments.

I feel as though this low wage in Rochester is going to put us in a more economic standstill; more crimes to get money. The low wage should be raised to \$15, for example, not just for fast-food restaurants, but all across the board.

Thank you.