












National Association of Theatre Owners

FACT SHEET **MINIMUM WAGE**

-  Cinema owners laud efforts to improve the standard of living for all American. We, however, do not believe raising the minimum wage will have the desired effect.
-  While economists and policymakers may argue the true impact of minimum wage rate increases on the economy and individual employees, cinema owners know firsthand the impact of such mandated wage increases. Specifically, depending on the wage increase and location, a cinema company will be forced to either decrease staffing and or benefits, which negatively impacts employees due to reductions in head counts, hours worked and benefits provided, as well as moviegoers from a service and cost of entertainment standpoint.
-  Advocates often push for a "living" wage, which would cause a dramatic, job-killing increase. According to an [MIT calculator](#), a "living" wage for two adults and one child would be \$16.26 if there were no child care expenses.
-  While our industry recognizes the need for individuals to earn wages that allow them to be self-sufficient, the majority of cinema employees do not independently support themselves.
-  The cinema industry is a leader in employing young first-time job holders, as well as individuals with disabilities and elderly persons seeking to supplement their income— workforce demographics that generally have difficulty finding employment in this down economy.
-  Those who choose to make a career out of working in cinemas are promoted into management positions where they can earn sufficient wages to support themselves and a family.
-  Moreover, even minimum wage employees typically receive wage increase within the first year of their employment with a cinema.
-  Mandated wage hikes have the unintended effect of increasing competition for entry-level jobs, thus making it difficult for low-skilled and young workers to find employment and receive "on-the-job" training. Basically, raising the minimum wage increases the size of the obstacle a jobseeker must cross to justify being hired.
-  In addition, the regressive burden of a higher minimum wage could negatively impact those it seeks to help, low-income families who are most in need of relief in this troubled economy, by forcing business to increase the cost of all products to stay afloat.