

GOVERNMENT
OF
THE DISTRICT OF COLUMBIA

+ + + + +

BOARD OF ELECTIONS

+ + + + +

SPECIAL BOARD MEETING

+ + + + +

WEDNESDAY

OCTOBER 22, 2025

+ + + + +

The District of Columbia Board of Elections convened via Videoconference, pursuant to notice at 10:30 a.m. EDT, Gary Thompson, Chair, presiding.

BOARD OF ELECTIONS MEMBERS PRESENT:

GARY THOMPSON, Chair
KARYN GREENFIELD, Member

BOARD OF ELECTIONS STAFF PRESENT:

TERRI STROUD, General Counsel
JORGE QUINTANA, Elections Attorney

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22

CONTENTS

Agenda Items	Page
I. Call to Order	3
II. Ascertainment of Quorum	3
III. Adoption of Agenda	3
IV. Proper Subject Matter Hearing - "Referendum on the Tipped Minimum Wage Timeline Amendment Act of 2025"	3
V. Formulation of Short Title and Summary Statement - "Referendum on the Tipped Minimum Wage Timeline Amendment Act of 2025"	29
VI. Adjournment	75

1 P-R-O-C-E-E-D-I-N-G-S

2 (10:35 a.m.)

3 CHAIR THOMPSON: All right, good morning,
4 everybody. It's October 22. My name is Gary
5 Thompson, the Chair of the Board of Elections. With
6 me is Karyn Greenfield. We're here today for a
7 special board meeting. We have a quorum.

8 We both had a chance to look at the agenda,
9 which only has one item on it. And at this time,
10 I'd move that Karyn and I adopt that agenda.

11 MEMBER GREENFIELD: And I second.

12 CHAIR THOMPSON: All in favor, say aye?

13 (Chorus of ayes.)

14 CHAIR THOMPSON: Okay, we are here for a
15 proper subject matter hearing for the Referendum
16 on the Tipped Minimum Wage Timeline Amendment Act
17 of 2025. And I will turn it over to our fabulous
18 General Counsel, Terri Stroud, to give us the lead.

19 MS. STROUD: Thank you, Mr. Chair.

20 As the Chair indicated, at this meeting
21 the Board will conduct a hearing to determine
22 whether the proposed referendum measure titled the

1 "Referendum on the Tipped Minimum Wage Timeline and
2 Minimum Act of 2025" presents a proper subject of
3 referendum in the District of Columbia.

4 Pursuant to D.C. Official Code, Section
5 1-1001.16, the Board upon receipt of a proposed
6 measure, must refuse to accept the measure if it
7 determines that the measure conflicts with, or seeks
8 to amend Title 4 of the D.C. Home Rule Act, which
9 is the District Charter; the measure conflicts with
10 the U.S. Constitution; the measure has not been
11 properly filed; the verified statement of
12 contributions, which consists of the Measure
13 Committee's statement of organization and report
14 of receipts and expenditures, was not timely filed;
15 the measure would authorize discrimination in
16 violation of the D.C. Human Rights Act; the measure
17 would negate or limit the Budgetary Act of the D.C.
18 Council; or the measure would impermissibly
19 appropriate funds under applicable D.C. Court of
20 Appeals rulings.

21 So, as indicated, the Board is not going
22 to render a determination as to the merits of the

1 proposed measure, but just determine whether or not
2 the measure meets proper subject requirements, as
3 indicated through the criteria which I just
4 outlined.

5 The measure was received by the Board on
6 Wednesday, October 1. It met all statutory filing
7 requirements. In accordance with D.C. Official
8 Code, Section 1-1001.16(b)(1)(a)(a), the Board
9 requested advisory opinions from the Office of the
10 Attorney General, and the General Counsel for the
11 D.C. Council on the question of whether the proposed
12 measure met the proper subject requirements. And
13 the Board timely received advisory opinions from
14 both entities.

15 So, how we will proceed is that we will
16 hear from opponents of the measure, if any,
17 concerning the issue of whether the proposed measure
18 presents a proper subject of referendum.

19 Then we will hear from the proposer and any other
20 witnesses who wish to comment on the propriety of
21 the referendum.

22 So, we have received requests to testify

1 regarding the hearing from the proposer, as well
2 as the counsel for the proposer, and then one other
3 member of the public.

4 And so, if we could bring up, we're looking
5 for Mr. Joseph Sandler, and Trupti Patel is the
6 proposer.

7 MR. SANDLER: I'm here, Madam General
8 Counsel.

9 MS. STROUD: Okay, thank you. And a Mr.
10 -- let's scroll down, I think his name is Bugbuto
11 (phonetic).

12 Okay, is there anyone from the public that
13 wishes to testify on the, that does not feel that
14 the matter, measure proposed (audio interference)
15 proper subject for a referendum?

16 I see a hand raised, Christopher LaFon?

17 MR. LaFON: Yes, good morning, I'm Chris
18 LaFon, attorney for Restaurant Association
19 Metropolitan Washington, we were just recently
20 brought in and wanted an opportunity to testify
21 regarding issues with the proposed referendum.

22 MS. STROUD: Okay, and so you will be

1 testifying against the referendum?

2 MR. LaFON: Yes, ma'am.

3 MS. STROUD: Okay. So we will hear from
4 you now, Mr. LaFon.

5 MR. LaFON: Okay, thank you. I had two
6 issues to address today, and I appreciate
7 consideration of them. One is regarding the
8 summary statement proposed.

9 The law requires it should not --
10 (Simultaneous speaking.)

11 MS. STROUD: Mr. LaFon, we are right now
12 dealing with the question of proper subject.

13 MR. LaFON: Okay, okay.

14 MS. STROUD: Okay, so did you have a
15 question or any comment --

16 MR. LaFON: Yes.

17 MS. STROUD: -- regarding the propriety
18 of the measure?

19 MR. LaFON: Yes, ma'am, sorry, I'll jump
20 to that. Regarding it being a proper subject, it
21 was a Part W of the fiscal year 2026 Budget Support
22 and Emergency Act of 2025.

1 It appears that under the law, that this
2 Section W touches on both the budget and the
3 allocation of appropriating funds, which is not a
4 proper subject for a referendum.

5 Here, the Section W requires a allocation
6 at least of funds found to be sufficient in the
7 budget, but requiring the submission of reports and,
8 by the Office of the Chief Financial Officer.

9 And the coming year and years regarding
10 the impact of the minimum wage, and other issues
11 regarding payment to tipped workers here.

12 We believe that is basically the subject
13 of the appropriation of funds, it will be
14 prohibited.

15 And, more generally, regarding the
16 inclusion in the Budget Support Act, the reports
17 by the committee on business and economic
18 development, in support of the inclusion of Section
19 W touched on the nature of the increases and the
20 tip minimum wage that were going towards basically
21 causing restaurants to have issues in closing.

22 So more generally, it touches on the

1 allocation of tax and income deriving operations
2 in the District, that we would then falls, has the
3 measure W falling under the appropriation of funds,
4 more generally speaking.

5 And third, that the inclusion in the Budget
6 Support Act appears to be at least arguably, a
7 supplement to the budget under D.C. Code 1-204.46,
8 that would negate its ability to be a referendum
9 because it would be basically as a supplement to
10 the budget under that statutory provision.

11 So for those reasons, we believe that the
12 referendum here would not be a proper subject.

13 MS. STROUD: Okay, and have you, you did
14 not submit any of this to the Board? You have not,
15 you're just testifying today for the first time
16 regarding a propriety right now? You have not
17 submitted anything to the Board, correct?

18 MR. LaFON: That is correct, yes.

19 MS. STROUD: Okay, thank you.

20 MR. LaFON: I didn't, yet, correct,
21 correct.

22 MS. STROUD: Are there any more witnesses

1 who are wishing to testify regarding the proposed
2 referendum, speaking against the same?

3 (No audible response.)

4 MS. STROUD: Okay, seeing none, we will
5 now hear from individuals speaking in favor of the
6 proposed measure.

7 And we did get an indication that they wish
8 to testify from again, attorney Joe Sandler and
9 Trupti Patel.

10 So, we will hear from the proposer first,
11 Ms. Patel, and then we will hear from Mr. Sandler.

12 MS. PATEL: Attorney Stroud, may I go
13 whenever you're ready?

14 MS. STROUD: Actually, let me just hear,
15 I see that Mr. Jacob Bugtong is here and I wanted
16 to determine first, whether or not he wished to speak
17 in opposition or in support of the measure.

18 And if he's speaking in opposition, then
19 he will go at this time.

20 MS. PATEL: Absolutely.

21 MS. STROUD: Okay, Mr. Bugtong?

22 MR. BUGTONG: Oh, well I'm actually here

1 to, I'm actually here to speak in support of Ms.
2 Patel.

3 MS. STROUD: Okay, so then we'll hear from
4 you after we hear from the proposer.

5 MR. BUGTONG: Yes, please.

6 MS. STROUD: Yes, okay. So there is no
7 one else who wishes to hear -- who wishes to speak
8 in a opposition to the measure that I can see.

9 (No audible response.)

10 MS. STROUD: Okay, Ms. Patel, you may
11 proceed. And if you could just state your name and
12 address for the record?

13 MS. PATEL: Absolutely. Good morning,
14 Chairperson Thompson. My name is Trupti Patel, my
15 address is 950 25th Street NW, Apartment 425N as
16 in north, Washington, D.C. 20037. I hope this
17 doesn't get me dossed.

18 Thank you for hosting this hearing so that
19 our comments may be entered for the permanent
20 record.

21 My name is Trupti Patel and I am a fourth
22 term ANC commissioner that represents the historic

1 Foggy Bottom, and I am the chairperson of ANC2A,
2 which represents the west end and Foggy Bottom
3 combined.

4 More importantly, I'm the longest serving
5 elected official in D.C. that is a tipped worker.

6 D.C. voters overwhelmingly voted for
7 Initiative 82 because they wanted tipped workers
8 like myself to have better, and more stable incomes.

9 In that number specifically, 132,925 D.C.
10 residents, which means that ballot issue won by
11 73.94 percent.

12 D.C. residents voted to protect and defend
13 workers not the restaurant lobby, that undermines
14 the goal of Initiative 82 by reducing income for
15 tipped workers, and confusing customers with
16 service charges.

17 The mayor and the D.C. Council once again,
18 subverted the will of D.C. voters just like when
19 you overturned Initiative 77 in 2018.

20 Any restaurant saying that they need a
21 service charge to cover higher costs because of
22 I-82, is misleading the public.

1 Some restaurants started using service
2 charges even before they were required to raise
3 wages.

4 And to date, wages for tipped workers have
5 only increased \$4.00 an hour since implementation,
6 until Initiative 82 was gutted by the mayor and the
7 D.C. Council.

8 These phony service charges are an attempt
9 on a restaurant to hide their prices. Most retailers
10 create one price for their products to reflect all
11 their expenses.

12 Funds from service charges do not go
13 directly to workers, as in the case now with tips.

14 Nor service charge is required to be given to
15 workers in addition to their wages.

16 This is an insidious way of duping
17 customers to replace their tipping with automatic
18 charges, shielding increased costs under the
19 non-taxable service charges, and overall undermines
20 the will of the voters.

21 Service charges is a post-pandemic world,
22 has been deeply confusing to customers who are

1 likely to see a 22 percent additional charge on their
2 bill, and believe it is to be gratuity for the
3 server.

4 These unethcal and sometimes illegal
5 service charges confuse many customers as a separate
6 charge on the bill.

7 With a note that it covers an employee's
8 pay service charges, lead to many customers think
9 that they get some kind of automatic tipping, even
10 though it is not.

11 Service charges go towards owners and do
12 not increase wages of workers. While tips belong
13 to workers and are on top of their wages, service
14 charges are especially confusing in a tipping
15 environment.

16 As noted, many customers will assume a
17 service charge adds to workers' pay, rather than
18 simply a source of income for owners.

19 When legal advocates were stating and
20 winning every time against those charges, the D.C.
21 Council against the advice of the Office of Attorney
22 General, granted a carve-out exempting them from

1 being sued.

2 This is sanctioned wage theft by allowing
3 owners to take money that would otherwise go
4 tipped workers.

5 Many consumers are angry that restaurants
6 have hidden the cost of their meal through service
7 charges.

8 As part of the Fair Price Fair Wage
9 Coalition, we warned you that allowing for service
10 charges would hurt workers where you pushed for the
11 Dram Shop Plus Bill.

12 ANC2A is on record echoing all of these
13 concerns. I am highlighting that in this hearing.

14 Initiative 82 called on restaurants to pay
15 tipped workers the full minimum wage like employers
16 do in all other sectors.

17 Just like business, employees' wages
18 should be accounted for as part of the restaurant
19 prices.

20 It's one thing to be anti-worker, but it's
21 even worse to be anti-democratic. In service and
22 solidarity, thank you.

1 MS. STROUD: Okay, thank you. Mr.
2 Sandler, and if you could just state your business
3 address for the record?

4 MR. SANDLER: Sure, my name is Joe
5 Sandler. Law firm of Sandler Reiff, 1620 I Street
6 NW, Number 900, Washington, D.C. 20006. And I
7 represent the proposer and the referendum
8 committee.

9 We just very briefly would submit that
10 their proposed referendum is a proper subject for
11 referendum, for the reasons set out in the legal
12 advisory and opinion submitted by the Office of
13 Attorney General, and the general counsel for D.C.
14 Council.

15 In essence, the referendum would uphold
16 those provisions in the current law enacted by
17 Initiative 82, approved by the voters of the
18 District in 2022, provisions which would otherwise
19 be modified by the law for which we seek a
20 referendum.

21 Namely, Title 2, Subtitle W, of the Tipped
22 Minimum Wage Timeline Amendment Act of 2025, passed

1 by the D.C. Council.

2 As the Office of Attorney General points
3 out, since those provisions were found to be a proper
4 subject of initiative, it only makes sense that a
5 referendum to uphold those provisions, is a proper
6 subject for referendum.

7 As the Office of Attorney General and the
8 General Counsel, and the Council found, the measure
9 would not appropriate any funds, does not in any
10 way negate or limit any budget act of the Council,
11 does not violate the U.S. Constitution, or the D.C.
12 Home Rule Act.

13 To Mr. LaFon's points, first of all with
14 respect to the fact that this provision was included
15 in the Budget Implementation Act, does not mean that
16 it is a actual budget act that directs, authorizes,
17 or, and appropriates funds.

18 In fact, it does not and with respect to
19 the specific provision cited by Mr. LaFon about OCFL
20 issuing a report under the Amendment Act, the Office
21 of Attorney General specifically found that that
22 provision cannot be said to compel the allocation

1 of funds because the Council's office of the Budget
2 Director determined that the provision will have
3 no fiscal impact.

4 So for those reasons, we respectfully
5 request that the Board determine that the proposed
6 referendum is a proper subject for referendum.

7 We do have some concerns about the Board's
8 formulation. I take it Ms. Stroud, that the proper
9 time to raise those would be after today's meeting,
10 and before the meeting to adopt the formal
11 referendum?

12 MS. STROUD: Yes, that's correct. If the
13 Board determines today that the measure does present
14 a proper subject, then we're going to undertake to
15 proceed with the formulations at today's meeting.

16 And I'm not sure if the Board is going to
17 make that determination, but if it is the case that
18 they do decide today, then we would undertake to
19 provide the formulations.

20 MR. SANDLER: And, to the extent we have
21 concerns with the Board's proposed formulation,
22 what would the proper time be to raise those

1 concerns?

2 MS. STROUD: If we do not issue a
3 determination today, we will at the next meeting
4 the Board has. Or after they've made a
5 determination as to the proper subject.

6 And then, we would proceed with the
7 formulation, a separate formulations hearing and
8 at that time, you would be able to comment on the,
9 your concerns with respect to the formulations.

10 MR. SANDLER: Okay, thank you. Thank
11 you, Mr. Chairman. Thank you, Ms. Stroud.

12 MS. STROUD: So, we did receive as
13 indicated, opinions, advisory opinions from the
14 counsel for the General Counsel, and the Office of
15 the Attorney General.

16 I just wanted to check and see whether
17 or not either, a representative from either of those
18 entities is present and would like to comment on
19 the advisory opinions that they provided?

20 (No audible response.)

21 MS. STROUD: And I do not see that anyone
22 has raised their hand to indicate that they wish

1 to so comment.

2 At this time, I will ask Board attorney
3 Jorge Quintana, to come up and present the General
4 Counsel's analysis of the referendum.

5 And please address the comments made by
6 Mr. LaFon and the proposer, and their counsel.

7 MR. QUINTANA: Thank you, General
8 Counsel.

9 MS. STROUD: Is your mic on? Is the green
10 light on?

11 MR. QUINTANA: Yes, it is.

12 MS. STROUD: Okay.

13 MR. QUINTANA: Mr. Chair, Member
14 Greenfield, you've received some of the background
15 in this matter.

16 As the general counsel stated, we received
17 this referendum on August 1, and requested advisory
18 letters from the Office of the Attorney General,
19 and the counsel of the General Counsel.

20 In the interim, we also conduct our own
21 independent evaluation, and I'll get into that.

22 What this act does is it, the act passed

1 by the council freezes the tip minimum wage at \$10.00
2 an hour until July 1, 2026, and then gradually raises
3 it to 75 percent of the regular minimum wage by 2034,
4 rather than reaching 100 percent of the minimum wage
5 by 2027, as previously enacted by Initiative 82.

6 The issues we have to look at obviously
7 the one that's been raised, is whether or not this
8 allocates funds or trues on the council's budgetary
9 discretion.

10 In that regard, I would, and in regard to
11 Mr. LaFon's statements, this act is subtitle of the
12 Budget Support Act, which is ordinary legislation
13 adopted by the Council, and does not pass pursuant
14 to D.C. Code 1-204.46.

15 So, it obviously does not violate the
16 prohibition on 1-204.46.

17 The requirement, it's also analogous to
18 the Board's reason in initiative, in the proper
19 subject determination of I-82.

20 The requirement to pay increased wages
21 applies only to private employers, not the District
22 government or its contractors. Therefore, it does

1 not compel the District to allocate any public
2 funds.

3 And the provision requiring the Office of
4 the Chief Financial Officer to issue a report, does
5 not compel the allocation of funds as the Council's
6 Office of the Budget Director determined that this
7 provision would have no fiscal impact.

8 In addition to those, so basically the
9 conclusions that the measure does not appropriate
10 funds, and we also determined that it does not
11 require the allocation of revenues or otherwise
12 (audio interference).

13 As in Board Order 21-001 on I-82 where the
14 Board determined the exclusion of District
15 employees and contractors from the initiative scope
16 prevented it from being a law appropriating funds,
17 the Board also in that measure found that it did
18 not require the allocation of revenues, establish
19 a separate fund, or create an enforceable
20 entitlement.

21 This measure before you today is
22 materially similar. It does not direct the

1 expenditure of District funds, require the
2 allocation of revenues, or impose new financial
3 obligations on the District.

4 Furthermore, the measure does not
5 authorize nor would it have the effect of
6 authorizing discrimination prohibited under
7 District law.

8 It does not as we comment, negate or limit
9 an act of the Council, enacted pursuant to Section
10 446 of the Home Rule Act. Nor does it violate or
11 seek to amend the Home Rule Act, or the U.S.
12 Constitution.

13 With that, I'm available for any
14 questions.

15 MS. STROUD: Thank you, Mr. Quintana.
16 And if members have any questions for either
17 parties, we can proceed with that, those questions
18 at this time, Mr. Chair and Ms. Greenfield.

19 CHAIR THOMPSON: Well, yes, thank you.
20 I think I followed all that.

21 MS. GREENFIELD Yes.

22 CHAIR THOMPSON: I'm just trying to make

1 sure in my head that this, that the, I'm sorry, that
2 the Council's Act, the Tipped Minimum Wage Timeline
3 Amendment Act of 2025, I'm trying to make sure that
4 even though that was passed as part of the budget
5 process, it was not in fact, a budgetary act.

6 Rather, it was ordinary legislation that
7 would fall outside of 1-204.46, and therefore, being
8 negated or limited.

9 I heard Mr. Sandler talk about that, and
10 Counsel Quintana just addressed that as well, but
11 if you could just maybe, I mean there must be very
12 common for the Council to include ordinary
13 legislation in its budgetary process.

14 So this, I don't think this is a unique
15 animal in that regard. There's probably lots of
16 miscellaneous provisions that get thrown into the
17 process when they're dealing with the budget.

18 So, I just want to make sure that we're
19 taking this out of the waters of what would otherwise
20 be budgetary legislation under 1-204.46. So,
21 hopefully my question made sense, so.

22 MS. STROUD: Well, it is a part of fiscal

1 year 2026 budget support Act of 2025. That is the
2 act.

3 CHAIR THOMPSON: Yes.

4 MS. STROUD: That is 26-148.

5 CHAIR THOMPSON: But as I understand it,
6 that's just like sort of a technical point, and Mr.
7 LaFon made that point.

8 But as the opinions and Mr. Sandler and
9 Mr. Quintana pointed out, it is in fact, ordinary
10 legislation that would purport to freeze the act
11 that was passed pursuant to I-82.

12 And therefore, it doesn't have a fiscal
13 impact as I think Subtitle W itself stated there
14 was no fiscal impact.

15 Is that, do I have that right?

16 MS. STROUD: That is correct.

17 MEMBER GREENFIELD: Yes.

18 CHAIR THOMPSON: Okay, so it got three
19 government opinions, one from the OAG, one from
20 general counsel of the D.C. Council, and now from
21 our own General Counsel.

22 MS. STROUD: Uh-huh.

1 CHAIR THOMPSON: So I'm -- yes, just to
2 state the obvious --

3 MEMBER GREENFIELD: Sure.

4 CHAIR THOMPSON: -- we're not here to
5 comment in any way, shape, or form, on the merits
6 of what's the right tipping scale for workers.

7 We don't have any view on whether I-82
8 itself was wise or unwise, and whether the counsel
9 did the right thing in changing it. Or the merits
10 of the proposed referendum.

11 We're just here to observe the process.

12 And as I understand it, the process is of course
13 voters have the right to propose that Initiative
14 82, and it was for ultimately to be decided on the
15 ballot.

16 MS. STROUD: Uh huh.

17 CHAIR THOMPSON: Which it was in favor.

18 And of course it's the right of the Council to amend
19 or limit, or change what the voters have passed.

20 That's also their prerogative, and they did so
21 pursuant to their process.

22 And it appears to me that it's kind of like

1 a ping-pong game here. It's also the right of the
2 voters at this point and in light of the Council's
3 act, to seek a referendum and put it on the ballot
4 as to whether the voters of D.C. would like to
5 essentially recall the D.C. Council's legislation.

6 (Simultaneous speaking.)

7 MS. STROUD: And it would just be
8 repealing the particular sections of this Act.
9 Specifically, Sections 22.21 through 22.23 of the
10 Act.

11 CHAIR THOMPSON: Exactly, yes. So, it
12 strikes me as a proper subject matter. In other
13 words, it's appropriate for the voters to decide.

14 MS. STROUD: Yes, I would agree.

15 CHAIR THOMPSON: We're not going to cut
16 them off at the pass, so I don't know if it's time
17 for a motion. I'm ready to make the motion, but.

18 MS. STROUD: Yes, and I can make the
19 motion.

20 CHAIR THOMPSON: Unless there's something
21 else we need to --

22 (Simultaneous speaking.)

1 MS. STROUD: Yes, based on the record
2 before us including the opinions of both the Office
3 of the Attorney General, the General Counsel for
4 the Council, and my own office, I would recommend
5 that the Board accept the proposed referendum
6 measure titled Referendum on the Tipped Minimum Wage
7 Timeline Amendment Act of 2025, as it presents a
8 proper subject for referendum.

9 And I would now ask for a motion from the
10 Board with respect to that recommendation.

11 CHAIR THOMPSON: I so move in the very
12 elegant words that you just chose.

13 MEMBER GREENFIELD: Yes, and I second.

14 MS. STROUD: Okay, thank you. And I will
15 ask for now a roll call vote with respect to that
16 motion.

17 Mr. Chair?

18 CHAIR THOMPSON: Chair votes aye.

19 MS. STROUD: Member Greenfield?

20 MEMBER GREENFIELD: Aye.

21 MS. STROUD: Both the Chair and Member
22 Greenfield have voted to accept the proposed

1 referendum measure titled Referendum on the Tipped
2 Minimum Wage Timeline Amendment Act of 2025, as it
3 presents a proper subject of referendum.

4 And so at this time, it would be
5 appropriate for the Board to share the proposed
6 formulations and have a hearing on the establishment
7 of the formulations as they have been proposed.

8 And so, I want to determine whether or not
9 the public can see the screen? Can see the
10 language?

11 (No audible response.)

12 MS. STROUD: Okay. And, with that, it is,
13 you have the referendum measure number, the short
14 title, and the summary statement that the Board's
15 Office of General Counsel is proposing for review.

16 And we can discuss. I know that both, well
17 Mr. LaFon did not, this is the first time that the
18 public is seeing this.

19 The proposer and the counsel for the
20 proposer, have had the opportunity to look at the
21 language proposed.

22 And I understand that Mr. Sandler and the

1 proposer have concerns with the summary statement
2 that was proposed by the Board. So I guess it's
3 appropriate now to discuss what the concerns are.

4 And Mr. LaFon is hopefully reviewing it
5 as well, and can comment. Or any other member of
6 the public can weigh in on whether the proposed
7 language is an accurate reflection of the
8 referendum.

9 CHAIR THOMPSON: Can I just ask a sort of
10 bigger picture question?

11 MS. STROUD: Sure.

12 CHAIR THOMPSON: I think when there's a
13 voter initiative, it's generally, the formulation
14 generally includes a yes to the voters to vote for
15 the initiative, and a no against it.

16 Whereas with a referendum, which is a
17 recall, it's like a vote of confidence in the
18 Council's act, the way that generally this is set
19 up is the voters vote yes to favor the Council's
20 act --

21 MS. STROUD: Yes, to --

22 (Simultaneous speaking.)

1 CHAIR THOMPSON: -- and vote no to oppose
2 it.

3 MS. STROUD: That is correct. So, if the
4 voters would vote yes to approve the act of the
5 Council and no to reject it.

6 CHAIR THOMPSON: So if you voted yes on
7 I-82, this is sort of set up to obviously people
8 can change their minds, but might vote no in this
9 case.

10 It just it flips the yes and the no but
11 that's simply because this is not an initiative,
12 but rather a referendum so it sort of flips the yes
13 and the no.

14 MS. STROUD: Yes. So yes, the language
15 that would be on the ballot is, shall the registered
16 voters of the District of Columbia, approve or
17 reject the act of the Council?

18 CHAIR THOMPSON: Okay.

19 MEMBER GREENFIELD: Okay.

20 MR. SANDLER: And Madam General Counsel,
21 can we?

22 MS. STROUD: Yes, Mr. Sandler, yes.

1 MR. SANDLER: So, I think that the
2 Chairman put his finger on the problem here, and
3 it's a classic issue with voter confusion about
4 referendum.

5 And it's just what the Chairman said. If
6 you want to uphold Initiative 82, you vote no instead
7 of yes.

8 MS. STROUD: Uh huh.

9 MR. SANDLER: In that regard, we strongly
10 believe that the language suggested by the Office
11 of the Attorney General and their advisory opinion,
12 should be adopted in lieu of the summary statement
13 that is now being proposed by the Board.

14 Specifically, at the end of the language
15 recommended by the Office of the Attorney General,
16 it says, vote yes to commit the Council's changes
17 to Initiative 82 to become law. Vote no to reject
18 the Council's changes and keep Initiative 82.

19 And we would suggest that the Attorney
20 General's formulation is a common sense, easily
21 understandable way for the voters to know what
22 they're doing on this measure.

1 Whereas with all due respect, the summary
2 statement now being put out by the Board does not
3 accomplish that and unfortunately, would feed into
4 the inherent issue of confusion that the Chairman
5 properly identified.

6 Thank you, Mr. Chairman and Madam General
7 Counsel.

8 MS. STROUD: All right, and I see the, your
9 concern. I guess my concern with the summary
10 statement or what we discussed, is not so much the
11 language that was cited, but the language that talks
12 about the voters approving Initiative 82, which I
13 think could be construed as language which creates
14 bias in favor of the, against the act of the Council.

15 MR. SANDLER: Right, and that was in our
16 formulation, and that is a fair criticism in our
17 formulation.

18 But the Attorney General's formulation I
19 think, avoids that problem while addressing the
20 concern that we have.

21 CHAIR THOMPSON: Yes, I'm reading both of
22 them. It's hard to get the words right. I guess

1 I'm still sort of stuck and my big picture question
2 is, because this is a referendum, are we wedded to
3 a precedent that it has to be set up so that the
4 yes is approving what the Council did, and the no
5 is rejecting it?

6 Or can it be the other way around as the
7 OAG has drafted it?

8 MR. SANDLER: They didn't do it the other
9 way around, Mr. Chairman.

10 MS. STROUD: No.

11 MR. SANDLER: They just explained it.
12 It's still consistent with the --

13 MEMBER GREENFIELD: Yes.

14 CHAIR THOMPSON: Oh, I see, okay. I
15 apologize. Yes, that last sentence they wrote is
16 I mean it is clearer.

17 It is clear to a voter, what does it mean
18 if I vote yes, what does it mean if I vote no?

19 MEMBER GREENFIELD: Yes, I would agree,
20 yes, that's --

21 CHAIR THOMPSON: So I don't know if
22 there's a way to work in that sentence into the draft

1 that we're looking at on the screen.

2 MS. STROUD: Okay.

3 MEMBER GREENFIELD: Yes.

4 MS. STROUD: So, let's see. Okay, so we
5 can edit in real time the changes that, we can work
6 collaboratively to edit this in real time on the
7 screen.

8 So, let's see.

9 CHAIR THOMPSON: If you just add that
10 sentence at the end, what happens? It's probably
11 a good starting point.

12 MEMBER GREENFIELD: Yes.

13 CHAIR THOMPSON: Sorry, we're all doing
14 this in real time.

15 MS. STROUD: And this is what happens.
16 This happens where there is sort of disagreement
17 about language. Okay.

18 CHAIR THOMPSON: While you're doing that,
19 I see Mr. LaFon has his hand raised, and I would
20 really like to hear his thoughts on this.

21 MS. STROUD: Sure.

22 (Pause.)

1 MS. STROUD: Mr. LaFon?

2 MR. LaFON: Sorry, thank you. I know you
3 guys have more control so I was trying to speak,
4 but just so I was on mute but thank you.

5 We just had some concern with the changing
6 of the language that was used for Initiative 82,
7 that laid out at the beginning of 82 under current
8 law, employers of employees classified as tipped
9 workers can take a credit against tipped wages
10 received by workers, to satisfy the minimum wage
11 guaranteed to all workers by law.

12 And then it went on to say that the
13 initiative would gradually eliminate the credit.

14 This, the way the summary statement is now,
15 it doesn't inform voters at all that the tipped
16 workers would still receive the mandatory minimum
17 wage, even regarding the slowing down of the tip
18 minimum wage growth.

19 And that was just a general concern we had
20 because it sort of jumps the gun here, and I know
21 there's obviously limitation on where it's that was
22 a concern we had generally speaking.

1 I do think the summary statement now is
2 better than the initial one I saw before, and that
3 it lays out a little bit that the tipped minimum
4 wage is being frozen, not just wages.

5 But that was our concern that the public
6 may be misled in the nature of the tip minimum wage
7 would be all that these tipped employees would
8 receive when in fact, the law requires that it's
9 just a credit that's being lessened that the
10 employees would have to receive the minimum wage,
11 period, whether it be supplemented by the employer
12 or through tips.

13 And we do favor the general language that's
14 there now, but understand that another sentence may
15 be useful to clarify the yes, and the no.

16 But that's our general I guess concern with
17 the language, whether it's misleading or kind of
18 not informing the public enough about what was
19 within the act, and that employees wouldn't be
20 limited to just getting \$10.00, tipped employees
21 \$10.00 for this time period. As an example.

22 CHAIR THOMPSON: And thank you for that.

1 What are your thoughts on the proposal by the Office
2 of Attorney General? Have you had a chance to look
3 at that, that formulation?

4 MR. LaFON: Yes, let me pull it up right
5 now, I apologize.

6 (Pause.)

7 MR. LaFON: Our only concern there was
8 still that there's no sort of identification that
9 the tipped employees would still be receiving the
10 minimum wage, even though the tip minimum wage would
11 be slower in growth.

12 That's basically just our general concern
13 that that was included with Initiative 82.

14 We thought that was useful for explaining
15 basically it's the credit that is going away for
16 employers, and not necessarily the wages would be
17 limited to a certain amount per hour.

18 Because that has to be made up by the
19 employer or tips. They would still be getting,
20 workers would still be getting the minimum wage.
21 It's just the tip credit that would go away for the
22 employer restaurants.

1 Does that make sense? And I apologize,
2 it's a little bit on the fly obviously.

3 But just inclusion in 82 of that
4 explanation of what tipped workers are, and that
5 the I-82 is getting rid of the tip credit for
6 employees, or excuse me, for employers, is a little
7 different than talking about the tip minimum wage
8 being locked.

9 Because the, that, without explanation,
10 some of the public may be misled or just not
11 understand that the tipped employees would still
12 be receiving the minimum wage throughout this time
13 period.

14 Regardless of the tip credit that was not
15 preceding as quickly as laid out in I-82.

16 MS. STROUD: So the language in Initiative
17 82 that said that the initiative would gradually
18 eliminate the credit, and then the last sentence
19 that said tips continue as property of employees
20 and will be in addition to the statutory minimum
21 hourly wage, that's what you would, that language
22 or something to that effect, is what you would like

1 to have added to the measure, to the summary
2 statement?

3 MR. LaFON: Correct, just a combination
4 of the first sentence to I-82 that explained what
5 tipped workers are, and then an explanation if they
6 would still be getting the mandatory hourly wage
7 with tips included, as well.

8 That's just to kind of generally inform
9 voters of that, and just to allow for context
10 understanding what the tipped minimum wage is.

11 I'm not sure my mom would understand what
12 the tip minimum wage is unless she wants to hear
13 about this over Thanksgiving.

14 But that's sort of the general person I
15 was thinking about with looking at the way
16 explanation that's currently in the summary
17 statement.

18 CHAIR THOMPSON: What about -- I'm just
19 looking at the OAG's summary because I kind of like
20 it the more I look at it.

21 MR. LaFON: Yeah, I do like that.

22 CHAIR THOMPSON: In 2022, District voters

1 approved Initiative 82, which gradually raises the
2 minimum wage for tipped workers to 100 percent of
3 the minimum wage by 2027.

4 What if you just said, which gradually
5 raises the guaranteed minimum wage? Is that -- the
6 insertion of that word is that enough to address
7 your point?

8 MR. LaFON: Well, I guess the concern is
9 that without any explanation it wouldn't -- they
10 are guaranteed the full minimum wage amount.

11 I was -- like, the term base wage or
12 something but there's no explanation, I guess,
13 included that would say that the workers regardless
14 of the tip credit would continue to receive the
15 minimum wage required by law because the employers
16 or tips have to make it up to that amount.

17 CHAIR THOMPSON: Yeah. I mean, what
18 you're saying to me in my mind it's almost like a
19 footnote that has, like, a legal --

20 MR. LaFON: Right. -- I think the use of
21 the term minimum wage for tipped workers -- minimum
22 base wage or something like that just to build in

1 some difference between the statutory amount. That
2 was our concern. But I understand your point, too.

3 CHAIR THOMPSON: Yes. Now, I'm trying to
4 keep it simple if I can. Now I find myself inserting
5 the word base between the minimum and wage -- which
6 gradually raises the minimum base wage for tipped
7 workers to 100 percent of the minimum wage by 2027.

8 MEMBER GREENFIELD: Yeah, I would say that
9 -- yeah, that does make it clearer, I think.

10 MS. STROUD: So not guaranteed? So we
11 would just be adding minimum base wage? We would
12 just add base and not guaranteed?

13 CHAIR THOMPSON: Correct, yeah. Just add
14 the word base between minimum and wage and it looks
15 like in three different places.

16 MS. STROUD: Could we say -- and this would
17 be the first sentence -- Initiative 82 gradually
18 raised the minimum base wage for tipped workers to
19 100 percent and that would be the first sentence.

20 So we take out that in 2022 District voters approved
21 because that's just understood and I think it takes
22 out the -- what I do consider to be a little bit

1 asking people to vote in favor of or against the
2 measure.

3 I think that that does create a little bit
4 of bias. So if we took out the language before
5 Initiative 82 and then took out the comma and
6 Initiative -- and then which so Initiative 82
7 gradually raised the minimum base wage for tipped
8 workers to 100 percent of the minimum wage, and then
9 keep the language as is with respect to the OAG's
10 proposed language.

11 CHAIR THOMPSON: I think that's an
12 excellent suggestion. I see your point that the
13 opening does kind of start to tip the reader in a
14 certain direction.

15 So I think it's wise to remove that in the
16 way you mentioned and then follow the language of
17 the OAG otherwise until you get to the last sentence,
18 as Mr. Sandler pointed out does, you know, kind of
19 get to the bottom line, give the voter a quick
20 direction on what does it mean to vote yes or no.

21 MS. STROUD: Mr. Sandler and Mr. LaFon.
22 I see we also have two other raised hands.

1 CHAIR THOMPSON: So before we go there
2 let's -- can you maybe read what -- on the screen
3 we're looking at a different formulation and we all
4 -- we're focused on the OAG as we have altered it.

5 MS. STROUD: Yeah. So what this is --
6 I'll read because we -- let me see if I can -- yeah.

7 It would say, Initiative 82 gradually raised the
8 minimum base wage for tipped workers to 100 percent
9 of the minimum wage by 2027. In July 2025, the
10 council adopted an act that changes Initiative 82
11 to freeze the minimum -- tipped minimum wage at \$10
12 an hour until July 1st, 2026, then gradually
13 increases those wages to 75 percent of the regular
14 minimum wage by 2034. Vote yes to permit the
15 council's changes to Initiative 82 to become law.

16 Vote no to reject the council's changes and keep
17 Initiative 82. And then I will --

18 MEMBER GREENFIELD: I had one question.

19 MS. STROUD: -- put that up on the screen,
20 yeah. Mm-hmm.

21 MEMBER GREENFIELD: The second -- when you
22 read it you said base minimum wage but then you said

1 changes initiative to freeze the tipped minimum
2 wage. Are we changing that to base minimum wage
3 also or not?

4 CHAIR THOMPSON: Yeah, it should be the
5 same phrase.

6 MS. STROUD: So --

7 MEMBER GREENFIELD: Yeah, because --
8 yeah.

9 MS. STROUD: Freeze the base minimum wage?

10 CHAIR THOMPSON: Yes.

11 MS. STROUD: So change tipped to base.

12 CHAIR THOMPSON: Minimum base wage.

13 MS. STROUD: Oh, the tip -- okay, got it.

14 Right. So let me -- I'm going to put up on the
15 screen once I've edited it the language that we are
16 -- seem to be settling on.

17 CHAIR THOMPSON: Temporarily until we
18 hear from -- I see Mr. Schiller.

19 MS. STROUD: Until we hear from -- right.

20 Okay.

21 CHAIR THOMPSON: This reminds me of that
22 famous quote. What is it? People who love sausage

1 and respect the law should never watch either one
2 being made.

3 MS. STROUD: Right.

4 CHAIR THOMPSON: But this is
5 transparency. We are fashioning the language as
6 we speak.

7 MS. STROUD: Randy, I'm going to send this
8 to you.

9 CHAIR THOMPSON: All right, thank you.
10 I think we can all see this now.

11 MS. STROUD: We have one hand raised, Mr.
12 Schiller.

13 CHAIR THOMPSON: Yeah, let's hear from
14 Nikolas Schiller, please.

15 MR. SCHILLER: Can you hear me okay?

16 CHAIR THOMPSON: Yeah.

17 MR. SCHILLER: All right. So my comments
18 specifically are about the attorney general's
19 formulation.

20 I like it, and also to mention the tip
21 credit part. I really do like the way that it says
22 in 2022 District voters approved Initiative 82.

1 That is a statement of fact. It is not biased.

2 And then following, to mention the tip
3 credit, if you will read it in 2022 District voters
4 approved Initiative 82 which eliminated the tip
5 credit by gradually raising the minimum wage for
6 tip workers to 100 percent of the minimum wage by
7 2027.

8 So you're including the elimination of the
9 tip credit in there and how does it get eliminated?

10 By gradually increasing the minimum wage for tipped
11 workers to 100 percent of the minimum wage.

12 You don't need to include the base wage
13 and stuff like that. It's very straightforward
14 that we're saying that the tip credit wasn't being
15 eliminated through Initiative 82 by raising the
16 minimum wage to 100 percent of the minimum wage.

17 And that's all I have to say.

18 CHAIR THOMPSON: Okay. I hear you -- I
19 hear you on the first point. I understand your
20 perspective on that.

21 And then with respect to the language that
22 we're looking at the screen, how would you suggest

1 we change it?

2 MR. SCHILLER: I would say in 2022
3 District voters approved Initiative 82, which
4 gradually raised the minimum wage for tipped workers
5 to 100 percent of the minimum wage by eliminating
6 the tip credit.

7 We should mention eliminating the tip
8 credit because that's what Initiative 82 did and
9 that's what was mentioned by another lawyer, and
10 then --

11 CHAIR THOMPSON: By eliminating it. Let
12 me stop right there. So --

13 MR. SCHILLER: You don't need to say
14 minimum base wage. It's what Initiative 82 did was
15 eliminate the tip credit by raising the tipped
16 minimum wage so that it matched the minimum wage.
17 So --

18 CHAIR THOMPSON: So read that again one
19 more time. Let me just --

20 MR. SCHILLER: So, I mean, as a statement
21 of fact, District voters approved Initiative 82.
22 This referendum essentially is repealing

1 Initiative 82 as it was written and the intent of
2 the voters.

3 So I think what the attorney general's
4 office stated is not biased at all. It's a
5 statement of fact. District voters approved
6 Initiative 82 in 2022. If --

7 MS. STROUD: But if the voters didn't vote
8 for it then there wouldn't have been an Initiative
9 82 that was enacting that law. So I don't think
10 that it's crucial.

11 While it is a statement of fact, there are
12 lots of things that could be a statement of fact
13 that do not create favor or against a measure.

14 So it's implicit that the voters voted for
15 Initiative 82 so we don't need to say that.

16 MR. SCHILLER: Okay. So --

17 CHAIR THOMPSON: Well, let's just set that
18 aside. You're speaking a little fast. So why
19 don't you set aside that opening clause, whether
20 we say District voters approved or just start it
21 the way we see it on the screen?

22 MR. SCHILLER: Okay.

1 CHAIR THOMPSON: After that I'm trying to
2 follow the suggested edit.

3 MR. SCHILLER: Okay. So Initiative 82
4 eliminated the tip credit for tipped -- eliminated
5 the tip credit. Sorry.

6 Initiative 82, which eliminated the tip
7 credit and gradually raised the minimum wage for
8 tipped workers to 100 percent of the minimum wage
9 by 2027.

10 MS. STROUD: Could you put the language
11 in the chat so that we can -- it'll be easier that
12 way if you just -- yeah.

13 MR. SCHILLER: Okay, I'll do that.

14 MS. STROUD: Or the Q&A. Sorry.

15 CHAIR THOMPSON: Yes. Thank you, Mr.
16 Schiller.

17 It's much appreciated because it -- maybe
18 we're getting close to what -- the point that Mr.
19 LaFon was saying and I see his hand up as well.

20 MR. SCHILLER: Unfortunately, the chat is
21 disabled. I'm unable to share it in the chat.

22 MS. STROUD: Q&A. The Q&A.

1 MR. SCHILLER: Oh, Q&A. Thank you.

2 CHAIR THOMPSON: Because I think -- I
3 think what he just said was Initiative 82, which
4 eliminated the tip credit and gradually raised the
5 minimum wage for tipped workers to 100 percent of
6 the minimum base wage by 2027.

7 I think that's the edit. Not which
8 --Initiative 82 eliminated the tip credit and
9 gradually raised the minimum wage for tipped workers
10 to 100 percent of the minimum base wage by 2027.

11 MS. STROUD: So Initiative 82 eliminated
12 the tip credit and gradually raised the --

13 MEMBER GREENFIELD: Would it -- okay, I'm
14 just thinking.

15 MR. SCHILLER: Or that eliminated the tip
16 by gradually raising the minimum wage.

17 CHAIR THOMPSON: Okay.

18 MEMBER GREENFIELD: Yeah, I was thinking
19 -- yeah.

20 CHAIR THOMPSON: Yeah, I see it in the --

21 MEMBER GREENFIELD: I was thinking that,
22 you know, kind of the flip side that Initiative 82

1 gradually raised the minimum wage. Keep what we
2 have in there and then, comma, by eliminating the
3 tip credit. But the other way around is fine.

4 CHAIR THOMPSON: Yeah. Yeah. So let's
5 just start at the very beginning. Initiative 82
6 eliminated the tip credit.

7 MS. STROUD: Eliminated before gradually.

8 CHAIR THOMPSON: By gradually?

9 MS. STROUD: No, no, no, no. Go back.
10 You're keeping that first part, putting it in
11 between.

12 CHAIR THOMPSON: After 82 eliminated --

13 MS. STROUD: After 82.

14 CHAIR THOMPSON: Check the word
15 eliminated.

16 MS. STROUD: No, it's in there. Oh,
17 Randy. Give me the thing. Initiative 82
18 eliminated the tip credit by gradually raising the
19 minimum wage --

20 CHAIR THOMPSON: For tipped workers.

21 MS. STROUD: Okay.

22 CHAIR THOMPSON: You got a G. On the first

1 one.

2 MS. STROUD: Oh, where's that? Oh.

3 CHAIR THOMPSON: Okay. Mr. LaFon, what
4 do you think?

5 MR. LaFON: Oh, if I can be heard. I don't
6 know if I'm muted or not.

7 CHAIR THOMPSON: Oh, I see your Q&A
8 comment now. Thank you.

9 MEMBER GREENFIELD: In the first line I
10 put raising the minimum base wage just so we use
11 the same terminology throughout. Yeah.

12 MR. LaFON: And then I think you can get
13 rid of the base after 100 percent of the minimum
14 base because that would just be the reference to
15 the total minimum wage, which I think is -- would
16 be in line just to be consistent.

17 MEMBER GREENFIELD: Isn't it called the
18 standard minimum wage and that will refer to that?

19 I mean --

20 MR. LaFON: Yeah, I think that makes
21 sense.

22 MEMBER GREENFIELD: Yeah, the standard

1 minimum wage.

2 MS. STROUD: Okay. I can't spell. I
3 can't see.

4 Okay. And then on the second to the last
5 line, 75 percent of the -- wouldn't that be -- I
6 don't know what regular means.

7 MR. LaFON: So correct. I think if you
8 use the word standard instead of --

9 MS. STROUD: Yes.

10 MR. LaFON: -- that would be consistent
11 with what you just recommended.

12 MS. STROUD: It would be 75 percent of the
13 standard minimum wage.

14 MEMBER GREENFIELD: Yes.

15 MR. LaFON: And just remove the term base
16 there, too, I think.

17 MS. STROUD: Yeah.

18 CHAIR THOMPSON: Maybe we're there. I
19 really appreciate this. It has to be technically
20 correct but also something that an ordinary voter
21 can read.

22 I mean, we have an initiative and

1 referendum process so it's not necessarily always
2 going to be simple because laws are not always
3 simple.

4 So it's sort of inherently a little complex
5 in this particular case because -- but I think we
6 got it.

7 MS. STROUD: Just about.

8 CHAIR THOMPSON: Go back to Mr. Schiller
9 because his --

10 MS. STROUD: Yes.

11 MEMBER GREENFIELD: Mm-hmm.

12 MR. SCHILLER: Yeah. My quick question
13 is where it says -- the second time it says
14 Initiative 82, Initiative 82 to freeze the minimum
15 base wage at \$10 an hour until -- should that read
16 to freeze the tipped minimum wage at \$10 an hour
17 or -- I mean, we're talking about a different wage.

18 MEMBER GREENFIELD: Okay.

19 MR. SCHILLER: Do you understand? We're
20 talking about two separate wage systems, a tipped
21 minimum wage and a -- what we're calling now a
22 standard minimum wage. So 82 to freeze the minimum

1 base wage that is a separate minimum wage, correct?

2 MS. STROUD: So changing -- so the second
3 time we see Initiative 82 to freeze the minimum --
4 to freeze the tipped minimum wage.

5 MR. SCHILLER: Correct. I believe that's
6 more clear because it's confusing because we have,
7 I mean --

8 MS. STROUD: Right. So we're taking out
9 base after minimum?

10 CHAIR THOMPSON: Yeah.

11 MEMBER GREENFIELD: So what's the
12 difference between the minimum base wage and the
13 tipped minimum wage?

14 MR. SCHILLER: Right now about \$7.95, I
15 think.

16 MEMBER GREENFIELD: Yeah. But will the
17 voters who read this know what's the difference
18 between the terminology? That's all -- my only
19 concern. Or will they think it's the same?

20 MR. SCHILLER: I mean, I personally read
21 that in the first sentence, by gradually raising
22 the minimum base wage for tipped workers. I

1 think it's more clear to read by raising the minimum
2 wage for tipped or the tipped minimum wage for tipped
3 workers because it is a tipped minimum wage or
4 however we want to frame that.

5 MEMBER GREENFIELD: Okay.

6 MR. SCHILLER: It's not the normal minimum
7 wage. It's a specific type of wage that only tipped
8 workers receive.

9 MEMBER GREENFIELD: So you would change
10 it to Initiative 82 eliminated the tip credit by
11 gradually raising the tipped minimum wage?

12 MR. SCHILLER: Correct.

13 MR. LaFON: I think we could -- I think
14 we could remove the word gradually there, given it
15 was within a couple of years and now we're --

16 MR. SCHILLER: No, it was gradual. It was
17 over a five-year time period so it was a gradual
18 step-up increase. It was not an automatic
19 elimination of the tip credit. So it is -- it's
20 a point of fact.

21 MR. LaFON: I would still object to that,
22 given it's going to take place in less than a year

1 at this point.

2 MR. SCHILLER: Well, the final increase
3 was in 2027 so it was beyond more than one year.

4 CHAIR THOMPSON: Well, it says -- now it
5 says Initiative 82 eliminated the tip credit by
6 gradually raising the minimum base wage for tipped
7 workers.

8 MS. STROUD: Right.

9 CHAIR THOMPSON: So I don't think you need
10 to add --

11 (Simultaneous speaking.)

12 CHAIR THOMPSON: -- again before minimum.

13 MS. STROUD: Yeah. I think that the
14 tipped -- specifying tipped workers means that we
15 don't have to put tipped minimum wage on this.

16 CHAIR THOMPSON: To 100 percent of the
17 standard minimum wage by 2027. In July of 2025 the
18 council adopted an act that changes Initiative 82
19 to freeze -- I guess you want to use the same phrase
20 -- the minimum base wage for tipped workers.

21 MS. STROUD: So maybe we say Initiative
22 82 eliminated the tip credit by gradually raising

1 the tipped minimum wage to 100 percent of the
2 standard minimum wage because you get the reference
3 to the workers by having it be the tipped minimum
4 wage --

5 CHAIR THOMPSON: Yeah. Okay.

6 MS. STROUD: -- to 100 percent. Okay.
7 So, Randy, take out -- take out minimum. Are we
8 taking out minimum base or -- yeah, we're taking
9 out minimum and putting in tipped?

10 MEMBER GREENFIELD: Tipped.

11 MS. STROUD: And then we're taking out for
12 tipped workers.

13 CHAIR THOMPSON: Well, as long as it's the
14 same phrase in both places and --

15 MS. STROUD: Right.

16 CHAIR THOMPSON: -- and adequate and
17 correct.

18 MS. STROUD: Yeah, tipped. No, put --
19 give me a second. How's that?

20 MEMBER GREENFIELD: If I were to read this
21 and I'm not in the industry or tipping, whatever,
22 I wouldn't really be sure what that first sentence

1 meant. I'd have to understand what a tipped minimum
2 wage is.

3 MS. STROUD: Okay.

4 MEMBER GREENFIELD: Yeah, that's the only
5 thing. That's why I was saying I think tipped
6 workers needs to stay at the end so people understand
7 what we're talking about that --

8 MS. STROUD: Okay. Yeah, I see that.

9 MEMBER GREENFIELD: Yeah.

10 MS. STROUD: So yeah. Okay.

11 CHAIR THOMPSON: You need the word tipped
12 twice?

13 MS. STROUD: Well, we could just say the
14 minimum wage for tipped workers.

15 MEMBER GREENFIELD: Yeah.

16 CHAIR THOMPSON: And then use the same
17 phrase down there, yeah.

18 MS. STROUD: So you would say in July 2025
19 the council adopted an act that changes Initiative
20 82 to freeze the minimum wage for tipped workers?

21 CHAIR THOMPSON: Yeah, same phrase.

22 MEMBER GREENFIELD: Yeah.

1 CHAIR THOMPSON: I think until July 1st,
2 2026 -- I think you need a comma after 2026, right?

3 Yeah, I think that works.

4 MEMBER GREENFIELD: Yeah.

5 CHAIR THOMPSON: I'm going to mute myself
6 and read it out loud to myself. I hope that works.

7 It works for me.

8 MEMBER GREENFIELD: Yeah.

9 CHAIR THOMPSON: Nick's hand is raised.
10 I don't know if you want --

11 MR. SCHILLER: Yeah. My
12 one question is in July 2025 the council adopted
13 an act that, quote, changes. I would feel that the
14 word -- instead of changes would be repealed. Adopt
15 an act that repealed Initiative 82. Freeze minimum
16 wage because they entirely changed it. Nothing of
17 Initiative 82 exists in that new law.

18 The increases were changed. The
19 elimination of the tip credit was changed. It's
20 just -- in my opinion, it's a statement of fact that
21 Initiative 82 was de facto repealed in the -- when
22 the council passed that act.

1 So by simply saying they changed
2 Initiative 82 is misleading to voters because they
3 didn't change Initiative 82. They wholeheartedly
4 top to bottom repealed every single part of
5 Initiative 82.

6 So that's my one piece -- last final piece
7 of feedback is I don't think the word changes is
8 -- it implies that they just touched it a little
9 bit. They wholeheartedly repealed from top to
10 bottom that act approved by voters.

11 MS. STROUD: And that -- I see that and
12 that is why I made references to the Minimum Wage
13 Act which is actually the act that was amended by
14 both Initiative 82 and would be amended by the
15 council because that is actually what's happening.

16 It's not -- although, you know, Initiative
17 82 was the source of the amendment. The actual act
18 that's being changed by both was the act that was
19 indicated in the language that was initially
20 proposed rather than focusing it on Initiative 82.

21 But I do think it would be fair to say,
22 and maybe this would be more agreeable, it amends

1 Initiative 82. But I don't -- yeah, I don't
2 necessarily -- yeah.

3 CHAIR THOMPSON: I'm good with changes.
4 I mean, technically it repeals and replaces, I
5 guess, but it doesn't revert entirely to the
6 standard minimum wage the -- you know, the way it
7 was.

8 It still incorporates some increases in
9 the tipped minimum wage. So, I mean, the word
10 changes or amends works for me. Repeal is --

11 MR. SCHILLER: I like repeal and replace.
12 Repeal and replace is actually -- that's honest.
13 It repealed it and replaced it with something else.

14 CHAIR THOMPSON: Right.

15 MS. STROUD: Mr. Chair, would it be amends
16 or --

17 CHAIR THOMPSON: I'm good with changes,
18 I think.

19 MS. STROUD: Okay. Yeah.

20 CHAIR THOMPSON: Okay. Are we still --
21 Mr. LaFon and Mr. Sandler are here. Any other
22 comments from them? Anybody else?

1 MS. STROUD: Joe has a hand raised.

2 MR. SANDLER: No, Mr. Chairman, looks
3 good.

4 CHAIR THOMPSON: And, Ms. Patel, do you
5 want to speak?

6 MS. PATEL: I did but I will defer to my
7 counsel but -- on his thought process. But I do
8 want to echo and state as a sentiment on behalf of
9 the tipped workers I'm in community with that --
10 and this is respectful push back, Chair --
11 Chairperson -- it didn't change Initiative 82. It
12 literally repealed our pay rates and that's painful
13 so to a lot of us.

14 Like, people were looking forward to that
15 \$2 pay bump, and in spite of Mr. LaFon's, you know,
16 cataclysmic opining that this was going to kill the
17 restaurant industry, the restaurant industry can't
18 survive without workers and if the workers are not
19 able to survive in this economic climate, you know,
20 it all makes everything move. It makes everything,
21 like, what we're fighting about just so
22 inconsequential.

1 And, you know, right now we are -- D.C.
2 is under hostile attack and it's workers who face
3 that, and the only thing that workers have to cling
4 on to is a dignity rage and it's why I'm, like,
5 incredibly passionate about this.

6 So I understand you, Chairperson, where
7 you say you want to say changes but, you know, out
8 of the solidarity for my workers, like, if they were
9 to read that language they would -- they would kind
10 of give you some side eye and say, you know what?

11 You repealed 82. Like, you repealed it. Like,
12 voters voted to give us a hundred percent of our
13 pay rates and we didn't get it, and we're not 75
14 percent of a person and, like, it's just a massive
15 slap to the workers in their face and I just -- I
16 just wanted to throw that sentiment.

17 So please, please know that I am -- I'm
18 just saying that from a place of just, you know,
19 being their representative in this matter and, you
20 know, just take my comments from a place of respect
21 and it is not meant to come across as hostile. It's
22 just something I'm very passionate and I care about.

1 Thank you, Chairperson.

2 CHAIR THOMPSON: Thank you. I completely
3 hear you.

4 I grew up in a diner. I worked beside
5 tipped workers, wage workers, although my dad owned
6 the diner so I understand the small business aspect
7 of it as well.

8 I mean, we're just looking for language
9 here to put in front of voters. I think a lot of
10 what you just said is very appropriate for the
11 marketplace when, you know, this is out there to
12 educate voters, to persuade voters, and I'm sure
13 the Restaurant Association and others will have
14 their own perspective to convey to voters and then
15 the voters get to decide. So, you know, I think
16 someone who's going to be voting no on this might
17 -- the word changes might not be good enough for
18 them. But I think the way we have drafted it is
19 the appropriate sort of neutral phraseology for
20 voters to see in voting booths and then if they --
21 if they've listened and educated themselves as I
22 -- as most District voters do, I'm sure they will

1 have heard you and your colleagues that you're in
2 solidarity with this and, you know, that may well
3 persuade them.

4 So I'm very respectful of everything you
5 just said but also I think we have got the right
6 language here for the voters.

7 MS. STROUD: I would also note to the chair
8 that there was no reference to repeal. In the
9 initial summary statement that was proposed the
10 language does use the word change, which I think
11 was the impetus for the OAG to use that same verb
12 when regarding what was happening with respect to
13 Initiative 82.

14 So there were two references to changing
15 the last sentence of the proposed summary statement
16 by the -- submitted by the proposer said this
17 referendum concerns whether that law should be
18 approved, in parentheses, changing Initiative 82
19 or rejected upholding Initiative 82.

20 So that was the verb that the proposers
21 used themselves when regarding -- when discussing
22 what would happen with respect to Initiative 82.

1 CHAIR THOMPSON: Okay. Well, unless
2 there's any other comments I guess we're ready to
3 move on -- make a motion on this.

4 MS. STROUD: Okay. And just for the record
5 -- oh, we do have one more comment and then I think
6 that -- a request to comment by a Girard 1327.

7 Mr. Chair, his hand was raised or that hand
8 was raised prior to -- for a while.

9 CHAIR THOMPSON: Okay. Please speak.

10 MS. BRIZILL: This is Dorothy Brizill at
11 D.C. Watch. I would like to make a comment about
12 this long debate that's been going on for the past
13 20 minutes or so regarding the language to appear
14 on the ballot.

15 I think it is very disrespectful of
16 residents for the Board to deal with a fairly
17 complicated issue that has a substantial history
18 and to draft language which the average voter will
19 have to pause and not fully understand.

20 I don't understand why you cannot,
21 perhaps, today adopt draft language and make it
22 available to the public on your website or wherever,

1 in a press release, so that it can be voted on at
2 the next meeting of the Board of Elections which
3 will be in a couple of weeks.

4 I strongly urge you not to go ahead with
5 this back and forth and back and forth with all the
6 insiders, whether or not from the Restaurant
7 Association or from the attorneys and officials who
8 proposed the initiative -- the initiative to think
9 that you're pleased as punch with the language and
10 it's clear to you when you need to focus on what
11 is going to be clear to the voter so the voter knows
12 what the heck they're going to be voting on.

13 Thank you.

14 MS. STROUD: Mr. Chair, just for the record,
15 once this language, which I think we are complete
16 with at this point, is established it will be posted
17 in both the D.C. Register and the -- a newspaper
18 of general circulation for a 10-day review and
19 challenge period during which any objections can
20 be made. That is the process that has been followed
21 with respect to formulations for quite some time.

22 And so the only thing that happened today

1 is what consistently happens with respect to
2 formulations, and I would also note that as it is
3 a referendum time is of the essence and we do move
4 quickly and the law contemplates a more expedited
5 process with respect to referendum given that the
6 time frame in which signatures must be circulated
7 is not the same as it is with respect to initiative
8 measures.

9 And so what will happen is that publication
10 and then registered qualified electors in the
11 District of Columbia will have the opportunity to
12 weigh in as to the propriety of the formulations
13 among other things.

14 CHAIR THOMPSON: All right. Well, thank
15 you for that, and then we do meet on November 5th
16 so if need be we can make this an agenda item then
17 to address any such challenges.

18 MS. STROUD: Okay.

19 CHAIR THOMPSON: So I think there is --
20 this is not insurmountable. It's well drafted.
21 It's a very balanced formulation to present to
22 voters and then they in turn can review and challenge

1 it as well and we would then have the opportunity
2 to consider. So --

3 MEMBER GREENFIELD: Okay.

4 CHAIR THOMPSON: -- and we are in a tight
5 time frame so I'm comfortable moving that the Board
6 adopt the summary statement as formulated as we see
7 on the screen.

8 MEMBER GREENFIELD: I second. Yes, since
9 this is not final final and it will go out for a
10 review I'm good with it. I agree.

11 MS. STROUD: Okay. So I will also note
12 that the -- there's an additional change just to
13 the legislative text.

14 The question is shall the voters of the
15 District of Columbia approve or reject Section 2221
16 of Act 26-148. But it's actually going to read
17 Sections 2221 to 2223 because that encompasses the
18 whole of subtitle (w).

19 So in addition to the summary statement
20 and the short title, the legislative text will be
21 the entirety of subtitle (w).

22 But the question that precedes the

1 subtitle will be, shall the registered voters of
2 the District of Columbia approve or reject Sections
3 2221 through 2223 of Act 26-148. And that language
4 is mandated by the statute when placing a measure
5 on the ballot so that is how it will appear.

6 And with that, I would ask for a motion
7 to adopt the formulations for what would be
8 Referendum 009.

9 CHAIR THOMPSON: I so move.

10 MEMBER GREENFIELD: I second.

11 MS. STROUD: Okay, and we'll take a roll
12 call vote with respect to that motion.

13 Mr. Chair?

14 CHAIR THOMPSON: Aye.

15 MS. STROUD: Madam Greenfield?

16 MEMBER GREENFIELD: Aye.

17 MS. STROUD: And, with that, the Board has
18 approved the formulations for Referendum 009, the
19 referendum on the Tipped Minimum Wage Timeline
20 Amendment Act of 2025.

21 And as I indicated, the formulations will
22 be published in both the D.C. Register as well as

1 at least one newspaper of general circulation and
2 we will announce on the website when the measure
3 has been posted in a newspaper of general
4 circulation because that, contrary to the process
5 with respect to it, is when the 10-day period is
6 triggered.

7 With initiatives it's the publication in
8 the D.C. Register. With referenda it's the
9 publication in a newspaper of general circulation.

10 And so we will let the public know when
11 that publication will occur so that there's
12 awareness of the 10-day review period and the
13 deadline by which any objections must be raised in
14 the Superior Court of the District of Columbia.

15 CHAIR THOMPSON: OK. Well, I just want
16 to say thank you to Mr. Sandler, Mr. LaFon, and Ms.
17 Patel and Mr. Schiller.

18 Thank you all for being here and weighing
19 in. We really appreciate your input. Nobody's an
20 insider where you choose to participate and thank
21 you for helping us try to get this right.

22 Thank you, of course, as always, to our

1 General Counsel, Terri Stroud, and Mr. Quintana for
2 his part here.

3 So I think we have concluded our special
4 meeting. Is there anything else we need to do,
5 Terri, before we adjourn?

6 MS. STROUD: No, but I -- no, this is all.

7 But I do want to just add that in the absence of
8 any challenges the Board's formulations would be
9 deemed accepted just to outline the rest of the
10 process.

11 CHAIR THOMPSON: Okay.

12 MS. STROUD: If the formulations are
13 deemed accepted the Board would then prepare and
14 provide to the proposer a petition form that would
15 be used to gather signatures in support of the
16 measure.

17 The proposer would be required to file with
18 the Board a petition containing the valid signatures
19 of 5 percent of the registered qualified electors
20 in the District including 5 percent of the
21 registered qualified electors in each of five or
22 more of the eight wards before the act that is the

1 subject of the referendum has become law according
2 to the provisions of the Home Rule Act, which
3 basically means by before the end of the 30-day
4 congressional review period.

5 So that is the time frame within which
6 should the amendment move forward the proposer would
7 have to collect the signatures that would allow the
8 measure to appear on the ballot.

9 And that is all I have, Mr. Chair.

10 CHAIR THOMPSON: Okay. Thank you so much
11 for that.

12 All right. In that case, it's another
13 beautiful day out here. Hope you get outside for
14 a little while, everybody.

15 And, with that, I move to adjourn.

16 MEMBER GREENFIELD: I second.

17 CHAIR THOMPSON: All in favor?

18 (Chorus of ayes.)

19 CHAIR THOMPSON: Thank you.

20 MEMBER GREENFIELD: Thank you.

21 (Whereupon, the above-entitled matter
22 concluded at 12:04 p.m.)

1 C E R T I F I C A T E

2 This is to certify that the foregoing transcript
3 was duly recorded and accurately transcribed under
4 my direction; further, that said transcript is a
5 true and accurate record of the proceedings; and
6 that I am neither counsel for, related to, nor
7 employed by any of the parties to this action in
8 which this matter was taken; and further that I am
9 not a relative nor an employee of any of the parties
10 nor counsel employed by the parties, and I am not
11 financially or otherwise interested in the outcome
12 of the action.

13

14

15

16

17

18



19 Court Reporter

20

21

22

\$	2027 21:5 41:3 42:7 44:9 47:7 50:9 51:6,10 58:3,17	accept 4:6 28:5,22
\$10 44:11 55:15,16	2034 21:3 44:14	accomplish 33:3
\$10.00 21:1 37:20,21	21-001 22:13	accordance 5:7
\$2 64:15	22 3:4 14:1	accounted 15:18
\$4.00 13:5	22.21 27:9	accurate 30:7
\$7.95 56:14	22.23 27:9	act 3:16 4:2,8,16,17 7:22 8:16 9:6 16:22 17:10,12,15,16,20 20:22 21:11,12 23:9,10,11 24:2,3,5 25:1,2,10 27:3,8,10 28:7 29:2 30:18,20 31:4,17 33:14 37:19 44:10 58:18 60:19 61:13,15,22 62:10,13,17,18
-	25th 11:15	actual 17:16 62:17
--initiative 51:8	26-148 25:4	add 35:9 42:12,13 58:10
1	4	added 40:1
1 5:6 20:17 21:2	4 4:8	adding 42:11
1-1001.16 4:5	425N 11:15	addition 13:15 22:8 39:20
1-1001.16(b)(1)(a)(a) 5:8	446 23:10	additional 14:1
1-204.46 9:7 21:14,16 24:7,20	7	address 7:6 11:12,15 16:3 20:5 41:6
10-day 69:18	73.94 12:11	addressed 24:10
100 21:4 41:2 42:7,19 43:8 44:8 47:6,11,16 48:5 50:8 51:5,10 53:13 58:16 59:1,6	75 21:3 44:13 54:5,12 65:13	addressing 33:19
10:35 3:2	77 12:19	adds 14:17
132,925 12:9	8	adequate 59:16
1327 68:6	82 12:7,14 13:6 15:14 16:17 21:5 26:14 32:6,17,18 33:12 36:6,7 38:13 39:3,17 41:1 42:17 43:5,6 44:7,10,15,17 46:22 47:4,15 48:3, 8,14,21 49:1,6,9,15 50:3,6 51:3,8, 11,22 52:5,12,13,17 55:14,22 56:3 57:10 58:5,18,22 60:20 61:15,17,21 62:2,3,5,14,17,20 63:1 64:11 65:11 67:13,18,19,22	adopt 3:10 18:10 61:14 68:21
1620 16:5	9	adopted 21:13 32:12 44:10 58:18 60:19 61:12
1st 44:12 61:1	900 16:6	advice 14:21
2	950 11:15	advisory 5:9,13 16:12 19:13,19 20:17 32:11
2 16:21	A	advocates 14:19
20 68:13	a.m. 3:2	agenda 3:8,10
20006 16:6	ability 9:8	agree 27:14 34:19
20037 11:16	Absolutely 10:20 11:13	agreeable 62:22
2018 12:19		ahead 69:4
2022 16:18 40:22 42:20 46:22 47:3 48:2 49:6		allocate 22:1
2025 3:17 4:2 7:22 16:22 24:3 25:1 28:7 29:2 44:9 58:17 60:18 61:12		allocates 21:8
2026 7:21 21:2 25:1 44:12 61:2		allocation 8:3,5 9:1 17:22 22:5, 11,18 23:2
		allowing 15:2,9

altered 44:4
amend 4:8 23:11 26:18
amended 62:13,14
amendment 3:16 16:22 17:20
 24:3 28:7 29:2 62:17
amends 62:22 63:10,15
amount 38:17 41:10,16 42:1
analogous 21:17
analysis 20:4
ANC 11:22
ANC2A 12:1 15:12
angry 15:5
animal 24:15
anti-democratic 15:21
anti-worker 15:20
Apartment 11:15
apologize 34:15 38:5 39:1
Appeals 4:20
appears 8:1 9:6 26:22
applicable 4:19
applies 21:21
appreciated 50:17
appropriates 17:17
appropriating 8:3 22:16
appropriation 8:13 9:3
approve 31:4,16
approved 16:17 41:1 42:20
 46:22 47:4 48:3,21 49:5,20 62:10
 67:18
approving 33:12 34:4
arguably 9:6
aspect 66:6
Association 6:18 66:13 69:7
assume 14:16
attack 65:2
attempt 13:8
attorney 5:10 6:18 10:8,12 14:21
 16:13 17:2,7,21 19:15 20:2,18

28:3 32:11,15,19 33:18 38:2
 46:18 49:3
attorneys 69:7
audible 10:3 11:9 19:20 29:11
audio 6:14 22:12
August 20:17
authorize 4:15 23:5
authorizes 17:16
authorizing 23:6
automatic 13:17 14:9 57:18
average 68:18
avoids 33:19
aye 3:12 28:18,20
ayes 3:13

B

back 52:9 55:8 64:10 69:5
background 20:14
ballot 12:10 26:15 27:3 31:15
 68:14
base 41:11,22 42:5,6,11,12,14,18
 43:7 44:8,22 45:2,9,11,12 47:12
 48:14 51:6,10 53:10,13,14 54:15
 55:15 56:1,9,12,22 58:6,20 59:8
based 28:1
basically 8:12,20 9:9 22:8 38:12,
 15
beginning 36:7 52:5
behalf 64:8
belong 14:12
bias 33:14 43:4
biased 47:1 49:4
big 34:1
bigger 30:10
bill 14:2,6 15:11
bit 37:3 39:2 42:22 43:3 62:9
board 3:5,7,21 4:5,21 5:5,8,13
 9:14,17 18:5,13,16 19:4 20:2
 22:13,14,17 28:5,10 29:5 30:2
 32:13 33:2 68:16 69:2

Board's 18:7,21 21:18 29:14
booths 66:20
bottom 12:1,2 43:19 62:4,10
briefly 16:9
bring 6:4
Brizill 68:10
brought 6:20
budget 7:21 8:2,7,16 9:5,7,10
 17:10,15,16 18:1 21:12 22:6 24:4,
 17 25:1
budgetary 4:17 21:8 24:5,13,20
Bugbuto 6:10
Bugtong 10:15,21,22 11:5
build 41:22
bump 64:15
business 8:17 15:17 16:2 66:6

C

call 28:15
called 15:14 53:17
calling 55:21
care 65:22
carve-out 14:22
case 13:13 18:17 31:9 55:5
cataclysmic 64:16
causing 8:21
chair 3:3,5,12,14,19,20 20:13
 23:18,19,22 25:3,5,18 26:1,4,17
 27:11,15,20 28:11,17,18,21 30:9,
 12 31:1,6,18 33:21 34:14,21 35:9,
 13,18 37:22 40:18,22 41:17 42:3,
 13 43:11 44:1 45:4,10,12,17,21
 46:4,9,13,16 47:18 48:11,18
 49:17 50:1,15 51:2,17,20 52:4,8,
 12,14,20,22 53:3,7 54:18 55:8
 56:10 58:4,9,12,16 59:5,13,16
 60:11,16,21 61:1,5,9 63:3,14,15,
 17,20 64:4,10 66:2 67:7 68:1,7,9
 69:14
Chairman 19:11 32:2,5 33:4,6
 34:9 64:2

chairperson 11:14 12:1 64:11
65:6 66:1

challenge 69:19

chance 3:8 38:2

change 26:19 31:8 45:11 48:1
57:9 62:3 64:11 67:10

changed 61:16,18,19 62:1,18

changing 26:9 36:5 45:2 56:2
67:14,18

charge 12:21 13:14 14:1,6,17

charges 12:16 13:2,8,12,18,19,
21 14:5,8,11,14,20 15:7,10

Charter 4:9

chat 50:11,20,21

check 19:16 52:14

Chief 8:8 22:4

chorus 3:13

chose 28:12

Chris 6:17

Christopher 6:16

circulation 69:18

cited 17:19 33:11

clarify 37:15

classic 32:3

classified 36:8

clause 49:19

clear 34:17 56:6 57:1 69:10,11

clearer 34:16 42:9

climate 64:19

cling 65:3

close 50:18

closing 8:21

Coalition 15:9

Code 4:4 5:8 9:7 21:14

collaboratively 35:6

colleagues 67:1

Columbia 4:3 31:16

combination 40:3

combined 12:3

comma 43:5 52:2 61:2

comment 5:20 7:15 19:8,18 20:1
23:8 26:5 30:5 53:8 68:5,6,11

comments 11:19 20:5 46:17
63:22 65:20 68:2

commissioner 11:22

commit 32:16

committee 8:17 16:8

Committee's 4:13

common 24:12 32:20

community 64:9

compel 17:22 22:1,5

complete 69:15

completely 66:2

complex 55:4

complicated 68:17

concern 33:9,20 36:5,19,22
37:5,16 38:7,12 41:8 42:2 56:19

concerns 15:13 18:7,21 19:1,9
30:1,3 67:17

conclusions 22:9

conduct 3:21 20:20

confidence 30:17

conflicts 4:7,9

confuse 14:5

confusing 12:15 13:22 14:14
56:6

confusion 32:3 33:4

consideration 7:7

consistent 34:12 53:16 54:10

consists 4:12

Constitution 4:10 17:11 23:12

construed 33:13

consumers 15:5

context 40:9

continue 39:19 41:14

contractors 21:22 22:15

contributions 4:12

control 36:3

convey 66:14

correct 9:17,18,20,21 18:12
25:16 31:3 40:3 42:13 54:7,20
56:1,5 57:12 59:17

cost 15:6

costs 12:21 13:18

council 4:18 5:11 12:17 13:7
14:21 16:14 17:1,8,10 21:1,13
23:9 24:12 25:20 26:18 28:4 31:5,
17 33:14 34:4 44:10 58:18 60:19
61:12,22 62:15

council's 18:1 21:8 22:5 24:2
27:2,5 30:18,19 32:16,18 44:15,
16

counsel 3:18 5:10 6:2,8 16:13
17:8 19:14 20:6,8,16,19 24:10
25:20,21 26:8 28:3 29:15,19
31:20 33:7 64:7

Counsel's 20:4

couple 57:15 69:3

Court 4:19

cover 12:21

covers 14:7

create 13:10 22:19 43:3 49:13

creates 33:13

credit 36:9,13 37:9 38:15,21
39:5,14,18 41:14 46:21 47:3,5,9,
14 48:6,8,15 50:4,5,7 51:4,8,12
52:3,6,18 57:10,19 58:5,22 61:19

criteria 5:3

criticism 33:16

crucial 49:10

current 16:16 36:7

customers 12:15 13:17,22 14:5,
8,16

cut 27:15

D

D.C. 4:4,8,16,17,19 5:7,11 9:7
11:16 12:5,6,9,12,17,18 13:7

14:20 16:6,13 17:1,11 21:14
25:20 27:4,5 65:1 68:11 69:17

dad 66:5

date 13:4

de 61:21

deal 68:16

dealing 7:12 24:17

debate 68:12

decide 18:18 27:13 66:15

decided 26:14

deeply 13:22

defend 12:12

defer 64:6

deriving 9:1

determination 4:22 18:17 19:3,5
21:19

determine 3:21 5:1 10:16 18:5
29:8

determined 18:2 22:6,10,14

determines 4:7 18:13

development 8:18

difference 42:1 56:12,17

dignity 65:4

diner 66:4,6

direct 22:22

direction 43:14,20

directly 13:13

Director 18:2 22:6

directs 17:16

disabled 50:21

disagreement 35:16

discretion 21:9

discrimination 4:15 23:6

discuss 29:16 30:3

discussed 33:10

discussing 67:21

disrespectful 68:15

District 4:3,9 9:2 16:18 21:21
22:1,14 23:1,3,7 31:16 40:22
42:20 46:22 47:3 48:3,21 49:5,20
66:22

Dorothy 68:10

dossed 11:17

draft 34:22 68:18,21

drafted 34:7 66:18

Dram 15:11

due 33:1

duping 13:16

E

easier 50:11

easily 32:20

echo 64:8

echoing 15:12

economic 8:17 64:19

edit 35:5,6 50:2 51:7

edited 45:15

educate 66:12

educated 66:21

effect 23:5 39:22

elected 12:5

Elections 3:5 69:2

elegant 28:12

eliminate 36:13 39:18 48:15

eliminated 47:4,9,15 50:4,6
51:4,8,11,15 52:6,7,12,15,18
57:10 58:5,22

eliminating 48:5,7,11 52:2

elimination 47:8 57:19 61:19

Emergency 7:22

employee's 14:7

employees 22:15 36:8 37:7,10,
19,20 38:9 39:6,11,19

employees' 15:17

employer 37:11 38:19,22

employers 15:15 21:21 36:8
38:16 39:6 41:15

enacted 16:16 21:5 23:9

enacting 49:9

end 12:2 32:14 35:10 60:6

enforceable 22:19

entered 11:19

entities 5:14 19:18

entitlement 22:20

environment 14:15

essence 16:15

essentially 27:5 48:22

establish 22:18

established 69:16

establishment 29:6

evaluation 20:21

excellent 43:12

exclusion 22:14

excuse 39:6

exempting 14:22

exists 61:17

expenditure 23:1

expenditures 4:14

expenses 13:11

explained 34:11 40:4

explaining 38:14

explanation 39:4,9 40:5,16 41:9,
12

extent 18:20

eye 65:10

F

fabulous 3:17

face 65:2,15

fact 17:14,18 24:5 25:9 37:8 47:1
48:21 49:5,11,12 57:20 61:20

facto 61:21

fair 15:8 33:16 62:21
fairly 68:16
fall 24:7
falling 9:3
falls 9:2
famous 45:22
fashioning 46:5
fast 49:18
favor 3:12 10:5 26:17 30:19
 33:14 37:13 43:1 49:13
feed 33:3
feedback 62:7
feel 6:13 61:13
fighting 64:21
filed 4:11,14
filing 5:6
final 58:2 62:6
financial 8:8 22:4 23:2
find 42:4
fine 52:3
finger 32:2
firm 16:5
fiscal 7:21 18:3 22:7 24:22 25:12,
 14
five-year 57:17
flip 51:22
flips 31:10,12
fly 39:2
focus 69:10
focused 44:4
focusing 62:20
Foggy 12:1,2
follow 43:16 50:2
footnote 41:19
form 26:5
formal 18:10
formulation 18:8,21 19:7 30:13
 32:20 33:16,17,18 38:3 44:3

46:19
formulations 18:15,19 19:7,9
 29:6,7 69:21
forward 64:14
found 8:6 17:3,8,21 22:17
fourth 11:21
frame 57:4
freeze 25:10 44:11 45:1,9 55:14,
 16,22 56:3,4 58:19 60:20 61:15
freezes 21:1
front 66:9
frozen 37:4
full 15:15 41:10
fully 68:19
fund 22:19
funds 4:19 8:3,6,13 9:3 13:12
 17:9,17 18:1 21:8 22:2,5,10,16
 23:1

G

game 27:1
Gary 3:4
general 3:18 5:10 6:7 14:22
 16:13 17:2,7,8,21 19:14,15 20:3,
 7,16,18,19 25:20,21 28:3 29:15
 31:20 32:11,15 33:6 36:19 37:13,
 16 38:2,12 40:14 69:18
general's 32:20 33:18 46:18
 49:3
generally 8:15,22 9:4 30:13,14,
 18 36:22 40:8
Girard 68:6
give 3:18 43:19 52:17 59:19
 65:10,12
goal 12:14
good 3:3 6:17 11:13 35:11 63:3,
 17 64:3 66:17
government 21:22 25:19
gradual 57:16,17
gradually 21:2 36:13 39:17 41:1,
 4 42:6,17 43:7 44:7,12 47:5,10

48:4 50:7 51:4,9,12,16 52:1,7,8,
 18 56:21 57:11,14 58:6,22
granted 14:22
gratuity 14:2
green 20:9
Greenfield 3:6,11 20:14 23:18,
 21 25:17 26:3 28:13,19,20,22
 31:19 34:13,19 35:3,12 42:8
 44:18,21 45:7 51:13,18,21 53:9,
 17,22 54:14 55:11,18 56:11,16
 57:5,9 59:10,20 60:4,9,15,22
 61:4,8
grew 66:4
growth 36:18 38:11
guaranteed 36:11 41:5,10
 42:10,12
guess 30:2 33:9,22 37:16 41:8,
 12 58:19 63:5 68:2
gun 36:20
gutted 13:6
guys 36:3

H

hand 6:16 19:22 35:19 46:11
 50:19 61:9 64:1 68:7
hands 43:22
happen 67:22
happened 69:22
happening 62:15 67:12
hard 33:22
head 24:1
hear 5:16,19 7:3 10:5,10,11,14
 11:3,4,7 35:20 40:12 45:18,19
 46:13,15 47:18,19 66:3
heard 24:9 53:5 67:1
hearing 3:15,21 6:1 11:18 15:13
 19:7 29:6
heck 69:12
hidden 15:6
hide 13:9
higher 12:21

highlighting 15:13**historic** 11:22**history** 68:17**Home** 4:8 17:12 23:10,11**honest** 63:12**hope** 11:16 61:6**hostile** 65:2,21**hosting** 11:18**hour** 13:5 21:2 38:17 44:12
55:15,16**hourly** 39:21 40:6**How's** 59:19**Human** 4:16**hundred** 65:12**hurt** 15:10

I

I-82 12:22 21:19 22:13 25:11 26:7
31:7 39:5,15 40:4**identification** 38:8**identified** 33:5**illegal** 14:4**impact** 8:10 18:3 22:7 25:13,14**impermissibly** 4:18**impetus** 67:11**implementation** 13:5 17:15**implicit** 49:14**implies** 62:8**importantly** 12:4**impose** 23:2**include** 24:12 47:12**included** 17:14 38:13 40:7 41:13**includes** 30:14**including** 28:2 47:8**inclusion** 8:16,18 9:5 39:3**income** 9:1 12:14 14:18**incomes** 12:8**inconsequential** 64:22**incorporates** 63:8**increase** 14:12 57:18 58:2**increased** 13:5,18 21:20**increases** 8:19 44:13 61:18 63:8**increasing** 47:10**incredibly** 65:5**independent** 20:21**indication** 10:7**individuals** 10:5**industry** 59:21 64:17**inform** 36:15 40:8**informing** 37:18**inherent** 33:4**inherently** 55:4**initial** 37:2 67:9**initially** 62:19**initiative** 12:7,14,19 13:6 15:14
16:17 17:4 21:5,18 22:15 26:13
30:13,15 31:11 32:6,17,18 33:12
36:6,13 38:13 39:16,17 41:1
42:17 43:5,6 44:7,10,15,17 45:1
46:22 47:4,15 48:3,8,14,21 49:1,
6,8,15 50:3,6 51:3,11,22 52:5,17
54:22 55:14 56:3 57:10 58:5,18,
21 60:19 61:15,17,21 62:2,3,5,14,
16,20 63:1 64:11 67:13,18,19,22
69:8**inserting** 42:4**insertion** 41:6**insiders** 69:6**insidious** 13:16**intent** 49:1**interference** 6:14 22:12**interim** 20:20**issue** 5:17 12:10 19:2 22:4 32:3
33:4 68:17**issues** 6:21 7:6 8:10,21 21:6**issuing** 17:20**item** 3:9

J

Jacob 10:15**Joe** 10:8 16:4 64:1**Jorge** 20:3**Joseph** 6:5**July** 21:2 44:9,12 58:17 60:18
61:1,12**jump** 7:19**jumps** 36:20

K

Karyn 3:6,10**keeping** 52:10**kill** 64:16**kind** 14:9 26:22 37:17 40:8,19
43:13,18 51:22 65:9

L

Lafon 6:16,17,18 7:2,4,5,11,13,
16,19 9:18,20 17:19 20:6 25:7
29:17 30:4 35:19 36:1,2 38:4,7
40:3,21 41:8,20 43:21 50:19 53:3,
5,12,20 54:7,10,15 57:13,21
63:21**Lafon's** 17:13 21:11 64:15**laid** 36:7 39:15**language** 29:10,21 30:7 31:14
32:10,14 33:11,13 35:17 36:6
37:13,17 39:16,21 43:4,9,10,16
45:15 46:5 47:21 50:10 62:19
65:9 66:8 67:6,10 68:13,18,21
69:9,15**law** 7:9 8:1 16:5,16,19 22:16 23:7
32:17 36:8,11 37:8 41:15 44:15
46:1 49:9 61:17 67:17**laws** 55:2**lawyer** 48:9**lays** 37:3**lead** 3:18 14:8**legal** 14:19 16:11 41:19

legislation 21:12 24:6,13,20
25:10 27:5

lessened 37:9

letters 20:18

lieu 32:12

light 20:10 27:2

limit 4:17 17:10 23:8 26:19

limitation 36:21

limited 24:8 37:20 38:17

listened 66:21

literally 64:12

lobby 12:13

locked 39:8

long 59:13 68:12

longest 12:4

lot 64:13 66:9

lots 24:15 49:12

loud 61:6

love 45:22

M

Madam 6:7 31:20 33:6

made 19:4 20:5 24:21 25:7 38:18
46:2 62:12 69:20

make 18:17 23:22 24:3,18 27:17,
18 39:1 41:16 42:9 68:3,11,21

makes 17:4 53:20 64:20

mandatory 36:16 40:6

marketplace 66:11

massive 65:14

matched 48:16

materially 22:22

matter 3:15 6:14 20:15 27:12
65:19

mayor 12:17 13:6

meal 15:6

means 12:10 54:6 58:14

meant 60:1 65:21

measure 3:22 4:6,7,9,10,12,15,
16,18 5:1,2,5,12,16,17 6:14 7:18
9:3 10:6,17 11:8 17:8 18:13 22:9,
17,21 23:4 28:6 29:1,13 32:22
40:1 43:2 49:13

meeting 3:7,20 18:9,10,15 19:3
69:2

meets 5:2

member 3:11 6:3 20:13 25:17
26:3 28:13,19,20,21 30:5 31:19
34:13,19 35:3,12 42:8 44:18,21
45:7 51:13,18,21 53:9,17,22
54:14 55:11,18 56:11,16 57:5,9
59:10,20 60:4,9,15,22 61:4,8

members 23:16

mention 46:20 47:2 48:7

mentioned 43:16 48:9

merits 4:22 26:5,9

met 5:12

met all 5:6

Metropolitan 6:19

mic 20:9

mind 41:18

minds 31:8

minimum 3:16 4:1,2 8:10,20
15:15 16:22 21:1,3,4 24:2 28:6
29:2 36:10,16,18 37:3,6,10 38:10,
20 39:7,12,20 40:10,12 41:2,3,5,
10,15,21 42:5,6,7,11,14,18 43:7,8
44:8,9,11,14,22 45:1,2,9,12 47:5,
6,10,11,16 48:4,5,14,16 50:7,8
51:5,6,9,10,16 52:1,19 53:10,13,
15,18 54:1,13 55:14,16,21,22
56:1,3,4,9,12,13,22 57:1,2,3,6,11
58:6,12,15,17,20 59:1,2,3,7,8,9
60:1,14,20 61:15 62:12 63:6,9

minutes 68:13

miscellaneous 24:16

misleading 12:22 37:17 62:2

misled 37:6 39:10

Mm-hmm 44:20 55:11

modified 16:19

mom 40:11

money 15:3

morning 3:3 6:17 11:13

motion 27:17,19 28:9,16 68:3

move 3:10 28:11 64:20 68:3

mute 36:4 61:5

muted 53:6

N

nature 8:19 37:6

necessarily 38:16 55:1 63:2

negate 4:17 9:8 17:10 23:8

negated 24:8

neutral 66:19

newspaper 69:17

Nick's 61:9

Nikolas 46:14

non-taxable 13:19

normal 57:6

north 11:16

note 14:7 67:7

noted 14:16

number 12:9 16:6 29:13

NW 11:15 16:6

O

OAG 25:19 34:7 43:17 44:4 67:11

OAG's 40:19 43:9

object 57:21

objections 69:19

obligations 23:3

observe 26:11

obvious 26:2

OCFL 17:19

October 3:4 5:6

office 5:9 8:8 14:21 16:12 17:2,7,
20 18:1 19:14 20:18 22:3,6 28:2,4
29:15 32:10,15 38:1 49:4

Officer 8:8 22:4

official 4:4 5:7 12:5**officials** 69:7**opening** 43:13 49:19**operations** 9:1**opining** 64:16**opinion** 16:12 32:11 61:20**opinions** 5:9,13 19:13,19 25:8,
19 28:2**opponents** 5:16**opportunity** 6:20 29:20**oppose** 31:1**opposition** 10:17,18 11:8**Order** 22:13**ordinary** 21:12 24:6,12 25:9
54:20**organization** 4:13**outlined** 5:4**overturned** 12:19**overwhelmingly** 12:6**owned** 66:5**owners** 14:11,18 15:3

P

P-R-O-C-E-E-D-I-N-G-S 3:1**painful** 64:12**parentheses** 67:18**part** 7:21 15:8,18 24:4,22 46:21
52:10 62:4**parties** 23:17**pass** 21:13 27:16**passed** 16:22 20:22 24:4 25:11
26:19 61:22**passionate** 65:5,22**past** 68:12**Patel** 6:5 10:9,11,12,20 11:2,10,
13,14,21 64:4,6**pause** 35:22 38:6 68:19**pay** 14:8,17 15:14 21:20 64:12,15
65:13**payment** 8:11**people** 31:7 43:1 45:22 60:6
64:14**percent** 12:11 14:1 21:3,4 41:2
42:7,19 43:8 44:8,13 47:6,11,16
48:5 50:8 51:5,10 53:13 54:5,12
58:16 59:1,6 65:12,14**period** 37:11,21 39:13 57:17
69:19**permanent** 11:19**permit** 44:14**person** 40:14 65:14**personally** 56:20**perspective** 47:20 66:14**persuade** 66:12 67:3**phonetic** 6:11**phony** 13:8**phrase** 45:5 58:19 59:14 60:17,
21**phraseology** 66:19**picture** 30:10 34:1**piece** 62:6**ping-pong** 27:1**place** 57:22 65:18,20**places** 42:15 59:14**pleased** 69:9**point** 25:6,7 27:2 35:11 41:7 42:2
43:12 47:19 50:18 57:20 58:1
69:16**pointed** 25:9 43:18**points** 17:2,13**post-pandemic** 13:21**posted** 69:16**precedent** 34:3**preceding** 39:15**prerogative** 26:20**present** 18:13 19:18 20:3**presents** 4:2 5:18 28:7 29:3**press** 69:1**prevented** 22:16**previously** 21:5**price** 13:10 15:8**prices** 13:9 15:19**prior** 68:8**private** 21:21**problem** 32:2 33:19**proceed** 5:15 11:11 18:15 19:6
23:17**process** 24:5,13,17 26:11,12,21
55:1 64:7 69:20**products** 13:10**prohibited** 8:14 23:6**prohibition** 21:16**proper** 3:15 4:2 5:2,12,18 6:15
7:12,20 8:4 9:12 16:10 17:3,5
18:6,8,14,22 19:5 21:18 27:12
28:8 29:3**properly** 4:11 33:5**property** 39:19**proposal** 38:1**propose** 26:13**proposed** 3:22 4:5 5:1,11,17
6:14,21 7:8 10:1,6 16:10 18:5,21
26:10 28:5,22 29:5,7,21 30:2,6
32:13 43:10 62:20 67:9,15 69:8**proposer** 5:19 6:1,2,6 10:10 11:4
16:7 20:6 29:19,20 30:1 67:16**proposers** 67:20**proposing** 29:15**propriety** 5:20 7:17 9:16**protect** 12:12**provide** 18:19**provided** 19:19**provision** 9:10 17:14,19,22 18:2
22:3,7**provisions** 16:16,18 17:3,5
24:16**public** 6:3,12 12:22 22:1 29:9,18
30:6 37:5,18 39:10 68:22**pull** 38:4

punch 69:9
purport 25:10
pursuant 4:4 21:13 23:9 25:11
 26:21
push 64:10
pushed 15:10
put 27:3 32:2 33:2 44:19 45:14
 50:10 53:10 58:15 59:18 66:9
putting 52:10 59:9

Q

Q&a 50:14,22 51:1 53:7
question 5:11 7:12,15 24:21
 30:10 34:1 44:18 55:12 61:12
questions 23:14,16,17
quick 43:19 55:12
quickly 39:15
Quintana 20:3,7,11,13 23:15
 24:10 25:9
quorum 3:7
quote 45:22 61:13

R

rage 65:4
raise 13:2 18:9,22
raised 6:16 19:22 21:7 35:19
 42:18 43:7,22 44:7 46:11 48:4
 50:7 51:4,9,12 52:1 61:9 64:1
 68:7,8
raises 21:2 41:1,5 42:6
raising 47:5,15 48:15 51:16
 52:18 53:10 56:21 57:1,11 58:6,
 22
Randy 46:7 52:17 59:7
rates 64:12 65:13
reaching 21:4
read 44:2,6,22 47:3 48:18 54:21
 55:15 56:17,20 57:1 59:20 61:6
 65:9
reader 43:13

reading 33:21
ready 10:13 27:17 68:2
real 35:5,6,14
reason 21:18
reasons 9:11 16:11 18:4
recall 27:5 30:17
receipt 4:5
receipts 4:14
receive 19:12 36:16 37:8,10
 41:14 57:8
received 5:5,13,22 20:14,16
 36:10
receiving 38:9 39:12
recently 6:19
recommend 28:4
recommendation 28:10
recommended 32:15 54:11
record 11:12,20 15:12 16:3 28:1
 68:4 69:14
reducing 12:14
refer 53:18
reference 53:14 59:2 67:8
references 62:12 67:14
referendum 3:15,22 4:1,3 5:18,
 21 6:15,21 7:1 8:4 9:8,12 10:2
 16:7,10,11,15,20 17:5,6 18:6,11
 20:4,17 26:10 27:3 28:5,6,8 29:1,
 3,13 30:8,16 31:12 32:4 34:2
 48:22 55:1 67:17
reflect 13:10
reflection 30:7
refuse 4:6
regard 21:10 24:15 32:9
Register 69:17
registered 31:15
regular 21:3 44:13 54:6
Reiff 16:5
reject 31:5,17 32:17 44:16
rejected 67:19

rejecting 34:5
release 69:1
reminds 45:21
remove 43:15 54:15 57:14
render 4:22
repeal 63:10,11,12 67:8
repealed 61:14,15,21 62:4,9
 63:13 64:12 65:11
repealing 27:8 48:22
repeals 63:4
replace 13:17 63:11,12
replaced 63:13
replaces 63:4
report 4:13 17:20 22:4
reports 8:7,16
represent 16:7
representative 19:17 65:19
represents 11:22 12:2
request 18:5 68:6
requested 5:9 20:17
requests 5:22
require 22:11,18 23:1
required 13:2,14 41:15
requirement 21:17,20
requirements 5:2,7,12
requires 7:9 8:5 37:8
requiring 8:7 22:3
residents 12:10,12 68:16
respect 17:14,18 19:9 28:10,15
 33:1 43:9 46:1 47:21 65:20 67:12,
 22 69:21
respectful 64:10 67:4
respectfully 18:4
response 10:3 11:9 19:20 29:11
restaurant 6:18 12:13,20 13:9
 15:18 64:17 66:13 69:6
restaurants 8:21 13:1 15:5,14
 38:22

retails 13:9
revenues 22:11,18 23:2
revert 63:5
review 29:15 69:18
reviewing 30:4
rid 39:5 53:13
Rights 4:16
roll 28:15
Rule 4:8 17:12 23:10,11
rulings 4:20

S

sanctioned 15:2
Sandler 6:5,7 10:8,11 16:2,4,5
 18:20 19:10 24:9 25:8 29:22
 31:20,22 32:1,9 33:15 34:8,11
 43:18,21 63:21 64:2
satisfy 36:10
sausage 45:22
scale 26:6
Schiller 45:18 46:12,14,15,17
 48:2,13,20 49:16,22 50:3,13,16,
 20 51:1,15 55:8,12,19 56:5,14,20
 57:6,12,16 58:2 61:11 63:11
scope 22:15
screen 29:9 35:1,7 44:2,19 45:15
 47:22 49:21
scroll 6:10
Section 4:4 5:8 8:2,5,18 23:9
sections 27:8,9
sectors 15:16
seek 16:19 23:11 27:3
seeks 4:7
send 46:7
sense 17:4 24:21 32:20 39:1
 53:21
sentence 34:15,22 35:10 37:14
 39:18 40:4 42:17,19 43:17 56:21
 59:22 67:15
sentiment 64:8 65:16
separate 14:5 19:7 22:19 55:20
 56:1
server 14:3
service 12:16,21 13:1,8,12,14,
 19,21 14:5,8,11,13,17 15:6,9,21
serving 12:4
set 16:11 30:18 31:7 34:3 49:17,
 19
settling 45:16
shape 26:5
share 29:5 50:21
shielding 13:18
Shop 15:11
short 29:13
side 51:22 65:10
similar 22:22
simple 42:4 55:2,3
simply 14:18 31:11 62:1
simultaneous 7:10 27:6,22
 30:22 58:11
single 62:4
slap 65:15
slower 38:11
slowing 36:17
small 66:6
solidarity 15:22 65:8 67:2
sort 25:6 30:9 31:7,12 34:1 35:16
 36:20 38:8 40:14 55:4 66:19
source 14:18 62:17
speak 10:16 11:1,7 36:3 46:6
 64:5 68:9
speaking 7:10 9:4 10:2,5,18
 27:6,22 30:22 36:22 49:18 58:11
special 3:7
specific 17:19 57:7
specifically 12:9 17:21 27:9
 32:14 46:18
spell 54:2
spite 64:15

stable 12:8
standard 53:18,22 54:8,13 55:22
 58:17 59:2 63:6
start 43:13 49:20 52:5
started 13:1
starting 35:11
state 11:11 16:2 26:2 64:8
stated 20:16 25:13 49:4
statement 4:11,13 7:8 29:14
 30:1 32:12 33:2,10 36:14 37:1
 40:2,17 47:1 48:20 49:5,11,12
 61:20 67:9,15
statements 21:11
stating 14:19
statutory 5:6 9:10 39:20 42:1
stay 60:6
step-up 57:18
stop 48:12
straightforward 47:13
Street 11:15 16:5
strikes 27:12
strongly 32:9 69:4
Stroud 3:18,19 6:9,22 7:3,11,14,
 17 9:13,19,22 10:4,12,14,21 11:3,
 6,10 16:1 18:8,12 19:2,11,12,21
 20:9,12 23:15 24:22 25:4,16,22
 26:16 27:7,14,18 28:1,14,19,21
 29:12 30:11,21 31:3,14,22 32:8
 33:8 34:10 35:2,4,15,21 36:1
 39:16 42:10,16 43:21 44:5,19
 45:6,9,11,13,19 46:3,7,11 49:7
 50:10,14,22 51:11 52:7,9,13,16,
 21 53:2 54:2,9,12,17 55:7,10
 56:2,8 58:8,13,21 59:6,11,15,18
 60:3,8,10,13,18 62:11 63:15,19
 64:1 67:7 68:4 69:14
stuck 34:1
stuff 47:13
subject 3:15 4:2 5:2,12,18 6:15
 7:12,20 8:4,12 9:12 16:10 17:4,6
 18:6,14 19:5 21:19 27:12 28:8
 29:3
submission 8:7

submit 9:14 16:9
submitted 9:17 16:12 67:16
substantial 68:17
subtitle 16:21 21:11 25:13
subverted 12:18
sued 15:1
sufficient 8:6
suggest 32:19 47:22
suggested 32:10 50:2
suggestion 43:12
summary 7:8 29:14 30:1 32:12
 33:1,9 36:14 37:1 40:1,16,19
 67:9,15
supplement 9:7,9
supplemented 37:11
support 7:21 8:16,18 9:6 10:17
 11:1 21:12 25:1
survive 64:18,19
systems 55:20

T

takes 42:21
taking 24:19 56:8 59:8,11
talk 24:9
talking 39:7 55:17,20 60:7
talks 33:11
tax 9:1
technical 25:6
technically 54:19 63:4
Temporarily 45:17
term 11:22 41:11,21 54:15
terminology 53:11 56:18
Terri 3:18
testify 5:22 6:13,20 10:1,8
testifying 7:1 9:15
Thanksgiving 40:13
theft 15:2

thing 15:20 26:9 52:17 60:5 65:3
 69:22
things 49:12
thinking 40:15 51:14,18,21
Thompson 3:3,5,12,14 11:14
 23:19,22 25:3,5,18 26:1,4,17
 27:11,15,20 28:11,18 30:9,12
 31:1,6,18 33:21 34:14,21 35:9,13,
 18 37:22 40:18,22 41:17 42:3,13
 43:11 44:1 45:4,10,12,17,21 46:4,
 9,13,16 47:18 48:11,18 49:17
 50:1,15 51:2,17,20 52:4,8,12,14,
 20,22 53:3,7 54:18 55:8 56:10
 58:4,9,12,16 59:5,13,16 60:11,16,
 21 61:1,5,9 63:3,14,17,20 64:4
 66:2 68:1,9

thought 38:14 64:7
thoughts 35:20 38:1
throw 65:16
thrown 24:16
time 3:9 9:15 10:19 14:20 18:9,22
 19:8 20:2 23:18 27:16 29:4,17
 35:5,6,14 37:21 39:12 48:19
 55:13 56:3 57:17 69:21

Timeline 3:16 4:1 16:22 24:2
 28:7 29:2

timely 4:14 5:13
tip 8:20 21:1 36:17 37:6 38:10,21
 39:5,7,14 40:12 41:14 43:13
 45:13 46:20 47:2,4,6,9,14 48:6,7,
 15 50:4,5,6 51:4,8,12,15 52:3,6,
 18 57:10,19 58:5,22 61:19

tipped 3:16 4:1 8:11 12:5,7,15
 13:4 15:4,15 16:21 24:2 28:6 29:1
 36:8,9,15 37:3,7,20 38:9 39:4,11
 40:5,10 41:2,21 42:6,18 43:7
 44:8,11 45:1,11 47:10 48:4,15
 50:4,8 51:5,9 52:20 55:16,20
 56:4,13,22 57:2,3,7,11 58:6,14,
 15,20 59:1,3,9,10,12,18 60:1,5,
 11,14,20 63:9 64:9 66:5

tipping 13:17 14:9,14 26:6 59:21

tips 13:13 14:12 37:12 38:19
 39:19 40:7 41:16

title 4:8 16:21 29:14

titled 3:22 28:6 29:1

today 3:6 7:6 9:15 18:13,18 19:3
 22:21 68:21 69:22

today's 18:9,15

top 14:13 62:4,9

total 53:15

touched 8:19 62:8

touches 8:2,22

transparency 46:5

true's 21:8

Trupti 6:5 10:9 11:14,21

turn 3:17

type 57:7

U

U.S. 4:10 17:11 23:11

Uh-huh 25:22

ultimately 26:14

unable 50:21

undermines 12:13 13:19

understand 25:5 26:12 29:22
 37:14 39:11 40:11 42:2 47:19
 55:19 60:1,6 65:6 66:6 68:19,20

understandable 32:21

understanding 40:10

understood 42:21

undertake 18:14,18

unethical 14:4

unique 24:14

unwise 26:8

uphold 16:15 17:5 32:6

upholding 67:19

urge 69:4

V

verb 67:11,20

verified 4:11

view 26:7

violate 17:11 21:15 23:10**violation** 4:16**vote** 28:15 30:14,17,19 31:1,4,8
32:6,16,17 34:18 43:1,20 44:14,
16 49:7**voted** 12:6,12 28:22 31:6 49:14
65:12 69:1**voter** 30:13 32:3 34:17 43:19
54:20 68:18 69:11**voters** 12:6,18 13:20 16:17
26:13,19 27:2,4,13 30:14,19 31:4,
16 32:21 33:12 36:15 40:9,22
42:20 46:22 47:3 48:3,21 49:2,5,
7,14,20 56:17 62:2,10 65:12 66:9,
12,14,15,20,22 67:6**votes** 28:18**voting** 66:16,20 69:12

W

wage 3:16 4:1 8:10,20 15:2,8,15
16:22 21:1,3,4 24:2 28:6 29:2
36:10,17,18 37:4,6,10 38:10,20
39:7,12,21 40:6,10,12 41:2,3,5,
10,11,15,21,22 42:5,6,7,11,14,18
43:7,8 44:8,9,11,14,22 45:2,9,12
47:5,6,10,11,12,16 48:4,5,14,16
50:7,8 51:5,6,9,10,16 52:1,19
53:10,15,18 54:1,13 55:15,16,17,
20,21,22 56:1,4,12,13,22 57:2,3,
7,11 58:6,15,17,20 59:1,2,4 60:2,
14,20 61:16 62:12 63:6,9 66:5**wages** 13:3,4,15 14:12,13 15:17
21:20 36:9 37:4 38:16 44:13**wanted** 6:20 10:15 12:7 19:16
65:16**warned** 15:9**Washington** 6:19 11:16 16:6**watch** 46:1 68:11**waters** 24:19**website** 68:22**wedded** 34:2**Wednesday** 5:6**weeks** 69:3**weigh** 30:6**west** 12:2**wholeheartedly** 62:3,9**winning** 14:20**wise** 26:8 43:15**wished** 10:16**wishes** 6:13 11:7**wishing** 10:1**witnesses** 5:20 9:22**won** 12:10**word** 41:6 42:5,14 52:14 54:8
57:14 60:11 61:14 62:7 63:9
66:17 67:10**words** 27:13 28:12 33:22**work** 34:22 35:5**worked** 66:4**worker** 12:5**workers** 8:11 12:7,13,15 13:4,13,
15 14:12,13 15:4,10,15 26:6 36:9,
10,11,16 38:20 39:4 40:5 41:2,13,
21 42:7,18 43:8 44:8 47:6,11 48:4
50:8 51:5,9 52:20 56:22 57:3,8
58:7,14,20 59:3,12 60:6,14,20
64:9,18 65:2,3,8,15 66:5**workers'** 14:17**works** 61:3,6,7 63:10**world** 13:21**worse** 15:21**written** 49:1**wrote** 34:15

Y

year 7:21 8:9 25:1 57:22 58:3**years** 8:9 57:15