

**Stephen Hoffman**

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**From:** Char Esser <3.14CJE@everyactioncustom.com>  
**Sent:** Thursday, December 9, 2021 2:04 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

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Dear Director Bryan Smolock,

As someone who eats at restaurants, I support the proposed improvements to Pennsylvania's minimum wage and overtime law that would greatly affect tipped workers by ensuring that employees rightfully receive the wages and tips that they earn.

While it is still unfortunately legal for employers to pay their workers as little as \$2.83 per hour, the cost of doing business should not be passed along to those being paid the lowest wages. It is not fair to the workers that restaurants can legally take a portion of their employees' tips to pay credit card fees and tipped workers should not have to endure hours of side work that does not result in earning tips without being paid a full wage. Employers must also be doing their due diligence of informing their customers that the services fees that are included on certain bills are not actually tips being paid to their employees.

Sincerely,  
Char Esser  
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