

**Stephen Hoffman**

From: E Worthington <kworthing@everyactioncustom.com>
Sent: Thursday, December 9, 2021 1:20 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. I believe these are the most difficult jobs around and the lowest paid.

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. This appears to me to be one of those positions that are frequently women and easily abused. 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. We need to do more for our restaurant staff to get them a living wage which \$2.83 per hour is not. The staff is frequently at the restaurant and then away for 2 meals a day being paid only while they are there and may be punished by serving breakfast and lunch rather than the more lucrative dinner. This is a way to punish workers by giving them only the less expensive meals, therefore lower tips. This is a start but only a start. Find a way to improve the incomes of those in restaurants. Life may not be easy for the owner but they made the choice to try and must work to help those who are helping them. People of Pennsylvania need to know what is being done for the staff and what they get from us which is different from other countries. Here the employer takes if they need help. In other countries the staff is paid and the owner does what is needed to continue. Thank you for your time and consideration for the workers.

Sincerely,
E Worthington
10299 Lindale Ave Greencastle, PA 17225-8378 kworthing@aol.com