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Kathy Cooper

From: Ann Pehle <apehle@everyactioncustom.com>
Sent: Monday, December 13, 2021 11:44 AM
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,

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.

When I became aware of a server not receiving the entire tip amount left on a credit card, I started asking servers about the restaurant's practice and paid a tip in cash if the restaurant owner stole some or all of the tip I intended for the server.

These regulations are necessary steps to change these terrible wage conditions. 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. However, I will still ask the server to ensure she/he receives the full tip amount.

Sincerely,
Ann Pehle
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