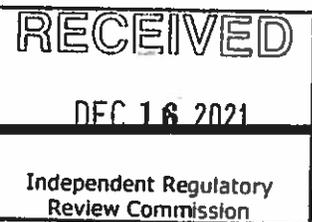


Kathy Cooper



From: Julie Stead <gofivehds@everyactioncustom.com>
Sent: Thursday, December 16, 2021 3:28 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,

Ive worked in the restaurant industry for 30 yrs ,its a brutally physical & mental job ..no sick days ,hours spent cleaning at 2.83 hr (or youd lose your job)...breaks arent given ,you have to tip out other employees for 'helping ' you ,when they should be paid a decent wage , but the restaurant passes down that responsibility to the server, the server tips out as many as four people one percent of their sales each, some more, while we are forced to claim 15% of our sales a lot of times after tip out we don't make that. Also, a lot of cleaning and side work is to be done before and after your shift while you were off the floor, still making 283 an hour .

There should be rules regulations or laws that protect the employee, especially in this industry and they should also hold the employer responsible for making sure that everything is abided by. And for anyone reading this that enjoys going out to eat being waited on, almost all of the restaurants abandoned Covid protocol a day or two after we reopened from the shut down, it's more of a don't ask don't tell thing, unless you're openly coughing or sick they don't want to know, so one person walks into that restaurant with Covid they infect the staff and every customer that walks in and I saw it happen four or five times in a short amount of time that an employee had Covid and didn't tell anyone because they didn't want to quarantine for two weeks . Yes they do make a big show out of following all the guidelines, but it's all a farce I had my temperature taken once after we reopened and that was the first day, after that none of the protocols were followed. So it's not just a financial issue, it's the health of the employee and the staff and the guests that are at risk when you're forced to go to work or be fired, and that's what happens in the restaurant business As a restaurant worker, 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 us 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 us, the workers, that restaurants can legally take a portion of our tips to pay credit card fees and we 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 us.

Sincerely Julie L Stead

Sincerely,
Julie Stead
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