

Form Letter A 37-52

**Kathy Cooper**

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**From:** Erika Ianoale-Arters <erika@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 9:49 AM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

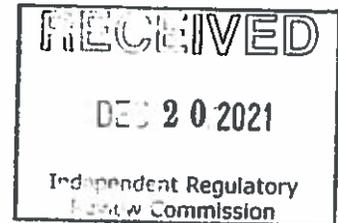
ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA\_SPAM@pa.gov.

Dear Director Bryan Smolock,

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,  
Erika Ianoale-Arters  
12104 Elam Dr Glen Mills, PA 19342-2359 erika@satyajuce.com



## Kathy Cooper

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**From:** michele cepparulo <Michele.Cepparulo@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 10:47 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,

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,  
michele cepparulo  
111 S Dudley Ave # 108 Ventnor City, NJ 08406 Michele.Cepparulo@gmail.com

**Kathy Cooper**

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**From:** Diane Feliciano <boady59@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 10:54 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,

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,  
Diane Feliciano  
2431 S Woodstock St Philadelphia, PA 19145-4221 [boady59@gmail.com](mailto:boady59@gmail.com)

**Kathy Cooper**

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**From:** LYNN LANTOSH <l.lantosh@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 11:24 AM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

**ATTENTION:** This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA\_SPAM@pa.gov.

Dear Director Bryan Smolock,

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,  
LYNN LANTOSH  
1522 Ferry St Easton, PA 18042-3930  
l.lantosh@rcn.com

## Kathy Cooper

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**From:** Lisa Ann Goldsmith <lagoldsmith@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 3:57 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 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,  
Lisa Ann Goldsmith  
581 Kilbourne St Pittsburgh, PA 15207-1238 lagoldsmith@optonline.net

## Kathy Cooper

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**From:** Quinn S <bejtwi@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 7:04 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 a fast-casual-counter food service worker, I wholeheartedly 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 absolutely not then 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,  
Quinn S  
5437 Ellsworth Ave Pittsburgh, PA 15232-1859 [bejtwi@gmail.com](mailto:bejtwi@gmail.com)

## Kathy Cooper

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**From:** Marc J.Mancini <wolfgang2286@everyactioncustom.com>  
**Sent:** Friday, December 17, 2021 7:30 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

**ATTENTION:** This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA\_SPAM@pa.gov.

Dear Director Bryan Smolock,

As a frequent restaurant patron, 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,  
Marc J. Mancini  
1529 Berryman Ave South Park, PA 15129-9601 wolfgang2286@yahoo.com

## Kathy Cooper

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**From:** Linda Stetson <gijitney@everyactioncustom.com>  
**Sent:** Saturday, December 18, 2021 4:01 AM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA\_SPAM@pa.gov.

Dear Director Bryan Smolock,

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,  
Linda Stetson  
PITTSBURGH PA Pittsburgh, PA 15203  
gijitney@gmail.com

## Kathy Cooper

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**From:** Maureen McDonough <mcdonough.m123@everyactioncustom.com>  
**Sent:** Saturday, December 18, 2021 6:50 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,

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,

Maureen McDonough

1927 Chapman St Pittsburgh, PA 15215-2709 mcdonough.m123@gmail.com

**Kathy Cooper**

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**From:** Christine Talley <Talley.christine@everyactioncustom.com>  
**Sent:** Saturday, December 18, 2021 3:44 PM  
**To:** Smolock, Bryan  
**Subject:** [External] Public Comment re: Regulation #12-114: Minimum Wage, updates to the regulations governing tipped employees

ATTENTION: This email message is from an external sender. Do not open links or attachments from unknown sources. To report suspicious email, forward the message as an attachment to CWOPA\_SPAM@pa.gov.

Dear Director Bryan Smolock,

As a restaurant patron, 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.

It should be criminal for employers to pay them 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 tips to pay credit card fees and they 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 them.

Sincerely,  
Christine Talley  
29 S 14th St Allentown, PA 18102-4650  
Talley.christine@gmail.com

**Kathy Cooper**

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**From:** George Stradtman <gstradtman@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 11:16 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,

As a former 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 tipped 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 workers, that restaurants can legally take a portion of tips to pay credit card fees and 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 employees.

Sincerely,  
George Stradtman  
700 Elkins Ave Apt B3 Elkins Park, PA 19027-2313 [gstradtman@juno.com](mailto:gstradtman@juno.com)

## Kathy Cooper

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**From:** Susan Babbitt <philad49@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 6:30 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 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,  
Susan Babbitt  
319 S 10th St Philadelphia, PA 19107-6145 philad49@att.net

## Kathy Cooper

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**From:** Kathleen Riordan <kathleen.riordan@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 3:55 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,

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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,  
Kathleen Riordan  
633 E Allens Ln Philadelphia, PA 19119-1108 kathleen.riordan@att.net

**Kathy Cooper**

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**From:** Stephanie Mory <pocanthill@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 12:24 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,

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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,  
Stephanie Mory  
1210 Fords Pond Rd Clarks Summit, PA 18411-9437 pocanthill@yahoo.com

## Kathy Cooper

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**From:** Robert Gibb <rngibb@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 12:07 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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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,  
Robert Gibb  
5036 Revenue St Homestead, PA 15120-1227 [rngibb@earthlink.net](mailto:rngibb@earthlink.net)

**Kathy Cooper**

---

**From:** Harry Hochheiser <hshoch@everyactioncustom.com>  
**Sent:** Sunday, December 19, 2021 2:22 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,

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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,  
Harry Hochheiser  
5742 Woodmont St Pittsburgh, PA 15217-1208 hshoch@duck.com