

3322

Kathy Cooper

From: Taylor Stessney <taylors@everyactioncustom.com>
Sent: Friday, December 17, 2021 12:38 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,

I am writing to you to express my support for the Department of Labor and Industry's proposed amendments to Chapter 231 of 34 Pa. Code to update the regulations governing tipped employees. There is no doubt that these clarifications and improvements will improve the incomes and benefits the workloads of tipped workers, such as bartenders, servers,

As a recently former bartender and server, I particularly welcome the prohibition of employers from deducting credit card processing fees from tips and the requirement that employers to inform patrons that service charges are not tips. In the past, I (I would love to do that math to see how much money in tips I lost because of the credit card processing fees. Once I has to wait on a large party that paid for their bill with an American Express card that took \$5 from my tips alone!)

Far too many employers take advantage of the fact that our state's minimum wage law allows for them to pay their employees as little as \$2.83 per hour. So it is imperative for service industry workers in our state that the proposed regulations strengthening the language around tip pooling for workers and increasing the minimum amount of tips earned per month when clarifying who is considered a tipped employees go into effect.

While these improvement are crucial since they provide greater protections for Pennsylvania's tipped employees, there is still work to be done.

Sincerely,
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