

**Stephen Hoffman**

From: Kacy McGill <kacy.a.mcgill@everyactioncustom.com>
Sent: Monday, December 20, 2021 2:52 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 bartender/barista who earns their income from tips, I support the proposed improvements to Pennsylvania's minimum wage. The improvements outlined would greatly affect workers like me and provide some security that ensures workers receive the wages and tips that they earn.

The cost of operating a business should never lie on the shoulders of the worker earning as little as \$2.82 per hour. It is not fair for restaurants to take a chunk of our tips to pay credit card fees. We should not be required to endure hours of side work without being paid an full wage. Employers must inform the public of how service charges are used and how they are not given as tips to the employees. Workers who participate in a tipped pooling system deserve the most transparent process to make sure all tipped workers are being tipped out accordingly.

I've talked to my fellow workers about these proposed changes and the overall response is these changes are just the bare minimum. I hope the amount of support for these changes will encourage more conversations around increasing the base wage of tipped employees. Additionally, I hope the Department of Labor and Industry will continue to host opportunities for workers to share their experiences. Workers across Pennsylvania have suffered throughout the pandemic due to low wages, exposure to COVID-19, difficult customer interactions, increased deaths, and heightened anxiety. Any proposal that will affect workers deserves space for workers to share their concerns/experiences in front of lawmakers.

Without these proposed changes and an increase of base wages for tipped employees, we will continue to see workers moving into other industries that offer better wages, safer working conditions, and stronger benefits. Understaffing in the hospitality industry will continue being a norm and the associated stress of managing an understaffed restaurant will result in more workers leaving the industry. I am currently in a position where I am weighing the transition to a different industry due to the low pay I have been receiving in the last couple shifts. I cannot feed myself and my family earning \$23 in tips on a Saturday night.

There's a lot of work that needs to be accomplished to make sure all workers feel supported and adequately compensated for their labor. These modest regulations would positively impact Pennsylvania workers and should be enacted.

Sincerely,
Kacy McGill
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