

# BUSINESS for a FAIR MINIMUM WAGE

## RESTAURANT OWNERS ACROSS THE U.S. SUPPORT THE RAISE THE WAGE ACT

### Including Phasing Out the Tipped Subminimum Wage

Here's a sampler of business perspectives on fair wages for all workers, including tipped workers:



#### Howard Hanna, Owner of The Rieger and Ca Va restaurants in Kansas City, Missouri:

“I strongly support the Raise the Wage Act, including gradually phasing out the tipped minimum wage, to assure all workers get reliable living wages whatever their position. The minimum wage hasn't kept up with the cost of living, and paying higher wages has real bottom-line benefits. I've seen lower turnover and less kitchen waste, which saves us money, and better customer service that helps turn guests into regulars. Paying above the current minimum wage and treating our employees well has been a recipe for success. We're looking forward to opening two new restaurants, while our existing businesses continue to grow. The low-wage, high-turnover business model makes no sense. Our employees look out for our best interests because they know that we are looking out for theirs.”

#### Johnny Martinez, Co-Owner of Joystick Gamebar and Georgia Beer Garden in Atlanta, Georgia:

“Georgians can't keep waiting for individual businesses to raise their wages one by one. We've seen the bottom-line benefits of taking care of our employees. But what would benefit our business even more is if our customers had more money because all businesses paid decent wages. We need a strong wage floor throughout the United States. Raising the minimum wage is good business and good economic policy. Congress, raise the minimum wage. It's long past time.”

#### Adam Orman, Owner/GM of L'Oca d'Oro Restaurant in Austin, Texas:

“As a restaurant in Texas paying over the minimum wage to all of our employees – plus revenue sharing – we can testify that it does not hurt your bottom line. Customers support us. Employees stay with us. We have more control over our income. Our model is a win-win-win!”

#### Paul Saginaw, Co-Founding Partner of Zingerman's Deli and Zingerman's Community of Businesses in Ann Arbor, Michigan:

“Paying a fair wage has always been central to our success. Since opening our deli in 1982, we have grown to 14 restaurants and other businesses. As we have increased entry-level wages, the result has been increased efficiency, lower turnover and increased profitability. We strongly support raising the minimum wage to put a stronger floor under the economy and break the cycle of poverty wages.”



More on back side...

Business for a Fair Minimum Wage is a national network of business owners and executives and business organizations who believe a fair minimum wage makes good business sense.

[businessforafairminimumwage.org](http://businessforafairminimumwage.org) | [@MinimumWageBiz](https://twitter.com/MinimumWageBiz)

### Bethany Budde-Cohen, Owner of SqWires Restaurant & Annex in St. Louis, Missouri:

“I’ve seen firsthand the many positive impacts of paying higher wages, and it’s why I’m a strong supporter of raising the minimum wage. If you’re paying reasonable wages for your staff at all levels, you can deliver not only a better first impression, but a great overall experience that keeps your customers coming back. For our businesses and communities to truly thrive, people have to earn wages they can live on. Raising the minimum wage will put more money into customers’ pockets, helping us grow our businesses and revitalize neighborhoods.”



### Rob Everts, Co-CEO of Equal Exchange in Massachusetts, including Equal Exchange Cafe:

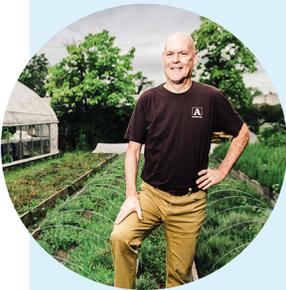
“We believe in fair trade and fair pay – and it shows in our success. Fair pay has contributed to our strong growth and profitability for over 30 years. If an employee comes to work stressed and unable to pay for the basics, this impacts not only them and their family, but our business and the broader community. By contrast, we value our employees and have high staff morale and engagement. Raising the minimum wage will foster a more stable, productive workforce while providing a better minimum labor standard that puts all businesses on an equal footing. It will also boost consumer spending on everything from coffee and chocolate to clothes and car repairs.”

### Prish Moran, Owner of Sweet\_ness 7 Café in Buffalo, New York:

“Raising the minimum wage will strengthen our businesses and communities. I know from experience that happier, higher-paid employees are more focused and productive on the job because they are better able to meet their needs outside of work for housing, health, and other life costs. They can concentrate better on putting food on a customer’s table when they are not worried about putting food on their own table. I invest in my staff and they, in turn, help me to innovate and create the kind of lasting relationships with customers that mean not only repeat business, but that build deeper community.”

### Ned Atwater, Owner of Atwater’s Traditional Food in Baltimore, Maryland:

“When you pay your employees a decent wage, they tend to stick with you and grow with you. Lower turnover saves money and time in hiring and training costs, and more experienced staff are more efficient and productive and generate less food waste in our kitchens. And happy employees provide the best customer service. Raising the minimum wage levels the playing field. When the minimum wage is too low, it’s harder for restaurants to pay a fair wage and still keep prices competitive. Menu prices should reflect fair wages, but it’s harder to do that on a voluntary individual basis, especially when you’re providing employee benefits like we do, while as taxpayers, we are subsidizing the low wages of competitors whose staff must rely heavily on the social safety net. Raising the minimum wage will be good for our economy and communities.”



### Pete Turner, Owner of Illegal Pete’s Restaurants in Colorado and Arizona:

“Our tipped starting wage is \$15 an hour. We reached that over three-and-a-half years and three raises. We’ve been able to grow store count, store average income and our profit, all while investing in our employees. We’re driving business values by running our business by our values.”



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**FAIR MINIMUM WAGE**

**For the full list of businesses across the U.S. who support \$15 by 2024,  
see [www.bit.ly/BFMW15Sigs](http://www.bit.ly/BFMW15Sigs)**