

BUSINESS *for a* FAIR MINIMUM WAGE

RESTAURANT OWNERS ACROSS U.S. SUPPORT \$15 FEDERAL MINIMUM WAGE

With Phase-Out of Subminimum Wage for Tipped Workers



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

"As a restaurant long paying over the minimum wage to our employees – plus benefits and revenue sharing – we can testify it's good for business. We have not had a single employee on the service side leave to work for another restaurant since 2017. Better morale and less turnover saves money and is better for customers. Everyone likes working with a staff that's like family and you create relationships with your guests that are priceless. The community bonds we forged before the pandemic have been vital in navigating through the pandemic. Raising the minimum wage to \$15 for all workers in Texas and around the country will help us build the more equitable and sustainable economy we need."

Johnny Martinez, Co-Owner of Georgia Beer Garden and Joystick Gamebar 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."

Paul Saginaw, Owner of Saginaw's Deli in Las Vegas, Nevada, and 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 Zingerman's 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 over the years. We strongly support raising the minimum wage to put a stronger floor under the economy and break the cycle of poverty wages."

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

"Across our 12 restaurants, we pay a tipped starting wage of \$15 an hour. Our business is a great case study on the positive impact of higher wages. Our employees are more engaged and efficient and have a better quality of life. We've grown our number of stores, store average income, and our profit while investing in our employees. We're driving business value by running our business by our values. Raising the federal minimum wage to \$15 for all workers is the single best investment we can make in people to improve our economy. This increase is long overdue."



SEE 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.

Ji Hye Kim, Owner of Miss Kim restaurant in Ann Arbor, Michigan:

"We pay everyone well above minimum wage and don't use the tip credit for servers, which lets us pool tips and pay better and more fairly across our staff. We work as one team to deliver the good food and guest experience that turns customers into regulars. Our better pay and staff morale have helped us get through the awful pandemic in a more stable, equitable and healthier way. Restaurants should welcome phasing out the tip wage and raising the federal minimum wage to \$15 for all workers, whatever their job. With a higher minimum wage, businesses will have more customers who can afford what we offer."



Jared Meyers, Owner of Legacy Vacation Resorts in Florida, Colorado, Nevada and New Jersey, a Certified B Corporation, and Owner of Tony's Bar & Grill in Orlando, Florida:

"People are at the center of the hospitality business. No one in the hospitality industry – or any other industry – should be working full-time and struggling just to keep a roof overhead and food on the table. There's nothing hospitable about that. We are committed to paying living wages, which is fundamentally good business. Employees are more committed and focused on achieving company goals when they are not distracted by working a second job or continual financial worry. Raising the federal minimum wage will help us build a more resilient post-pandemic economy that is more equitable, inclusive and sustainable."



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."



Howard Hanna, Chef Owner of Ca Va restaurant 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 business benefits. I've seen lower turnover and less kitchen waste, which saves us money, and better customer service that helps turn guests into regulars. The low-wage, high-turnover business model makes no sense. Our employees look out for our best interests because they know we are looking out for theirs."



Andy Shallal, Owner of Busboys and Poets restaurants with locations in D.C., Maryland and Virginia:

"A \$15-per-hour federal minimum wage by 2025 will level the playing field for restaurants and other businesses. We cannot continue to rely on individual businesses or market forces to bring about this change. We need legislation. This will not only provide a fairer wage to all workers. It will also create good ripple effects for businesses that will benefit directly from the added money circulating in the community."

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For the growing 2021 list of businesses that support raising the federal minimum wage to \$15 see:

www.bit.ly/BFMW15signers