

From: Circus Cafe

Subject: Proposed overtime and hourly rate changes

We write to express our extreme concern regarding the proposed changes to the hourly wage for tipped employees as well as the overtime pay requirement for anyone working over 8 hours in a day versus the 40 hour week current standard.

We have been in the restaurant industry since 1993, first with the landmark Hattie's restaurant in Saratoga Springs and presently with our own independent concept restaurant, Circus Cafe, also in Saratoga Springs. We are known for having the utmost respect for our employees and for creating a professional and warm working environment for everyone in our employ. The proposed changes are punitive in nature, reflecting an assumed "us vs. them" mentality that in our case, and the case of many, many businesses, simply does not exist.

In these current troubled economic times, we would expect and hope that the concerns of small businesses and the independent operator, would be taken into account. Instead, we are looking at proposed changes that would create an almost impossible situation for our business niche to succeed. We have worked tirelessly to allow for our staff of over 25 people to make a living and work, year round, in a supportive business environment. With the proposed changes, and the detrimental effect on labor cost and our bottom line, we would certainly have to trim our staff significantly, leaving many deserving staff members without employment. Is this what we need in these economic times? We think not. Please hear the voice of the small business and independent operator. Thank you in advance for your consideration.

Respectfully submitted,

Christel and Colin MacLean
Circus Cafe