



June 1, 2009

To whom it may concern,

I want to take a moment and address a few wage order changes that are currently under review by the board for the restaurant industry. I recognize that there are several organizations that are calling for change and as a restaurant operator in these challenging times, I would request the same.

The cash wage for tipped employees in New York should at the very least remain where it is at \$4.60 an hour or brought back in line with the federal rate of \$2.13. When NY State raised the minimum wage a few years ago, I was a proponent of that as \$5.15 an hour is very difficult to live on. The reality is that tipped employees far exceed that and often approach \$20 an hour with the cash wage at \$4.60. By raising this yet again, we will be in effect raising their rate higher while certainly causing more and more businesses to afford less staff members or face failure in New York.

I would also ask that you keep the overtime calculations based on a weekly basis as opposed to eight hours per day. There are many employees in our industry that juggle child care and their spouse's employment. Some prefer to work "swing" shifts through lunch and dinner to make up their hours in a shorter period of time and have several days off with their family. A decision in favor of an eight hour overtime breakpoint would surely eliminate any possibility of that continuing.

In addition, a wash and wear exemption for uniforms would be a benefit to many operators and would be an inconvenience to almost nobody. Everyone needs to wash their own clothes and this wouldn't be an extra burden on the employee.

Thank you for taking the time to consider the restaurant operator and the impact that some of the items on the table would negatively have on our ability to profitably operate in the state. There are many restaurants in the state that wouldn't survive some of these additional hardships and while some may look good on paper, they benefit the minority and do not represent the masses. Thank you.

Sincerely,
Glenn Bucello
Director of Operations
TGI Friday's