

From: Ellicottville Brewing

Subject: Labor Commission

I am responding to some information we received last week regarding changes to the hospitality labor and wage laws.

Please forward my comments to others on the commission.

First and foremost, why is the Tip-wage being so torn up. What information or cases is the commission basing such a drastic measure. We employ 49 ppl at our restaurant with 25 tipped wage employees who earn well over the federal minimum wage. Our servers and bartenders if you look at ADP payroll earn \$18.00 22.00 an hour.

The people who you will hurt the most are the non-tipped employees. There will be no money left to give raises or increase their wages. We have had a hard enough time as it is with the last major tip wage increase from 3.90 to 4.60. That shift as taken 17k out of payroll annually that could have gone to non-tipped employees.

Furthermore, how ridiculous is it to change to the overtime criteria to a daily basis. Then what needs to happen, every industry will have to change, from seasonal construction, to year round hospital employees. Nurses all work 3 12 hour our 4 ten hour days. This is a completely out of touch reality proposal that is being used as a negotiating tool.

The fact that Albany is chasing people out of the state and taxing us all to so much, nothing will be further from the truth of skyrocketing restaurant and hospitality inflation that will kill business and further cause more jobs to be lost.

We operate close to the PA border, people will simply spend their expendible money there, since they will get more for the dollar.

Lastly, I'm not sure why the hospitality industry is getting such a hard judgement. If we need to weed out poor operators, then let be, but to cast a web over the industry will be unjust.

From a simple analysis we did over the weekend, if the tip wage is moved to 7.25 we will be forced to cancel our company health insurance as well as 401k plans.

Sincerely,

Peter Kreinheder
Operator