

**STATEMENT FOR THE RECORD  
BEFORE THE NEW YORK STATE WAGE BOARD**

**ON**

**Raising Tipped Minimum Wage**

**September 25, 2014**

**ZACHARY E. DAVIS**

**OWNER – THE GLASS JAR**

Thank you for allowing me to share my comments with you on the importance of raising minimum wage for tipped employees.

As a the co-owner of The Glass Jar, a farm to table restaurant group based in Santa Cruz, Calif., I can honestly tell you that paying my tipped and non-tipped employees the same minimum wage has not put us out of business, nor has it incapacitated the California restaurant industry. In fact, the National Restaurant Association found that even with a recent increase in the state's minimum wage, California's restaurant sales are projected to outpace the U.S. average in 2014. Meanwhile, our restaurant group has grown by leaps and bounds.

Since our company first opened in August of 2010, we have prided ourselves on the fair treatment of our employees. Carrying forward this philosophy, we have gone on to open two additional retail outlets for our ice creamery and two additional restaurants in the Santa Cruz area.

In all of our restaurants, both tipped and non-tipped employees are paid the same base pay. This helps put money back in the pockets of our employees, who are more likely to spend that money at other restaurants and small businesses in our community. What's more, raising the tipped minimum wage helps reduce employee turnover and increases productivity, which is good for our bottom line.

Additionally, we support raising the federal tipped minimum wage because employees deserve to be paid a decent living wage. Our waitstaff and back-of-the-house staff work extremely hard and they deserve greater compensation parity for that hard work.

The bottom line is that raising the tipped minimum wage is good for business, workers and the economy. It will increase consumer demand and give a much-needed boost to the economy and small business profit margins. I hope you will strongly consider the impact raising the tipped wage has had on California small businesses as you consider this measure.

Thank you for the opportunity to comment on this important issue.

Sincerely,

Zachary E. Davis, Owner-The Penny Ice Creamery