



An out of state activist group has brought a ballot question forward that poses a significant risk to the livelihood and incomes of tipped employees across Massachusetts. This proposal would eliminate the 'tip credit' and allow restaurants to implement 'tip pools' where non-tipped employees would share in the tips YOU EARNED!

Know the FACTS:

- Washington, DC implemented this policy late last year. In the first nine months, over 10% of tipped employees have either been laid off or left the industry due to lower take home pay and closures. If this proposal were to pass in Massachusetts, some bars and restaurants simply will not survive.
- According to an industry analysis performed by Toast, California (one of the few states where this policy has been implemented) consistently has the lowest tip average among all 50 states.
- Cornell University has released a study that found states with higher tipped minimum wages see lower average tip percentages in restaurants.
- Out of state activists are saying that there is a 'sub-minimum wage' here in Massachusetts. This is a lie. EVERY worker in Massachusetts is already guaranteed to earn at least the current minimum wage of \$15 including tipped employees.

Massachusetts tipped employees have supported families, bought houses, and educated children, all because of their tipped income and they do not want to see the flexibility and ability to earn significant money go away.

What do tipped employees think about this?

In a recent tipped employee survey from across Massachusetts, servers overwhelmingly pushed back against this proposal.

- 86% think the current tipping system works for them;
- 90% believe that if tipped wages are eliminated, tipped employees will earn less;
- 88% oppose a mandatory tip pool where tips are shared with the kitchen and other non-service staff;
- 91% say they prefer the current system with a lower base wage and tips that provide the ability to earn more than the minimum wage.

Vote NO on the Tip Pooling Ballot Question because tipped employees have made it abundantly clear that the current tipping system is not broken and does not need to be changed!



Learn more at: ProtectTips.org

Paid for by the Committee to Protect Tips.