

Hi! My name is Erin Lynch and I'm a server in a full service restaurant in Lowertown, and a recent college graduate.

INTRO

I am a huge supporter of One Fair Wage, because it will drastically improve my life and the lives of many other tipped workers--70% of whom are women and female-identified. Women face specific challenges as tipped workers, like sexual harassment, and raising child, that make it necessary to earn 15 dollars as a base wage.

B

A tip penalty leaves us more vulnerable to sexual harassment for a number of reasons. It's notoriously difficult to enforce according to the Department of Labor's compliance sweeps across the country. That means that for a lot of tipped workers, ^{in 27 states w/ tip credit} the minimum hourly wage isn't reached.

And so, you can imagine the power differential when a customer's tip determines whether or not you can pay your rent and food. You have no OPTION but to comply with ^{things} ~~the customer's whims~~. I've had customers tell me they like my body, or even cruder ^{things} ~~things~~. My friends have had customers pin them against tables, whispering fantasies in their ears. I want you all to think about how that might feel, to be reduced to an object when you're just trying to do your job. If I had a \$15 a base wage I can live on, I wouldn't need to appease the customer to get the tip. I'm not saying I want tipping to end; I'm saying that I don't want tips to determine whether I will pay my rent, or determine how I feel about myself and my body.

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Raising children is another challenge women face in our livelihoods as servers. HALF of whom are raising children on their income as a tipped worker. ~~It's shown that the one does not constitute a living wage for a person raising a child, and that a tip penalty is related to high unemployment and poverty to women, in tip credit states like Wisconsin and Illinois.~~ I think of my coworker Ann, who has to raise five children on her server's wage, and I want a wage that will allow her family to thrive, not merely scrap by. If the City Council cares about the wellbeing of women in the metro area, you have to realize how detrimental a tip penalty would be.

Student debt is another reason that I need one fair wage--over HALF of tipped workers have student debt. Recent college grads like myself are seeing the worst job market in decades, and ^{we're} seeing our prospects of a stable job dwindle, one that would help pay off loans, and the prospect of a middle class life dwindle before our eyes as well--with exorbitant debt you can't get a loan, you can't finance a house! Businesses have a RESPONSIBILITY to pay us a LIVING wage, to share the wealth we help produce.

I'm calling you all, City Council, to listen to me and my struggle, to listen to the MAJORITY of people that have voiced support for One Fair Wage without a tip credit--the majority that has emerged after more than \$100,000 of city resources spent on 4 public input sessions, 14-weeks of Citizens League study, and over 3,000 signed petitions. The voice of the MAJORITY has spoken, and clearly drowns out the minority of corporate lobbyists, like the MLBA, and the RWA that props up the highest paid servers in our industry! YOU all, as City Council, have a chance to make a TANGIBLE IMPACT on working people RIGHT NOW, whose rights are attacked by corporate interests from ^{here in} St. Paul to Washington DC in the White House.

I want small business to survive to - I work in a great one - but not at the expense of the workers, like me.

exploitative situation

My friends on the other side here say they can make \$50/hr and I want a world where more of us have access to

a taste of it

secretly

To city council

my name is Janelle LaFromboise

I am a Server at Dennys

I am currently working 40+ hours a week and I'm still not making ends meet. If Min. Wage was raised I wouldn't have to work so many hours. Right now I have to leave because I have to be at a mandatory meeting at work that all of a sudden came about its scheduled at 5:30pm I really wanted to be here but my manager stressed that its not an option. So thats why 7 of us could not be here today.

Janelle

LaFromboise

11-7-2018"