

Eliminate the Tipped Minimum Wage in Michigan

Eliminating the Tipped Wage Can Reduce Sexual Harassment:

- Female workers dependent on tips often feel pressured to accept inappropriate sexual behavior from male customers



50%

of female restaurant workers report experiencing “scary” or “unwanted” sexual behaviors



30%

Report that being touched inappropriately is a common occurrence in their restaurant

- Female tipped restaurant workers in states with a very low tipped minimum wage are . . .



2 x

as likely to experience sexual harassment as women in states with the same minimum wage for all workers.

3 x

more likely to be told by management to alter their appearance and wear more revealing clothing than those in states with the same minimum wage for all workers.

TIPPED WORKERS SHOULD HAVE THE SAME MINIMUM WAGE AS OTHER WORKERS

What is the tipped minimum wage?

In occupations whose workers traditionally receive tips, such as waiting tables or bartending, employers are allowed to pay a minimum wage much lower than the regular minimum wage. In Michigan, the regular minimum wage is \$9.25, but the tipped minimum wage is only \$3.52.

Why should Michigan get rid of its tipped minimum wage and have the same minimum wage for all workers?

For a worker receiving the tipped minimum wage, that wage and the tips received are supposed to add up to the regular hourly minimum wage and if not, the employer is supposed to pay the difference. The problem is, in practice that often does not happen. On a slow day, or if the tipped worker is performing tasks that do not generate tips (for example, rolling silverware or cutting lemons instead of working the floor), he or she might make far below the regular minimum wage level and the employer may ignore or resist requests to make up the difference.

Source: Restaurant Opportunities Center, *The Glass Floor: Sexual Harassment in the Restaurant Industry*, October 2014