



## **Kitchen Appreciation Fee FAQs**

Why we believe the Kitchen Appreciation Fee makes for a better healthier restaurant:

- \* it attracts talented, qualified cooks with the desire to become great chefs
- \* it retains employees which allows for an investment in education and training
- \* it directly rewards the kitchen staff for the success of the restaurant
- \* it encourages constant improvement on the quality and consistency of food
- \* it creates a culture of teamwork and elevates the expectations of the staff

### **Why don't we pay our kitchen staff a fair living wage?**

We absolutely do! The kitchen fee is not in lieu of a competitive wage, it is in an addition to it. Every member of the kitchen staff is guaranteed an incremental bonus based on the success of the restaurant.

**Why not just increase menu prices?** Increasing prices would not yield the same result and takes control away from the guest (this fee is optional and will be removed upon request).

By giving the kitchen staff a percentage of sales, it allows them to directly benefit from the top-line success of the restaurant, similar to how a gratuity functions. Otherwise their pay is constrained to the bottom line resources of the restaurant, which are increasingly encumbered by the rising costs of doing business.

**Why not have options to share tips with the kitchen?** This is not a legal option. Kitchen employees are not tipped employees, so under NYS law FOH employees are prohibited from sharing any tips with employees that are not customer facing.

### **Do I have to pay this?**

No. Above all the fee is voluntary. If you wish to not pay it, please let your server or bartender know and we will be happy to remove the fee.