



Dear Chair Sen. Griffith and members of the Senate Finance Committee,

My name is Nataki Rhodes, I'm a Maryland resident and a tipper worker in the restaurant industry since 2012. I am here to urge the inclusion of ending the subminimum wage for tipped workers in SB 803.

Too often, we hear claims the industry can't handle and doesn't need to actually pay its workers a full wage with tips on top. Yet, 7 states already require employers to pay a full minimum wage with tips on top - Alaska, California, Minnesota, Montana, Nevada, Oregon, and Washington and they will soon be joined by our neighbors in the District of Columbia.¹

These seven states have had the same or higher restaurant sales, employment growth rates, small business growth rates, and tipping averages than Maryland and the 42 other states with a subminimum wage for tipped workers.² Workers in these seven states also report half the rate of sexual harassment as workers in Maryland and the dozens of states with a subminimum wage for tipped workers.³

Don't leave tipped workers behind. Don't let Maryland accept just the subminimum. Bring Maryland into the club of fair wage states.

Thank you

Nataki Rhode.

¹ US Department of Labor. (2020). Minimum Wages for Tipped Employees. <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped>.

² ROC United. (2014). The Great Service Divide: Occupational Segregation & Inequality in the US Restaurant Industry. https://chapters.rocunited.org/wp-content/uploads/2014/10/REPORT_The-GreatService-Divide2.pdf.

³ Ibid.