

The Pathway to \$15 campaign supports keeping Minneapolis a progressive, diverse, thriving, and accessible city for all.

- ▶ Our coalition supports a pathway to a \$15/hour minimum wage in Minneapolis.
- ▶ Most restaurants and bars compensate their employees in a unique way.
- ▶ Recognizing total taxable income will protect the jobs and income of restaurant employees.

October 2016: Gross Wage on Paychecks

Restaurant Employee	Average Hourly Earnings	Average Hours Worked Per Week
Cooks	\$13.89	31.2
Support Employees	\$12.64	20.7
Tipped Employees	\$28.56	19.1

The survey includes information received on wages from October of 2016 from 72 Minneapolis restaurant locations from around the city with a variety of service models including casual, counter service, and fine dining. They range from having zero tipped employees to having as many as 85 tipped employees. The information is based on employee wage data from October of 2016 as reported to the IRS.

There can be a Pathway to \$15 – a wage that is fair for all.

We support phasing in a \$15 minimum wage for all employees in Minneapolis by 2024 that is based on total taxable income including tips, includes a youth wage, and has a schedule based on the number of employees at each location in the city.

RECOGNIZING TOTAL TAXABLE INCOME

Tipped employees will earn \$9.50 an hour plus tips if their total taxable income with tips and wages is \$15.00 an hour or more during each pay period. If their total isn't \$15, they will earn the full minimum wage and keep their tips. There is no upper limit or cap on what tipped employees can earn.

IMPLEMENTING A YOUTH WAGE

A youth wage of \$8.50 would be recognized for employees under age 18.

EMPLOYER SIZE DESIGNATION

All small employers should phase in the new wage over a longer period of time than large employers. The size factor should be based on the number of employees in each employment location in Minneapolis.

\$15/Hour Phase-in Schedule

SMALL EMPLOYERS < 250

August 1, 2017	\$10.00
August 1, 2018	\$10.75
August 1, 2019	\$11.50
August 1, 2020	\$12.25
August 1, 2021	\$13.00
August 1, 2022	\$13.75
August 1, 2023	\$14.50
August 1, 2024	\$15.00

LARGE EMPLOYERS > 250

August 1, 2017	\$10.00
August 1, 2018	\$12.00
August 1, 2019	\$13.00
August 1, 2020	\$15.00

HOW YOU CAN HELP

Visit Pathwayto15.org to send a custom email to your city councilmember. The process is quick and easy!

Like us at [Facebook.com/Pathwayto15](https://www.facebook.com/Pathwayto15) and follow us on Twitter at [@Pathwayto15](https://twitter.com/Pathwayto15), then share our posts to help raise awareness!

Our Growing Coalition of Restaurants Supporting a Pathway to \$15

Alibi Lounge
Alma
The Anchor Fish & Chips
Annie's Parlour
Barbette*
Be'Wicked Deli
Betty Danger's Country Club
Blarney Pub and Gril – Dinkytown
Blarney Pub and Grill – Downtown
Brasa Rotisserie
Borough*
Brit's Pub & Eating Establishment*
Broders' Cucina Italiana*
Broders' Pasta Bar*
Bryant Lake Bowl*
The Bulldog Downtown*
The Bulldog Uptown*
Bull's Horn
Burger Jones: Restaurant
and Cocktail Bar*
Cardinal Restaurant and Bar
Chino Latino*
Colossal Café
Constantine
The Copper Hen Cakery & Kitchen
Corner Table Restaurant
Coup d'état*
Crave – Downtown*
D. Brian's Deli and Catering –
Campbell Mithun Skyway*
D. Brian's Deli and Catering –
Downtown East Skyway*
D. Brian's Deli and Catering –
U.S. Bank Skyway*
Darby's Pub and Grill
Davanni's Pizza & Hot Hoagies – Downtown
Davanni's Pizza & Hot Hoagies – Riverside
Davanni's Pizza & Hot Hoagies – Uptown
The Draft Horse*
The Exchange

The Freehouse*
Gasthof Zur Gemutlichkeit*
George and the Dragon*
Greenfield Natural Kitchen – Skyway #1
Greenfield Natural Kitchen – Skyway #2
Hola Arepa*
Hot Indian Foods
Howe Daily Kitchen and Bar*
J.D. Hoyt's Supper Club
Jax Café
Keegan's Irish Pub
Kieran's Irish Pub*
Kitchen in the Market
Kitty Cat Klub
Libertine*
The Living Room
The Local*
Longfellow Grill*
The Loop*
The Lowbrow
The Lowry*
Lyon's Pub
The Malt Shop*
Manny's Steakhouse*
Marin Restaurant and Bar
Mercado by Earl Giles
Mercury Dining Room and Rail*
Milkjam Creamery
Monello*
The Monte Carlo Restaurant*
Murray's*
Muse Event Center
MyBurger Calhoun
MyBurger Skyway
MyBurger Stadium Village
N.E. Yacht Club
Northbound Smokehouse & Brewpub*
Parkway Pizza
Parlour*
Pat's Tap*

Piccolo
Pizza Luce Downtown*
Pizza Luce Seward/University*
Pizza Luce Uptown*
Pizzeria Lola*
The Pourhouse
Pracna on Main
Prohibition Bar
Psycho Suzi's Motor Lounge
The Rabbit Hole*
Rainbow Restaurant & Bar
Red Cow – North Loop*
Red Cow – 50th St*
Red Rabbit
Red Savoy's Pizza – Minneapolis
Red Savoy's Pizza – Uptown
Red Stag Supperclub*
REV Ultra Lounge
Revival – Minneapolis
Runyon's
The Saloon*
Sandcastle
Sanctuary
Shindig Event Center
Spoonriver*
St. Anthony Main Theatre
Stanley's Northeast Bar Room*
Stanley's on Wheels Food Truck
Terzo*
Tinto Cocina + Cantina
Tiny Diner*
Union*
Urban Eatery
Victor's 1959 Cafe
World Street Kitchen – Food Truck
World Street Kitchen – Restaurant*
Young Joni
Zen Box Izakaya*
5-8 Club – Minneapolis*
508 Restaurant and Bar*

* = participated in the wage survey on reverse.