

How does the higher minimum wage impact on restaurant's tipping policy in Seattle and  
employers and employees' perspective?

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## **Abstract**

In 2014 the Seattle Office of Council, Seattle minimum wage ordinance announced that the city would implement minimum wage requirement \$15 to be phased in over five years. This study examines the impact of Seattle's new higher minimum wage ordinance on tipping policy in the restaurant industry and identify different perspectives between employers and employees regarding the law's implementation. To gain their perspectives, this research identified areas in Seattle that contains significantly different restaurants owners and workers. Anonymous interviewees responded over the phone or in person. The survey did not include interviewees' name, nor did it record respondents, gender, and age. The survey collected information on approximate tipped wage and the brief location of the neighborhood. Using data from a survey, the research describes changes in tipping policy in restaurant industries as well as the services system. The research describes how work-life quality has changed for minimum tipped-wage employees and key decisions by restaurant owners to save the money or make a profit in light of minimum wage requirements.

## **Keywords**

minimum wage, \$15 minimum wage, tipped wage, tipping policy, employer, employee

## **Introduction**

On June 2014, the City of Seattle ratified a new Seattle Minimum Wage Ordinance (SMWO). The Seattle's Minimum Wage Ordinance, introduced as Seattle Municipal Code (SMC) 14.19, was implemented by the City of Seattle's Office of Labor Standards (OLS) and took effect on April 1st, 2015. The airport community of SeaTac was the first city to adopt \$15/hour minimum wage in 2013 and implemented its requirement in April 2014. A year later, the city of Seattle followed with its own minimum wage. Seattle's initial minimum ordinance went into effect on April 1st, 2015. Depending on the type and size of a business, the minimum wage was designed to increase at different rates to \$15 per hour. This ordinance applies to Seattle employee who includes any individual hired by an employer. The Seattle Office of Labor Standards distinguished two tiers of businesses based on their size. Wages were to increase from the prior state minimum of \$9.47 to \$11.00. In January 1st, 2016, the second increased to \$12.00 for small employers (less than 500 employees) and \$13.00 for larger employers (more than 500 employees). These two step-ups raising the minimum wage were intended to grow the local economy as well as the average wage. The Seattle Office of Labor Standards recently announced that the minimum wage would increase \$16 per hour for companies having more than 500 workers from the beginning of January in 2019. In 2018, small business employers who have less than 500 employees would have to pay either \$15 per hours or \$12 with \$3 of medical benefits or tips (Seattle Office of Labor and Standards). Big employers (501 or more employees) must pay \$16/hour while small employers must pay \$12/hour with \$3 of medical benefits or tips or \$15/hour without medical benefits or earning tips. The Seattle Office of Labor Standards

increases the minimum wage based on the consumer price index for Seattle, Tacoma, and Bremerton. According to the article,

As Seattle's minimum wage increased, several changes in restaurant businesses might occur. Theoretically, economists expect some reduction in employees' numbers and hours in economy. Therefore, some the restaurants may have sought to change their service systems to offset the increase in their payrolls.

This research examines whether the Seattle minimum wage increase has changed restaurant tipping policies because Seattle ranks the fifth restaurant density in the U.S. (Forbes. P, 2012).<sup>1</sup> Moreover, this article discusses the variety of ways employers have responded and how their employees feel about those changes. This paper uses literature reviews, articles, and data from an anonymous online and in person survey. While Seattle employees get the benefit, some employers cut the hours and numbers of employees and hiring. After Seattle's second wage increase to \$13, Jardim, et al. found that employers reduced hours by 6-7% of hours among low wage employees, whereas some of the hourly wage jobs increased by 3%. They also insist that the ordinance reduced the amount of pay (Jardim. et al. 2017). Jardim et al. were only able to look at the data as employers report full wages, including tips. There is substantial misreporting of tipped wage due to the system of employers have adopted in tips. A different study by Romich et al. (2018) reports out perspectives of business owners and employees regarding on tipping policy, includes discussion of minority group such as women and immigrants that can potentially cause bias because minority groups cannot represent whole population of Seattle restaurant employer and tipped workers, but it also includes various businesses in their data (2018). The

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<sup>1</sup> There are 24.9 restaurants per 10,000 households (Forbes. P, 2012).

hypothesis of the research here is that Seattle's higher minimum wage has changed restaurant tipping policies. We expect these changes to produce differing perspective between employees and employers. The data of this study explore restaurants in some significant Seattle areas where have different neighborhoods or characteristics. Due to the limitation of the time, the confidential survey was conducted using convenience samples at some restaurants in two blocks significant Seattle neighborhoods. This article also concludes with lessons learn and implication for future research.

### **The Review of the Literature**

Numerous studies have observed the impacts of minimum wage increases on employment in the limited-service restaurant industry such as counter services or using Kiosk machine. In 2015 to 2016, a University of Washington research team researched the Seattle minimum wage ordinance, to document its affects on wages, employment, and hours. Seattle employees get the benefit; however, some employers cut the hours and hiring. When the second wage increased to \$13, the author found that there is 6-7% of reduced hours among low wage employees, whereas some of the hourly wage jobs increased by 3%. University of Washington research team also insisted that the Ordinance reduced the amount of paid (Jardim, E. et al. 2017). Specifically, using state Unemployment Insurance (UI) data, they found that the increase added about \$10 per week on average to the earnings of low-income workers through 2016, but there is a small amount of reduction of the weekly hour. On the other hand, Romich et al. discovered that there are numerous "blind spots" in the empirical assessments of the impact of local minimum wage laws. For example, UI data does not include vulnerable employers, such as

women or minority-owned operations or small local businesses (Romich et al., 2018). Romich et al. took two surveys among more than 400 employers in Seattle to track initial responses to Seattle's \$15 Minimum Wage Ordinance. They found that a small reduction in the number of workforces and hours. "Very few employers reported withdrawing from Seattle. Overall, initial employer responses to this city-level minimum wage law align with predictions from the literature, findings that highlight trade-offs that policymakers must consider in future local wage regulation" (Romich et al., 2018). Jardim et al. reported that they were only able to look at the data where employers report full wages, including tips (2017). Thus, a substantial misreporting of tipped wage is likely where employers have adopted in tips. Few studies have examined the impact of the increased minimum wage on higher tipped employers in full services restaurant industry. The study by Anderson and Bodavarsson used 1999 earning data on the specific measure of hourly compensation for tipped employees (2005). It also concluded that there has been no effect on hourly tipped wages for those employees (Anderson and Bodavarsson, 2005). While Allegretto and Fillion find that servers living in the states with a higher tipped minimum wage have higher hourly pay (2011). However, few studies have examined the impact of the increased minimum wage on the top-tipped employees or tried to understand different perspective between employers and employees of such legislation.

The study, "Report on Baseline Employer Survey and Worker Interviews, by The Seattle Minimum Wage Study Team (SMWS) conducted their survey to reveal how the businesses and employees expected a higher minimum wage to impact their operations or livelihood (The Seattle Minimum Wage Study Team, 2016). Their survey was mostly conducted after January, which was before the minimum wage ordinance, to May, which was after a month of SMWO,

2015. In their study, they surveyed more than 500 randomly selected subjected employers and employees. Their initial Survey finding contains mostly women-owned, minority-owned, and immigrant-owned business. They discovered that most employers aware of the MWO, and it is not associated with firm characteristics.

On the other hand, the SMWS team interviewed five employees via phone or in person. They revealed that employees have vague knowledge<sup>2</sup>. Some of the employees supportive MWO, while some of the concerns prices of everything will raise (The Seattle Minimum Wage Study Team, 2016). This study brought up a deep understanding of employer and employees, but it commonly focused on employers. Even though they had a deep interview with employees, they only interviewed five employees so that it is hard to understand total Seattle restaurant employees.

"New Study: Who are Seattle's Tipped Workers?" found that Seattle tipped wage employees earn low wages, and the average annual pay for servers was \$22,620 per year. Waiters and waitress comprise 61% of tipped wage workers in Seattle (New Study: Who are Seattle's Tipped Workers?). Consequently, we look into tipped employees who work at the restaurant industry because there are more than half of tipped wage employees must work at the restaurant industry.

## **Methodology**

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<sup>2</sup> The definition of vague knowledge by SMWS is that employees either know the “law was proposed or passed” (The Seattle Minimum Wage Study Team, 2016).

The research presented here collected data via online and in person anonymous surveys that asked several quantitative and qualitative questions . Subjects were recruited on site in person, and if unwilling or unable to complete a survey on the spot were given an online survey website. The platform of the online survey is Survey Monkey<sup>3</sup>. The subject of this study is Seattle employees and employer as defined by The Seattle Office of Labor Standards.

"Employee" is an individual employed by an employer under RCW 49.46.010. Under 49.12.470., "Employer" includes any individual, partnership, association, corporation, business trust, or any person or group of persons acting directly or indirectly in the interest of an employer in relation to an employee. In the third week of August 2019, the survey conducted in which a randomly selected restaurant industry employees or employers who own their restaurants in Seattle. The researcher chose the convenience sample of restaurants workers subjects of this anonymous survey.

For this study, the researcher provided a web address, QR code, or hard copy depending on their preference. Initially, the researcher will ask the employee inside the restaurant to participate in the survey. If they are comfortable to fill out in the restaurant, they can do either hard copy version of the survey.

If they did not feel comfortable being watched by other employees, their employer or manager, they were able to do their survey outside of the restaurant, during the break, or after work. Participants do not require to put their email address when they do the survey. There were no costs to participate in the study. The information participants provided discussed the

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<sup>3</sup> The online survey is available here: <https://www.surveymonkey.com/r/SMWOWSK>. However, most of the surveys were done by hard copies.

importance of understanding employers' and employees' responses to a higher minimum wage. The results of this survey consider how the Seattle minimum wage has changed restaurant tipping policies. Moreover, the results discussed the variety of ways employers have responded and how their employees feel about those changes.

The data of this study explored restaurants in four different two blocks significant Seattle areas where have different neighborhoods or characteristics. The first survey was conducted in a neighborhood where a large gay and lesbian and artist community is located. This place has the most prominent gay bars, bars, café, brunch restaurant, and indie shops. The second survey location was in a waterfront neighborhood where trendy restaurants, breweries, bars thrive. This location is well-known as Scandinavian's root. Third place is one of the oldest neighborhoods in Seattle and the main line of railroad and railway. This neighborhood has a high density of industrial complexes. Lastly, this survey was taken at one of the oldest public market as known as the place of business for small farmers, craft artists, and merchants.

The questionnaires were required to take about approximate 10 to 15 minutes to complete through the online or in person. The survey was not required to answer name, age, gender, race, and the exact name of the subjects' workplace, which are possibly related to their privacy. Participants who were employers were required to answer how many Seattle employees they have, if their employees receive the tips in addition to their wage, how much they know about the new Seattle minimum wage ordinance, and willingness to pay either the higher minimum wage \$15 or \$12.00 +tips or \$3 of medical benefits to your employees. The survey also asked if they checked on the DOL website to find about tipping policy and easily to find the information, if they have tip pooling in their restaurants, if they change their service, if the Seattle minimum

wage ordinance has changed their tipping policy since its inception, and how the new Seattle minimum wage ordinance changes restaurant service. For employees, they were obligated to answer if they are tipped wage workers, if they are a full-time or part-time employee, hours of work in a week, approximated tips per hour, if their restaurant has tipping policy, if increasing the tipped wage help you, improves your life quality or impact on hourly compensation. Lastly, employees were needed to answer if the new minimum wage ordinance affects your family well-being.

## **Results**

Responses were received from 23 restaurant employers and 62 minimum tipped waged employees in Seattle. 63 respondents participated paper survey and 22 respondents participated online survey. There was higher response rate on qualitative questions while there were less than half response rate on quantitative questions.

### **1. Results from Employer Survey Respondents:**

Twenty-three employers are the small employers had less than 500 employees as defined by the Minimum Wage Ordinance; 100% report having less than 500 employees.

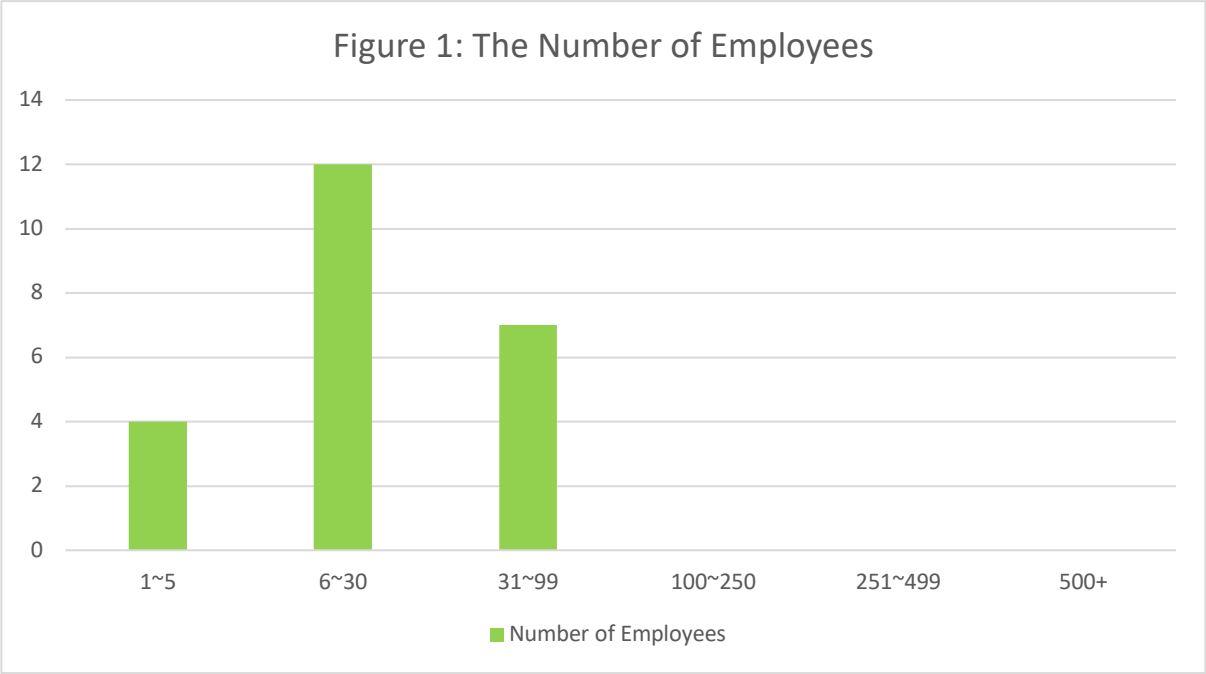


Figure 1 shows that the number of employees who work for responding restaurants owners. Respondents reflect that most owners are small employers. Among them, twenty respondents reported that their employees receive tips, while three employees do not take tips.

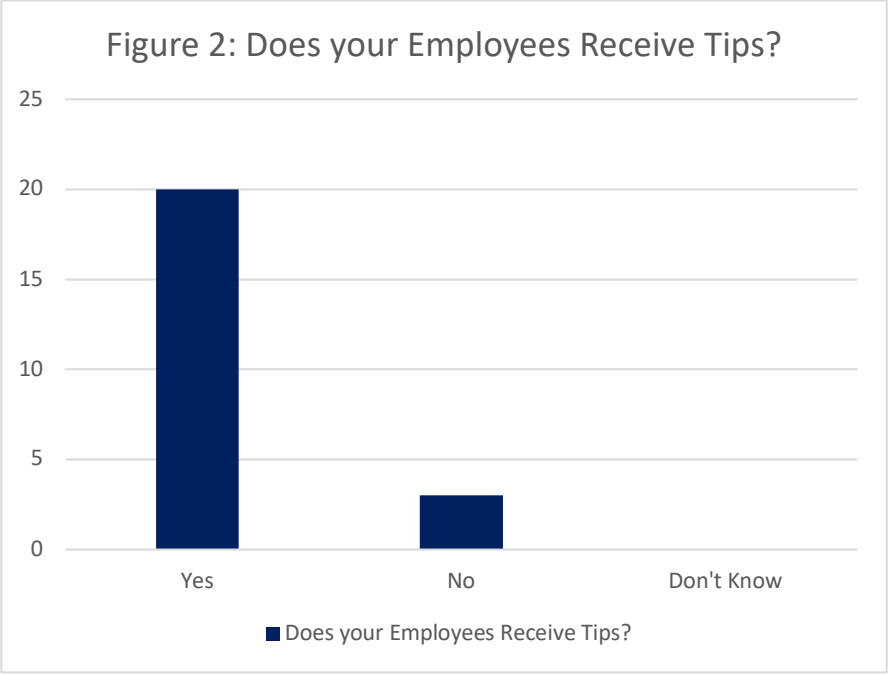
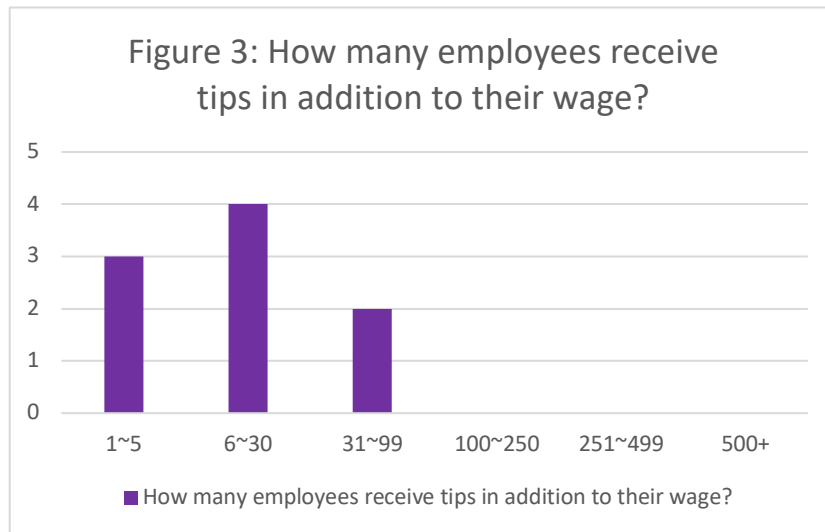


Figure 2 shows that plentiful responding employers still allow to the employees receive tips.

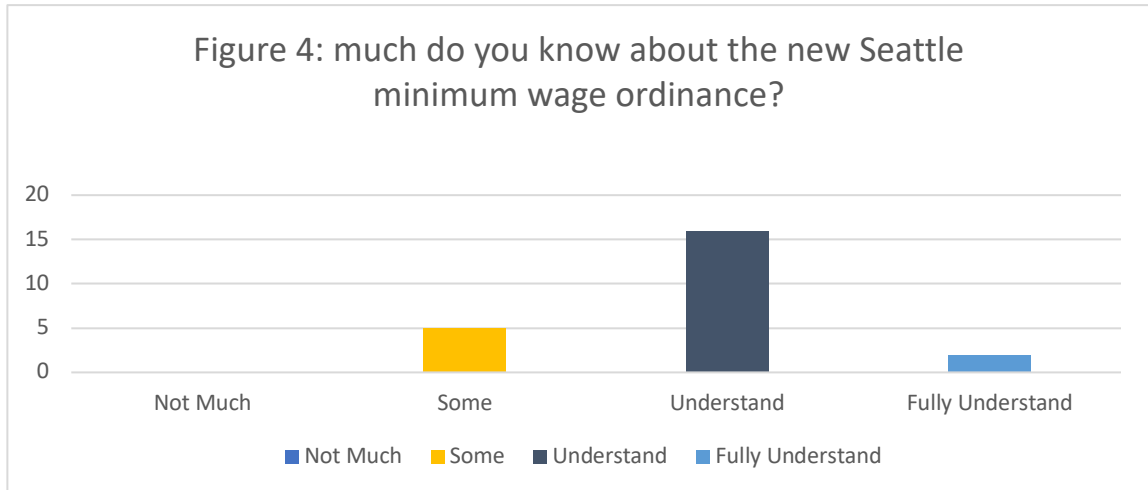
**The respondents reported many employees receive tips in addition to their wage (23 responses).**



**Employers have a solid knowledge of the new Seattle Minimum Wage Ordinance (23 responses).** The survey asked employers if they know about the Seattle Minimum Wage Ordinance, which took effect on April 1<sup>st</sup>, 2015. While there were five employers, 23%, have some knowledge about the new Seattle minimum wage ordinance, 87% of employers either understand or fully understand about the new Seattle minimum wage ordinance<sup>4</sup> .

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<sup>4</sup> 16 employers responded as “understand,” and two employers answered as “fully understand.”



**Employers prefer to keep their tipping policy (14 responses, 9 skipped).** The survey asked employers about the preference to pay the higher minimum wage \$15 or \$12.00 +tips or \$3 of medical benefits to your employees. The big shared survey employers, twelve, replied that they wanted to keep their tipping policy. Mostly, they had tip pooling, and employees shared their tips equally. Even though most of the employers had tipped wage employees, the two employers were willing to pay \$15 of the minimum wage instead of \$12.00 with tips or \$3 of medical benefits. The common reason was that there were various problems and complains about their tipping policy.

**Most employers checked on the DOL website to find about tipping policy (8 responses, 15 skipped).** The survey asked employers if they had ever checked on the DOL website to find about tipping policy and easily to find the information. Six employers mentioned that they checked on the DOL website to find about tipping policy, but it is hard to find the information. Among the responses, the tipping policy information was hard to find on the website. However,

two employers mentioned that get the information from the lawyer or website. One of the employers said, “I wish they have an outline for tipping policy.”

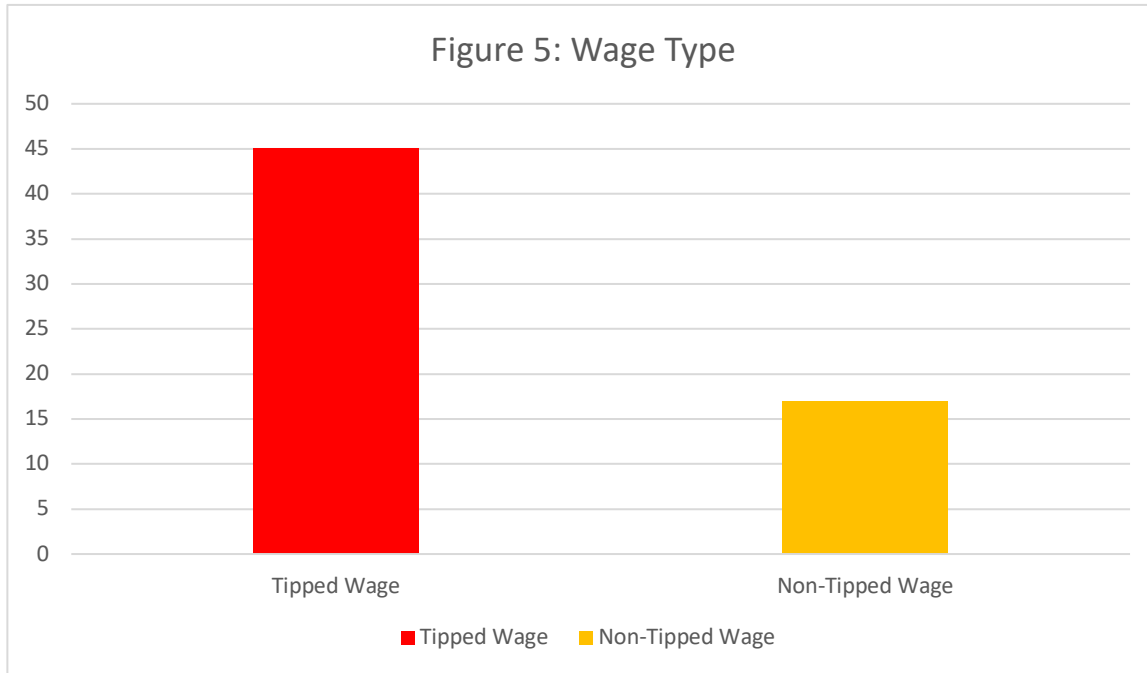
**Most of the employers let their restaurant pool tips (20 responses, 3 skipped).** The survey was asked employers if restaurant pool tips. Eighteen employers replied that their restaurant pool tips, but there were two employers reported that they had implemented a service charge.

**Most employers maintained their service as before (11 responses, 12 skipped).** The majority responding employers, eight, did not change restaurant services; however, two employers changed their restaurant service to counter service to reduce the number of employees. Three employers mentioned that they are faced a huge number of employees turnover due to low tips, one employer mentioned that they increased the price of the food around

**There were some changes in their restaurant service (10 responses, 13 skipped).** The survey asked the employer how the new Seattle minimum wage ordinance changed restaurant service. Employers raised their food price. Seven employers wanted to keep their kitchen staffs; therefore, most of the employers wanted to do tip pooling. Three employers said that their servers do not want to share their tips with kitchen staffs so that they changed their tipping policy as tip pooling system.

## **2. Results from Employee Survey Respondents:**

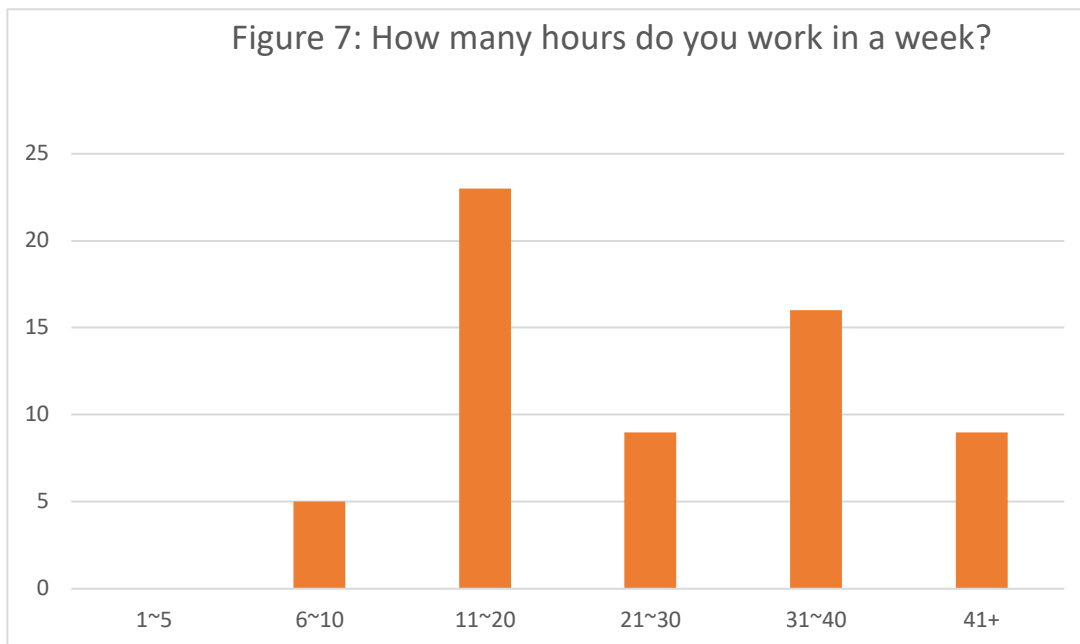
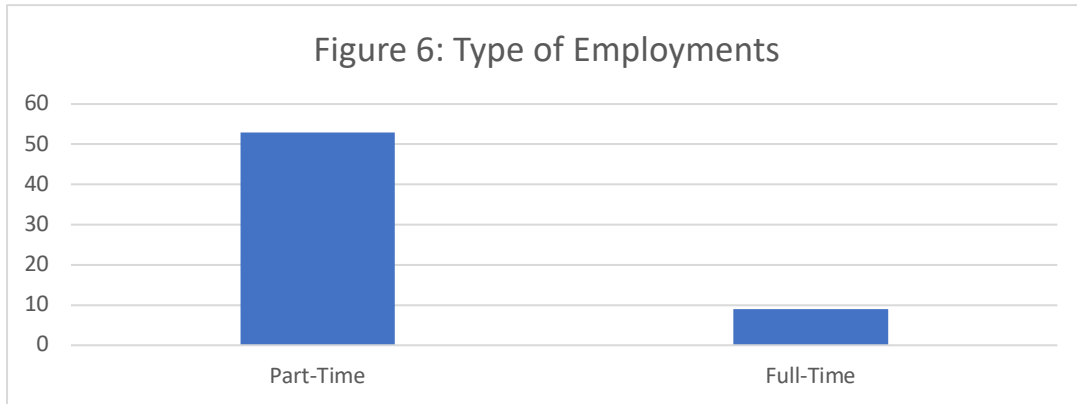
**Most employees are receiving tips (62 responses, 0 skipped).** Forty-five responding employees, 72.6%, report that they are receiving tips while seventeen participants, 27.4% are not receiving tips.



**Fifty-three respondents, 86.5%, are part-time job employees. There are nine full-time employees, 14.5%<sup>5</sup>(62 responses, 0 skipped).** Most part-time employees worked 11 to 20 hours or 31 to 40 hours in a week.

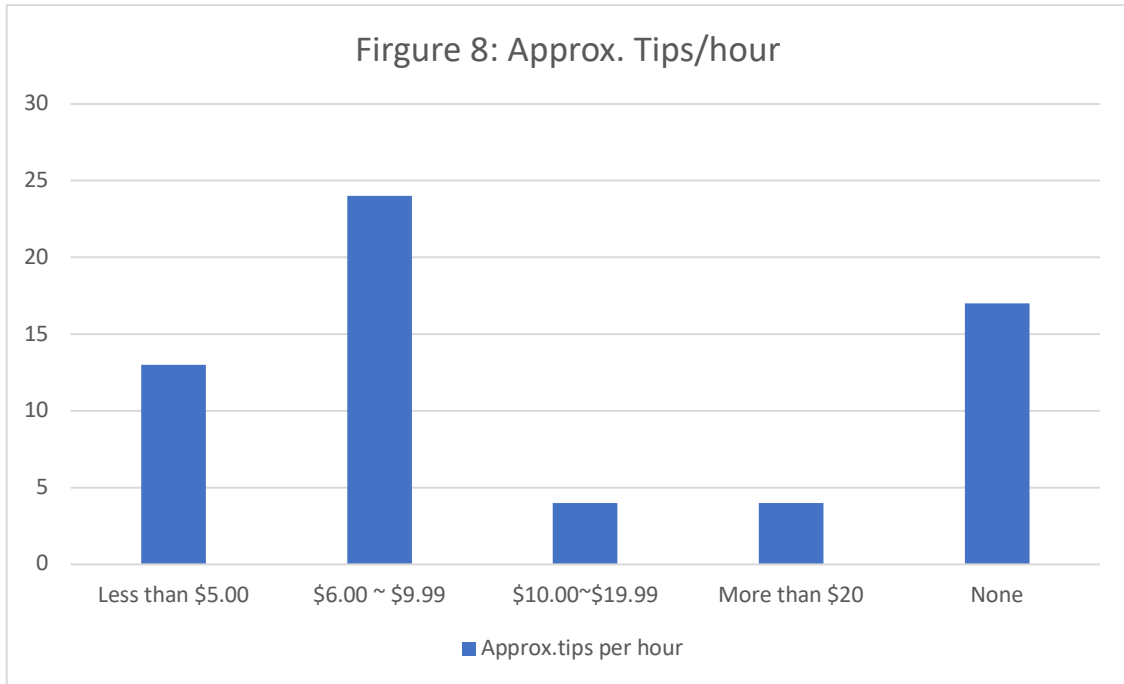
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<sup>5</sup> There were 53 part-time employees and nine full-time employees.



**Employees earned mainly \$5 to \$9.99 of tips per hours.**

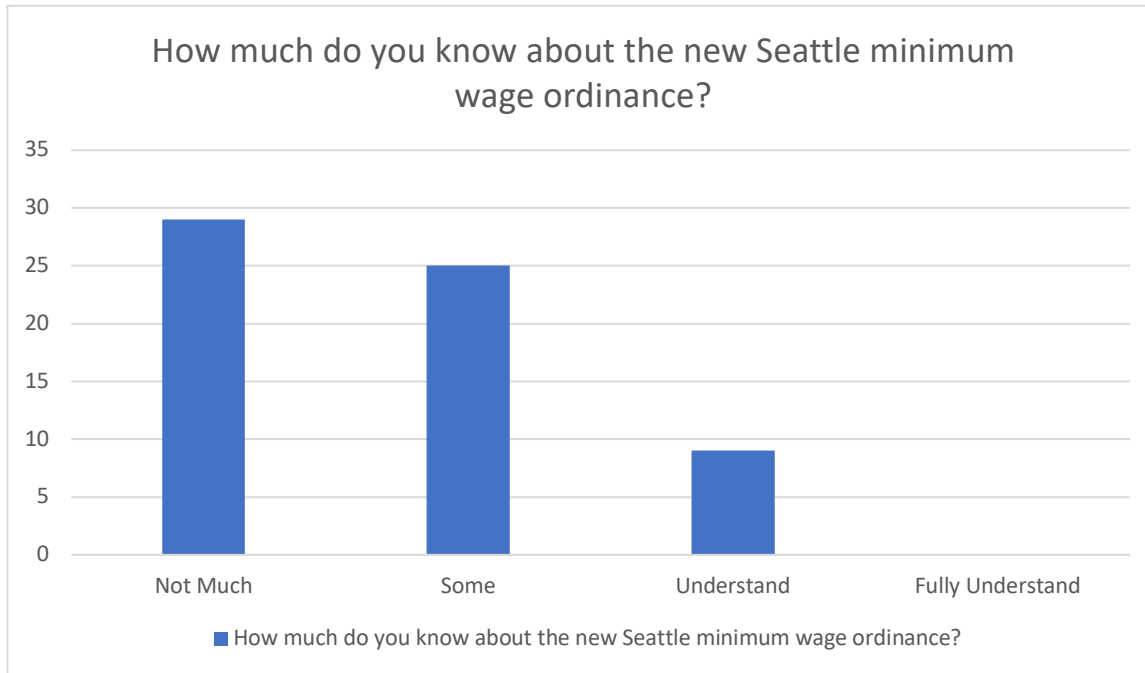
Participants who are tipped workers generally earn between \$5 to \$9.99 of tips per hour. There are few employees do not get the tips. As a result, tipped waged employees make more than the minimum wage of \$15 per hour.



**Employees have less knowledge about the new Seattle minimum wage ordinance.**

The survey asked employees how much they know about the new Seattle minimum wage ordinance. Compared with employers, a large group of employees, 89%, had limited knowledge of the new Seattle minimum wage ordinance. Especially, nearly half of the participants answered

that had vague knowledge.



**Many of the restaurant have tip pooling system as before (23 responses, 40 skipped).**

The survey asked if they have tip pooling system. 22 employers responded that they have tip pooling system. One employee said, “My restaurant has a tip pooling system. People get tips equally at the end of the pay roll.” Only a few employees need to report their tips and share certain percentages with kitchen staff, bartender or chef. For instance, one of the employees answered, “Servers takes 70% of what they earn, and 30% goes to kitchen staffs.” Four employees who work as servers report that they do not share their tips. One of the employees said, “Yes, (we do not have tip pooling system, but) we do have a 10% of service charger.”

**Increased tipped-wage helps employees and their life quality (13 responses, 49 skipped).**

The survey asked employees if increased tipped-wage help. Many of their answers affirmed increased tipped-wage does help, and it brings positive morale at work. However, many of them thought that tip is how they gave the quality of service. The survey also questioned if the new Seattle Minimum Wage Ordinance improved their life quality. The majority, 82%, confirmed that new Seattle minimum wage ordinance help to pay their bills. However, 28% of employees state that new Seattle minimum wage ordinance did not improve their life quality since their working hours has been decreased so that they need to get another job to fulfill their bills.

However, most of responses contains negative answers about life quality due to higher apartment payments, getting their second job, and afford their tuition although most of responding part-time employees state that their hourly compensation has been increased. Most of part time employees' working hours has been reduced so that their pay check remains similar or lower than before the Minimum Wage Ordinance. Due to that reason, the Minimum Wage Ordinance affect their family well-being. Some respondents show pressure to taking care of their children or partners.

**Most of the employees responded that their employers encourage tips (22 responses, 40 skipped)**

The most common words in 20 employees showed on the answer was that their employers provide tip jars or providing tip percentage before customer pay for their food.

**The new minimum wage ordinance somewhat helps their family well-being (5 responses, 57 skipped).**

The survey questioned, “How does the new minimum wage ordinance affect your family well-being?” to employees. They often answer were that employees had extra money to not rely on their parents. Also, they have extra money to support their family.

## **Discussion and Conclusions**

In Seattle, there is a significant drive to increase the tipped minimum wage requirement for tipped employees. The goal of this study is to understand tipped wage employees’ life and their employers’ solution against after implementation of the new Seattle Minimum Wage Ordinance at restaurants or franchise restaurants. This article hypothesizes that Seattle’s higher minimum wage has changed restaurant tipping policies, and it results in different perspective between employees and employers. This article discusses the importance of understanding employers’ and employees’ responses to a higher minimum wage. Moreover, this article surveys whether raising how the Seattle minimum wage has changed restaurant tipping policies. Besides, this article discussed the variety of ways employers have responded and how their employees feel about those changes.

The data used in this study is the anonymous survey that contains several quantitative and qualitative questions via online and paper. The platform of the online survey is Survey Monkey. Interviewees are anonymous and selected randomly among restaurant employers or employees. Seattle ranks on fifth the reason to choose subjects in restaurant industry. The interviewees will need to be answered survey questions without any private information. For finding subjects, visiting the restaurants in Seattle and asking employers or employees for taking survey papers in person was the main procedure of the anonymous survey. There were 23

restaurant employers and 62 employees. The data of this study explored restaurants in some significant Seattle areas where have different neighborhoods or characteristics. This study especially chose the subjects in restaurant industry. Many restaurant jobs have flexibility that people can start and leave the job whenever they want. The restaurant jobs usually do not have any preference that anyone can work. Moreover, many people consider their job at the restaurant because it would be the temporary solution until people find a better job, graduate from their school, or to pay their bills.

From the survey, this study found that many employees receive tips in addition to their wage. Employers have a solid knowledge of the new Seattle Minimum Wage Ordinance, while employees have less knowledge about the new Seattle minimum wage ordinance. There were few changes in their restaurant service. Employers changed to counter service to reduce working hours of their employees. This study also discovered that employees earned generally \$5 to \$9.99 per hours. In addition, increased tipped-wage helps employees and their life quality and family well-being. Most of the employees responded that their employers encourage tips. Many of the restaurant still have tip pooling system.

Due to the limitation of the time, only 23 employees and 62 employers participated in the survey. Therefore, the results of the study may hard to represent the whole restaurant employers or employees in Seattle. One of the challenges was privacy concerns when participants fill out surveys in the restaurant. Some of the employees are uncomfortable filling out the study with their employer or manager close by. The anonymous survey will not collect information that can cause privacy concerns, such as the participants' name, gender, race, workplace, address, phone number, or email. Thus, some of the employees tried to complete the survey during the break or

after work. Most of the participants participated paper survey in the study, whereas 23 participants did an online survey. there were low participant rates on quantitative solutions. Getting a flat rate of the answer will be a challenge to analyze data information from subjects. To avoid this, giving them several choices of examples would be helpful to get a higher response rate. If the future study would like to do an online survey, most online survey platforms let researcher allow to choose whether participant skips the questions or mandatory to answer the question. Some of the participants had trouble with the online survey, for example, some participant accidentally turned off their website, but they could not finish their survey since the online survey only allowed to participate once with the same IP address. Since it was the anonymous survey, it was hard to separately identify job position, gender, age, family size, and so on. Therefore, it remains homework for future research is needed to improve. In figure 8, the lowest tips per hour set as less than \$5. It might bring the confusion because it possibly means employees might receive less than minimum wage. However, this should have set up the scale as \$3 to \$5 to avoid the issue.

Furthermore, this study confronts the lack of deep information due to the limitation of the timeline. This convenience samples only represent restaurant employer and tipped restaurant employees. Another area for the research would find the service charge or employee concerns at big franchise restaurants. For example, the big franchise restaurants might have a service charge, so there are some possibilities to give tips on the top of the service charge. There is fruitful space for further research that would focus on cutting back tips from the customer because the price of the goods might increase. There were many young people who participated our survey. If it was fully representative, there might be significant different than this study depending on living

situation they have. For example, some of them lives with parents who do not require to pay their rent. The study involved a convenience sample and must be regarded as pilot. To reach more scientifically conclusive results, it is necessary to set up the different locations. For instance, Pike Place market is a popular tourist destination. Thus, tourism might generate more tips than less tourism neighborhood. Moreover, there are some upscale restaurants in Seattle. It would be interesting if future research compares tipped wage employees in a fast-food restaurant and upscale restaurants in Seattle. Customers might leave more tips in upscale restaurant than fast-food restaurant.

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## Appendices

### Appendix A – Consent Form

How does the higher minimum wage impact on restaurant's tipping policy in Seattle and looking for different employers and employees' perspectives?

You are being invited to participate in a research study to understand different perspectives on tipping policy between employees and employers after the implement of new minimum wage law. This study is being conducted by Wyatt Wansoo Kim, from the Master of the Policy Study at University of Washington Bothell. This study is being conducted as part of a graduate student project.

There are no known risks if you decide to participate in this research study. There are no costs to you for participating in the study. This study will not contain participants private information. The information you provide will discuss about the importance of understanding employers' and employees' responses to higher minimum wage. The result of this survey examines whether raising how the Seattle minimum wage has changed restaurant tipping policies. Moreover, the results will discuss the variety of ways employers have responded and how their employees feel about those changes. The data of this study explores restaurants in some significant Seattle areas where have different neighborhoods or characteristics.

The questionnaire will take about *approximate 10 to 15 minutes* to complete. The information collected may not benefit you directly, but the information learned in this study should provide more general benefits.

This survey is **anonymous**. Please, do **not** write your name on the survey. No one will be able to identify you or your answers, and no one will know whether or not you participated in the study. Researcher, My capstone professor, Dan Jacoby, and the Institutional Review Board may inspect these records. Should the data be published, no individual information will be disclosed.

Your participation in this study is voluntary. By completing, you are voluntarily agreeing to participate. You are free to decline to answer any particular question you do not wish to answer for any reason.

If you have any questions about the study, please contact Wyatt Wansoo Kim, [kimws050@uw.edu](mailto:kimws050@uw.edu) , 425-248-7822.

University of Washington Institutional Review Board has reviewed my request to conduct this project. If you have any concerns about your rights in this study, please contact University of Washington IRB. Call the front desk at 206.543.0098, or email [hsdinfo@uw.edu](mailto:hsdinfo@uw.edu).

## Appendix B – Survey Questions and significant Answers

<For Employers>

### 1. How many Seattle employees do you have?

- a. 1-5
- b. 6-30
- c. 31-99
- d. 100-250
- e. 251-499
- f. 500 +

### 2. Do your Seattle employees receive a tip?

- a. Yes (
- b. No
- c. Don't know

### 3. How many employees receive tips in addition to their wage?

- a. 1-5
- b. 6-30
- c. 31-99
- d. 100-250
- e. 251-499
- f. 500 +

### 4. How much do you know about the new Seattle minimum wage ordinance?

- a. Not much (0)
- b. Some (5)
- c. Understand (16)
- d. Fully Understand (2)

### 5. Would you prefer to pay the higher minimum wage \$15 or \$12.00 +tips or \$3 of medical benefits to your employees? Why?

“

- 6. Have you ever checked on the DOL website to find about tipping policy and easily to find the information?**
  
- 7. Do your restaurant pool tips? or Does your restaurant have a Service charge?**
  
- 8. Has the Seattle minimum wage ordinance changed your tipping policy since its inception? Can you please describe those changes?**
  
  
- 9. How does the new Seattle minimum wage ordinance change restaurant service?**

<For employees>

- 1. Are you a tipped wage worker?**
  
- 2. Are you a full-time employee or part-time employee?**
  
- 3. How many hours do you work in a week?**
  - a. 1-5 hours
  - b. 6-10 hours
  - c. 11-20 hours
  - d. 21-30 hours
  - e. 31-40 hours
  - f. More than 40 hours
  
- 4. Approximately, how much do you make your tips per hour?**
  - a. None
  - b. Less than \$5
  - c. \$5 - \$9.99

- d. \$9.99 - \$20.99
- e. More than \$21.00

**5. Does your restaurant have any tip policy?**

- 5-1. Does your employer discourage tips?
- 5-2. Does your restaurant do the tip pooling? Please, explain with details.
- 5-3. Does your restaurant have a service charge?
- 5-4. Does your restaurant have any other tip policy other than the above?

**6. Does increasing the tipped wage help you? Do you think that new Seattle minimum wage ordinance improves your life quality? Do you think that a higher minimum wage impact on hourly compensation? or working hours? and how?**

**7. How does the new minimum wage ordinance affect your family well-being?**