This is to certify that this is a true and accurate copy of the minutes of the first meeting of the First Restaurant Wage Board held on November 28, 1949.

[Signature]
Notary Public

[Signature]
Stenographer
April 24, 1950
The first meeting of the First Restaurant Wage Board was held on Monday, November 28, 1949, in the Conference Room, 92 Farmington Avenue, Hartford, at 2:00 P.M.

The following were present:

Representing the Public:

Dr. Millicent Pond

Dr. W. Harrison Carter

Representing the Employers:

Mr. Nick Conti

Mr. Edward Fitzgerald

Mr. William Sledjeski

Representing the Employees:

Mrs. Mae E. Harrison

Mr. Neil Celia

Mr. Peter G. Lallos

Representing the Labor Department:

Commissioner John J. Egan

Deputy Commissioner William G. Ennis

Mr. Lawrence Carni

Mr. Jesse Baldwin

Dr. Russell J. Clinchy, representing the public, was unable to be present.

The meeting was called to order by Commissioner Egan at 2:00 P.M.
COMMISSIONER EGAN: Ladies and gentlemen, I want to thank each one of you personally for having accepted the appointment to serve on this board. I think it is a very important board myself and I think you will be able to have done the State a real service by the time you have completed your task. I presume that I ought to read off the names here of the members of this board and then we should proceed, I think, to give the oath and then after that I think you should elect your chairman of the board and then we will carry on the business that is necessary.

(At this point, the Commissioner introduced the various members of the board.)

Dr. Willicent Pond has had wide experience, first as a teacher, then as a chemist in a chemical plant in Pennsylvania, later as head of the women's employment division in a large munitions plant. For a number of years, she was employment supervisor at the Scoville Mfg. Company in Waterbury. During the war, Dr. Pond worked in Washington as planning and placement analyst in the War Department.

Dr. W. Harrison Carter received a Bachelor of Arts degree in economics from Amherst College and a Master of Arts degree in economics from Harvard University. He also received a Ph.D. degree from Harvard University. He is well versed on the subject of economics, having instructed Brown University and the University of Connecticut where he is presently professor and head of the Department of Economics.

Dr. Russell J. Clinchy, who has had considerable experience during the war with the United States Conciliation Service, is presently connected with the Center Church House in Hartford. He has also acted as an arbitrator very recently on the Western Union Telegraph Company.

I am sure that these members, all representing the public, are outstanding and I certainly am happy that we have been able to select such a good panel of public members.
Mr. Edward Fitzgerald's training began in the field of law which he practiced for four years in the State of New York prior to his interest in the restaurant business. However, for the past sixteen years, he has been associated with Fitzgerald's Restaurant in New Haven as owner and manager. At one time, he was the chairman of the liquor group in New Haven and has been vice president of the New Haven Restaurant & Hotel Owner's Association. His background has given him considerable experience in the restaurant industry.

Mr. Nick Conti has been owner and manager of Rapp's Restaurant in Shelton since 1940. However, before becoming owner of this establishment, he was associated with it as an employee during the previous ten years which has given him considerable experience in the restaurant field.

Mr. William Sledjeski has been associated with the restaurant industry since 1925 and for the last fifteen years has been the proprietor of his own business. Mr. Sledjeski has been interested in various organizations dealing with the restaurant business for some time and is at present vice president of the Eastern Connecticut Restaurant Association, taking an active part in its legislative activities.

I am sure that our selection of the employer member has been a good one.

Mrs. Mae E. Harrison began her work in the restaurant line thirty-two years ago. She has had varied experience as a waitress and hostess in several leading restaurants both in New York and Connecticut.

Mr. Neil Celia is presently business manager of Local 494, Hotel & Restaurant Employees' Association in New Haven. He has had considerable experience both as a waiter and also business agent of the Hotel & Restaurant Employees' Union since 1926.

Mr. Peter G. Lallos is both vice president of the Connecticut Federation of Labor and financial secretary of Local 159, Hotel & Restaurant Employees' Association in Meriden. He has been connected with the restaurant business for a good many years both as union representative for employees engaged in this industry and as an employee in the restaurant field himself.

We have certainly made a wise choice in the selection of our employee members.
I believe the next order of business is the oath. Will you repeat this oath after me, repeating your name when I say "I".

(The oath of office is administered to the Board.)

I think the first order of business should be the selection of the chairman or chairlady for the group. It is generally customary to select a public member.

DR. FOWD: I nominate Dr. Carter.

(A motion was made and seconded that Dr. Carter be elected as chairman of the restaurant wage board.)

(The motion was carried and Dr. Carter was duly elected chairman of the restaurant wage board.)

COMMISSIONER EGAN: I suppose the first thing in order is to congratulate you as chairman. I have a few words to say, pertaining to your industry and the work before you to perform. For some several years, there has been some agitation for the appointment of a restaurant industry minimum and this Department has been pretty well cramped as far as personnel is concerned and we had hoped we would be able to secure sufficient personnel to write a number of wage orders in the Department but for some reason the Legislature did not see fit to give us the money.

We have made a cost of living survey and we have made a survey of the industry and we came up with the results that we felt that it was our duty to appoint a board to establish a minimum wage in this industry.

So far this industry is much different from any other industry for which we have established a wage board and a minimum wage. None of the other industries are identifiable with tipping as much as the restaurant industry and the question has been often emphasized as to whether we are endeavoring to establish minimum rates of wages or whether we are to establish minimum incomes for our people. Since announcing the wage board, I have had a number of protests from
the hotel industry, in particular, and the Governor has had a protest from the industry that we did not select a hotel man or men on the wage board to represent the employers and my answer has been that we did not intend to establish a minimum wage board for the purpose of establishing minimum wages in the hotel industry except in the restaurant industry or industries and that is our recommendation because I feel that the people who are employed in hotels are in a different category than those employed in restaurants and we might be able to avoid considerable difficulty if we took them separately rather than try to establish wages for a lot of salaried people who are employed in hotels and receive in addition to their salaries room and meals. I think, perhaps, that I have satisfied some of the hotel owners.

(Mr. William Sledjeski, employer representative, appeared at the meeting.)

It was not so difficult to set a minimum wage for the laundry industry or for the dry cleaning industry or for the mercantile industry. There was some difficulty to establish the wages for the hairdressing industry and that is because of the fact that there are commissions. However, you are not confronted with that but you are confronted with what might be called another evil which might be tipping, if it can be called that. In the hairdressing industry, after they had written the order I had to reject the order and send it back to them for corrections because when they established the overtime rates, they established the same overtime rates for a person who was a $23.00 a week person as they did for the person who was getting $28.00 a week and the employers vigorously protested that and I think there was some justification and the board made a correction to the satisfaction of the employers as well as the employees of the industry. We had in the hairdressing industry a $.70 an hour minimum to any
of those paid on a salary basis. One of the difficulties which you have is that there are people who are working on a salary basis for so many hours per week and also those who are working on a daily basis. You will find some working by the hour so that you will have a difficult problem. I personally don't think that you can establish as high a rate for persons working on a salary basis for the week as for persons who are working on a daily basis. That is one of the things that your board will have to take into consideration.

You have such a wide variety in the restaurant industry such as where you have a person who is working in a diner and one who is working in a high class road house. You also have those persons who work in some of the cheaper types of restaurants where there is very little remuneration other than wages. You will have to take that into consideration. I have always labored under the impression that minimum wages were established for persons who are eligible to receive wages in the lowest paid industry. In other words, as I have said to the Governor and to the Legislature, there are boys and girls going to school and getting out of school. Employment has to be provided these citizens. It is our duty to see that these people in the United States can be proud of their wage. Also, it is our duty to see that their wage is high enough to support their wives and children.

The person who is important is the person who is just starting out in life and his ability to earn a livelihood is important. To my way of thinking, we are going to do the people of our State a great injustice if we exempt those who are sixteen and eighteen years of age. I said that if that was done, we would be bringing on another evil and that would be that many employers would be hiring older persons with experience and not the eighteen year elders. I said that if we still stick to what we had started out with, we would not set a minimum wage too high that it would be
oppressive to hire that person. That has been the history of labor in this
country. The person who is just starting in the job starts at a lower
rate than the person who has been in the job for a number of years and has
acquired a great deal of skill. That person would get quite a bit more.

I hope that you people will try to arrive at a fair and just
minimum. I would like to see Connecticut again lead in establishing a
sound, fair and workable minimum wage order for the restaurant industry
and I find that the orders which we have issued to date are looked upon by
other states in this country as very excellent wage orders as patterns for
them to follow. Just because some other state has written a certain type
of wage order does not necessitate that we should follow their course by
any means if we think there is something better than that. The eyes of
the people of this State are focused as to what we will do and I heard one
of the important gentlemen of this State say that the hotel industry would
be out of business in six months in Connecticut if a wage order was put
into effect, affecting the hotels on any such basis as $.75 an hour. I
don't think minimum wage orders in this country have put any employer out
of business. I do think that we owe an obligation to our citizenry and
that Connecticut should see to it that if any oppressive wage is paid, we
should see to it that we correct the situation. There is such a thing as
an average wage and there is such a thing as an average low wage and if
we come near an average low wage, we will neither injure the employer
nor the business nor will we injure the public and we may benefit the
employees who have to work there. I wish you luck in your tough task.

DR. CARTER: It seems to me that there is one other problem
that comes in and that is the handling of those restaurants which you would
call a family restaurant where a man and wife and say three children are
working. You have quite a problem as to how such an establishment should be handled - whether they should be exempt. There is no wage listed in those cases for any of them as a matter of fact, in a family restaurant of that type. Well, this is a new experience for me and I guess for all of us and I think that the first thing is to get a general idea as to the procedure which is best to follow. First, we should come to some agreement as to meeting time for other meetings.

COMMISSIONER EAGAN: From our experience in the past -- I think Mr. Ennis, our Deputy Commissioner, has been identifiable with every wage order that has been written even those written while I was in the hospital, and we have Mr. Carni and Mr. Baldwin and you are free to call upon them for anything.

DEPUTY COMMISSIONER ENNIS: I don't think that there is anything important to say except that the Department has no intention of interfering with the deliberations of the wage board. In other words, that is your problem. However, we are here to be of assistance to you in any way that we can either in the accumulation or the interpretation of that data from whatever experience we have had.

In the past, after the wage board has organized after the first meeting, it has determined the subsequent meetings before the close of the meeting rather than at the beginning of such meeting as to date and sometimes there is homework.

I would suggest, however, that in order for everybody to become orientated with the problem before them and the data before them, you should have an interpretation of the cost of living survey made by the Minimum Wage Division and the Bureau of Labor Statistics.
MR. BALDWIN: I had in mind to have Mr. Carni explain how we conducted the survey and the results of the cost of living survey and the restaurant survey and to give them a brief outline.

At this point, the meeting was turned over to Mr. Carni who assisted in the preparation of the cost of living budget for single working women in Connecticut. He gave the board members a brief outline as to how the facts were obtained for the cost of living survey. He explained the bases for such a cost of living study.

Mr. Carni explained that originally the minimum wage laws affected only women and minors and in the past, the surveys reflected only the cost of living of single working women living away from home. In order to make a fair comparison with the present cost of living, it was deemed advisable to survey only the cost of living of a single working woman living away from home and it was felt that men could not maintain a decent standard of living on a lesser amount.

DR. CARTER: Mr. Carni, tell me, how did the general standard which was set up compare with the Bureau of Labor standards?

MR. CARNI: We followed it very closely. They have made these studies for individual persons and ours could be compared with their work.

DR. POND: Doesn't the Connecticut law state that the board shall determine the need for a minimum wage for males and females?

MR. CARNI: It is up to the Commissioner and his authorized representatives to determine just what is a fair and reasonable value for the services rendered.

In July of this year the Minimum Wage Division conducted a survey in the restaurant and eating and drinking occupations to find out just what the conditions are in regard to meals, wages, tipping, etc., and the results are in the folders which you have before you. You will notice
in the report that we have used the term "restaurant occupation" and not restaurant industry. We would like to look at it from the broader aspect. If you use the term "restaurant industry", you think only of restaurants. We think of it as eating and drinking. Your actual determination as to what is included in it is up to the board. For the purposes of the survey, we defined it as "occupation." We have gone into all establishments where there are eating and drinking occupations, whether it be a grill or night club, hotel or hot dog stand or a department store where there is a fountain or an industrial cafeteria with or without liquor.

DR. CARTER: What about catering?
MR. CARNI: Yes, we included that.

DR. CARTER: Are there any other questions on this material?

MR. SLEDJESKI: I am sorry that I was late to start off with.

(At this point, Mr. Baldwin introduced Mr. Sledjeski.) Is there anything in here pertaining to private clubs, such as any particular private club or organization that has food counters or food bars; that have banquets and diners and meals that employ chefs and waiters, waitresses and men that help to dispense the food who work on hourly rates? Is there anything in there pertaining to that?

MR. CARNI: Is that similar to something like the University Club or Hartford Club in Hartford?

MR. SLEDJESKI: Yes.
MR. CARNI: Yes, they were included.
MR. FITZGERALD: How about country clubs?
MR. CARNI: We did do summer resorts which would be similar to country clubs.
DR. CARTER: I wonder, I know it is in here, but I was just curious as to what percentage of the people were receiving wages below the average cost of living study?

MR. CARNI: I believe we took nineteen occupations, that is, we lumped all our workers into different types of work -- hostesses, headwaiters, waitresses, waiters, cashiers, countergirls, bus girls, cooks, bakers, chefs, dishwashers, kitchen help, etc., and as you will note in the cost of living survey, we found that $35.90 was the weekly minimum amount that a working girl needed to support herself. Of those nineteen occupations, six occupations had weekly rates above that and may I note that those occupations were the smallest groups, that is, those that employ the smallest number of people, such as, hostesses, cooks, chefs, bakers, etc. The thirteen other occupations had weekly wage rates below $35.90.

COMMISSIONER EGAN: One of the points that I think is important is the fact that the same yardstick was used in making the cost of living survey as was used in previous years. Therefore, the figures couldn't be challenged on the basis of lack of comparability.

MR. CARNI: Our first cost of living survey which was made in 1938 was followed up by the one made in 1941 and in 1946 and now in 1949. Our results would accordingly measure up to whatever price changes had occurred in the intervening years.

DR. CARTER: In general, what percentage of restaurant expenses are for food expenses?

MR. CONTI: 50% for food.

MR. FITZGERALD: I would say 55% for food.
MR. CONTI: A lot of food places operate on a smaller food cost such as during the war we operated on a 40-45% food cost.

DR. CARTER: Your labor cost would be 22-24%?

MR. FITZGERALD: That is right.

MR. SLEDJESKI: The survey that we made through our association depended upon the service that they gave. On the average, it was between 20 and 26% for the labor cost. However, your volume has dropped down which would increase the labor cost.

MR. BALDWIN: In the past, the wage boards have all had the sections read as to the purpose of the wage board, their authority and everything that can be done according to law, etc. Therefore, I would suggest that everyone understands just where they stand.

DR. CARTER: Are there any other questions that you want to ask Mr. Carni?

(At this point, Mr. Carni left the meeting.)

(Mr. Baldwin proceeded to read pages one, two, three and the upper page of four in the report which was submitted to the wage board.)

MR. FITZGERALD: In the case of waiters and waitresses, it is pretty general that waiters get more money than waitresses. Does that mean that they both must receive the same pay?

MR. BALDWIN: Under the equal pay law, I will read that section to you, you will have a better understanding of it --

"Section 600a. No employer shall discriminate in the amount of compensation paid to any employee solely on the basis of sex. The commissioner of labor and factory inspection shall investigate any complaint for violation and shall enforce the provisions of
this act. Any person who violates this act shall be fined not more than one hundred dollars. No action shall be brought or any prosecution instituted for any such violation unless within one year after the commission of the act complained of."

According to this law, no employer can discriminate in the amount of compensation solely on the basis of sex. Therefore, if they are performing the same type of work, they cannot discriminate because of sex.

MR. FITZGERALD: The question of skill would come into this. I think that Mr. Celia could explain the differential.

MR. CELIA: I think that what Mr. Fitzgerald is trying to bring out is that while the State law prohibited the employment of women after ten o’clock, men could work after that and because they could work longer hours, they received more money.

MR. BALDWIN: In setting up a wage order, we are not concerned too much about skill. We are primarily interested in seeing that a person receives at least a minimum wage.

DR. CARTER: On this matter relative to skill, I have assumed that from what you have said skill is not a factor in our deliberations here.

MR. BALDWIN: No. The only time that skill is considered is for a learner. That is the only time you could establish a different rate.

DR. CARTER: We could go on the assumption that one flat rate for the whole state would be appropriate.

MR. BALDWIN: Yes.

DR. POND: The question here about the setting of a minimum wage for women and minors or for males -- do I understand that the equal pay law really requires that if you set a minimum for women, you set it also for men?
MR. BALDWIN: I would interpret it that way. I would say yes.

DR. POND: I believe that there were some paragraphs in the Minimum Wage Law that have not been read this afternoon that have to do with the right of the board to decide whether or not to set a minimum wage for men.

MR. BALDWIN: I have had the complete law photostated on the copies in the report which you have before you now.

(A discussion then followed, in response to remarks made by Mr. Conti, relative to Sections 7349 and 7350 of the 1949 Revision of the General Statutes.)

DR. CARTER: If we are setting a minimum, it would be for the lowest wage and if men were expected to do something extra, wouldn't they be left to the ordinary bargaining power between employer and employee?

MR. CONTI: What would you say as the men doing something extra?

DR. CARTER: Such as men working after ten o'clock or doing extra work. I thought these problems are differentials above a minimum that are outside of our jurisdiction. We are just setting a minimum wage. I think that, getting back to one of the points that the Commissioner raised as to just what type of person, what type of skill, etc., my own feeling would be to set a rate below which you don't think anyone should fall. Then leave to your individual employer and employee through the normal bargaining processes the determining of your differentials which would take care of the one o'clock ruling, skills and any other factors which would come in.

MR. SLEDJESKI: How about places that stay open between one a.m. and six a.m.? They can only use men.
DEPUTY COMMISSIONER ENNIS: They can use women with permission.

If a restaurant employed three or four women and everything would be satisfactory to the Department, as far as transportation facilities, etc., then permission would be granted. On the other hand, if there are any conditions which the inspector found where such permission should not be allowed, then it would not be given.

MR. SLEDJESKI: A female could not conduct all types of businesses. I don’t see how a woman could work in a large or small dining car. Just assume that that person doing the short order work is a woman and she has to wait on customers. It would be quite a problem to have a woman take care of such a business. She would have to have means of getting back and forth.

DR. CARTER: I wonder whether that is relevant to our problem. My feeling would be that if working from one a.m. to six a.m. was of such a nature that people would not want to do it, that would normally result in a differential above the minimum and ordinary competitive forces would set that differential. If you had a large enough group to take care of one a.m. to six a.m., that is all right too. In other words, I don’t think it comes into the problem of the minimum.

DEPUTY COMMISSIONER ENNIS: I think you are right. I think the introduction of that thought is merely confusing the issue. In this survey, we did not bring out some of the deplorable conditions that exist in certain restaurants as far as pay is concerned throughout the State. There were conditions which existed two years ago which prompted us to feel that a board should assemble.

DR. CARTER: That then would raise one very important problem that we have to make a decision on some time and that is whether we want
to set just one floor for the industry or to try to go into the job
the
description analysis and set \( \alpha \) minima for cooks and bakers and other
kinds, short orders and other things of that sort. I have had feelings on
that and I wonder whether we should discuss that a little bit now. I have
this feeling that we should not arrive at any final decision today until we
had a chance to think them over further.

MR. CONTI: I think that there should be a separate minimum for
waiters and waitresses and persons receiving tips and a minimum set up
for kitchen help.

MR. CELLA: I know of a few cases where there is a low class
restaurant that submits a very powerful bill of fare and I know of some
chefs and cooks that are getting more than people working in a higher
class place.

DR. POND: That brings you back as to whether you find oppressive
wages. Our duty is to set a minimum wage where we think there are oppressive
wages.

MR. FITZGERALD: There should be a liveable wage. I don't think
any member of the board wants to see less than that in the industry that
we are in.

DR. CARTER: If we were to set one minimum wage as a floor and
disregarded tips in that, how much injustice would we do?

MR. SLEDJESKI: I think that is a very important point. There
are some places where girls work where they get $15.00 a week and their
tips won't amount to say $6.00 or $7.00 a week. A girl needs $35.00. On
the other hand, there are girls who receive a whole lot more in tips. In
the case where a girl receives $20.00 a week in tips, $15.00 in salary would
be adequate. I think that is what we are going to run into.
DR. CARTER: The restaurants in which the wage rates are most likely to be oppressive are likely to be restaurants in which tipping is negligible. That wouldn't always be true, though. You could get some of your very high class restaurants where the wages would be low and you would have tipping coming in. In terms of the minimum, there is at least a possibility where tipping would be almost non-existent; where the wages would be oppressive. Take for example in a diner. As a suggestion, I wonder whether tipping is anything that we should consider.

MR. SLEDJESKI: You have to consider that. Otherwise how are you going to arrive at their wages?

DR. CARTER: I think that we should set a minimum wage which is supposed to be such that you couldn't live below that. I think that if we are going to include tipping, we are going to go into the problem of classifying restaurants. The only possibility would be to set a minimum, and I think the minimum has to be set first as to what we think the person should receive.

MR. SLEDJESKI: I think that it is a little different if you give them service. In any restaurant, hotel, cafe or any type of food service where you give them table service, a customer leaves a tip. For a waiter or a waitress the tip is about the same outside of exceptions, such as a night club where the customers spend several hours sitting at that table going over their business problems or deals or just talking. For such table service, the customer usually leaves a larger tip. Naturally, when a person comes up to a counter, the girl isn't necessarily a waitress; her tips are very small. Location is an important factor. In a cafeteria, there is no tipping.

MR. FITZGERALD: That would be a matter of reclassification
in some instances.

DR. FORD: Girls or men come under this consideration, do they not? They are all in the restaurant industry?

DR. CARTER: Yes, that is right. There would be an exception where you have service you are most likely to get tips.

MR. FITZGERALD: That is right. I know of one place down near the railroad station in New Haven where the girls actually wait on tables and also do the necessary duties performed behind a counter as they take the food from the counter; also pour their own coffee, etc. For our purposes, I would say that they would actually be counter girls rather than waitresses.

MR. CONTI: In that particular case, like in our own restaurant, you have a counter girl who would also work on tables.

DR. CARTER: So that you don't have only one person who does all the work all the time.

MR. SLEDJESKI: The rate of pay for waitresses is different from the rates of pay for a counter girl or a fountain girl. A girl who works in back of a fountain or behind a counter would have to be given more than a waitress who might receive tips.

DR. CARTER: To what extent would the pay that they receive from the employer, exclusive of tips, fall below this $35.00 a week?

MR. CONTI: I think that some places would probably run to a third of that.

DR. CARTER: So that in most places their pay would consist mostly in tips. In that case, we would be doing an injustice to the employer and employee. It would mean a considerable increase.
MR. CELIA: On that question, there are those classes of restaurants where they have just table service and the tips there would run high. On the other hand, there is a different type of restaurant. Take for example a place where there are cute little booths and a counter and you go in for a cup of coffee and a sandwich.

DR. CARTER: It looks to me that if you are going to consider tips, that you would have to in some way classify restaurants.

MR. CELIA: We felt years ago that maybe some day we might be able to classify restaurants into several groups -- a restaurant hotel dining room in one classification and restaurants that have counters and little booths would be in another classification and the third, places such as diners, as another classification.

DR. CARTER: From what you have said about classifications, it would not be enough because in the first group there would be a terrific variation.

DR. FOND: I would think that you would get differentials in a place like the White Tower and Marshall's on Whitney Avenue in New Haven. You do eat quickly and leave but I imagine that the tipping is adequate.

MR. BALDWIN: We want to guarantee them a minimum wage each week. We want to guarantee that they will take home a certain guarantee each week.

DEPUTY COMMISSIONER EWNIS: I think you should take into consideratiion the difficulty of administration.

MR. CONTI: Is there any way of finding out whether any tips had been reported on the survey?
MR. BALDWIN: Yes. They are shown as a median by different types of occupations.

DR. CARTER: I think, as I remember it, we have set up several things that we have to give some thought to. The first thing is location. We don't necessarily have to set one for the whole State. It would be a lot easier if we could. Do we want to break it up by localities and then there is the problem of whether we should have one floor or whether we should set up a series of minima for different jobs, short order cooks, etc. Then tied in with that is the problem of tips and the classification of restaurants and jobs in terms of whether they have tables or not. Does that summarize, at least, the headaches which we have to go up against?

MR. BALDWIN: I can tell you now about the only breakdown which the other states have made is service and non-service. There is no difference between the types of occupation.

DEPUTY COMMISSIONER ENNIS: You have a sample of that in the Beauty Shop Wage Order -- one, two and three year operators and then porters and cleaners.

MR. BALDWIN: It is a little easier to administer that one. They have a license which would tell you just what category they fall in. In a restaurant you would have no way of determining that.

DR. FOND: I was thinking of asking you about tipping in the hairdressing industry and it occurred to me that there wouldn't be as nearly the wide variation that appeared in the restaurant industry as far as tipping is concerned.

DEPUTY COMMISSIONER ENNIS: There is a variation, maybe not so wide. In some hairdressing establishments tipping is pretty good but in
others tipping is not as good and others where tips are negligible.

DR. FORD: In a hairdressing establishment, the tips would not run as high as in a restaurant.

MR. FITZGERALD: The waiter and waitress are important as to whether the customer stays there long and his tips depend on that. I think that economic conditions affect tips to a great extent. During the war, 15% was not unusual. Today, not only checks have fallen down but also the amount of the tips. Those are things that we have to consider.

DEPUTY COMMISSIONER: We have to consider that once a wage order is written, establishing a minimum wage for a waiter and a waitress, the tendency for tipping is going to go down. Many people tip now because they feel that the waiter and waitress are not making too much money. On the other hand, if a minimum wage is established, many people will feel that they are getting enough money and not give them the same amount of tips.

In a high class restaurant, the tip might be the same. That condition will always remain.

DR. CARTER: I suppose one of the things that we have to consider in setting a minimum is not only a wage that is adequate for the individual but we also have to keep in mind general employment in the industry, the extent to which the industry is a healthy industry. Isn't it possible to set a minimum wage/standard that it will be adequate without tipping and leave tipping a differential which might be a benefit to the industry also.

It is just a thought there that without any question tipping is something that does irritate a lot of people and I wonder whether in writing an order, whether we want to crystallize tipping as an institution or maybe we don't want to give it official legal status. I would myself personally hate to
say that we were depending very largely on tipping as their means of remuneration.

MR. FITZGERALD: As a matter of fact, that is the big consideration for waiters and waitresses - their tips - and it always has been.

DR. CARTER: I am just raising the question as to just how far we should go in taking the matter of tips into consideration. I think that it is a delicate question both for the Department and the Commissioner because of general public reaction. It is my suggestion that if a waiter or waitress is rendering a good service, I think that is entirely separate from this matter of what should be the minimum below which a person cannot live decently so that even if we do consider tips, it would seem to me that a part of them is in this differential. Let us assume that $35.00 a week is needed and in certain types of establishments, the tips would run to $20.00. I would say the employer would have to pay more than $15.00. I would say that the minimum would have to be higher than that with a portion of the tips to be a differential because the waitress rendered particularly good service.

DEPUTY COMMISSIONER ENNIS: Would it be of any value to the Board if some of the members could take some wage like $.65, $.70 or $.75 per hour and just give an estimate as to the extent which that would increase your labor costs and consequently increase your price per meal. Just some reasonable estimate.

DR. CARTER: I think that would be an interesting thing.

DEPUTY COMMISSIONER ENNIS: Just estimate the extent to which, if that wage were applied, it would increase your labor costs and consequently the price of a meal that you are serving ordinarily. The only
purpose that it would serve would be to indicate whether you could arrive
at a point where you could say this is the wage.

MR. CONTI: You mean one minimum?

DEPUTY COMMISSIONER ENNIS: Yes, one minimum for your industry.

Say you're going to pay your kitchen help $0.70 or $0.75 an hour and you're
going to pay your waitresses $0.70 or $0.75 an hour and see how much it is
going to increase your labor costs.

MR. CONTI: I would say that it would increase it terrificly.

DR. POND: That would hike your prices 25%. You said your labor
costs were 25%. That would double it, wouldn't it?

MR. FITZGERALD: It would double your floor costs.

(At this point in the discussion, various examples were cited
where persons receiving small wages, received a great deal
of money in tips, which would increase the wage considerably.)

DEPUTY COMMISSIONER ENNIS: That also brings up the point as to
who in the industry would be hit the hardest, because there are employers
who are most generous employers in comparison with the less generous in
the industry. Generous employers won't be hit nearly as much as the ones
where the patrons contribute toward the gratuities.

DR. CARTER: I wonder how much longer we should continue or
whether we should take home our homework. I think we should adjourn the
meeting.

The meeting was adjourned at 4:20 P.M.

(After some discussion, it was decided to hold the next meeting
at 2:00 P.M., on Monday, December 5, 1949, at 32 Farmington Ave.,
Hartford.)

(Deputy Commissioner Ennis administered the oath of office to
Mr. Sledejeski who was not present when the meeting was officially
opened by the Commissioner.)