

SUPPORT ONE FAIR WAGE

End the Subminimum Wage for Tipped Workers in Illinois



PROBLEM

Tipped workers are paid a subminimum wage, creating unlivable conditions for restaurant workers.

- › Even after Illinois increased its minimum wage, Illinois tipped workers can be paid a subminimum wage that is less than the current minimum wage.
- › Historically and incorrectly called the 'tip credit', Illinois employers are legally allowed to pay tipped workers a subminimum wage that is 40% less than the full minimum wage.
- › This forces a workforce that is overwhelmingly women to suffer from the highest levels of economic instability and sexual harassment of any industry.
- › The pandemic has made this worse: tips went down, harassment went up, and millions of workers across the country left the industry. In Illinois, more than 27,000 workers moved on from the restaurant industry.



SOLUTION

Require all employers to pay tipped workers the full minimum wage before tips to support independent restaurants and ensure workers earn a fair wage.

	MINIMUM WAGE	TIPPED WAGE
Current	\$13.00	\$7.80
7/1/23	\$13.00	\$10.40
1/1/24	\$14.00	\$12.60
1/1/25	\$15.00	\$15.00

BACKGROUND

- › Hundreds of restaurants across Illinois have begun to pay a fair wage to attract workers.
- › The dozens of High Road Restaurants in Illinois advocate increased racial and gender equity through hiring, training, and promotional practices — and importantly, pay their workers fair wages!
- › This bill creates the Blue Star Restaurant Program for a restaurant that (1) has certified it does not take a tip credit; (2) has participated in the Equity Training; and (3) has not been found to have violated Illinois wage and hour law in the prior 3 years:
 - Being included in a list of Blue Star-certified restaurants on the Illinois Department of Labor's website; and
 - Receiving a certificate from the Illinois Department of Labor which can be posted in the restaurant.





American Federation of Labor

Arise

Chicago Alliance Against Sexual Exploitation

Chicago Foundation for Women

Chicago Women Take Action

Fight for \$15

Grassroots Collaborative

Heartland Alliance

High Road Restaurants

Illinois Coalition Against Sexual Harrassment

One Fair Wage

Palenque LSNA

Pride Action Tank

Service Employees International Union Illinois and Indiana

Shriver Center on Poverty Law

Survivors Know

Unaffiliated

Women Employed

Worker Center for Racial Justice

Young Invincibles

