

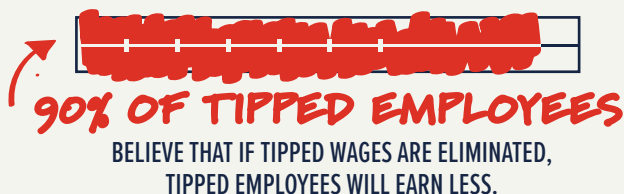
SERVERS SAY

VOTE NO

QUESTION

5

A RECENTLY COMPLETED SURVEY OF TIPPED EMPLOYEES FOUND **SIGNIFICANT OPPOSITION TO THE 'TIP POOLING BALLOT QUESTION'.**



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THE FACTS ARE SIMPLE:

Enacting this ballot initiative is anticipated to yield similar outcomes, **including job losses, lower employee wages, and a substantial increase in restaurant prices**, potentially exceeding 20%.

A CALIFORNIA-BASED ORGANIZATION HAS BEEN FLYING IN TO PUSH THIS BALLOT QUESTION.

Servers and bartenders are already mandated to **receive the state minimum wage** when combining tips with existing wages.

Most tipped employees already earn well above minimum wage and strongly oppose tip pools.

Experience has shown that other states that have tried implementing the proposed measure have resulted in **driving up menu prices and service fees**, ultimately hurting customers.

It has also resulted in decreased wages and the **loss of thousands of jobs** as some restaurants closed or downsized staff.

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