



## BLACKBIRD CAFE

# Notice to Customers

We have implemented a 12% 'House Fee' at Blackbird Cafe. The tip laws in Massachusetts state that tips cannot be shared with the whole restaurant team - including managers, shift leads, administration, or any kitchen staff - all of whom make huge contributions to provide exceptional customer service every day. These tip laws are designed to protect servers in traditional restaurants that make 'server pay' and who are dependent on tips to compensate this low rate.

At Blackbird Cafe, all of our employees are paid minimum wage and above. Because we maintain a higher standard of pay throughout our staff, these tips laws do not work for our business model and create inequity across our staff.

This 'House Fee' is NOT a tip, gratuity or service charge for waitstaff. This 'House Fee' will be used to support our staff not included in the tip share, administration, fund credit card processing and administrative fees. We believe that paying our staff well and allowing our full restaurant team to benefit from either tips or a 'House Fee' is a more reasonable and equitable way to support our staff.

Thank you to our customers for your understanding and support.

## THANK YOU FOR YOUR SUPPORT

