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F g o q p u v t c v k x g " q h " v j g " p g g f " v q " c r r n { " c " e t k v k e c n " I t c o u e k c p " v j g q t g v k e c n " n g p u " q h " j g i g o q p k e " o c u e w n k p k v { " v q " t g u g c t e j " q p " i g p f g t " k p " t g u v c w t c p v u " k u " v j g " n c t i g " d q f { " q h " k p s w k t { " v j c v " j c u " d g g p " w p f g t v c m g p " v q " c p c n { u g " i g p f g t " t q n g u " c p f " u g z w c n " g z r n q k v c v k q p " y k v j k p " u w e j " g u v c d n k u j o g p v u " * T c u o w u u q p . " 4 2 3 3 = " N g t w o . " 4 2 2 6 = " J c m n . " 3 ; ; 5 = " L q j p u q p . " 4 2 2 7 " " " "

g O u j p u o k L m n . " 3 ; " " "

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V j k u " v j g u k u " k u " u g r c t c v g f " k p v q " h q w t " e g p v t c n " e j c r v g t u 0 " " E j c r v g t " 4 " q w n k p g u " v j g " o g v j q f q n q i k e c n " c r r t q c e j g u " c r r n k g f " k p " c e e g u u k p i " c p f " c p c n { | k p i " v j g " f c v c " r t q f w e g f 0 " F g v c k n u " c t q w p f " v j g " o g v j q f u " q h " v j g " k p v g t x k g y " r t q e g u u " c p f " c r r n k e c v k q p " q h " v j g q t g v k e c n " c p c n { u k u " v j t q w i j " v j g " n g p u " q h " o c u e w n k p g " j g i g o q p { " c t g " g z r n c k p g f " k p " v j k u " u g e v k q p 0 " " E j c r v g t " 5 " k u " c " n k v g t c v w t g " t g x k g y " j k i j n k i j v k p i " v j g " j k u v q t k e c n " e q p v g z v " q h " i g p f g t g f " g o r n q { o g p v " c p f " n c d q w t " n g i k u n c v k q p " k p " E c p c f c . " r t q x k f k p i " c " h q w p f e v k q p " h t q o " y j k e j " v q " g z r n q t g " e q p v g o r q t c t { " u v c p f c t f u " k p " Q p v c t k q " c p f " w p f g t " v j g " Q p v c t k q " G o r n q { o g p v " U v c p f c t f u " C e v 0 " " V j k u " e j c r v g t " d g i k p u " d { " g z r n q t k p i " v j g " j k u v q t k e c n " e q p v g z v " q h " v j g " i g p f g t g f " u g i o g p v c v k q p " q h " n c d q w t . " h q n n q y g f " d { " c " f g v c k n g f " c p c n { u k u " q h " v j g " f g x g n q r o g p v " c p f " r t q e g u u k q p " q h " v j g " Q p v c t k q " G o r n q { o g p v " U v c p f c t f u " C e v 0 " H k p c m n { . " K " f k u e w u u " n k v g t c v w t g " c t q w p f " v j g " i g p f g t " t q n g u " c u u q e k e v g f " y k v j " y q o g p " k p " v j g " u g t x k p i " k p f w u v t { . " c m n q y k p i " h q t " c p " q x g t x k g y " q h " v j g " g u v c d n k u j g f " p q t o u " k p " v j k u " k p f w u v t { 0 " " V j g u g " p q t o u " c t g " w u g f " v q " h t c o g " v j g " d t q c f g t " k o r n k e c v k q p " q h " v j k u " e c u g " u v w f { 0 " }

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Dkn"6;<"*An Act to amend the Employment Standards Act, 2000 with respect to tips and other gratuities*"

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Her Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Employment Standards Act, 2000

Protecting Employees' Tips Act,

2013

intended or assumed that the payment would be kept by the employee or shared by the employee with other employees,

(b) a payment voluntarily made to an employer by a customer in such circumstances that a reasonable person would be likely to infer that the customer intended or assumed that the payment would be redistributed to an employee or employees,

(c) a payment of a service charge or similar charge imposed by an employer on a customer in such circumstances that a reasonable person would be likely to infer that the customer assumed that the payment would be redistributed to an employee or employees, and

(d) such other payments as may be prescribed.

(2) "Tip or other gratuity" does not include such payments as may be prescribed.

(3) An employer shall not withhold tips or other gratuities from an employee, make a deduction from an employee's tips or other gratuities or cause the employee to return or give his or her tips or other gratuities to the employer unless authorized to do so under this section.

(4) An employer may withhold or make a deduction from an employee's tips or other gratuities or cause the employee to return or give them to the employer if a statute of

(7) Subject to subsections (8) and (9), an employer or a director or shareholder of an employer may not share in tips or other gratuities redistributed under subsection (6).

(8) An employer who is a sole proprietor or a partner in a partnership may share in tips or other gratuities redistributed under subsection (6) if he or she regularly performs to a substantial degree the same work performed by,

(a) some or all of the employees who share in the redistribution;

or

(b) employees of other employers in the same industry who r s

Protecting Employees' Tips Act,

2013

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Telephone/In Person Script:

Yes = Continue.

No = Thank you for your time.

Yes = Continue.

No = Unfortunately you are not eligible for this research study. Thanks again for your interest!

Yes = Continue.

No = Unfortunately you are not eligible for this research study. Thanks again for your interest!

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Yes = Continue.

No = Unfortunately you are not eligible for this research study. Thanks again for your interest!

Yes = Schedule a time.

No = Unfortunately you are not eligible for this research study. Thanks
again for your interest!

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1. How many restaurants have you been employed for?
2. What style of restaurant(s) have you been employed for? (i.e. pub-style, fine dining, sports bar, family oriented)
3. Can you recall the ratio of men to women serving in each of the restaurants you have worked for?
4. Can you recall the ratio of men to women in managerial positions in each of the restaurants you have worked for?
5. Do you believe that gender was a consideration in the hiring process of any restaurant you have been employed for?
6. Explain the scheduling process in the restaurant(s) you have worked for.
7. Have you ever worked as a full-time employee in a restaurant?
If yes:
 - a) Did you receive benefits?
 - b) How long did you occupy this full-time position?
 - c) Were you paid above the serving minimum wage?
8. Explain the allocation of tables to servers in the restaurant(s) you have been employed for.
9. Explain the "tip-out" process in the restaurant(s) you have worked for.
10. Do you believe that tips are equitably shared?
11. Outside of customer service, what factors are known to increase or decrease tips earned?
12. Who has control over these factors and how is this control exercised?
13. Do you believe that tips are reliable?
14. Do you feel like your tips are protected?
- 370" Describe a situation you have experienced when your tips were determined by factors outside of your control (not including customer service relations).

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