

THE LITTLE CLUB

RESTAURANT & WINE BAR

Kitchen Appreciation Fee FAQs

Why we believe the Kitchen Appreciation Fee makes for a better healthier restaurant:

- * it attracts talented, qualified cooks with the desire to become great chefs
- * it retains employees which allows for an investment in education and training
- * it directly rewards the kitchen staff for the success of the restaurant
- * it encourages constant improvement on the quality and consistency of food
- * it creates a culture of teamwork and elevates the expectations of the staff

Why don't we pay our kitchen staff a fair living wage?

We absolutely do! The kitchen fee is not in lieu of a competitive wage, it is in an addition to it. Every member of the kitchen staff is guaranteed an incremental bonus based on the success of the restaurant.

Why not just increase menu prices? Increasing prices would not yield the same result and takes control away from the guest (this fee is optional and will be removed upon request).

By giving the kitchen staff a percentage of sales, it allows them to directly benefit from the top-line success of the restaurant, similar to how a gratuity functions. Otherwise their pay is constrained to the bottom line resources of the restaurant, which are increasingly encumbered by the rising costs of doing business.

Why not have options to share tips with the kitchen? This is not a legal option. Kitchen employees are not tipped employees, so under NYS law FOH employees are prohibited from sharing any tips with employees that are not customer facing.

Do I have to pay this?

No. Above all the fee is voluntary. If you wish to not pay it, please let your server or bartender know and we will be happy to remove the fee.