

Tip Pooling

GGRA & HRI are proud to present our second workshop this year. The Tip Pooling Workshop will be focusing on tips, tip sharing, tip pooling, service charges and tax guidelines. We will also review who's an agent of the restaurant and who is eligible to participate in the tip sharing. We will examine state labor laws and opinion letters, recent case, restaurant trends and practices, and the implication of each method of dealing with gratuities.

On October 6th we examined recent cases dealing with tip pooling as well as the Starbuck case. This workshop will again address these cases, but will go beyond.

3:00 – 4:00 Fiona Parken and Deisy Bach from HRI will provide an overview of the laws, recent cases, general concerns, recommended policies, and do's and don'ts. Ron Matlin from Merchants Accounting will discuss the tax implications and guidelines of service charge and tips.

4:00 – 5:00 We will be breaking out into groups with similar size restaurants, policies and concerns. The intent is that we look for creative solutions within the group and you walk away with more knowledge and an action plan on how to address the tip situation. Deisy Bach and Fiona Parken will work with the groups to address any questions or concerns that might arise.

Speakers

Fiona Parken manages HRI's Support Team, and has more than 10 years of HR experience. Fiona is known for her excellent trainings and her unique ability to mediate difficult employee situations during these tough economic times. Fiona has been instrumental in developing specialized tools for the restaurant industry.

Deisy Bach is the founder of HRI and brings more than 20 years experience providing HR solutions to businesses throughout the Bay Area. HRI provides outsourced Human Resources and Safety services to restaurants such as The Slanted Door, Quince, Greens, The Elite Café and Hog Island to mention a few.

Ron Matlin is a CPA and holds an MBA. Mr. Matlin's firm, Merchants Accounting, has significant experience working with restaurants handling everything from budgeting, bookkeeping and tax planning. Many restaurants in the Greater Bay Area use their services, and either completely outsource their accounting to Merchants Accounting, or have them work with their internal bookkeepers.

Join us for an interactive workshop and bring your questions, concerns and current tip pooling policy.

TIP POOLING WORKSHOP

Please fax Tip Pooling Policy no later than Thursday, October 22.

When: Monday, October 26, 2009
Time: 3:00 – 5:00 pm
Where: Greens Restaurant
Fort Mason Center, Bldg A, San Francisco, CA
Cost: HRI Clients/GGRA Members \$45.00 per person
Non Clients/Members \$65.00 per person
(48-hour cancellation notice required for refund)

Enroll: Please Complete and Fax to **925.415.5160**
Info: Call HRI at 925.556.4404 or www.HRIdeas.com

Restaurant Name: _____

HRI Client or GGRA Member? Yes No

Pay by Credit Card: MasterCard Visa

Cardholder's Name: _____

Billing Address: _____

Billing City/State/Zip: _____

Phone: _____ Email: _____

Credit Card Number: _____

Security Code on back: _____ Expiration Date: _____

I authorize HR Ideas, Inc. to charge my account for this training:



Attendee List

Tip Pooling



Name: _____

Title: _____

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