

On Tue, Jan 30, 2018 at 12:41 PM, Ashley Romeo-Boles <aboles@vtchamber.com> wrote:

Hello Sen. Sirotkin,

I just wanted to follow up on the question that you posed on Friday regarding how housekeepers in Vermont are being paid. Ronda Berns, V.P. of Tourism and Hospitality, reached out to a number of our members and below is the feedback that she provide to me. Please let me know if there are other specific questions that we can answer. Thank you.

Hotels in Vermont start housekeepers at the standard minimum wage and their rate goes up with performance and length of time with the hotel. Pay raises occur through cost of living increases annually and are performance based. The properties that I spoke with are paying housekeepers at the standard minimum or higher in most cases due to the lack of available workers.

Regarding tips: Housekeepers keep whatever tips they get, ownership does not take or count tips as any part of their wage.

Bonuses: Some hotels even offer incentives and bonuses to their housekeepers based on # of complaints or lack of and reward their staff.

Career growth: There are career growth opportunities for the housekeepers to move up in the department or move to other departments for higher waged jobs. No formal education is needed for many of the jobs in hospitality.

Tipped employees: Most customers at restaurants pay by credit cards, there is very little cash. Three of the restaurants that I spoke to said that the amount due to the employee is all done by their payroll system. Each employee is paid the basic wage rate and if they do not make up to minimum wage during that pay period then the payroll system automatically adds the correct amounts of dollars to their paychecks. The formulas are coded into the payroll system at the beginning of each year or increase in the minimum wage. Paychecks are created using the current Vermont wage laws.

Kind regards,

Ashley Romeo-Boles