



Hospitality

Serving the Restaurant Industry

The Jackson Lewis P.C. Hospitality Industry Group provides legal and strategic business solutions to hundreds of restaurants across the United States with unparalleled results, depth and experience.



Jackson Lewis is a proud Law Firm Partner with the Restaurant Law Center.

We represent more than one third of the U.S. restaurant chains listed in the 2017 Nation's Restaurant News Top 100. Our nationwide team of attorneys helps restaurants comply with federal, state and local laws on a regional basis and across the 50 United States. We provide a full menu of services including:

Preventive Wage and Hour Strategies

- ▶ Exempt status
- ▶ Tip credit
- ▶ Tip pooling/service charges
- ▶ Side work challenges
- ▶ Delivery charges
- ▶ Off the clock
- ▶ Do you really have to pay someone just for showing up?
- ▶ Payment for uniforms
- ▶ Paystubs
- ▶ Deductions from pay
- ▶ Rest/meal periods
- ▶ Equal pay issues

Guest Relations

- ▶ Guest discrimination and accommodation
- ▶ Protection of identity of VIP clients (AKA whales)



Employee Relations

- ▶ Sexual and other harassment prevention
- ▶ Age and other discrimination prevention
- ▶ Confidentiality (recipes, trade secrets and more)
- ▶ Reasonable accommodation – religion/disability
- ▶ Service animals
- ▶ Marketing and advertisements
- ▶ Social media
- ▶ Privacy-related policies
- ▶ Safety compliance
- ▶ I-9 and E-Verify audits
- ▶ Executive compensation and benefits

Operations

- ▶ Crisis management
- ▶ Safety planning
- ▶ Restaurant image
- ▶ Recruitment practices
- ▶ Email communications

Labor Relations

- ▶ Preventive labor relations programs
- ▶ Strategies to train managers/staff

Licensing and Permitting

- ▶ Federal and state alcohol beverage licenses and permits
- ▶ Municipal permits, including zoning and use permitting, building permits, outdoor dining permits, cabaret licenses, catering licenses
- ▶ Health permits
- ▶ Corporate changes related to liquor licenses
- ▶ Premises alterations
- ▶ Interim beverage management agreements
- ▶ Enforcement and violations
- ▶ Business closing issues as they pertain to licenses and permits held by the business

Learn more: jacksonlewis.com/industry/hospitality



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