



## HOSPITALITY

# Restaurants

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

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 provides a full menu of services and helps restaurants comply with federal, state and local laws on a regional basis and across the 50 United States.

### 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



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

- 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

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