



Hospitality - Restaurants

Serving the Restaurant Industry

Our restaurant team 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

Jackson Lewis represents 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)

Jackson Lewis P.C. is a law firm with more than 900 attorneys in major cities nationwide serving clients across a wide range of practices and industries. This material is for informational purposes only and not for the purpose of providing legal advice. For advice about a particular problem or situation, please contact an attorney of your choice. Use of and access to this material does not create an attorney-client relationship between Jackson Lewis and the recipient, reader, or user. The opinions expressed in this material are the opinions of the individual author(s) and may not reflect the opinions of the firm or any individual attorney. This material may be considered attorney advertising in some states. Furthermore, prior results do not guarantee a similar outcome.



▶ **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

For additional information, please contact any of our Restaurant Industry Team leaders:

Felice B. Ekelman

Principal
New York

212-545-4005

Felice.Ekelman@jacksonlewis.com
jacksonlewis.com

Margaret (Peggy) J. Strange

Principal
Hartford

860-331-1554

Margaret.Strange@jacksonlewis.com
jacksonlewis.com