



Dear Eating Establishment Owner,

Thank you for your interest in joining the Tav HaYosher program! As a Tav HaYosher-certified eating establishment, your benefits will include:

- **Free promotion** of your restaurant through Uri L'Tzedek's social media, listserv, and website, mainstream press and more!
- Access to a large, dedicated consumer base looking to dine in restaurants certified with the Tav HaYosher.
- Establishment of yourself and your business as a leader in the Jewish community through **your commitment** to upholding the *halacha* (Jewish law) concerning wages, pay, *dina d'malchuta dina* (upholding the law of the land) and Judaism's ethical teachings.
- Additional **business and exposure** through Uri L'Tzedek programs that draws Jewish young professionals and students each month and are catered exclusively through Tav HaYosher certified establishments.
- **Exclusive catering opportunities** with Jewish organizations that support Tav certified establishments.

Joining the Tav HaYosher is a simple, easy process. In this packet you will find information on how to join, including:

1. Our standards.
2. Details on the simple awarding process.
3. Information on the Tav HaYosher certification program.

We welcome further thoughts or questions from you, as the most important part of the Tav HaYosher initiative is bringing different groups into dialogue and working together to create just work places.

Thank you for your interest, and we look forward to partnering with you soon!

Sincerely,

The Uri L'Tzedek Team

c/o Rabbi Ari Hart,

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Uri L'Tzedek Orthodox Social Justice

The Tav HaYosher's Three Simple Standards

Tav HaYosher certification standards are intended only to reinforce local, state and Federal labor laws regarding restaurant workers' rights to standard compensation and fair treatment - no more or less. For New York State the laws can be found here: <http://www.labor.ny.gov/workerprotection/laborstandards/workprot/lshmpg.shtm>.

The criteria fall into three areas:

- **Standard 1: Pay**

1. Minimum wage

- a. All employees are paid at least minimum wage:

The Minimum Wage Act (Article 19 of the New York State Labor Law) requires that all employees in New York State receive at least \$9.00 per hour. This includes domestic workers.

Regulations known as 'Wage Orders' (see details below) set certain requirements that are industry specific. The rates contained in these Wage Orders may differ from the general Minimum Wage rate.

In summary:

- As of December 31, 2015, the Minimum Wage for individuals working in the fast food industry is \$10.50 per hour in New York City, and \$9.75 per hour in the rest of the state.
- As of December 31, 2015, the Minimum Cash Wage for Tipped Workers in the Hospitality Industry is \$7.50 per hour if they earn enough in tips.
- As of December 31, 2015, the Minimum Wage for other Tipped Workers is \$7.65 per hour if they earn at least \$1.35 per hour in tips, or \$6.80 per hour if they earn at least \$2.20 per hour in tips.
- As of December 31, 2015, the Minimum Wage for all other workers is \$9.00 per hour.

2. Hours are recorded and stored in a payroll system.

- **Standard 2: Time**

1. Employees have the option to have one day off each week.
2. Employees are able to take breaks during the day.
3. Employees who work more than 40 hours/week receive overtime of at least time and half based on the minimum wage (as required by the law).

- **Standard 3: A Fair and Safe Work Environment**

1. Employees work in an environment free of sexual harassment, verbal or physical abuse, or other forms of illegal discrimination or intimidation.

***Important! The Tav HaYosher is a completely confidential process. Whether or not you sign on, our conversations are confidential and details about your business will never be released to competitors, media or government agencies.

The Tav HaYosher Verification Process

A Tav HaYosher representative will conduct an initial verification of the three standards. The verification will consist of the following **three easy steps**:

1. Meeting with the eating establishment owner
2. Meeting with restaurant employees
3. Awarding the Tav HaYosher certification

1. Meeting with the Eating Establishment Owner:

- In this meeting, we'd like to get to know you, learn about your restaurant, your clientele, the kind of environment you're trying to create, and how we can partner with your restaurant through our promotions, catered events, and more.
- The representative will inquire about the restaurant's system of tracking and administering pay.
- If needed, the Tav HaYosher representative can provide you with an hour log for tracking pay amounts, pay frequency and any other relevant documentation.

2. Meetings with Restaurant Employees:

- The Tav HaYosher representative will meet with restaurant employees to verify that the three simple standards are met.
- If desired, Tav HaYosher representative will provide restaurant employees with a resource packet with helpful information on government and nonprofit services such as health care, accounting, job training, immigration assistance etc.

3. Awarding of the Tav HaYosher Certification:

- Once the verification is complete, you will be awarded the Tav HaYosher!

The Tav HaYosher is a registered copyright. Therefore, in order to display the Tav on your wall, you will need to sign a licensing agreement that gives you legal permission to display the Tav certificate in your eating establishment. Signing the Tav HaYosher licensing agreement is required prior to receiving the Tav HaYosher certification.

The Tav HaYosher Compliance Process

It is Uri L'Tzedek's belief that a restaurant will remain in full compliance with the Tav HaYosher's standards once it has been awarded the Tav HaYosher certification. To ensure this compliance, a Tav HaYosher Compliance Officer will visit your restaurant every 6-8 weeks (during off-peak restaurant hours) to conduct a compliance visit. This compliance visit will be similar to the initial verification and consist of the following procedures:

1. Meeting with the Eating Establishment Owner or Manager:

- A brief (5 to 10 minute) conversation will be held with the owners and/or management to check-in regarding the three Tav standards.
- The representative will inquire about the restaurant's system of tracking and administering pay.

2. Meetings with Restaurant Employees:

- A number of brief (5 to 10 minute) conversations will be held with restaurant workers to verify continued compliance with the three Tav standards.
- If desired, Tav HaYosher representative will provide restaurant employees with a resource packet with helpful information on government and nonprofit services such as health care, accounting, job training, immigration assistance etc.

3. Ongoing Compliance Process

- Uri L'Tzedek requires that restaurants do not apply recrimination against its owners, management or employees who speak with compliance officers, pressure on its owners, management or employees to withhold information or to answer questions in a specific way, or any other pressure or threats to its owners, management or employees related to the Tav HaYosher.

An anonymous phone-line will be available for restaurant Owners, Management and Employees to call to report specific concerns.

Frequently Asked Questions

What's the catch?

No catch! Our goal is to help create and support ethically conscious workplaces in the kosher industry.

How much does certification cost?

The Tav HaYosher is a service provided **free of charge**.

Is the process confidential?

Yes. We will not report the findings to any government agency or media outlets. The only info we will share with the media and the general public is an updated list of eating establishments that have the Tav HaYosher.

Who is the Tav HaYosher certification team?

The team is made up of staff and volunteers who have received compliance training from experts in the field.

My establishment is already under hashgacha (kosher certification). Is this an alternative kosher certification?

Absolutely not. The organization is just as committed to *kashrut* as it is to *yashrut* (honorable behavior). **In no way will the Tav serve as a competition or replacement to your current kosher certification.**