

ROC NATIONAL
DINERS' GUIDE 2012



**A Consumer Guide
on the Working Conditions
of American Restaurants**

RESTAURANT OPPORTUNITIES CENTERS UNITED

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on the Working Conditions
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WHY THIS GUIDE EXISTS

With over 10 million workers nationwide, the U.S. restaurant industry is one of the largest and fastest-growing sectors of the American economy, even during the current economic crisis. Unfortunately, despite the industry's growth, restaurant workers suffer under poverty wages and poor working conditions. In particular, the industry suffers from:

1 LOW WAGES With a federal minimum wage of \$2.13 for tipped workers and \$7.25 for non-tipped workers, the median wage for restaurant workers is \$8.90, just below the poverty line for a family of three. This means that more than half of all restaurant workers nationwide earn less than the federal poverty line.

2 NO PAID SICK LEAVE 90% of the more than 4,300 restaurant workers surveyed by the Restaurant Opportunities Center (ROC) report not having paid sick leave, and two-thirds report cooking, preparing, and serving food while sick, making sick leave for restaurant workers not only a worker rights issue but a pressing concern in public health!

3 OCCUPATIONAL SEGREGATION Women, immigrants, and people of color hold lower-paying positions in the industry, and do not have many opportunities to move up the ladder. Among the 4,300 workers surveyed, we found a \$4 wage gap between white workers and workers of color, and 73% reported not receiving regular promotions on the job.

Over the last ten years, the Restaurant Opportunities Center has grown into a national restaurant workers' organization seeking improved wages and working conditions for workers in one of the nation's largest and fastest-growing sectors. In particular, ROC is fighting to:

1 RAISE THE FEDERAL MINIMUM WAGE FOR TIPPED WORKERS

\$2.13 is not enough! ROC has worked with Congressmember Donna Edwards (D-MD) to introduce the WAGES Act, which would increase the tipped minimum wage to 70% of the regular minimum wage. 70% of the current minimum wage would be \$5. We are also working with other organizations such as the National Employment Law Project to win a minimum wage increase for all workers from \$7.25 to at least \$9.

2 WIN PAID SICK LEAVE

ROC is working with a large coalition of organizations to pass the Healthy Families Act, a federal bill that would provide 7 paid sick days to all workers in America, and to win local and state paid sick days campaigns around the country.

3 ELIMINATE OCCUPATIONAL SEGREGATION BY RACE AND GENDER

ROC is supporting workers in campaigns against discrimination and occupational segregation in some of the nation's highest-profile restaurants, and encouraging employers to have transparent promotions policies that allow workers in the restaurant to move up the ladder based on merit and seniority. ROC trains workers in front-of-house skills and

creates pathways to culinary and hospitality college degrees to help provide all workers access to living wage jobs.

As we've grown around the country talking about these important campaigns, consumers keep asking us—*where should we eat out?* How can we make informed dining choices to help promote improved wages and working conditions for the people who cook, prepare, and serve our food? This Guide is our response.

We at ROC have partnered with over 50 restaurant companies in the eight cities in which ROC currently has affiliates—Chicago, Detroit, Los Angeles, Miami, New Orleans, New York, Philadelphia, and Washington, DC. These employer partners are doing their best to promote these policies within their own establishments, and are thus taking the 'high road' to profitability. Many of them are listed in this Guide. We have also launched and won campaigns to move other companies from taking the 'low road' to profitability—engaging in exploitation and discrimination—to taking the 'high road.' Our research has shown that these changes will improve the restaurant industry for workers, employers, and consumers. We've created this Guide to help you, the consumer, let the restaurant industry know you support these changes.

HOW THE GUIDE WORKS

You, the consumer, can join us in making this industry a better place for all of us, by using this Diners' Guide every time you eat out. Here's how it works:

Working with students from Tulane University and the University of California at Los Angeles,* we asked restaurants about their practices with regard to:

- a) wages for tipped and non-tipped workers;
- b) paid sick leave and other benefits; and
- c) opportunities for workers to move up the ladder.

We asked this information from all of our 'high road' restaurant partners in our eight current affiliate cities and from the top 150 highest revenue-grossing restaurants in America. Using the Restaurants & Institutions Top 400 list¹, we identified the top 50 highest revenue-grossing restaurants in each of the industry's three segments.

QUICK SERVE: fast food, delis, and any establishment without waiter service

CASUAL: full service restaurants with casual service

FINE DINING: higher-priced full-service restaurants²

Some restaurants did not provide us with all requested information. **If any of these restaurants—or any other in America—can provide us with this information, we would be happy to update the Guide.**


¹ http://www.rimag.com/article/print/372414-R_I_2009_Top_400_Restaurants_Chains.php


² For restaurant chains with multiple locations, we asked about these practices from restaurants within the chain primarily in Alabama and Texas, but also in Louisiana, Mississippi, South Carolina, Tennessee, or Georgia. In all of those states, there is no state labor law and only federal labor law applies; thus, wages paid in establishments in those states would be the lowest wage paid by the restaurant chain anywhere in the country.


* ROC thanks Professor Aaron Schneider of Tulane University and Professor Abel Valenzuela of UCLA for their assistance.

Based on the information gathered, each restaurant listed in the Guide is marked with the following symbols:


 **HIGH-ROAD RESTAURANT** If the restaurant belongs to one of ROC's Restaurant Industry Roundtables—a group of employers working to promote the high road to profitability in the industry—the restaurant receives a symbol in this category. If it does not belong, they receive a **O**.



 **TIPPED WORKER WAGES** ROC argues that a minimum wage of less than \$5 for a worker who receives tips is not sustainable. A restaurant receives a tip jar symbol if the lowest wage paid to any tipped worker in the United States is \$5. If the restaurant pays less than that—or only the federal minimum wage of \$2.13 for tipped workers—it receives a **O**. If the information is unknown they receive a **?** in this category.


 **NON-TIPPED WORKER WAGES** A minimum wage of less than \$9 for a worker who doesn't receive tips is also not sustainable. The restaurant receives a \$9 icon if the lowest wage paid to any non-tipped worker in the United States is \$9, a **O** if the lowest wage paid is less, or the non-tipped minimum wage of \$7.25, and a **?** if the information is unknown.

 **PAID SICK DAYS** A restaurant receives a health symbol if it provides paid sick days, a **O** if it does not, and a **?** if the information is unknown.³








³ We gathered information about health benefits, but enough information about the nature and quality of benefits provided to give an evaluative ranking. This information can be provided upon request. Restaurant owners and managers interested in providing health care to employees should check out ROC's affordable health care cooperative, ROC-MD, at www.rocunited.org/research-resources/for-employers-education-materials/.

 **OPPORTUNITIES FOR ADVANCEMENT** A restaurant receives an upward mobility symbol in this category if 50% or more of its current employees have moved up in position. If the restaurant has not provided at least 50% of its employees a promotion, it has a **O** listed. If the information is unknown, we have placed a **?**.

  **GOLD & SILVER PRIZE** Some restaurants listed in the Guide fared so well on the criteria we rewarded them for their efforts. Restaurants who were awarded three of the four symbols received a **GOLD PRIZE**, and those awarded two symbols received a **SILVER PRIZE**. Look for the Gold and Silver winners throughout the Guide.

Many of the winners are offering consumers discount coupons at their restaurants, listed at the end of the Guide. Look out for restaurants that have offered coupons marked by this symbol .

Here's an example of how it works:

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
 COLORS Restaurant NEW YORK  Global, Fine Dining \$\$ www.colors-newyork.com (212) 777-8443					

Information about genre and average menu price was gathered from Yelp or from the company's own website. One **\$** was assigned if the average entrée price was below \$10, two (**\$\$**) if the average entrée price was between \$10 and \$20, and three (**\$\$\$**) if the average entrée price was above \$20.

HOW YOU CAN USE THIS GUIDE

We at ROC understand that running a restaurant can present lots of challenges, and that paying higher wages, providing benefits, and increasing internal mobility can seem difficult. But the Gold and Silver Prize Winners in this Guide show us that it can be done. We want to help all restaurants move toward winning these prizes, and for this reason are releasing a companion Guide for employers to show them how they can implement these changes while maintaining a successful, sustainable business. But we also know they need encouragement from you! So please:

- 1 Support the Gold and Silver Prize Winners in this Guide, and let us know about other restaurants in your community who might be willing to share documentation to show that they, too, should be listed as Winners.
- 2 Show the managers the Diner's Guide and let them know you care about how they rank in the Guide. Encourage them to improve their practices or, if they are already meeting Diner's Guide standards, tell them to provide ROC with more information that will help them win a Gold or Silver Prize. Let them know that you'd like to see them move to Winner status.
- 3 Give out the enclosed **Tip Cards** to both workers and managers in these restaurants, to allow them to see the Diners' Guide online and let them know that there is an organization fighting for better restaurant conditions for all. Tip cards can be found on pages 41-59 of this Guide. Additional tip cards can be downloaded at www.rocunited.org/dinersguide. Tip cards for workers are available at this website in multiple languages, including Spanish, Mandarin, and French.

HOW YOU CAN USE THIS GUIDE

- Where ROC is supporting workers with charges against restaurant employers who are violating the law, call the company to let them know that you won't support such illegal practices.
- Let other consumers know about the Guide, and encourage them to use it! Learn how you can host an event to tell others how to use the Diners' Guide, or have your institution pledge to use the Guide for institutional events and catering, at www.rocunited.org/dinersguide.
- Send a letter to your federal representative demanding that Congress raise the federal minimum wage for tipped workers, currently \$2.13, and provide paid sick days for all workers, so that no one need work while sick! You can send these letters by visiting our website, at www.rocunited.org.
- Become a ROC Consumer Member! Sign up online at www.rocunited.org. You can also contact us at info@rocunited.org to learn about other ways to support our efforts to improve this industry for everyone.



RESTAURANTS LISTED ALPHABETICALLY

\$ average entrée below \$10
 \$\$ average entrée \$10 to \$20
 \$\$\$ average entrée above \$20



Silver Prize



Gold Prize



Alleged illegal practices. SEE NOTE on page 28.



Look for a savings coupon in the back.

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
7-ELEVEN NATIONAL Convenience Store, Quick Serve \$ www.7-eleven.com (972) 828-0711	0	?	?	?	?
APPLEBEE'S NATIONAL American, Casual \$\$ www.applebees.com 888-592-7753	0	0	0	?	0
ARBY'S NATIONAL Burgers, Sandwiches, Quick Serve \$ www.arbys.com (678) 514-4100	0	-	0	0	?
AVALON DETROIT, MI Baked goods, Quick Serve \$ www.avalonbreads.net (313) 832-0008		-	0		0
BASKIN-ROBBINS NATIONAL Ice Cream & Frozen Yogurt, Quick Serve \$ www.baskinrobbins.com (781) 737-3000	0	-	0	0	0
BENNIGAN'S GRILL & TAVERN NATIONAL American Irish, Casual \$\$ www.bennigans.com (469) 248-4419	0	0	?	0	0

































	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
BEN'S CHILI BOWL WASHINGTON D.C. American, Casual \$ www.benschilibowl.com (202) 667-0909		-	0		?
BIAGGI'S RISTORANTE ITALIANO NATIONAL Italian, Fine Dining \$\$ www.biaggis.com (309) 664-2148	0	0	0	0	0
BICE RISTORANTE NATIONAL Italian, Fine Dining \$\$\$ www.bicegroup.com (212) 593-3570	0	?	?	?	?
BJ'S RESTAURANT & BREWHOUSE NATIONAL Italian American, Casual \$ www.bjsbrewhouse.com (714) 500-2400	0	0	0	?	?
BLACK ANGUS STEAKHOUSE WEST American, Casual \$\$ www.blackangus.com 800-382-3852	0	?	?	?	?
BOB EVANS NATIONAL American, Casual \$ www.bobevans.com 800-272-7675	0	0	0	0	0
BOJANGLES' FAMOUS CHICKEN 'N BISCUITS SOUTH American, Quick Serve \$ www.bojangles.com 800-366-9921	0	0	0	0	?
BONEFISH GRILL NATIONAL American Grill, Casual \$\$ www.bonefishgrill.com 866-880-2226	0	0	0		0
BOSTON MARKET NATIONAL American, Casual \$\$ www.bostonmarket.com 800-877-2870	0	-	0	0	0
BUCA DI BEPPO NATIONAL Italian, Casual \$\$\$ www.bucadibepo.com (612) 288-0138	0	0	0	0	0



























	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
BUFFALO WILD WINGS NATIONAL American Grill, Casual \$\$ www.buffalowildwings.com (952) 593-9943	0	0	0	0	0
BURGER KING NATIONAL American Burger, Quick Serve \$ www.Burgerking.com (305) 378-3000	0	-	0	0	0
BUSBOYS AND POETS EAST Italian/American, Casual \$\$ www.busboysandpoets.com (202) 387 -7638		0			0
CALIFORNIA PIZZA KITCHEN NATIONAL American, Casual \$\$ www.cpk.com (310) 342-5000	0	0	0	0	0
CANTINA LAREDO NATIONAL Mexican, Casual \$\$ www.cantinarelaredo.com (800) 275-1337	0	0	?	0	0
CAPITAL GRILLE NATIONAL SEE PAGE 28 American, Fine Dining \$\$\$ www.thecapitalgrille.com 407-245-4000	0	?	?	?	0
CAPTAIN D'S SEAFOOD KITCHEN NATIONAL Seafood, Casual \$ www.captains.com (615) 391-5461	0	0	0	0	0
CARINO'S ITALIAN GRILL NATIONAL Italian, Casual \$\$ www.carinos.com (785) 215-8400	0	0	0	0	0
CARL'S JR. NATIONAL American, Burgers, Fast Food \$ www.carlsjr.com 877-799-7827	0	-	0	0	0
CARRABBA'S ITALIAN GRILL NATIONAL Italian, Casual \$\$ www.carrabbas.com (813) 288-8286	0	?	?	0	0


















	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
CHARLIE BROWN'S STEAKHOUSE NORTHEAST Steakhouse, Casual \$\$ www.charliebrowns.com (201) 842-3612	0	0	?		?
CHART HOUSE RESTAURANT NATIONAL Seafood & Steaks, Casual \$\$\$ www.chart-house.com (760) 436-4044	0	0	?	0	?
HAYA RESTAURANT GROUP CALIFORNIA Asian Fusion, Fine Dining \$\$\$ www.thechaya.com (213) 236-9577					0
CHECKERS DRIVE-IN/RALLY'S BURGERS NATIONAL American, Burgers, Quick Serve \$ www.checkers.com (813) 283-7000	0	-	0	0	0
THE CHEESECAKE FACTORY NATIONAL American Fusion, Casual \$\$ www.thecheesecakefactory.com (818) 871-3001	0	0	0	0	?
CHESTER'S NATIONAL American, Quick Serve \$ www.chesterfried.com (205) 949-4690	0	-	0		0
CHICK-FIL-A NATIONAL Sandwiches, Quick Serve \$ www.chick-fil-a.com 866-232-2040	0	-	0	?	0
CHILI'S GRILL & BAR NATIONAL American/International, Casual \$\$ www.chilis.com (972) 980-9917	0	0	0	?	0
CHIPOTLE NATIONAL Mexican Grill, Quick Serve \$ www.chipotle.com (303) 595-4000	0	-	0		0
CHUCK E. CHEESE'S NATIONAL Pizza, Casual \$\$ www.chuckecheese.com 888-778-7193	0	?	0	0	0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
CHURCH'S CHICKEN NATIONAL Fried Chicken, Quick Serve \$ www.churchs.com 800-639-3495	0	0	0	0	0
CICI'S PIZZA NATIONAL Pizza Buffet, Quick Serve \$ www.cicispizza.com (972) 745-4200	0	-	0	0	?
CIRCLE K NATIONAL Convenience Stores, Quick Serve \$ www.circlek.com (602) 728-8000	0	-	0		0
CLAIM JUMPER WEST COAST American/Italian, Casual \$\$ www.claimjumper.com (949) 756-9001	0	0	0	0	0
CLYDE'S WASHINGTON D.C. American/Italian, Casual \$\$ www.clydes.com (202) 349-3700	0	0	?	0	0
COLD STONE CREAMERY NATIONAL Ice Cream & Frozen Yogurt, Quick Serve \$ www.coldstonecreamery.com (480) 362-4800	0	-	0	0	?
COLORS DETROIT, MI American, Casual \$ www.colors-detroit.com (313) 962-5020					-
COLORS NEW YORK CITY, NY International, Fine Dining \$\$ www.colors-newyork.com (212) 777-8443					
COMIDA NEW YORK CITY, NY Mexican, Casual \$\$ www.comidaps.com (212) 496-3000			0	0	?
COUNTRY MARKET RESTAURANT & BUFFET NATIONAL Pizza, Casual \$ (815) 220-0622	0	?	?	?	?

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
 COWGIRL NEW YORK CITY, NY American, Casual \$\$ www.cowgirlnyc.com (212) 633-1133					
CRACKER BARREL OLD COUNTRY STORE NATIONAL American, Casual \$\$ www.crackerbarrel.com 800-333-9566	0	0	0	0	?
 CRAFT NATIONAL American Traditional, Fine Dining \$\$\$ www.craftrestaurant.com (212) 780-0880					
 CREMA NEW YORK CITY, NY Mexican, Fine Dining \$\$\$ www.cremarestaurante.com (212) 691-4477					
CULVER'S FROZEN CUSTARD NATIONAL American, Quick Serve \$ www.culvers.com (608) 643-7980	0	-	0	0	0
DAILY GRILL American Grill, Casual \$\$\$ www.dailygrill.com (818) 251-7000	0	?	?	?	?
DAIRY QUEEN NATIONAL American, Quick Serve \$ www.dairyqueen.com (952) 830-0200	0	-	0	?	?
DEL FRISCO'S DOUBLE EAGLE STEAK HOUSE NATIONAL Steakhouse, Fine Dining \$\$\$ www.delfriscos.com (212) 575-5129	0	0	0	0	?
DEL TACO NATIONAL Tex-Mex, Quick Serve \$ www.deltaco.com (949) 462-9300	0	-	0	0	
DENNY'S NATIONAL American, Casual \$ www.dennys.com 800-733-6697	0	0	0	0	?

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
DOMINO'S PIZZA NATIONAL Pizza, Quick Serve \$\$ www.dominos.com (734) 930-3030	0	-	0	0	?
DUNKIN' DONUTS NATIONAL Coffee Shop, Quick Serve \$ www.dunkindonuts.com 877-833-2633	0	-	0	0	0
EINSTEIN BROS. BAGELS NATIONAL Bagels and Sandwiches, Quick Serve \$ www.einsteinbros.com 800-224-3563	0	-	0	0	0
 EL FUEGO PHILADELPHIA, PA Mexican, Quick Serve \$\$ www.elfuegoburritos.com (215) 592-1901		-			0
EL POLLO LOCO NATIONAL Mexican, Quick Serve \$\$ www.elpolloloco.com (714) 599-5000	0	-	?	?	?
 ELEPHANT BAR RESTAURANT NATIONAL International, Casual \$\$ www.elephantbar.com (562) 207-6230	0		0	0	
FAMOUS DAVE'S LEGENDARY PIT BAR-B-QUE NATIONAL American BBQ, Casual \$\$ www.famousdaves.com (952) 294-1300	0	0	?	0	0
 FIVE GUYS BURGERS AND FRIES NATIONAL American Burger, Quick Serve \$ www.fiveguys.com 866-345-GUYS		-	0		
FLEMING'S PRIME STEAKHOUSE & WINE BAR NATIONAL Steakhouse, Casual \$\$\$ www.flemingssteakhouse.com (949) 222-2223	0	0	0	0	?
FOGO DE CHAO NATIONAL Brazilian Steakhouse, Fine Dining \$\$\$ www.fogodechao.com (972) 960-9533	0	0	0	0	0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
 FRESHII WASHINGTON, DC  Salad/Soup/Sandwich, Quick Serve \$ www.freshii.com (202) 506-4910		-	0	0	
FRIENDLY'S NATIONAL American, Casual \$\$ www.friendlys.com 800-966-9970	0	0	?	0	?
GOLDEN CORRAL BUFFET & GRILL NATIONAL Buffet and Grill, Casual \$\$ www.goldencorral.com (919) 781-9310	0	0	0	0	?
 GOOD NEW YORK CITY, NY American, Casual \$\$ www.goodrestaurantnyc.com (212) 691-8080			0		
 GOOD GIRL DINETTE LOS ANGELES, CA  Silver American/Vietnamese, Casual \$ www.goodgirlfoods.com (323) 257-8980				0	0
 THE GORBALS LOS ANGELES, CA  American, Casual \$\$ thegorbalsla.com (213) 488-3408					0
GRANITE CITY FOOD & BREWERY MIDWEST American, Casual \$\$ www.gcfb.net (952) 215-0660	0	?	?	?	?
 GUERRILLA CAFE BERKELEY, CA Coffee Shop & Sandwiches, Casual \$ www.guerillacafe.com (510) 845-2233	0				
HARD ROCK CAFE NATIONAL International, Casual \$\$ www.hardrock.com (407) 445-7625	0	0	0	0	?
HARDEE'S NATIONAL American Burger, Quick Serve \$ www.hardees.com 877-799-7827	0	-	0	?	

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
 HOMEGIRL CAFE LOS ANGELES, CA  Mexican/American Fusion, Casual \$ www.homegirlcafe.org (213) 617-0380					0
HOMETOWN BUFFET/OLD COUNTRY BUFFET NATIONAL Buffet, Casual \$\$ www.oldcountrybuffet.com (651) 994-8608	0	?	?	?	?
HOOTERS NATIONAL American Bar and Grill, Casual \$\$ www.hooters.com (770) 951-2040	0	0	0	0	0
HOULIHAN'S NATIONAL American Fusion, Casual \$\$ www.houlihans.com (913) 901-2500	0	0	0	0	0
 HOULIHAN'S CHICAGO, IL American Fusion, Casual \$\$ www.houlihans.com (312) 616-3663					0
HOUSTON'S NEW YORK CITY, NY American, Fine Dining \$\$\$ www.hillstone.com/hillstone (212) 689-1090	0	0	0	0	0
HYDE PARK PRIME STEAKHOUSE NATIONAL Steakhouse, Fine Dining \$\$\$ www.hydeparkrestaurants.com (216) 464-0688	0	?	?	?	?
IHOP NATIONAL American, Casual \$\$ www.ihop.com (866) 444-5144	0	0	0	0	?
 IN-N-OUT BURGER WEST American, Quick Serve \$ www.in-n-out.com 800-786-1000	0	-			?
 INSPIRE BBQ WASHINGTON, DC American BBQ, Quick Serve \$ www.inspirebbq.com (202) 391-0741		-		0	0




	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
IRON SKILLET NATIONAL American, Casual \$ www.petrotruckstops.com/iron_skillet (404) 794-8168	0	?	?	?	?
J. ALEXANDER'S NATIONAL International Fusion, Fine Dining \$\$ www.jalexanders.com 800-528-1991	0	0	0	0	0
JACK IN THE BOX NATIONAL American, Quick Serve \$ www.jackinthebox.com 800-955-5225	0	-	0	0	?
JACK ROSE WASHINGTON D.C. American, Fine Dining \$\$\$ jackrosediningsaloon.com (202) 588.7388	ROC	0	\$9		0
JASON'S DELI NATIONAL American, Quick Serve \$ www.jasonsdeli.com 888-335-4543	0	-	0	0	0
JIMMY JOHN'S GOURMET SANDWHICHES NATIONAL American, Quick Serve \$ www.jimmyjohns.com (217) 356-9900	0	-	0	0	?
JOE'S CRAB SHACK NATIONAL Seafood, Casual \$\$\$ www.joescrabshack.com (770) 472-0024	0	0	0	0	0
JOSE ANDRES/THINK FOOD GROUP WASHINGTON D.C. JALEO, AMERICA EATS TAVERN, ZAYTONYA, OYAMEL Mexican, Casual \$ www.oyamel.com (202) 628-1005	ROC	0	\$9		0
KFC NATIONAL Fried Chicken, Quick Serve \$ www.kfc.com 800-225-5532	0	-	0	0	0
KINCAID'S FISH, CHOP & STEAK HOUSE NATIONAL American, Casual \$\$ www.kincaids.com (650) 342.9844	0	0	?	?	?

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
KONA GRILL NATIONAL International Fusion, Fine Dining \$\$ www.konagrill.com (480) 922-8100	0	0	0	0	0
KRYSTAL NATIONAL American, Quick Serve \$ www.krystal.com (423) 894-7604	0	-	0		0
LA MADELEINE COUNTRY FRENCH CAFE NATIONAL French, Fine Dining \$\$ www.lamadeleine.com (214) 696-6962	0	?	0		?
LA PALAPA NEW YORK CITY, NY Mexican, Casual \$\$ www.lapalapa.com (212) 777-2537	ROC	\$5	0		
LAS CHICAS LOCAS NEW YORK CITY, NY Mexican, Casual \$\$ www.lclny.com (212) 337-8301	ROC	\$5	\$9	0	0
LEGAL SEA FOODS NATIONAL Seafood, Casual \$\$\$ www.legalseafoods.com (202) 347-0007	0	-	0	0	0
LE PETIT ZINC DETROIT, MI French Cafe, Casual \$ lepetitzincdetroit.com (313) 963-2805	ROC	\$5	\$9	0	0
LIL DIZZY'S NEW ORLEANS, LA Cajun, Soulfood, Casual \$\$ (504) 569-8997	ROC	0	0	0	0
LITTLE CAESARS NATIONAL Pizza, Quick Serve \$ www.littlecaesars.com 800-722-3727	0	-	0	0	0
LOCAL LOS ANGELES, CA American, Casual \$\$ www.silverlakelocal.com (323) 662-4740	ROC	\$5	\$9		0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
LOGAN'S ROADHOUSE NATIONAL American, Casual \$\$ www.logansroadhouse.com 800-815-9056	0	0	0	0	?
LONGHORN STEAKHOUSE NATIONAL SEE PAGE 28 Steakhouse Casual \$\$ www.longhornsteakhouse.com (404) 636-3817	0	?	?	0	?
LUBY'S Gulf Coast Southern, Casual \$ www.lubys.com (713) 329.6800	0	?	?	?	?
MAGGIANO'S LITTLE ITALY NATIONAL Italian, Casual \$\$ www.maggianos.com(303) 339-3162	0	0	0	0	?
MARIE CALLENDER'S WEST American Fusion, Casual \$\$ www.mariecallenders.com 800-776-7437	0	0	0	0	0
MCCORMICK & SCHMICK'S NATIONAL Seafood, Fine Dining \$\$\$ www.mccormickandschmicks.com (503) 226-3440	0	0	0	0	?
MCDONALD'S NATIONAL American, Quick Serve \$ www.mcdonalds.com 800-244-6227	0	-	0	0	?
MCGRATH'S FISH HOUSE NORTHEAST Seafood, Pastas, American, Casual \$\$ www.mcgrathsfishhouse.com (503) 399-8456	0	0	0	0	0
MIMI'S CAFE NATIONAL French, Casual \$\$ www.mimiscafe.com (949) 825-7000	0	0	0	0	?
MITCHELL'S FISH MRKT/COLUMBUS FISH MRKT NATIONAL Seafood Restaurant and Bar, Casual \$\$ www.mitchellsfishmarket.com 866-676-3663	0	0	0		0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
MORTON'S THE STEAKHOUSE NATIONAL Steakhouse, Casual \$\$\$ www.mortons.com 866-667-8667	0	0	0	0	?
NECTAR New York City, NY Continental, Casual \$\$ www.nectarwinenyc.com (212) 772-0916				0	0
NEYOW'S CREOLE CAFE NEW ORLEANS, LA Cajun, Creole, Casual \$\$ (504) 827-5474		0	0	0	
NINETY NINE RESTAURANT & PUB NORTHEAST American, Casual \$\$ www.99restaurants.com (781) 933-8999	0	?	?	?	?
NOBU NATIONAL Sushi, Fine Dining \$\$\$ Noburestaurants.com (212) 219-0500	0	?	?	?	?
O'CHARLEY'S NATIONAL American/Italian, Casual \$\$ www.ocharleys.com (615) 256-8500	0	0	0	0	?
THE OCEANAIRE SEAFOOD ROOM NATIONAL Seafood, Fine Dining \$\$\$ www.theoceanaire.com (202) 347-2277	0	0	0	0	?
OLIVE GARDEN NATIONAL SEE PAGE 28 Italian, Casual \$\$ www.olivegarden.com (407) 245-4000	0	0	0	0	?
ON THE BORDER MEXICAN GRILL & CANTINA NATIONAL Mexican Grill, Casual \$\$ www.ontheborder.com 972-499-3000	0	0	0	0	?
ONE IF BY LAND NEW YORK CITY, NY American, Fine Dining \$\$\$ www.oneifbyland.com (212) 255-8649			0		

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
ORIGINAL ROADHOUSE GRILL WEST American Grill, Casual \$\$ www.originalroadhousegrill.com (323) 674-0203	0	?	?	?	?
OUTBACK STEAKHOUSE NATIONAL Steakhouse, Casual \$\$ www.outback.com (813) 282-1225	0	0	0	0	0
P.F. CHANG'S CHINA BISTRO NATIONAL Asian, Casual \$\$\$ www.pfchangs.com 866-732-4264	0	0	0	0	0
PALM RESTAURANT NATIONAL Italian American, Casual \$\$\$ www.thepalm.com 866-333-7256	0	0	?	0	0
PANDA EXPRESS NATIONAL Asian, Quick Serve \$ www.pandaexpress.com 800-877-8988	0	-	0	0	0
PANERA BREAD NATIONAL Bakery, Quick Serve \$ www.panerabread.com (314) 984-1000	0	-	0	0	?
PAPA JOHN'S NATIONAL Pizza, Quick Serve \$\$ www.papajohns.com 877-547-7272	0	-	0	0	0
PAPA MURPHY'S TAKE 'N' BAKE PIZZA NATIONAL Pizza, Quick Serve \$ www.papamurphys.com (360) 882-4608	0	-	0	0	0
PAPPARDEUX SEAFOOD KITCHEN NATIONAL Seafood, Casual \$\$ www.pappadeaux.com (713) 869-0151	0	0	0		?
PERKINS RESTAURANT & BAKERY NATIONAL American, Casual \$\$ www.perkinsrestaurants.com (901) 766-6400	0	0	0	0	0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
PIZZA HUT NATIONAL Pizza, Quick Serve \$\$ www.pizzahut.com 800-948-8488	0	-	0	0	0
 PIZZAIOLO/BOOT & SHOE SERVICE OAKLAND, CA Italian, Casual \$\$ www.pizzaioloakland.com (510) 652-4888	0				0
POPEYES LOUISIANA KITCHEN NATIONAL Fried Chicken/Soulfood, Quick Serve \$ www.popeyes.com (404) 459-4450	0	-	0	0	?
QDOBA MEXICAN GRILL NATIONAL Tex-Mex, Casual \$ www.qdoba.com (303) 629-5000	0	-	0	0	?
QUIZNOS NATIONAL Sub Sandwiches, Quick Serve \$ www.quiznos.com 800-335-4782	0	-	0	0	0
 RED LOBSTER NATIONAL  SEE PAGE 28 Seafood, Casual \$\$ www.redlobster.com 800-562-7837	0	0	0	0	0
RED ROBIN GOURMET BURGERS NATIONAL American Burger, Casual \$ www.redrobin.com (303) 846-6000	0	0	0	0	0
ROCK BOTTOM RESTAURANT & BREWERY NATIONAL American, Casual \$\$ www.rockbottom.com (303) 664-4000	0	0	0		0
ROMANO'S MACARONI GRILL NATIONAL Italian, Casual \$\$ www.macaronigrill.com (972) 674-4300	0	0	0	0	0
ROY'S NATIONAL Hawaiian Fusion Cuisine, Fine Dining \$\$\$ www.roysrestaurant.com (949) 261-2424	0	0	0	0	

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
RUBY TUESDAY NATIONAL American, Casual \$\$ www.rubytuesday.com (865) 380-7603	0	0	0		?
RUSSELL STREET DELI DETROIT, MI Deli, Casual \$ www.russellstreetdeli.com (313) 567-2900		0	0	0	
RUTH'S CHRIS STEAK HOUSE NATIONAL Steakhouse, Fine Dining \$\$\$ www.ruthschris.com (646) 277-1220	0	0	0	0	?
RYAN'S GRILL BUFFET BAKERY NATIONAL American, Casual \$\$ www.ryans.com (651) 994-8608	0	0	0	0	0
SAGEBRUSH STEAKHOUSE SOUTHEAST Steakhouse, Casual \$\$ www.sagebrushsteakhouse.com 877-704-5939	0	0	0	0	0
SALTGRASS STEAK HOUSE NATIONAL Steakhouse, Casual \$\$ www.saltgrass.com (713) 850-1010	0	?	?	?	?
SBARRO NATIONAL Italian, Quick Serve \$\$ www.sbarro.com (631)715-4100	0	-	0	0	0
SEVA ANN ARBOR, MI International, Casual \$\$ www.sevarestaurant.com (734) 662-1111		0	0		0
SHONEY'S NATIONAL American, Casual \$ www.shoneys.com (615) 231-2333	0	0	?		?
SIZZLER NATIONAL American, Casual \$\$ www.sizzler.com (310) 846-8750	0	?	?	?	?





	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
SLOW'S BBQ DETROIT, MI American BBQ, Casual \$\$ www.slowsbarbq.com (313) 962 9828		0		0	?
SMITH & WOLLENSKY NATIONAL Steakhouse, Fine Dining \$\$\$ smithandwollensky.com (617) 600-3500	0	0	0		0
SONIC NATIONAL American, Quick Serve \$ www.sonicdrivein.com 866-657-6642	0	-	0	0	0
SOUPLANTATION/SWEET TOMATOES NATIONAL Salads/Soups/Bakery, Casual \$\$ www.souplantation.com 888-374-8360	0	-	0	0	0
STARBUCKS NATIONAL Coffee Shop, Quick Serve \$ www.starbucks.com 800-235-2883	0	-	0	0	?
STEAK 'N SHAKE NATIONAL American/Steakburger, Casual \$ www.steaknshake.com (317) 633-4100	0	0	0	0	?
SUBWAY NATIONAL Sandwiches, Quick Serve \$ www.subway.com (203) 877-4281	0	-	0	0	0
SUGAR BLISS CHICAGO, IL Bakery, Casual \$ www.sugarblisscakes.com (312) 845-9669		0	0	0	
SULLIVAN'S STEAKHOUSE NATIONAL Steakhouse, Fine Dining \$\$\$ www.sullivansteakhouse.com (713) 961-0333	0	0	?	0	0
T.G.I. FRIDAY'S NATIONAL American, Casual \$\$ www.tgifridays.com 800-374-3297	0	0	0	0	0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
TACO BELL NATIONAL Tex-Mex, Quick Serve \$ www.tacobell.com 800-826-2355	0	-	0	0	0
TEXAS LAND & CATTLE STEAK HOUSE NATIONAL Steakhouse, Casual \$\$ www.texaslandandcattle.com	0	0	0	0	0
TEXAS ROADHOUSE NATIONAL American, Casual \$\$ www.texasroadhouse.com (502) 426-9984	0	0	0	0	0
TEXAS STEAKHOUSE & SALOON EAST Steakhouse, Casual \$\$ texassteakhouse.com (757) 262-1109	0	0	?		?
TODAI NATIONAL International Seafood/Sushi Restaurant, Casual \$\$ www.todai.com (909) 869-7727	0			0	0
TONY ROMA'S NATIONAL American, Casual \$\$ www.tonyromas.com (214) 343-7800	0	0	0	0	?
UNION SQUARE HOSPITALITY GROUP NYC, NY American/Various, Fine Dining \$\$\$ www.ushgny.com (212) 228-3585					
UNO CHICAGO GRILL NATIONAL American, Casual \$\$ www.unos.com (617) 323-9200	0	0	0	0	0
WAFFLE HOUSE NATIONAL American, Casual \$ www.wafflehouse.com (770) 729-5700	0	0	0	0	0
WAWA NATIONAL American, Quick Serve \$ www.wawa.com 800-444-9292	0	-	?		0

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
WENDY'S NATIONAL American, Quick Serve \$ www.wendys.com (614) 764-3100	0	-	0	0	0
WHATABURGER NATIONAL American, Casual \$ www.whataburger.com (210) 476-6000	0	0	0	0	0
WHITE CASTLE NATIONAL American, Quick Serve \$ www.whitecastle.com 800-843-27283	0	0	0		0
WOLFGANG PUCK'S GRILLE DETROIT, MI American, Fine Dining \$\$ www.wolfgangpuck.com (313) 465-1648				0	0
YARD HOUSE NATIONAL American, Casual \$\$\$ www.yardhouse.com 800-336-5336	0	0	0	0	0
YOLA WASHINGTON, DC Yogurt Cafe, Quick Serve \$ www.yoladc.com (202) 223-0000		-		0	0
ZAXBY'S NATIONAL American, Casual \$ www.zaxbys.com 866-892-9297	0	0	0	0	0
ZINGERMAN'S DELI ANN ARBOR, MI Deli, Casual \$\$ www.zingermansdeli.com (734) 663-3354		-	0		
ZINGERMAN'S ROADHOUSE ANN ARBOR, MI American, Casual \$ www.zingermansroadhouse.com (734) 663-3663		0	0		0

Support the Gold and Silver Prize Winners in this Guide, and let us know about other restaurants in your community who should be listed as Winners.

SPECIAL NOTES

-  **CAPITAL GRILLE** Workers at the Capital Grille have sought and obtained ROC's help on legal charges regarding discrimination and wage theft.
-  **LONGHORN STEAKHOUSE** Workers from Longhorn Steakhouse's parent company have sought and obtained ROC's help on legal charges regarding discrimination and wage theft.
-  **OLIVE GARDEN** Workers from Olive Garden's parent company have sought and obtained ROC's help on legal charges regarding discrimination and wage theft.
-  **RED LOBSTER** Workers from Red Lobster's parent company have sought and obtained ROC's help on legal charges regarding discrimination and wage theft.

RESTAURANTS LISTED BY CUISINE

AMERICAN

Applebee's
Arby's
Ben's Chili Bowl
Bob Evans
Bojangles' Famous Chicken 'n Biscuits
Boston Market
Capital Grille
Chester's
COLORS Detroit
Cowgirl
Cracker Barrel Old Country Store
CRAFT
Culver's Frozen Custard & ButterBurgers
Dairy Queen
Denny's
Friendly's
Good
The Gorbals
Granite City Food & Brewery
Houston's
IHOP
In-N-out Burger
Iron Skillet
Jack in the Box
Jack Rose
Jason's Deli
Jimmy John's Gourmet Sandwiches
Kincaid's Fish, Chop & Steakhouse
Krystal
Local
Logan's Roadhouse
Ninety Nine Restaurant & Pub
One If By Land
Perkins Restaurant & Bakery
Rock Bottom Restaurant & Brewery
Ruby Tuesday
Ryan's Grill Buffet Bakery

Shoney's
Sizzler
Sonic
Steak 'n Shake
T.G.I. Friday's
Texas Roadhouse
Tony Roma's
Uno Chicago Grill
Waffle House
Wawa
Wendy's
Whataburger
Wolfgang Puck's Grille
White Castle
Yard House
Zaxby's
Zingerman's Roadhouse

AMERICAN BAR/BAR & GRILL

Bonefish Grill
Buffalo Wild Wings
Daily Grill
Hooters
Original Roadhouse Grill

AMERICAN BBQ

Famous Dave's Legendary Pit Bar-B-Que
Inspire BBQ
Slow's BBQ

AMERICAN BURGER

Burger King
Carl's Jr.
Checkers Drive-In/Rally's Hamburgers
Five Guys Burgers & Fries
Hardee's
McDonald's
Red Robin Gourmet Burgers

AMERICAN FUSION

California Pizza Kitchen
 The Cheesecake Factory
 Chili's Grill & Bar
 Houlihan's
 Houlihan's (Chicago)
 Marie Callender's
 Union Square Hospitality Group

AMERICAN IRISH

Bennigan's Grill & Tavern

ASIAN/ASIAN FUSION

Chaya Restaurant Group
 Good Girl Dinette
 P.F. Chang's China Bistro
 Panda Express

BAGELS & BAKED GOODS

Avalon
 Einstein Bros. Bagels
 Panera Bread
 Sugar Bliss

BRAZILIAN STEAKHOUSE

Fogo de Chao

BUFFET

Golden Corral Buffet & Grill
 Hometown Buffet/Old Country Buffet

CAJUN

Lil Dizzy's
 Neyow's Creole Cafe

COFFEE SHOP

Dunkin' Donuts
 Guerilla Cafe
 Starbucks

CONTINENTAL

Nectar

CONVENIENCE STORES

7-Eleven
 Circle K

FRENCH

La Madeleine Country French Cafe
 Le Petit Zinc
 Mimi's Cafe

FRIED CHICKEN

Church's Chicken
 Kentucky Fried Chicken
 Popeyes Louisiana Kitchen

HAWAIIAN

Roy's

ICE CREAM & FROZEN YOGURT

Baskin-Robbins
 Cold Stone Creamery
 Yola

INTERNATIONAL

COLORS NY
 Elephant Bar Restaurant
 Hard Rock Cafe
 J. Alexander's
 Kona Grill
 Seva

ITALIAN

Biaggi's Ristorante Italiano
 Bice Ristorante
 BJ's Restaurant & Brewhouse
 Buca di Beppo
 Busboys and Poets/
 Eatohville Restaurants
 Carino's Italian Grill
 Claim Jumper
 Carrabba's Italian Grill
 Clyde's
 Maggiano's Little Italy
 O'Charley's

Olive Garden

Palm Restaurant
 Pizzaiolo/Boot & Shoe Service
 Romano's Macaroni Grill
 Sbarro

MEXICAN

Cantina Laredo
 Chipotle
 Comida
 Crema
 El Fuego
 El Pollo Loco
 Jose Andres/Think Food Group
 Jaleo, America Eats Tavern,
 Zaytonya, Oyamel
 La Palapa
 Las Chicas Locas
 On the Border Mexican Grill & Cantina
 Homegirl Cafe

PIZZA

CiCi's Pizza
 Chuck E. Cheese's
 Country Market Restaurant & Buffet
 Domino's Pizza
 Little Caesars
 Papa John's Pizza
 Papa Murphy's Take 'N' Bake Pizza
 Pizza Hut

SALAD/SOUP/SANDWICH

Chick-fil-A
 Freshii
 Quiznos
 Russell Street Deli
 Souplantation/Sweet Tomatoes
 Subway

SEAFOOD

Captain D's Seafood Kitchen
 Chart House Restaurant
 Joe's Crab Shack
 Legal Sea Foods
 McCormick & Schmick's
 McGrath's Fish House
 Mitchell's Fish Market/
 Columbus Fish Market
 The Oceanaire Seafood Room
 Pappadeux Seafood Kitchen
 Red Lobster

SOUTHERN

Lucy's

STEAKHOUSE

Black Angus Steakhouse
 Charlie Brown's Steakhouse
 Del Frisco's Double Eagle Steak House
 Fleming's Prime Steakhouse & Wine Bar
 Hyde Park Prime Steakhouse
 LongHorn Steakhouse
 Morton's The Steakhouse
 Outback Steakhouse
 Ruth's Chris Steak House
 Sagebrush Steakhouse
 Saltgrass Steak House
 Smith & Wollensky
 Sullivan's Steakhouse
 Texas Land & Cattle Steak House
 Texas Steakhouse & Saloon

SUSHI

Nobu
 Todai

TEX-MEX

Del Taco
 Qdoba Mexican Grill
 Taco Bell



RESTAURANTS LISTED BY LOCATION

MICHIGAN

ANN ARBOR
Seva
Zingerman's Roadhouse
Zingerman's Deli
DETROIT
Avalon
COLORS Detroit
Le Petit Zinc
Russell Street Deli
Slow's BBQ
Wolfgang Puck's Grille

CALIFORNIA

Chaya Restaurant Group
LOS ANGELES
Good Girl Dnette
The Gorbals
Homegirl Cafe
Local
SAN FRANCISCO BAY AREA
Guerilla Cafe
Pizziolo/Boot & Shoe Service

ILLINOIS

CHICAGO
Houlihan's
Sugar Bliss

LOUISIANA

NEW ORLEANS
Lil Dizzy's
Newyow's Creole Cafe

NEW YORK

NEW YORK CITY
COLORS NY
Comida

Cowgirl
Crema
Good
Houston's
La Palapa
Las Chicas Locas
Nectar
One If By Land
Union Square Hospitality Group

WASHINGTON, DC

Ben's Chili Bowl
Busboys and Poets/
Eatohville Restaurants
Clyde's
Freshii
Inspire BBQ
Jack Rose
Jose Andres/Think Food Group
Jaleo, America Eats Tavern,
Zaytonya, Oyamel
Yola

REGIONAL

GULF COAST

Luby's

MIDWEST

Granite City Food & Brewery

NORTHEAST

McGrath's Fish House
Ninety Nine Restaurant & Pub

SOUTH/SOUTHEAST

Bojangles' Famous Chicken 'n Biscuits
Sagebrush Steakhouse

WEST

Black Angus Steakhouse
Claim Jumper
In-N-Out Burger
Marie Callender's
Original Roadhouse Grill

NATIONAL

7-Eleven
Applebee's
Arby's
Baskin-Robbins
Bice Ristorante
Bob Evans
Buca di Beppo
Carino's Italian Grill
CiCi's Pizza
Craft
Bennigan's Grill & Tavern
Biaggi's Ristorante Italiano
BJ's Restaurant & Brewhouse
Bonefish Grill
Boston Market
Buffalo Wild Wings
Burger King
California Pizza Kitchen
Cantina Laredo
Capital Grille
Captain D's Seafood Kitchen
Carl's Jr.
Carrabba's Italian Grill
Chart House Restaurant
Checkers Drive-In/Rally's Hamburgers
The Cheesecake Factory
Chester's
Chick-fil-A
Chili's Grill & Bar
Chipotle
Chuck E. Cheese's
Church's Chicken
Circle K
Cold Stone Creamery
Country Market Restaurant & Buffet

Cracker Barrel Old Country Store
Culver's Frozen Custard & ButterBurgers
Daily Grill
Dairy Queen
Del Frisco's Double Eagle Steak House
Del Taco
Denny's
Domino's Pizza
Dunkin' Donuts
Einstein Bros. Bagels
Elephant Bar Restaurant
El Pollo Loco
Famous Dave's Legendary Pit Bar-B-Que
Five Guys Burgers and Fries
Fleming's Prime Steakhouse & Wine Bar
Fogo de Chao
Friendly's
Golden Corral Buffet & Grill
Hard Rock Cafe
Hardee's
Hometown Buffet/Old Country Buffet
Hooters
Houlihan's
Hyde Park Prime Steakhouse
IHOP
Iron Skillet
J. Alexander's
Jack in the Box
Jason's Deli
Jimmy John's Gourmet Sandwiches
KFC
Kincaid's Fish, Chop & Steak House
Kona Grill
Krystal
La Madeleine Country French Cafe
Legal Sea Foods
Little Caesars
Logan's Roadhouse
LongHorn Steakhouse
Maggiano's Little Italy
McCormick & Schmick's
McDonald's

Mimi's Cafe
 Mitchell's Fish Market/
 Columbus Fish Market
 Morton's The Steakhouse
 Nobu
 O'Charley's
 The Oceanaire Seafood Room
 Olive Garden
 On the Border Mexican Grill & Cantina
 Outback Steakhouse
 Popeyes Louisiana Kitchen
 P.F. Chang's China Bistro
 Palm Restaurant
 Panda Express
 Panera Bread
 Papa John's
 Papa Murphy's Take 'N' Bake Pizza
 Pappadeaux Seafood Kitchen
 Perkins Restaurant & Bakery
 Pizza Hut
 Qdoba Mexican Grill
 Quiznos
 Red Lobster
 Rock Bottom Restaurant & Brewery
 Romano's Macaroni Grill
 Roy's
 Ruby Tuesday
 Ruth's Chris Steak House

Ryan's Grill Buffet Bakery
 Saltgrass Steak House
 Sbarro
 Shoney's
 Smith & Wollensky
 Sonic
 Souplantation/Sweet Tomatoes
 Subway
 Red Robin Gourmet Burgers
 Starbucks
 Sullivan's Steakhouse
 T.G.I. Friday's
 Taco Bell
 Texas Land & Cattle Steak House
 Texas Roadhouse
 Todai
 Tony Roma's
 Uno Chicago Grill
 Waffle House
 Wawa
 Wendy's
 Whataburger
 White Castle
 Yard House
 Steak 'n Shake
 Sizzler
 Zaxby's

GOLD & SILVER PRIZE DISCOUNT COUPONS



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 colors-detroit.com

20% OFF with the ROC Diners' Guide



AVALON INTERNATIONAL BREADS is a "right livelihood business."
We have three bottom lines that inform every aspect of our business.

EARTH Our promise: 100% organic flour in everything we make, every day. Our commitment: organic ingredients when possible, local ingredients whenever feasible, and environmentally friendly practices at every opportunity.

COMMUNITY We aspire to create an oasis of healing and compassion in a world that is sorely in need. We support organizations and projects that create a healthier, more vibrant Detroit.

EMPLOYEES Commitment to the health and well being of our employees means fair wages, good benefits and an environment that encourages growth.

COLORS
just. good. food

COLORS was born in 2006, when we first opened our doors in New York City with a menu that reflected the culinary traditions of the 22 countries from which our proud worker-owners hailed. We were all former workers from the restaurant at the top of the World Trade Center who had survived 9-11 and had gone on to form the Restaurant Opportunities Center—the country's largest restaurant worker organization.

COLORS
just. good. food

COLORS Detroit was opened in late 2011 by worker members and staff of the Restaurant Opportunities Center of Michigan as a social enterprise providing good food, training opportunities for low-wage workers, and a space for community events.

GOLD & SILVER PRIZE DISCOUNT COUPONS

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washington dc

freshii.com



american diner meets vietnamese comfort food
110 north avenue 56, los angeles
[323] 257-8980
goodgirldINETTE.com



Los Angeles

The Gorbals is a spot for new and diverse ideas. For tasty, oddball food that is there for anyone who is willing to eat something that does not fall into a category. It is not an Italian restaurant, or an Indian restaurant, or a Scottish restaurant, or a Los Angeles restaurant, nor is it new age, traditional, old school, fusion, pretentious or plain. It is simply The Gorbals.

GOLD & SILVER PRIZE DISCOUNT COUPONS



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Le Petit Zinc

Detroit's chic café!

lepetitzincdetroit.com
1055 Trumbull Ave., Detroit {313} 963-2805

FREE COFFEE with the ROC Diners' Guide



On behalf of restaurant workers everywhere,
ROC thanks our high road restaurant
industry partners and their generous offers
to conscientious consumers.



Homegirl Café, a division of Homeboy Industries, is a social enterprise assisting at-risk and formerly gang-involved young women and men to become contributing members of our community through training in restaurant service and culinary arts. Homegirl Café offers a one year training program within the food and service industry, empowering young people to redirect their lives and providing them with hope for their futures.



Le Petit Zinc

Detroit's chic café!

Le Petit Zinc is French slang for a local bar. In France, neighborhood bars cover the bar top in zinc metal. Overtime the wear and tear on the metal gives the bar top unique textures as each patron literally leaves their mark.

Our Petit Zinc offers comfortable classic French dining. We welcome you to be yourself, bring your family and friends to leave your mark!



A TIP FOR RESTAURANT WORKERS!

You are entitled to:

- ◆ A minimum wage of \$7.25 if you do not receive tips, and \$2.13 if you do receive tips. **Some states require a higher minimum wage.** In all states, your tips and wages must always total \$7.25 an hour; if not, your employer must make up the difference.
- ◆ Payment for all hours worked.
- ◆ Overtime pay of 1½ times your regular pay for every hour worked over 40 hours in a given week.
- ◆ A workplace free from discrimination on the basis of race, religion, gender, age, disability, and pregnancy—and more, in some states.

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- ◆ Overtime pay of 1½ times your regular pay for every hour worked over 40 hours in a given week.
- ◆ A workplace free from discrimination on the basis of race, religion, gender, age, disability, and pregnancy—and more, in some states.

EAT ETHICALLY

Dear Restaurant Worker,

I appreciate your hard work serving me, and I want you to know about important rights you have. They're listed on the other side of this card.

If you would like to get involved in improving wages and working conditions in the restaurant industry, or you believe your rights have been violated, or you just want more information, check our website, www.rocunited.org, or contact us at info@rocunited.org. The Restaurant Opportunities Centers United (ROC-United) is a national restaurant workers' organization. Join us in making a better industry for everyone involved!



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Dear Restaurant Owners & Managers,

I use the Restaurant Opportunities Centers United's Diner's Guide 2012, which I want all restaurant owners and managers to know about. I care about a restaurant's practices with regard to wages, benefits, and opportunities for worker advancement.



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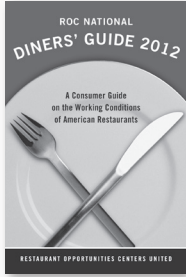
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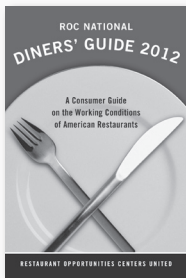


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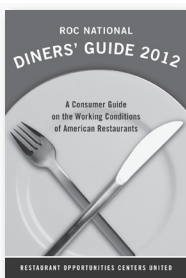
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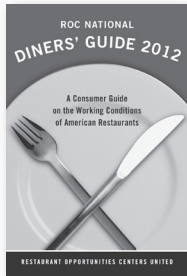
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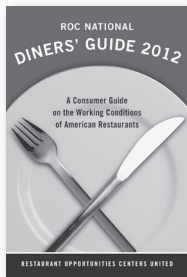


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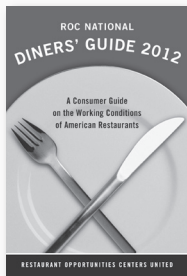
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“When you go out to eat, you shouldn’t get wage theft, racism, and sick cooks in the kitchen, along with your meal. How the food tastes at a restaurant really doesn’t matter, if the people who work there are being mistreated.

This guide will help you separate the good guys from the bad.”

–ERIC SCHLOSSER, author of *Fast Food Nation*

“No matter how good the food, how local the ingredients, no one wants to support a restaurant that takes advantage of its workers. It is possible for restaurants do the right thing and make money. ROC promotes that high road to profitability. ROC’s work helps people like you and me find restaurants that are doing the right by their workers.”

–JOSH VIERTEL, Founder and President, Slow Food USA



www.rocunited.org

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New York, NY 10001

212.243.6900

RESTAURANT OPPORTUNITIES CENTERS UNITED