

ROC NATIONAL  
**DINERS' GUIDE 2012**

A white ceramic plate with a gold rim, featuring a fork and a knife crossed in the center. The text is centered on the plate.

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

**RESTAURANT OPPORTUNITIES CENTERS UNITED**



ROC NATIONAL  
**DINERS' GUIDE 2012**



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

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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.

## WHY THIS GUIDE EXISTS

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 list<sup>1</sup>, 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 restaurants<sup>2</sup>

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.**


<sup>1</sup> [http://www.rimag.com/article/print/372414-R\\_I\\_2009\\_Top\\_400\\_Restaurants\\_Chains.php](http://www.rimag.com/article/print/372414-R_I_2009_Top_400_Restaurants_Chains.php)


<sup>2</sup> 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.<sup>3</sup>








<sup>3</sup> 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/](http://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
 <b>COLORS Restaurant</b> NEW YORK  Global, Fine Dining \$\$ <a href="http://www.colors-newyork.com">www.colors-newyork.com</a> (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](http://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

- 4** 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.
- 5** 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](http://www.rocunited.org/dinersguide).
- 6** 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](http://www.rocunited.org).
- 7** Become a ROC Consumer Member! Sign up online at [www.rocunited.org](http://www.rocunited.org). You can also contact us at [info@rocunited.org](mailto: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
<b>7-ELEVEN NATIONAL</b> Convenience Store, Quick Serve \$ www.7-eleven.com (972) 828-0711	0	?	?	?	?
<b>APPLEBEE'S NATIONAL</b> American, Casual \$\$ www.applebees.com 888-592-7753	0	0	0	?	0
<b>ARBY'S NATIONAL</b> Burgers, Sandwiches, Quick Serve \$ www.arbys.com (678) 514-4100	0	-	0	0	?
 <b>AVALON</b> DETROIT, MI  Baked goods, Quick Serve \$ www.avalonbreads.net (313) 832-0008		-	0		0
<b>BASKIN-ROBBINS NATIONAL</b> Ice Cream & Frozen Yogurt, Quick Serve \$ www.baskinrobbins.com (781) 737-3000	0	-	0	0	0
<b>BENNIGAN'S GRILL &amp; TAVERN NATIONAL</b> American Irish, Casual \$\$ www.bennigans.com (469) 248-4419	0	0	?	0	0












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



























	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
<b>BUFFALO WILD WINGS</b> NATIONAL American Grill, Casual \$\$ www.buffalowildwings.com (952) 593-9943	0	0	0	0	0
<b>BURGER KING</b> NATIONAL American Burger, Quick Serve \$ www.Burgerking.com (305) 378-3000	0	-	0	0	0
 <b>BUSBOYS AND POETS/EATONVILLE</b> EAST Italian/American, Casual \$\$ busboysandpoets.com (202) 387-7638 eatonvillrestaurant.com (202) 332-9672		0			0
<b>CALIFORNIA PIZZA KITCHEN</b> NATIONAL American, Casual \$\$ www.cpk.com (310) 342-5000	0	0	0	0	0
<b>CANTINA LAREDO</b> NATIONAL Mexican, Casual \$\$ www.cantinalaredo.com (800) 275-1337	0	0	?	0	0
 <b>CAPITAL GRILLE</b> NATIONAL  SEE PAGE 28 American, Fine Dining \$\$\$ www.thecapitalgrille.com 407-245-4000	0	?	?	?	0
<b>CAPTAIN D'S SEAFOOD KITCHEN</b> NATIONAL Seafood, Casual \$ www.captainds.com (615) 391-5461	0	0	0	0	0
<b>CARINO'S ITALIAN GRILL</b> NATIONAL Italian, Casual \$\$ www.carinos.com (785) 215-8400	0	0	0	0	0
<b>CARL'S JR.</b> NATIONAL American, Burgers, Fast Food \$ www.carlsjr.com 877-799-7827	0	-	0	0	0
<b>CARRABBA'S ITALIAN GRILL</b> NATIONAL Italian, Casual \$\$ www.carrabbas.com (813) 288-8286	0	?	?	0	0


















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









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

















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




	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
<b>DOMINO'S PIZZA</b> NATIONAL Pizza, Quick Serve \$\$ www.dominos.com (734) 930-3030	0	-	0	0	?
<b>DUNKIN' DONUTS</b> NATIONAL Coffee Shop, Quick Serve \$ www.dunkindonuts.com 877-833-2633	0	-	0	0	0
<b>EINSTEIN BROS. BAGELS</b> NATIONAL Bagels and Sandwiches, Quick Serve \$ www.einsteinbros.com 800-224-3563	0	-	0	0	0
 <b>EL FUEGO</b> PHILADELPHIA, PA Mexican, Quick Serve \$\$ www.elfuegoburritos.com (215) 592-1901		-			0
<b>EL POLLO LOCO</b> NATIONAL Mexican, Quick Serve \$\$ www.elpolloloco.com (714) 599-5000	0	-	?	?	?
 <b>ELEPHANT BAR RESTAURANT</b> NATIONAL International, Casual \$\$ www.elephantbar.com (562) 207-6230	0		0	0	
<b>FAMOUS DAVE'S LEGENDARY PIT BAR-B-QUE</b> NATIONAL American BBQ, Casual \$\$ www.famousdaves.com (952) 294-1300	0	0	?	0	0
 <b>FIVE GUYS BURGERS AND FRIES</b> NATIONAL American Burger, Quick Serve \$ www.fiveguys.com 866-345-GUYS		-	0		
<b>FLEMING'S PRIME STEAKHOUSE &amp; WINE BAR</b> NATIONAL Steakhouse, Casual \$\$\$ www.flemingssteakhouse.com (949) 222-2223	0	0	0	0	?
<b>FOGO DE CHAO</b> 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
 <b>FRESHII</b> WASHINGTON, DC  Salad/Soup/Sandwich, Quick Serve \$ <a href="http://www.freshii.com">www.freshii.com</a> (202) 506-4910		-	0	0	
<b>FRIENDLY'S NATIONAL</b> American, Casual \$\$ <a href="http://www.friendlys.com">www.friendlys.com</a> 800-966-9970	0	0	?	0	?
<b>GOLDEN CORRAL BUFFET &amp; GRILL NATIONAL</b> Buffet and Grill, Casual \$\$ <a href="http://www.goldencorral.com">www.goldencorral.com</a> (919) 781-9310	0	0	0	0	?
 <b>GOOD</b> NEW YORK CITY, NY American, Casual \$\$ <a href="http://www.goodrestaurantnyc.com">www.goodrestaurantnyc.com</a> (212) 691-8080			0		
 <b>GOOD GIRL DINETTE</b> LOS ANGELES, CA  Silver American/Vietnamese, Casual \$ <a href="http://www.goodgirlfoods.com">www.goodgirlfoods.com</a> (323) 257-8980				0	0
 <b>THE GORBALS</b> LOS ANGELES, CA  American, Casual \$\$ <a href="http://thegorbalsla.com">thegorbalsla.com</a> (213) 488-3408					0
<b>GRANITE CITY FOOD &amp; BREWERY MIDWEST</b> American, Casual \$\$ <a href="http://www.gcfb.net">www.gcfb.net</a> (952) 215-0660	0	?	?	?	?
 <b>GUERRILLA CAFE</b> BERKELEY, CA Coffee Shop & Sandwiches, Casual \$ <a href="http://www.guerillacafe.com">www.guerillacafe.com</a> (510) 845-2233	0				
<b>HARD ROCK CAFE NATIONAL</b> International, Casual \$\$ <a href="http://www.hardrock.com">www.hardrock.com</a> (407) 445-7625	0	0	0	0	?
<b>HARDEE'S NATIONAL</b> American Burger, Quick Serve \$ <a href="http://www.hardees.com">www.hardees.com</a> 877-799-7827	0	-	0	?	


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

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









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





	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
<b>LOGAN'S ROADHOUSE</b> NATIONAL American, Casual \$\$ www.logansroadhouse.com 800-815-9056	0	0	0	0	?
 <b>LONGHORN STEAKHOUSE</b> NATIONAL  SEE PAGE 28 Steakhouse Casual \$\$ www.longhornsteakhouse.com (404) 636-3817	0	?	?	0	?
<b>LUBY'S</b> Gulf Coast Southern, Casual \$ www.lubys.com (713) 329.6800	0	?	?	?	?
<b>MAGGIANO'S LITTLE ITALY</b> NATIONAL Italian, Casual \$\$ www.maggianos.com(303) 339-3162	0	0	0	0	?
<b>MARIE CALLENDER'S</b> WEST American Fusion, Casual \$\$ www.mariecallenders.com 800-776-7437	0	0	0	0	0
<b>MCCORMICK &amp; SCHMICK'S</b> NATIONAL Seafood, Fine Dining \$\$\$ www.mccormickandschmicks.com (503) 226-3440	0	0	0	0	?
<b>MCDONALD'S</b> NATIONAL American, Quick Serve \$ www.mcdonalds.com 800-244-6227	0	-	0	0	?
<b>MCGRATH'S FISH HOUSE</b> NORTHEAST Seafood, Pastas, American, Casual \$\$ www.mcgrathsfishhouse.com (503) 399-8456	0	0	0	0	0
<b>MIMI'S CAFE</b> NATIONAL French, Casual \$\$ www.mimiscafe.com (949) 825-7000	0	0	0	0	?
<b>MITCHELL'S FISH MRKT/COLUMBUS FISH MRKT</b> 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
<b>MORTON'S THE STEAKHOUSE</b> NATIONAL Steakhouse, Casual \$\$\$ www.mortons.com 866-667-8667	0	0	0	0	?
 <b>NECTAR</b> New York City, NY Continental, Casual \$\$ www.nectarwinenyc.com (212) 772-0916	ROC	\$5	\$9	0	0
 <b>NEYOW'S CREOLE CAFE</b> NEW ORLEANS, LA Cajun, Creole, Casual \$\$ (504) 827-5474	ROC	0	0	0	
<b>NINETY NINE RESTAURANT &amp; PUB</b> NORTHEAST American, Casual \$\$ www.99restaurants.com (781) 933-8999	0	?	?	?	?
<b>NOBU</b> NATIONAL Sushi, Fine Dining \$\$\$ Noburestaurants.com (212) 219-0500	0	?	?	?	?
<b>O'CHARLEY'S</b> NATIONAL American/Italian, Casual \$\$ www.ocharleys.com (615) 256-8500	0	0	0	0	?
<b>THE OCEANAIRE SEAFOOD ROOM</b> NATIONAL Seafood, Fine Dining \$\$\$ www.theoceanaire.com (202) 347-2277	0	0	0	0	?
 <b>OLIVE GARDEN</b> NATIONAL  SEE PAGE 28 Italian, Casual \$\$ www.olivegarden.com (407) 245-4000	0	0	0	0	?
<b>ON THE BORDER MEXICAN GRILL &amp; CANTINA</b> NATIONAL Mexican Grill, Casual \$\$ www.ontheborder.com 972-499-3000	0	0	0	0	?
 <b>ONE IF BY LAND</b> NEW YORK CITY, NY American, Fine Dining \$\$\$ www.oneifbyland.com (212) 255-8649	ROC	\$5	0		
















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

	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
<b>PIZZA HUT NATIONAL</b> Pizza, Quick Serve \$\$ www.pizzahut.com 800-948-8488	0	-	0	0	0
 <b>PIZZAIOLO/BOOT &amp; SHOE SERVICE OAKLAND, CA</b> Italian, Casual \$\$ www.pizzaiooloakland.com (510) 652-4888	0				0
<b>POPEYES LOUISIANA KITCHEN NATIONAL</b> Fried Chicken/Soulfood, Quick Serve \$ www.popeyes.com (404) 459-4450	0	-	0	0	?
<b>QDOBA MEXICAN GRILL NATIONAL</b> Tex-Mex, Casual \$ www.qdoba.com (303) 629-5000	0	-	0	0	?
<b>QUIZNOS NATIONAL</b> Sub Sandwiches, Quick Serve \$ www.quiznos.com 800-335-4782	0	-	0	0	0
 <b>RED LOBSTER NATIONAL</b> ← SEE PAGE 28 Seafood, Casual \$\$ www.redlobster.com 800-562-7837	0	0	0	0	0
<b>RED ROBIN GOURMET BURGERS NATIONAL</b> American Burger, Casual \$ www.redrobin.com (303) 846-6000	0	0	0	0	0
<b>ROCK BOTTOM RESTAURANT &amp; BREWERY NATIONAL</b> American, Casual \$\$ www.rockbottom.com (303) 664-4000	0	0	0		0
<b>ROMANO'S MACARONI GRILL NATIONAL</b> Italian, Casual \$\$ www.macaronigrill.com (972) 674-4300	0	0	0	0	0
<b>ROY'S NATIONAL</b> 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
<b>RUBY TUESDAY</b> NATIONAL American, Casual \$\$ www.rubytuesday.com (865) 380-7603	0	0	0		?
 <b>RUSSELL STREET DELI</b> DETROIT, MI Deli, Casual \$ www.russellstreetdeli.com (313) 567-2900		0	0	0	
<b>RUTH'S CHRIS STEAK HOUSE</b> NATIONAL Steakhouse, Fine Dining \$\$\$ www.ruthschris.com (646) 277-1220	0	0	0	0	?
<b>RYAN'S GRILL BUFFET BAKERY</b> NATIONAL American, Casual \$\$ www.ryans.com (651) 994-8608	0	0	0	0	0
<b>SAGEBRUSH STEAKHOUSE</b> SOUTHEAST Steakhouse, Casual \$\$ www.sagebrushsteakhouse.com 877-704-5939	0	0	0	0	0
<b>SALTGRASS STEAK HOUSE</b> NATIONAL Steakhouse, Casual \$\$ www.saltgrass.com (713) 850-1010	0	?	?	?	?
<b>SBARRO</b> NATIONAL Italian, Quick Serve \$\$ www.sbarro.com (631)715-4100	0	-	0	0	0
 <b>SEVA</b> ANN ARBOR, MI International, Casual \$\$ www.sevarestaurant.com (734) 662-1111		0	0		0
<b>SHONEY'S</b> NATIONAL American, Casual \$ www.shoneys.com (615) 231-2333	0	0	?		?
<b>SIZZLER</b> NATIONAL American, Casual \$\$ www.sizzler.com (310) 846-8750	0	?	?	?	?





	HIGH-ROAD	TIPPED WAGES	NON-TIPPED WAGES	PAID SICK DAYS	ADVANCEMENT
 <b>SLOW'S BBQ</b> DETROIT, MI American BBQ, Casual \$\$ <a href="http://www.slowsbarbq.com">www.slowsbarbq.com</a> (313) 962 9828	<b>ROC</b>	0	<b>\$9</b>	0	?
<b>SMITH &amp; WOLLENSKY</b> NATIONAL Steakhouse, Fine Dining \$\$\$ <a href="http://smithandwollensky.com">smithandwollensky.com</a> (617) 600-3500	0	0	0		0
<b>SONIC</b> NATIONAL American, Quick Serve \$ <a href="http://www.sonicdrivein.com">www.sonicdrivein.com</a> 866-657-6642	0	-	0	0	0
<b>SOUPLANTATION/SWEET TOMATOES</b> NATIONAL Salads/Soups/Bakery, Casual \$\$ <a href="http://www.souplantation.com">www.souplantation.com</a> 888-374-8360	0	-	0	0	0
<b>STARBUCKS</b> NATIONAL Coffee Shop, Quick Serve \$ <a href="http://www.starbucks.com">www.starbucks.com</a> 800-235-2883	0	-	0	0	?
<b>STEAK 'N SHAKE</b> NATIONAL American/Steakburger, Casual \$ <a href="http://www.steakshake.com">www.steakshake.com</a> (317) 633-4100	0	0	0	0	?
<b>SUBWAY</b> NATIONAL Sandwiches, Quick Serve \$ <a href="http://www.subway.com">www.subway.com</a> (203) 877-4281	0	-	0	0	0
 <b>SUGAR BLISS</b> CHICAGO, IL Bakery, Casual \$ <a href="http://www.sugarblisscakes.com">www.sugarblisscakes.com</a> (312) 845-9669	<b>ROC</b>	0	0	0	
<b>SULLIVAN'S STEAKHOUSE</b> NATIONAL Steakhouse, Fine Dining \$\$\$ <a href="http://www.sullivansteakhouse.com">www.sullivansteakhouse.com</a> (713) 961-0333	0	0	?	0	0
<b>T.G.I. FRIDAY'S</b> NATIONAL American, Casual \$\$ <a href="http://www.tgifridays.com">www.tgifridays.com</a> 800-374-3297	0	0	0	0	0

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

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

Eatonville  
Luby'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 Dinette  
The Gorbals  
Homegirl Cafe  
Local

### SAN FRANCISCO BAY AREA

Guerilla Cafe  
Pizzaiolo/Boot & Shoe Service

## ILLINOIS

### CHICAGO

Houlihan's  
Sugar Bliss

## LOUISIANA

### NEW ORLEANS

Lil Dizzy's  
Neyow'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

Clyde's

Eatonville

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

Neyow's Creole Cafe

### 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  
Bonfish 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  
Joe's Crab Shack  
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  
 Pappadeux 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  
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**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.



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THE

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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.



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## Le Petit Zinc

Detroit's chic café!

*[lepetitzincdetroit.com](http://lepetitzincdetroit.com)*

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

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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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## 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](http://www.rocunited.org), or contact us at [info@rocunited.org](mailto: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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**EAT ETHICALLY**

**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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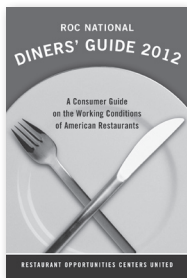
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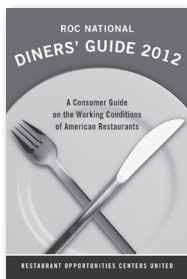


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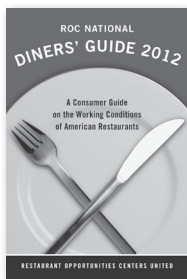
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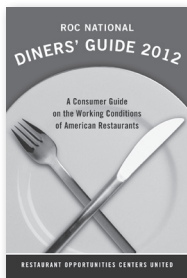
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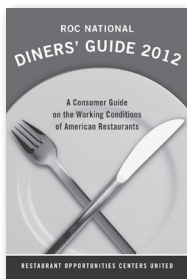


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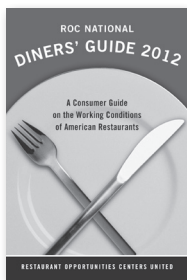
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“When you go out to eat, you shouldn’t get wage theft, racism, and sick cooks in the kitchen, along with your meal. How the food tastes at a restaurant really doesn’t matter, if the people who work there are being mistreated.

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, President, *Slow Food USA*



[www.rocunited.org](http://www.rocunited.org)  
350 Seventh Ave, Ste 1504  
New York, NY 10001  
212.243.6900

RESTAURANT OPPORTUNITIES CENTERS UNITED