

Kitchen Appreciation Fee

3% Kitchen Appreciation Fee

Why we believe it makes for a healthier restaurant:

- It attracts talented cooks with the desire to become great chefs
- It retains employees which allows for an investment in education and training
- It directly rewards the back of house staff for the success of the restaurant
- It encourages constant improvement on the quality and consistency of food
- It creates a culture of teamwork and elevates the expectations of the entire staff

It's by no means perfect, but we feel strongly it's our best option given the current realities of the restaurant industry.

Most importantly, we hope its' impact is evident in the quality of food and overall experience you have when dining with us.

On the other side of this insert we address some of the most common questions from our guests.

Frequently Asked Questions

Why don't we pay our BOH a fair living wage?

We absolutely do. The kitchen fee is not in lieu of a competitive wage, it's in addition to it. With the 3% fee, every cook and dishwasher is guaranteed an incremental bonus based on the success of the restaurant.

Why should guests subsidize our labor costs?

The reality is consumers are already paying for labor. Sales of food and beverage are the only source of revenue and cover all costs to operate a restaurant.

Why not increase the menu prices by 3%?

Increasing menu prices to raise hourly wages would not accomplish the same results. By giving the kitchen team a percentage of sales, it adds value across all facets of the restaurant, creates a better guest experience, incentivizes the kitchen staff, and allows for the type of training that has become very hard to invest in otherwise.

What about an option to leave a tip for BOH staff?

Unfortunately it's not a legal option. Cooks are not tipped employees, so under Massachusetts state law they are not allowed to share any tips. To give them a percentage of sales it needs to be in the form of a set fee.

Please let us know if there are any other questions