

Servers & Bartenders Incidental Duties

There have been many questions about what type of work a Server and/or Bartender can perform while being paid the Server or Bartender wage. The Connecticut Department of Labor has provided a list of 23 tasks the state considers "incidental" to a Server/Bartender's duties, and therefore, appropriate tasks for any Server or Bartender to perform while being paid the normal Server or Bartender wage.

Examples of tasks that are classified as duties incidental to service by the state of Connecticut:

1. Taking orders from patrons for food or beverages;
2. Checking with customers to ensure that they are enjoying their meals and taking action to correct any problems;
3. Checking patrons' identification to ensure that they met minimum age requirements for consumption of alcoholic beverages;
4. Collecting payments from customers;
5. Writing patrons' food orders on order slips, memorizing orders or entering orders into computers for transmittal to kitchen staff
6. Preparing checks that itemize and total meal costs and sales taxes;
7. Presenting menus to patrons and answering questions about menu items, making recommendations upon request;
8. Removing dishes and glasses from tables or counters and taking them to the kitchen for cleaning;
9. Serving food or beverages to patrons, and preparing or serving specialty dishes at tables as required;
10. Cleaning tables or counters after patrons have finished dining;
11. Preparing tables for meals, including setting up items such as linens, silverware, and glassware;
12. Explaining how various menu items are prepared, describing ingredients and cooking methods;
13. Escorting customers to their tables;
14. Cleaning tables and floors in service employee's immediate service area before, during, or after serving patrons;
15. Cleaning and tidying up server stations and drink stations;
16. Informing customers of daily specials;
17. Preparing hot, cold, and mixed drinks for patrons, including brewing coffee and chilling bottles of wine;
18. Rolling silverware, setting up food stations, or setting up dining areas to prepare for the next shift or for large parties;
19. Stocking service areas with supplies such as coffee, food, tableware, and linens;
20. Bringing wine selections to tables with appropriate glasses, and pouring wines for customers;
21. Filling salt, pepper, sugar, cream, condiment, and napkin containers;
22. Describing and recommending wines to customers; and
23. Garnishing and decorating dishes in preparation for serving.

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CT DOL Server & Bartender Regulations

In addition to the duties stated above, management may ask a Server/Bartender to perform other tasks not listed above. Any such additional duties may also be paid at the server/bartender rate as long as the amount of time spent on those additional duties does NOT exceed two hours or 20% (whichever is less) of a Server/Bartender's shift. If management requires a Server/Bartender to do more than 20% of non-service-related duties, the business is required to pay the Server/Bartender the full minimum wage for the additional time spent doing non-service-related work.

If you have any questions or need additional support, please contact:
