



The Good Food Caterer Guide

Fair Labor Guidelines

The Good Food Procurement Subcommittee identified the following criteria for the Fair Labor category in the Good Food Caterer Guide.

A business qualifies for the Fair Sticker if it is one or more of the following:

- Worker-owned cooperative
- Certified B-Corporation
- Some or all workers are unionized
- Food Justice Certified Vendor

A business is disqualified for the Fair Sticker if one or more of the following is true:

- No employee handbook or policy manual
- The business does not comply with the City of Philadelphia's earned sick leave policy
- The business has been investigated by any state or federal agency AND the investigation did not close more than 5 years ago

Point System

To be considered for the Fair category, a business must meet a combination of the criteria below and receive **22 out of 55 possible points**.

The business is listed in or a member of:

- ROC's Diner's Guide (Restaurant Opportunities Centers) (5)
- RAISE (Restaurants Advancing Industry Standards in Employment) (5)

Benefits:

- Health insurance (5)
- Retirement benefits (5)
- Paid family, sick, or disability leave beyond minimum legal requirements (4)
- Trainings or mentorships (3)
- Scholarships or tuition assistance (3)
- Paid Vacation (2)
- Paid breaks (1)
- Free shift meal (1)

Benefits are offered to:

- All employees (2)
- Some employees (1)

Living wage policies:

- Equal pay self-audit (3)
- Living wage pay scale (3)
- No tipped minimum wage (2)
- Transparent policies on wage increases (1)
- Fair scheduling (1)

Trainings provided (maximum of 3 points):

- OSHA Safety Training (1)
- Drug and Alcohol Abuse Training (1)
- Sexual Harassment Training (1)
- Homelessness Awareness Training (1)
- Anti-Discrimination Training (1)
- Assisting Victims Training (1)

Other accommodations:

- Hiring and/or training programs for adults with disabilities (2)
- Childcare assistance or accommodations (2)
- Breast milk pump room (2)

Resources

[Democracy at Work Institute - Startup Resources](#)
[Becoming a B-Corporation](#)
[Food Justice Certification](#)
[Philadelphia Earned Sick Leave Flyer](#)
[National Federation of Independent Business - Writing Employee Handbooks](#)



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