

CAYMAN ISLANDS



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**LABOUR (GRATUITIES
DISTRIBUTION) REGULATIONS 1992**

CAYMAN ISLANDS

THE LABOUR LAW, 1987

LABOUR (GRATUITIES DISTRIBUTION) REGULATIONS 1992

In exercise of the powers conferred on the Governor in Council by section 32(2) of the Labour Law, 1987, the following regulations are made —

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| Citation | 1. These regulations may be cited as the Labour (Gratuities Distribution) Regulations 1992. |
| Commencement | 2. These regulations shall come into effect 3 months after the date of their publication in the <i>Gazette</i> . |
| Distribution of gratuities | 3. Where no scheme for the distribution of gratuities in a hotel or condominium has been registered in accordance with section 32 of the Law the employer in the hotel or condominium shall distribute gratuities in accordance with the formula set out in the Schedule. |

SCHEDULE

HOTELS

Part I - House Gratuities

Total house gratuities collected must be distributed as follows —

- (a) as to 60% of the total — between the housekeeping, laundry, bellmen, maintenance and gardening staff;
- (b) as to 17.5% of the total — between the restaurant supervisor, chef, sous chefs, first cooks, kitchen and room service staff and storeroom clerks;
- (c) as to 15% of the total — between the front desk,

reservations, night audit and executive office staff;

- (d) as to the remainder – for incentive awards for the staff.

Part 2 - Food, Beverage and Bar Gratuities

Total gratuities collected in food, beverage and bar department of the hotel must be distributed evenly amongst employed staff in those departments, based on hours worked.

CONDOMINIUMS

The proportion of the total gratuities collected that an eligible employee must receive is an amount equal to that total divided by the hours worked by all eligible employees multiplied by the hours worked by the employee.

Made in Executive Council this 17th day of November, 1992.

MONA N. BANKS-JACKSON
Clerk of Executive Council.