3495 The Economic Conflict

People Fieldbook · https://kb.jeffreysummers.com/docs/3495-the-economic-conflict-2/

The Demand

This week, you address the tip-versus-hourly asymmetry directly instead of hoping a teamwork speech covers it. The cast already understands the structure exactly. If you don't acknowledge it honestly, the resentment doesn't go away — it finds its way out as a turnover event you'll have to explain later.

The Work

1. This week, have a direct, honest conversation with your kitchen team about the tip-versus-hourly structure — name the asymmetry out loud rather than talking around it.
2. Identify one concrete way this week to acknowledge the kitchen's contribution beyond the paycheck — a recognition moment, a resource, a specific gesture tied to their actual work.
3. Review your current compensation and recognition architecture. Name one gap where the kitchen feels like a support function instead of a valued one, and fix it this week if it's fixable, or name the plan if it takes longer.
4. Tell your kitchen manager directly what you can and cannot change about the structure — do not overpromise a fix you can't deliver.

By Friday, you have had the direct conversation about the economic asymmetry and taken one concrete action that acknowledges the kitchen's contribution beyond the paycheck.