

MRA COMMITTEES & WORK GROUP OPPORTUNITIES FOR 2015-2016

Chairman Donato Frattaroli is very excited to announce that a great team of volunteers have accepted his request to serve as Committee and Work Group Chairs, and we are pleased to announce them and at the same time accept volunteers who may like to serve on these important teams:

Trade Show Committee - Joe Piantedosi, Piantedosi Baking Company

Business Partners - Ed Doyle, RealFood Consulting

Membership - Bud Fraumeni, Timberline Construction

"Stars of The Industry" Work Group - Pat Lee, Horseshoe Grille

Education Work Group - Stacey Sawyer, MRA



JOE PIANTEDOSI
Piantedosi Baking
Company



ED DOYLE
RealFood Consulting



BUD FRAUMENI
Timberline Construction



PAT LEE
Horseshoe Grille



STACEY SAWYER
MRA

If you are interested in serving on any of these committees or work groups, please [email](#) Tracy Zibell and let her know the team you would like to serve on. Meetings will start shortly.

SAVE THE DATE 2015 Stars of the Industry

*The MRA invites you to enjoy good food, drink and entertainment in celebration of exceptional employees at the industry's biggest event of the year...
 The Stars of the Industry Awards Gala!*

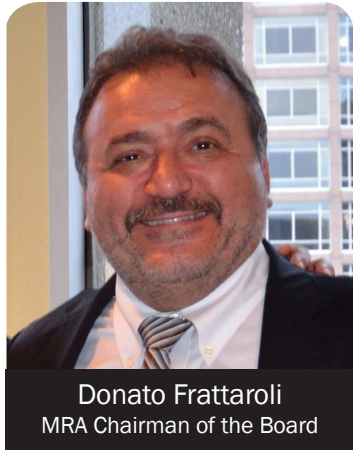


Wednesday, November 4, 2015
Lombardo's - Randolph, MA

INSIDE THIS ISSUE:

Letter from the Chairman	2
Current Issues	3
MRA Events	4
Member Profile: Rapscaillon	5
Choke Saver & ServSafe Training, ProStart News.....	6
ProStart Instructor Spotlight	7
Welcome New Members.....	8

LETTER FROM THE CHAIRMAN



Dear Member,

As I start my second month as Chairman of the MRA, I am looking at what is going on across the country as it relates to the financial viability of our industry, and I am again reminded how important it is that we work together here in Massachusetts. Did you know that MA is the 6th smallest state in the union, however we are the 10th highest grossing state in terms of restaurant sales, coming in at a whopping \$13.8 billion this year?

I believe that this is due to a number of factors – a great entrepreneurial workforce with mentors urging their employees to take a chance and helping them become successful. It is also because even though we are very competitive, we also want to see each other succeed, and we share success and opportunities with each other so that we all win. It is because we have a strong association, who knows how to speak with our legislative leaders to explain how decisions impact our business and theirs – after all, last fiscal year we collected over \$1B dollars in meals tax revenue for the state – the #2 source of revenue for MA. It is because our operators come together with the association and the legislators to have even deeper discussions about what impacts their neighborhoods and constituents.

When we see what happens in states like NY, where the tip wage went from \$5.00 to \$7.50 an hour, and where the Governor assembled a wage board and will jump the minimum wage to \$15.00 for the fast food industry, it is imperative that now more than ever, we stay together and speak as one. It is why we need restaurateurs not in our association to join, so we can have a strong, undivided voice.

And that means that we are not against everything, rather that we are thoughtful and deliberate, and that we draw the line in the sand only if something clearly will derail our industry and affect our employees negatively. One in three Americans first job is in the restaurant industry, 50% of all Americans work here at some point in their career.

We are the land of hope and opportunity for so many, and we need to make certain that continues. If you know someone that is not a member, please urge them to join so that we can clearly get through these times as one.

Sincerely,

A handwritten signature in black ink, appearing to read "Donato Frattaroli".

Donato Frattaroli
MRA Chairman

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Donato Frattaroli

MRA Chairman of the Board
dfrattaroli@themassrest.org

MENU LABELING DELAYED

The Food and Drug Administration has delayed the effective date for the federal menu-labeling regulation for chain restaurants and similar foodservice operations to **December 1, 2016**.

The FDA had originally set December 1, 2015, as the effective date but is extending the compliance date in response to requests and in order to further clarify the rule's requirements.

The regulations apply to restaurants and similar retail food establishments with 20 or more locations operating under the same name and serving similar menu items. The law requires covered establishments to post calories for standard menu items, and provide guests with additional nutrition information upon request.

The FDA is preparing additional guidance to help restaurateurs and other covered establishments understand how to implement the law.

Click [here](#) for the link to FDA announcement.

DOL RELEASES PROPOSED OVERTIME REVISIONS

After more than a year of deliberation, the Department of Labor has released proposed revisions to federal overtime laws. Nearly 300 pages of regulation was released on June 30, 2015. The DOL is targeting next year to release final regulations.

Under the proposal, salaried employees earning less than \$50,440, or \$970 a week, would be eligible for overtime pay, up significantly from the current \$23,660, or \$455 per week. Additionally, the salary threshold would be automatically updated in the future based on inflation or wage growth. The agency did not propose a new "duties test" regarding the responsibilities of exempt managerial employees, but has solicited comments on whether changes are needed.

The MRA will be working in conjunction with the NRA to submit comments on this proposal and will keep you informed as this process evolves.



THE OVERTIME COUNTDOWN

Friday, July 24, 2015

Welcome to the first edition of "The Overtime Countdown." Pursuant to a Presidential Memorandum, the U.S. Department of Labor recently published a "Notice of Proposed Rulemaking" (NPRM) to update its "Overtime Regulations." The NPRM only gives interested parties until Friday, September 4, 2015 (six weeks from now), to submit comments and address every question raised in the NPRM. The Overtime Countdown will be sent out on Fridays during the next six weeks to update you on our efforts and to assist you with yours. As with prior issue-specific updates, I will keep them to one page. Feel free to share its content or e-mail me if you would like to be taken off this e-mail list.

The NPRM Proposal

The NPRM proposes to more than double the current minimum salary threshold of \$23,660 that now makes employees automatically overtime-eligible to cover all those with salaries of less than \$50,440 per year. In other words, a Restaurant Manager who makes \$50,000 a year would be entitled to overtime under the NPRM. In addition, for the first time since the Fair Labor Standards Act was passed into law in 1938, and under dubious legal authority, the Department is proposing to automatically increase the minimum salary threshold based on either inflation or a wage-growth formula that no one seems to be able to replicate. Finally, the NPRM asks whether new restrictions should be placed on the amount of time managers can spend on non-supervisory duties like cleaning a table, jumping in to work a cash register, or helping a waiter when the restaurant is busy.

The National Restaurant Association Efforts

The NPRM with its supporting materials is hundreds of pages long, raises a number of new issues, and asks a number of questions that require in-depth analysis. The Association has requested that the Department provide a 60-day extension to file substantive comments. The last time the Overtime Regulations were amended, the Department of Labor allowed a 90-day public comment period. During that time, the Department received 75,200 comments with approximately 600 of those comments including substantive analysis of the proposed revisions.

Click [here](#) for an update from the National Restaurant Association.

IMPORTANT NOTICE FROM THE MASSACHUSETTS DEPARTMENT OF REVENUE



Are you a WebFile For Business user? Update your email address TODAY!

Important information from the Department of Revenue regarding WebFile for Business and the roll out of MassTaxConnect in November will be sent out soon. Make sure you don't miss out on the details [here](#).

IMPORTANT UPDATE: SOMETHING'S BREWING IN WORCESTER RESCHEDULED

RESCHEDULED



Something's Brewing in Worcester will be rescheduled for a date in the fall due to the extension of Worcester Restaurant Week. Any tickets already purchased will be refunded. Please stay tuned for a new date and details.

FINANCIAL WEBINAR SERIES - SEPTEMBER 15, 2015

Members, this is a great opportunity for your managers and employees to learn about what they need to do to plan for their retirement.

SAVE THE DATE:

Tuesday, September 15th, 2015 at 9:00am

How to Get Your Financial House in Order and Keep it that Way Forever

Everyone has moving parts in their financial life. Some you may be aware of and have a strong handle on, but others may be ticking time bombs. Procrastination could be one of the reasons someone decides not to devote time

coordinating all of the moving parts – and others just do not know where to start.

Please join John Napolitano and Alex Weiss of U.S. Wealth Management in this session to learn about areas of your financial life that can lead to unintentional negative consequences. These topics will be included:

- How to protect your family if you pass away prematurely
- Creating an estate plan for your family and loved ones
- Understand current areas of financial risk, known and unknown
- Investing with purpose for long term results
- How to begin the process

For bios of John Napolitano and Alex Weiss, click [here](#).

COLONNADE ROOFTOP POOL SUMMER BASH



It was a sunny and humid 98 degrees with no breeze, but five minutes before the doors opened the slightest hint of a sea breeze wafted in, and the evening turned into a most comfortable and festive event. The Colonnade Hotel, David Colella, Chef Nick and their incredible team once again dazzled us with great food, beverage and service, all while we caught up with old friends, made new ones, and enjoyed glorious views of the Boston area to this sold out evening.

Quote of the night – ***"It is not summer for me until The Colonnade Hotel Roof Top Bar tells me it is summer!"***

We could not agree more...

To see the complete photo album, click [here](#).





**OWNER
PETER DANIEL**



WE ARE THE MRA MEMBER PROFILE

Name: Peter Daniel

Restaurant: RapsCALLION Table & Tap - Acton, MA

Year Founded: 1996

Website: www.drinkrapscallion.com

MRA Member since: October 2014

What is your specialty?

Farm-to-table comfort food

Why is the MRA important to you and your business?

"MRA is a big brother to it's members, always looking out for their interest and success."



Fun Facts about RapsCALLION Table & Tap:

- 1.** Brewery and tap room is located in Sturbridge MA. You can play a round of disc golf, see an El paca in the petting farm, bring your family, and/or dog, to the outside or inside bar...or pick some apples.
- 2.** Our beer is available wholesale to bars and restaurants with Burke, Atlas and United. It is a MA ONLY- DRAFT creating an exclusive on-premise focused model.
- 3.** Our Harvard Lager is the oldest beer recipe and brand in Massachusetts.
- 4.** The 1790 farmhouse that Table and Tap sits in was once home to the "unsinkable Molly Brown" the last survivor of the Titanic (picture of 1790 farmhouse above with beer garden)
- 5.** Our name and branding is RapsCALLION, but our official name is Concord Brewery, for where it got its start in the Mid-90's just miles from our Acton location.

CHOKE SAVER TRAINING



The MRAEF has been working with When Seconds Count to offer Choke Save classes for members. When Seconds Count, Inc. provides this life saving skill which is essential for establishments that serve food.

If you, your co-workers, family members or anyone else would like to become familiar with the Heimlich Maneuver and would be interested in having trained professional staff provide this training, [contact](#) When Seconds Count, Inc. at **978-744-4799**.

Upon successful course completion you'll receive a certificate valid for 2 years.

Upcoming classes at the MRA:

- August 19 - 9am-10am
- October 21 - 10am-11am
- December 16- 10am-11am

\$25 MRA Members

\$35 Non-MRA Members

A portion of this course tuition goes to the MRA Educational Foundation.

To REGISTER>>>> Please click [here](#) to register for upcoming Choke Saver training classes.

SERVSAFE ALCOHOL® SERVER TRAINING



Protect your business and decrease liability.

Courts may hold you and your employees liable for alcohol-related motor vehicle accidents involving customers after leaving your establishment. Responsible Alcohol Service helps you assess policies and procedures which may provide a strong defense. ServSafe Alcohol® Serving Alcohol Responsibly provides the industry's most comprehensive training for your managers, bartenders and servers.

Course Cost:

Due to a generous grant from the Hospitality Mutual Insurance Co. (HMIC), the cost of ServSafe Alcohol® classes has been reduced. MRA Member AND insured by HMIC: \$25 per person.

MRA Member OR insured by HMIC: \$30 per person

Non-MRA Member nor insured through HMIC: \$35 per person

CALL THE MRAEF TO SCHEDULE A CLASS **508-303-9905**.

We can bring the class to you!

If you have 15 or more employees to train, we can bring the class to you. In-house ServSafe Alcohol® Training Programs are available for the same pricing structure listed above with no instructor fee required.

To schedule ServSafe Alcohol classes at your business, contact Tracy Zibell at 508-573-4180. Minimum of 15 students required.

FOR A FULL SCHEDULE of ServSafe Alcohol Training & ServSafe Food Protection Manager, click [here](#).

PROSTART NEWS by Stacey Sawyer



POS SYSTEM

In visiting many of our ProStart schools, I'm finding schools that are still in the process of building their foodservice programs are in need of POS systems. If you would like to donate a POS system to a ProStart school, please email ssawyer@themassrest.org or call 508-573-4192.

THE CAPE AND ISLANDS WORKFORCE INVESTMENT BOARD (WIB)

Mashpee High School is a new ProStart school working hard to expand their foodservice program. They have students available for internship opportunities. The grant they have received will cover the cost of students' wages. If you are interested in providing internship opportunities in the Mashpee area, please contact Stacey Sawyer at ssawyer@themassrest.org or call **508-573-4192**. See below for more information.

The Cape and Islands Workforce Investment Board (WIB) has been appointed by the Barnstable County Commissioners to create a local workforce development system. The Job Training and Employment Corporation (JTEC) is the administrative entity for the Workforce.

Click [here](#) for more ProStart News.



Name: Sarah Gibson

High School: Taunton High School

Years teaching: 3 years at Taunton High School

This month we talked to Sarah Gibson, a culinary arts instructor at Taunton High School for the past 3 years. She received her Masters in Education while living in New Mexico.

Sarah didn't always teach culinary arts. Before teaching at Taunton High School, she taught English in New Mexico. After being involved in a Student Leadership Organization, she worked with a culinary arts instructor and started getting into catering. She soon discovered how much she loved culinary and soon after she began teaching culinary.

Sarah recently returned from the 2015 [ProStart Summer Institutes](#), also known as "culinary boot camp" for culinary high school teachers at Daytona State College. This workshop allows educators to hone their culinary skills during the summer and bring back what they learned to the classroom.

In 2012, Sarah attended the Level 1 summer workshop in Alabama. Three years later, she decided to apply for a scholarship sponsored by Darden Restaurants which allowed her to attend the Level 2 workshop. "A group of 23 motivated educators from around the country and I experienced forty hours of hands-on training taught by college instructors. It's not very often you get that opportunity."

Sarah's culinary class competed in the ProStart Student Invitational in March and is looking forward to sharing what she learned during the ProStart Summer Institutes. Best of luck to you and your class, Sarah!

To read the article about Sarah's experience this summer, click [here](#).



"The one thing from the summer workshop that I took back with me is that the culinary arts industry can get overlooked and some kids may be encouraged to do something else. But we need to realize that it's one of the leading industries and it's a huge hands-on life skill that is very important in today's work force."



WELCOME NEW MRA MEMBERS!

Atria

PO Box 561
Edgartown, MA 02539
Christian Thornton
508-524-3630

Brass Cat

65 Cottage Street
Easthampton, MA 01027-1846
Michael Lavallo
413-527-4085

Darryl's Corner Bar and Kitchen

604 Columbus Ave
Boston, MA 02118-105
Darryl Settles
617-536-1100

Firehouse Subs

35 Independence Way
Danvers, MA 01923
Dave Tucci
207-252-3495

Gracie's Kitchen

39 Emerson Road #108
Waltham, MA 02451-4614
Paul Norris
781-899-3600

Jason's Tavern

500 Rt 134, Patriot Square
South Dennis, MA 026
Glenn Eccles
508-394-3534

JSE, Inc.

16 Hazen Ave
Haverhill, MA 01830
Jason Stuart
978-241-7240

Mambo Drink

105 Water St
Worcester, MA 01772-1775
Maximo Nunez
508-769-2521

Morin's Hometown Bar & Grille

16 South Main Street
Attleboro, MA 02703-2920
John Morin
508-222-9875

Thank you to our 2015-2016 Annual Sponsors:



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