



THE MRA'S TOP 10 HOLIDAY GIFT WISH LIST FOR 2015

Please note, this list is not endorsed by the Executive Committee, The Board of Directors, nor the National Restaurant Association. There is to be no wagering on what has made the list, it is for entertainment purposes only! So, without further ado and in no particular order...



10. That the Republican field of Presidential candidates is whittled down to no more than five candidates shortly, so that their ongoing debates do not get relegated to TV channels like Hallmark and the Sci-Fi network any longer.
9. We hope (and hope cannot be a strategy) that the lineup the NE Patriots trots out with in December does not include Bob Luz at left tackle, Richard Mazzarella at pulling guard, Manny Costa at wide receiver and Downtown Bobby Wong at H-Back.
8. The City of Boston realizes that letter grading is best used in schools and not in our front windows.
7. The food & beverage industry stops getting painted as The Evil Empire by some media and outside forces, and instead gets recognized for what we truly are – the land of hope and opportunity to middle income and ownership for so many hard working individuals.
6. That our young aspiring line cooks realize that you have to spend a little bit of time in the backup band before you can officially become a rock star and appear on the TV Network.
5. That the country realizes what Chris Christie said so eloquently on a debate on some obscure channel – “Are we really wasting our breath discussing fantasy sports – it’s just make believe, I think ISIS, the economy, jobs, all that stuff is real.”
4. The restaurant industry does not rely on technology replacing our people and taking the best part of service – real people with personalities, away from the dining experience at any level.
3. Affordable housing and a reliable transportation system would be the best gift our employees could ever receive.
2. Just to be clear – three snowstorms this winter, all starting Sunday evening at 10:00, and complete by 6:45 Monday morning.
1. Our guests continue to honor us by coming in one additional visit every month, deepening our bond with them and allowing the eco-system that includes food and beverage operators, business partners and our employees to prosper and expand careers and business locations.

HAPPY HOLIDAYS FROM THE STAFF OF THE MRA

LETTER FROM THE CHAIRMAN



Donato Frattaroli
MRA Chairman of the Board

Dear Member,

As we enter the Holiday Season, I believe you are all like me – I get so excited for the gifts that I will receive and the gifts that I give. Every year, we see all of our regular guests for special dinners with families, friends and co-workers, and the gift we give them is a special, memorable dining experience. It is celebration we are so thankful they choose to share with us and all of our employees. We look forward to the smiles and the hugs from those guests who really are the foundation of our restaurants.

We look forward to the guests that are visiting our restaurants for the first time or the lapsed guest who is returning. That is a gift we love to receive. These are the moments where we can engage these individuals and recruit them to become our next generation of regular guests. It is so important that we make certain our employees know how critical winning these folks over is to the restaurant but more-so their own financial future. That is a message that we reinforce every shift with our teams so that they know that it has to start with the external view our guests receive as they approach the outside of our buildings, or what they don't (and shouldn't) see behind our restaurants. That warm and genuine greeting they get at the front door, the incredible food and beverage service they receive, and, of course, the even warmer and more genuine "thank you and please come back and visit us soon" as they depart.

Finally, I am reminded, at this time of the year, of the best gift we provide, and that is to our hard working employees. We offer them a great place to work, where they can provide for themselves and their families, and enjoy a safe and fun environment. What is the biggest gift we provide them? It is opportunity – opportunity to grow their career and earnings, opportunity to move into management, and sometimes opportunity to go out and open their own place. I love that about our industry, and it is my favorite gift of the year.

Happy holidays to you and yours!

Sincerely,

Donato Frattaroli
MRA Chairman

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MINIMUM WAGE & OVERTIME RATES - EFFECTIVE JANUARY 1, 2016

NOTICE TO EMPLOYEES MINIMUM WAGE LAWS Effective January 1, 2016

WAGES: The Massachusetts and Federal Minimum Wage Laws require all restaurants to pay wages of no less than those indicated in the following schedules:

(a) If employee works 40 hours or LESS per week:

Minimum wage
for first 40 hours

\$10.00

Tipped employees must be paid
a cash wage of not less than

\$3.35

(b) If employee works MORE than 40 hours per week:

Minimum wage
for first 40 hours

\$10.00

OVERTIME WAGES
AFTER 40 HOURS

\$15.00

Tipped employees must be
paid a cash wage for first
40 hours of not less than

\$4.88

OVERTIME WAGES
AFTER 40 HOURS

Tipped employees must be paid a
cash wage for hours worked
beyond 40 hours of not less than

\$9.88

*OVERTIME: Federal law requires payment of one and one half (1½) the regular wage rate for any hours worked in excess of 40 hours in any work week.

To print this poster to hang up at your restaurant or business, click [here](#).

AFFORDABLE CARE ACT AND IRS REPORTING

WHAT YOU NEED TO KNOW FOR 2016



The ACA requires complicated and burdensome reporting requirements for employers to both the IRS and employees. If you are an operator with more than 50 full time equivalent employees you will need to file your first report (form 6056) with the IRS in early 2016. Additionally, you must also furnish a report to employees (form 6055) who may be on your health plan by January 31.

While this entire process is wrought with confusion, as an MRA Member you have at arm's length our Endorsed Health Care Consultants - USI. USI is the subject matter expert on ACA and is there with significant internal resources to answer any of your questions or help you with required filings.

Below you will find a summary of the required filings:

Code 6055 – Requires health insurers and plan sponsors to provide enrolled employees and former employees with information that shows who has minimum essential coverage (MEC). Individuals who fail to carry MEC coverage are subject to a penalty on their federal tax returns under the Individual Mandate. This notification will be provided directly by the health insurance carrier for fully insured plans by January 31, 2016.

Code 6056 – Requires health issuers and plan sponsors to provide the IRS a list of individuals who were provided MEC during a calendar year. Reporting is needed for the administration of section 4980H – payment assessed if the Applicable Large Employer either does not offer MEC to its full-time employees (and their dependents) or the coverage offered is not affordable or does not provide minimum value, and one or more of the full-time employees receives a premium tax credit for purchase of coverage on the Exchange Marketplace. This notification needs to be completed between February 15, 2016 and March 15, 2016 depending on whether or not the notification is paper or electronic.

If you have any questions or need help filing the required documentation, USI can be reached directly by calling or emailing Paul Roberts **508-789-5590** or Paul.Roberts@usi.biz

Please click [here](#) for instructions regarding the Applicable Large Employer filing.

FREE ASSISTANCE TO REDUCE WASTE AND SAVE MONEY!



Diverting food scraps and recyclable materials from the trash can help restaurants reduce overhead costs related to waste disposal.

RecyclingWorks in Massachusetts helped both of these businesses start their food waste diversion programs. RecyclingWorks, a program funded by the Massachusetts Department of Environmental Protection (MassDEP), offers free technical

assistance to help businesses maximize recycling, reuse, and food waste diversion opportunities.

For complete article, click [here](#).



ROBERT SIMONELLI
General Manager/Partner



WE ARE THE MRA

MEMBER PROFILE

Name: Robert Simonelli General Manager/Partner

Restaurant: The Landing Restaurant Deck & Pub, Marblehead Harbor

Year Founded: 1972/purchased by current team in 1999

Website: www.thelandingrestaurant.com

MRA Member since: 1972

What is your specialty? Our specialty would first and foremost be our Clam Chowder aka "not your Grandmas chowder." Also our Lobster rolls are raved about up and down the coast.

Why is the MRA important to you and your business? The MRA keeps us informed of issues that directly affect our business. Whether it be long or short term problems, we depend on the MRA for advice. Also, we are able to get and stay in touch with our peers. Events and informative seminars keep us connected and educated.

FUN FACTS about The Landing Restaurant Deck & Pub:

1. The Dining Room is actually above the water on pilings.
2. Our Bar was imported from England in 1972.
3. We won the Ipswich Chowderfest.
4. It's said we may be the original Cheers Bar. Ask Tom Kershaw who was one of the original owners in 1972.
5. Bill McCloud was a pitcher for the Red Sox and a Bartender at The Landing.
6. We have up to 30 wines by the glass.
7. Most of our seafood comes from the dock and boats in front of us.
8. On Saturdays in July, we sell over 100+ Dark & Stormy Drinks along with other Goslings Black Seal Rum Cocktails. When Malcom Gosling first started the push for Goslings Rum in the U.S. we were the leading bar in the Northeast by case volume.
9. We have had Live Music on the weekends continuously for the past 43 years.
10. We are a Seafood house that also serves Prime Rib, Pork Chops and Duck.
11. We have hosted dinners for Mikhail Gorbachev, Keith Richards, Tori Spelling, Diane Lane, Josh Brolin and Adam Sandler to name a few.

SERVSAFE SCHEDULE JANUARY - JUNE 2016

If you are interested in hosting a **ServSafe Manager, Recertification, Alcohol**, or **ServSafe Manager in Spanish** class at your restaurant, please contact Tracy Zibell at 508-303-9905 or email tzibell@themassrest.org. Our minimum is 10 students.



Date	Location	Class	Time
January 11th & 25th	MRA	ServSafe Manager	4-8pm
January 11th & 25th	Cape Codder	ServSafe Manager	4:30-8:30pm
January 19th	MRA	ServSafe Alcohol	5-9pm
February 2nd & 16th	Kowloon	ServSafe Manager	3-7pm
February 9th	MRA	ServSafe Recertification	4-8pm
March 7th & 21st	MRA	ServSafe Manager	4-8pm
March 14th	Cape Codder	ServSafe Recertification	4:30 - 8:30pm
March 22nd	MRA	ServSafe Alcohol	5-9pm
April 13th & 27th	Kowloon	ServSafe Manager	3-7pm
April 11th	Cape Codder	ServSafe Alcohol	4:30-8:30pm
April 12th	MRA	ServSafe Recertification	3-7pm
May 2nd & 16th	Cape Codder	ServSafe Manager	4:30-8:30pm
May 3rd & 17th	MRA	ServSafe Manager	3-7pm
May 24th	MRA	ServSafe Alcohol	5-9pm
June 7th	Cape Codder	ServSafe Alcohol	10am - 2pm
June 7th & 21st	MRA	ServSafe Manager	4-8pm
June 14th	MRA	ServSafe Recertification	4-8pm
June 28th	MRA	ServSafe Alcohol	5-9pm



Click [here](#) for more info on Alcohol ServSafe Training.

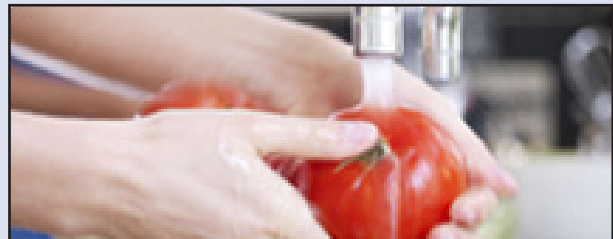
COST:

SERVSAFE ALCOHOL SERVER:

\$25 MRA Member AND
insured by HMIC,

\$30 MRA Member OR
insured by HMIC,

\$35 Non-MRA Member
nor insured through HMIC



Click [here](#) for more info on Food Protection Manager & Recertification Training.

COST:

SERVSAFE MANAGER:

\$150 MRA Members,
\$225 Non-MRA Members

SERVSAFE MANAGER RECERTIFICATION:

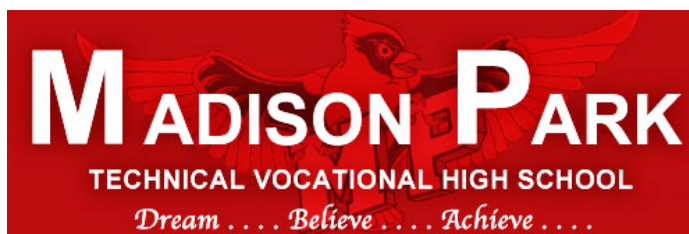
\$100 MRA Members
\$125 Non-Members



MRA PROSTART INSTRUCTOR TONIA LARKINS

Tonia Larkins has taught culinary arts to Madison Park juniors and seniors since 2004 and this year is her first year teaching the ProStart curriculum. "It's much more straightforward for high school students than the previous program I was used to. We'll be competing in the ProStart Student Invitational in February in the culinary event. We are starting slow but our goal is to compete in the management event as well the following year. I really like ProStart and my students are enjoying it as well. It's nice seeing them fully understand how costs and profits work in restaurants - how much food costs, why we charge what we do, and how we make a profit."

As the interview continued, Tonia shared several student and school success stories. Adam Wimes, a 2008 graduate of Madison Park, just became Executive Chef of The Lenox Hotel after working as Sous Chef for 2 years. "It makes me pretty proud when he invites me to the hotel and introduces me to everyone. Eventually, I had to tell him to stop the introductions because by now, they know who I am!" A 2009 graduate who previously worked as Executive Sous Chef at Area Four now works with Tonia as her assistant culinary teacher. This past October, Madison Park High School's own bakery department won first place for the *Grand Finale of 100 Slices Event*, presented by the Boston Peace Collaborative. These are just a few accomplishments stemming from the school's hard-working culinary arts department.



Name: Tonia Larkins, Chef Educator,
Culinary Arts Program

High School: Madison Park Technical High
School, Roxbury, MA

Years teaching: 14 years

"My job is to make sure the students see the many possibilities and avenues that are available through the ProStart program. Not only are the opportunities there for the students but also for the instructors."

I tell them that the more they have under their belt when graduating, the better prepared they will be for the real world. If you want to get ahead in this world you have to be the person who gives 150% in everything you do. It doesn't matter if you have a ProStart certification - it matters what you do when you walk in the door until you walk out the door. The average person isn't handed a promotion. You have to want it bad enough."

"My job is to make the students see the many avenues available through the ProStart program. Not only are the opportunities there for the students, but also for the instructors."





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978-470-4979

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Mr. Damien DiPaola
617-742-0020

Eastern Insurance Group, LLC

233 West Central St, Ste 4
Natick, MA 01760
Tom Brown
617-835-1530

Greene's Tavern

79 East St
North Attleboro, MA 02760
Danny Jordan
401-651-8216

Hans Garden

114 Washington St
Haverhill, MA 01832-5500
Mr. Anthony Hans
978-521-3399

WELCOME NEW MRA MEMBERS!

Hard Rock Cafe Boston

22 Clinton St # 24
Boston, MA 02109-1500
Ron Robert
617-424-7625

La Motta's

351 Washington Street
Boston, MA 02118
Jeff Gates
617-338-5300

Modern Pastry-Boston

257 Hanover St
Boston, MA 02113-2322
Terry Spinosa
617-523-3783

Modern Pastry-Medford

20 Salem St
Medford, MA 02155-3232
Terry Spinosa
781-396-3618

Prezza

24 Fleet St
Boston, MA 02113
Anthony Caturano
617-227-1577

Romano Hospitality Consulting & Talent Acquisition

229 Oakwood Ave
Revere MA 02151
Michael Romano
781-856-0686

Select Oyster Bar

50 Gloucester St
Boston, MA 0211
Robert Weintraub
857-239-8064

Tee-Jay's

413-267-5570
143 Palmer Rd.
Monson, MA 01057
Ms. Dawn Pitcher-Stroh
413-267-5570

Vito's Tavern

54 Salem St.
Boston, MA 02113
Damien DiPaola
(857) 277-0229

Whiskerz Pub

71-77 Cottage St
Easthampton, MA 01027-1652
Eugene J. Bernier, Jr.
413-527-1477

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