CHANGING OF THE GUARD

The MRA operates on a July-June fiscal year, so the Nominating Committee met in mid-May to make some significant decisions. Their recommendations were brought to the Annual Board Meeting & Dinner on June 17th at the UMASS Club in Boston and were unanimously ratified by those in attendance. Our two-term Chairman Mansour Ghalibaf has completed his duties, and we thank him for his guidance and support. Elected to Chairman for 2016 is Donato Frattaroli, owner of Lucia Ristorante, located in the North End and Winchester. Donato has been in the restaurant industry since his arrival from Italy. His passion for the industry, his employees and his guests has always been evident. He is the pioneer of The Taste of The North End, a tradition that started more than 18 years ago and has raised over $1,000,000 for several charities that support children in need. “I intend to build on the momentum that Mansour has brought to our membership and look forward to working with the MRA and our members to achieve even greater heights for this great industry,” Donato shared at his election.

On behalf of the Board and our members, we would like to offer our gratitude to the departing Board members, whose terms have expired, for their service and support over the years. We know they will continue to be active participants in the MRA. Our appreciation goes out to: John Tympanick, Paul Denaro, Sebastian Snow and John Grady.

In addition to our newly elected board members, the Nominating Committee has chosen two new Executive Committee members, Denise Herrera of Burton’s Grill and John Carlino, of Exchange Street Bistro. Congratulations to Denise and John on their appointment.

The board welcomes a diverse group of directors in both business-model and location. The newly elected directors are: Scott Plath of Cobblestone’s of Lowell, Paul Barbato of East Bay Grille, Olive Chase of The Casual Gourmet, Inc., Anthony Valletta of Del Frisco’s Double Eagle Steakhouse, Michael Minichello of Tavern in the Square, Alan Marcus of Big Night Entertainment, Erin Romaine of Romaine’s Wood Grill & Bar, Steve DiFillippo of Davio’s, Chris Coombs of Boston Urban Hospitality, Margaret Anderson of Taylor Freezer of New England, Albert DeNapoli of Tarlow, Breed, Hart & Rodgers, PC., Robb Alquist of Worcester Restaurant Group, William Hacking of Seaport Hotel, Bud Fraumeni of Timberline Construction, and Brenda Kelly of Mamma Mia’s and Carmela’s.

NEW FACES OF THE 2015-2016 MRA BOARD

HONORARY LIFETIME MEMBERS OF THE 2015-2016 MRA BOARD

Finally, the Nominating Committee is very pleased to announce that John Grady, retired President of The Ninety Nine Restaurant & Pub, and Pat Bando, Vice President of Administrative Services, at Boston College, have been named Honorary Lifetime Members of the Board.

Congratulations to all, and we look forward to working together to help continue to improve and shape the industry.
Dear MRA Member,

My name is Donato Frattaroli. I own and operate Lucia Ristorante with locations in the North End and Winchester. I am humbled and honored to serve as the Chairman of the Massachusetts Restaurant Association starting this month. Since arriving to this great country from Italy, the restaurant business, my guests and my employees have been my passion. My involvement with the MRA has played a significant role in that passion. Serving as Chairman is a position I will take every bit as seriously as I do my own business.

I take on this role knowing that my predecessor, Mansour Ghalibaf, has set a high bar, and has worked very hard with the MRA team to make certain we are a strong association and a strong industry. Serving on the Executive Committee for a number of years has prepared me for this honor, especially during the past two years when I worked so closely with Mansour as well as our President/CEO Bob Luz. I have established great working relationships with them and my fellow Executive Team members, with whom I will continue to collaborate with as Chairman.

America, Massachusetts and our industry are changing, I am aware of that and one of my biggest goals will be to work closely with our teams to make certain that we do all we can to adapt along with them. We need to be more inclusive of the newer generation of restaurateurs, to help them realize what the MRA has done to assist those of us who have been around for a number of years to become successful. One thing that I know for certain, is that we cannot be against everything - that is simply not healthy. As an industry we must be part of the solution, and we need to continue to invest in the future leaders for our industry through expanding ProStart in more high schools across the state along with expanding our Scholarship Program.

I am committed to adhering to this agenda. I will be out and about across the state in the coming months, but in the meantime, if you have a need to reach me immediately, feel free to email me at dfrattaroli@themassrest.org. Together, we really do make a difference.

Sincerely,

Donato Frattaroli
MRA Chairman
ATTORNEY GENERAL ISSUES REGULATIONS REGARDING SICK LEAVE

By MRA General Counsel John Coyne
Following approval of the sick leave law in November 2014, the MRA provided a synopsis of its key provisions. In anticipation of the law’s effective date, July 1, 2015, the Attorney General issued regulations intended to clarify the respective rights and obligations of employees and employers under the law. The following issues are included in those regulations.

Does an employer who already provides paid time off have to comply with the new sick leave law?
An employer who has a policy that was in effect on May 1, 2015 that allows full time employees the right to earn and use at least 30 hours of paid sick leave during calendar year 2015 will be deemed to be in compliance until January 1, 2016 if, effective July 1, 2015, all employees not previously covered by the policy begin to accrue and receive paid time off comparable to that of full time employees. Effective January 1, 2016 any employer that operates under this “safe harbor” provision must adjust its policy to conform to the new law.

Is sick leave in addition to other unpaid leave an employee has a right to under federal and state laws?
The sick leave may be in addition but the employee may choose or the employer may require an employee to use earned sick leave concurrently with other unpaid leave as a condition of being paid.

What rate is payable to an employee out on sick leave?
The employee’s regular hourly rate of pay. For a tipped employee who ordinarily is paid the tipped rate [$3.00 plus tips] the rate payable is the minimum wage of $9.00 per hour. The hourly rate for a salaried employee is calculated by dividing the employee's total earnings in the previous week by the total hours worked.

Does an employee accrue sick leave while on vacation, sick leave or any other time that he/she is an employee but not working?
No, an employee accrues one (1) hour of sick leave only for every thirty (30) hours actually worked.

Is there a cap on the amount of sick leave an employee can earn?
Yes, once an employee accrues forty (40) hours of sick leave during a year the employee does not continue to earn more hours until some of the accrued hours are used.

When can an employee start to use accrued sick leave?
An employee can use accrued sick leave ninety(90) days after the employee’s date of hire even if it was before the date on which the law is effective, July 1, 2015. An employee may not use earned sick leave for any period that he/she is not scheduled to work.

What is the smallest amount of sick leave time an employee can use?
The minimum is one (1) hour. Any time an employee uses more than one(1) hour, the employee can, in addition, use the smallest increment of time the employer’s payroll system uses to account for absences or use of other time.

Can an employer require an employee to use more sick leave than he/she wants to or needs?
Yes, if the employee's use of sick time requires the employer to replace or call in another employee to cover the shift, the employer may require the employee to use whatever number of hours the replacement or call in employee works.

If a former employee is rehired, is he/she treated the same for purposes of earned sick leave as a new hire?
It depends how long the break in service is before the employee is rehired. If it is less than four (4) months the rehired employee has the right to use any unused earned sick time accrued before the break. If it is between four(4) and twelve(12) months AND the employee had ten(10) or more hours of accrued but unused sick leave before the break, he/she retains the right to use such leave upon being rehired.

When, if ever, can an employer require documentation from a health care provider?
The employer can require such documentation if an employee’s use of sick time exceeds (i) 24 consecutively scheduled work hours or 3 consecutively scheduled days or (ii) occurs within 2 weeks of an employee's final day of work or after 4 unforeseeable and undocumented absences within a 3 month period.

DO YOU HAVE MORE QUESTIONS?
Click here for link to final regulations of the law. Click here for a poster to post at your business.
Click here for the updated Safe Harbor Regulation

Massachusetts Earned Sick Time Webinar & Seminar

Massachusetts Earned Sick Time Webinar:
Amy Carlin, Partner with Morgan, Brown & Joy.
Amy’s practice includes representing clients in the wide range of cases that arise in the employment context
Tuesday July 7, 2015, 10:00 – 11:30 AM
Live interactive presentation – computer required
Register here.

MA Earned Sick Time Seminar:
Mark Ventola, Shareholder with Sheehan Phinney Bass + Green PA. Mark is the Co-Chair of the firm’s Labor and Employment Law Practice Group
Thurs, July 16th, 9:30 - 11:00 a.m.
Tavern in the Square, 1815 Massachusetts Ave, Cambridge
Register your spot by calling Tracy at 508 303-9905.

Call Tracy Zibell at 508 303-9905 for more information.
On June 22, the MRA held its Annual Golf Outing at Wianno Club in Osterville, MA. As you can see, it was a picture-perfect day for the golfers. Congratulations to the winners and thanks to all who participated! Here are the final winners...

**1ST PLACE:**
Paul Mancini, John Ciaramaglia, Tim Rogovich, Mark Dettenrieder (Trinity Building & Construction)

**2ND PLACE:**
Paul Degnan, Ed Mulligan, Keith Poole, Jim Connolly (GasNetworks)

**LONGEST DRIVE (MEN) HOLE #18:**
Donato A. Frattoroli (Lucia Ristorante)

**LONGEST DRIVE (LADIES) HOLE #18:**
Lorraine Feeny (Heartland)

**CLOSEST TO PIN HOLE #3:**
Murray Fish (New England Coffee)
Name: Jasper White
Restaurant: Jasper White’s Summer Shack
Year Founded: 2000
Website: www.summershackrestaurant.com
MRA Member since: June, 2000
What is your specialty?
seafood, American, burgers
Why is the MRA important to you and your business?
“Restaurateurs are so busy competing that we lose sight of the power we can have as an united front. Given the complexities our Local, State and Federal Governments continue to imposed on small businesses, MRA is more important than ever.”

Fun Facts about Summer Shack:
1. Jasper has been cooking professionally for 42 years now.
2. He opened his first restaurant (Jasper’s) in Boston in 1983.
3. Jasper and his business partner and director of Operations, Jeffrey Dugan, have worked together since opening the Bostonian Hotel in 1982.
4. Chef Tim Willis has been at Summer Shack since its earliest days at Mohegan and now serves as Culinary Director.
5. Jasper is partners in Georges Bank, LLC – a wholesale seafood company dedicated to bringing the highest quality, sustainable seafood from the boat to the kitchen in record time.
6. Summer Shack opened in Cambridge in 2000 – and has locations in Boston, Dedham and Mohegan Sun Casino. The menu features many classic New England dishes, as well as more contemporary preparations. Many of our staff have been with us since the opening.
7. Summer Shack is casual and fun and welcomes families and groups of any size.
8. Summer Shack caters clambakes every summer with our “Clambake on Wheels” and has a large private function space in Cambridge. All summer shacks can accommodate large parties and gatherings.
What is the Big Deal about EMV and How Will it Affect Your Restaurant?

From Patrick Murphy, Heartland Payment Systems:

For the safety and security of everyone involved with electronic payments, changes are coming in the near future. EMV is an acronym for an organization formed to establish standards for chip card processing. The letters stand for Europay, MasterCard, and Visa. The members consist of MasterCard, Visa, JCB, and American Express as well as many other organizations. EMVCo is the organization responsible for developing specifications and certification of acceptance devices to process EMV contact and contactless transactions.

Every other country in the world has either implemented or is in the process of implementing EMV. EMV chip cards contain a computer chip that works with the POS terminal or PIN pad to create dynamic transaction data used by the card issuer to verify that the card is valid. EMV is more advanced than magnetic stripe data, which is static and much easier to counterfeit and/or skim for fraudulent use. Improved card security is a main reason the card brands are moving to EMV chip card technology. Implementing EMV devices will allow international visitors to the U.S. to use their chip cards and likewise when U.S. citizens travel internationally.

When it comes to the actual processing of the card, rather than “swiping” the card to read the mag stripe, EMV chip cards are either inserted into the POS terminal or waived over a contactless reader. EMV requires an update to the host systems of the credit card processor to pass and store data specific to a chip card transaction. Additionally, all POS specifications, applications and processing terminals must be updated to accept the new cards. All major card brands are encouraging the adoption of chip in the U.S. and most have adopted PIN as a cardholder verification method for credit card transactions. Click here to read full article.

TO LEARN MORE regarding EMV and restaurants and what you need to know in advance of the of the October 2015 EMV liability shift, click here.

SOMETHING’S BREWING IN WORCESTER

AUGUST 10, 2015  7-10PM

Venue: Hanover Theatre
2 Southbridge Street, Worcester

SAVE THE DATE registration to open soon!

$35 - Non-members
$30 - Members (use code MRAWCC)

Proceeds to benefit No Kid Hungry

Join us for a Fun-Filled Night to Benefit the Top Worcester-Area Chefs and Craft Beer by Wormtown Brewery

Featuring the Top Worcester-Area Chefs and Craft Beer by Wormtown Brewery

This event is brought to you by The MRA, Worcester Chamber of Commerce, The Hanover Theatre, and Ecothermal.
On May 12th, the MRA Educational Foundation’s (MRAEF) Scholarship Committee met to review applications and select recipients for scholarships that were made possible by the generous donations from many of our members. We had a record amount of scholarship applications this year! Forty candidates were chosen to receive awards. With members’ donations, college matches and NRA Educational Foundation matches the MRAEF gave $105,000 in scholarship awards at our annual Making the Future Bright Scholarship Gala on Monday, June 8, 2015 at the Danversport Yacht Club.

The Scholarship Gala was another huge success! We hosted 30 students and their families at the Danversport Yacht Club this year. Billy Costa did an incredible job, as always, as our emcee. The caliber of students we’re awarding scholarships to continues to get better. Four students were chosen to receive $5,000 scholarships from Horizon Beverage.

Nancy Haney from Tri-County Regional Vocational Technical High School was awarded our annual Educator of Excellence Award. She was honored in Chicago on May 14th and again, on May 18th at the prestigious IFMA Gold & Silver Plate Dinner by the NRAEF. She was presented her award from the MRAEF at the Scholarship Gala.

We had three new scholarships this year, the Patricia and Walter Bando Scholarship, the New England Restaurant Networking “NERN” Scholarship, and the Good Sole Award. Thank you to Pat Bando, Karen Coleman, and Andrea and Rob DeSimone. We will be starting a new scholarship drive in the fall.

We’re very grateful to the DeLorenzo Family, Billy Costa, Joe Piantedosi, Peter Marks, Manny Costa, and all our donors and sponsors. Thank you for your continuous support! For full photo album, click here.

ServSafe Training through December 2015

**ServSafe® Food Protection Manager Course:**

<table>
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<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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<td>3pm - 7pm</td>
<td>Newbury College - Brookline</td>
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<td>Cobblestones - Lowell</td>
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<td>10/5 &amp; 10/19</td>
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<td>Kowloon - Saugus</td>
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<td>11/2 &amp; 11/16</td>
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<td>11/3 &amp; 11/17</td>
<td>3:30pm - 7:30pm</td>
<td>Branford Hall - Springfield</td>
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<td>12/1 &amp; 15</td>
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**In Spanish:**

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<td>11/2 &amp; 11/16</td>
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**ServSafe® Food Protection Manager Recertification Course:**

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<td>3pm - 7pm</td>
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<td>11/10</td>
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<td>Kowloon - Saugus</td>
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<td>12/8</td>
<td>3pm - 7pm</td>
<td>MRA - Southborough</td>
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**ServSafe® Alcohol Server Training:**

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<td>MRA - Southborough</td>
<td>$35 Non-MRA Member nor insured through HMIC</td>
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</table>

*Classes subject to cancellation.*

Call (508) 303-9905 for more information.

Click here for PDF to print out and post on your wall.
WELCOME NEW MRA MEMBERS!

GF Solutions, LLC
126 Merrimack St, Unit 3
Methuen, MA 01844
Bonnie Henry
(978) 655-4022

Harbor Fire Bar and Grill
259 Dyke Rd
Marshfield, MA 02050
Lindsey Disch
(617) 571-2508

Lakeside Bar & Grille
97 BostonTpke.
Shrewsbury, MA 01545-3602
Ben Kaplan
(508) 425-3543

Lone Star Taco Bar
635 Cambridge St.
Cambridge, MA 02141
Sanders Aaron
(617) 877-3709

New City Micro Creamery
28 Main Street
Hudson, MA 01749
Karim El Garnel & Mike Kasseris
(978) 293-3552

Public House
37 Monk St.
Stoughton, MA 02072
Joe Lothrop
(781) 341-1245

Strangers and Saints Inc.
404 Commercial St
Provincetown, MA 02657
Steven Latasha Nicks
(646) 829-9555

Surf Restaurant, Inc.
315A Commercial Street
Provincetown, MA 02657
Leonard Enos
(508) 487-1367

TalentValue International, Inc.
95 Mashuena Drive
Warwick, RI 02888
Ken Graves
(508) 4680233

The Ashfield Lake House
141 Buckland Road
Ashfield, MA 01330
Andrea Hynes
(413) 628-0158

Wahlburgers-Lynnfield
600 Market St. Suite 930
Lynnfield, MA 01940
Kari Burke
(781) 334-2560

Thank you to our 2015-2016 Annual Sponsors:

Massachusetts Restaurant Association
333 Turnpike Road - Suite 102, Southborough, MA 01772
Phone: (508) 303-9905  Fax: (508) 303-9985  www.themassrest.org

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