



JOIN US TO HONOR THE 2016 HALL OF FAME INDUCTEES



REGISTER HERE

November 16, 2016 • Westin Hotel Waltham
Cocktails 5:30pm, Dinner & Program 7:00pm

As you know, we announced a "Hold the Date" for the 2016 Hall of Fame Dinner, and we are very excited to announce our newest and extremely deserving food and beverage leaders who will be recognized November 16th at the Westin Hotel Waltham.

Please join us in recognizing these fine people and sign up quickly for what will be a memorable evening of events! Congratulations to:



STEVE MILLER
Clarke's at Faneuil Hall
and McDermott, Quilty
& Miller



KEVIN HARRON
Burtons Grill
and Red Heat



THE SECOND GENERATION OF THE WONG FAMILY
Andy, Bob, Linda, Lisa, Donald and Stanley,
Kowloon Restaurant



JOHN COYNE
John Coyne Attorney
at Law



**RECRUITING, TRAINING
& RETAINING**
in a tight job market

Monday, Oct. 17th, 9am - 3:30pm
The Connors Center Dover
20 Glen St, Dover, MA

THE 2016 MRA EDUCATION SUMMIT

OCTOBER 17TH 8am-3:30pm • The Connors Center - Dover, MA

The MRA Ed Foundation has put together a fantastic day-long event that will focus entirely on recruiting, training and retaining, with great speakers, interactive presentations, and important conversations. The job market conditions in our industry dominate our daily conversations at the MRA. The summit will focus on technology, culture, brand awareness, government regulation and training mechanisms and how they go hand in hand with sustaining and growing our day to day operations.

COST - \$75 MRA Members/\$100 Non-Members
Sign up by Oct. 11th for Early Bird Pricing!
(After October 11th - Members \$100,
Non-Members \$125)

[Click here for the full agenda](#)

Session Agenda	
9am - 9:30am	Networking - Breakfast/Overview
9:30am - 10:30am	SESSION 1 - Strong Recruiting for a Shifting Workforce: How to Use Technology as a Recruitment Tool - Bill Lindsey, Chief Growth Officer at Connors Restaurant Management Systems, has a lifetime of experience in the restaurant industry. He will discuss how to use technology to attract and hire the best candidates, reduce costs, and improve efficiency. This presentation will be an in-depth review of tools and resources available to you and your employees.
10:30am - 11:30am	SESSION 2 - How Government Regulations Affect F&B - Christopher Foulds, Policy Analyst at the Massachusetts Restaurant Association, will discuss how government regulations and how it pertains to you and your employees. Chris Foulds, attorney of Foley Hoag, will provide some insight and direction on how to navigate the new laws affecting you and your employees.
11:30am - 12:00pm	SESSION 3 - Lessons in Learning: How to Develop Your Training Program - Doug Wither, Money Nine Restaurant Group, will share his experiences in training and developing your company's specific needs. This session is for you, Greg Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group. Doug Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group, will share tips on how to access money to develop your own training program through innovation.
12pm	Board Lunches - Available outside Main Room
12:00pm - 12:30pm	SESSION 4 - Recruiting and Bands Aways - Greg Wither , Vice President of Training & Development from the Ninety Nine Restaurant Group, will share his experiences in training and developing your company's specific needs. This session is for you, Greg Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group. Doug Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group, will share tips on how to access money to develop your own training program through innovation.
12:30pm - 1:30pm	Lessons in Learning: How to Develop Your Training Program - Doug Wither, Money Nine Restaurant Group, will share his experiences in training and developing your company's specific needs. This session is for you, Greg Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group. Doug Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group, will share tips on how to access money to develop your own training program through innovation.
1:30pm - 2:30pm	Lessons in Learning: How to Develop Your Training Program - Doug Wither, Money Nine Restaurant Group, will share his experiences in training and developing your company's specific needs. This session is for you, Greg Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group. Doug Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group, will share tips on how to access money to develop your own training program through innovation.
2:30pm - 3:30pm	Lessons in Learning: How to Develop Your Training Program - Doug Wither, Money Nine Restaurant Group, will share his experiences in training and developing your company's specific needs. This session is for you, Greg Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group. Doug Wither, Vice President of Training & Development from the Ninety Nine Restaurant Group, will share tips on how to access money to develop your own training program through innovation.

Continued on page 2

REGISTER HERE



Donato Frattaroli
MRA Chairman of the Board

Dear Members,

As everyone knows, we are in the midst of one of the most controversial election cycles in our great national history. While I would not endorse one candidate over another, I believe very strongly in making certain to tell everyone how important it is that we all need to be involved and get out to vote, so please consider this my appeal.

In MA and nationally, much is at stake in this election for our industry, and we need to be involved in supporting it as

well. That is why I ask you to join me, Bob Luz and our host Bobby Wong for a fundraiser on **October 19th** at the world famous Kowloon Restaurant on Rt. 1 in Saugus. This fundraiser will equally benefit the National Restaurant Foundation Political Action Committee (NRA - PAC), as well as the MA Legislative Advocacy Fund. (MA-LAF). It has been almost five years since we have had a fundraiser for these causes. With our industry under an almost constant attack on numerous fronts legislatively, compliance wise and how the general public views us, these funds will be allocated to support candidates, causes and events that enhance and further the needs of the food and beverage industry. It is equally important that we have both operators and business partners represented.

In addition, this will be a combined event with the Rhode Island Hospitality Association and their leader Dale Venturini, who will be bringing her Board and members north to raise their own funds for both RI and the NRA. We share many members, board members, and many of the same challenges to our industry with our neighboring state. This will be a great time to come together and discuss business and get to know each other.

In addition to some great camaraderie, we will also enjoy some light comedic moments from local talent and nationally recognized Tony V! So please come help support our industry and click [here](#) to register. (If you can't attend, there is an option to make a donation). On behalf of Bob, Dale and our host Bobby, we look forward to seeing you on **October 19th**.

Together, we win.

Sincerely,

Donato Frattaroli
MRA Chairman
dfrattaroli@themassrest.org

MRA STAFF

Bob Luz

President & Chief Executive Officer
bluz@themassrest.org

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kmiller@themassrest.org

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CURRENT ECONOMIC INDICATOR

MASSACHUSETTS MEALS TAX COLLECTIONS

July 2016: \$100,026,269
July 2015: \$98,364,286

1.6%
INCREASE



August 2016: \$79,151,336
August 2015: \$70,579,549

12.1%
INCREASE



YTD 2017: \$207,481,818
YTD 2016: \$198,194,431

4.6%
INCREASE
FY: JUL-JUN



CONSUMER CONFIDENCE
(0-150 scale)

	United States	New England
AUG	101.0	90.9
JUL	96.7	102.7
JUN	97.4	82.0
MAY	92.6	91.3

UNEMPLOYMENT
as of October 3, 2016

Massachusetts:
3.9%
United States:
4.9%

PRICES (YR OVER YR)

Wholesale food prices:
DOWN 4.1%
Menu prices:
UP 2.7%

ADVISORY FROM ABCC REGARDING ALCOHOL INFUSED ICE CREAM

Advisory from ABCC regarding alcohol infused ice cream.

*Note, this advisory does not apply to establishments that currently operate with a liquor license.

Click [here](#) for the Advisory.

Click [here](#) for the Advisory to Section 12 and 15 retailers.



Commonwealth of Massachusetts
Department of the State Treasurer
Alcoholic Beverages Control Commission
239 Causeway Street
Boston, MA 02114

Kim S. Gainsboro, Esq.
Chairman

ALCOHOLIC BEVERAGES CONTROL COMMISSION ("ABCC") ADVISORY TO LOCAL
LICENSING AUTHORITIES REGARDING ALCOHOL-INFUSED ICE CREAM

In response to inquiries from several Local Licensing Authorities, the Alcoholic Beverages Control Commission provides the following Advisory to Local Licensing Authorities regarding ice cream containing alcohol. Please be advised that M.G.L. c. 138 prohibits the importation, manufacturing, and sale of ice cream that contains alcohol with one limited exception.

Click [here](#) for full Advisory.

A NOTE FROM BOB LUZ

On Wednesday, October 19th at the world famous Kowloon Restaurant in Saugus, we are holding our first Political Action Committee fundraiser in years. In 35 years in this business, I have never seen an environment as dangerous as the one that faces our industry today. Restaurants are helping build the American Dream, although some would have the public believe the opposite is true. The funds that we raise will be used to support causes, events and candidates that understand that our industry is the land of hope and opportunity for our employees. I urge you to join us at Kowloon, or if you are unable to attend, to make a donation in order to help the cause. **Together, we win.**

— Bob Luz, President & CEO

Learn more [HERE](#). Register [HERE](#).



MEMBERSHIP

OCTOBER MEMBERSHIP CHECKPOINTS

As we head into 2016's last quarter, the checkpoints below are linked to detailed info for Restaurant Operator's awareness and planning:

New Law Expands Prohibition Against Transgender Discrimination - A new Massachusetts law to protect discrimination because of gender identity modifies and adds provisions to the current anti-discrimination law. Effective October 1, 2016 a public accommodation must permit a patron to use the restroom(s) and any other portion of its facility in a manner consistent with the patron's gender identity.

DOL Releases Overtime Regulations - The Department of Labor issued its final ruling implementing changes to the regulations governing the salary threshold for exempt overtime workers. The final rule is proposed to take effect **December 1, 2016** and:

- Guarantees time and half pay to any salaried employee earning under \$47,476 a year and who works more than 40 hours per week.
- Automatically updates the salary threshold every three years. The first update would be **January 1, 2020** and the DOL projects a salary threshold of \$51,000.
- Makes no change in the duties test used to determine whether a salaried employee above the threshold is considered exempt from overtime pay.

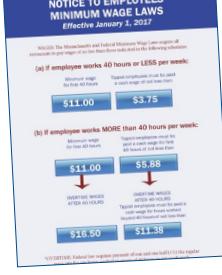
2017 Minimum Wage - For upcoming budgeting and awareness the new Massachusetts Minimum Wage Effective **January 1, 2017**:

If an employee works 40 hours or less per week:

- Minimum Wage for First 40 Hours - \$11.00/hour
- Tipped Minimum Wage for First 40 Hours - \$3.75/hour

If an employee works 40 hours or more per week:

- Minimum Wage For First 40 Hours - \$11.00/hour
- Tipped Minimum Wage For First 40 Hours - \$5.88/hour
- Overtime Wage After 40 Hours - \$16.50/hour
- Tipped Overtime Wage After 40 Hours - \$11.38



Massachusetts Enacts A Pay Equity Law - A new law to establish "pay equity" will be effective on **January 1, 2018**. In the meantime, Massachusetts employers should review their practices to insure compliance.

FROM OUR PARTNERS AT SPRAGUE NATURAL GAS & ELECTRICITY ENERGY UPDATE



Managing natural gas and electricity costs for your business can be challenging with market volatility and no purchasing plan. Locking in rates before markets move can be advantageous.

For 2016, the U.S. Department of Energy ("DOE") is projecting a record year of natural gas-fired electricity generation in the United States. Natural gas surpassed coal generation last year, and it is expected to provide the fuel for more than a third of the electricity generated. The EIA's Annual Energy Outlook 2016 expects the natural gas share of power generation to decline for several years after 2016 as natural gas competes with renewables and as natural gas prices rise. If natural gas prices increase, this could negatively impact electricity costs given a potential increase in the cost of generation.

Currently, the market is still feeling the results of last year's winter, which was one of the warmest on record. The cold is quickly approaching, and winter is the peak season for natural gas and a secondary peak for electricity. If you have not yet locked in your energy costs for 2016 into 2017, now may be a good time to consider it.

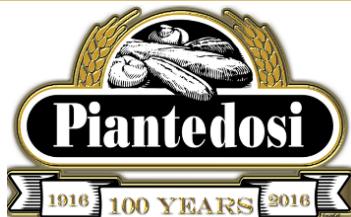
Visit Sprague's website [here](#).

Sources: U.S. Energy Information Administration, July 2016; NYMEX data.





JOE PIANTEDOSI, JR.



WE ARE THE MRA MEMBER PROFILE

Name: Joe Piantedosi, Jr.

Business: Piantedosi Baking Company, Inc.

Year Founded: 1916

Website: piantedosi.com

MRA Member since: Member for over 30 years;
20+ years as a Board Member

What is your specialty? Piantedosi Baking Company, Inc. is a LOCAL family owned and operated bread manufacturer built on commitment to quality and service. Piantedosi supplies quality bread products throughout New England, nationally and internationally.

Why is the MRA important to you and your business? "The restaurant industry plays a major "roll" in our business and being heavily involved allows us to learn what the needs and wants are from leading restaurant industry members. Over the years, and through the MRA networking, we have also had many customers become great friends and supporters. Piantedosi strongly believes in all of the key issues surrounding the restaurant and hospitality industry that the MRA fights for which helps us not only as a company, but also all of us in the industry."

FUN FACTS about Piantedosi Baking Company:

1. 2016 marks the 100th Anniversary for Piantedosi while still family owned and operated by the third and fourth generations.
2. Salvatore Piantedosi founded Piantedosi Baking Company in 1916 and became known as the "Midnight Baker" for delivering breads and pastas using a blind horse and wagon anytime day or night.
3. From the 1950's until 1970, Piantedosi was the leading pastry maker locally, but with the expansion of its facility in the 70's, Piantedosi decided to focus primarily on bread.
4. In 1970 Piantedosi had only 3 items, but today it produces close to 300 different items.
5. One of the first bakeries in the Northeast to develop a "submarine roll" back in the late 50's.
6. Today, Piantedosi bread products are shipped not only locally, but also nationally and internationally for restaurant chain business.
7. The burger roll business has become a huge part of our business over last few years.
8. A customer may order our "submarine roll" but others may call it a "spuckie", a "hoagie", a "torpedo", a "grinder", a "hero" or a "po-boy."
9. Regis Philbin close friend of Joe Piantedosi, Jr. visited the bakery in August 2016 to celebrate the 100th Anniversary.
10. Operated Bread Shoppe Café in downtown Winchester for 6 years.

EDUCATION NEWS

MASHPEE HIGH SCHOOL UPDATE



In the spring, **Linda and Bill Zammer of Cape Cod Restaurant Group**, reached out to us to see if we could work together to help Mashpee High School update their culinary program. Mashpee is a new ProStart school with a small, but passionate (and growing) group of students interested in continuing in our industry. Many of you responded with very generous and helpful offers. Thank you! We couldn't be more proud

and humbled by the kindness of our members. Thank you, again, to the **Ninety Nine Restaurant & Pub** for supplying all the furniture for their new dining room, **Ernie Tremblay of Sylvan Street Grille** for supplying all their china and silverware, **Susan and Mike Musto of Trevi Café** for hosting a wine dinner with all the proceeds (\$2,900!) going to the students, and, of course, to **Linda and Bill Zammer** for getting the ball rolling and donating \$5,000 to Mashpee High School and our next generation of industry professionals on the Cape.



PROSTART PROFESSIONAL DEVELOPMENT AT SYSCO

On September 21, 2016, our ProStart teachers met at **Sysco** for our first Professional Development Day of the 2016/2017 school year. We covered ProStart curriculum, useful tools and websites, and took a look at the new NRAEF website. We also reviewed the Certificate of Achievement (COA) process for teachers and students. We hope to see a lot more students applying for their ProStart Certificate of Achievement this year. As a reminder, the Certificate of Achievement is a nationally recognized certificate given to ProStart students who pass the Level 1 and Level 2 Foundations of Restaurant Management & Culinary Arts rigorous exams and have a minimum of 400 hours of industry experience.

Thank you to **Rob Ferrucci, John Tritone, and Sysco** for hosting us. Chef Tritone and his team at Sysco worked with our teachers to create a hands-on lesson plan in the Sysco kitchens. Teachers worked together in teams to create an amazing spread courtesy of Sysco. Thank you!

Thank you to **Nick Calias, Executive Chef at The Colonnade Hotel and National ProStart Judge**, and **Jeff Mushin, Sales Manager at Costa Fruit & Produce and ProStart Mentor Extraordinaire**, for joining us to coach teachers interested in participating in this year's ProStart Invitational. We are grateful and lucky to have industry professionals, like them, who are incredibly passionate about helping our students succeed and so generous with their time. Thank you!

We ended the day with an awe-inspiring tour of the Sysco facilities. Our teachers were blown away by the massive operation and can't wait to bring their students in for a tour. Thank you to everyone who participated. **Our next Professional Development Day is scheduled for Wednesday, November 9th at The Colonnade**. It will be a **Culinary Bootcamp** with Chef Nick Calias in preparation for the Invitational. Register [here](#).



SERVSAFE TRAINING SCHEDULE

DATE SERVSAFE MANAGER	LOCATION	CLASS	TIME
Oct 4th & 18th	Kowloon	ServSafe Manager	3pm - 7pm
Oct 11th & 25th	MRA	ServSafe Manager	3pm - 7pm
Nov 7th & 21st	Cape Codder	ServSafe Manager	4pm - 8pm
Dec 5th & 19th	MRA	ServSafe Manager	3pm - 7pm

DATE SERVSAFE ALCOHOL	LOCATION	CLASS	TIME
October 4th	MRA	ServSafe Alcohol	5pm - 9pm
December 13th	MRA	ServSafe Alcohol	5pm - 9pm

SPANISH SERVSAFE MANGER

Oct 8 & 22nd	Lawrence Library	ServSafe Manager	9am -1pm
March 11 & 25th	Lawrence Library	ServSafe Manager	9am -1pm

SERVSAFE MANAGER RECERTIFICATION

November 14th	Kowloon	ServSafe Recert	3pm - 7pm
November 15th	MRA	ServSafe Recert	3pm - 7pm

To schedule classes or for more information, email [Tracy Zibell](#) or call 800-852-3042, ext. 10.

GREAT NEWS!

Soon, we'll be offering ServSafe classes in Portuguese in Southborough, MA and Spanish classes in Lawrence, MA. Email [Stacey Sawyer](#) for info.



**MRA PROSTART STUDENT
DILLAN W. HOYT**



*Dillan Hoyt with
Congressman
Joe Kennedy III.*

Name: Dillan W. Hoyt
High School: Tri-County Regional Vocational Technical High School, Class of 2015
Culinary School: Johnson & Wales University, Providence, RI

How long have you been interested in culinary arts?

I have been interested in Culinary Arts since I was a little kid growing up watching my grandmother cooking in the kitchen. When I was growing up, my family lived with my grandparents, and I always loved being in the kitchen cooking with my grandmother. Now that she has passed, I feel that I am keeping her memory alive by creating new dishes and recreating ones that she loved.

How did you hear about the ProStart Program during High School and what made you get involved?

The Pro Start program was introduced to me through our Culinary Arts curriculum. The books provided were amazing and provided so much learning and opportunities for me to be able to take a passion and turn it into a career. I had amazing teachers and they applied all of their experiences and expertise to help me and everyone else in the program to be the best young Culinarians we could be.

You have been a recipient of the MRA Scholarship for the past two years. Tell us about how that has affected you.

This scholarship has allowed me to devote all of my time and

efforts into learning and take advantage of every opportunity that has come my way. It has given me the confidence and strength to find my creative side and enabled me to become the head chef at the Raven's Nest Pub, while still completing my final courses at Johnson and Wales.

From your experience in culinary school so far, what is the most important thing you've learned?

The most important thing I learned was to be confident in my work and I found a way to turn my normal professional presentation style and add creativity to it.

Do you have any advice for students thinking about pursuing a degree in culinary arts or hospitality?

To the students who are looking forward to pursuing a degree in Culinary Arts, my advice would be to jump right in and take advantage of all of the opportunities that are presented. Never hold back and learn as much as you can.

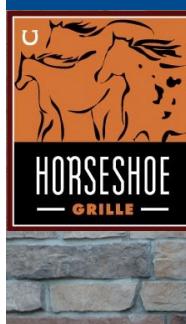


2017 PROSTART COMPETITION

Mark your calendar! The 2017 MA ProStart Invitational is scheduled for Tuesday, March 14th at Mechanics Hall in Worcester. If you are interested in sponsoring our event, contact Stacey Sawyer at 5058-573-4192 or ssawyer@themassrest.org. Thank you!



CONGRATULATIONS & THANK YOU, HORSESHOE GRILLE



Kathi and Pat Lee celebrated Horseshoe Grille's 90th year in business with a great party and charitable auction. They were honored by the state and many long-time friends and guests. A huge thank you to the Lee's for including the MRA Ed Foundation in

their charitable efforts, along with the help of Darcy McMenamin, President of Ecothermal, whose donation of a dinner party prepared by Paul Wahlburger raised \$15,000!



WELCOME NEW MRA MEMBERS!

Aceituna Grill

605 W Kendall St
Cambridge, MA 02142
(617) 252-0707
Amahl Kurban

Arizona Pizza Lanesboro

660 Cheshire Rd, PO Box 261
Lanesboro, MA 01237
(413) 499-5562
Jim Benson

Claddagh Pub

399 Canal Street
Lawrence, MA 01840-1201
(978) 688-4705
Brian Farrell

Edward Beatty Post #24

PO BOX 103
Canton, MA 02021
(781) 828-1629
Tom Donlon

H.T. Berry Company

50 North St, Canton, MA 02021
(781) 888-0735
Chris Nolan

Luigi's V, Inc.

189 Crescent Street
Brockton, MA 02301
(508) 958-0222
Samuel Sergio

Mickey Malone's Tavern

347 North Pearl Street
Brockton, MA 02301
(508) 427 6144
Pete Moynihan

Naked Oyster Bistro & Raw Bar

20 Independence Drive
Hyannis, MA 02601
(508) 778-6500
Florence Lowell

New England Soundproofing

40 Norfolk Ave.
South Easton, MA 02375
(781) 710-1261
Joseph Drago

Oxford American Legion

PO Box 58
Oxford, MA 01540-0058
(508) 987-8784
Gary Anderson

Porter Belly's Pub

338 Washington St
Brighton, MA 02135
(617) 783-5500
Sean McCormack

Silvertone Bar & Grill

69 Bromfield Street
Boston, MA 02108-4121
(617) 338-7887
David Savoie

Sip Wine Bar and Kitchen

581 Washington St
Boston, MA 02111
(617) 956-0888

True North Restaurant Group

15 Hood Road
Scituate, MA 02066
(781) 718-0239
Joe Campbell

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