During the 2018 Annual Meeting & Dinner at The Colonade Hotel in Boston, Chair Pat Lee thanked all for their support during his term, and then welcomed the new incoming Chair, Pat Lee. It was a fun approach as Pat accepted a second term as Chair of the MRA, citing his continued commitment to serve the members as well as his desire to complete a major undertaking that is about to blossom, the introduction of the Northeast Hospitality Workers Compensation Captive. “This project has been under review and consideration for nearly a year, and now upon meeting the final budgeted numbers will begin business in fiscal year 2019. It will provide members with a true labor cost benefit we desperately need, as well as establishing a revenue flow for the association that will also be used to benefit the members”.

On behalf of the Executive Committee and the full Board, he went on to thank the Board Members who are departing for their commitment and service over their terms. Our appreciation goes out to Anthony Valletta, Alan Marcus, Margaret Anderson and Richard Brackett for their service and we know all will stay closely involved with the MRA moving forward.

In addition, a very special thanks to Brad Dalbeck of Legendary Restaurants, who after serving on the Executive Committee since 2010, will step down and assume a role on the Advisory Council. Brad served the Board for years prior to joining the EC and has always been extremely generous in the amount of time he spent on MRA business especially these past 8 years, and we look forward to continuing to see him in his new role.

This departure allowed the Nominating Committee to review a number of candidates to elevate to the Executive Committee. Congratulations go out to Olive Chase of The Casual Gourmet in Centerville who is now on the Executive Committee. Olive has been a very strong supporter of the MRA and involved in advocacy locally on Cape Cod, statewide, and nationally for years.

And finally, the Board welcomes a diverse group of new Directors in terms of business model and locations. New Board Members include Ashley Coneff of Dunkin Brands, Darryl Settles of Catalyst Ventures Development, Ryan Dion of 110 Grill, Kathy Sidell of MET Restaurant Group, as well as Matt Myers of Sysco. Congratulations to all!
Dear Members,

Happy July 4th holiday week. Let’s hope this summer brings us great weather, great sales and allows everybody to also spend some terrific time off with friends and family to recharge the batteries.

So last week, the “Grand Bargain” was arrived at by the legislature. In an unprecedented process, it moved to debate in the House where it was passed with no amendments. It then went to the Senate, where it also ultimately was passed and then moved to the Governor’s desk all in one day and less than 10 hours. The Grand Bargain addressed 5 different pieces of legislation, packaged them into one bill, and prevented three different ballot questions.

While this bill will have significant cost ramifications to every operator, the reality is the ballot questions, which were favoring passage at over 70% in polling, would have been far worse. The MRA was one of five business groups that were selected to be involved in this process, and we were able to help shape the conversation and outcome. We asked operators to flood your elected officials with information on what these issues would do to your business. You did, and it mattered.

Paid Leave moved from 100% employer paid, to an even split between employee and employer, and at levels far lower than the ballot question called for. Minimum Wage will move to $15.00 over five years as opposed to four and does not include CPI indexing starting in 2022. Tip Wage will increase 60 cents per year flat over the five years, ending at $6.75. Given the national discussion and movements, including a DC ballot question that passed the day before eliminating the tip wage and moving it from $3.33 to $12.00 over the next few years, this was a significant win. Michigan faces the same exact ballot question as DC in November, and NY state seems on the verge of taking their current Tip Wage from $7.50 to $15.00.

As operators, on top of changes we have already endured the past few years, we will need to reexamine how we conduct business, and look at changes none of us ever would have considered even 5 years ago. But I believe that our industry is capable of great things and has shown incredible resiliency over time to change and adapt, and we will once again.

This is once again a great example that #TogetherWeWin. Thank you for all your efforts.

Sincerely,

Pat Lee
MRA Chairman
plee@themassrest.org
GRAND BARGAIN COMES TO A GRAND CONCLUSION AT THE STATE HOUSE

Late last month the Massachusetts Legislature passed, and Governor Baker signed the so-called “grand bargain”. This legislation passed with lightning quickness and came together in a matter of hours after the SJC had ruled the “millionaires’ tax” ballot question, unconstitutional.

The final legislation comes on the heels of months of legislative advocacy between the business community (including the MRA) and the Raise Up Massachusetts coalition, an activist group that had proposed two ballot questions for the November ballot. There was also a third ballot question filed by the Retailers Association that was a significant part of these discussions which would roll back the sales tax from 6.25% to 5%, with all three effective 1/1/19.

There has been fierce lobbying on all sides of these issues. The MRA would like to thank all the operators that took time to reach out and educate legislators. We generated hundreds if not a thousand communications to the legislature encouraging them to handle these issues legislatively. These are very complicated issues, yet are polling at nearly 70% should they appear on the November ballot. Policy should not be decided at the ballot box with voters reading a one line summary.

The Retailers dropped their ballot question in response to two pieces of this legislation which eliminated Sunday time and a half pay for employees over 5 years and set a two-day sales tax holiday.

The two questions most impactful to the restaurant industry are Minimum Wage (including Tip Wage), and paid family/medical leave. Below are summaries of what the ballots proposed, and what yesterday’s legislation would set as law.

<table>
<thead>
<tr>
<th>BALLOT QUESTION</th>
<th>FINAL LEGISLATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Year</strong></td>
<td><strong>Minimum</strong></td>
</tr>
<tr>
<td>2019</td>
<td>$12.00</td>
</tr>
<tr>
<td>2020</td>
<td>$13.00</td>
</tr>
<tr>
<td>2021</td>
<td>$14.00</td>
</tr>
<tr>
<td>2022</td>
<td>$15.00</td>
</tr>
<tr>
<td>After 2022, future increases to the minimum wage would be tied to inflation.</td>
<td>2023</td>
</tr>
<tr>
<td><strong>No indexing.</strong></td>
<td></td>
</tr>
</tbody>
</table>

PAID FAMILY AND MEDICAL LEAVE COMPARISON

It is important to know that this legislation creates a fund managed by the state. The fund will operate very similarly to Unemployment Insurance and for lack of a better term mandates short-term disability insurance for all employees. Employees and employers will pay into the fund through a payroll deduction and the benefit will be paid out to employees who qualify for either program.

<table>
<thead>
<tr>
<th>ISSUE</th>
<th>BALLOT</th>
<th>LEGISLATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employer opt out</td>
<td>None</td>
<td>Employers can opt out of either if they provide a wage benefit that is greater to or equal to the state benefit</td>
</tr>
<tr>
<td>Duration of personal leave</td>
<td>26 weeks, job protected</td>
<td>20 weeks, job protected</td>
</tr>
<tr>
<td>Duration of medical leave</td>
<td>16 weeks, job protected</td>
<td>12 weeks, job protected</td>
</tr>
<tr>
<td>Wage Replacement</td>
<td>90% of wages, with $1,000 per week cap on benefits</td>
<td>80% of wages up to half of the states average weekly ($670), then 50% of wages up to $850 per week cap on gross benefits</td>
</tr>
<tr>
<td>Small business protection</td>
<td>None</td>
<td>Employers with &lt;25 employees are not required to contribute to premiums</td>
</tr>
<tr>
<td>Funding</td>
<td>50/50 split</td>
<td>Employers pay 60% of medical funding and 0% of family premiums</td>
</tr>
<tr>
<td>Rate</td>
<td>.63% payroll tax</td>
<td></td>
</tr>
</tbody>
</table>
The new Massachusetts pay equity law prohibits paying employees less than other employees who perform “comparable work” if the difference in pay is because of gender.

Comparable work is different but “substantially similar”, meaning it requires substantially similar skills, effort and responsibility performed under similar working conditions.

Employers may pay employees of a different gender who perform comparable work different wages or salaries if the differences are not based on gender but on either (1) a bona fide seniority system; (2) a merit system; (3) a system that sets earnings by production, sales or revenue; (4) the geographic location of the job; (5) education, training or experience reasonably related to a particular job and consistent with business necessity; or (6) travel that is a regular and necessary condition of the particular job.

While employers are liable for violations of the law, including double damages and attorney fees, they have a complete defense to claims under the law if they conduct a “good faith”, reasonable self-evaluation of their pay practices and show reasonable progress toward eliminating any unlawful gender based wage differentials their self-evaluation reveals. This means employers must make a genuine attempt to identify pay disparities due solely to gender among employees performing comparable work and steps taken to eliminate the disparities in a reasonable amount of time. Employers should at least determine which jobs are comparable and whether differentials in pay are permissible based on any of the six (6) reasons specified in the previous paragraph.

The law also includes the following prohibitions and requirements:

Employers may not prohibit their employees from asking, talking about or disclosing information about their own or other employees’ wages. Employers may, however, prohibit employees whose job gives them access to other employees’ compensation information from discussing such information.

Employers may not screen job applicants based upon their wage or salary history or require an applicant to disclose prior wages or salary as a condition of being interviewed or continuing to be considered for an offer of employment. Employers may, however, ask prospective employees about their compensation needs or expectations.

Employers may seek the salary or wage history of a prospective employee only after making an offer of employment that includes compensation.

Employers may not retaliate against any employee for complaining about pay equity or otherwise attempting to exercise rights under the new law.

The Raise Up activists have withdrawn their paid family leave ballot question and the minimum wage question provided it gets signed by Governor Baker. However not without criticizing the actions surrounding the tip wage.

Excerpt of statement from activists:

“...we are troubled by the size of the increase in the sub-minimum wage for tipped workers, which doesn’t go as far as our proposed ballot question. Our coalition is also strongly opposed to the Legislature’s decision to eliminate Sunday time-and-a-half pay, which cuts wages for thousands of retail workers who are working on Sundays to pay their bill…”
OPERATORS GOLF TOURNAMENT/SCHOLARSHIP GALA RECAP

While our Wianno Golf Outing has been a sell-out and renowned for years, the new kid on the block is our Pinehills Operators Tournament and is something you must attend. As an Operators Tourney, each foursome must have at least one restaurant or hospitality operations person on board and we all know that the operations folks know how to have a good time.

The location and course is awesome. Pinehills was created to rival the country’s most prestigious golf clubs and it lives up to its reputation with a state of the art 12,000 square foot club house in which we will conduct our post tourney cocktails, dinner and awards immediately after we play on the Rees Jones Course, one of the two Pinehills courses which are consider some of the best in the Northeast.

The Jones course is characterized by Rees Jones’ signature style – challenging to play, enjoyable for experts and novices alike, and respectful of the land, with built in subtleties that offer a new playing experience every time. Five sets of tees allow this public Massachusetts daily fee golf course to play from 5,388 yards to 7,175 yards.

Even more impressive is the Food and Beverage of the day provided by the MRA's own Paul Barbato from the East Bay Grille. You start off the day with what may be the best box lunch that you ever had and cap it off with post golf cocktails and awesome appetizers that leads into an unbelievable dinner. Throw in auction items, awards and prizes and it makes for the complete golf experience.

If you are an operator, build a foursome and take that well deserved golf day off. If you are a MRA Business Partner, find a well deserving operator and invite them all out for a well-deserved day on the course with you.

SCHOLARSHIP GALA: JUNE 7, 2018

On May 3rd, 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. Thirty seven candidates were chosen to receive awards. With members’ donations, the MRAEF gave $97,500 in scholarship awards at our annual Making the Future Bright Scholarship Gala on Thursday, June 7, 2018 at Danversport Waterfront Weddings & Events.

The Scholarship Gala was another huge success. We hosted 28 students and their families 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. To highlight some of the scholarships awarded that night – four students were chosen to receive $5,000 scholarships from Horizon Beverage, one was awarded the People’s United Bank $5,000 scholarship, another was awarded a $5,000 scholarship in memory of longtime Woodman’s of Essex employee Faye Broderick, and two were awarded an additional $2,500 from the Epicurean Club, Boston Chapter.

Sarah Gibson from Taunton High School was awarded our annual Educator of Excellence Award. She was honored in Chicago on May 17th. She was presented her award from the MRAEF on the evening of The Scholarship Gala.

Nick Callias, Executive Chef at The Colonnade Hotel and Brasserie Jo, was the recipient of the MRA Leadership Award. Our Leadership Award is given to someone who goes above and beyond for the MRAEF. Nick has been a big supporter of our students providing so much guidance and mentorship. He is also a national judge for the ProStart Invitational. Congratulations, Nick, and thank you!

Our Scholarship recipients for 2018 are: Iveliss Alvarenga, Amanda Anthony, Vanessa Archangelo, Alexia Bonanno, Cesar Cruz, Estefania Cruz Aviles, Emile Cycz, Jared Dwyer, Brianna Falconer, Alicia Fletcher, Jennifer Flores, Jessica Gallagher, Danielle George, Emma Hunt, Autumn Joyce, Jordan L'Ecuyer, Nathan LeBrun, Derek Lewis, Celia Livolsi, Ryan McCann, Baylee Mello, Melissa Millien, Abigail Newcombe, Melvin Nguyen, Taryn O'Connell, Kelsey O'Keefe, Blaise Pandell, Kellsie Pemberton, Caitrinn Romaine, Taylor Ross, Noah Shanshirsy, Grace Spinney, Jenna Thompson, Rachel Turner, Willard Wendt, Lauren Wood and Ronald Zabala. Congratulations to all of the recipients!

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!

Click here to view the photo album on Facebook.
MEMBERSHIP EVENTS

THE COLONNADE ROOFTOP POOL PARTY IS BACK!

Tuesday, July 31st, 6pm - 9pm
The Colonnade Hotel - Boston

The MRA is happy to announce that the Rooftop Pool Party is back at The Colonnade Hotel! Come and join us to celebrate the amazing news.

Relax with a cocktail, great food and gorgeous views.
Catch up with fellow industry folks and friends.
Maximum capacity is 160, so please register soon!

REGISTER HERE

SAVE THE DATE
HARPOON BEERS & BITES: OYSTERS
Monday, September 10th

SAVE THE DATE for
BEERS & BITES: OYSTERS
September 10, 2018
7:30PM – 9:30PM
Harpoon Brewery, Boston

More details to come soon.

HOT LINEUP AT THIS YEAR’S ROOFTOP CHEFS
Alternating Tuesdays through September 11th

Click here for more details.
RESTAURANT: Herrell’s Ice Cream
LOCATION: Northampton, MA
YEAR FOUNDED: 1980
MRA MEMBER SINCE: 2013
WEBSITE: www.herrells.com

WHAT IS YOUR RESTAURANT SPECIALTY?
Handmade ice cream and sweet baked goods.

WHY IS THE MRA IMPORTANT TO YOU & YOUR BUSINESS?
Keeping us informed about changes in state and federal policies regarding the food industry and helping us keep competitive in todays food market.

Fun Facts about Herrell’s Ice Cream

1. Founder Steve Herrell revolutionized the stagnant ice cream industry in 1973, by pioneering the renaissance of the home-made, fresh, “gourmet” ice cream trade.

2. Steve mechanically altered the motor on a small commercial batch freezer to create a creamy, extraordinarily rich, low air ice cream, similar to a hand crank ice cream machine.

3. Herrell popularized grinding up popular cookies and candies to Smooshin® into the ice cream, giving birth to flavors like Cookies & Cream and Heath Bar Crunch. These are now staples in the ice cream industry.

4. Herrell’s makes gourmet ice cream, No-Moo® dairy free frozen dessert, no sugar added ice cream, sorbets and yogurts.

5. Herrell’s makes nearly 400 flavors of frozen desserts, all made in-house.

6. Herrell’s wholesales within 2 hours of its Northampton store.


8. Herrell’s award winning hot fudge can be found in upscale supermarkets, all over the country in 10 ounce jars. Winner of 2011 Seriouseats.com hot fudge taste test competition.

9. Herrell’s makes ice cream cakes, with real freshly baked cake centers.

10. Herrell’s bottles its own Hot Chocolate Mix.

11. All Herrell’s products are Kosher Certified.
Who or what inspired you to pursue a career in the hospitality industry?
I’ve been working for my parents at their two restaurants for 3 years. I realized that I can handle the pressure of a busy restaurant well, and am able to work well with customers. My parents played a big role in my decision. My dad went to culinary school and my mom works along side him managing the restaurants. They are so good at doing what they do! I hope to be as successful as they are one day.

If you could meet a well known industry professional who would it be and why?
I would love to meet Lydia Shire. She owns multiple restaurants in Boston, and I think that’s pretty impressive. The food in Boston is really good, but hers is even better than that!

What are you plans for after college graduation?
I plan to work alongside my parents at either of their restaurants, being a manager. Eventually, I want to open more, and continue creating successful restaurants, as my parents have.

What advice would you give to other students interested in pursuing a career in the hospitality industry?
Experience is key. I’ve been a hostess since I was 15, and once I turned 18 I started waitressing. Being in the restaurants multiple days a week has helped me realize that this is what I really want to do. Working in the hospitality industry at such a young age gives you a head start on knowing what the industry is really like. Take any type of business classes in high school if you can, it helps a lot.
### 2018 SERVSAFE TRAINING SCHEDULE

#### SERVSAFE MANAGER

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 17th &amp; 31st</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>September 10th &amp; 17th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>November 9th &amp; 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>December 4th &amp; 18th</td>
<td>Kowloon</td>
<td>4-8pm</td>
</tr>
</tbody>
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#### SERVSAFE ALCOHOL

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
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</thead>
<tbody>
<tr>
<td>September 17th</td>
<td>MRA</td>
<td>10-2pm</td>
</tr>
<tr>
<td>October 15th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
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#### SERVSAFE RECERTIFICATION

<table>
<thead>
<tr>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
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<tbody>
<tr>
<td>August 14th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>October 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td>December 18th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
</tbody>
</table>

### FREE WEBINARS ON SERVSAFE WORKPLACE

National Restaurant Association Ed Foundation was excited to introduce its new ServSafe Workplace platform at the Chicago show. Throughout the summer, they will be offering FREE* webinars on sexual harassment prevention for hourly employees in the restaurant and hospitality industries. To register, please visit ServSafe.com/freewebinar and select the date and time that best fits your schedule.

*Take advantage of these free webinars in the months of July and August.

### CHOOSE SAVING COURSES AVAILABLE AT THE MRA

Click [HERE](url) to register and for more information.
**FOOD & BEVERAGE OPERATORS**

- **Cape Cod Beer**
  1336 Phinney’s Lane
  Hyannis, MA 02601
  (508) 790-4200
  Todd Marcus

- **Gridiron Sports Bar**
  150 Slades Ferry Ave.
  Somerset, MA 02726
  (508) 689-7911
  Al Monte

- **TD’s Sports Pub**
  699 Grattan St.
  Chicopee, MA 01020
  (413) 437-8400
  Tom Hill

**BUSINESS PARTNERS**

- **Online Services**
  American Craft Brands
  P O Box 635
  Hyannisport, MA 02601
  (617) 771-2900
  Danny Connelly

- **Bottling**
  Coca Cola Bottling Company of Northern NE
  2 Sassacus Drive
  Westborough, MA 01581
  (508) 898-2960
  Patrick Conley

- **Schools**
  Mashpee High School
  500 Old Barnstable Road
  Mashpee, MA 02649
  (508) 272-4642
  Michael Looney

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- **Ninety99 Restaurant & Pub**
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- **Plantedos®**
- **RAI Services**
- **Sprague**
- **Sysco**
- **US Wealth Management**
- **Ruby Wines, Inc.**
- **Established 1933**
- **Ruby Wines, Inc.**
- **Gridiron Sports Bar**
- **Hobbitt Sports Bar**
- **TD’s Sports Pub**
- **Twinnbrook Insurance Brokerage, Inc.**

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Massachusetts Restaurant Association
160 East Main Street, Suite 2, Westborough, MA 01581
Phone: (508) 303-9905 www.themassrest.org

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