



WELCOME TO THE NEW BOARD OF DIRECTORS

One More Year, One More Year!

That was the chant heard loud and clear before, during and after the Nominating Committee met to recommend Officers and review Nomination's for the Board of Directors. As a result, Chairman **Donato Frattaroli** has decided to serve a second term for fiscal year 2017 which began on July 1st. Donato has been an impassioned leader for our association, and we look forward to his continued dedication to meet the needs of our members.

On behalf of our Board and our membership, we wish to offer our sincere gratitude to our departing Board Members whose terms have expired. We know they will continue to be active members of the MRA. Our appreciation goes out to: **John Creedon, Brad Fredericks, Bob McGovern, Ed Stewart, Vince Maxson and Bud Fraumeni**.

In addition, a very special thanks to **Peter Sarmanian** of Classic Restaurant Concepts, who after years of service as a Board Member, has served on the Executive Committee for the past 4 years, and has decided to take a break from board service for a short period. Peter has been extremely generous in the amount of time he spent on MRA business especially those past 4 years, and we look forward to seeing him back shortly!

The Nominating Committee reviewed a number of candidates to elevate to the Executive Committee to fill this opening, and congratulations go out to **Bill Brady** of Sonoma Restaurant. Bill has been a very active member, serving both the MRA and EF Boards for a number of years.

And finally, the Board welcomes a diverse group of new directors in both business model and locations. New Board members **Doug Bacon** of Red Paint Hospitality Group, **Lou Carrier** of Distinctive Hospitality Group, **Karen Coleman** of ARF Financial, **Mike Covino** of Niche Hospitality, **Nick Harron** of Evviva Cucina, **Eric Papachristos** of Trade/Porto/Saloniki, and **John Pettine** of Ruby Wines, **Louie Psallidas** of UNO Restaurants, and **Jen Ziskin** of La Morra and Heritage of Sherborn. There are also some familiar faces returning to the board; **Patrick Renna** of Wahlburgers, **Stephen Miller** of Clarke's, **Kathi Turner** of Turner's Seafood Grill & Market, **William Hacking** of Aura Restaurant and Seaport Hotel, and **Remon Karian** of Fiorella's.

Congratulations to all, and we look forward to working together to help continue to improve and shape our industry!

THE NEW FACES OF THE 2016-2017 MRA BOARD



DOUG BACON
 Red Paint Hospitality Group (Allston)



LOU CARRIER
 Distinctive Hospitality Group (Natick)



KAREN COLEMAN
 ARF Financial (Arlington)



MIKE COVINO
 Niche Hospitality (Worcester)



NICK HARRON
 Evviva Cucina (Westford)



ERIC PAPACHRISTOS
 Trade/Porto/Saloniki (Boston)



JOHN PETTINE
 Ruby Wines (Avon)



LOUIE PSALLIDAS
 UNO Restaurants (Boston)



JEN ZISKIN
 La Morra (Brookline Village),
 Heritage of Sherborn (Sherborn)

LETTER FROM THE CHAIRMAN



Donato Frattaroli
MRA Chairman of the Board

Dear Board Members,

As I start a second term as Chairman of the MRA, I am even more excited than I think I was last year when I was first named. It makes me recall once again how far I have come from when I first came to this country without even being able to speak English, and to what I have been fortunate enough to achieve over the years.

While I have worked hard, it is not lost on me that many people along the way have helped me to get where I am today.

They mentored me, advised me, pushed me to believe in myself, opened doors that provided opportunities, and that is what helped me to work hard and achieve a modicum of success.

So as I sat at the Educational Foundation Scholarship Gala last month, I reflected on what our member benefactors are doing – we are changing people's lives, we are opening doors for these young students, allowing them to come into our industry, where if they work hard as we do, and they treat people with dignity and respect as we do, that they will be able to achieve all that they want in our great industry. They are our future, and investing in them is a solid bet to make certain that we are able to grow our businesses and continue to offer our guests great experiences, and our employee's great livelihoods, for years to come.

The MRA is in the midst of a Capital Campaign to continue this great journey, so I ask for your help along with Remon Karian, who is also serving a second term as President of the EF. If you have made a commitment in the past, please consider re-upping that commitment, and if you have not done this in the past, I hope you are able to see like me how important this is, and the profound effect it has on these motivated students and their families.

The EF Scholarship Gala is my favorite night of the year, please make it yours, you will feel great about it.

Sincerely,

Donato Frattaroli
MRA Chairman
dfrattaroli@themassrest.org

MRA STAFF

Bob Luz

President & Chief Executive Officer
bluz@themassrest.org

MEMBERSHIP TEAM

Kerry Miller

Director of Membership Services
kmiller@themassrest.org

Bob Brammer

Member Services Manager - Central & South
bbrammer@themassrest.org

Lina Giangregorio

Member Services Manager - Boston & North
lgiangregorio@themassrest.org

Lynne Johnston

Member Services Manager - West
ljohnston@themassrest.org

Stephen Clark

Director of Government Affairs
sclark@themassrest.org

Christine Johnson

Director of Communications
cjohnson@themassrest.org

Stacey Sawyer

Director of Education
ssawyer@themassrest.org

Renée Serafino

Director of HR & Business Operations
rserafino@themassrest.org

Tracy Zibell

Educational Foundation Program Assistant
tzibell@themassrest.org

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FOOD FOR THOUGHT...NON PROFIT RESEARCH CENTER OFFERS ANALYSIS OF DOL SALARY REGULATIONS

NATIONAL CENTER FOR POLICY ANALYSIS

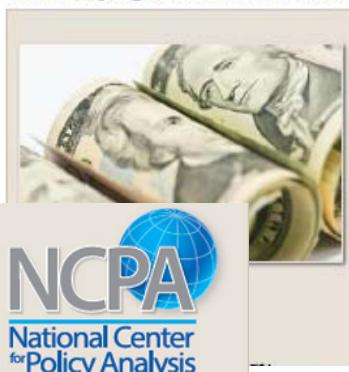
How the New Overtime Pay Rule Will Hurt the Middle Class

Brief Analysis No. 828

by Danielle Zaychik

June 14, 2016

Recently the White House updated Fair Labor Standards Act (FLSA) overtime regulations, raising the threshold at which salaried employees are exempt from overtime pay, effective December 1, 2016. Salaried employees making up to \$913 per week (\$47,476 annually) will qualify for overtime compensation at one-and-a-half times their normal pay. This is a significant increase from the previous \$455 per week (\$23,660 annually) exemption level. The FLSA also defines the job duties of employees who are exempt from overtime pay. The "duties test" exempts employees who are executive, professional or administrative and also work independently, exercising their own judgment without close supervision. This remained unchanged.



The administration predicts the new rule will put \$12 billion in the pockets of 4.2 million newly eligible employees over 10 years. The new rule will cost the restaurant and retail industries alone over \$2 billion annually. [See Figure I.] It is inevitable that businesses will make changes to their compensation model to offset these costs.

An Oxford Economics case study of the restaurant and retail industry outlined three possible ways employers may offset increased costs: lowering hourly wages, cutting benefits and bonuses, and reducing workers' hours.

Reclassification of Employees. Employers may begin paying more employees hourly wages, as opposed to salaries, or decrease their hourly wages to compensate for their overtime pay. The College and University Professional Association for Human Resources says the rule will force colleges to reclassify

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

CATCH UP WITH THE LATEST MRA NEWS

MRA NEWS YOU CAN USE



We hope you are enjoying MRA's newest communication tool, providing you the very latest industry updates. In case you missed it, click [here](#) to view our latest MRA News You Can Use video, which was sent out June 21st.

FAQ'S

common questions from MRA members

Q: Can I offer a discounted drink on Wednesdays in the summer?

A: No, operators must hold prices for seven calendar days. A licensee cannot change its prices – up or down – during the week. However, a bar, restaurant, or hotel can include a drink as part of a meal package under certain circumstances.

Q: Are restaurants exempt from overtime?

A: Restaurant employers are not exempt from overtime. To make sure you are calculating overtime correctly, click [here](#).

WELCOME BOB BRAMMER TO THE MRA



We are pleased to announce, after an extensive search we have identified and hired Bob Brammer for the position of Member Services Manager. Please join us in welcoming Bob to the MRA family.

Bob is a veteran of the restaurant industry who has served as the General Manager/Proprietor for great brands like Bertucci's, Uno's, TGI Fridays and most recently Ted's Montana Grill.

His depth of restaurant operational experience combined with years of success in developing exceptional staffs and loyal guests make him a perfect candidate for this position.

Bob officially started his role with the MRA on June 13th and is currently intensely immersing himself into our culture and absorbing his MRA training. We look forward to the completion of his training and the impact he will have.

As he transitions into his role, he will assume responsibility for the Middlesex, Norfolk, Bristol, Plymouth and Barnstable counties as well as the islands. He will be reaching out to those of you in these areas to introduce himself and schedule time to meet with you. If you have any needs please feel free to contact him directly.

With the addition of Bob, it made sense to realign the Member Services Manager's territories for a more impactful approach of support. The following is a list of each Member Services Manager and their new territory responsibility:

Lina Giangregorio – Boston/North Shore. This covers Suffolk and Essex Counties with the addition of Cambridge and Somerville.

Lynne Johnston – Central/Western. This covers Worcester, Franklin, Hampden, Hampshire and Berkshire Counties.

Bob Brammer – Middlesex to the Islands. This covers Middlesex (less Cambridge and Somerville), Norfolk, Plymouth, Bristol, Barnstable, Dukes and Nantucket Counties.

For any questions regarding these realignments feel free to call Kerry Miller at 508-573-4190 or email kmiller@themassrest.org.

FRIENDS OF JAMES BEARD BENEFIT DINNER to Benefit Local Culinary Students



just right farm
A RURAL RENAISSANCE OF FARM AND FOOD

Just Right Farm
Plympton, MA.

Fri, July 29 - Sat, July 30th
6pm - 10pm

COST: Members: \$200/
General Public: \$225

For more info, click [here](#).

For reservations,
call 781 936 5330.

HARPOON BEERS & BITES: BBQ



This month, MRA will partner again with Harpoon Brewery for

BEERS & BITES: BBQ

July 11th, 7:30PM – 9:30PM
at Harpoon Brewery, Boston

Ticket price: \$30 each - includes all tastings and locally brewed beer from Harpoon.

BUY TICKETS HERE

Restaurants participating include:



BLUE RIBBON BBQ
BOSTON



BEAT BRASSERIE &
THE BEEHIVE
BOSTON



RED HEAT TAVERN
BEDFORD



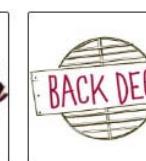
LESTER'S
ROADSIDE BBQ
BURLINGTON



PITSTOP BBQ
WAKEFIELD



MAGNOLIA
SMOKEHOUSE
BROOKLINE



BACK DECK
BOSTON



TEXAS
ROADHOUSE
EVERETT

COLONNADE ROOFTOP POOL PARTY



Mon, August 1st, 6pm - 9pm

The Colonnade Hotel - 120 Huntington Ave, Boston

All great things must come to an end, so join us for the final pool party event atop The Colonnade Hotel! Host David Colella, Chef Nick and the entire team always look forward to hosting us, and we love their hospitality.

Relax with a cocktail, some appetizers and gorgeous views. Catch up with fellow industry folks and friends.

Maximum capacity is 160, so please register soon!

REGISTER HERE



STEVE & DOUG WOODMAN



WE ARE THE MRA MEMBER PROFILE

Name: Steve and Doug Woodman

Restaurant: Woodman's of Essex, Essex, MA

Year Founded: 1914

Website: woodmans.com

MRA Member since: 1972

What is your specialty? Self-service New England style Seafood in an authentic New England setting.

Why is the MRA important to you and your business? The state-wide lobbying effort of the MRA is one of the main reasons the MRA is important to us. This along with a supportive staff who are always readily available to assist us, whether searching for a product or in understanding what a law really states. We also have established many friendships while networking or attending educational seminars. The restaurant show is very valuable in that it allows us to easily discover new ideas and products in the course of a few days in one place and is very effective. The MRA is a key business partner for Woodmans.

FUN FACTS about Woodman's of Essex:

1. Woodmans was established in 1914 and as a 100 year old family business currently employs family members from the third, fourth and fifth generations.
2. Founders Chubby and Bessie Woodman invented the fried clam 100 years ago on July 3rd, 1914.
3. Voted "Best Restaurant in New England in 2014" by About.com readers.
4. Awarded the "Best Waterfront Seafood Shack in America" by USA Today in 2016.
5. Listed in the book "100 Things to See Before You Die" by Patricia.
6. Is the only restaurant listed on the "Top 25 Massachusetts Destinations" by the Massachusetts Office of Travel and Tourism.
7. Fry's approximately 1.5 million clams and serves over 4,900 gallons of Heinz ketchup and 3,500 gallons of their famous homemade tartar sauce each year.
8. Over \$701,500 given to 126 students in educational scholarships via the Mr. and Mrs. L. Dexter Woodman Scholarship Fund.
9. Cater over 600 clambakes and BBQ's each year and approximately 50 weddings.
10. Inducted into the MRA Restaurant Hall of Fame in 2003.



CONGRATS TO OUR JUNE INSTAGRAM CONTEST WINNER!

Another \$50 gift card awarded to a culinary student! Congratulations to Antoinette Beckford of Nantucket for winning the MRA June Instagram Contest! Her mini fruit tarts photo perfectly captured June's "Sizzling Summer" theme.

Antoinette is currently attending Culinary Institute of America. In both 2014 and 2015, she was an integral competitor of the winning culinary team at the MA ProStart Student Invitational!

Check out Antoinette's Instagram at [anna_queenb](#) for many other great food pics!

It's simple to enter MRA's monthly contest. Use the hashtag **#CulinaryStudentMA** on your food/culinary posts AND follow the MRA Instagram account [here](#). We'll select a winner to receive a \$50 gift certificate to an MRA restaurant member location as well as recognition on the MRA website and newsletter! Post away!

SERVSAFE TRAINING SCHEDULE

SERVSAFE MANAGER

DATE	LOCATION	CLASS	TIME
August 2nd & 16th	MRA	ServSafe Manager	3pm - 7pm
August 8th & 22nd	Cape Codder	ServSafe Manager	10am - 2pm
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

SERVSAFE ALCOHOL

August 9th	Kowloon	ServSafe Alcohol	3pm - 7pm
August 30th	MRA	ServSafe Alcohol	5pm - 9pm
October 4th	MRA	ServSafe Alcohol	5pm - 9pm
December 13th	MRA	ServSafe Alcohol	5pm - 9pm

SERVSAFE MANAGER RECERTIFICATION

September 6th	Kowloon	ServSafe Recert	3pm - 7pm
September 12th	Cape Codder	ServSafe Recert	4pm - 8pm
September 13th	MRA	ServSafe Recert	3pm - 7pm
November 14th	Kowloon	ServSafe Recert	3pm - 7pm
November 15th	MRA	ServSafe Recert	3-7pm

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

CHOKE SAVE COURSES WITH WHEN SECONDS COUNT, INC.

When Seconds Count, Inc.



CPR & First Aid Training



The MRA is very proud to partner with When Seconds Count for their Adult, Child, and Infant Choke Save Courses. They offer discounted prices for members and a portion of their fees are donated to the MRAEF.

The following classes are being held at the MRA office in Southborough:

Wed, August 24, 2016, 10am to 11am

Wed, October 26, 2016, 10am to 11am

Visit the When Seconds Count website [here](#) to sign up.

MRA COMMITTEES & WORK GROUP OPPORTUNITIES



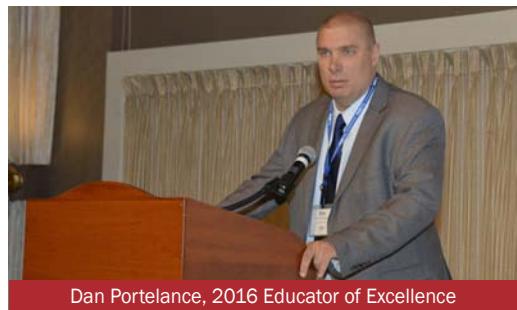
Are you interested in volunteering for an MRA committee? Each of the committees listed below will be limited in size to optimize the working environment. The individual Committee Chair and MRA Chairman will review all interested parties and look at business background, mix of operators and business partners and desired size of the working group, and make decisions on final committee make-up. We sincerely appreciate all interested parties coming forward and regret that we cannot accept every volunteer. To let us know which committee or work group you are interested in being a part of, email [Bob Luz](#).

Business Partners ♦ Trade Show ♦ Membership
Education ♦ Human Resources

SCHOLARSHIP GALA 2016

The MRAEF awarded \$100,000 to 40 deserving students from across Massachusetts pursuing a degree in Hospitality or Culinary Arts. We had another amazing night in Danvers at the Danversport Yacht Club for our annual Making the Future Bright Scholarship Gala on Tuesday, June 14th. Thank you to Paul DeLorenzo and the DeLorenzo Family for hosting year after year! As always, the food was great and the weather made for a beautiful evening by the water.

Billy Costa hosted our event for the 14th year in a row. We're always proud to have him there; our students, parents, and teachers really look forward to seeing him. He brings the star power to a room full of industry leaders and future culinary rock stars. Thank you, Billy!



Dan Portelance, 2016 Educator of Excellence

Every year, at the Scholarship Gala, we honor a ProStart Educator of Excellence and choose an MRAEF Leadership Award recipient. Our Educator of Excellence this year is **Dan Portelance** of Carver Middle High School. Dan is not only passionate about our industry and his students but also, always willing to help mentor other teachers new to ProStart. We value his dedication and were thrilled to honor him publicly. Our MRAEF Leadership Award goes to an individual or business that has gone above and beyond for the Educational Foundation. This year, we honored **Averill Bromfield** of Averill's Sharper Uniforms for his continued support of the ProStart Invitational. Thank you, **Dan Portelance** and **Averill Bromfield**!

Some other highlights of the evening included Horizon Beverage's **Doug Epstein** taking the stage to talk about his company's commitment to our industry with their annual \$20,000 in scholarship awards this year to **Lisa Capozzi** from UMass Amherst, **Nikolas Kedian** from Whittier Tech, **Dillan Hoyt** from Johnson & Wales University and **Nicholas Pereira**, Tri-County Tech. Thank you, Horizon Beverage!

People's United Bank was another big scholarship contributor. **Brian Shea** talked about their commitment and awarded \$5,000 to **Kristen Abbondanza** from Beverly, MA. Thank you, People's United Bank!

We also celebrated longevity in our industry. Piantedosi Baking Company is celebrating their 100th year in business! To celebrate this accomplishment, **Joe Piantedosi** awarded a \$4,000 scholarship to **Kellsi Pemberton** from Madison Park High School. She will be pursuing a Baking and Pastry Arts degree from Johnson & Wales University. He also gifted beautiful portfolios to each scholarship recipient. Thank you, Joe Piantedosi and congratulations!

Thank you to our dedicated supporters who have committed to our scholarship program since its inception years ago. **Ernie Tremblay**, **Austin O'Connor**, **Linda and Bill Zammer**, **Joe Prestejohn**, **Manny Costa**, **Bob Wong**, **Peter Marks**, **Donato Frattaroli**, **Chuck Fraser**, **Maureen Woodman**, **John Glynn**, **Charlie Noyes**, **Alan Ayers**, **Raphael Oliver**, and **Richard Mazzarella**, we couldn't have done this without your foresight, annual commitment, and leadership. Thank you to our new annual sponsors **Chris Coombs**, **Scott Plath**, **Denise Herrera**, **Karen Coleman**, and **Fred Casinelli**.

Thank you to all our sponsors and scholarship contributors including, **Pat Bando**, **Mansour Ghalibaf**, **Gray, Gray, & Gray**, **Bill Samenfink**, **Andrea and Rob DeSimone**, **the Epicurean Club**, and **Bob McGovern**.

This is a big year for us, over the past 12 years, we've awarded over \$1.2 million dollars in scholarships. As college expenses continue to grow, we strive to build our program. If you are interested in donating to the scholarship fund or creating a scholarship in your business or family's name, please, contact **Stacey Sawyer** at ssawyer@themassrest.org or 508-573-4192.

For a full list of scholarships and recipients, click [here](#).

To view the photo album of the Scholarship Gala, click [here](#).



From left: Remon Karian, Averill Bromfield, Stacey Sawyer



Scholarship Spotlight with Billy Costa



7B's Bar & Grill

1152 Southampton Rd
Westfield, MA 01085
(413) 388-2541
William Boisseau

Caffe Paradiso-Boston

255 Hanover St
Hanover, MA 02339
(617) 742-1768
Adriana Destefano

Fishermen's View

20 Freezer Rd
Sandwich, MA 02563
(508) 591-0088
Elizabeth Colbert

Funky Murphy's

31 Main St
Marlborough, MA 01752-3816
(508) 251-2771
Cal Dolan

WELCOME NEW MRA MEMBERS!

JJ's Tavern

19 Helen Drive
Southampton, MA 01073
(413) 433-7715
Jon Neumann

NU Cafe - Somerville

197 Washington St
Somerville, MA 02143
(401) 474-0380

NU Cafe - Worcester

335 Chandler St
Worcester, MA 01602-3441
(508) 926-8800
Joshua Van Dyke

Oath Craft Pizza

745 Atlantic Ave 8th Fl
Boston, MA 02111
(978) 490-0533
Rick Wolf

Park Street Pub

40 Park St
Andover, MA 01810
(978) 470-4543
Richard Pruneau

Quinn's Irish Pub

715 West Boylston St
Worcester, MA 01606-3060
(508) 459-2025

Roots Natural Foods, Kitchen + Juice Bar

100 Crawford St
Leominster, MA 01453
(978) 534-7668
Marieke Cormier

Tavern in the Square-Lowell

900 Chelmsford St
Lowell, MA 01851
(617) 776-1900

Tavitas

650 Atlantic Ave
Boston, MA 02111
(617) 776-1900

Teddy Gallagher's Pub

30 Main St
Franklin, MA 02038
(508) 528-8069
Joe Gallaher

THANK YOU TO OUR 2016-2017 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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