



DOL RELEASES OVERTIME REGULATIONS



The Department of Labor issued its final rule implementing changes to the regulations governing the salary threshold for exempt overtime workers.

The final rule is 508 pages long. [Here](#) is a three page overview provided by DOL.

In summary, the final rule is proposed to take effect **December 1, 2016** and:

- It guarantees time-and-a-half pay to any salaried employee earning under **\$47,476** a year (\$913 a week) and who works more than 40 hours in a week.
- Automatically updates the salary threshold every three years, tying it to the 40th percentile of full-time salaried workers in the lowest-income Census region. The first update would be Jan. 1, 2020. Further, the DOL projects a salary threshold of \$51,000 by Jan. 1, 2020.
- Makes no changes in the duties tests used to determine whether a salaried employee above the threshold is considered exempt from overtime pay.

For the first time, it allows certain bonuses and incentive payments to count toward up to 10 percent of the new salary level, if the payments are made on at least a quarterly basis.

The DOL moved ahead with these regulations despite widespread opposition. Hundreds of lawmakers have joined with employer and nonprofit groups in criticizing DOL for failing to accurately estimate the rule's impact. It is expected that immediate legislative efforts to de-fund, block or nullify the rule could be introduced. Employer groups are currently evaluating potential litigation against the DOL over its process for issuing the final rule and some of its mandates.

The MRA will continue to closely monitor this situation and provide updates and advocacy efforts.

WHAT NEW OVERTIME REGULATIONS COULD MEAN TO YOU:

As we are all aware, a portion of our exempt workforce falls below the \$47,476 salary threshold. This change doesn't necessarily mean an increase in pay, but more a change in behavior and how we manage these positions in the restaurants. It is important to gather data on the exempt employees you have that fall below this threshold. This preparation will have a two-pronged effect:

- It will allow you to review which employees have what roles and whether they truly meet the exempt definition
- Secondly, it will allow you to get a better sense of how many hours exempt employees work and how they are compensated.

Once you have gathered your information you have a few different options at your disposal. Each option has positives and negatives in regards to payroll management and increased administrative burdens. In fact, a combination of approaches may be best for your individual operation.

SOME OF YOUR OPTIONS INCLUDE:

- If the employee's salary is currently close to the new minimum, raise exempt employees' salary to the new threshold. This would minimize disruption to your existing system and would require very minimal administrative changes.
- When it is manageable, keep employees at existing salary but either eliminate overtime or minimize the number of overtime hours the employee works. If you have an employee who generally works 40 hours or less per week this approach would require a more dedicated monitoring of hours worked. Under existing law, if an employee is salaried and non-exempt, you still need to recalculate your employee's regular hourly rate and pay appropriate overtime.
- Convert salaried employees to hourly employees with added OT compensation. This option would create an administrative burden but would minimize the financial impact of any change in regulation. This approach would work best for employees who routinely work more than 40 hours per week, but may not meet the duties test to qualify as exempt from overtime.

Each of these proposals will have a financial or administrative impact, now is the time to prepare to minimize these impacts to your operation. Developing a straw model based on the particulars of your current exempt workforce will allow for clearer labor budgeting and payroll direction.

LETTER FROM THE CHAIRMAN



Donato Frattaroli
MRA Chairman of the Board

your behalf.

I would also like to thank this year's Nominating Committee that joined me – Mansour Ghalibaf, Kathi Turner, Paul Barbato, Anthony Valletta, Pat Lee, Scott Plath, Bill Brady and Jenny Johnson. We had a very difficult task sifting through all of the nominations, trying to arrive at a 2017 slate of directors who sliced the demographics of our industry – geographically across the state, from fast casual to casual to fine dining, bars and hotels, as well as from different backgrounds.

And with that, I welcome the 2017 Board Members, nominated for a three year term: Steve Miller, Remon Karian, Kathi Turner, William Hacking, Patrick Renna, Jen Ziskin, Louie Psallidas, Eric Papachristos, Lou Carrier, Karen Coleman and John Pettine. In addition, we have three more who will fill open seats – Doug Bacon, Michael Covino and Nick Harron. Congratulations to all!

In addition, after asking certain members to leave the meeting, the Committee reviewed candidates to fill an open position on the Executive Committee. I am very pleased to announce that long-time Board Member Bill Brady, of Sonoma Restaurant in Princeton, will join this very important group. Welcome and congratulations, Bill!

All members are welcome to attend our **Annual Meeting & Dinner, on 6/29** at the beautiful new UMASS Club at One Beacon Street in Boston to formally elect them, and take care of other association business. It is a great way to network and stay connected as we enter what I know will be a very busy summer season for all. **Please see page 6 for more information and to register.**

June also brings about a personal change for me as I have moved on from the Lucia's chapter of my life, but I am very excited to open Il Molo on Commercial Street in the North End of Boston very shortly. Come by and see us as you enjoy some time on the waterfront this summer!

Sincerely,

Donato Frattaroli
MRA Chairman

Dear Board Members,

As I write this June letter to you in the final fiscal month of the MRA year, I am happy to share that this will not be my last letter in my capacity. For the past 11 months, I have enjoyed serving you in my role as Chairman of the MRA, a position in which I have been both humbled and honored to serve. As we assembled the Nominating Committee last month, I realized how fast the year went by, how much I enjoyed this role, and how I knew I had more to give. So, I have decided to stand for a second term as Chairman, and commit to work even harder on

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CURRENT ECONOMIC INDICATOR

MASSACHUSETTS MEALS TAX COLLECTIONS

March 2016: \$77,505,890
March 2015: \$67,913,561

14.1%
INCREASE



April 2016: \$86,225,828
April 2015: \$82,409,465

4.6%
INCREASE



YTD 2016: \$902,748,026
YTD 2015: \$842,209,026

7.1%
INCREASE

FY: Jul-Jun



CONSUMER CONFIDENCE (0-150 scale)

	United States	New England
MAY	92.6	91.3
APR	94.2	86.5
MAR	96.2	93.3
FEB	90.6	90.6

UNEMPLOYMENT as of April 4, 2016

Massachusetts:

4.2%
United States:
5%

PRICES (YR OVER YR)

Wholesale food prices:
down **3.0%**

Menu prices:
up **2.7%**

HARPOON/MRA CHEF SERIES BARBEQUE AND OYSTERS - SAVE THE DATE

HARPOON®

The Harpoon Beer & Bites: Tacos on May 9th was a success! Mark your calendars for **July 11th** and **September 12th**! The MRA will partner with Harpoon Brewery to run a chef series in the upcoming months. Are you a chef that wants to showcase your best recipes? Are you looking for a great night out while tasting the best food and beer from leading Massachusetts chefs? *Then you will want to be at these events!*

Keep your eyes out for tickets to go live for the following nights:

BEST CHEFS FOR BARBEQUE:

July 11th, 7:30PM – 9:30PM

BEST CHEFS FOR OYSTERS:

Sept. 12th, 7:30PM – 9:30PM

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

If you are a chef interested in participating in one of these events please reach out to Kerry Miller at **508-573-4190** or kmiller@themassrest.org

Information on tickets will be forthcoming.



MEMBERSHIP NEWS & EVENTS

MRA NEWS YOU CAN USE VIDEO

If you haven't already seen the MRA's newest communication tool please watch the video *MRA News You Can Use* [here](#). These short informational video clips will be eblasted monthly to membership providing prime information that members need in Massachusetts and Nationally. A special thank you to Diane Dillon and Kent Earle from **Addison Communications** who did an incredible job on delivering an exceptional product. Stay tuned for more MRA News You Can Use.



MRA MANUFACTURER REBATE PROGRAM



In regards to MRA Exclusive Cost Savings Programs, we are adding a great new one, Prime Source Purchasing. Prime Source Purchasing (PSP) is a consulting and administrative

company which establishes partnerships between food service operators, manufacturers and distributors. Basically they source product rebates at the manufacturer level and apply them back to the operator. There is **no heavy lifting** on your part:

- Rebate checks are cut quarterly
- No upfront fees
- No hidden costs
- Rebate earnings have no limit
- More participation = higher earnings
- State of the art reporting
- Market trends and newsletter

The Pennsylvania Restaurant Association introduced PSP to its members four years ago and over that time has returned over \$400,000 in rebates to its members. It's a simple and easy way to recover found money. Click [here](#) for additional information. For questions or to sign up please reach out directly to Kerry Miller, 508-573-4190 or kmiller@themassrest.org.

MEMBER RECRUITMENT COLLATERAL



This brochure incorporates:

- Key industry members that have been recognized for their leadership at the MRA Annual Awards Dinner
- How the MRA informs and educates its members
- How the MRA is the voice of advocacy for Food and Beverage Operators
- Key MRA networking events
- MRA Exclusive Cost Saving Programs

The last page includes all the contact information for the MRA Membership Services Team. Feel free to send this piece electronically to those in the Food and Hospitality Business that are not yet Proud Members of the MRA.

BOSTON HARBORFEST: JULY 1-4, 2016

The MRA has partnered with Boston HarborFest to provide you with a wonderful promotional opportunity for your restaurant on July 3rd at "Taste of The HarborFest". **This is not a sampling event, rather it is a retail purchase event.** which will also allow you - if you choose, to provide guests with a bounce back coupon opportunity of your choice to help drive traffic into your restaurant that week. Please find the details below and act quickly as spots will be filled on a first come, first serve basis.



For more info and to sign up, click [here](#).

For a schedule of events, click [here](#).



WE ARE THE MRA MEMBER PROFILE

Name: Paul DeLorenzo

Restaurant: Danversport Grille & Bistro
Danvers, MA

Year Founded: 1969

Website: danversport.com

MRA Member since: Early 1970's

What is your specialty? Traditional New England Seafood.

Why is the MRA important to you and your business? The Association provides information, services and advocacy specifically for the Hospitality Industry. Within the membership there are so many opportunities to ask questions, learn and create friendships.



FUN FACTS about Danversport Grille & Bistro:

1. Recently built a 250 KW solar canopy that produces about 40% of our facility's electricity needs.
2. Purchased a farm and are now growing fresh vegetables "farm to table."
3. Something we frequently hear from our guests - "I didn't know Danvers was on the water and I didn't know you had a restaurant." This is mostly likely because they think it is private and also because we are located on the tip of a 20 acre oasis with a long driveway.
4. Our dining room is casual and relaxing. People look out at the water and beautiful landscape and enjoy themselves.
5. Summer al fresco dining is absolutely awesome.
6. Winter is warm and cozy with a fireplace.
7. We are looking forward to continuing our Party on the Patio on Tuesdays in the Summer. It is a rave and people love it.

EDUCATION NEWS/MRA ANNUAL MEETING



CONGRATS TO OUR MAY INSTAGRAM CONTEST WINNER!

Congratulations to Carley Snelson of Chelmsford, MA for winning the MRA May Instagram Contest! Carley is currently attending Southern New Hampshire University studying Baking and Pastry Arts and Culinary Management.

Carley's Instagram post was a creative quick video she made via Flipagram. You can follow her at [carleys_creations](#) to view it as well as check out her other great posts! The MRA would like to thank Scott Plath for generously donating a gift card to his restaurant, Moonstones in Chelmsford!

It's easy 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!

CHOKE SAVE COURSES WITH WHEN SECONDS COUNT

When Seconds Count, Inc.



The MRA is very proud to partner with WhenSeconds 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, June 29, 2016, 10am to 11am

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

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

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

MRAEF SCHOLARSHIP AWARDS GALA



MAKING THE FUTURE BRIGHT Scholarship Awards Gala

Tuesday, June 14, 2016

6pm: Cocktails/Registration; 7pm: Dinner
Danversport Yacht Club: 161 Elliott St, Danvers, MA

GET YOUR TICKETS HERE.

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

June 7th	Cape Codder	ServSafe Alcohol	10am - 2pm
June 28th	MRA	ServSafe Alcohol	5pm - 9pm
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

June 14th	MRA	ServSafe Recert	4pm - 8pm
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.

MRA ANNUAL MEETING/DINNER

All MRA Members are Cordially
Invited to Attend

THE MRA ANNUAL MEETING

Wed, June 29, 2016 - 4:30pm
(New Location) University of
Massachusetts Club

1 Beacon St, 32nd Floor
Boston, MA

\$110.00 ea, includes all beverages,
dinner, tax and gratuity

Register [here](#) and join us for a reception
and election of Officers & Directors for
the year July 1, 2016 – June 30, 2017
followed by dinner with introduction
of New Officers & Directors. Eligible
members will also vote at the Annual
Meeting on proposed amendments to
the MRA By Laws.

Click [here](#) for directions and parking info.



Prostart Instructor at Carver Middle High School 2016 MA ProStart Educator of Excellence **DAN PORTELANCE**

How did you hear about the ProStart Program?

ProStart was in place at the school prior to being hired, but from what I can tell it was only in name. I personally began using the program during the second semester in 2007 when the state coordinator at the time came down to visit me and go over the program and all of the benefits it offers school systems.

How has the ProStart curriculum impacted your culinary program?

I feel the greatest impact is the support system that comes with the curriculum. I am the only Culinary instructor, actually I am the only non-academic instructor at Carver Middle High School, so unlike say the math teacher, when he/she needs advise or help navigating through the curriculum they have a department to assist them, I don't have that option. Instead I go to the ProStart community for help. I think I like my option better.

If you could recommend ProStart to another high school's culinary program, what would you say?

When I talk to other culinary instructors about the program, I always emphasize the sense of community and the support system that is in place, which is essential especially for new instructors as they navigate through the curriculum. Plus why would you not want to use a curriculum that was developed by leaders in the foodservices industry. I would advise every ProStart teacher to "Please put together a team, and give your students the opportunity to shine, and become part of something, you will be amazed in what they can do".

How long have you been competing in the ProStart Invitational? How has the experience impacted you and your students?

The first MRA ProStart Invitational was held my first year of teaching in Carver, and except for this past year, Carver has had at least one team in each Invitational. We have been fortunate to have had the opportunity to represent the MRA and all of the ProStart schools in four National ProStart Invitationals. Twice as the culinary representatives and four times as the management representatives. One of the greatest highlight of the competitions for me is watching the student go from a nervous child who does

not have faith in him/herself to a confident mature young adult who now believes that they can and will be successful. Throughout the curriculum, the students are met with numerous foodservice related competencies that we ask them to master, whether through a practical or written assessment which is measurable at that time, but may not stick with them. When a student commits to be part of a ProStart team they are introduced to real world competencies that we do not ask for them to master, but somehow through hard work and commitment to their team, it just happens. These competencies might not be measurable at that time, but years down the road those skills stay with them and it is clear to see.

You were recently awarded the Educator of Excellence in MA and invited to an awards dinner in Chicago. Tell us about that experience. What are some of the highlights?

The Educator of Excellence Awards were quite humbling, when I heard the other recipients' stories and what they encountered and programs they have developed, I was in awe and honored to be mentioned alongside of them. I would say my greatest take away is how strong the ProStart community is, and that no matter where you teach, each of us face the same challenges and that others are there to help us out along the way.

Do you have a student success story?

As for a success story, that would be what you define as success. I have been blessed to have had many outstanding students that could be labeled as my greatest success, but I have to say my greatest successes have been the students struggling to find their way. The one that comes to you in the middle of the year, not knowing if they will graduate, the one that feels lost and believes he/she is going nowhere. Then something happens, (every educator knows what I am talking about) they start coming to school, they open up, they realize that there is more and that they are more, they are my successes.

Your best advice to a recent culinary graduate entering the real world?

To every student that is about to make his/her way into the real world, I would like to remind them, "That your past does not define you, it is what you will do today that will determine your future."



"I would advise every ProStart teacher to, 'Please put together a team, and give your students the opportunity to shine, and become part of something, you will be amazed in what they can do'."



WELCOME NEW MRA MEMBERS!

American Lithuanian Naturalization Club

365 South Street
Athol, MA 01331
(978) 249-3787
Paul Sundstrom

Angelo's Coal Fired Pizza

1657 Hancock Street
Quincy, MA 02169
(617) 302-3200
Brian Leonard

Anthony Hunt Hamilton Post # 221

357 Great Road
Bedford, MA 01730
(781) 275-3140
Art Conrad

Brassica Kitchen & Cafe

3710 Washington St
Jamaica Plain, MA 02130
Rebecca Keane

The Butter

314 Shawmut Ave.Boston, MA 02118-2190
(617) 482-1015
Mr. Richard Gordon

Cherry Valley American Legion Post # 443

PO Box 436
Leicester, MA 01524
(508) 892-9029
Mark Hesselton

Chicopee American Legion

43 Exchange St
Chicopee, MA 01013
(413) 593-5838
Bob Lukasik

Destare

320 Main St.
Fitchburg, MA 01420-4304
(978) 345-5734
Christopher Iosua

Gardner VFW

172-180 West St, Gardner, MA 01440
(978) 632-9887
Bill Hallett

Il Molo

326 Commercial Street
Boston, MA 02109
Donato Frattaroli

Italian American Citizens Club

123 Colton St
Springfield, MA 01109
(413) 736-9592
Robert Decarlo

Lori Fortuna Coaching

259 Diamond Ledge
Roadstafford Springs, CT 06076
(860) 851-9690
Lori Fortuna

Manchester American Legion

Po Box Amanchester, MA 01944
(978) 526-4591
Mike Gothie

Marine Corps League, Inc.

181 Lake Avenue, Worcester, MA 01604
(508) 797-0141
Steve Cheney

Medway VFW P1526

268 Medway, MA 02053
(508) 533-2575
John Larney

Next Radios

146 Main St.Medway, MA 02053
(855) 897-0731
Mr. Kirk Steinhoff

Pepperell VFW Post

Po Box 1339, Pepperell, MA 01463
(978) 433-5877
Paul Rakiey

Punter's Pub

450 Huntington Aveboston, MA 02115
(617) 427-2005
Steve Newman

Revel

79 Parking Way, Quincy, MA 02169
(617) 427-2005
Ennio Manto

Roza Lyons

709 East Broadway, S. Boston, MA 02127
(617) 902-9333
Robert Fitzharris

VFW Post 6538

491A Main Street
P.O. Box 207
West Townsend, MA 01474
(978) 597-5644
Russell Moore

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