Dear Members,

As I write this June letter to you, the final fiscal month of the MRA year, I am happy to share the news with you that it will not be my last letter in my capacity. For the past 11 months, I have enjoyed serving you in my role as Chair of the MRA, a position in which I have been 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 am happy to share with you that I have decided to stand for a second term as Chair, and I commit to work even harder on your behalf.

I would also like to thank this year’s Nominating Committee that joined me – Andy Husbands, Brenda Kelly, Karen Coleman, Michael Covino, Denise Herrera, Bob Jarvis and Donato Frattaroli. We had a very difficult task indeed sifting through all the nominations, while trying to arrive at a 2019 slate of directors who represent the demographics of our industry – geographically across the state, from fast casual to casual to fine dining, catering, bars and hotels, as well as from different backgrounds.

And with that, I welcome the recommended 2019 Board Members, nominated for a three-year term. Returning Board Members are: Scott Plath, Nick Harron, Paul Barbato, Chris Coombs, and Steve DiFillippo. Thank you all for your desire to serve for a second term!

In addition, also named to serve a three-year term are six new Board Members: Ashley Coneff - Dunkin Brands, Kathy Sidell - MET Restaurant Group, Darryl Settles - Catalyst Ventures Development, Ryan Dion - 110 Grill, and Business Partners Jim Rudolph - Rudolph Friedmann, LLP and Matt Myers - Sysco Boston. We welcome these new Board Members and look forward to working with them.

In addition, I congratulate two more returning Board Members who will fill open Board seats: Erin Romaine - Romaine's and Michael Covino - Niche Hospitality.

Last, but certainly not least, I am thrilled to announce that Olive Chase, owner of The Casual Gourmet, located on Cape Cod in Centerville, has been named to serve on the Executive Committee. Olive has been a long time Board Member who has been very involved with the politics of the Cape, the state, as well as joining us for trips in the past to Washington, DC. As a caterer, she brings yet another dynamic to our group and the Executive Team looks forward to working closely with her!

All members are welcome to attend our Annual Meeting & Dinner, on 6/19 at The Colonnade Hotel in Boston to formally elect these folks 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 of us. I hope to see you there, as well as our Roof Top Pool Party in July and Pinehills Golf Tournament in August!!

Pat Lee

MRA Chairman
plee@themassrest.org
Helping more employees receive back wages—faster

The U.S. Department of Labor’s Wage and Hour Division (WHD) has announced a new nationwide pilot, the Payroll Audit Independent Determination (PAID) program, which facilitates resolution of potential overtime and minimum wage violations under the Fair Labor Standards Act (FLSA). The program’s primary objectives are to resolve such claims quickly and without litigation, to improve employers’ compliance with overtime and minimum wage obligations, and to ensure that more employees receive the back wages they are owed—faster. At times, employers may be the first to uncover violations of overtime or minimum wage laws. Many employers prefer to correct their mistakes and voluntarily pay their employees the wages they are owed. Fearing full-scale federal investigations or costly litigation, employers may choose not to address the violations at all—resulting in losses to employees, employers, and taxpayers.

PURPOSE OF THE PROGRAM:
The primary goals of the PAID program are identifying and correcting non-compliant practices so employees receive 100 percent of their back wages due. To that end, the PAID program will require employers to review their pay practices, accept compliance assistance, and correct the practices that led to the errors. WHD expects that many more employers will self-report and, as a result, that many more employees will be paid more quickly.

HOW IT WORKS:
Under the PAID program, employers are encouraged to conduct audits and, if they discover overtime or minimum wage violations, to share this information with WHD and, work with us in good faith to correct their mistakes, accept compliance assistance, and correct the practices that led to the errors. WHD expects that many more employers will self-report and, as a result, that many more employees will be paid more quickly.

SAFEGUARDS TO PREVENT ABUSE:
The PAID program includes the following safeguards to protect employees and prevent abuse of the program:
- Employers may not participate in the program if WHD determines they are acting in bad faith or are under investigation for the potential violations at issue.
- Self-reporting is a requirement to participate—the PAID program is not available to settle ongoing lawsuits.
- Repeat violators cannot use the PAID program to resolve recurring violations.
- Settlements will be limited to the violations that employers self-report, and employees will not be required to accept settlements if they disagree with them.

(Continued on page 3)
CURRENT ECONOMIC INDICATORS - MASSACHUSETTS MEALS TAX COLLECTIONS

March 2018: $82,906,403
March 2017: $78,840,904

5.1% INCREASE

April 2018: $95,148,259
April 2017: $87,198,010

9.1% INCREASE

YTD 2018: $981,079,120
YTD 2017: $934,408,834

4.9% INCREASE

CONSUMER CONFIDENCE
(0-150 scale)

<table>
<thead>
<tr>
<th>Month</th>
<th>United States</th>
<th>New England</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAY</td>
<td>128.0</td>
<td>121.1</td>
</tr>
<tr>
<td>APR</td>
<td>125.6</td>
<td>128.0</td>
</tr>
<tr>
<td>MAR</td>
<td>127.0</td>
<td>119.7</td>
</tr>
<tr>
<td>FEB</td>
<td>130.0</td>
<td>124.9</td>
</tr>
</tbody>
</table>

UNEMPLOYMENT
as of June 5, 2018

Massachusetts: 3.5%
United States: 3.8%

PRICES (YR OVER YR)

Wholesale Food Prices: UP 1.1%
Menu prices: UP 2.5%

DOL’S NEW PAYROLL AUDIT INDEPENDENT DETERMINATION (PAID) PROGRAM
(Continued from page 2)

HOW TO PARTICIPATE IN THE PROGRAM:
All FLSA-covered employers are eligible to participate in the PAID program. To do so, employers must first review the program requirements and compliance assistance materials available on our PAID website, then audit their compensation practices for potentially non-compliant practices. If the employer discovers any non-compliant practices or believes its compensation practices may be lawful but wishes to proactively resolve any potential claims, the employer must then contact WHD to discuss the issues for which it seeks resolution. Unless WHD denies the employer’s request to participate in the program at the outset, WHD will inform the employer of the manner in which the employer must submit required information.

WHD will then evaluate the information provided and contact the employer to discuss next steps, including the collection of any other information necessary for WHD to assess the back wages due for the identified violations. After WHD assesses the back wages due, it will issue a summary of unpaid wages. WHD will also issue forms describing the settlement terms for each employee, which employees may sign to receive payment. Employers are responsible for issuing prompt payment; WHD will not distribute the back wages. Employers must pay all back wages due by the end of the next full pay period after receiving the summary of unpaid wages and provide proof of payment to WHD expeditiously.

Employers are required to follow specific protocols at each stage of program participation. Please visit the PAID website for the most current and complete program information.

WHD will implement the PAID pilot program nationwide for approximately six months, after which it will carefully evaluate the program and consider future options. WHD encourages employers to audit their compensation practices and consider participating in the PAID program. This will be a win for employees, a win for employers, and a win for taxpayers. More information about the program is available at www.dol.gov/whd/paid/.
As you know, for years the MRA has been working with state officials to create some sort of sustainable and reliable late-night T service for our employees and customers.

Early-morning bus trips and more frequent late night trips are scheduled to begin in September under a $1.2 million pilot proposal that the MBTA Control Board approved recently.

The MRA is supportive of this proposal as we believe that an overnight bus transit network will have the effect of increasing access to safe-reliable transportation for those leaving restaurant jobs in the hours after midnight, or for hotel workers who are leaving home for work in the early morning hours.

Many MRA members have spoken out publically about the need to increased service. Board member Steve DiFillippo of Davio’s spoke passionately at two recent MBTA Control Board hearings.

The new service would primarily serve cities north of Boston, including Chelsea, Malden and Revere, and neighborhoods in the southern part of the city, including Dorchester and Mattapan, as well as East Boston.

MBTA General Manager Luis Ramirez said that the expanded service could transport people in the hospitality and medical fields.

The September pilot would add service in three main areas. New overnight trips will be added along the Silver Line, and portions of other bus routes - SL1, SL4, 15, 24, 104, 108, 109, 117 and 442 - in the 2 a.m. time-frame. There will be one later trip added on certain days to several bus routes - 34E, 104, 109, 111, 116 and 442. Finally the T will improve the frequency of buses in the 10 p.m. to 12:30 a.m. timeframe for other certain routes - 34E, 66, 104, 109, 111, 116, 117 and 442.

For the pilot, the T sought to extend service where it is already needed by workers on early morning or late night shifts. The new service is being driven by demand on existing late night trips. There is a second phase that could add more areas to the service model.

Route 111, which carries people between Revere and Haymarket, is one of the routes targeted that already has high late-night ridership. The median ridership on the 11:40 p.m. bus is nearly 50 people, according to the T.
With the constant changing regulatory environment in regards to managing employee information and staying on top of payroll changes, it is critical that you have a payroll company that makes the process user friendly, cost effective and compliant. There are also opportunities to actualize tax savings when hiring employees under the Work Opportunity Tax Credit (WOTC) which allow for businesses to receive between $2,400 and $9,600 in tax credits for qualified employees. Often employers do not take advantage of these savings as the application process can be time consuming and complicated.

From managing the application process and WOTC qualification through onboarding employees, our partners at Heartland have developed Heartland Hire. This is an online process that has focused on simplification, compliance and leveraging WOTC credits for significant cost savings.

The following links detail how the Application Process, WOTC Credits and Onboarding can save you time, issues with compliance and money through Heartland Hire.

Heartland Hire Application
Heartland Hire WOTC
Heartland Hire Onboarding

For more information regarding Heartland Hire please reach out directly to:

Joe Marchioni
Senior Payroll Advisor
774-571-9260
Joseph.Marchioni@e-hps.com
www.heartlandpaymentsystems.com
MEMBERSHIP EVENTS

HARPOON BEERS & BITES: TACOS
MONDAY, JUNE 18TH

This month, MRA will partner again with Harpoon Brewery for
BEERS & BITES: TACOS
June 18, 2018, 7:30PM – 9:30PM
at Harpoon Brewery, Boston

Ticket price: $30 each:
• One Beer: choose from any of the 20 draft lines that are available
• Ten Bites: enjoy different creative tacos from local chefs

Click here to register and for more event details.

MRA ANNUAL MEETING & DINNER
TUESDAY, JUNE 19TH

2018 MRA ANNUAL MEETING & Dinner
Tuesday, June 19th
4:30-7:30pm
The Colonnade Hotel

Click here to register and for more event details.

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!

END OF SUMMER BUMMER GOLF TOURNAMENT

Tuesday, August 14TH
Pinehills Golf Club
54 Clubhouse Drive
Plymouth, MA

Mark your calendars!
Registration to Open Next Week

Please Note: DATE CHANGE

Tuesday, July 31st, 6pm - 9pm
The Colonnade Hotel - Boston
**Fun Facts about The Jack’s Abby Beer Hall & Kitchen**

1. All beer served at the Beer Hall is produced and packaged on-site by Jack’s Abby Brewing.

2. Approximately 2,000 German-style soft pretzels were sold in the month of April.

3. The Beer Hall has seating for 280 guests, including our patio and our new private dining space, Fest Hall.

4. Our 18’ long communal tables were hand-built in place.

5. The Beer Hall & Kitchen includes a retail area where guests are able to take home cans and growlers of Jack’s Abby beer.

6. The Beer Hall has 48 draft lines with 24 unique beers on tap at any given time.

7. You can order a slice of Birthday Cake any day of the week, served to you with a candle in it!

8. Our hand-built wood fired oven cooks our pizzas at almost 900 degrees.

9. All tables are communal and seat-yourself, parties are encouraged to chat and make friends!

10. Any seat at the Beer Hall offers you excellent views of our production space, through large windows lining the inside walls.
How long have you been interested in culinary arts?
I have been interested in Culinary Arts/Baking and Pastry Arts since I was little.

How did you hear about the MRA Ed Foundation ProStart Program and what made you apply?
I heard about ProStart through my high school chef instructor and got involved because it sounded like an great experience that I wanted to go through.

From your experience in culinary school so far, what is the most important thing you’ve learned?
The most important thing I have learned so far is that everything is not as it seems and that you may not always be the greatest at certain skills but the will to practice is what is worth it.

Do you have any advice for students thinking about getting involved in culinary arts?
The advice I have for students thinking about pursuing a degree in this field is to make sure that they are passionate, eager, determined, and willing to fight for whatever their dreams are. Also to keep their eyes open for any opportunities and to take as many as they can. This field has endless doors that are opened to students, if you want it go for it.
## UPCOMING EVENTS & EDUCATIONAL TRAINING

### THE 2018 MRA SCHOLARSHIP AWARDS GALA IS THIS THURSDAY

Join us for The MRA Educational Foundation Scholarship Gala!
Thursday, June 7, 2018
Danversport Yacht Club
Danvers, MA

REGISTER [HERE](#)!

### 2018 SERVSAFE TRAINING SCHEDULE

<table>
<thead>
<tr>
<th>SERVSAFE MANAGER</th>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Sept 10th &amp; 17th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td></td>
<td>Nov 9th &amp; 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td></td>
<td>Dec 4th &amp; 18th</td>
<td>Kowloon</td>
<td>4-8pm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SERVSAFE ALCOHOL</th>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>June 18th</td>
<td>MRA</td>
<td>4-8pm</td>
</tr>
<tr>
<td></td>
<td>Sept 17th</td>
<td>MRA</td>
<td>10-2pm</td>
</tr>
<tr>
<td></td>
<td>Oct 15th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SERVSAFE RECERTIFICATION</th>
<th>DATE</th>
<th>LOCATION</th>
<th>TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>June 12th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td></td>
<td>Aug 14th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td></td>
<td>Oct 16th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
<tr>
<td></td>
<td>Dec 18th</td>
<td>MRA</td>
<td>3-7pm</td>
</tr>
</tbody>
</table>

To sign up for a class call (508) 573-4180.

**CLASS LOCATIONS:**
- **MRA:** 160 East Main St, Ste 2, Westborough
- **KOWLOON:** 948 Broadway, Saugus, MA

### FREE WEBINARS ON SERVSAFE WORKPLACE

National Restaurant Association Ed Foundation is 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](http://ServSafe.com/freewebinar) and select the date and time that best fits your schedule.

*Take advantage of these free webinars in June, July and August.

### CHOKE SAVING COURSES AVAILABLE AT THE MRA

![When Seconds Count, Inc.](#)

Click [HERE](#) to register and for more information.

### CURRENT CLASS SCHEDULE:

- **Thursday, June 21**
- **Thursday, August 16**
- **Thursday, October 18**

*All classes are 10-11am.*

**CLASS LOCATION:**
Massachusetts Restaurant Association
160 East Main Street, Suite 2
Westborough, MA 01581
## WELCOME NEW MRA MEMBERS!

### FOOD & BEVERAGE OPERATORS
- **Canton Junction Sports Bar & Grille**
  - 399 Neponset Street
  - Canton, MA 02021
  - (781) 828-7878
  - Joseph Muresco

- **Domenics Italian Bakery and Deli, INC**
  - 987 Main Street
  - Waltham, MA 02451
  - (781) 808-DOMS
  - Ciro Maione

- **Shoreway Acres Inn**
  - 59 Shore Street
  - Falmouth, MA 02540-3145
  - (508) 540-3003
  - Mr. Greg Ketterer

- **Shredded**
  - 246b W Broadway
  - Boston, MA 02127
  - (617) 515.4696
  - Gary Murad

- **Three G’s Sportsbar**
  - 152 Millbury Street
  - Worcester, MA 01610-2823
  - (978) 855-1400
  - Mike Obara

### BUSINESS PARTNERS
- **Consultants (Foodservice)**
  - **Big Splash Advisors**
    - 21 Parkvale Rd
    - Needham, MA 02492
    - (617) 455-9396
    - Bruce Reinstein

- **Design & Construction**
  - **Construction Management & Builders, Inc.**
    - 75 Sylvan Street, Building C
    - Danvers, MA 01923
    - (781) 246-9400
    - Megan Burridge

- **EvanLEE**
  - 1325 Springfield Street, Suite 15, PO Box 548
  - Feeding Hills, MA 01030
  - (413) 301-6877
  - Todd Bard

### THANK YOU TO OUR 2018 ANNUAL SPONSORS
- 110 Grill
- Addison Communications
- American Express
- ARF Financial
- Ecolab
- Gordon Food Service
- GrayGray&Gray Certified Public Accountants & Advisors
- Heartland
- Hospitality Insurance Group
- Hobart
- Ken’s Foodservice
- Medford Helpling Service, Inc.
- Metropolitan
- NinetyNine Restaurant & Pub
- Oracle
- People’s United Bank
- Plantedosi
- Sprague
- Sysco
- Twinbrook Insurance Brokerage, Inc.
- US Wealth Management
- Ruby Wines, Inc.

---

**Massachusetts Restaurant Association**

160 East Main Street, Suite 2, Westborough, MA 01581

Phone: (508) 303-9905  www.themassrest.org

**FOLLOW US!**

facebook.com/marestaurants  twitter.com/massrestaurants  instagram.com/ma_restaurants  Check out the MRA Linkedin Group