JOIN US FOR THE 2019 ED SUMMIT ON OCTOBER 28TH

The future of the restaurant industry is full of exciting new and innovative ideas. While wistfully thinking about the future, we sometimes forget to think about the now! What do you need to do now to ready yourself and your restaurant for the future? Branding, Finance, Retirement, Minimum Wage; these are hot topics in restaurants today. Technology and the power of the entrepreneur are the topics of tomorrow. We bring these ideas together to provide you a well-rounded knowledge of your restaurant’s needs for today and tomorrow.

Join us for a day of informative sessions by many of our industry’s top experts including keynote sessions from Larry Gullko, Harvard Business School and Rhonda Kallman, the superwoman of the spirits industry. The 2019 Ed Summit will be held centrally at The VERVE- Crown Plaza Hotel on Route 9 in Natick and promises to deliver to owners, managers and chefs in terms of great ideas on how to be successful for today, tomorrow and retirement. #TogetherWeWin!

Go to page 8 for agenda and session information and click HERE to register.

THANK YOU TO OUR EVENT SPONSORS:

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2019 PAC FUNDRAISER WITH THE RIHA & CRA

Join the MRA, Rhode Island Hospitality Association and Connecticut Restaurant Association as we team up to raise funds for the National Restaurant Association PAC.

This is a combined fundraiser for the NRA PAC (50% of what MA raises) and the MRA Legislative Advocacy Fund (50% of what MA raises).

This year, we are traveling to Twin River Casino, just over the border in Lincoln, RI. In addition to helping us build our grassroots coalition, we will have fun with Fred Smerlas and Steve DeOssie who will host a memorable evening, sharing stories, a bourbon tasting, and cigars.

Click here to register. Click here for more details.
Dear Members,

I need your help. The MRA needs your help. Our industry needs your help.

I do not use those words often nor lightly. The legislative agenda, both nationally but especially here in MA, is filled with potentially major impediments to our ability to continue to take care of our employees, our guests and ability to expand opportunities for those stakeholders. In the past six years, we have seen new legislation from minimum wage, to tip wage, to paid family medical leave. With many more proposals, the current MA legislative session will continue to be very busy.

On September 18th, we are holding a Political Action Committee Fundraiser, open to all members – operators and business partners alike. It will be held at the Twin River Casino in Lincoln, RI, immediately after our quarterly MRA Board Meeting. We will have dinner, mingle, and also be entertained by NE Patriots friends and commentators Steve DeOssie and Fred Smerlas, who will host a bourbon, scotch and cigar tasting.

Joining us for the festivities will be the RI Hospitality Association and CT Restaurant Association, who will be having their own Board Meetings, and our combined yet separate PAC Fundraiser (100% of all funds MA members raise is solely for MA use), as we all share members, business challenges and very similar legislative agendas. This is the third year we have been together with RI and the first with CT.

Monies raised go to support elected officials who understand the nuances of our industry and can help share that understanding with other elected officials. With such a heavy stack of issues that will be considered, that is why I say – “I need your help, the MRA needs your help, and our industry needs your help.” If you are unable to attend, please consider sending in a contribution no matter the amount. We all believe strongly that #TogetherWeWin.

One other thing I need your help on – PLEASE nominate those all-stars that work for you, for the 2019 Stars of the Industry Gala which will occur November 13th. This is by far one of the most rewarding nights of the year, and a chance for us to raise the spirits of our entire teams as one of their peers possibly gets recognized. Please take a few short minutes to nominate all your stars by October 1st, and I hope to see them recognized as one of the top three, and possibly number one, at this incredible evening to celebrate the best of our best! See page 5 for more information.

Sincerely,

Jeff Gates
MRA Chair
jgates@themassrest.org

LETTER FROM THE CHAIRMAN

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President & Chief Executive Officer
bluz@themassrest.org

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tzibell@themassrest.org

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Welcome New Members.......................10
Beginning in January of 2021, most workers in Massachusetts will be eligible to get up to 12 weeks of paid family leave and up to 20 weeks of paid medical leave. The program will be funded by premiums paid by employees, employers, and the self-employed. Contributions to the program will begin on October 1, 2019, and will be managed through the Department of Family and Medical Leave (DFML).

How to comply with Paid Family and Medical Leave Law
As a Massachusetts employer, you’re likely going to have new responsibilities under the Paid Family and Medical Leave (PFML) law. The state has prepared a guide to help you prepare for those responsibilities before the law’s effective date of October 1, 2019.

What are my responsibilities as an employer?
Beginning October 1, 2019, as an employer, you’re responsible for:

- Reporting wages paid, payment for contract services rendered, and other information about your workforce.
- Determining contribution amounts for your workforce and for any contribution due from you as an employer where applicable.
- Making deductions to cover worker contributions from payments you make to your workforce, either as wages or as payments for services from Massachusetts 1099-MISC contractors.
- Notifying your workforce of the PFML law.

How do I notify my employees about the new law?
You’re required to notify your workforce about the state’s PFML program, including its benefits and protections that apply to them. This notification includes:

- Displaying the Paid Family and Medical Leave workplace poster in a highly-visible location (click on poster on right for full size).
- Providing written notice of contributions, benefits, and workforce protections to Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.
- Collecting signed acknowledgments of receipt of such notice from Massachusetts W-2 employees and Massachusetts 1099-MISC contractors.

How do I calculate the contribution?
Click here for the Massachusetts sample calculator.

I already provide a leave benefit. Can I opt out?
The Department of Family and Medical Leave’s private plan exemption process is now available for businesses in the Commonwealth with Paid Family and Medical Leave (PFML) plans offering benefits that meet or exceed those provided by the Commonwealth’s PFML law.

The Private Plan Exemption Process is now available here.
CURRENT ISSUES

MASSACHUSETTS PAID FAMILY LEAVE PROGRAM  (Continued from page 3)

When is the calculation due?
Employers remit contributions and any employees’ payments through their MassTaxConnect account for the previous calendar quarter.

- Contributions for October - December will be due on Jan. 31, 2020.

How do I calculate my workforce?
Your total workforce includes:

- All Massachusetts W-2 employees (full-time, part-time, seasonal). A Massachusetts W-2 employee is anyone to whom you issue a W-2 form for performing services in Massachusetts.
- All Massachusetts 1099-MISC contractors. A Massachusetts 1099-MISC contractor is an individual who resides in Massachusetts for whom you are required to report payment for services on IRS Form 1099-MISC.

You’ll always report on your total workforce numbers, but you’re only responsible for submitting contributions on behalf of members of your workforce who are treated as covered individuals for the purposes of the PFML law.

Who’s a covered individual?

- W-2 employees will always count as covered individuals.
- 1099-MISC contractors count toward your total number of covered individuals only if they make up more than 50 percent of your total workforce (W-2 employees and 1099-MISC contractors combined).

ADVERTISING IN THE 2020 MRA MEMBER DIRECTORY & BUYER’S GUIDE

The MRA is excited to partner once again with E&M Consulting to produce the 2020 Membership Directory & Buyer’s Guide. As E&M begins to wrap up our publication, they will be contacting all members regarding advertising opportunities. This will give you the chance to promote your business while supporting the MRA.

If you have any interest in advertising this year, please contact a sales associate at E&M or sign up online [here](#).

As always, your support of the MRA is greatly appreciated!

Click [here](#) for advertising rates and to reserve your space!
MEMBERSHIP NEWS - NOMINATE A STAR TODAY!

It’s time to nominate your best restaurant employees for the chance to become one of this year’s MRA Stars of the Industry at this year’s Awards Gala!

We all know the really good ones, so now is the time to recognize them at...

THE 2019 MRA STARS OF THE INDUSTRY
Wednesday November 13, 2019

5:30pm Reception, 6:30pm Dinner/Program
Lombardo’s - Randolph, MA

Nominate Your Favorite...

• Bartender
• Host/Hostess
• Food Server
  • Bus/Expo/Runner/Bar Back
  • Cashier/Counter/Drive Through
  • Line Cook
  • Prep Cook
  • Dishwasher
• Sales/Delivery Business Partner
• People’s Choice*

*This award is to recognize your hands down favorite restaurant employee, manager or staff support position including Brand Ambassador, Human Resources and Information Technology, etc.

Nominate Your Favorite...

All FINALISTS will receive recognition on stage. Each WINNER will receive a $250 check & runners up will receive a $100 check!

The top three finalists plus their guest from each category will be invited as our guest!

Register for the event HERE

VOTE HERE
Deadline is October 1, 2019

• Click on link above to complete the online nomination form.
• Or send a quick 1-2 minute video nomination to kmiller@themassrest.org
  (Be sure to include your name, the nominee’s name, the restaurant’s name and the nominee’s position).
Fun Facts about Sumiao Hunan Kitchen

1. It is the only authentic Hunan restaurant in the Boston area.
2. It is named after owner Sumiao Chen, who was born in Hunan.
3. Sumiao was a pharmaceutical researcher at Novartis when the restaurant just opened.
5. There are 99 items on our dinner menu.
6. The author of the lotus painting in the restaurant is Sumiao’s Father.
7. Over 90% of dishes are spicy.
8. Amazon CEO Jeff Bezos loves our House Crispy Duck.
9. We are one of the few restaurants in Boston which carries Baijiu and Baijiu cocktails.

WE ARE THE MRA
MEMBER PROFILE

RESTAURANT: Sumiao Hunan Kitchen
OWNER/CHEF: Sumiao Chen
CITY: Cambridge
FOUNDED: 2017
MEMBER SINCE: 2018
WEBSITE: www.sumiaohunan.com
RESTAURANT SPECIALTY: Hunan Cuisine

WHY IS THE MRA IMPORTANT TO YOU AND YOUR RESTAURANT?
The MRA provides us with a lot of very useful information when it comes to operations, legal issues, human resources and much more.
BUILDING YOUR TEAM WHILE REDUCING RECIDIVISM

HOPES Project

One of the ongoing critical pain points that restaurants face is the lack of qualified talent to staff their establishments. This is not just a Massachusetts issue, but prevalent across the country with unfilled jobs in the restaurant and hospitality segment hitting a record high of 991,000 in March of 2019. And the prognosis for the future is dire with an increasing restaurant sector and decreasing employment population.

The MRA has supported exploring alternative methodologies to attract, recruit and retain restaurant employees through programs like ProStart, MRAEF Certified Restaurant Professional Apprentice Program and Scholarships for Culinary and Hospitality College Students.

In July of 2019 the National Restaurant Association Educational Foundation received $4.5 million in funding from the U.S. Department of Labor for the Hospitality Opportunity for People (Re)Entering Society (HOPES) project. HOPES aims to provide training, certification, case-work, and employment to young people (18-24) transitioning from the criminal justice system into meaningful jobs and careers in the restaurant and hospitality industry.

The NRA identified three states and State Restaurant Associations to run the pilot program in four urban communities: Richmond, VA; Hampton Roads, VA; Boston, MA; and Chicago, IL. In each of these states, they also identified three key stakeholder groups: 1.) Departments of Corrections offering industry training; 2.) community-based organizations providing individualized case management, job readiness training, and continued industry education; and 3.) state restaurant associations with a proven ability to link program participants to employment and apprenticeships.

In Massachusetts we will be working with the Massachusetts Department of Corrections and community-based organization from Boston, ABCD. Our work will begin on October 1, 2109 and run through October 2022 and we will develop 157 young adults into 157 young restaurant professionals.

If you have an interest in learning more or participating in this program, please read the attached brief and reach out directly to either Jen Almeida, Director of Education at jalmeida@themassrest.org or Kerry Miller, Vice President of Operations at kmiller@themassrest.org.

APPLY FOR THE NATIONAL RESTAURANT ASSOCIATION EDUCATIONAL FOUNDATION RESTAURANT AWARDS

It’s Your Time to Shine
Apply now for the Restaurant Industry Awards

Is your restaurant one of the 90% of restaurants doing charitable work in their community? Have you achieved the American Dream? Tell us how your restaurant gives back or share your story of success, and you could win one of the National Restaurant Association Educational Foundation’s prestigious 2020 Restaurant Industry Awards. These awards honor those members of the restaurant industry that best represent its commitment to diversity and charitable giving.
SUMMIT AGENDA

Registration 8:00am
Welcome 9:00am - 9:30am  Speaker: Bob Luz & Jen Almeida

SESSION 1 KEYNOTE 9:30am - 11:00am  BrandBites: 7 Game-Changing Strategies to Building Best-Selling Brands in Today’s Ever-Changing Competitive Landscape
Keynote Speaker: Larry Gullko (Harvard Business School)

Larry’s Keynote focuses on truly game-changing ideas and strategies to build best-selling brands, create and dominate product categories, enhance customer loyalty, and drive brand performance and business growth to the next level. He shares his nuggets of wisdom, insight on the paramount importance to embrace a bold and disruptive thinking mindset to compete in today’s ever-changing and rapidly evolving business landscape.

‘Do not go where the path may lead; go instead where there is no path and leave a trail.’ Ralph Waldo Emerson’s famous mantra serves as the inspiration for Larry’s fascinating presentation designed to inspire you to take a fresh look at your brand, ‘own something special’ in the consumer’s mind, and to authentically differentiate your brand to ensure consumers perceive your brand unlike any other in your space.

SESSION 2  11:15am - 12:15pm  Around the Restaurant Industry in 60 Minutes
Speakers to include:
Karen Coleman, Vice President, ARF Financial
Steve Clark, Vice President, Government Affairs, MRA
Rachel Kaprielian, Past State Representative and Registrar of Motor Vehicles, McDonald’s Corporation
Al DeNapoli, Member, Tarlow, Breed, Hart & Rodgers, P.C
Alex Weiss, Wealth Manager, US Wealth Management
Frank McLaughlin, Partner, Antares Group

Lunch 12:15pm - 1:15pm

SESSION 3  1:15pm - 2:15pm  What will the restaurant experience look like in 2025?
The restaurant experience is transforming at warp speed with the launch of new technology and services for every aspect of the business. How will off-premise, labor, and reservations change to better accommodate the needs of customers and employees? Hear from high-growth tech startup entrepreneurs and representatives on what they are building and what they envision for the future of the industry.

Speakers to include:
Nick Belsito, Founder, Open City
Derek Canton, Founder and CEO, Paer Pay
Timothy Riedel, Vice President of Marketing, EzCater
Moderator: Lauren Abda, Founder and CEO, Branch Foods

SESSION 4  2:15pm - 3:15pm  Tech Breakout - What Tech will you need in 2025?
An open discussion for restaurateurs to address the needs of their restaurant with our panel members.

SESSION 5 KEYNOTE 3:30pm - 4:30pm  Small Business Challenges, Entrepreneurship and Being a Female Business Owner.
Speakers to include:
Rhonda Kallman, Boston Harbor Distillery

Cocktail Hour 5:00pm - 6:00pm  

(Cocktail hour with cash bar is from 5pm - 6pm. There will be a tasting from Boston Harbor Distillery, which is included in event price.)

REGISTER HERE!
SEPTEMBER IS NATIONAL FOOD SAFETY MONTH

National Food Safety Month is here. Learn how a food-safety management system is the foundation for controlling and minimizing your operation’s risk.

The 2019 National Food Safety Month theme is “Controlling Risk: The Elements of a Food Safety Management System.” The campaign kicks off September 1st, and throughout the month the National Restaurant Association offers free, downloadable resources to help you reinforce the importance of food safety to all your staff members. Read more here.

For more information on National Food Safety Month and tips on how to control risk through a strong management system, visit our Food Safety Focus website.

2019 SERVSAFE TRAINING SCHEDULE

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<tr>
<th>SERVSAFE MANAGER</th>
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<tr>
<td>September 16th &amp; 30th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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<tr>
<td>October 7th &amp; 21st</td>
<td>Kowloon</td>
<td>4pm - 8pm</td>
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<tr>
<td>November 6th &amp; 20th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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<td>September 11th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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<tr>
<td>December 18th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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**Worcester Classes:**

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<tr>
<td>September 14th</td>
<td>Hilton Garden Inn</td>
<td>9am - 11am</td>
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<tr>
<td>September 30th</td>
<td>Hilton Garden Inn</td>
<td>2pm - 4pm</td>
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<td>October 15th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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<tr>
<td>December 9th</td>
<td>MRA</td>
<td>4pm - 8pm</td>
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CHOKE SAVING COURSES AVAILABLE AT THE MRA

Click HERE to register.

UPCOMING CLASSES

- Thursday, September 12, 2019: 10-11am
- Thursday, October 10, 2019: 9-10am
- Thursday, November 14, 2019: 10-11am

CLASS LOCATION:

- Massachusetts Restaurant Association
  160 East Main Street, Suite 2
  Westborough, MA 01581
WELCOME NEW MRA MEMBERS!

110 Grill - Boston
1 District Ave
(617) 506-8873
Ryan Dion

110 Grill - Wrentham
25 Ledgeview Way
(774) 847-5532
Ryan Dion

B Cafe
405 Hancock Street
Quincy, MA 02174
(617) 657 0008
Tony Liang
dineoutwith.us
c/o The Yard Back Bay
120 Saint James Avenue, 6th Floor
Boston, MA 02108
(617) 247-6300 x10
Adam Caper

Fuji at Assembly
320 Canal Street
Somerville, MA 02145
(617) 628 8883
Tony Liang

Fuji at Ink Block
352B Harrison Ave
Boston, MA 02118
(617) 936 3282
Tony Liang

Fuji at Kendall
300 3rd Street
Cambridge, MA 02142
(617) 552-0088
Tony Liang

Fuji at WoC
1420 Hancock Street
Quincy, MA 02169
(617) 770-1546
Tony Liang

The Island Restaurant
116 Ferry Street
Malden, MA 02148
(781) 605-2212
Chantal Queessa

JP Fuji Group
696 Hancock Street
Quincy, MA 02170
(617) 481-9409
Tony Liang

Leo’s Gallery Deli
3 Main Street
Westfield, MA 01085
(413) 568-2586
Leo Kiernan

Naked Oyster Bistro & Raw Bar
410 Main Street
Hyannis, MA 02601
(508) 778-6500
Florence Lowell

The Pizza Shoppe
134 Shaker Rd.
East Longmeadow, MA
(413) 525-2470
Anthony Giuggio

Praline Bakery
203 Belmont street
BELMONT, MA 02478
(617) 599-8025
Salah Benyamina

RG’s Pub
242 Winter Street
Haverhill, MA 01830
(978) 373-7656
Russell Littlefield

Shabu
397 Hancock Street
Quincy, MA 02171
(617) 689-0288

Shabu & Mein
148 1st Street
Cambridge, MA 02142
(617) 577-7888

The Crest Room
706 Westfield Street
West Springfield, MA 01089
(413) 739-7700
Joseph Kelley

VIA Italian Table
89 Shrewsbury Street
Worcester, MA 01604

YoCha
406 Hancock Street
Quincy, MA 02171
(617) 328-8883
Tony Liang

THANK YOU TO OUR 2019 ANNUAL SPONSORS

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

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Check out the MRA Linkedin Group