



# MRA Update

Jul/Aug 2006 Vol. 22 No. 7 MRA Mission: To support, promote and enhance the food and beverage industry.

## Austin O'Connor Elected Chairman of the MRA Board of Directors for 06-07



*Austin O'Connor (left) was introduced as the new MRA Chairman by outgoing Chair, Bob Wong of the Kowloon Restaurant in Saugus (right). Below: Many of O'Connor's friends, relatives, and well wishers were on hand to enjoy his election as MRA Chairman.*

Austin O'Connor of The Briar Group was elected MRA Chairman at the MRA Annual Meeting on June 7 at The Top of the Hub Restaurant in Boston. He will serve as Chair from July 1, 2006 until June 30, 2007.

Also elected to the Executive Board for the 2006-07 term were:  
1st Vice President, Joseph Pignato, Joseph's Winter Street Cafe, Newburyport;  
Vice Presidents, George Chapdelaine, Boston Restaurant Associates, Saugus; Mansour Ghalibaf, Hotel Northampton, Northampton; Frank Guidara, Uno Restaurant Corp., West Roxbury; and Robert McGovern, Packard's Restaurant, Northampton.  
Also elected was Thomas Galligan, Papa Gino's, Dedham, as Treasurer, and Manny Paula, Kelly's Roast Beef, Saugus, as Assistant Treasurer.



Several dedicated members were also recognized for their work as chairpersons of various committees and action teams during the 2005-06 year.

*More pictures from the Annual Meeting on page 5.*

## The MRAEF Making the Future Bright Scholarship Gala hosted by NECN & KISS 108's Billy Costa

The MRA Educational Foundation honored this year's Scholarship Award recipients at a Gala dinner hosted by Billy Costa at the Danversport Yacht Club in Danvers on Monday, June 12.



*Scholarship recipients from across the state gathered to celebrate their achievements.*

Host Billy Costa interviewed several students and taped portions of the evening for later inclusion in the TV Diner Show.



*Billy Costa interviewed Danielle Carr, a first time scholarship recipient, and Elizabeth Fleck, a second time honoree to get some perspective on the impact that these scholarships have on the students' futures.*



*Manny Paula, Kelly's Roast Beef, the 2005-06 MRAEF president, (right), presented Teacher of Excellence, Patti Owens of Taunton High School (left), with a plaque in recognition of her achievement as ProStart Teacher of the Year.*

The Wong Family was also honored with a MRAEF Leadership Award for their long-standing support for the Educational Foundation and its programs.

*More pictures from the Scholarship Gala on page 5.*

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# Chairman's Letter



Dear MRA Member,

I am looking forward to a fun-filled year as chairman and will continue the work of our past chairman, Bob Wong.

The MRA is always looking for ways to improve and protect our industry and I will help continue these efforts. We have work to do at the State House and in Washington with the tip credit and immigration to name a few.

The New England Foodservice & Lodging Expo (NEFS) in April and continued membership growth are two of our major goals for the upcoming year. With continued support from our directors and volunteers, I am confident we will be able to accomplish these goals and much more.

This year the stars are aligning to have the best NEFS ever. The Big Dig is near its end and the parking has improved at the BCEC. The Massachusetts Lodging Association will be joining us this year for our Annual Awards Dinner at the show and we are continuing to partner-up with many industry-related groups to use the show as a meeting place.

We will have to find another autographed Babe Ruth baseball (how about Barry Bonds...I don't think so) as an incentive to match the great membership drive that we were able to accomplish this past year.

We have strong leadership in the committees focusing on these areas with Joe Piantedosi (Piantedosi Baking Co.) and Manny Costa (Costa Fruit & Produce Co.) focusing on the Trade Show and the Associate Members Committee. Manny Paula (Kelly's Roast Beef) has graciously agreed to head up the Membership Committee. George Chapdelaine (Boston Restaurant Associates) is continuing his efforts to bring fun to our association and is looking for ideas for fun things to do and a name for his committee. Joe Pignato (Joseph's Winter Street Cafe) will continue as the Chair of the Public Relations Action Team and will be writing this newsletter column a year from now as he is the 1st VP and will be Chairman next year.

Please join us over the summer and have some laughs with us on July 24 for a rooftop poolside party at The Colonnade Hotel in Boston or at Woodman's in Essex for a clambake on August 14.

I'm looking forward to the opportunity to serve.

Sincerely,

Austin O'Connor,  
Chairman of the Board

## MRA 2006 Corporate Sponsors



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## MRA Monthly Update is published by The Massachusetts Restaurant Association

### Austin O'Connor

Chairman of the Board  
of Directors 2006-2007

### Peter G. Christie, CAE

President &  
Chief Executive Officer  
[pchristie@massrestaurantassoc.org](mailto:pchristie@massrestaurantassoc.org)

### Gail M. Anastas

Director of Communications  
[ganastas@massrestaurantassoc.org](mailto:ganastas@massrestaurantassoc.org)

### Nancy A. Byrne

Administrative Assistant  
[nbyrne@massrestaurantassoc.org](mailto:nbyrne@massrestaurantassoc.org)

### Rob Denney

Director, Hospitality Institute  
[rdenney@massrestaurantassoc.org](mailto:rdenney@massrestaurantassoc.org)

### Kurt Edgren

Field Service Representative  
[kedgren@massrestaurantassoc.org](mailto:kedgren@massrestaurantassoc.org)

### Janine Harrod

Director of Governmental Affairs  
[jharrod@massrestaurantassoc.org](mailto:jharrod@massrestaurantassoc.org)

### Elizabeth A Hildreth

Receptionist  
[ehildreth@massrestaurantassoc.org](mailto:ehildreth@massrestaurantassoc.org)

### John McGrath, Jr.

Field Service Representative  
[jmcgrath@massrestaurantassoc.org](mailto:jmcgrath@massrestaurantassoc.org)

### Kathleen M. Murphy

Executive Assistant  
[kmurphy@massrestaurantassoc.org](mailto:kmurphy@massrestaurantassoc.org)

### Bruce L. Potter, CAE

Director of Membership  
[bpotter@massrestaurantassoc.org](mailto:bpotter@massrestaurantassoc.org)

### Carol A. Walder

Secretary  
[cwalder@massrestaurantassoc.org](mailto:cwalder@massrestaurantassoc.org)

### Tracy Zibell

Office Assistant  
[tzibell@massrestaurantassoc.org](mailto:tzibell@massrestaurantassoc.org)

### Massachusetts Restaurant Association

333 Turnpike Rd., Suite 102  
Southborough, MA 01772-1775  
508-303-9905

800-852-3042 (MA Only)  
[www.marestaurantassoc.org](http://www.marestaurantassoc.org)



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Jul/Aug 2006 Vol. 22 No. 7

# Legal & Legislative Issues

## Legal Trends in Employment Law

by MRA General Counsel, John Coyne, Esq.

A recent legal publication cited ten of the most important "defense friendly" court decisions over the past year. A significant number of the decisions were employment cases and the author's view was that it was a "good year" for employers. The following were among the ten.



One decision resolved whether an employer had the legal obligation to permit an employee to work from a site away from the employer's location. The employee was handicapped and claimed the request was a "reasonable accommodation" for the handicap. The Court ruled that the employee's request was not reasonable and the employer had no obligation to comply.

In another decision, the Court rejected an employee's claim that he was terminated because of his handicap. The employer terminated him following multiple episodes of egregious and disruptive conduct at work in front of customers and other employees. The employee claimed his conduct was because of his disability [i.e. bipolar disorder] and that, therefore, his termination was because of his disability and unlawful. The Court rejected the employee's claim. It ruled that his conduct was so egregious, regardless of the cause, that he was not a qualified handicapped person or someone that could work, despite his disability, with or without an accommodation. As such, the employer was not required to accommodate or retain him.

A Supreme Judicial Court decision narrowed the scope of a Massachusetts wage law. The Court ruled that the law does not mandate the award of treble damages against an employer when an employee successfully sues his/her employer for a violation of the wage law. Moreover, the Court ruled that treble damages should be awarded sparingly and only where the employer's conduct is egregious, near criminal, not simply because the employer failed to comply with the wage law.

For questions about regulatory or legislative issues, please call the MRA at 508-303-9905 or toll-free in MA at 800-852-3042.

Or visit the MRA website at [www.marestaurantassoc.org](http://www.marestaurantassoc.org)

## IRS issues Headliner on 45B Credit

As we told you a couple of months ago, the IRS has issued a clarification regarding the 45B tax credit. This is an income tax credit that equals the total social security and Medicare taxes the employer pays on tips received by the employees, less tips used to meet the minimum wage.

The clarification states that employers may use the federal minimum wage when calculating the credit rather than the state minimum wage.

The new headliner can be found at :  
<http://www.irs.gov/businesses/small/article/0,,id=159047,00.html>

It also states that employers may file an amended return if they have a higher credit coming to them as a result of having used the state minimum wage when initially filing for the credit.

Special thanks to Wendy Campbell, Senior Stakeholder Liaison, IRS for bringing this to our attention.

## LLJUA offers discounts on security staff training

The Liquor Liability Joint Underwriting Association of Massachusetts (LLJUA) has announced that it will offer discounts on security staff training through Security Liability Reduction Associates (SLRA).

According to the LLJUA, many of the claims filed against establishments with liquor licenses are for assault and battery from staff. The SLRA program is called Training Our Safety Staff (TOSS). The program teaches staff how to identify potential conflicts before they happen, how to verbally defuse them if they do happen, acceptable means of restraint and control, diversity skills, and more during two four-hour sessions.

"Training can help prevent not only injuries, but lawsuits that might otherwise result from assaults," said LLJUA President, John Tympanick. "Business owners who protect their patrons will also go a long way toward protecting their business."

In addition to discounts on the training, it may also be possible for businesses with properly trained staff to receive a discount on their liability insurance.

For more information about these discounts, please contact John Tympanick of the LLJUA at 877-366-1140 ext. 11.

# MRA Educational Foundation

## Thank you to the MRAEF Board Members and Officers

As the MRA and MRAEF officers and new board members are officially voted in for the 2006-07 year, the MRAEF wanted to thank the 2006 MRAEF Board for all of their efforts and work over the past year.

Special mention goes to President of the MRAEF Manny Paula, who raised the position to a new level with his participation and dedication to the Foundation, specifically on the fundraising side where Manny worked tirelessly to raise support for the Foundation's efforts. Also a special mention to Joe Piantedosi Jr., who provided significant assistance and effort in the planning and overall success of the 2006 Making the Future Bright Scholarship Gala.

If it wasn't for the efforts of all its board members, past and present, the MRAEF could not have reached its current level of success or continue to strive for new achievements. Thanks again for everyone's contributions.

Rob Denney  
Director, MRAEF

## With grateful thanks to these Scholarship Donors:

### 2006 MRAEF Scholarship Donors

- |   |  |
|---|--|
| Alan Ayres/Corporate Chefs, Inc<br>Anbinder Consulting<br>Benchmark Sales                               | Kowloon Restaurant<br>Lucia Ristorante   |
| Berger Food Safety Consulting<br>Leonard DeRosa   | Lucky Strike Restaurant<br>Raphael Oliver  |
| Eastern Bag & Paper<br>Friendly's Ice Cream Corp.<br>Hospitality Benefit Concepts<br>Kelly's Roast Beef | Palley Advertising<br>Pilgrim Hospitality, LLC<br>Rucci Bardaro & Barrett, PC<br>Terminix Commercial<br>Woodman's of Essex |

### MRAEF Benefactor Circle Donors

\*MRAEF Benefactor Circle Members have made a 10-year commitment to provide scholarships

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The Anthony Athanas  
Scholarship

#### Costa Fruit & Produce

The Manuel and Anna  
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#### Barrett's Restaurants

The Barrett Restaurant  
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The Hallsmith-Sysco Food  
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#### The Briar Group

The O'Connor Family  
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#### Ninety-Nine

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The Ninety-Nine  
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#### Cabot's Ice Cream & Restaurant

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Scholarship

#### Chateau Restaurant

The Chateau Restaurant  
Scholarship

#### Union Oyster House

The Milano Family Union  
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#### Christo's

The Bessie Tsaganis  
Scholarship

To donate or become an  
MRAEF Benefactor, please contact  
Rob Denney at 800-852-3042.

## Many thanks to our generous Making the Future Bright Scholarship Gala Sponsors



## MASSACHUSETTS RESTAURANT ASSOCIATION EDUCATIONAL FOUNDATION

### ServSafe Alcohol Schedule - Cost: \$22 per person.

Wed., Jul 26 from 9:00-1:00  
Cape Codder Resort, Hyannis

Wed., Aug 16 from 4:30-8:30  
MRA Office, Southborough

Mon., Aug 21 from 9:00-1:00  
Hampshire House, Boston

\* In-House ServSafe Alcohol Training programs  
available for 15 or more employees.



Sponsored through a  
grant from LLJUA



For more info on classes, go to the Training Center on our website:  
[www.marestaurantassoc.org](http://www.marestaurantassoc.org)

### ServSafe Sanitation Schedule

Cost: \$140 MRA members; \$200 Non-members

Tue., Aug 1 & 15 from 5:00-9:00  
Hilltop Steakhouse, Saugus

Tue., Aug 8 & 22 from 9:00-1:00  
Hampshire House, Boston

Thu., Aug 10 & 24 from 4:30-8:30  
MRA Office, Southborough

Mon., Aug 14 & 28 from 12:00-4:00  
MRA Office, Southborough

### ServSafe Sanitation Recertification

Cost: \$100 MRA members; \$125 Non-members.

Mon., Aug 7 from 9:00-1:00  
Cape Codder Resort, Hyannis

Wed., Aug 9 from 4:30-8:30  
MRA Office, Southborough



Sponsored through  
a grant from:



To register call  
**800.852.3042**

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# Member News

*Making the Future Bright Scholarship Gala continued from page 1.*



The Wong Family of the Kowloon Restaurant in Saugus, are leaders in the foodservice industry.

The Wongs have championed an MRA Membership Drive, legislative issues and the MRA Educational Foundation by tirelessly serving on the MRA Board of Directors, the MRA Executive Board, the Public Relations Action Team, the Membership Committee, participating in State House Day, and attending and hosting events that have raised funds to educate future industry workers by providing scholarships.

Many family members were on hand to thank the MRAEF for their Leadership Award and to promise continued involvement in the industry that has meant so much to their family.



*Billy Costa congratulated Madeline and Bill Wong on their family's many accomplishments.*



Scholarship recipients were able to personally thank scholarship donors, like Wendy & Ted Viator representing Woodman's (right), during the dinner.

Donors were able to learn first hand the impact of their gifts upon the students, their future colleagues.

Joe Piantedosi, Piantedosi Baking Co. (left) and Peter Marks, Paul W. Marks Co. (right), took a moment to socialize with Paul DeLorenzo of the Danversport Yacht Club (center), who served as a gracious host to the 200 students, parents, educators, scholarship donors, Gala sponsors, MRA members and friends who enjoyed a delicious dinner in a beautiful setting.



*Annual Meeting continued from page 1.*



Joe Piantedosi, Piantedosi Baking Co., Chairman of the MRA Trade Show Action Team (center) and Manny Costa, Costa Fruit & Produce, Chairman of the MRA

Associate Members Committee (right) were both presented with Special Appreciation Awards by Bob Wong (left).

First Vice President, Joe Pignato (right), was also recognized for his leadership as Chairman of the Public Relations Action Team.



Steve Uliss, Firefly's, Framingham, (not shown) was also honored as Chair of the MRA Board Recruitment Action Team.



Vice President, George Chapdelaine, received an award in appreciation of his Chairmanship of the MRA Retention & Acquisition Action Team.

Manny Paula, Kelly's Roast Beef, was honored as the 2005-06 President of the MRA Educational Foundation.



Enjoying the outstanding hospitality of The Top of the Hub at the cocktail reception before the dinner were

from left to right: Joe Piantedosi, Michael Harder of The Wrap/Stellar Restaurant Group, Lenny DeRosa of the Hilltop Steak House in Saugus, and Honorary Life Member of the MRA Board, Mike Larkin.

# Welcome New Members

WELCOME.....to these new members and thank you to the NRA, Suzanne Connors of First Data, John Diskes of Century House, Pat Lee of the Horseshoe Grille, and Manny Paula of Kelly's Roast Beef, who assisted us in bringing in some of these new members.

## REGULAR MEMBERS

### BOSTON

The Jewel of Newbury  
Hotel & Rest.  
254 Newbury Street, 02116  
Mr. Mouldi H. Sayeh  
617-536-2121

### BREWSTER

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P.O. Box 1819, 02631  
Mr. Robert P. Rabin  
508-896-3640

### CHATHAM

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247 Orleans Road, 02650  
Mr. Kelly Shaw  
508-945-0032

### FAIRHAVEN

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270 Huttleston Avenue,  
02719  
Mr. Matthew A. Gamache  
508-991-7452

### HANOVER

Las Palmas de Cuba, Inc.  
d/b/a Las Palmas de Cuba  
871 Washington Street,  
02339  
Mr. Oscar A. Garcia  
(No telephone yet)

### HYANNIS

Baxter's Boat House  
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177 Pleasant Street, 02601  
Mr. Sam Baxter  
508-775-7040

### NANTUCKET

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d/b/a Food For Here &  
There  
149 Lower Orange Street,  
02554-4026  
Mr. Rick Ulmer  
508-228-4291  
(Corp. office for Food For  
Here & There and Rose &  
Crown, both in Nantucket)

Island Oak, Inc.  
d/b/a Atlantic Café  
15 South Water Street,  
02554-3554  
Mr. & Mrs. John J.  
O'Connor  
508-228-0570

### NEEDHAM

Campy Co., Inc.  
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45 Chapel Street, 02492-2601  
Mr. Timm Ciampolillo  
781-453-0002

### NORTH READING

China Cuisine, Inc.  
d/b/a China Cuisine  
235 Main Street, 01864  
Mr. Victor Hui  
978-276-1888

### PEMBROKE

Oak Street Café  
700 Corporate Park Drive,  
02359  
Mr. Marc Bonanno  
781-829-0100

### SPRINGFIELD

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Beverage Corp.  
101 State Street, 01103-2006  
Mr. Edward Grimaldi  
413-214-6303  
(Corp. office for Samuels  
Sports Bar &  
Tavern, 1019 Main St.,  
Springfield, MA  
01103, 413-732-7267)

### TAUNTON

Hong Kong City  
174 Broadway, 02780  
Mr. Fei Pan  
508-822-2888

## ASSOCIATE MEMBERS

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25 Christina Street  
Newton, MA 02461  
Mr. Jason S. Nuttall  
617-559-4494

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Peabody, MA 01960  
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Suite 1900  
Boston, MA 02108-3107  
Mr. Sean Feldeisen  
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Winchester, MA 01890  
Ms. Deborah B. Armstrong  
617-429-5299

### PRINTING

The Journeyman Press, Inc.  
11 Malcolm Hoyt Dr., P.O.  
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Newburyport, MA 01950  
Mr. Barry Silverman  
978-463-6735

### PRODUCE (WHOLESALE)

The Produce Connection  
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Chelsea, MA 02150-1517  
Mr. Francis J. Rossetti  
617-889-5224

### SANITATION TRAINING

Zagranis Consulting  
6 High Street  
Merrimac, MA 01860  
Mr. Mark Zagranis  
978-346-8820

### SEAFOOD (WHOLESALE)

Atlantic Sea Pride  
400B Dorchester Ave.,  
P.O.Box 85  
South Boston, MA 02127  
Mr. Anthony J. Correnti  
617-269-7700

### TELECOMMUNICATIONS

Applied Communications  
203 Southwest Cutoff, Rt. 20  
Northborough, MA  
01532-2115  
Mr. Peter Gobi  
508-393-9312

# Member News

## MRA Golf at the Wianno Club - Two Fantastic Days of Fun!

MRA Members turned out in droves to enjoy golfing at the Wianno Club on the Cape in Osterville. The weather cooperated on both June 5 and June 19 and everyone had a great time.

Our thanks go out to all of the tee sponsors and players, to Rebecca Hayes, Golf Pro at Wianno and to George Chamberlain and his staff at the Wianno Club who gave us their "usual" spectacular dinner buffet. (We even had one member who came both times, not to play golf, but to enjoy the buffet. That's how good it is!) Although everyone who played was a winner, these lucky folks took home some additional prizes.

### June 5

1st Low Gross: Don Dennis  
East Coast Fire & Ventilation  
2nd Low Gross: Dan Shea  
PSA, Inc.  
3rd Low Gross: Nick Boufides  
Boufides Travel  
1st Low Net: Robert Jarvis  
Chart Room  
2nd Low Net: David Brass  
Christo's  
3rd Low Net: Victor Skop  
Kowloon Restaurant  
Closest to the Pin: Don Dennis (15'9")  
East Coast Fire & Ventilation  
Longest Drive: George W. Ravanios  
Frank's Steak House

### June 19

1st Low Gross: Mike Kaloyanides  
New England Coffee Co.  
2nd Low Gross: Bob Burke  
McCain's Food USA  
3rd Low Gross: Chad Doe  
Ninety-Nine Restaurants  
1st Low Net: Chris Katralis  
Frank's Steak House  
2nd Low Net: Pete Powers  
Island Oasis  
3rd Low Net: Shaun Hester  
Yankee Food Service  
Closest to the Pin: Jeff Moore (7'8")  
Bobby Byrnes Pubs  
Longest Drive: David Carlstom  
LLJUA of MA

### Thank you to these Wianno Tee Sponsors:

A.C.M. Services	East Coast Fire & Ventilation	New England Coffee Co.
Briar Group	Hallsmith-Sysco	99 Restaurants
Brigham's	Hoff's Bakery	Omni Personnel
Cambridge Packing Co.	Island Oasis	Paul Marks Co.
Catania Hospitality Group	Ken's Foods	Pepsi
Century House Restaurant	Kowloon Restaurant	Piantedosi Baking Co.
Cirelli Foods	LLJUA of MA	Suburban Supply Co.
Colonnade Hotel	Margaritas	Taylor Freezer of New England

**Thanks again to our hosts at the Wianno Club, our sponsors and all participants!**

### MRA Poolside Reception at The Colonnade Hotel



The MRA invites you to join your fellow restaurateurs for a fun poolside reception at the only rooftop pool in Boston on Monday, July 24 at The Colonnade from 6:00-9:00 pm.

This event is \$30 per person for MRA Members and their guests. Dress casually, bring plenty of business cards, and plan on having some fun!

To register, call Carol Walder in the MRA office at 508-303-9905 or register on line at [www.marestaurantassoc.org](http://www.marestaurantassoc.org).

### MRA Clambake at Woodman's of Essex Registration Deadline is Aug. 10



The MRA Woodman's Clambake is scheduled for Monday, August 14 at 6:00pm. The cost is \$35 per person, which includes: New England Clam Chowder, Steamers & Mussels, Lobster, Ribs, Raw Bar, Corn on the Cob, Coleslaw, Cornbread, Strawberry Shortcake, soft drinks & beer.



To register, call Carol Walder in the MRA office at 508-303-9905 or register on line at [www.marestaurantassoc.org](http://www.marestaurantassoc.org).



Thanks to Merrimack Valley Distributing Co., Northcoast Seafoods, & Woodman's for donating products to this event.



**Massachusetts Restaurant Association**  
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