



Food & Beverage Iowa Business

Quarterly

Entrepreneurs vs. Regulators

New Rules Can
Impede Hospitality
Openings



Inside Regulatory Overreach Impacts Every Aspect of Industry



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Food & Beverage Iowa Business Quarterly

- 4 Editor's Column
Celebrating Hospitality
- 6 Cover Story
*Regulatory Environment
Increasingly Onerous*
- 8 The Tentacles of
Federal Overreach
- 11 Stars of Hospitality
20+ Year Employees
- 14 Know Federal Rules
- 15 Stay Compliant with State Rules
- 16 Protect State Wage Laws
County vs. State Set Minimum Wage
- 18 Saw You There
- 20 Education and Training
Hire Skilled Employees
- 22 Upcoming Events



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The Iowa Restaurant Association is the state affiliate of the National Restaurant Association.

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we listen.

Celebrate Hospitality

Jessica Dunker, President, CEO
Iowa Restaurant Association

One of the greatest rewards in my job is traveling the state and presenting the Association's "Stars of Hospitality" Awards. These awards are given to non-owner restaurant employees who have been with the same restaurant or bar for 20 or more years. (see page 11)

Recipients have chosen to make our industry their careers—and they have wonderful, colorful stories filled with the joys of being hospitality professionals.

It calls to mind renowned restaurateur Danny Meyer's distinction between service and hospitality. He writes, "Service is the technical delivery of a product. Hospitality is how the delivery of that product makes its recipient feel."

Well said.

These people make everyone feel special. While service ensures orders are appropriately taken, timed and delivered—hospitality is an art. It is the recognition that a customer is a guest worth making an emotional connection with.

Believe me, the mindset of hospitality is alive and well in Iowa's restaurants.

If you have a 20+ year employee that you'd like us to come to your establishment and honor, please contact me directly at jdunker@restaurantiowa.com. I look forward to meeting and honoring your team member.

Jessica

"I never realized how much advocacy we needed until I saw our industry team in action."



It's Time to Join Up

Matt Johnson, IRA Board Chair
Barley's Bar & Grill

Being the Board Chair of the Iowa Restaurant

Association has, in many ways, been an awakening for me.

When I joined the Iowa Restaurant Association, I understood that I was doing my part to contribute to the political representation they provide day-in and day-out at the Capitol. As I became more engaged and traveled to both the state capitol and DC with members of the IRA lobbying team and other restaurateurs, it became clear to me that my IRA membership may well be the best \$35 per month I've ever spent.

As restaurateurs we are taking fire from all sides—DRAM, Local Wage Ordinances, Overtime Rules, ADA, Department of Labor, Food Inspections, Music Licensing...the list goes on and on. And the Iowa Restaurant Association is on the forefront of every issue. They meet regularly with not only legislators, but also regulators—the DIA, the ABD, the DOL... and every other government run acronym out there.

I never realized how much advocacy we needed until I saw our industry team in action.

If you are not currently a member of the Iowa Restaurant Association, it's time to get on board. We need you and you need us. Joining is literally a \$35 per month automatic debit. Call Stacy at the Iowa Restaurant Association or go online at www.restaurantiowa.com and join today.

Matt

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fighting for tomorrow's entrepreneurs

When threepat restaurateur Scott Carlson joined a team of developers and hospitality professionals looking to open Iowa's first ever brew pub some 20+ years ago, he knew there would be challenges—from the Alcoholic Beverages Division, the Department of Inspections and Appeals, local zoning and even the legal definition of what was considered "beer." He never would have guessed that 20-years later just renovating and reopening an existing restaurant would be even harder.

In 1996, when Court Avenue Brewing Co. (CABCO) opened its doors—in a historic building nonetheless—the full-service restaurant and brewery in the Old Saddlery Building quickly became the cornerstone of a renaissance on Court Avenue. The area has evolved into both a full-on entertainment district, as well as a high-end city housing area.

Yet, ask Scott today about the challenges of breaking new ground by establishing Iowa's first brew pub in a historic building, versus the challenges of renovating and opening a sit-down restaurant in a previously occupied restaurant location in a suburban community today, and he will tell you it was the latter, not the first, that was tougher.

"I honestly don't know how someone opening their first, independent restaurant does it in this increasingly burdensome regulatory environment," says Scott. "I want to see more young and new entrepreneurs start restaurants—but it has become incredibly difficult to maneuver the regulatory environment."

Carlson is referring to the challenges (planned and unplanned) he faced in getting his latest venture Gilroy's in West Des Moines off the ground.

Making Something Old, Something New

He purchased a longstanding restaurant property that in Scott's words needed, "a complete and total cosmetic overhaul." The restaurant, which opened in April, got its new look, but much of Scott's investment in the restaurant is completely transparent to the public, and to put it bluntly, completely useless to the restaurant's operations.



Case in point, the brand new 10,000-gallon grease trap which lies beneath the restaurant's parking lot.

"This might have been the biggest shocker," said Carlson, who had to shell out \$100,000 for two 5,000 gallon grease tanks as part of the renovation.

"Our downtown brewery operates with no problems using a 60-gallon grease trap," explains an exasperated Carlson. "The city required Gilroy's have a 10,000-gallon grease trap—something that doesn't even exist, so I had to buy two. Because I'm established, I found ways to absorb these costs—but almost no one venturing out on their own for the first time could make this work," says Scott.

What's more, the grease trap can never be more than 25% full—which means that as soon as one of the giant traps is half filled, it must be emptied. The other is filled with water 100% of the time.

Increasing Regulation Defies Common Sense

Gilroy's is Carlson's third restaurant venture in the greater Des Moines area, and with each opening he has noticed the regulatory grip tighten at every level of government.

As an example, in his second restaurant Americana which like CABCO is in a historic downtown building, there is a

decorative, rarely used steel staircase. As part of opening the restaurant, he was required to install sprinklers under the stairs. He had no trouble with this request, but then he was told that he also needed to use fire retardant paint on the underneath side of the same steel stairs.

"What melts steel that is being sprinkled?" asks Scott, who could find only one Iowa company that offers this type of paint. "It cost \$7,000 to paint the underside of a tiny decorative steel staircase that no customer ever uses."

Fire safety to the point of the absurd was also an issue at Carlson's new location. One of Gilroy's best features is its beautiful, fully open patio. Look up at the ceiling and you'll see that the patio is sprinkled.

Carlson also had to pave and repave the parking lot to ensure that the ADA ramp slope was exactly right, maintain the exact profile of the old street sign (versus modernizing and upgrading), hide compressors by extending outdoor walls in the back of the building (where they are visible to no one)...

The list goes on and on.

How Will New Restaurateurs Make It?

Twenty years ago Scott Carlson was part of a group that broke new ground—introducing the Brew Pub market segment to Iowa. Yet, from a regulatory standpoint, that was easier than renovating an existing restaurant.

"Competition in the restaurant industry is good. I want more people to open more restaurants. It makes all of us better," says Scott. But after facing tens of thousands of dollars in unplanned and seemingly silly costs based on new and over-reaching regulations, he's not sure how a young entrepreneur looking to open an original concept could possibly do it alone.

"That's a shame," concludes Scott. "Because our industry is one of the few left where the entrepreneurial spirit still stands a chance."

"I honestly don't know how someone opening their first, independent restaurant does it.."



Scott Carlson points to where two 5,000 gallon grease tanks are located in Gilroy's parking lot. West Des Moines city regulations required the newly renovated restaurant to install grease tanks that could hold 10,000 gallons. The two tanks added \$100,000 to the renovation.

Below: Carlson's three restaurants, Court Ave. Brewing Co., Gilroy's Kitchen + Pub + Patio, and Americana Restaurant and Lounge.



the tentacles of federal over-reach

have made their way into your restaurant

And this helps how?

That may be the number one question anyone associated with the restaurant industry is asking about—recent, potentially business-crushing regulatory mandates handed down from the Obama Administration via multiple federal agencies in recent months. The tentacles of these new rules and regulations reach into nearly every Iowa restaurant and bar. What's worse? None were passed via legislation. They were changed using the administrative rules process which means none of our elected representatives voted on any of them.

As owners and operators, it is imperative to educate yourself on how this will impact your business and to respond accordingly.

No Salary For You!

New Overtime Rules Impact Nearly Every Iowa Restaurant

Last month, the Department of Labor (DOL) unveiled its final federal overtime regulations. Effective December 1st, the new rules:

- **Guarantee time-and-half pay** to any salaried employee who is earning under \$47,476 a year (\$913 a week) and who works more than 40 hours in a week. That's double the current salary threshold of \$23,660 (\$455 a week).
- **Automatically update the salary threshold every three years.** The first update will be January 1, 2020, when the DOL projects a new salary threshold of \$51,000.
- **Make no changes in the duties tests** used to determine whether a salaried employee above the threshold is considered an executive, administrative or professional employee and thus exempt from overtime pay.
- For the first time, **allow certain bonuses and incentive payments to count** toward up to 10 percent of the new salary level.

Prepare for December 1st Deadline

With the average Iowa restaurant manager's compensation hovering right around \$40,000 per year, it is important for owners and operators to know their options.

1. **Reclassify current salaried employees making less than \$47,476 per year to hourly employees.** Adjust their current hourly rate of pay to reflect the expected overtime each week. (see sidebar below)
2. **Recalculate current salaried employees wage to an hourly rate** and simply pay overtime based on that rate.
3. **Bump the salary of those employees making less than the required \$47,476 per year to that level.**

4. **Reclassify employees to hourly** and don't allow them to work more than 40 hours per week.

Most businesses will likely opt for option one (see page 10). Regardless of how you choose to handle these changes for your establishment, it is imperative to meet with impacted employees to discuss the fact that you are being forced to make these changes. Some will see reverting to an hourly wage as a demotion. Honest, meaningful conversations will be in order!

Employers have multiple options on how to handle these new overtime rules. Get expert advice to ensure you're in compliance, see page 10 for ads from some of our HR experts.

get
expert
advice.

Do the Math!

Setting an Hourly Rate Based on Average Hours, Not Current Salary May Be Best Option for Employers

Martha is a restaurant manager with a salary of \$42,000 per year. She works approximately 50 hours per week at a wage of \$807.70 per week (\$42,000/52 weeks.) This means Martha's current hourly wage without overtime taken into account is \$20.19 per hour.

Her employer has several options when the new DOL rules take effect on December 1st.



Pay Martha the \$20.19 per hour for her first 40 hours per week and her newly mandated time and a half rate of \$30.28 ($\20.19×1.5) per hour for the additional 10 hours per week she currently works. The net impact is an additional \$302.88 per week or \$15,749 per year making her estimated annual pay \$57,749 per year.



Give Martha a raise to \$47,476—the new salary threshold for overtime exemption.



Keep Martha at her current \$42,000 but lose 10 hours per week of her in the restaurant (520 fewer hours per year.)



Calculate a new hourly rate that keeps her at approximately the same salary, taking overtime into account.

40 hours at new hourly rate: $\$14.69 \times 40 \text{ hours} = \587.60 per week
10 additional overtime hours: $\$22.04 (1.5 \times \text{new hourly rate}) = \220.40 per week
Total weekly pay = \$808
Total annual pay with new hourly rate plus overtime $\$808 \times 52 \text{ weeks} = \$42,016$

Example Formula to Calculate a New Hourly Rate

**Current salary \$42,000/52 weeks =
Current weekly pay of \$807.69**

Determine the weekly average overtime hours worked
(in this case 10)

Take the number of weekly overtime hours x 1.5
(in this case $10 \times 1.5 = 15$)

Add the number of overtime hours to 40
(in this case $40 + 15$)

Divide the current weekly pay by number of hours
(in this case $\$807.69/55 \text{ hours}$)

New rate= \$14.69

learn overtime rules.

Fluctuating Hours? There May Also be Options.

Changing schedules is an extremely prevalent reality in the restaurant industry and there is a second alternative for those working a fluctuating workweek. It can be found in the new guidelines under: "29 CFR 778.114 - Fixed salary for fluctuating hours." This makes it possible in some cases for a restaurant to pay **half-time (.5) pay** for the overtime hours instead of **one and a half-time (1.5) pay**.

If "Martha" in our previous example (see page 9) worked "fluctuating" hours every week, rather than always working 50 hours, it may be a good alternative to consider.

For example, let's assume that Martha does not customarily follow a regular schedule but varies from week to week, and her salary of \$600 a week is paid with the understanding that it constitutes her compensation, except for overtime premiums, for whatever hours are worked in the workweek. If during the course of 4 weeks she works 40, 37.5, 50, and 48 hours, the regular hourly rate of pay in each of these weeks is \$15.00, \$16.00, \$12.00, and \$12.50, respectively. Since Martha has already received straight-time compensation on a salary basis for all hours worked, only additional half-time pay is due. For the first week Martha is entitled to be paid \$600; for the second week \$600; for the third week \$660 (\$600 plus 10 hours at \$6.00); for the fourth week \$650 (\$600 plus 8 hours at \$6.25).

Straight-time salary with fluctuating hours:

\$600.00 per week

Hours worked during four weeks:

40	37.5	50	48
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Regular hourly rate of pay for each week:

\$15.00	\$16.00	\$12.00	\$12.50
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Half-time rate of pay for overtime hours:

\$0	\$0	\$6.00	\$6.25
		X	X
(no overtime)	(no overtime)	10 hours	8 hours
		\$60	\$80

Only half-time pay due for overtime hours:

\$600.00	\$600.00	\$660.00	\$650.00
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Owners, Managers and Financial Staff Are Invited to:
Restaurant Accounting and Controls
 August 10, 2016, 8:00 am-4:00 pm
 Location: Iowa Society of CPAs
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- Reduce labor costs
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we celebrate.

Congratulations Iowa Restaurant Association Members!



Des Moines Central Campus Culinary Program – A Cut Above the Rest

This May, Des Moines Central Campus' Culinary Arts and Restaurant Management Academy was awarded the prestigious Excellence in Action award which recognizes innovative and impactful Career Technical Education programs of study across the nation.



Zombie Burger + Drink Lab Invasion

The new Zombie Burger + Drink Lab in Ankeny opened its doors for the first time this May, and will continue to expand across the state with a fourth location planned to open in Iowa City later this summer.



Barmuda Companies Unveils New Concept – Noble Oak

Barmuda Companies has announced that the Bourbon Street restaurant in Cedar Falls is closing to make way for the new Noble Oak. The restaurant has opened in time to celebrate Barmuda's 30th year of business.



District 36 Wine Bar & Grill Opens in Ankeny

A family-owned and operated business has joined Ankeny's Prairie Trail development. Iowa Restaurant Association Board Member Jean Thompson and husband/co-owner Dave have opened District 36 Wine Bar & Grill to complement their already blossoming establishment, The Urban Grill in Urbandale.

we award.

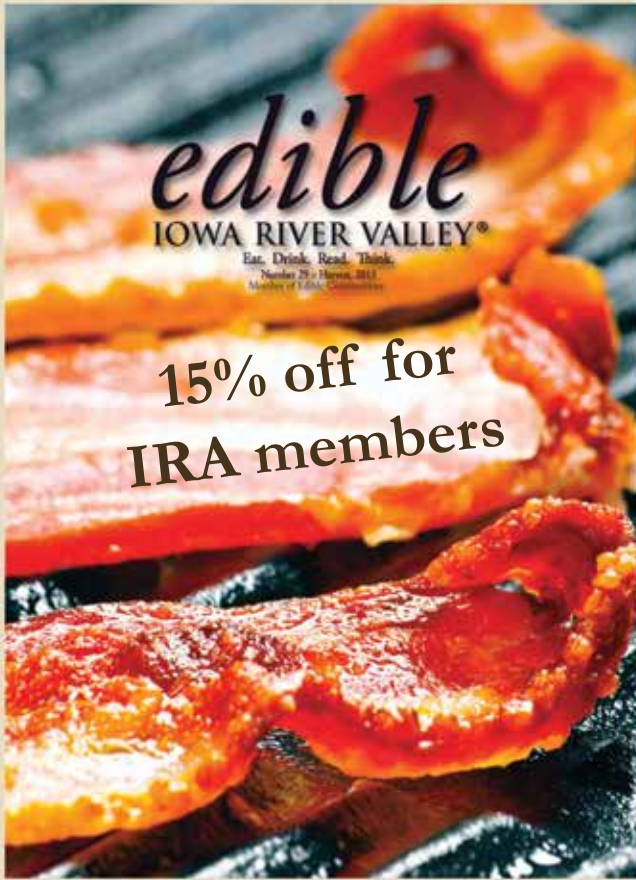
The Iowa Restaurant Association's Stars of Hospitality Program celebrates people who have made a career in the restaurant industry by working at a single establishment and/or for a specific company for 20+ years.



Pizza King Honors Two Stars of Hospitality

Pizza King server **Vasili Fountas** and cook **Steve Bartelt** have each been part of the Council Bluffs restaurant for more than two decades.

Do you have 20+ year employees who deserve recognition? We want to visit your establishment to present Stars of Hospitality plaques to your 20+ year team members. Submit your employees via e-mail to kkostek@restaurantiowa.com.



tan·gi·ble

adjective

1. discernible by the touch; material or substantial.
2. real or actual, rather than imaginary.

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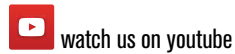
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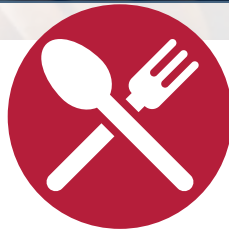


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New Rules

Could Hold You Responsible for Your Vendors' Employees

The National Labor Relations Board (NLRB) is seeking to rewrite the rules for all employers by changing the established "joint employer" standard. A controversial NLRB decision in August 2015 held that two companies could be considered joint employers through indirect and potential control of employees. This reverses nearly 30 years of labor law, which held that an employer needed to have actual or direct control over employees.



The Challenge

Think this doesn't impact you? Think again. In adopting this new "indirect control" standard, the NLRB has made all employers—small, medium and large—potentially liable for employees they do not employ. This change could jeopardize partnerships across the board.

All restaurants—and all businesses—may be held liable for the employment and labor actions of third-party vendors, suppliers, staffing firms, or subcontractors over whom they have no direct control. In short, this change calls almost all business-to-business contracts into question.

The IRA and NRA are urging Federal lawmakers to support legislation that reaffirms that two or more employers must have "actual, direct, and immediate" control over employees to be considered joint employers. We are also urging Congress to support a one-year delay in the NLRB's new joint-employer standard.

Yes, You Do Owe That Music License Fee

One of the most frequent calls to the Iowa Restaurant Association is from members asking about bills from BMI, ASCAP, and/or SESAC. All three organizations are Performing Rights Organizations (PROs) that act as intermediaries between restaurants and songwriters to protect intellectual property and make licensing more cost-effective and convenient. Restaurants pay a fee to the PROs for a blanket license that grants permission to use all of the music each organization represents, and they in turn distribute the fees, less operating expenses, to their affiliated songwriters, publishers and composers as royalties.

Music License Fee Exception

One exception to the rule allows restaurants or bars under 3,750 square feet to play music from a radio, television, or similar household device without a license, provided there are fewer than six speakers (with limits on the placement of speakers), and customers aren't charged to listen. Think you might qualify for the exception? Check out section 110(5) of the Copyright Act.

Fighting for you

The Iowa Restaurant Association, in conjunction with other state restaurant associations and the National Restaurant Association went to Washington DC to ask our congressional leaders to stop the madness. Specifically, we asked them to:

- ✓ Pass the Protecting Workplace Advancement and Opportunity Act
- ✓ Maintain the 45(B) FICA Tax Reimbursement
- ✓ Support the Protecting Local Business Opportunity Act
- ✓ Support one-year delay of NLRB's New Joint-Employer Standard



Is Your Certified Food Protection Manager In Place?

The current Iowa food code requires that every foodservice establishment in Iowa have a certified food protection manager by January 1, 2018. The certified manager need not be present during all hours of operation.

ServSafe has long been the standard for training and certifying food protection managers in the restaurant industry. It is the primary certification used by hospitality establishments across the country to meet the food code requirements. Classes are available weekly in the Iowa Restaurant Association office and monthly across the state via ISU Extension. Online and alternative learning formats are also available.

Certified Food Protection Manager Requirement

- New establishments must comply within six months of licensure
- Existing establishments that have not had a food borne illness risk factor or public health intervention violation must comply by January 1, 2018
- Any establishment that has had a food borne illness risk factor or public health intervention violation must comply within six months of the violation
- If the certified food manager leaves employment, the establishment has six months to certify a new manager

new!

SPANISH LANGUAGE COURSE FORMAT: To help English as second language speakers with the coursework and testing, the Iowa Restaurant Association offers a multi-day morning course and test in Spanish. For more information call 515-276-1454.

Alcoholic Beverages Division Increases Presence

At the last Commission meeting of the Iowa Alcoholic Beverages Division, Division Administrator Stephen Larson shared the Division's plan to add several field compliance officers to visit license holders across the state. The addition of the new compliance team members is intended to increase the Division's presence and build stronger working relationships with retailers, hospitality operators, distributors, manufacturers, and others in the industry. In the past, the Division only had the bandwidth to visit licensees every few years or in response to a specific event or other need, such as a complaint.

"Compliance and regulation of alcohol and tobacco are key elements of the mission of the Iowa Alcoholic Beverages Division," explained Administrator Larson. "As part of that effort, the Division is planning on expanding the presence of compliance personnel with a greater diversity of expertise in accounting, auditing and policy."



Don't be alarmed if an ABD compliance officer lands at your door in the near future, it's likely just a routine visit.



The Iowa Restaurant Association Position on County-Level Minimum Wage Efforts

The Iowa Restaurant Association is actively engaged in wage conversations across the state. That being said, the Association strongly questions the authority of counties, municipalities and other local authorities to set wages—believing that state law is clear that this is a state legislative function. A study commissioned by the Association found that 60% of Iowans agree.

The Association is conceptually open to an increase in the state's minimum wage if the current state tip wage of \$4.35 remains intact. If a state wage increase is adopted, the Association would expect a graduated increase to allow businesses to plan appropriately. Finally, the Association is open to the idea of a Youth Wage given the limited hours and operational restrictions of hiring minors.

County's Challenge State's Authority to Set Minimum Wage

The Johnson County Board of Supervisors opened a proverbial Pandora's Box late last year when they passed an ordinance implementing a three-step increase in the county's minimum wage. Currently in its second phase at \$9.15 per hour, the rate will rise to \$10.10 per hour on January 1, 2017. Annual increases based on cost of living will begin in 2018. Tip wages have slid up proportionally to 60% of the county minimum—they will culminate at \$6.06.

There is no mechanism for enforcement with the Johnson County ordinance. In fact, several small Johnson County communities have opted out of the new wage structure as did the University of Iowa—saying that as a state agency it is not bound by the county's mandate.

State Preemption Thwarted

Many observers, convinced that Iowa is a preemption state in which minimum wage and other issues can only be determined at the state level, have been surprised that neither the state, nor any private business, have yet to challenge the county in court.

Spurred on by the Johnson County Board, activist groups, and labor interests, several other counties have also jumped on the "increase minimum wage bandwagon."

Industry Participates in Polk County Efforts

In May, the Polk County Board of Supervisors formed a task force to explore raising its minimum wage. Among those appointed to the task force were Iowa Restaurant



Association President and CEO Jessica Dunker, as well as Restaurateur and Past IRA Board Chair Suzanne Summy of Trostel's Greenbriar and Dish. Both industry representatives have pressed for a measured approach—particularly in relation to the hospitality industry where tip income accounts for large portions of many worker's paychecks.

The Polk County Task Force intends to make recommendations to the full Board of Supervisors by this September.

Linn County also recently formed a study group to look at raising the county's minimum wage. They have already recommended \$8.25 per hour to their board.

The central question for all three counties is whether or not they have the authority to mandate a wage above the states' minimum.

stay informed.

IRA MEMBERS RECEIVE REGULAR UPDATES on these and other wage efforts via the IRA legislative e-mail updates. Not a member? Call 515-276-1454 or join online today at www.restaurantiowa.com. The cost is \$35 per month.

How Your Tipped Employees Spend Downtime is a Legal Matter

Several Iowa restaurateurs have recently found themselves under new scrutiny in relation to the Department of Labor's (DOL) 20% limit on tipped employees' cleaning and prep work. The Association has seen an uptick in legal actions being brought against restaurants in relation to this regulation.

We all know it's common for tipped employees to perform occasional tasks that are not considered tipped employment (clearing tables, station prep, cleaning, etc.) However, if an employee spends too much time on these tasks—you may owe him or her full minimum wage for that time.

To prevent potential labor infractions, employers should avoid assigning tipped employees to non-tipped tasks for extended periods of time. They should also try to have those tasks performed throughout the shift, rather than concentrated at the start or end. Ultimately tipped employees should be performing tip-eligible work for 80% of their shift.



ADA Lawsuit May be Filed by Someone Who Has Never Been to Your Restaurant

No one would deny that the Americans with Disabilities Act (ADA) which among other things, lifts barriers to public accommodations for the disabled, is a good thing. However, across the country there has been a dramatic increase in frivolous ADA lawsuits filed against hospitality establishments by predatory attorneys hoping for quick cash settlements—many go so far as to hire the disabled to serve as plaintiffs in such cases.

This practice has gotten as close as Minnesota, so it likely won't be long before Iowa operators face one of these serial disability litigation lawyers representing a few clients. In fact, at least 110 such lawsuits have been filed by one Minneapolis attorney alone. He has used the same disabled man in at least 32 cases. Cases focus on issues ranging from table access to threshold heights on doorways to the slope of parking lots. Shockingly, plaintiffs can sue a business even if they've never entered it and live nowhere near it.

IRA offers a free ADA tool kit for members. Contact the IRA at 515-276-1454.

free ADA tool kit.

However if you receive an ADA complaint, it is imperative you contact your attorney immediately.

Restaurants who have been targeted generally receive a formal letter with no specific details on what they might be doing wrong. The letter only states, "Your property has issues that prevent persons with disabilities from patronizing your tenant's business on a full and equal basis."

Congressman Ted Poe of Texas has offered some legislation that could help. It calls for a six month period from the time businesses are notified of specific ADA violations for them to fix the issue before they can be sued. However, the proposed legislation has not yet gained traction.

we saw you there.



Brad Magg of Goldie's Ice Cream Shoppe, Chris Diebel of Bubba's in Des Moines and Nate Haggard enjoyed an evening at the Iowa Pork Producers Lawn Party to sample and celebrate delicious Iowa pork products and the restaurants who serve them.



Doris Gorius from Bolton & Hay, Andrew Tomes from Templeton Rye, and Spencer Slattery from Martin Bros. Distributing Co., Inc. stepped away from the busy NRA Show to connect with Iowa restaurant operators at a reception hosted by the IRA.



Garrett Burchett and Sean McQueen of Mississippi River Distilling Company in LeClaire greeted guests from across the country with samples of their latest products at the NRA Bar Show in Chicago.



IRA Members from the Isle Casino Hotel in Bettendorf made their way across the Glazers "So You Think You Can Taste?" event while sampling fine wines.



The Yalumba Wine Tasting event hosted by Yalumba Winemaker and Storyteller Jane Ferrari (second from right) and Johnson Brothers of Iowa was a huge hit among IRA members including Lyle Stutzman, Paul McSheehey and Robin McSheehey.



IRA members from Guru BBQ in Des Moines served up a unique BBQ pulled pork appetizer to hungry guests at the Iowa Pork Producers Lawn Party.



The Des Moines East & South Chamber of Commerce Taste of the Southside event gives restaurants like Johnny's Italian Steakhouse an opportunity to connect with patrons while serving tasty appetizers.

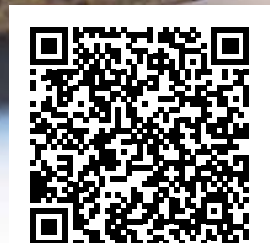
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Qualified Workforce Under Your Nose

Finding a quality workforce is a challenge for foodservice establishments across the country. National employment opportunities are currently at an all-time-high, and the labor pool is shallow. The Iowa Restaurant Association Education Foundation's ProStart® Program helps to bridge that gap by training high school students in the skills necessary for hospitality industry positions and preparing them for the career opportunities that exist. ProStart is a career-building program which develops high school students into tomorrow's workforce leaders. The program is equal parts entrepreneurial/management education and hands-on culinary arts training. Students also learn practical skills, build business savvy, and develop leadership abilities that make them more marketable for industry jobs right out of high school, or a step-ahead in pursuing post-secondary education.

The Iowa ProStart Program has experienced exponential growth over the past five years, expanding from three to 24 schools and more than 900 students across the state. So before you post your "Help Wanted" signs, find a ProStart school near you and consider hiring a highly-trained ProStart student.

Three Simple Ways to Support

Invest In Me

Make a 100% tax deductible donation to the Iowa Restaurant Association Education Foundation, give to our Endow Iowa Fund, or sponsor a \$1,000 Named Scholarship available to ProStart students across the state. Visit www.restaurantiowa.com/donate for more information on ways to give.



Mentor Me

Get involved with the Iowa ProStart Program by donating your talent and expertise. ProStart schools across the state are looking for culinary and restaurant management mentors to conduct classroom presentations and demonstrations, host field trips, and mentor them through competitions.



Hire Me

ProStart students have been trained specifically to walk into any hospitality business and make an immediate impact. From knife skills and plating to safety and sanitation and customer service, these students are ready to work for you. Visit www.restaurantiowa.com/iowa-prostart-schools for a full list of ProStart Schools across the state.



Iowa ProStart Champions Represent at 2016 National ProStart Invitational

April 29 – May 1 Grapevine, Texas



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upcoming events

IOWA RESTAURANT ASSOCIATION'S

Soy Salad Dressing

Professional Chefs Competition

4th Annual Soy Salad Dressing Professional Chefs Contest

Monday, August 15 | 10:00 – 11:30 AM
Agricultural Building – Iowa State Fairgrounds

Stop by the Agricultural Building to sample dishes from the Iowa State Fair's healthiest competition – The Soyfoods Council and Iowa Restaurant Association's 4th Annual Soy Salad Dressing Professional Chefs Contest. Chefs will be challenged to create a unique salad dressing recipe using soft silken tofu as the base for a panel of judges and hungry fairgoers.

IOWA RESTAURANT ASSOCIATION

Mixology Championships

2016

2016 Mixology Championships! Open to the Public!

Thursday, September 8 | 6:00 – 8:00 p.m.
Vivian's Diner & Drinks
Downtown Des Moines

Mixologists across the state have battled their way to the championship event, and you can judge their cocktails! Sample all 24 competition drinks and cast a People's Choice vote for your favorite. Tickets on sale soon at www.restaurantiowa.com.

DINE IOWA
GRAND TASTING

Gala

Grand Tasting Gala
Thursday, October 6 | 6:00 – 8:00 p.m.
The Atrium at Capital Square
Downtown Des Moines

Join the Iowa hospitality industry for a night of culinary tourism and mastery. Celebrate, sample, sip and savor food and beverages from chefs across the state and cast a People's Choice vote for your favorite. Enjoy wine samples and live music!

Hospitality Industry Awards
Thursday, October 6 | 4:30 p.m.
Before the Grand Tasting Gala
The Temple for Performing Arts
Downtown Des Moines



Upcoming West Des Moines ServSafe Classes

July 18, 27
August 3, 9, 18, 23
September 8, 14, 19, 27

ServSafe classes are held weekly across the state via the Iowa Restaurant Association and ISU Extension & Outreach offices. Visit the "Training" tab at www.restaurantiowa.com for a full calendar of classes.



New Spanish Language ServSafe Classes Available

MONDAY, WEDNESDAY & FRIDAY
July 11, 13 & 15

MONDAY & WEDNESDAY
Class: 8:00 – 11:00 a.m.

FRIDAY
Class: 8:00 – 11:00 a.m.
Exam: 11:00 a.m. – 1:00 p.m.

To help English as second language speakers with the coursework and testing required for ServSafe certification the Iowa Restaurant Association now offers a multi-day morning course and test in Spanish.

Visit the "Training" tab at www.restaurantiowa.com to register. All Spanish classes will be held at the Iowa Restaurant Association Office.

Eastern Iowa Culinary Affair

Sunday, October 23 (date subject to change)
The Hotel at Kirkwood Center, Cedar Rapids

Enjoy a lavish seven-course gourmet wine dinner prepared by seven eastern Iowa chefs while supporting the Iowa Restaurant Association Education Foundation.



2017 Legislative Day

January 2017
Date TBD
State Capitol Building,
Des Moines

Join the Iowa Restaurant Association Leadership under the gold dome to discuss top industry concerns with your legislators.



2017 Iowa ProStart Invitational

Tuesday, February 28, 2017
Iowa Events Center
Des Moines

Open to the Public! See the future of the Iowa restaurant industry at work as high school students compete in culinary and restaurant management competitions.



Restaurant Innovation Summit

September 13-15
Austin, Texas

Connect with restaurant operators across the country to discuss industry trends and how to stay ahead in the ever-changing hospitality industry.

Register online: www.restaurant.org

Richard E. Marriott Golf Invitational

October 4-6
Pinehurst, N.C.

Enjoy three days of golf, two nights of hotel accommodations and networking events with CEOs and senior-level executives from some of the most respected and successful multi-unit chain and independent restaurant companies at one of the industry's most premier events.

NRA Executive Study Groups MEG with Restaurant Innovation Summit

September 13-15
Austin, TX

Information Technology Executive Study Group

September 15-16
Austin, TX

Quality Assurance Executive Study Group

October 5-7
Philadelphia, PA

Supply Chain Management Executive Study Group

October 25-26
Orlando, FL



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