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Affordable Care Act

One of the major challenges facing the restaurant industry is implementing the provisions of this law in an efficient and affordable way. Guidance on implementation of the law is evolving and subject to change so we will continue to feature updates until all guidance is in place.

As 2012 comes to a close we have an opportunity to review the politics and the economics of the year, the connection between them and how both affect the restaurant industry. The economy is improving slowly, the political environment remains unstable. In the November national election the people of the United States decided to retain the status quo with the re-election of the President and modestly increased the Democrat’s Party membership in both the House of Representatives and the Senate. The Republicans retained a strong majority in the House so legislative gridlock will likely continue to be an issue. The Supreme Court upheld the constitutionality of the Patient Protection and Affordable Care Act passed in 2010. One of the major challenges facing the restaurant industry is implementing the provisions of this law in an efficient and affordable way. Guidance on implementation of the law is evolving and subject to change so we will continue to feature updates until all guidance is in place.

The National Restaurant Association Health Care Information Center on their website, www.restaurant.org, is the best source of current information on the Affordable Care Act and I encourage you to use that membership benefit as your primary source of information.

Commencing in the 2012 tax year restaurants filing 250 or more W-2 forms per year are required to report the total cost of employer provided health benefits on employee W-2 forms. The value of the health benefits is reportable but not taxable. Beginning January 1, 2013 contributions to flexible spending accounts are limited to no more than $2,500 and as of March 1, 2013 employers must inform all current employees and any new hires after this date about the existence of a health care exchange and how the employee can access it. Specific guidance will be issued about how the information will be provided.

CONTINUED ON PAGE 5
NRA ENDORSED PROVIDERS

New Century Agency
Business Insurance
Contact: George & Arlene Thietje
888.424.3800
New Century Agency was founded in 1993 by George & Arlene Thietje. New Century specializes in restaurant insurance and currently writes over 500 restaurants throughout the Midwest.

Fishbowl
E-Marketing Solutions
Contact: Joe Gabriel
703.836.3421 x 230
Fishbowl has proven that targeted email marketing will generate more sales and increase guest frequency. Through a partnership with the Nebraska Restaurant Association and the National Restaurant Association, Fishbowl provides savings to current members.

Jackson Lewis LLP
Legal Services
Contact: Chad Richter
402.391.1991
Specializing in employment and labor laws, Jackson Lewis offers members a significant discount for legal services.

Heartland Payment Systems
Credit Card / Payroll Processing
Contact: Michael McCarville
402.551.9832
Heartland Payment Systems offers a full line of payment acceptance and payroll processing options designed specifically for association members. Local representation. Flexible, one-stop solution.

Nebraska.Statepaper.com
Online Dining Guide
402.403.1176
Nebraska.Statepaper.com is the premiere online dining guide of the Nebraska Restaurant Association. In addition to a free listing, members of the Nebraska Restaurant Association may receive additional discounts with enhanced listings and websites.

Broadcast Music Incorporated (BMI)
Music Licensing
Contact: Cleve Murphy
615.401.2877
Nebraska Restaurant Association members can save up to 20% thru BMI. BMI collects license fees on behalf of songwriters, composers and music publishers and distributes them as royalties to those members whose works have been performed.

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National Restaurant Association Educational Foundation
312.715.1010
Toll Free 800.770.8006
dineout@nebraska-dining.org
www.nebraska-dining.org
The major provisions of the Affordable Health Care Act, including the Employer Mandate, are effective in 2014. By January 1, 2014 each state must have established an American Health Benefit Exchange to provide affordable health care options to individuals and small group employers. If they choose not to, the Department of Health and Human Services will set up and operate one in the state. The exchanges are envisioned as market places that will offer individual and small group plans that will be administered by private insurance companies. Restaurants will have a great deal of interaction with these exchanges even if they don’t purchase services through them because of reporting requirements of the Affordable Care Act.

The latest guidance on implementation is Notice 2012-58; Determining Full-Time Employees for Purposes of Shared Responsibility for Employers Regarding Health Coverage and Notice 2012-59; Guidance on 90-Day Waiting Period Limitation Under Public Health Service Act. These documents can be downloaded from the National Restaurant Association website. Additional guidance is expected in early January 2013.

This is an evolving process and there are still opportunities to make positive changes to the implementation guidance. The National Restaurant Association is working diligently with the regulatory agencies responsible for implementing the law and encouraging them, with some success, to recognize the unique nature of the restaurant industry, including our reliance on part time employees, high personnel turnover and low profit margins.
While songwriting may not be the world’s oldest profession, it could well be the most misunderstood. Many business owners who play music in their establishments are introduced to the songwriting profession when they receive their first letter or phone call from one of America’s performing right organizations, such as BMI (Broadcast Music, Inc).

Most people never give a thought to how songwriters earn a living until they operate a business that plays music in public. Sooner or later, these business owners are compelled to search out facts about copyright law. The Better Business Bureau distributes a helpful brochure titled “Music In The Marketplace,” which can be found on the internet at www.bbb.org/alerts/article.asp?ID=451.

Representing more than 300,000 songwriters and copyright owners, BMI is the primary source of income for composers who supply half the songs and musical works performed in America.

Frequently asked questions for businesses using copyrighted music

Q – “If I bought my CDs in a retail store, can I play them anywhere I want?”
A – Buying a CD doesn’t convey the legal right to play it in a business or public place.

Q – “If I have a contract with XM Satellite and/or Sirius Radio, do I still need a music license?”
A – Both Sirius and XM are licensed by BMI. As long as XM and Sirius are used for background music ONLY, and your contract with the music provider is a commercial account, then your music use may be covered. A business owner must purchase a BMI license when a satellite radio unit under a consumer account is played in a business. Also, if your establishment charges admission, has dancing, and/or plays additional music such as CDs, DJs, live music, karaoke, etc., then your establishment must purchase a BMI license.

Q – “If I play music from a customer’s iPod and/or a MP3 Player in my business, do I need a music license?”
A – Music played from iPods and/or MP3 Players is another form of recorded music. The proprietor is responsible for obtaining a BMI license.

Q – “If I occasionally book local bands or musicians and I don’t pay the performers, who work for tips, do I have to pay for a music license?”
A – It doesn’t matter whether a business pays the performers or not; the venue where the performance takes place is responsible for a music license.

Q – “If I run a small business am I exempt from paying music licensing fees?”
A – Regardless of size, businesses that use recorded or live copyrighted music nearly always need a music license to comply with the law. Some small businesses that play only radio or TV may be exempt for that use.

Q – “If I hire bands playing only original music do I need a music license?”
A – Most business owners have neither the time nor desire to research ownership of all songs prior to a performance. Experience proves that many so-called “original” music performances include BMI songs.

Q – “Customers don’t come to my business for the music; they come to buy food (or drinks, clothes, or whatever). Why should I have to pay for a music license?”
A – Numerous studies have found that the right music can improve a dining or shopping experience for customers. Songwriters add ambiance to your business, and are entitled by law to compensation.

Q – “If I already pay one performing rights organization for the music I use, do I need permission from anybody else?”
A – Songwriters choose one of three performing rights organizations to represent them. That organization can license only the music of its affiliated songwriters.

Q – “I have heard that the companies that collect for music licensing don’t pay the songwriters, so why should I pay them?”
A – Founded in 1939, BMI operates as a non-profit making company. After deducting administrative fees, BMI pays out 86% of revenue collected to affiliated songwriters and copyright owners.
Money on the Table

What has Heartland Payment Systems done for you lately?
One thing Heartland doesn’t do is ride on its past successes. Our extensive development team is constantly looking for ways to improve the management options for all of our customers. SmartLink is our latest product designed to do just that.

We now live in a world where more and more of our day-to-day operations are riding on internet connectivity - Card, Payroll, Wi-Fi, POS, ATM, Security and Back Office to name a few. All functioning to provide vital services for your restaurant.

So, how do you operate? What tasks steal your time? Do you experience IT downtime? Do you now have a multitude of service providers to depend on for these services?
As more wireless devices are added, the standard off-the-shelf wireless routers won’t be able to handle the load. SmartLink lets you offer Public Wi-Fi as a guest service, so you can be confident that you can control its use and security. SmartLink is PCI Compliant, so you don’t have to spend a lot of time or money ensuring your network is free of risk. SmartLink provides one place to call to handle the telecom issues that can ruin your day-to-day productivity.

Heartland’s state-of-the-art Service Center is your point of contact so you won’t have to deal with different providers. 3G-4G cellular back-up internet reduces down time, providing you a consistent internet connection. SmartLink’s professional network services offer fully managed solutions for all your networks devices. With SmartLink, we cover all the bases for you, so you can focus on growing your restaurant. Whether it is one or multiple sites, we allow your help desk to link with ours for added peace of mind and convenience.

SmartLink is yet another of the great tools Heartland has to offer your business. We can provide the best payment processing and marketing tools for the restaurant industry including the state-of-the-art Heartland 360 POS. We want to be your partner because we are the best provider of solutions for your business. Solutions that will bring more money to your table.

SmartLink is a product designed to consolidate these services while providing the tools to increase your productivity and extract more value from your network investments. Our Heartland Team works with you to evaluate the resources you currently have available to reduce front-end costs, and determines the tools and assistance you need to propel your business forward. The goal is implementing a network solution that saves you time, aggravation and money, while reducing costs. Our cloud-based distributed network drives the highest utilization of the least expensive broadband circuits available, including DSL, cable or wireless.

Article by:
Michael McCarville,
Restaurant Specialist for Heartland Payment Systems
For more information, contact michael.mccarville@e-hps.com or call 402.551.9832 office or 402.699.1502 mobile.
Tell us about your family.
Two of my sons are among the founders of Lazlo’s Brewery & Grill restaurants and FireWorks Restaurant and Empyrean Brewing Company. My son, although not a founder, but now the president of these enterprises, has been the general manager of two sister companies. Another son has served the Lincoln Police Department 16 years and is a motorcycle officer. Besides four sons, I have three daughters-in-law and five grandchildren, all in Lincoln.

Describe your position with Lazlo’s Brewery & Grill/Fireworks Restaurant.
I serve as government, community and guest relations liaison and safety director.

What do you see as one of the biggest turning points in your life?
Besides fatherhood, when I gave myself permission to be a philosopher (without credentials).

What are you most proud of?
Having a lot of folks who trust me.

What are your favorite things to do on a day off?
Think, write and putter.

What is your favorite movie?
“Duel at Diablo.”

How did you get started in the restaurant business?
My son, who is our chairman, recruited me.

What is the most unique or interesting thing about you that most people probably don’t know?
The son of a rodeo announcer, I rode horses as a pre-schooler and two miles to school when I was 7.

With what groups or organizations are you involved?

What is a talent you have that you don’t use in your daily work life?
Philosophical Essay Writing.

If you could have dinner with one person from the past or present, who would it be?
Theodore Roosevelt (if he could sit still).
We’ll Help You Grow Your Business
Sysco’s passion for building great relationships began with a simple promise: assist foodservice operators by providing solutions for meals consumed away from home. We remain committed to helping each operator build a successful business - from restaurants, healthcare and educational facilities to hotels, inns and many other businesses in the foodservice and hospitality industry. We wish to be your most valued local partner by offering business planning and consulting services to help grow your business.
Raising Cane’s owners, Justin and Jennifer Jones, have been working over the last 18 months to find the perfect location for their second Raising Cane’s. They feel they have found just that in their new 14th & P Lincoln location. They are proud to be part of the downtown Lincoln community and look forward to bringing their Fresh, Never Frozen, Chicken Fingers and community support to the downtown area. As part of their grand opening events, Raising Cane’s held a “Friends and Family” Day Thursday, November 8th in which 100% of all sales were donated directly to the Lincoln Children’s Museum.

Southern Hospitality Ventures, Inc., dba Raising Cane’s, presented a check to the Lincoln Children’s Zoo for $5,746 resulting from fundraising efforts of the company in 2012. Raising Cane’s held ongoing in-store fundraising with the zoo and its members from April through October in which 20% of every meal sold to zoo members’ was given directly back to the Children’s Zoo. Raising Canes also participated in the 2012 Boo at the Zoo, where the company cooked their delicious chicken fingers on site. After donating their time and crew labor, Cane’s also gave 100% of their net proceeds directly back to the Children’s Zoo to help with the care and maintenance of the zoo and its animals through the winter months.

PepperJax Grill has announced that a second Lincoln location has opened in downtown Lincoln at 1339 O St. Suite #2. PepperJax Grill opened its first Lincoln location at 27th & Pine Lake in November of 2011. PepperJax Grill is known for its award winning made fresh to order Famous Phillies, Gourmet Rice Bowls, Giant Wraps, and Fresh Salads. The Nebraska based quick casual restaurant chain, PepperJax Grill, was founded by Gary and Linda Rohwer. Lincoln residents may remember the old Chartroose Caboose which was also developed by the Rohwers.

The Parthenon Greek Grill and Tavern, owned and operated by George Kazas and the Kazas family, celebrated their ten year anniversary during the month of November. The Parthenon provides the Lincoln area with fresh, flavorful, and authentic Greek cuisine. They celebrated with a variety of special activities through out the month of November including live music, guest dancers, and a wine pairing dinner.

A longtime Allied member of the Nebraska Restaurant Association is getting a full make-over! Fisher Fixture Co. owned and operated by Cheri Bliemeister, and her husband, Craig, is refreshing its brand some 65 years in the making. They are excited to announce their new location south of I-80 and the 84th Street exit in Omaha. The new location will feature a more efficient showroom and retail space.

What’s HOT in 2013 (2013 Bartender Survey)
1. Onsite barrel-aged drinks
2. Food-liquor/cocktail pairings
3. Culinary cocktails (e.g. savory, fresh ingredients)
4. Micro-distilled/artisan liquor
5. Locally produced spirits
6. Locally sourced fruit/berries/produce
7. Beer sommeliers/Cicerones
8. Regional signature cocktails
9. Beer-based cocktails
10. Locally produced beer
12th annual ProStart® competition

It is hard to believe that we have hosted 11 ProStart® competitions. We have come so far!

When we first started ProStart® competitions we had seven schools and five teams competing. Today, we have 46 teams registered to compete at the district competitions hoping to advance to the state competition on March 16, 2013 at the University of Nebraska Department of Hospitality, Restaurant and Tourism Management.

The ProStart® students will dazzle judges with their most spectacular management and culinary skills. In the management competition, teams must develop a restaurant concept and present it to “investor judges”. On the culinary side, the students must complete a three-course meal on two butane burners in only one hour.

Individual competitions focus on knife skills, plate presentation, fruit carving, and interviewing.

We need your help! Call Beth Haas at 402.488.3999, to sponsor, judge, or volunteer to help our students succeed in our industry!

What’s HOT in 2013 (2013 Chef Survey)

1. Locally sourced meats and seafood
2. Locally grown produce
3. Healthful kids’ meals
4. Environmental sustainability
5. Children’s nutrition
6. New cuts of meat
   (e.g. Denver steak, pork flat iron, teres major)
7. Hyper-local sourcing
   (e.g. restaurant gardens)
8. Gluten-free cuisine
9. Sustainable seafood
10. Whole grain items in kids’ meals
With Heartland, you get the solutions you need to help your business improve and grow. Discover the peace of mind that comes with knowledgeable resources, industry-leading security and clear communication from a company that cares as much about the success of your business as you do.

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Simplify your business. And your life.
Kitchen Safety

Why is kitchen safety important? What is an accident prevention program? Why is an accident prevention program a best management practice?

Thousands of serious and costly workplace injuries and illnesses are reported every year for restaurants in Nebraska. Direct and indirect costs pile up every time someone trips and falls, suffers a back or wrist strain or gets splashed in the eye by corrosive cleaners. These incidents can be prevented when workplace hazards are identified and managed.

An accident prevention program will help manage accidents plus help you be compliant with OSHA. An accident prevention program is a safety tool that prompts food service industry owners and managers to:

- Look around to identify workplace hazards that could hurt their employees.
- Find and apply ways to reduce or eliminate hazards.
- Provide a detailed safety orientation to employees so they understand the possible hazards of their particular job and how to work safely.

Your accident prevention program is based on the hazards you identify at your particular restaurant. One way to do this is to consider one job or task (OSHA’s job task analysis) at a time, noting possible sources and how someone could get hurt. If you aren’t familiar with everyone’s job, you will need to spend time learning and possibly observing what they do.

Once you put your accident prevention program into action, make sure it is working. Talk to employees and supervisors to learn about any day-to-day complications that reduce the effectiveness of your accident prevention plan, and follow up on any needed refinements. Keep in mind changes in hazards and work practices may occur over time or a change in personal. Occasionally review your plan’s effectiveness to ensure ongoing prevention of injuries and illnesses.

Contact Beth Haas for more information on accident prevention and kitchen safety training.

...make sure it is working.

OSHA Seminar

Don’t let your business fry in the frying pan – educate yourself on what you can do to prevent major fines from OSHA. For a simple checklist contact Beth Haas at beth_haas@nebraska-dining.org

12 COMMON HAZARD SOURCES FOR INJURIES IN RESTAURANTS

- Awkward postures
- Clutter in walkways
- Corrosive cleaning chemicals
- Damaged electrical components
- Equipment with moving parts
- Heavy items
- Hot surfaces and liquids
- Ladders/step stools
- Repetitive work
- Sharp blades
- Slippery floors
- Swinging doors
Remove the strings! How to build guest loyalty with email

By Joe Gabriel - Fishbowl Marketing

Email marketing has become a fabric of our industry’s modern marketing strategy. Restaurant operators have been encouraging their guests to “sign up” for their email program for well over a decade now. At Fishbowl, we currently manage a growing list of over 85 million unique email addresses on behalf of our restaurant clients. Add the crowded online and social media marketing world to the mix, and it is becoming even more difficult to have your marketing message stand out and drive customer visits. So the question is, what can you do to stand out and generate customer visits utilizing your email club, and the answer is simple... build loyalty.

Broken Tactics
In today's world of daily deals, it is incredibly easy for a restaurant consumer to find a “deal” or “discount” to your restaurant. Just sign up for Groupon, Living Social, Restaurant.com, heck, even listen to your local radio station, and offers are a plenty. But is offering a $5 discount on your next visit, or $10 off $25 really generating the type of business that you want to capture for your restaurant? Promoting the same type of offers through your email club is just adding your message to the mix, not rising above the crowd. What is staggering though, is that loyalty email messages sent by restaurants through Fishbowl (Welcome, Birthday, and Subscriber Anniversary) have a 52% average open rate. That’s almost 35% higher than standard email campaigns.

Create Loyalty
Email is very permissive. Your guests are “opting in” to be a part of your restaurants community. So make sure you are taking every opportunity possible to thank them for that permission and provide them with a positive return on investment. You need to put significant thought into the campaigns you are going to promote via email.

Your welcome message should go out immediately after the guest sign’s up, and have a strong value to encourage that guest to return to your restaurant soon. Think free bottle of wine, or free entrée. But remove the strings from the message. Strings you say? What are they?

Strings
Strings are all of the standard restrictions, or “fine print” that operators tend to add to their email message like “receive a free entrée with a purchase of $40 or more”, or BOGO, or “free appetizer with the purchase of two entrees”. What those “Strings” do is turn your loyalty building opportunity into a coupon. You don't have to give away the house here, but 2 or 3 times a year, use your email program to truly thank those guests who have given you the permission to engage them via email. Think “gift” not “offer”. The results will amaze you.

Example
Fishbowl works with an operator who has maximized the use of their email program. By creating a buzz around their “Birthday Club” by offering a strong value proposition to their email club. It’s simple really. Sign up for our email club and receive a free dinner on your birthday. No strings attached. What this operator does is track email redemption for their birthday club by having a “Free Birthday” button on their point of sale system. Results- over $200K in sales attributed to their birthday emails. Not their entire email club mind you, just the birthday campaign.

Now get started
Go out there and take a new look at your email program. Thank your guests and build loyalty. You will stand out above the crowd.

2 or 3 times a year, use your email program to truly thank those guests who have given you the permission to engage them via email. Think “gift” not “offer”. The results will amaze you.
OK, there isn’t anything in this article about winning a free trip anywhere, but my dear wife insists that I jazz up my articles for this magazine. Work comp insurance is just not a jazzy topic except to a few insurance “geeks” like me. The thing to remember, though, is that work comp does have an impact on almost everyone reading this magazine so it becomes a necessary evil. And, there is good news and there is bad news on the horizon regarding your work comp insurance.

First the bad news. In the last couple issues of the *Main Course* we have been discussing the new “Split Point” calculation that the National Council on Compensation Insurance (NCCI) is using to calculate your experience modifier.

The bad news is your X-mod, and therefore your premium, may be going up. The purpose of the new split point calculation is to return the cost of claims, particularly claims over $5,000, to employers who incur them.

I have just calculated a couple of X-mods that really show the impact of this change. One employer was a small business with an annual premium of $4,500. Last year the employer had their first claim in the last three years. This claim cost the insurance company $9,500 to settle. This claim caused their X-mod to increase to 1.09 from .95 and consequently their premium increased from $4,500 to just over $5,200. This year their X-mod increased to 1.16 due to the new split point calculation. If their premium had increased proportionately they would have had to pay about $5,600, but, their insurance carrier, because of the high X-mod, moved them into a higher priced company. Their premium is now over $6,500 – a 45% increase. And because you carry your claims for three years on the X-mod, next year the increase will be even higher due to these changes.

And the good news...? Employers who take an aggressive approach to safety, will have greater control of their compensation insurance cost than ever before. The new split point calculation will reduce the X-mod dramatically for those with fewer claims just as it increases it for those with higher claims.

The employer who takes action on this situation will have a financial edge over the employer who chooses to do nothing to control losses. Remember the NCCI’s explanation of the X-mod – “a predictive indicator of future claims.” If you have a good claims history and strive for a good claims future, you will not have your capital tied up in insurance premiums to the same extent as a business owner with a history of significant claims.

In Nebraska if your annual work comp premium is over approximately $4,500, you likely have an experience modifier or X-mod. This X-mod is a calculation based upon your business class code (generally 9082 or 9083 in the restaurant industry), your payrolls and your claims during a three year period prior to the current year. The purpose of the X-mod is to be a “predictive indicator of future claims”. In other words, it helps your insurance company price your work comp insurance based upon your unique claims history.

Whether or not you are currently a client of New Century Agency, we are here to help.

Please feel free to call us with questions at 888.424.3800.
Much of the focus regarding employee verification compliance centers on the mechanics of I-9 completion and the possibility of high civil penalties for noncompliance. However, as employers strive to ensure compliance with employment verification laws, they must also ensure that they are not discriminating against individuals who are authorized to work. It is important to keep in mind that while Immigration and Customs Enforcement and the typical I-9 audit focus on possible violations under the Immigration and Nationality Act (INA) § 274A, the employer must still balance these documentation requirements with the Anti-Discrimination and Unfair Immigration-Related Employment Practices which fall under INA § 274B.

A recent settlement agreement highlights how difficult it can be to strike the proper balance between adhering to employment verification laws regarding I-9 completion and avoiding the violation of anti-discrimination provisions. On November 30, 2012, the U.S. Department of Justice announced that it reached an agreement with Gamewell Mechanical, Inc., a Salisbury, N.C.-based subsidiary of Woodfin Heating, Inc., resolving claims that the company violated the anti-discrimination provision of the INA when it terminated three employees based on the incorrect assumption that they were undocumented foreign nationals. The employees were in fact U.S. citizens.

Given the potential liabilities, Anti-Discriminatory and Unfair Immigration-Related Employment Practices must be an integral part of any compliance audit whether conducted internally or externally. They should also be included in any training program involving an employer’s hiring practice as well as the subject of periodic review.

The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) enforces the anti-discrimination provision (§ 274B) of the INA, 8 U.S.C. § 1324b. This federal law prohibits: 1) citizenship status discrimination in hiring, firing, or recruitment or referral for a fee, 2) national origin discrimination in hiring, firing, or recruitment or referral for a fee, 3) document abuse (unfair documentary practices during the employment eligibility verification, Form I-9, process), and 4) retaliation or intimidation.

Civil Penalties for Anti-Discrimination and Unfair Immigration-Related Employment Practices range from $100-$1000 per violation. In addition to fines, other penalties can include:

- An order to cease and desist the prohibited practice and engage in one or more corrective action
- Hiring injured individuals with or without pay
- Up to 2-years of back pay prior to the date of filing with OSC
- Posting notices to employees about their rights
- Educating personnel involved in hiring
- Removing false performance reviews
- Compiling for government review information regarding all applicants for job openings up to a 3-year period
- Attorney’s fees

Need help with law related issues?

Jackson Lewis attorneys are available to assist employers with immigration enforcement issues and other workplace requirements.

Article by:
Amy L. Peck and Melina V. Villalobos, Attorneys at Law, Jackson Lewis LLP

The Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC) enforces the anti-discrimination provision (§ 274B) of the INA, 8 U.S.C. § 1324b. This federal law prohibits: 1) citizenship status discrimination in hiring, firing, or recruitment or referral for a fee, 2) national origin discrimination in hiring, firing, or recruitment or referral for a fee, 3) document abuse (unfair documentary practices during the employment eligibility verification, Form I-9, process), and 4) retaliation or intimidation.
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WELCOME NEW MEMBERS!

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SERVSAFE Calendar
January 10 & 23
February 6 & 20
March 6 & 27

To register for a ServSafe class contact Beth Haas
402.488.3999 ext.1 or email Beth_Haas@nebraska-dining.org

Allied Members
Patrice & Associates
Paul Rieken
5805 Avenue O Place
Kearney, NE 68847
308-224-3958
prieke@patriceandassociates.com
www.patriceandassociates.com

Patrice & Associates is the most recognizable force in restaurant management recruiting. The company, which recently opened a new office in Kearney, specializes in sourcing and placing high-quality restaurant management candidates with client companies, while nurturing lasting relationships beyond the placement. Patrice & Associates serves Nebraska-based restaurant brands, as well as clients with headquarters and locations in each of the 50 states and overseas. Joining the Nebraska Restaurant Association is an integral part of Patrice & Associates’ desire to live up to its mission statement – recruiting is not about making money, it’s about helping people.

Axis Capital, Inc.
Bryan Anderson
308 N. Locust Street
Grand Island, NE 68801
308-398-4141
banderson@axiscapitalinc.com

AXIS Capital, Inc. is an independent commercial equipment finance/leasing company headquartered in Grand Island, NE providing high quality financing solutions to NRA members nationwide. AXIS provides customized leasing/financing options designed to fit NRA members’ businesses’ needs for restaurant equipment such as walk-in coolers, kitchen equipment, signage, furniture and fixtures, and Point of Sale systems. AXIS is a direct funder which allows us to be flexible and supportive of the needs of all NRA members and their customers.

Arnold Clark Photography
Theresa Clark
4510 S. 24TH STREET
Omaha, NE 68107
402-733-1333
acphotography1@mc.com
www.acpark.com

We understand how difficult it is for restaurants to obtain financing in today’s economic environment, and we joined the NRA to develop local relationships so that we can help deliver the capital restaurants across Nebraska need to grow. While banks continue to turn away many restaurants, On Deck is lending more than ever to the industry (and at rates up to 50% less expensive than those credit card advances) and to date we’ve delivered over $300 Million nationwide. Some great things about On Deck working capital loans: PREFERRED RATES FOR NRA MEMBERS, loans from $5,000 - $150,000, simple application and funding in as fast as 2 business days, and 93% of our customers would recommend us to their customers.

Northern Restaurant Association Food Show
May 18-21
Chicago, IL

HEF Golf Outing
June 17
Champions Club
Omaha, NE

NRA Fall Golf Outing
September 9
Hillcrest Country Club
Omaha, NE

Restaurant Members
The Egg and I Restaurants
Mark Agnew
14301 FNB Parkway Suite 100
Omaha, NE 68154
402-536-9884
magnew.rnm@gmail.com
www.theeggandirestaurants.com

Texas Roadhouse
Curt Magnus
6301 Apples Way
Lincoln, NE 68516
402-420-0155
store_linconne@txrasroadhouse.com
www.texasroadhouse.com

Hi-Way Diner
Scott Walker
2105 Hwy 2
Lincoln, NE 68512
402-416-0099
swalker9@neb.rr.com
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Dial Retirement Communities
Jerry Lowndes
11526 Nicholas Street, Ste. 205
Omaha, NE 68154
402-964-0099
jerry.lowndes@dialsmi.com
www.dials.mi.com

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SERVSAFE Calendar
January 10 & 23
February 6 & 20
March 6 & 27

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Make Every Dish Fresh with Your Hometown Dairy

Satisfy your diners with the rich, creamy goodness of Roberts Dairy.

Roberts Dairy is your supplier for fresh, wholesome, local ingredients. Our milk and dairy products arrive at your restaurant or food service facility fresher and faster than others because we’re supplied by local dairy farmer-owners.

For more information visit RobertsDairy.com/company/locations

NO antibiotics and NO artificial growth hormones
Don’t let “Cost Creep” make it even tougher.

By now you may have received a notice from your card processor alerting you of a fee increase based on October’s interchange rate adjustment. What you may not know is many card processors take advantage of these adjustments by tacking on additional fees for themselves and making you think they come from the card brands. Heartland calls this “Cost Creep” — and we want no part of it. We have a suspicion you don’t either.

To find out how you can stop Cost Creep, contact Team Nebraska at 866.976.7199
A little luxury goes a long way.

These days, luxury is all about the affordable splurge. Like three Petite Tender crostini, each topped with just a dollop of steakhouse-style “wow”—wild mushrooms, Rockefeller spinach and lobster Mornay. It’s the perfect trio: right-size indulgence, bite-size variety, and steak-size profit power. For this recipe and more beef ideas you can bank on, visit BeefFoodservice.com/ideabank.