2013 TASTE OF NEBRASKA
FEATURED SPEAKER TIM MILES
Labor Board Cracks Down on Company Work Rules

Even if you’re a non-union employer, you better take a look at your handbook or company work rules in light of the National Labor Relation Board’s recent decisions.

Under the law, even non-union employees have the right to engage in “protected, concerted activity.” That means two or more of your employees can discuss working conditions, compensation, supervisors, etc. without fear of reprisal from the employer.

The current Labor Board has broadened this right considerably. For example, if your handbook or work rules prohibit insubordination, harassment, rude behavior, or you have a confidentiality policy, which prohibits the discussion of personnel information, those rules are illegal. Pure and simple – even if you don’t discipline or otherwise take action against the employees involved in such behavior. This also applies to social media interaction. The lesson?

Get your work rules and handbook reviewed and, if necessary, revised. As foolish as the Labor Board’s approach is, many employers, including many in the hospitality sector, are increasingly finding themselves under the spotlight for maintaining what seems like everyday common sense work policies.
The Patient Protection and Affordable Care Act (PL 111-148) and the Health and Education Reconciliation Act of 2010 (PL 111-152) contain a wide range of provisions that will be implemented over the next several years, with the most significant changes taking effect in 2014. We continue to work with the National Restaurant Association and our congressional delegation in an effort to modify some of the aspects of the legislation that adversely affect our industry. Mike Alesio and I will be in Washington, DC for the National Restaurant Association Public Affairs Conference on April 17, 2013 and plan to visit with all members of our congressional delegation and present our case for making the recommended changes.

It appears that regulators heard and understood some of the industry’s input – especially in regulators’ decision to allow employers to use up to a 12-month look-back period to determine whether an existing employee and new hires had average full-time hours over that time. We still need to convince them to increase the hours defining full-time employees from the present thirty to as close to forty hours per week as we can get. The consensus is that something between thirty three and thirty seven hours is feasible, and this would be a significant improvement. We are also working to raise the threshold for triggering automatic enrollment and we would like to remove part time employees from the calculation used to determine participation in the program. All of these changes could be made by the controlling agencies and we are pursuing that route. If this fails, legislation will be required and the National Restaurant Association, with our support, will work with Congress to pass appropriate legislation.

The National Restaurant Association website remains the primary source for health care legislation information. The Healthcare Knowledge Center on their website provides detailed, current analysis of the legislation, including the most recent guidance, answers specific questions and provides options for compliance. The text of the laws and regulatory guidance are much too long to include in this article but I encourage you to access the Health Care Knowledge Center for the most accurate and up to date information.
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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.

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Broadcast Music Incorporated (BMI)
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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.
EMPLOYEE THEFT WILL HAPPEN TO YOU

According to the National Chamber of Commerce, three out of four employees will steal from you. Many will do so repeatedly. CBS’s MoneyWatch, July 14, 2011, had a very practical piece of advice concerning employee dishonesty – “expect it.” Not only are these comments discouraging from a morale standpoint, but employee theft can have a staggering financial impact on small businesses.

Think of the ways in your restaurant that cash or product might be stolen. Employees may provide free food to friends and family. They may take product or supplies from the storeroom. They may steal money and tips. What can you do to protect yourself?

HAVE A THEFT POLICY AND MAKE IT KNOWN

Define what you mean by theft so that everybody understands the full implications of theft. Define what happens to the employee when theft occurs. Have them sign that they have read and understand the policy. Train them annually on your policy. Post signs to keep the policy fresh in their minds.

CONDUCT A DRAWER CHECK

Make sure that the drawer balances at the end of each shift. Restrict access to the cash drawer, register or safe.

KNOW YOUR MARGINS

If margins are going down, know the reason why.

CHECK YOUR INSURANCE POLICY

What coverage do you have for employee theft? Are the limits sufficient for your exposure? Do you need specialized coverage?

TRACK INVENTORY

Compare items sold to inventory levels on a frequent basis. Especially track fast moving items of inventory where an employee may think a shortage will go unnoticed. Make sure employees know you do the inventory.

INSTALL SECURITY CAMERAS

Not only are they useful in detecting employee theft, they are also a great way to ensure productivity and safety.

WATCH THE BACKDOOR

Product can easily disappear when someone takes out the trash or when a truck is being unloaded.

USE A POS SYSTEM

Once an order is placed and sent to the kitchen or bar, the ticket cannot be changed without the owner/manager password. Make sure no orders are processed without being entered through the POS.

EMPLOYEE THEFT STATISTICS

The most obvious form of employee theft is stealing cash from customer transactions like the cash register or from the company account. Other forms include time card fraud and office supply theft.

In March we participated in a panel discussion at the Partnership for a Healthier America’s Summit in Washington, DC. More than a thousand people gathered for a discussion of the progress of the restaurant industry in food and healthy living. Fellow panelists included Cheryl Dolven, Director of Health & Wellness at Darden Restaurants and Mary Story, Senior Associate Dean, University of Minnesota School of Public Health, and a leading voice in the field. The restaurant industry’s progress and commitment to children’s health has received accolades from such leaders as former President Bill Clinton, Dr. David Katz of Yale University, public health groups like Action for Healthy Kids and Center for Science in the Public Interest, as well as the Partnership for a Healthier America, and the Rand Corporation.

The topic of children’s nutrition and menu choices is a “hot” one. We must take opportunities whenever we can to educate a larger audience on how our industry is responding. And we know that the state of the industry is good, and getting better, in regard to children’s nutrition. As we tell the industry’s story, we build support for this and other issues that are critical to current and future growth.

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A Message
From
Dawn Sweeney

CEO•REPORT

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IMPORTANT INFORMATION. PLEASE READ!

There are several issues in the payment processing industry currently getting some attention. If you don’t understand them, you may make the wrong move when being approached in the near future.

EMV (Europay MasterCard Visa) is simply chip card technology. Visa or MasterCards issued in Europe over the past 15 or so years have contained a micro chip that stores much of the same information stored on the magnetic strip only a bit more secure. Visa and MasterCard have mandated that all US merchant processors be prepared to process these cards by April 1, 2013. There have been many Independent Sales Organization’s (ISO) in the industry calling merchants and insisting that they need to upgrade equipment immediately. This is NOT TRUE. The mandate for merchants is October 2015. Please wait and see what the equipment manufacturers do before making a buying decision. Heartland will have any attachments needed for an easy upgrade when they are available. Please feel free to call me with any questions.

You may have already received a mailing regarding a CLASS ACTION LAWSUIT stating that Visa and MasterCard have agreed to a $6 million plus settlement and that you need an attorney to represent you. Again, NOT TRUE. There is a form that you can request in order to get on the list. If you qualify, you will receive 100% of what is due to you. Please contact me and I will forward the information you need to get onboard.

Heartland Payments Systems offers many other great tools for your business. We offer some of the best payment processing and marketing tools for the restaurant industry. 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.

EMV stands for Europay, MasterCard and Visa, a global standard for inter-operation of integrated circuit cards (IC cards or “chip cards”) and IC card capable point of sale (POS) terminals and automated teller machines (ATMs), for authenticating credit and debit card transactions.

It is a joint effort between Europay, MasterCard and Visa to ensure security and global interoperability so that Visa and MasterCard cards can continue to be accepted everywhere.
What does “Dual Membership” Mean?

**Answer:** Your membership with the Nebraska Restaurant Association entitles you to membership benefits with the National Restaurant Association.

**5 Key Areas**

**Advocacy & Representation**
- Lobby key decision makers so they understand the effects of legislation on your business.
- Notify you of policy developments that affect your business, via National Restaurant Association communications and e-alerts.
- Monitor thousands of legislative and regulatory initiatives in concert with state restaurant associations across the country that affect you.
- Organize and manage grassroots issue advocacy campaigns and NRA-PAC (political action committee) to promote pro-business candidates and legislation.

**Research & Insights**
- Access to National Restaurant Association research studies like the annual Restaurant Industry Forecast to help you make informed decisions.
- Discounts on additional topic-specific research such as the Operations Report and TrendMapper to benchmark your business.
- The NRA Knowledge Center – a personalized research service available at no additional charge to members.

**Tools & Solutions**
- Restaurant HealthCare gives you access to individual and group plans plus a wellness discount card.
- ServSafe® – teaching safe food-handling practices for managers and frontline employees.
- ServSafe Alcohol® – turnkey responsible alcohol service solutions.
- Members receive significant discounts with best-in-class industry programs, like credit card processing, payroll, e-mail marketing, nutrition analysis and more.
- Advice from legal, research, regulatory, policy and food safety experts, including the new online Legal Problem Solver.

**Education & Networking**
- Executive Study Groups showcase the latest trends in each management specialty, while participants share best practices with peers, to keep your business ahead of the curve.
- Exclusive webinars and specialty listservs feature impactful topics and trends – ensuring ongoing education of your staff.
- E-newsletters give you the latest news at your fingertips.
- Free entrance to the National Restaurant Association Show, the industry’s premier forum for products, services and information, plus over 70 free educational sessions.

**Responsible Stewardship & More**
- The Conserve Initiative – helping restaurants “Go Green and Save Green.”
- National Restaurant Association’s Greener Restaurants – the nation’s first and only education and recognition program for the food-service industry.
- The Restaurant Neighbor Award– celebrating the wonderful work members do in their communities.
- Working with Share Our Strength, Food Donation Connection and many more groups that impact communities.

Maximize your membership by sharing this information with your key staff members and by checking out the membership webinar at www.restaurant.org.

**National Restaurant Association**
1200 17th St., NW, Washington, DC 20036
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2013 Taste of Nebraska
Monday, April 29th
6:00 PM – 9:00 PM
Strategic Air & Space Museum, Ashland

“Up, Up, & Away!”
Soaring to greater heights in the hospitality industry.

Featured Speaker
Tim Miles,
University of Nebraska
Head Basketball Coach

A proven program builder who has enjoyed success at the Division I, Division II and NAIA levels, Tim Miles was named the 27th basketball coach at the University of Nebraska on March 24, 2012.

With 17 years of experience as a head coach at four institutions, he has compiled a career record of 283-220 that includes three conference championships and six post season tournament appearances. While establishing a tradition of winning in college basketball, Miles’ philosophy extends far beyond the basketball court. He and his staff are committed to academics and the success of their student-athletes in the classroom.

New this year:
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Milford High School to Compete at the National ProStart® Invitational

Congratulations to Milford High School for winning the culinary and management competition at the State ProStart® competition on Saturday, March 16th at the University of Nebraska. The team is comprised of Sharon Skutchan, Ashley Navratil, Mitchell Roth, and Makayla Roth and instructor, Cheryl Meyer.

For the next month the Milford ProStart® team will be perfecting their cooking skills and brushing up on their final management presentation for the National ProStart® Invitational. The National ProStart® Invitational is the country’s premier high school competition focused on restaurant management and culinary arts. The 12th Annual National ProStart® Invitational will bring together the top ProStart® students from 43 states and territories to showcase their talent, passion and skill in Baltimore, Maryland from April 19-21. At stake for the winning teams is $1.4 million in scholarship dollars.
Are Material Safety Data Sheets required for all chemicals used in an operation?

The Occupational Safety and Health Administration (OSHA) requires that each operation have on file the necessary Material Safety Data Sheets (MSDS) for the hazardous chemicals stored at any establishment. Under the OSHA Hazard Communication Standard (HCS), chemical manufacturers and suppliers are required to provide Material Safety Data Sheets (MSDS) for each hazardous chemical at an establishment. Employers are required to provide information to their employees only about the hazardous chemicals to which they are exposed. The information contained on the MSDS is designed to protect the employer and the employee from the hazards of chemical exposure and to enable them to work safely with chemical products. A Material Safety Data Sheet should contain the following information:

- Information about safe use and handling
- Physical, health, fire, and reactivity hazards
- Precautions
- Appropriate personal protective equipment (PPE) to wear when using the chemical
- First-aid information and steps to take in an emergency
- Manufacturer’s name, address, and phone number
- Date the MSDS was prepared
- Hazardous ingredients and identity information

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We’re the endorsed property/casualty agency for the NRA.
The program blends the latest FDA Food Code, food safety research and years of food sanitation training experience. Managers learn to implement essential food safety practices and create a culture of food safety. All content and materials are based on actual job tasks identified by foodservice industry experts.

Trust the only food safety program with roots in the foodservice industry to help you protect customer health, improve employee performance and preserve business reputation.

What is the ServSafe® Program?

National Foundation for Celiac Awareness (NFCA) Gluten-free Resource Education Awareness Training (GREAT) was recently updated. As a result they are seeing a big increase in various foodservice venues completing GREAT training to enhance their menus and benefit the needs of the gluten-free diner. Beckee Moreland, Director of GREAT Kitchens training, presented at the International Pizza Expo in Las Vegas in March. She lead a panel of operators on “Gluten-free Getting Your Piece of the Pie”. She also will be co-presenting at an educational session in May at the National Restaurant Association conference in Chicago. This year’s session, “8 Myths about Gluten-free Menus” was featured as one of the top 6 of 60+ sessions on the NRA postcard sent to members.

HOODZ of Omaha-Lincoln began cleaning commercial kitchen exhaust systems over three years ago and in that time enjoyed explosive growth. Their customers know that their certified training through the world wide organization IKECA (International Kitchen Exhaust Cleaning Association) assures them of the highest quality service available in Nebraska and Western Iowa. Their before and after picture perfect process gives their customers documented proof that their entire system has been cleaned to NFPA (National Fire Protection Association) standards every single time and without exception. Their membership in the Nebraska Restaurant Association is a commitment to quality and service for all current and future members.

Contact the office of the Nebraska Restaurant Association to reserve your table at Taste of Nebraska on April 29th. New this year is a Nebraska Beer Tasting with over 12 featured breweries! Silent auction items to include Husker Football tickets, tour of Memorial Stadium, Copper Mountain Ski Trip, 52 bottles of wine, and a behind-the-scenes tour of the new Pinnacle Bank Arena.
Q: Am I covered by the employer mandate?
A: The health care law’s employer mandate covers employers who employed an average of at least 50 full-time-equivalent employees on business days during the preceding year.

To calculate whether you are covered, you must look at each of the preceding 12 months to determine the average number of full-time equivalents you employed over those months. The law has a new calculation you must use to determine full-time equivalents.

For each of the 12 months, an employer must look back and determine how many employees worked 130 hours or more in the calendar month. That will be the number of full-time employees the employer had during that month.

Next, the employer must add together the hours of all other employees, but not count more than 120 hours per person. The total hours worked by all others is then divided by 120. That determines a full-time equivalent (FTE) number for your non-full-time employees.

Next, the employer must add the number of full-time employees to the number of equivalents, to get the total number of FTE employees.

Finally, the employer must:
• Repeat the process for each of the remaining 11 months.
• Add each of the 12 numbers together.
• Divide by 12 for the average annual full-time employee equivalent number.

That is the number that employers must use to determine whether an employer is considered an applicable large employer.

If the total number of FTE employees is 50 or higher, the employer is subject to the mandate. If the number is below 50, the employer is not considered a large employer subject to the mandate.

Q: When do I do the calculation to determine whether I am an applicable large employer and subject to the mandate for 2014?
A: In general, businesses should look at the preceding calendar year to determine whether they meet the threshold of 50 FTE employees for the following year, the Treasury Department says. However, for 2014, the IRS is letting employers use a timeframe as short as six months in 2013 to determine their 2014 status. This gives business owners more time to arrange to offer a plan by Jan. 1, 2014.

Q: I own 100% of three restaurants, but they are organized under different federal tax identification numbers. Am I considered one employer because I control all three restaurants? What does this mean for me?
A: Yes, more than likely you will be considered as one employer under the health care law. However, you should consult your tax adviser to determine how Internal Revenue Code §414(b), (c), (m), (o) affects you and your businesses. The application of these rules is case-specific and shouldn’t be generalized.

Assuming you are determined to be one employer, you must combine all the employees from all three restaurants to determine whether you are an applicable large employer.

SMALL EMPLOYERS

Q: What are the requirements for companies with fewer than 50 full-time-equivalent employees?
A: Employers who employ fewer than 50 full-time-equivalent employees:

• Are not subject to the law’s employer mandate. These businesses are not required to offer health benefits to their employees and will not owe federal penalties if they fail to offer health benefits.
• Must provide required notice to all employees about exchanges. The Department of Labor (DOL) will issue guidance and deadlines before employers must implement this. DOL anticipates an effective date in late summer or early fall 2013.
• May be eligible to buy insurance through an “exchange.”
• If you offer a health plan, certain insurance reforms apply. For example, you cannot impose annual/lifetime limits on coverage; you must cover employees’ hours of service from March 1, 2013, through Aug. 31, 2013, to determine status and then make the necessary arrangements for 2014.
people with preexisting conditions; you cannot rescind coverage; and you must allow children to remain on a parent’s plan until age 26. You also are covered by other rules, including non-discrimination rules, the 90-day limit on maximum waiting periods, and restrictions on flexible savings accounts, health savings accounts and health reimbursement accounts. You must offer a “plain English” summary of your benefits and coverage to employees and must report the value of health care coverage on W-2 forms starting with W-2s issued for calendar year 2013.

Small employers also are likely to be affected by some new taxes under the law. For further details, see Restaurant.org/Healthcare.

**LARGE EMPLOYERS**

**Q: What does the law require of large employers?**

A: Starting in 2014, applicable large employers — those with 50 or more FTE employees — must offer “minimum essential coverage” to all FTE employees and their dependents (defined as children up to age 26).

Minimum essential coverage means that the coverage meets a minimum-value standard (at least 60 percent actuarial value) and is affordable to an employee (employee’s premium contribution is no more than 9.5 percent of their household income).

Large employers also face new reporting requirements. For example, every January 31, beginning in 2015, employers must report information to the IRS about individual full-time employees and their dependents. And like all employers covered by the Fair Labor Standards Act, large employers will be required to notify employees of the existence of state exchanges later in 2013.

**Q: What are the penalties if a large business does not offer the required coverage?**

A: Large employers covered by the law’s employer mandate face two possible types of penalties:

- **If you do not offer any coverage, the “4980H(a)” penalty applies.** If you are covered by the employer mandate and don’t offer health plan coverage, and any full-time employee uses a tax credit to purchase insurance through an exchange, you are liable for a $2,000 annual penalty for each full-time employee, minus your first 30 full-time employees. These are applied proportionally according to the number of full-time employees employed by each member entity of the common control group. This is the 4980H(a) penalty, named for the section of tax code that contains it.

- **If you offer coverage but it’s not affordable, the “4980H(b)” penalty applies.** If you offer a health plan but it’s not affordable, you’ll face a $3,000 penalty for every full-time employee certified by an exchange as eligible for a premium tax credit to help them purchase insurance through the exchange. Your liability in this scenario can never exceed the total penalty you’d pay for not offering coverage at all.

**Q: Which employees are considered full time?**

A: A full-time employee is defined as working an average of 30 hours a week on average in any given month, or the equivalent of 130 hours per calendar month. This is not a simple calculation, especially for employees whose hours vary significantly from month to month. In January 2013, the IRS published regulations on how to use an optional “lookback” period to figure out whether existing and new employees with variable hours are considered full-time.

**Q: What does it mean for insurance to be considered “affordable” for a full-time employee?**

A: If a full-time employee who works for an applicable large employer is required to pay more than 9.5 percent of his or her household income for individual coverage under an employer’s plan, the employer’s health plan is considered unaffordable for that employee.

As noted above, failing the “affordability test” can be costly for an employer. If the employee goes to an exchange and the exchange certifies that an employer’s plan is unaffordable for a particular employee and that the employee qualifies for a federal premium tax credit to help them buy insurance on an exchange, employers can be assessed $3,000 a year for each full-time employee that does this.

So to avoid penalties, employers need to know whether premiums are affordable for each employee. The problem is, the health care law bases the calculation on an employee’s household income — data employers don’t have. Household income is typically available only by looking at a person’s federal tax return to see “modified adjusted gross income” for individuals or “aggregate modified gross income” for couples and families.

At the urging of the NRA and other employers, Treasury/IRS agreed to give employers three potential ways to calculate affordability. Under the “affordability safe harbor for employers,” Treasury/IRS agreed to let an employer look at an employee’s W-2 wages (Box 1) for the previous year, rather than household income. Other safe harbors are based on the employee’s rate of pay, or the federal poverty level. See Restaurant.org/Healthcare for more information.
Two recent bills introduced in the current session of Nebraska’s Unicameral Legislature would affect employers in Nebraska by imposing additional obligations to employees and applicants.

The first, LB 58, the Workplace Privacy Act, would bar employers from requiring employees and job applicants to provide access to their personal social media accounts. Employer attempts to require employees and applicants to provide such access was often in the news in 2012. Some states, including Illinois and New Jersey, passed laws protecting that information from mandatory disclosure. Nebraska is set to join those states.

As proposed, the Workplace Privacy Act prohibits employers from requiring an employee or applicant to log into their social media accounts, such as Facebook, while in the employer’s presence. The bill also prohibits employers from accessing the individual’s social media account through a “friend” or social networking contact of the employee or applicant.

The bill also bars employers from conditioning employment on the employee’s or applicant’s waiver of the protections in the bill or providing written consent for such access. In addition, the bill prohibits employers from retaliating against any individual who refuses to provide social media access, files a complaint alleging a violation, or participates in an investigation relating to an alleged violation. In the event of an employer violation, an employee or applicant may bring a civil lawsuit within one year, and, if the employee or applicant prevails, the court would have the discretion to award attorney’s fees and costs.

The second bill, LB 485, would prohibit employers from considering the sexual orientation or marital status of employees and job applicants. On the heels of similar city ordinances in Lincoln and Omaha, the bill would ban discrimination in the workplace based on sexual orientation or marital status. The bill allows an exception for religious institutions. This is not the first time a bill of this nature has been contemplated by the legislature. In 2007, a similar bill was introduced but never made it past the first reading. However, with the recent city ordinances, proponents believe they have the traction to pass the bill this session.

As with any proposed laws affecting your business, we will keep you updated and are prepared to answer any questions.

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2013 Taste of Nebraska
Monday, April 29th, 2013 6:00 PM – 9:00 PM
Strategic Air & Space Museum, Ashland
“Up, Up, & Away!”
Soaring to greater heights in the hospitality industry.

Guest emcee:
Mary Maxwell

Mary is the wife of Chuck Maxwell, mother of 5, grandmother of 14 and foster mother to 4 well behaved geraniums and an azalea with a personality disorder.

She was for years an enthusiastic, if slightly erratic, alto in the Omaha St. Cecilia’s Cathedral choir. She is a graduate of St. Cecilia’s Grade School, Cathedral High School and Rosary College – now known as Dominican University – where she had a double major in Philosophy and Latin and a minor in Greek. She can’t remember why.

She says her public speaking career, which is now more than 45 years old, grew out of the desperation of program chairmen who had run out of ideas with three meetings to go.

She is passionately devoted to Nebraska football and on home game days she resides in seat 12, row 22, section 26 in Memorial Stadium. She was placed under a doctor’s care after the 2004 season and remains in therapy.

Her speaking engagements have taken her to California, Arizona, Florida, Indiana, Illinois, Alabama, Texas, Washington, Michigan, Ohio, Texas, Oregon, New York (Manhattan) and exotic venues like Missouri Valley, Atlantic, Coralville, and Okoboji in Iowa and Norfolk, Kearney and Jackson in Nebraska.

She misses Erma Bombeck every day of her life.

Unlock the power of your mobile phone at Taste of Nebraska on April 29th

Introducing Qtego “Making Noise in Silent Auctions”. Qtego is a mobile text bidding service that will be at Taste of Nebraska. Gone are the paper bid sheets and pens in the world of silent auctions!

During the registration process you will register your mobile phone number with a Qtego representative. Qtego will allow the guests instant real-time bidding from the dinner table, the buffet line, the beer tasting or the bathroom!

Qtego makes bidding convenient, fun, and competitive!

CALENDAR OF EVENTS
Find updates online at www.nebraska-dining.org

National ProStart Competition
April 19-21
Baltimore, MD

Taste of Nebraska
April 29
Strategic Air & Space Museum
Ashland, NE

Health Care Informational Seminar
May 8
Presented by Michelle Neblett, National Restaurant Association
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8:00 AM – 11:00 AM
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Call Brandy Nielson at 402.488.3999 ext. 2 to register.

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

HEF Golf Outing
June 17
Champions Club
Omaha, NE

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