Increased Minimum Tip Wage – how will it affect your business?

Wednesday, Oct. 2nd
Is your restaurant one of the 90% of restaurants doing charitable work in their community? Have you achieved the American Dream? Tell us how your restaurant gives back or share your story of success, and you could win one of the National Restaurant Association Educational Foundation’s prestigious 2020 Restaurant Industry Awards. These awards honor those members of the restaurant industry that best represent its commitment to diversity and charitable giving.

**Nominations are due October 7, 2019.**

For more information or to apply today, visit [ChooseRestaurants.org/Awards](http://ChooseRestaurants.org/Awards).

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Executive director’s report

During the third quarter of 2019 the Nebraska Restaurant Association is experiencing a major leadership transition. I notified John Wade and all board members of my intention to retire by the end of this year or when my replacement is onboard. A few weeks after that Brandy Nielson notified me that she accepted a position with Hillcrest Country Club as an events planner and her last day was September 11, 2019. We are also in the process of co-locating with the Nebraska Grocery Industry Association and Nebraska Retail Federation. This will be complete by the end of October.

Benefits we expect to realize from co-locating are more efficient coordination of our political representation efforts and reduced costs resulting from sharing a variety of expenses including rent, telephone, internet and utilities.

In order to ensure that we have an orderly personnel transition and remain in communication with our members during this process I have taken the following steps:

1. Pat Carlson will continue editing Hospitality News and edit and distribute external communication documents such as HEF and NRA newsletters and correspondence with our members. She will be compensated in accordance with an existing consulting agreement.

2. Sherry McCranie has agreed to assume the tasks that Brandy performed in support of Fayrene and ProStart, also on a consulting basis.

3. There are no major events on the calendar for the rest of 2019. We have an annual meeting coming up on January 27, 2020 and Taste of Nebraska on April 23, 2020 but the new leadership should be in place before planning for these events starts.

4. The next session of the Unicameral convenes in January 2020 and it will be a short session with a lot on the agenda. Tax issues will dominate as the senators work to strike a reasonable balance between the primary revenue sources supporting state and local government, such as sales tax, property tax and income tax. We also expect that some of the employee benefit and minimum wage related bills introduced in the last session will be brought forward again in 2020. Jim Otto and Rich Otto will continue to serve as our registered lobbyists. During the rest of this year I will continue to work with the Board and the Ottos to develop positions and plans to deal with legislative issues we see arising. We will be discussing these issues at board meetings and at a...
NRA ENDORED PROVIDERS

UnitedHealthCare
Health Insurance
Contact: Amy Hathaway
amyhathaway@uhg.com
www.uhctogether.com/nera
269.792.1207
UnitedHealthCare offers health insurance plans to meet the needs of individuals and employers. They also offer dental, vision and many other insurance plans to help keep you and your family healthy.

Jackson Lewis LLP
Legal Services
Contact: Amanda Fray, Attorney
amanda.fray@jacksonlewis.com
402.827.4269
Specializing in employment and labor laws, Jackson Lewis offers members a significant discount for legal services. NRA members are offered one free 15-minute phone call for expert legal advice on employee labor law issues affecting their restaurant.

Heartland
Credit Card / Payroll Processing
Contact: Larissa Codr
larissa.codr@e-hps.com
heartland.us
402.540.3185
Heartland delivers fast, secure omnichannel payment processing and business solutions to more than 400,000 business locations nationwide. Product offerings include payments, payroll, point of sale, customer engagement and lending. Heartland pioneered the Merchant Bill of Rights, a public advocacy initiative to educate merchants about fair payment processing practices. Heartland Payment Systems is a Global Payments company (NYSE: GPN).

Broadcast Music Incorporated (BMI)
Music Licensing
Contact: Jessica Frost
jfrost@bmi.com
www.bmi.com
615.401.2873
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
Members making news

Nebraska restaurants are great neighbors!

Congratulations to Pillar Restaurant Group, winner of the Nebraska Restaurant Association 2019 Restaurant Neighbor Award. Proudly displaying the award are Scott Ritter, Jeff Barclay, and Justin Cooksley of Pillar. Pillar joined State winner Lazlo’s and 2019 National Restaurant Neighbor award winner Southern Hospitality Ventures Inc.


Congratulations to Jan Moore, Amigos/Kings Classic for being selected a 2019 Inspire Awards Excellence in Entrepreneurship finalist. The public nominated 177 women for ten different categories, and the field was narrowed down to the top five finalists in each category. The awards honor excellence in women leaders throughout the Lincoln community.

Dedicated to Wine

Hats off to Venue Restaurant & Lounge for being selected for Wine Spectator’s 2019 Restaurant awards, which recognizes the world’s best restaurants for wine. The magazine honored 3800 restaurants from all 50 states and 79 countries that are, according to the magazine, “dining destinations that share a dedication to wine”.

Congrats to GoodCents on 20 years!

“Celebrating 20 years. Amazing how fast time goes by. A little less hair and a few extra pounds. We are appreciative of all those people that have been part of our journey. Past and present staff, family, friends and our community. Without all of your support we would not have made it this far. We are truly humbled to be part of our great city and the people that live here.”
– Jeff Barclay

Increased Minimum Tip Wage – how will it affect your business?

Learn the Facts!

Wednesday, October 2nd at 3:00pm
Stoke’s Grill & Bar – Old Market, Omaha

Join other restaurateurs to discuss how proposed changes to the minimum tip wage will affect your business. Amanda Fray, Attorney at Jackson Lewis will join Jim Partington, Executive Director of the Nebraska Restaurant Association, will give you the facts you need to know.

We need your input to develop a strategy to inform the public and agree on a position to present at the 2020 Unicameral session.

This seminar is open to restaurateurs throughout the area. You do not need to be a member of the Nebraska Restaurant Association to attend. RSVP your plans to attend to Jim Partington jpartington@windstream.net.
Take advantage of discounts and solutions for Nebraska Restaurant Association members

The Nebraska Restaurant Association is part of a strategic alliance created by the National Restaurant Association and UnitedHealth Group® to help address the needs of the hospitality industry. We understand that you face ongoing challenges with employee recruitment and retention. So we’re working with industry-leading organizations like UnitedHealthcare® and Optum® to help provide you with more resources.

Health Care Discounts from UnitedHealthcare*

- Up to a 5% discount on fully insured medical rates for employers with 51+ full-time employees.
- An annual invoice credit of up to 5% on administrative fees for new medical products for self-funded employers with 100+ full-time employees.
- Up to a 5% discount on fully insured specialty benefit plans for all-size employers, including dental, vision, life, disability, accident and critical illness.
- Visit www.uhctogether.com/nera.

Association Health Plan – Restaurant & Hospitality Association Benefit Trust**

- Available to small restaurant and lodging member employers with 2-99 full-time employees.
- Offers product and pricing flexibility similar to large employers.
- Insured and serviced by UnitedHealthcare.
- Visit www.uhctogether.com/nera.

Free Pharmacy Discount Card

- Saves employees and their families up to 75% (average savings of about 40%) on all FDA-approved prescription medications.
- Accepted at more than 62,000 pharmacies nationwide.
- Cards are pre-activated and easy to use; no registration is required.
- No fees are associated with using this card.
- Administered through OptumRx®. This discount card program is not insurance.
- Each time the card is used to fill a prescription, the National Restaurant Association Educational Foundation and its state partners receive a portion of the proceeds.

For more information:
Amy Hathaway
amyhathaway@uhg.com
www.uhctogether.com/nera
263.792.1207

*Some restrictions and exclusions apply. Discounts are available only to members of the National Restaurant Association and UnitedHealthcare, and may vary by location and group size.

**PLANS ARE NOT AVAILABLE TO MEMBER EMPLOYERS IN ALL STATES. Some restrictions and exclusions apply. The Restaurant & Hospitality Association Benefit Trust is not available in all states.

Insurance coverage provided by or through UnitedHealthcare Insurance Company, UnitedHealthcare Insurance Company of Illinois or their affiliates. Administrative services provided by United HealthCare Services, Inc. or their affiliates. Health Plan coverage provided by or through UnitedHealthcare of the Midlands, Inc.
It’s your time to shine.

Restaurant Industry Awards

Is your restaurant one of the 90% of restaurants doing charitable work in their community? Are you living the American Dream thanks to your work in the restaurant industry? Tell us how your restaurant gives back or share your story of success, and you could win one of the National Restaurant Association Educational Foundation’s prestigious Restaurant Industry Awards.

The Restaurant Neighbor Award, sponsored by American Express, recognizes restaurants for outstanding community service. The Faces of Diversity American Dream Award, sponsored by PepsiCo Foodservice, celebrates diversity of the industry and honors three individuals who have realized the American Dream. The Ambassador of Hospitality Award, sponsored by Ecolab, honors lifetime achievement and service to the industry.

More than $30,000 will be awarded to charities around the country in recognition of the Restaurant Neighbor Award winners and $7,500 in scholarships will support hospitality students pursuing through the Faces of Diversity Awards. Winners will be recognized in March of 2020 at an awards celebration in Washington, DC.

These awards honor those members of the restaurant industry that best represent its commitment to diversity and charitable giving. Nominations are due October 7, 2019.

For more information or to apply today, visit ChooseRestaurants.org/Awards.

Win $10,000: Apply Today for the 2020 Restaurant Neighbor Award, Faces of Diversity Award, and Ambassador of Hospitality Award.
Your input is needed on crucial industry issues.

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Nebraska Legislature

LB400. Increase Minimum Tip Wage. Senator Megan Hunt introduced the bill that would set tipped minimum wage at 50% of the State minimum wage ($4.50/hr.) by 2021. NRA Executive Director Jim Partington testified in opposition to the bill at the hearing on February 11, 2019. His testimony pointed out that all employees make at least the minimum wage of $9 per hour and the average wage of wait staff is $12.67 per hour statewide. Tipped employees earn considerably more. However, the bill was advanced by the Business and Labor Committee to the full body of the Legislature and had significant support but not enough support to overcome the filibuster that we encouraged. LB400 did not pass in the 2019 session but it is still alive as advanced by the committee and could be reconsidered by the body in the 2020 session.

LB289. Property Tax Reduction - Raising Other Taxes. The Nebraska Restaurant Association opposed LB289 at the Revenue Committee hearing. The comprehensive Revenue Committee package would have increased the state sales tax rate by one-half-cent, hike the state cigarette tax and eliminate several sales tax exemptions while dedicating all of that increased revenue to property tax reductions delivered through increased state aid to schools. There were not the 33 votes needed to overcome the filibuster. It did not pass.

LB383. Increase Minimum Wage. Senator Dan Quick introduced the minimum wage increase each year based on the most recent 5-year period consumer price index (CPI). The increase would be limited to no more than a 3.5% increase and included a freeze on the tip wage at the present level. NRA testified in opposition. The Business and Labor Committee did not advance the bill but could do so in the 2020 Session.

LB305 and LB311. Paid Sick Leave and Medical Leave Insurance. Senator Sue Crawford introduced both pieces of legislation. The NRA is opposed to both bills. LB305 requires one hour of paid sick time for every thirty hours worked. This included part time employees and affected employers with four or more employees. In addition, an employer couldn't require an employee to search for or find a replacement worker to cover the hours during which the employee is on paid sick time.

LB311 creates a fund similar to unemployment where employers pay into a fund from which paid leave will draw. Base is the first four of the last five completed calendar quarters preceding the first day of a covered individual's benefit year. Employees are eligible for benefits after 26 weeks of consecutive employment. An individual may use paid family medical leave to care for a family member or domestic partner. Leave consists of up to 12 weeks during any benefit year if such leave is taken for a qualifying reason. Both LB305 and LB311 face challenges including opposition from the business community and significant costs to the state. Both bills were advanced by the Business and Labor Committee but did not pass in the 2019 session. Both will still be alive for the 2020 Session.

LB304. Expansion of Cottage Food. The Nebraska Restaurant Association moved to a neutral position on LB304 when the Agriculture Committee added an amendment to address food safety. LB304 would require that cottage food producers comply with five basic requirements: (1) register with the Department of Agriculture; (2) take a nationally accredited food safety and handling class, like ServSafe; (3) label their foods as homemade and that they may contain allergens; (4) comply with any local food safety and handling guidelines; and (5) if private well water is used to produce food, the well needs to be tested for nitrates or bacteria before producing and selling food. The bill passed the body and was approved by the Governor.

LB732. Food Truck Vendors. We opposed the initial version of this bill because it imposed significant limitations on local control of zoning and regulatory issues. After discussions with Senator Vargas these limitations were removed, and the bill focused on reciprocal recognition of county permits and streamlining the permitting process for mobile food vendors. We took a neutral position on the final draft of the bill, but it did not pass in the 2019 session. We expect to see it back next year.
As 2019 comes to an end, the National Labor Relations Board (NLRB) issued one last gift for employers. According to a recent Board decision, an employer may lawfully issue to its employees a new or revised mandatory arbitration agreement containing a class- and collective-action waiver specifying that employment disputes are to be resolved by individualized arbitration, even if it was in response to employees opting into a collective action (such as a wage lawsuit). The NLRB also concluded that the National Labor Relations Act (NLRA) does not prohibit an employer from threatening to discharge an employee who refuses to sign such an agreement. This decision comes as an especially welcome development for restaurant employers, as the restaurant and hospitality industries are often plagued by wage and hour litigation.

**Facts.** The employer, a Houston restaurant chain, maintained an arbitration agreement that required employees to waive their rights to “file, participate or proceed in class or collective actions … in any civil court or arbitration proceeding.” Seven employees filed a collective action in federal court alleging violations of state and federal wage laws. After several employees opted into the action, the employer distributed a revised arbitration agreement that, in addition to the prohibitions that existed in the previous agreement, prohibited employees from opting into collective actions. In response to two employees’ objections to signing the agreement, the supervisor told them, among other things, they would be removed from the schedule if they did not sign the agreement.

**Holdings.** After a trial, a Board Administrative Law Judge (ALJ), applying existing Board precedent found the employer had violated the NLRA by promulgating and maintaining the revised arbitration agreement. The Board reversed this holding based on the U.S. Supreme Court’s decision in Epic Systems Corp. v. Lewis, where the Court held, reversing Murphy Oil, that class- and collective-action waivers in mandatory arbitration agreements do not violate the NLRA.

The NLRB also reversed the ALJ’s finding that the employer violated the NLRA based on the supervisor’s statements to the objecting employees. The Board found that Epic Systems permits an employer to condition employment on an employee’s entering into an arbitration agreement containing a class- or collective-action waiver. Therefore, explaining to employees the lawful consequences of failing to sign the agreement did not violate the NLRA.

**Takeaway.** The Board interprets Epic Systems broadly. Indeed, in a footnote, the NLRB quoted former member Harry I. Johnson for the proposition that “[p]rotecting employees from job-related retaliation is the mission of this agency. Determining the terms under which litigation or arbitration is to be conducted is not.” (emphasis added)
Five delicious tips for managing cash flow

You started your restaurant for a reason. Maybe because you love the smell of sautéed garlic. Maybe no one understands a sandwich like you understand a sandwich. Maybe you watched a lot of “Cheers” in the 90s and dreamed of living out that theme song. Perhaps you just wanted to create a future for your family.

Whatever the reason, you didn’t risk, give, and sacrifice everything, to spend all of your time worrying about how to make payroll or if you’ll come up short on inventory. To get you back to doing what you love, here are a few tips on how to free up cash flow and free up time:

1. **Order your bookkeeping duties on the side with a quality POS system**
   You need someone logging all of your sales, breaking them down into expenses and profit, documenting payment methods and repeat customers, recording your best and worst sellers, keeping track of your inventory, and organizing your bill payments. A quality POS system does that, all while generating daily reports so you never overlook another bill payment or run short of a crowd pleaser.

2. **Keep your menu prices fresh**
   As the price of ingredients or labor costs increase, your cash flow could quickly shrink before you realize the impact. To safeguard against sneaky profit losses, make a habit of regularly reviewing and, if necessary, adjusting your menu item prices.

3. **Trim the fat of labor costs by optimizing staffing schedules**
   Do you know which employees upsell the most? Who provides the best customer service? What teams work best together? Are you scheduling people to work shifts that are the most advantageous for labor costs? With an integrated POS, you can easily keep track of your schedules and manage shift assignments from any Internet-enabled device, while also ensuring your customers always leave with a noteworthy customer service experience.

4. **Savings is the dessert you eat later**
   There will always be a financial emergency coming at some unexpected moment. It could be a piece of kitchen equipment calling it quits or an unforeseen electrical outage after you’ve stocked up on perishables. Whatever it is, safeguard your business by setting aside emergency funds, which you only use for critical needs. There are alternative lending services outside of banks and credit unions that offer small businesses like yours 15-minute application processes online and funding within 24 to 48 hours. Reach out. Establish a relationship. Have that line of credit ready before it becomes an urgent need.

5. **Heat up your marketing efforts with a customer database**
   What’s your best-selling item? Who is your typical customer? Where do they consume their media? Your daily special may be out of this world, but you still need to tell this world about it. Hone your marketing dollars and save yourself valuable time by developing a customer database of frequent customers. Understand where, how and when they get their information. Once you know who and where they are, you can target them with emails, social media, and loyalty programs that will draw customers through your door time and again.

Larissa Codr
Division Manager
Heartland Payment Systems

For more information, contact Larissa Codr
larissa.codr@e-hps.com
402.540.3185
Nebraska Restaurant Association Fall Golf Classic at Hillcrest Country Club

Thank you to our sponsors and golfers who helped raise over $10,000 for the Association and ProStart®

Check your swing and tag yourself in these photos and more on our Facebook page!
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Hospitality Education Foundation Happenings

ProStart goes to the State Fair

Papillion La Vista South ProStart Students and their Educator, Louise Dornbusch, represented Nebraska ProStart and the Nebraska Pork Producers on Friday, August 23 at the State Fair. Fair goers enjoyed Flamin’ Hot Husker Bacon and Spicy Italian Sausage Sliders prepared by the students. But all was not smooth going—locally heavy rains resulted in soggy parking lots, Sunny Perdue did not speak, and the gas oven was not operable—providing unique opportunities to gain experience in just in time decision making. In addition to the tasty “bites”, attendees learned about Nebraska ProStart and it impact on student careers in the restaurant industry.

What’s New with Nebraska ProStart

The plan of work for the 2019-20 academic year will focus on educator support. Sherry McCranie, retired ProStart Educator from Lincoln Southwest, will assist with classroom material development and the electronic HEF newsletter, The Entrée, and building the Professional Expertise Directory.

Michelle Daize, Chair of the Nebraska Restaurant Association Hospitality Education Foundation (NRAHEF), has identified classroom-industry linkages as a primary goal in supporting educators and developing students. Opportunities to provide in class presentations, tours, and job shadowing are needed in both the culinary and management areas.

Play a role in building the future of the restaurant industry. A fillable Professional Expertise information sheet is available on the NRA website at https://www.nebraska-dining.org/wp-content/uploads/2019/09/5142019DIRECTORYFORM-Fillable2019.pdf. Please complete it and email it back to neprostart@windstream.net. Call Fayrene at 402.440.7253 for more information. Your help and expertise are appreciated!
Three new schools/educators joined Nebraska ProStart this Fall—Lincoln Bryan Community/Lily Hershey, Gretna High/Jennifer Schmit, and Roncalli Catholic/Jared Jones. With the addition of these schools, the ProStart school total is twenty four and includes Alliance, Beatrice, Crete, Elkhorn, Fremont, Grand Island Northwest, Hemingford, Kearney, Lincoln East, Lincoln High, Lincoln North Star, Lincoln Northeast, Lincoln Southeast, Lincoln Southwest, Milford, North Platte, Papillion-La Vista Senior High, Papillion-La Vista South, Plattsmouth, The Career Academy, and Scottsbluff.

Professional development opportunities for ProStart Educators this fall include a Beef Cookery Forum sponsored by Lincoln Sysco and the Nebraska Beef Council. Topics include beef cuts for competition, cookery techniques, pan sauces and trendy sides. A second forum in enhancing flavors will be held at the Institute for the Culinary Arts in December.

A new event for students is ProPrep. This preliminary experience provides an opportunity for student feedback prior to the start of the ProStart competition season. Students will prepare their competition menu and receive feedback on techniques, flavor profile, and plate presentation.

In addition, two competitions have been added. The menu development competition sets the stage for future competitions. ProStart students will compete in November for first, second, and third place medallions by developing a three-course meal (starter, appetizer, dessert) that reflects a competition menu.

The Dry Edible Bean Competition focuses on the best use of dry edible beans in the state competition. The successful school receives $2,500 for ProStart classroom enhancement and a traveling trophy. This Best Use of Dry Edible Beans trophy recognizes the role of Nebraska grown food items and joins the Best Use of Beef and Best Use of Pork trophies that are awarded.

Dates and locations for the Nebraska ProStart Regional and State Culinary and Management Competitions follow.

<table>
<thead>
<tr>
<th>Culinary Regional</th>
<th>Management State</th>
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</thead>
<tbody>
<tr>
<td>Western: Scottsbluff, Monday, February 17</td>
<td>Lincoln: Friday, March 5</td>
</tr>
<tr>
<td>Eastern: Lincoln, Friday, January 24</td>
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<tr>
<td>Metro: Omaha, Thursday, February 27</td>
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<tr>
<td>State: Omaha:</td>
<td>Thursday, March 5</td>
</tr>
<tr>
<td>Final Three Lincoln:</td>
<td>Wednesday, March 11</td>
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</tbody>
</table>

Members of the NRAHEF Education Committee will be contacting you to serve as judges for these competitions. Your support in judging and building the future of the restaurant industry is appreciated.
Dear Restaurant Industry Professional,

Nebraska ProStart is seeking your support in “Building the Future of the Industry”.

The Nebraska Restaurant Association Hospitality Education Foundation (NRAHEF) sponsors a national secondary school culinary arts and foodservice management curriculum in schools across Nebraska. Currently there are 24 Nebraska schools from the Panhandle to the Missouri River with locations in Alliance, Beatrice, Crete, Elkhorn, Fremont, Grand Island Northwest, Gretna, Hemingford, Kearney, Lincoln Bryan Community, Lincoln East, Lincoln High, Lincoln North Star, Lincoln Northeast, Lincoln Southeast, Lincoln Southwest, Milford, North Platte, Papillion-La Vista Senior High, Papillion-La Vista South, Plattsmouth, Roncalli Catholic, The Career Academy, and Scottsbluff. Over 1200 Nebraska students are enrolled yearly.

Throughout the year, students refine their culinary skills, study management principles and develop personal confidence. A highlight of each year is executing a menu or developing a restaurant business plan for the Nebraska State ProStart Competition. The most accomplished culinary and management teams represent Nebraska at the National ProStart Invitational where they compete with teams — and can earn scholarships - from the other 49 states, Guam and Department of Defense European Teams.

Educators frequently ask NRAHEF for recommendations of industry professionals to enhance classroom instruction by:

- demonstrating a culinary technique
- speaking to a class about careers
- developing a restaurant concept
- mentoring a competition team
- providing a work place tour

Depending on the topic and educator request, presentations may range from 30 to 50 minutes. In classroom presentations are encouraged. However, to facilitate schedules, remote delivery can be facilitated. Your expertise would be a valuable resource in support of Nebraska ProStart Educators.

Please go to https://www.nebraska-dining.org/wp-content/uploads/2019/09/5142019 DIRECTORYFORM-Fillable2019.pdf and complete the form and return it to neprostart@windstream.net. Your information will be available on a secure, dedicated Speaker Directory Site for educator access.

Should you have questions, contact Fayrene at neprostart@windstream.net. We appreciate your assistance in developing future industry professionals.

Sincerely,

Michelle Daize
President
Nebraska Restaurant Association Hospitality Education Foundation
It’s hard to say farewell

You know the saying, “You are the average of the 5 people that you spend the most time with”? This is a well-known quote that is often attributed to the motivational speaker, Jim Rohn. I recently read an article that challenges the validity of this quote. The new study suggests that you are an average of ALL of the people that surround you. ALL of them. Think about that.

For the past 11 years I have been surrounded and influenced by the incredible members of the Nebraska Restaurant Association and the Hospitality Education Foundation. Restaurant owners and purveyors to this industry have served as incredible mentors to me. I knew I loved hospitality but getting to know you on a personal level, dining in your establishments, planning events, networking, and problem-solving with you, has unleashed my PASSION for hospitality.

Which is why it is so hard to say “Farewell.” Goodbyes are not easy.

The next chapter of my career takes me to Hillcrest Country Club in Lincoln as the Events Coordinator. I’m not going far. My roots are established here in Nebraska, and I’m not leaving this industry. Hospitality is in my heart.

So, I thank you.

Thank you to my boss and Executive Director, Jim Partington. Jim took a chance on a girl from Iowa with a marketing degree and a newborn baby. It was unclear to me at the time if I knew how to have a career AND be a mom. This is the very first – and only – job I have ever known with a family. And Jim understood the importance of family. Thank you, Jim, for being flexible when my boys were sick and needed to stay home. Thank you for understanding that there was no way I was going to miss a soccer game, a baseball game, or a basketball game. And when I showed up at work with two boys in my arms and coloring books and snacks that filled the conference room table, thank you for allowing them to stay. Because I couldn’t have had a career AND been a mom without that flexibility.

Thank you to the NRA and HEF Board of Directors and Advisors. I want to express my gratitude and utmost respect for the work that you do in this great state. I’m so lucky to be able to call you my friends. I truly hope I served you well.

Connect with me on social media. And THANK YOU for allowing me the past 11 years to find my passion in this great industry.

All my best,

Brandy Nielson
Email: brandymarienielson@gmail.com
Facebook: https://www.facebook.com/brandy.nielson
LinkedIn: https://www.linkedin.com/in/brandy-nielson-4128a097/
Instagram: https://www.instagram.com/bnielson/
Rate the trends

With one more quarter in 2019, take a look at the trends predicted for the hospitality industry. How are the prognosticators doing on these five?

1. A rise in online ordering. Delivery sales could rise an annual average of more than 20 percent to $365 billion worldwide by 2030, from $35 billion according to investment bank UBS.
2. Cultivating culture to fight employee turnover. With the restaurant industry turnover rate hovering around 73 percent, restaurateurs are offering among other things, healthcare benefits, 401Ks, mentoring, and an open, inclusive culture to attract new employees.
3. Technology takes over. New technology platforms that help with inventory management, cash flow, ordering, and other management functions give managers the time to get to know their guests.
4. Cannabis/CBD oil-infused food and drinks. Infusing food and drink with cannabis and CBD could create unique cuisine opportunities and potential new markets for experiential dining occasions.
5. Zero-waste cooking. Zero-waste cooking is a sign of the times,” said Hudson Riehle, the National Restaurant Association’s senior vice president of research. “Millennial and Gen Z customers in particular expect the restaurants they patronize to be more eco-friendly, so sustainability is high on their list.”

Increased minimum tip wage, how will it affect your business?

LEARN THE FACTS:
Join other restaurateurs for an educational discussion with Jim Partington, Executive Director of the NRA & Amanda Fray, Attorney at Jackson Lewis, to discuss how proposed changes to the minimum tip wage will affect your restaurant.

We need YOUR input to develop a strategy to inform the public and agree on a position to present at the 2020 Unicameral session.

October 2nd at 3:00pm
Stokes Grill and Bar, Old Market
1122 Howard St. Omaha, NE 68102
RSVP: Jim Partington
jpartington@windstream.net
Questions? 402-488-3999 ext. 1
By the end of October, University of Nebraska-Lincoln (UNL) Extension will offer free online foodservice management educational resources. The purpose of these resources is to make training more effective for restaurants which will provide benefits to restaurant owners and operators in making everyday processes more efficient. These educational materials will provide information which would otherwise be only available through formal education or through hiring expensive restaurant consultants. Based on the feedback from foodservice industry experts and Extension Educators, Dr. Ajai Ammachathram from the Hospitality, Restaurant and Tourism Management program from UNL developed these peer-reviewed educational resources and decision support tools for foodservice businesses in an editable and customizable web resource format.

Consistency and sound decision making practices are key for success in any business. The foodservice industry is especially prone to high turnover with limited training resources. These materials will help restaurants cut costs and labor while improving sales. The online resources will also benefit restaurants by helping them to become more consistent in their day-to-day business operations.

The first set of tools will be editable checklists for consistency in day-to-day operations. The editable checklist will be available at https://food.unl.edu/ under restaurant management. Topics for checklists include: purchasing and ordering for foodservice operations, receiving goods, storing goods, front-of-the house preparation, back-of-the house preparation, proper service standards for the restaurants, cleaning standards, bar and beverage operations, manager shift change checklist, catering operations, hiring checklist and training new employee’s checklist. Right now some checklists are available for purchase from various industry sources, but none of them are customizable nor editable. Checklists provide stability and help with accountability which ultimately leads to behavioral changes. These editable checklists are one of the many research-based decision-making and online resources that will be available on the website free of charge.

Instructions on how to access these foodservice educational tools
It will be available under Restaurant Management in https://food.unl.edu/

Why should you access?
Decisions, decisions, decisions! Standardizing the processes for consistency leads to success. More easily train all your staff using these checklists.

Who should access?
Restaurant, foodservice owners, managers in for-profit and non-profit management.

What should I do with these forms?
Customize, tweak or edit to the needs of your business and use it for training your crew. If properly followed, checklists help with operational consistency and task accountability.
CALENDAR OF EVENTS

October 2, 2019
Increased Minimum Tip Wage
How will it affect your business?
Stoke’s Grill & Bar – Old Market, Omaha, 3:00PM

January 27, 2020
Annual Meeting
Lazlo’s Haymarket, Lincoln

April 5, 2020
StarCity BaconFest
Embassy Suites, Lincoln

April 23, 2020
Taste of Nebraska
Strategic Air & Space Museum, Ashland, Lincoln

June 22, 2020
HEF Golf Outing
Oak Hills Country Club, Omaha

September 14, 2020
NRA Fall Golf Classic
Hillcrest Country Club, Lincoln

WELCOME NEW MEMBERS

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dnk7389@icloud.com

GreenBacks
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Lincoln, NE 68516
818-605-8078
www.Greenbacksapp.com
mitchell@greenbacksapp.com

LINCOLN SERVSAFE DATES

To register for ServSafe classes, contact Gary Hosek. Call 402.416.4432 or email gary.hosek@gmail.com Classes are held at daVinci’s, 745 S. 11th, Lincoln

Classes will be held
· October 16
· November 20
· December 18

For cost and classes outside the Lincoln area, visit http://www.nebraska-dining.org/servsafe-2/.
Did you know that the restaurant industry employs more minority managers than any other industry? The National Restaurant Association Educational Foundation and PepsiCo Foodservice created the Faces of Diversity Award to promote the importance of diversity and inclusion, celebrating the successes of those who have achieved the American Dream in the restaurant and foodservice industry.

If you or someone you know embodies the American Dream, go to ChooseRestaurants.org/Awards to nominate or apply by October 7, 2019.
A Few of Heartland Hire’s Benefits

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- May reduce time to hire by 90% or more
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- Comprehensive reporting functionality

To learn more, contact Nancy Abdalla
401-996-5623 | nancy.abdalla@e-hps.com
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Nebraska Restaurant Association
Allied Member

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We understand that stocking your kitchen with food and supplies is only part of the equation, so we go beyond food.”

Let us help you get some of your valuable time back, so you can again focus on making your restaurant even better. Sysco’s Marketing Services will help you fill seats, generate more revenue and reduce your operating costs. Together we can simplify some of the complexities of running your restaurant.