

HOSPITALITY NEWS

JANUARY ISSUE HIGHLIGHTS

CRA's Blue Ribbon Reception Jan. 8.....2	In Memoriam: Pierre DuBois.....3	"What's Hot in 2014" Culinary Forecast5
CRA Buyer's Guide Going Completely Online in 2014.....2	New E-Verify Computer Tool4	Industry Spotlight Awards Nominations Due 1/24/14.....5
How to Talk to Your Legislator.....3	Join the HOSTPAC "550 Club"4	Member Benefit Feature: North American LED.....7

WELCOME to the 2014 Legislative Session

The 120-day, 2014 legislative session kicks off January 8, and CRA will be monitoring hundreds of bills that may positively or negatively affect your business and the foodservice industry. The Colorado General Assembly will be discussing changes to the laws which govern how you do business in Colorado. CRA's team of professional lobbyists will be at the State Capitol every day to protect your business interests.

Issues expected to be debated and discussed during the 2014 session include workers compensation law changes, hospitality education funding, "wage theft," tourism funding, restaurant inspection license fees, liquor enforcement actions, immigration, and many others that have the potential to affect your business.

"CRA lobbyists and staff will review every single proposal, lobby for or against those that affect us, and attempt to improve the business climate in which we operate," said Paul Aylmer, CRA Vice Chairman of Government Affairs and CFO & General Counsel at Epicurean Culinary Group. "Our goal is to pass proposals which are helpful to restaurants, and to kill proposals which aren't."

HERE'S HOW YOU CAN HELP:

Take the time now to make contact with your state senator and state representative. You can find who your elected officials are by going to www.coloradorestaurant.com. Click on the "Government Affairs" tab, and enter your address. It's simple. Invite your senator and representative to meet with you over a cup of coffee. (See article on page 2 for helpful tips on how to talk to your legislator.)

WE NEED YOUR CURRENT CONTACT INFORMATION!

Things change very quickly during the legislative session. CRA lobbyists often ask for members' help in contacting legislators, and when we ask, that help is needed immediately. The fastest and most efficient way for CRA to contact you is via email. Those emails can turn into quick phone calls, and those phone calls can make the difference on how a legislator votes, even in the same day.

The ability to communicate with you quickly is very important to our lobbying strategy. Please make sure the CRA office has your most current email contact information by sending it today to info@coloradorestaurant.com.



Claim Your 2013 Credit on Utility Sales Taxes

The Utility Sales Tax is one of the most important benefits you receive as a result of the government relations effort of the Colorado Restaurant Association. By taking the credit for utilities used in food preparation in 2013, you can probably recover all or part of your CRA annual dues.

CRA passed a law allowing the Utilities Sales Tax Credit after extensive engineering studies and legal negotiations with the Colorado Department of Revenue. Section 39-26-102(21), Colorado Revised Statutes 1973 as amended, allows you to deduct from your taxable sales 55% of your utilities (electricity, gas; propane, etc.) for the manufacturing and processing of food. **Be sure to use and claim this benefit!**

If you have never claimed the credit before, you can go back and claim it for 2013 as well as for the last six months of 2012. The attached form, DR-1465, may be copied and used to claim previous years' credits. If you have questions, please call the CRA at (303) 830-2972.

Enclosed in this newsletter are:

1. Instructions for filing your claim
2. Two DR-1465 forms for your computations of the Sales Tax Credit - one to attach to your form DR-100 and one for your files. Be sure to use these special forms so the Revenue Department can easily process your claim.

Please note that all cities, counties and districts whose sales taxes are collected on the DR-100 form by the state are also 55% exempt under the tax credit.

ASK THE ASSOCIATION

Q: Are employee meals subject to state sales or use taxes?

A: No, employee meals are not subject to state sales or use taxes. CRA passed a law in 1978, and then clarified again in 2009, that employee meals are not subject to state sales and/or use tax. The text of the law states: "Meals provided to employees of the places mentioned in this paragraph (restaurants) at no charge or at a reduced charge shall be exempt from taxation under the provisions of this Part 1 (Sales Tax)."

NOTE: Employee meals may be subject to local sales or use taxes. Check with your city or county revenue department to determine their policy.



Get Face Time with Your Legislators at CRA's Blue Ribbon Reception



DATE: Thursday, January 8, 2014

TIME: 5:00 – 7:00 p.m.

LOCATION: Grand Ballroom (2nd floor) at the Grand Hyatt Hotel.

Please note this is a different location than previous years. It is on the second floor of the hotel – not in the adjacent building.

COST: \$60 per person, payable to "HOSTPAC."

The Blue Ribbon Reception offers members an excellent opportunity to meet and visit with members of Colorado's General Assembly. All current members of the Colorado General Assembly have been invited to attend, as are all CRA members. The Governor, the Senate President, and the Speaker of the House will address the attendees.

Thank you to our participating restaurants (at press time) who are offering tastes for the event: Angelo's Taverna, Baca at Inverness Hotel & Resort, Lala's Wine Bar & Pizzeria, Mangia Bevi Café, Metropolitan State University Denver, Outback Steakhouse, Penrose Room at the Broadmoor, Seattle Fish Company, Ted's Montana Grill, Texas Roadhouse, The Airplane Restaurant, The Fort, The Fresh Fish Company....and more!

Thanks also to our beverage providers, Republic National Distributing and Southern Wine and Spirits of Colorado.

Enjoy hosted food and beverages compliments of some of Colorado's fantastic distributors and restaurants while you mingle with legislators and other CRA members. Please reserve your spot by contacting **Sara Nakon** at (303) 830-2972 or by email at snakon@coloradorestaurant.com by January 2, 2014.

This event is presented by Grand Hyatt Denver, Heartland Payment Systems and USFoods.

**There are just a few spots remaining! If you are interested in being a restaurant participant please contact Sara Nakon today at (303) 830-2972 or by email at snakon@coloradorestaurant.com today!*

CRA's Member Resource & Buyer's Guide to Go Completely Online in 2014

For many years CRA staff have worked with a professional publishing company to print our Member Resource & Buyers Guide publication. The guide includes listings of all our restaurant and vendor members, as well as information about CRA, the Colorado Restaurant Association Education Foundation, and the Colorado Restaurant Insurance Agency. Also included in the guide is a listing of the current Board of Directors, CRA chapters, past CRA chairmen and Distinguished Service Award recipients, as well as legislators and their contact information.

For five years CRA has maintained an online buyer's guide (vendor member listings only). Three years ago CRA staff negotiate to obtain a version of the printed guide as a PDF that could be posted and viewed on our website at no additional cost.

Last year CRA staff entered into conversation with the CRA Communications Committee and board about bringing this publication fully online and discontinuing the printed version. The Communications Committee and board agreed to this. The primary reasons for bringing the guide fully online include accuracy and transparency with actual CRA memberships, and reduced cost in mailing over 3,000 booklets. For those concerned about not having a printed guide, the full online guide will have a print option and vendors will still be searchable by category and alphabetically.

Watch your CRA email for notification when the new Guide will be available on the CRA website in the first quarter of 2014.

How to Talk to Your Legislator



The CRA is anticipating several bills during the 2014 legislative session that will potentially affect your business. It is more important than ever to be in touch with your legislators to let them know how the decisions they make will affect you and your employees.

While the CRA has lobbyists who constantly interact with legislators on your behalf, legislators need to hear from you, the voters in their districts, as business owners and as individuals who make up the largest private-sector employer in Colorado. You can make a difference, but only if you communicate with the people who were elected to represent you! Constituent communication and meetings have a profound impact on legislators.

IN PREPARING FOR A MEETING WITH A LEGISLATOR:

- **Identify the issues** that directly impact your business. How many employees do you have? What is their average wage? What benefits do you provide? What is your bottom line and how does it compare to past years? Use real-life examples of how your business will be affected by the bill.
- **Read your legislator's profile** – Each legislator has a brief bio on the Government Affairs section of the CRA website at www.coloradorestaurant.com. Find out what committees he or she sits on, what his or her occupation is, and any bills he or she has sponsored or co-sponsored.

ONCE YOU ARE IN THE MEETING:

- 1. Relax, don't be nervous.** Remember: legislators are people, just like you. Their job in the legislature is part-time and most of them hold other jobs throughout the year. They rely on your input and they want to hear from you so they can make the right decisions.
- 2. Educate them about your business.** Tell them what an average day is like for you and your employees. Let them know how many employees you have, and how many customers you serve daily.
- 3. Dispel the 'dead-end, hamburger flipper' myth.** According to the NRA, one third of all Americans have their first job in a restaurant, and one half of all adult Americans have worked in a restaurant in their lifetime. We are an industry that trains America's workforce and provides careers for hundreds of thousands of people – over 239,000 people in Colorado.
- 4. Discuss your legislative concerns.** Bring up the issues that are important to you and discuss their impact. Hard data, numbers, and statistics specific to your business that illustrate your concerns can be helpful. CRA produces a Menu of Facts each year that is a handy pocket reference for key statistics. (You will receive the Menu of Facts in a mailing in mid January.) As a CRA member you also have access to a wealth of information from the NRA.
- 5. Acknowledge the competition.** Be aware and familiar with the arguments used by CRA's opposition, and be prepared to discuss them. Our constant communication about issues will arm you for these discussions.
- 6. Thank your legislator.** Be sincere in your appreciation to your legislators for their time. Offer them your business card so they can easily contact you. It is important to end the meeting on a positive note.

2014 Minimum Wage Increase Now In Effect

Beginning January 1, 2014 Colorado employers were required to increase the pay of both non-tipped and tipped workers according to Wage Order #30 from the Colorado Department of Labor and Employment.

The minimum wage for non-tipped employees will be \$8.00 per hour and the minimum wage for tipped employees will be \$4.98 per hour (the \$3.02 tip credit remains the same).

MINIMUM WAGE POSTING REQUIREMENT:

CRA members are required to post a new minimum wage poster in an area where employees will see it beginning on January 1, 2014. The 2014 Minimum Wage Poster is available for members to download on our home page at www.coloradorestaurant.com.

IN MEMORIAM: Pierre DuBois



Former CRA Executive Director Pierre DuBois passed away on Nov. 28, 2013.

From 1987–1989 Pierre was the Executive Director at CRA, succeeding Donald Quinn. He also was a CRA lobbyist and instrumental in helping Mr. Quinn set up CRA's HOSTPAC. Pierre's wife Gretchenn (Hancock) also worked briefly for CRA.

Before coming to CRA, Mr. DuBois was executive vice president and managing director of the Colorado Contractor's Association. But Pierre was no stranger to the restaurant industry. As a young man, he worked for his uncle in Las Vegas at the Las Vegas Bar-B-Que restaurant. (His son worked for a time at Hummel's Delicatessen in Cherry Creek and later at the Aurora Summit.)

Pierre is survived by his wife Gretchenn, daughter Jolie, son Andre and wife Kim and granddaughter Ashley Hilderbrand.

New E-Verify “Enhancement” Has Unfortunate Consequences for Employers and Employees

By Ann Allott, Allott Immigration Law Firm

The Federal government has announced an “enhancement” of its E-Verify system that will impact Colorado businesses and those looking for work with some unfortunate consequences. The hospitality industry is especially vulnerable because of its huge workforce that is essential to Colorado’s reputation as a welcome destination for entertainment and tourism.

The “enhancement” comes in the form of a new E-Verify computer tool which “locks” a social security number to one individual and prohibits anyone else from using it. The United States Customs and Immigration Service (USCIS) calls it an “enhancement” because it allows USCIS to detect patterns of fraudulent use of SSN numbers which pass through the E-Verify system.

An unfortunate consequence for job seekers is that the new system immediately locks out legitimate SSN owners who have unknowingly had their Social Security numbers stolen. “Ownership” of stolen SS numbers go to the first worker who successfully enrolls in E-Verify using that fraudulent number. This will force legitimate SSN holders to provide new layers of documentation before they can be hired.

An unfortunate consequence for employers is that they may lose legitimate and qualified workers due to potential employees not wanting to verify their identity. Due to high turnover in the hospitality industry, many hourly workers may simply get another job instead

of going through the lengthy process of proving their identity. Our industry cannot afford to lose this essential army of employees. These are the workers who clean rooms, polish floors, and take the trash out. Colorado’s restaurants and hotels absolutely could not maintain their extraordinary levels of service and cleanliness without them.

For Human Resource departments, this presents the opportunity for more procedural headaches. In addition to locking out legitimate SSN holders, each locked out SSN number will generate a TNC (Tentative NonConfirmation) alert, which means more paperwork.

So how does your business protect itself against the latest government “enhancement”? Most important, of course, comply! Make sure your Human Resources procedures are current and become familiar with every new detail. As the new “enhancement” takes effect, some workers may vanish from the system, at least temporarily.

The good news is that eventually the targets of enhancements to government programs figure out ways to meet the new requirements and get the job done, despite the bureaucracy. Until then, employers, workers, and job hunters should prepare for this new experience.

The opinions expressed in this article are those of the author, and they should not be construed as the opinion of the Colorado Restaurant Association. Members are encouraged to consult their own legal counsel on this issue.

Join the HOSTPAC “550 Club” Today!

The CRA and CH&LA have two joint Political Action Committees, HOSTPAC (candidate PAC) and HIPAC (issues PAC). HOSTPAC is dedicated to collecting funds to help elect business-friendly legislators, and HIPAC is dedicated to help fund issues campaigns that are pro-business and to defeat issues campaigns that are not. The “550 Club” was formed several years ago to foster contributions to HOSTPAC. Benefits of joining the “550 Club”:

- Free admission to the 2014 Blue Ribbon Legislative Reception
- Free admission to all HOSTPAC meetings in 2014
- The satisfaction of knowing you are helping elect pro-business legislators

We are accepting HOSTPAC donations for the election period of 2012-2014. The contribution limit for HOSTPAC is \$550. Contributions to HIPAC are unlimited. Both HIPAC and HOSTPAC can accept corporate contributions.

Visit our HOSTPAC/HIPAC page on the CRA web site to access HOSTPAC and HIPAC Contribution Forms and for more information.

Running a business is difficult enough.

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 Heartland Team Colorado at 866.976.7183

Exclusively endorsed by



45 State Restaurant Associations



'What's Hot in 2014' Culinary Forecast

The National Restaurant Association's annual What's Hot culinary forecast predicts menu trends for the year ahead by surveying nearly 1,300 professional chefs – members of the American Culinary Federation (ACF) – and the results for 2014 are in.

The top restaurant menu trends for 2014 focus on local sourcing, environmental sustainability and nutrition - children's nutrition in particular. These trends have been gaining momentum for several years, indicating that these wider themes influence the national culinary scene.

Today's consumers are more interested than ever in what they eat and where their food comes from, and that is reflected in our menu trends research," said Hudson Riehle, senior vice president of the National Restaurant Association's Research and Knowledge Group. "True trends – as opposed to temporary fads – show the evolution of the wider shifts of our modern society over time, and focus on the provenance of various food and beverage items, unique aspects of how they are prepared and presented, as well as the dietary profiles of those meals."

"The ACF chefs who took part in the survey understand that sourcing locally and environmental sustainability tie in with ongoing efforts to provide more-healthy foods for everyone, especially children," said Thomas Macrina, CEC, CCA, HGT, AAC, ACF national president. "Chefs recognize that nutrition is a vital component of the foodservice industry, and constantly revise and update recipes to reflect the concerns and desires of a diverse group of consumers who are looking for good food choices to best meet their nutrition and other needs."

In addition, the *What's Hot in 2014* survey found that the top five alcohol and cocktail trends will be micro-distilled/artisan spirits, locally produced beer/wine/spirits, onsite barrel-aged drinks,

culinary cocktails (e.g. savory, fresh ingredients), and regional signature cocktails.

When asked which current food trend will be the hottest menu trend 10 years from now, environmental sustainability topped the list, followed by local sourcing, health-nutrition, children's nutrition and gluten-free cuisine.

The five items with the highest ranking as a waning trend in 2014 were foam/froth/air, bacon-flavored chocolate, fish offal, gazpacho, and fun-shaped children's items. The five items with the highest points as perennial trends next year were fried chicken, Italian cuisine, frying, barbeque, and Eggs Benedict.

The five items that gained most in trendiness since last year in the annual survey were nose-to-tail/root-to-stalk cooking, pickling, ramen, dark greens, and Southeast Asian cuisine. The five items with the largest drop in "hot trend" rating were Greek yogurt, sweet potato fries, new cuts of meat, grass-fed beef, and organic coffee.

Compared with five years ago, items that have remained top 20 food trends include locally grown produce, healthful kids' meals, gluten-free cuisine, sustainable seafood, and health/nutrition. Items that have dropped substantially down the list from the top 20 food trends in 2009 include gelato, micro-greens, flatbreads, tapas/meze/dim sum, and dessert flights.

When it comes to technology trends, the chefs ranked menus on tablet computers as the top trend, followed by smartphone apps for consumers (ordering, reservations, daily deals, etc.), smartphone apps for chefs (recipes, table management, POS tracking, etc.), mobile payment and social media marketing.

Get the full results at Restaurant.org/FoodTrends.

Nominate Those That Inspire – Deadline January 24, 2014

The 2014 Industry Spotlight Awards will be held April 21, 2014 at the Ritz Carlton in downtown Denver at 6 p.m. The event will honor outstanding veterans and rising stars in the hospitality industry. This is your opportunity to recognize those that have mentored and inspired you throughout your career.

The eight awards that are given are:

- Exceptional Newcomer Signature Dish Award
- Outstanding Professional Signature Dish Award
- Philanthropist Signature Dish Award
- Regional Outstanding Professional Signature Dish Award
- Reaching for the Stars Knoebel Award
- Noel & Tammy Cunningham Humanitarian Award
- Colorado Foodservice Hall of Fame Awards
- Richard P. Ayers Award for Distinguished Service

The Hall of Fame nomination form is included in this newsletter and other nomination forms are available at www.CRAspotlightawards.com. The Spotlight Awards page on our website will provide you information on the awards, the nomination process, nomination forms, and lists of past award recipients.



Don't wait - nominations are due on January 24, 2014.

Forms can be mailed, faxed or emailed to Sara Nakon at CRA.

CRA | 430 E 7th Ave | Denver, CO 80203
Fax: (303) 830-2973
snakon@coloradorestaurant.com

Contributions to the Colorado Restaurant Association Education Foundation support our efforts to: Introduce students to a career in the restaurant, foodservice, and hospitality industries; improve/enhance the content and teaching skills of Colorado secondary high school teachers; award scholarships; enhance the industry's image; and promote professional development skills through alcohol and food safety training. If you would like to make a tax-deductible donation, please email your contribution to CRA Education Foundation at: 430 East 7th Avenue, Denver, CO 80203

Bourbon and Bacon Fest To Benefit Colorado ProStart®

The CRAEF and Colorado ProStart Program are pleased to have been selected to be the beneficiary of the first annual Bourbon and Bacon Fest. Alice 105.9 and 99.5 The Mountain will partner with local Chefs and Bourbon Brands to bring to Denver this new event that is sure to become a new tradition.



The event will feature a dizzying array of specialty bourbons and unique whiskeys from distilleries both large and artisanal, while you munch on a bevy of smoky, porky treats. Each guest will get his or her own bacon tasting

plate. Everyone who attends gets a chance to sample a full array of cured meats from local and regional producers, pairing them to the premium American whiskeys at a personal pace. There will be other swine-centric bites to help line the stomach for all of that whiskey!

Date: January 25, 2014

Times: 2:00 p.m. to 5:00 p.m.

Venue: McNichols Event Center in Downtown Denver
144 West Colfax (corner of West Colfax and Bannock)

Tickets: \$45.00 to \$85.00 per person

Restaurateurs interested in participating, please contact **Mary Mino** by email at mmino@coloradorestaurant.com for details.

Ticket sale information will be available on the CRA website shortly.

Drink Red Wear Red To Benefit Project Angel Heart



The CRA Mile High Chapter is pleased to announce that Project Angel Heart has been selected to be a new beneficiary of Drink Red Wear Red, an event created to show appreciation to all the hard working individuals in the restaurant and hospitality industry.

If you are an industry professional, supporter, or just a food and wine enthusiast, join CRA for signature wines and red martinis from Republic National Distributing Company and heavy hors d'oeuvres from a variety of local restaurants. The legendary Hazel Miller Band will provide live entertainment and attendees will be afforded the opportunity to bid on silent auction items throughout the evening.

Date: Sunday, February 9, 2014

Time: 6:00 pm

Venue: Palazzo Verdi at 6363 South Fiddler's Green Circle, Suite 100
Greenwood Village, CO 80111

Cost: \$75.00 per person (10 tickets or more are \$65.00 per person)

Proceeds from the Drink Red Wear Red event benefit Project Angel Heart, CRA Mile High Chapter Hardship Fund, and the Colorado Restaurant Association Education Foundation ProStart® Program.

Visit www.drinkredwearred.com for more information and to register today!

Thank You Chili's

Brinker International and Chili's commitment to Colorado ProStart began with supporting the CRAEF's mission to empower today's youth to become the future leaders of the restaurant and foodservice industry. As a result in 2013, Chili's adopted eight Colorado ProStart high schools providing curriculum, industry work experience, and culinary /management competition support. The Chili's management team are giving their valuable time and expertise to help both students and teachers gain real-world industry experience and practical skills.

"It's an honor and a privilege to give back to industry through supporting ProStart and the future leaders of the industry", said Bob Sabina, 2013 Colorado ProStart Mentor-of-the-Year and Chili's Area Director. "Now more than ever teachers need our support. We hope to replicate our partnership in other states where we do business."

The effect of Chili's program support resulted in ThunderRidge High School Culinary and Management competition teams winning the 2013 ProStart Invitational Overall Competition and taking home the Sysco Denver Hospitality Cup Trophy.

To learn more about the Colorado ProStart Program and the benefits of becoming a Colorado ProStart Mentor, please visit coloradoprostart.com.



Chili's mentors and ThunderRidge High School ProStart Culinary and Management teams.

MEMBER BENEFITS:

NorthAmerican=LED

North American LED

Worldwide, lighting consumes 19% of electricity use. And with restaurants that have operating hours from 12-24 hours a day, that percentage is generally higher.

In its continuing effort to educate operators about sustainability and how best to reduce operating costs in restaurants, the National Restaurant Association and the Colorado Restaurant Association have teamed up with North American LED, an energy-efficient lighting products supplier, to offer light emitting diode, or LED lighting solutions, to the restaurant industry at discounted prices.

Every incandescent lamp replaced with an ENERGY STAR®-qualified bulb saves 75-80% in energy consumption. In addition, LED's are 100% recyclable and do not contain mercury or other toxic chemicals that contaminate our water and landfills. Conserving energy through simple acts like this can reduce the carbon footprints we leave which affect our communities, nation and earth.

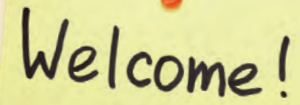
As well as the environmental benefits, there are benefits that will improve your restaurant's atmosphere and bottom line.

- LEDs offer a warm white light with kelvin ranges from 2700-6000k, allowing you to control the atmosphere in your restaurant space.
- LEDs can last up to 25 times as long as traditional incandescent and over four times as long as CFLs saving you money in energy and replacement costs.
- Many utility companies offer rebates for replacement and new construction using LEDs.

Through the partnership with the NRA, you will receive special membership pricing on all of NALED's merchandise, lower than big box stores, by logging in to their online restaurant catalog. There you will find a variety of product categories to meet your needs. You will also find an online calculator. With this tool, you will be able to enter in your restaurant's current lighting data and compare it directly to the LED replacements. This will show you the return on your investment in a clear and concise dollar amount over a three year span. Beyond just seeing cause and effect in your existing facilities, the calculator will show you the added value of implementation into new construction, which will include the tax advantages and savings.

North American LED is committed to help NRA and CRA members make the best choices for their lighting needs. Through various vendor partnerships, they are able to accumulate the most up-to-date data on LED technology and provide communication and education to you and your staff.

North American LED is an exclusive NRA and CRA Endorsed Provider company. To access the exclusive discounts for members, please login into www.northamericanled.com/restaurant.
Username: NRA175 Password: NRA175



Welcome!

NEW MEMBERS

Axis Solutions | Centennial, CO

Bonefish Grill | Lakewood, CO

Brothers Bar & Grill - Lone Tree | Lone Tree, CO

Carrabba's Italian Grill | Lakewood, CO

Durango Herald | Durango, CO

Elegant Wines & Sprits | Greenwood Village, CO

Essential Plastics | Denver, CO

Grady's Food Service Equipment | Pueblo, CO

J&J's House of Prime Rib | Parker, CO

mobiManage | Scottsdale, AZ

Nonna's Italian Bistro & Deli | Centennial, CO

Rendezvous | Aurora, CO

Smart Chef Marketing | Greenwood Village, CO

Sri Thai | Fort Collins, CO

Steri-Clean Pest Control | Aurora, CO

The Colorado Room, Ltd. | Fort Collins, CO

The Keg Steakhouse & Bar in Lodo | Denver, CO



MARK YOUR CALENDARS!

Mark Your Calendar for the 28th Annual NRA Public Affairs Conference

The National Restaurant Association's Annual Public Affairs Conference will be held April 29-30, 2014 in Washington DC. This conference is the restaurant industry's largest and most important grassroots event, and a great opportunity for you to join your politically-savvy colleagues to introduce and promote the restaurant industry on Washington's Capitol Hill.

The Industry Spotlight Awards is an event you won't want to miss. The evening begins with the opportunity to connect with fellow restaurateurs and enjoy delicious food, featured cocktails, and a silent auction benefiting the CRA Education Foundation. The award presentation kicks off with a grand entrance into the ballroom and wonderful celebration of our industry. If you would like to learn more about the event or various sponsorships please contact **Sara Nakon at (303) 830-2972 x112 or snakon@coloradorestaurant.com**.



HOSPITALITY NEWS

Explore the great tastes of Colorado®

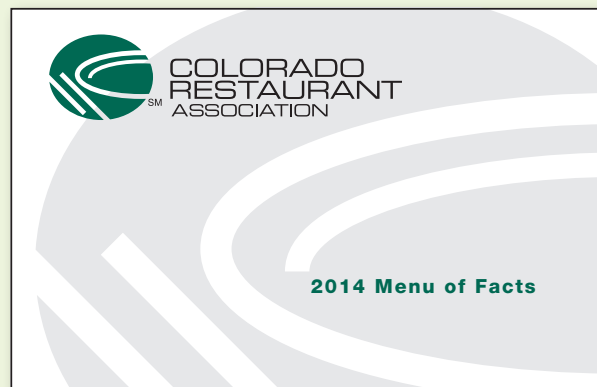
2014 Legislative Session Preview

"What's Hot in 2014" Culinary Forecast

Drink Red Wear Red to Benefit Project Angel Heart

Watch for Your 2014 Membership Decals and Menu of Facts Cards

Your 2014 CRA membership decal will arrive in the mail mid-January, along with the 2014 Menu of Facts card, which contains important economic statistics and demographic information for the restaurant industry in Colorado and nationally. Be sure to display the membership decal on your front door or window and let your customers know that you're a proud member of the CRA!





COLORADO MINIMUM WAGE ORDER 30 POSTER

COLORADO DEPARTMENT OF LABOR AND EMPLOYMENT
DIVISION OF LABOR

\$8.00

per hour effective January 1, 2014

\$7.78 per hour effective January 1, 2013

\$7.64 per hour effective January 1, 2012

In addition to state minimum wage requirements, there are also federal minimum wage requirements. If an employee is covered by both state and federal minimum wage laws, the law which provides a higher minimum wage or sets a higher standard shall apply.

Colorado Minimum Wage Order Number 30 regulates wages, hours, overtime, and working conditions for covered employees in the following industries: Retail and Service, Commercial Support Service, Food and Beverage, and Health and Medical.

MINIMUM WAGE

Minimum wage shall be paid to all adult employees and emancipated minors whether employed on an hourly, piecework, commission, time, task, or other basis. This minimum wage shall be paid to employees who receive the state or federal minimum wage.

WORKDAY

Any consecutive twenty-four (24) hour period starting with the same hour each day and the same hour as the beginning of the workweek. The workday is set by the employer and may accommodate flexible work shift scheduling.

WORKWEEK

Any consecutive seven (7) day period starting with the same calendar day and hour each week. A workweek is a fixed and recurring period of 168 hours, seven (7) consecutive twenty-four (24) hour periods.

OVERTIME

Employees shall be paid time and one-half of the regular rate of pay for any work in excess of: (1) forty (40) hours per workweek; (2) twelve (12) hours per workday; or (3) twelve (12) consecutive hours without regard to the starting and ending time of the workday (excluding duty free meal periods), whichever calculation results in the greater payment of wages. Hours worked in two or more workweeks shall not be averaged for computation of overtime. Performance of work in two or more positions at different pay rates for the same employer shall be computed at the overtime rate based on the regular rate of pay for the position in which the overtime occurs, or at a weighted average of the rates for each position, as provided in the Fair Labor Standards Act.

TIPPED EMPLOYEE MINIMUM WAGE

\$4.98 per hour effective January 1, 2014

\$4.76 per hour effective January 1, 2013

\$4.62 per hour effective January 1, 2012

A tipped employee is defined as any employee engaged in an occupation in which he or she customarily and regularly receives more than \$30.00 a month in tips. Tips include amounts designated as a "tip" by credit card customers on their charge slips. Nothing herein contained shall prevent an employer covered hereby from requiring employees to share or allocate such tips or gratuities on a pre-established basis among other employees of said business who customarily and regularly receive tips. Employer-required sharing of tips with employees who do not customarily and regularly receive tips, such as management or food preparers, or deduction of credit card processing fees from tipped employees, shall nullify allowable tip credits towards the minimum wage authorized in section 3(c). No more than \$3.02 per hour in tip income may be used to offset the minimum wage of tipped employees.

REST PERIODS

Every employer shall authorize and permit rest periods, which insofar as practicable, shall be in the middle of each four (4) hour work period. A compensated ten (10) minute rest period for each four (4) hours or major fractions thereof shall be permitted for all employees. Such rest periods shall not be deducted from the employee's wages. It is not necessary that the employee leave the premises for said rest period.

MEAL PERIODS

Employees shall be entitled to an uninterrupted and "duty free" meal period of at least a thirty minute duration when the scheduled work shift exceeds five consecutive hours of work. The employees must be completely relieved of all duties and permitted to pursue personal activities to qualify as a non-work, uncompensated period of time. When the nature of the business activity or other circumstances exist that makes an uninterrupted meal period impractical, the employee shall be permitted to consume an "on-duty" meal while performing duties. Employees shall be permitted to fully consume a meal of choice "on the job" and be fully compensated for the "on-duty" meal period without any loss of time or compensation.

UNIFORMS

Where the wearing of a particular uniform or special apparel is a condition of employment, the employer shall pay the cost of purchases, maintenance, and cleaning of the uniforms or special apparel. If the uniform furnished by the employer is plain and washable and does not need or require special care such as ironing, dry cleaning, pressing, etc., the employer need not maintain or pay for cleaning. An employer may require a reasonable deposit (up to one-half of actual cost) as security for the return of each uniform furnished to employees upon issuance of a receipt to the employee for such deposit. The entire deposit shall be returned to the employee when the uniform is returned. The cost of ordinary wear and tear of a uniform or special apparel shall not be deducted from the employee's wages or deposit.

RECOVERY OF WAGES

An employee receiving less than the legal minimum wage is entitled to recover in a civil action the unpaid balance of the full amount of such minimum wage, together with costs of the suit pursuant to § 8-6-118, C.R.S.

DUAL JURISDICTION

Whenever employers are subject to both federal and Colorado law, the law providing greater protection or setting the higher standard shall apply. For information on federal law contact the nearest office of the U. S. Department of Labor, Wage and Hour Division, 1999 Broadway, Suite 710, Denver, CO 80201-6550. Telephone (720) 264-3250.

MUST BE POSTED IN AN AREA FREQUENTED BY EMPLOYEES WHERE IT MAY BE EASILY READ

www.colorado.gov/cdle/labor | 303-318-8441 | 1-888-390-7936

**IMPORTANT
UTILITY SALES TAX CREDIT
INFORMATION**

PLEASE READ AND ACT IMMEDIATELY

**TO CLAIM YOUR 2013 CREDIT ON
UTILITY SALES TAXES**

Attached are the official forms for claiming your Utilities Sales Tax Credit - *one of the most important benefits you receive as a result of the government relations effort of Colorado Restaurant association*. By taking the credit for utilities used in food preparation in 2013, you can probably recover all or part of your CRA annual dues.

CRA passed a law allowing the Utilities Sales Tax Credit after extensive engineering studies and legal negotiations with the Colorado Department of Revenue. Section 39-26-102(21), Colorado Revised Statutes 1973 as amended, allows you to deduct from your taxable sales 55% of your utilities (electricity, gas; propane, etc.) for the manufacturing and processing of food. *Be sure to use and claim this benefit!*

If you have never claimed the credit before, you can go back and claim it for 2013 as well as for the last six months of 2012. The attached form, DR-1465, may be copied and used to claim previous years' credits. If you have questions, please call the CRA at (303) 830-2972.

Enclosed are:

1. Instructions for filing your claim (see back of this memo).
2. Two DR-1465 forms for your computations of the Sales Tax Credit - one to attach to your form DR-100 and one for your files. Be sure to use these special forms so the Revenue Department can easily process your claim.

Please note that all cities, counties and districts whose sales taxes are collected by the state are also 55% exempt under the tax credit:

If you have any questions about how to claim these credits, please call the CRA office.

(see instructions other side)

INSTRUCTIONS FOR TAKING THE 2013 UTILITY SALES TAX CREDIT

The Colorado Department of Revenue has approved this form for use in claiming your tax credit for 2013. It should be filed with your January Sales Tax Form DR-100 due in February 2014, if you file a monthly return. If you file quarterly, file your tax credit claim in April. If you are seasonal, submit it with the last return of the season.

The Utility Tax Credit allows you to claim a credit against your taxable sales for 55% of your utilities used in food preparation (and RTD tax and city and county sales taxes in areas where they are collected and administered by the Colorado Department of Revenue). You can claim the credit on propane purchases, too.

Note the following additional instructions:

Ownership Changes -In case of change of ownership, if you do not pay bills, you cannot take the credit. If you paid half, you can take half the credit. If you no longer own or lease the place on which you paid utilities last year, you can still use the credit on your present foodservice place taxes. We recommend that you send copies of the bills from your other place to verify that you paid them and to assist the Revenue Department in processing your claim.

Method Required - If the sales of processed food exceed 25% of total sales revenue, you may receive credit based on 55% of your purchases on gas and electricity.

If you have less than a quarter (25%) of all your sales in meals (processed food), then you must use the alternate method shown and take half of one percent (1/2 of 1 %) of total sales for the year.

For purposes of determining the applicable percentage of food sales, the term "food sales" includes only sales of edible foodstuffs which are processed and sold for immediate consumption, not including sales of beverages containing alcohol.

- The Revenue Department doesn't care what your other 75% plus sales were in, and you don't need to send an explanation-just use the alternate method of figuring your credit. Examples are foodservice facilities that are a part of and metered with a motel, hotel, bowling alley, hospital, sports facility, office building, club or store.
- If you prepare all food in a commissary and distribute it to where it is sold, you should already have an exemption as a food processing plant We recommend that you take steps immediately to set up the proper exemption and file for a refund on that basis.

City or County Taxes and District Taxes The exemption granted for sales tax on that portion of utility bills used in the processing of food for sale to restaurant customers is only applicable to those taxes that are collected and administered by the Colorado Department of Revenue; your DR-100 Form has a column noted for this exemption.



2014 HALL OF FAME NOMINEES BEING SOUGHT

The Colorado Restaurant Association is soliciting nominations for individuals to be considered for induction into the Colorado Foodservice Hall of Fame. Nominees need not be CRA members to receive this prestigious honor. Candidates are chosen on the basis of their career-long achievements and contributions to the foodservice industry and their community.

Nominations must be mailed (postmarked), faxed, or submitted on-line no later than Friday, January 24, 2014. Nominations may be made by filling out this form (you may attach additional information) and faxing it to 303-830-2973, mailing it to the CRA office at 430 E. 7th Ave. Denver, CO 80203 or emailing it to snakon@coloradorestaurant.com

Industry leaders will honor the Hall of Fame recipients at the Industry Spotlight Awards event on Monday, April 21, 2014 at The Ritz Carlton. The Hall of Fame award has been given annually since 1978.

My nominee for the 2014 Hall of Fame Award is:

Name: _____

Company: _____

Address: _____

Phone: _____ **Fax:** _____

The reason I think my nominee is deserving of this award is:

Nominated by: _____

Phone: _____

Please complete and return to the CRA by, email
snakon@coloradorestaurant.com, mail or FAX 303-830-2973 by
Friday, January 24, 2014