



Pineapple Ponderings

pine•ap•ple a symbol of hospitality

September, 2007

This Issue of Pineapple Ponderings is brought to you by: The New Hampshire Hospitality Trust Program

To learn more about this self insured Workers' Compensation Trust Program visit www.nhlra.com

Call Drew Drummond @ 228-9585 to learn how you can become a Pineapple Ponderings Sponsor or take advantage of our new E-News Promotional Program.

Fall Association Insurance Program Seminars – Next Date: October 3

Join colleagues for a discussion about the NHLRA Insurance program and the Workers' compensation Trust from 9-10:30 a.m. at the Inns at Mill Falls. RSVP @ hstanek@sadlerinsurance.com or call Heather at 603-883-0511.

NHLRA Member Calls on Congress to Support the Needs of Seasonal Resorts

Representatives of America's lodging industry, along with key staff from the American Hotel and Lodging Association (AH&LA), traveled to Capitol Hill on September 7 for a series of meetings with key members of the U.S. House of Representatives and Senate. The congressional visits were organized as part of an event during which industry representatives were given an update on the status of efforts to renew relief measures for the H-2B temporary worker program.

Among those who testified was **Claire Gruenfelder**. "The H-2B program has been absolutely crucial to our hotel's ability to meet seasonal staffing needs," said Claire, human resource director for The **Mount Washington Resort in Bretton Woods, N.H.** While in Washington, Gruenfelder participated in meetings with Sen. John Sununu (R-N.H.) and with representatives from the offices of Sen. Judd Gregg (R-N.H.) and Rep. Carol Shea-Porter (D-N.H.) and provided a first-hand account of the importance The Mount Washington Resort places on being able to obtain these seasonal workers. Nice work Claire!

MEMBER MIXER Planned for November 15, 4:00 – 6:00 pm - New England Center – UNH, Durham

You're invited to join NHLRA friends & colleagues for a social and networking opportunity for members, new friends, and NH's opinion leaders in the beautiful campus location. The Mixer will have a performing arts venue. Your formal invitation with more details will be arriving via email shortly. RSVP's are strongly encouraged. Visit www.nhlra.com to view previous Member Mixer photos!

The Mailbox – A note from NHLRA Board Member, Jeff Barstow

Folks – As you may be aware, the NHLRA accepted the fact that an increase in the NH minimum wage was going to be passed, and also recognized that there are very few restaurant Employees that work for minimum wage (most make more), so we didn't fight that battle. Instead, we concentrated our lobbying efforts on trying to get the legislature to freeze the minimum wage for tipped Employees, in light of the fact that those tipped Employees (Bartenders and Servers) are more often than not the best paid workers in a restaurant, typically making considerably more than even the new, higher minimum wage that was being proposed. Our argument was that increasing the minimum wage for tipped Employees would simply place an additional hardship on restaurant Owners, and would take away money that could otherwise be available to pay to untipped Employees (who make a lot less than the tipped Employees) – and might force those Owners to eliminate some jobs altogether. We ultimately lost the battle – but not for lack of trying.

The more involved I have become with NHLRA (I'm now serving my second term on the Board), the more impressed I am with the Association and the work they do on behalf of all of the restaurants in our state. But like any organization, NHLRA is only as strong as its membership. I would encourage any of our Customers who aren't already Members to join - you never know what the next battle will be!

ServSafe Seminar Planned for October 18th

Register early for the next seminar held at the Barley House in Concord, NH! Visit our web site for more information.

Public Policy Forum Dates: Please join us for a forum in your area. We value your input! By attending these events you assist us in setting our legislative work plans for the upcoming legislative session.

October 23 - Seacoast

October 30 - North Conway

November 6 - Keene

November 12 – Concord

Call Drew Drummond @ 228-9585 for more information

NHLRA Member News – Chef Luca Paris Partners with AAA Travel for Dream “Culinary” Cruise Vacation to the Mediterranean!!

Luca Paris of the award winning restaurants Luca's Mediterranean Café and The Market at Luca's, has partnered with AAA Travel for a dream “Culinary” Cruise to the Mediterranean in May 2008. While sailing on the incredible Holland America ~ Noordam, experiences will include such ports of call as Rome and Pisa Italy, Monte Carlo, Barcelona Spain, the Island of Mallorca, Tunisia, then returning to Italy via Sicily and Naples. “With all of his experience in the culinary field, along with his TV and radio background, we would be silly not to partner with Luca!” says Pam Gladu of AAA Travel. For more information and details on this once in a lifetime vacation, call Pam Gladu at AAA Travel at 603-358-0460, or stop in to their offices on Winchester Street in Keene, NH. **You can also pick up a brochure at Luca's Mediterranean Café or The Market at Luca's!**

Tips Pooling – State Tip Pooling Laws

Tips are wages and shall be the property of the employee receiving the tip and shall be retained by the employee, unless the employee voluntarily and without coercion agrees to participate in a tip pool which is not required and not controlled in any manner by the employer. If the employee agrees to participate, the employer is not precluded from administering a valid tip pool in which participation is voluntary, not coerced, and the employer exercises no control over the manner in which tips are pooled other than for accounting and bookkeeping purposes.

NHLRA MEMBERS FEATURED ON TELEVISION!

Guess who you'll find at <http://www.wmur.com/video/13597538/index.html>

Favorable Changes to 45B Credit Rules

The Small Business and Work Opportunity Tax Act of 2007 brought some good news for employers in the food and beverage industry who claim the Credit for Portion of Employer Social Security Paid with Respect to Employee Cash Tips, or 45B Credit.

Provision 8213 of the Act establishes that employers can use the federal minimum wage in place on 01/01/07 for computing the credit, even if the federal minimum wage increases, as it did in 2007 from \$5.15/hour to \$5.85/hour. This is significant because the credit is equal to the social security and Medicare taxes paid by the employer on the tips reported to the employer by employees offset by the social security and Medicare taxes paid for tips equaling the federal minimum wage. Therefore, the lower the minimum wage used to offset the 45B credit, the higher the credit. Additionally, provision 8214 of the Act allows employers to use the 45B Credit to offset the alternative minimum tax. Previously, the credit was not an allowable offset for AMT.

Additional information about the credit is in the instructions for [Form 8846](#), *Credit for Employer Social Security and Medicare Taxes Paid on Certain Employee Tips* and on the [45B pages of irs.gov](#). Call **Wendy W. Campbell @ 617-316-2486 for more information**

2007 Labor Law Training

There will be training sessions on how to stay in compliance with NH Labor Laws at the following locations:

October 2nd 9:00 - 12:00 Wiggin & Nourie, P.A. For more information, check [2007 Labor Law Update at Wiggin & Nourie](#)

October 11th 9:00 - 12:00 Primex3. For more information, check [2007 Labor Law Update at Primex3](#)

Allied Member Southern Wine & Spirits of New England would like to invite you to their 11th Annual Wine Gala being held on **Monday, October 22, 2007** at the Event Center at **CR Sparks in Bedford, NH**. This event will include LUXURY SPIRITS with mixology demonstrations and SWSEN portfolio tasting. This is open to the TRADE INDUSTRY from 2:30-5:00pm. Contact 603-223-2323 for more information.

Don't Miss the NHLRA's Hospitality EXPO AND the Stars of The Industry Awards Dinner – TWO events in ONE day! - Tuesday, October 16

Join restaurant and lodging professionals The **Radisson Hotel, Manchester** at the Center of NH for a full day and evening of networking, innovation and fun.

Part I - The EXPO: Space is limited for Exhibitor booths – sign up early! **EXPO goers involved in the Hospitality Industry may attend free.** You can pre-register online at <http://www.nhlra.com/annualtradeshow.html> EXPO highlights include:

- *NEW PRODUCTS AND SERVICES
- *GREEN SUSTAINABLE PRODUCTS AISLE
- *EDUCATIONAL SEMINARS; “Greening your Property”, Managing Food Costs, and more.....
- *BEST BARTENDER CONTEST
- *GRANITE CHEF CONTEST
- *ANNUAL MEETING
- *SILENT AUCTION

Prizes, Discounts and Promotions: Many exhibitors will give away gift certificates and prizes, and offer special deals and promotions to EXPO guests throughout the day.

Part II - The Stars of the Industry Awards Dinner: We sold out early in 2007! Call NHLRA for your tickets to this event today 603-228-9585 Cost: \$75 Per Person or \$650/table of 10

Join us for cocktail hour and an elegant dinner while we recognize the most deserving Allied Restaurant and Lodging professionals in the state. Awards presented will include; Innkeeper, Restaurateur, Allied Member, and Employee of the Year (one each from the lodging and restaurant industries).

Special Thanks to Our EXPO and Awards Dinner Sponsors:

Featured Sponsor - PFG NorthCenter

Granite Chef Contest Sponsor - U.S. Foodservice

Best Bartender Contest Sponsor - Southern Wine & Spirits of New England

Contributing Sponsors - JobsinNH.com, Heartland Payment Systems, and Coca-Cola of NNE

Supporting Sponsors - Common Man Family, Favorite Foods, Inc., Horizon Beverage Company, Lakes Region Linen, New England Coffee, New Hampshire Hospitality News, nothing but NOODLES, Pepsi Bottling Group, Public Service of NH, Sadler Insurance Agency, and WMUR