



## THE SOURCE

**HR Solutions:** If you need help managing all things HR, Heartland is your answer. From an HR support center to business partner reporting, Heartland's Payroll + HR service provides a comprehensive variety of HR tools to help with your business. **Focus on growing your business; leave the payroll processing to us.**

## GOVERNMENT AFFAIRS



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### BREAKING NEWS

## U.S. House Ways and Means releases tax reform legislation

The CRA, along with the National Restaurant Association, will release more details once we have reviewed the bill and determined what it means for our industry. *The New York Times* published an initial summary today.

[FULL STORY](#)

### CRA GOVERNMENT AFFAIRS

## CRA legislative victories

In 2017, CRA's State Legislative team achieved 20 victories and two defeats, earning a win-loss percentage of 90 percent. The most important result this year was the defeat of a proposal to restrict the ability of employers to hire new employees. We are proud of the fact that one in three Americans got their first job experience in a restaurant.

[SUMMARY OF RESULTS](#)

MORE HEADLINES

**PARTNER CONTENT:** Two new employment ordinances take effect in SF in 2018

**Will California's "sanctuary state" law be overturned?**

**OPINION:** Sugary beverage tax a costly mistake



**CRA NEWS**



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**PARTNER CONTENT**

**Does your restaurant's web site help or hurt your business?**

As a business, you need to have a home online--a central place where visitors can go when they visit you, without distractions. It should be a place where a customer can order from you right there or provide information on how they can get to you when they want to visit. Not having an online space is literally like leaving money on the table.

**FIND OUT MORE**

**MORE HEADLINES**

**Apply now for NRAEF's Faces of Diversity, Restaurant Neighbor and Hospitality awards**

**CRA WEB SITE:** Pre-order 2018 compliance posters in English and Spanish

**MEMBER SPOTLIGHT:** Legislators learn about Dunkin' franchisees and paths to opportunity

**Monterey's Sardine Factory hosts 100th NRA Restaurant Roundtable of 2017**



## HEADLINES



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### How an ice cream shop invested in training, reduced turnover and solved a labor shortage

Portland-based Salt & Straw, with shops in San Francisco and Los Angeles, has used clever planning to avoid common restaurant pitfalls. “We’ve always, since the very first shop, wanted to be a place where people could get their first job,” says co-owner Casey Milligan. So they focused on extensive training, which resulted in much lower turnover than usual.

[FULL STORY](#)

#### MORE HEADLINES

**Island cuisine and probiotics--potential restaurant trends for 2018**

**What is the new segment called fast-fine dining?**

**High demoic acid in crabs, lobsters may affect fishing seasons and seafood supplies**



## CALENDAR



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**NOV 4**

**CRAF: Southern California ProStart Boot Camp**

Collins College of Hospitality Mgmt.  
Cal Poly Pomona

**NOV 7**

**Anaheim: ServSafe Food Protection  
Manager Certification**

Ralph Brennan's Jazz Kitchen  
Anaheim

**NOV 9**

**San Ramon: Putting the Kitchen of  
the Future to the Test**

PG&E Food Service Technology Center  
San Ramon

**NOV10-12**

**Salute to Service Weekend**

San Diego Restaurants

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