



## THE SOURCE

**The convenience of a full-scale HR department in your back pocket.** Heartland's HR solutions were designed to support any size business in three key areas: staff management, HR/Labor Law compliance and protecting sensitive HR data. Our specific HR service, HR On-Demand, offers unlimited support from a SHRM-certified HR professional to protect your business. For more information, contact [Angela Ihry](#), 605-940-9861. [Click here](#) to learn more about Heartland.

### CRA NEWS

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## Updated Industry Insight: Service charges definition and guidelines

Service charges are a complicated subject in the restaurant industry. Make sure that you're correctly classifying customer charges as tips versus surcharges for proper distribution to employees and payment of sales taxes. See our updated Insight, recently reviewed by our legal partners Wilson Elser Moskowitz Edelman and Dicker, LLC.

[FULL STORY](#)

MORE HEADLINES

**Partner Content:** [Employment law issues to follow during the Southern California wildfires](#)

[ChefsGiving Gala a huge success in raising funds for Northern Calif. wildfire victims and \*\*Restaurants Care\*\*](#)

**Member Benefit:** Free employment law seminars in Sacramento with Weintraub Tobin



## GOVERNMENT AFFAIRS

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### Department of Labor asking for comments on proposed changes to tip-pooling regulations

The Trump administration's recent proposal to reverse a controversial tip-pooling rule came as welcome news to many restaurants last week. This decision, if it's finalized, will mean restaurants will be able to extend tip-pooling to kitchen staff. What would change: Dishwashers and cooks would be able to receive a portion of tips left by customers. It will remain against the law for employers to keep tips. Click below to read the details on the proposed changes; affected employers and employees should make sure to click the "Comments" button there.

[LEARN MORE](#)

#### MORE HEADLINES

[How the Senate tax bill would affect restaurants](#)

**Notice:** [FDA network takes a new approach to produce safety](#)

[LA to spend \\$150k to settle street vendor law suit](#)

[Beware the use of 'zappers' to commit sales tax fraud in restaurants](#)



## HEADLINES

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### BREAKING NEWS

**Lemons and avocados suffer wildfire damage in Southern Calif.**



Southern California's Thomas fire, now moving from Ventura to Santa Barbara County, has destroyed hundreds of thousands of acres. Much of the nation's largest commercial lemon and avocado crops have also been affected. Prices for these commodities may see surges.

[FULL STORY](#)

MORE HEADLINES

[SoCal foodservice supplier helping to feed responders battling wildfires](#)

[Root vegetables and gut health lead 'Great 8' food and beverage trends](#)

[Jose Andres and World Central Kitchen continue international disaster relief in Southern Calif.](#)

[Disney Food & Wine Adventure expands to six weeks for 2018](#)

**Exclusive health care pricing and solutions for CRA members.**

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## CALENDAR



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**DEC 19**

**Webinar: What to Do Before & After OSHA Knocks**

Online GoToMeeting, 7:00 AM - 8:00 AM

**REGISTER:** No cost to CRA members

**JAN 9**

**Fresno Chapter: R.I.P.E. Breakfast**

The Fresno Breakfast House  
Fresno, CA

**JAN 10**

**Orange County Chapter: 2018 Kick Off Mixer**

Ralph Brennan's Jazz Kitchen  
Anaheim, CA

**JAN 17-25**

**Legal Seminar: New Year, New Challenges 2018**

**REGISTER:** Free session



MORE EVENTS



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