GOVERNMENT AFFAIRS

California court rules McDonald’s is not a joint employer of a franchisee’s workers

The 9th Circuit Court of Appeals in California has just determined that McDonald's is not a "joint employer" of a group of employees who worked for a franchise and claimed they were denied overtime pay, meal and rest breaks. After a long-brewing legal battle, the ruling is good news for employers caught in similar situations who have argued that they are not the employer with direct control over employees' hours or wages.

FULL STORY
**Closure of beloved East Bay restaurant**

Kincaid’s takes customers by surprise

In an interview with ABC 7 in the Bay Area, CRA Board Member Ben Shahvar said, "This is just the beginning. We'll see a ton more restaurant closures. We’re just getting started."

The company that used to own Kincaid’s filed for bankruptcy earlier this year, citing rising labor costs and changing customer tastes. Read those details [here](#).

Read more

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**Supreme Court hands Domino’s a big defeat in ADA case**

Many restaurants have been working to be sure their websites are accessible to customers with disabilities, but the outcome of a lawsuit involving Domino's may add a sense of urgency to their efforts. The US Supreme Court on Monday left in place an earlier ruling that the company's website and app have to follow ADA regulations. For legal insights on website accessibility, read the [CRA's Industry Insight](#).

Read more

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**Did you know California is the nation's largest producer of Hispanic-style cheeses and dairy products?**

Watch how Chef Akhtar Nawab turns traditional Mexican dishes inside out.

See Video
Eight is enough as Chamber of Commerce sounds alarm on restaurant closures

“The reasons for these closings are varied, but almost all occurred because it was not financially viable for them to continue,” wrote Paul Little, President and CEO of the Pasadena Chamber of Commerce. “I wonder if there aren’t measures the City of Pasadena can consider to offset some of the costs to locally-owned restaurants and retailers before we see too much more attrition.”

Read more

Grub Hub is a 'trojan horse' for small businesses: NYC councilman

New York City Councilman Mark Gjonaj (D), chair of the committee on small business, would like to limit how much third-party delivery companies could make on commissions. He disputes the companies' claims that independent restaurants find the costs worthwhile.

Read more

New program aims to create more restaurant cooks

Restaurants badly need more cooks, and workers are looking for pathways to training and promotions into higher-paying jobs

Read more

Bugs for dinner: Behind the latest sustainability trend

As restaurants explore more ways to conserve food and use sustainable ingredients, entomophagy—or insect consumption—has benefits for both producers and customers.

Read more

Overtime calculations made easy with a free overtime calculator

Learn what goes into the overtime calculation in California and make sure you are paying the correct amount to avoid the risk of a lawsuit. California labor law favors employees, so keep your business safe.
Ask CRA:
I recently experienced a dine and dash (or a bad credit card authorization). I was wondering when can I legally recover the tip from the employee who served the customer and can I deduct the cost of the meal from the server’s wages?

CRA Helpline: An employer cannot deduct wages or require reimbursements from employees or recover the tip unless the employer can prove that the “shortage, breakage or loss [was]
caused by the dishonest or willful act, or by the gross negligence of the employee.” It is illegal under California law to do so, as the loss is considered a risk of doing business caused by the employer electing to accept credit cards and is not caused by the employee. For more on wage deductions, see our Industry Insight.

**LEARN MORE**

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**Partner Content:**

**Costly mistakes for startup companies and how to avoid them**

CRA legal partner Anthony Zaller notes that regardless of what industry you are in, tech, biotech, or a restaurant, it is critical that you devote time and effort into ensuring employment law compliance.

**Learn more**

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**San Diego Restaurants Salute to Service**

Join other San Diego area restaurants in supporting our veterans and military in our four-day Salute to Service November 8-11! It provides a pathway for our customers to effortlessly give back to veterans and military just by doing what they are doing anyway – dining in our restaurants.

**Register now**

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**GET TICKETS!**

You're invited to a memorable night at The Grateful Table dinner on October 12 in Orange County.

**DOWNLOAD TODAY**

Download the app to have legal resources at your fingertips. search "calrest" in the app store

**HIRE THE BEST**

A user-friendly portal to hiring the best employees in the restaurant industry.
### EVENT CALENDAR

<table>
<thead>
<tr>
<th>Oct 10</th>
<th>San Diego County</th>
<th>Educational Seminar: Panel on 3rd Party Delivery in Restaurants</th>
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More info
Register

<table>
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<tr>
<th>Oct 17</th>
<th>Sacramento County</th>
<th>Legal Webinar: Tips and Tools for Surviving the Employment Relationship</th>
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More info
Register

<table>
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<tr>
<th>Oct 22</th>
<th>Southern California</th>
<th>California Restaurant Association Foundation Force in Training (FIT)</th>
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Learn about sponsoring
Learn about volunteering

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<tr>
<th>Oct 29</th>
<th>Los Angeles County</th>
<th>Legal Panel Power Lunch with Anthony Zaller of Zaller Law Group</th>
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More info
Register

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**Check out other upcoming events and register here.**

**Check out other upcoming partner education events and register here.**
McDonald’s not a joint employer of franchise workers, court rules