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January 10, 2023

## Have You Claimed Your Employee Retention Credit Yet?

WRA & Adesso have helped Wisconsin restaurants claim **\$7,190,393** in ERC dollars as of this week!



**On average that's \$108,945 per business right here in Wisconsin!**

Money that doesn't have to be paid back, used in a certain way OR reported back on. It's tax credits that you may qualify for. Even PPP recipients MAY BE ELIGIBLE.

Adesso is a partner of the Wisconsin Restaurant Association's that has tax experts ready to pre-qualify your business and amend your 2020 and 2021 taxes. The more W-2 employees you have the bigger your credit could be.

**Don't leave money on the table!**

[Learn More and Begin Your Filing Now!](#)

## Restaurants Face Stepped-Up Requirements for Pregnant and Nursing Workers

A second provision of the \$1.7 trillion spending bill expands employers' obligations to nursing employees. The Providing Urgent Maternal Protections for Working Mothers Act, aka the PUMP Act, requires restaurateurs and other employers to provide comfortable privacy areas for mothers to express breast milk for up to two years following a birth.



In addition, the law specifies that an employee who expresses milk on the job site be paid for that time. In addition, a reasonable number of breaks to collect the milk must be provided. “This is a big—and long overdue—win for working moms who deserve the time and space they need to pump

and continue to breastfeed while working,” Sen. Patty Murray, a champion of the PUMP Act, said in a prepared statement.

The PUMP Act has been under consideration by Congress for more than a year, and the Pregnant Workers Fairness Act had similarly been introduced long ago. Both were folded into the omnibus spending bill in its 11th hour of consideration within the Senate, to the voiced pleasant surprise of many lawmakers.

*Source: Peter Romeo, Restaurant Business*

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## How You Start Your Day is How You Start (And End) Your Year

How you start your day is predictive of how your day is going to end. And a consecutive series of good starts is predictive of not just how your year is going to start but also how it ends.



Over the weekend, I saw a quote from country start and fellow native West Virginian Brad Paisley that inspired this post – “Tomorrow is the first blank page of a 356-page book. Write a good one.”

At this time of the year, there’s all kind of advice about how to have your best year ever. Like Brad, I’m going to keep it simple. Start each day in a way that sets you up to be successful for the rest of the day. If you’re like me, you won’t succeed every day in following through on that intention, but holding it practically guarantees you’re going to

have more good days than bad.

Source: Eblin Group

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## Restaurant Rockstars Podcast

Are You Ready to Rock Your Restaurant and Profits? We are loving podcasts, and they are easy to listen to while getting busy work done. Check out this award-winning restaurant podcast, hosted by Roger Beaudoin.

There's nothing that Roger hasn't seen over his 25+ years within the restaurant industry.

From starting as a restaurant dummy and trusting someone with \$43k for kitchen equipment (and never seeing the money again) to DOT permanently diverting traffic away from his restaurant (and suddenly missing out on the lucrative tourist dollars). But rather than throw in the towel, Roger got REALLY good at taking a step back and coming up with new, better ways of doing things.

That saw him own several successful restaurants including the award-winning Matterhorn Ski Bar in Maine, which continues to generate massive sales and profits. In 2012, Roger founded Restaurant Rockstars so he could share his tried-and-tested strategies with fellow restaurateurs.

The same strategies that have seen his many restaurant businesses become both popular and profitable.

It's the perfect blend of Roger's MBA-backed analytics and his first-hand industry experience that turns the Restaurant Rockstars framework and resources into game-changers for new and seasoned restaurateurs alike.

Source: Restaurant Rockstars

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## How to Motivate the Unmotivated

Motivation can vary wildly on a team. At any given time, a few people might be highly motivated, while others are totally unmotivated. Ideally, there are times where everyone is motivated at once, but sadly there may be times when everyone is demotivated or burnt out. All this means that an inescapable part of a leader’s job is to motivate the unmotivated.



The good news is that leaders don’t have to rely on raw charisma or the inspirational words of a halftime speech from insert-your-favorite-sports-movie-here. Instead, motivation is less about the qualities of the leader and more about understanding the needs of the team and of each individual on the team.

In this article, we’ll outline five ways to motivate the unmotivated.

*Source: David Burkus*

Read Full Story



## ServSafe Reminder

Are you current on [ServSafe](#) requirements? Did you know that the course is also now available online?

Luckily, your [Wisconsin Restaurant Association](#) can help with all of your ServSafe needs and FAQs.

The state of Wisconsin requires licensed foodservice establishments to have at least one Certified Food Protection Manager (CFPM) on staff—this requires successful completion of an approved exam, like ServSafe, to apply for and renew the CFPM

status every five years.

The ServSafe Manager Certification verifies that a manager or person-in-charge has sufficient food safety knowledge to protect the public from foodborne illness. Individuals that successfully pass the 90-question, multiple-choice exam will receive a ServSafe Manager Certification and wallet card. The ServSafe Manager Certification is accredited by the American National Standards Institute (ANSI) under the Conference for Food Protection Standards.



The ServSafe Food Handler Certificate verifies basic food safety knowledge and is for individuals in food handler employee-level positions. Upon successful completion of the ANSI ASTM 2659 accredited Food Handler course and 40-question exam, the employee will receive a Certificate of Achievement from the National Restaurant Association that can be printed from a secure section of the website.

[ServSafe Information](#)

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## Your INDUSTRY. Your ASSOCIATION. Your COMMUNITY.

Have a question for the Wisconsin Restaurant Association team?  
Not a WRA member and interested in learning more?

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