



2023 CRA MEMBERSHIP MEETING



2022 YEAR IN REVIEW

Sonia Riggs
President & CEO



CRA'S STRATEGIC PLAN

2020-2024 STRATEGIC PLAN

1. Advocacy & Government Relations
2. Workforce Solutions
3. First Call Products & Services
4. Dynamic Industry Leadership



GOAL 1

ADVOCACY & GOVERNMENT RELATIONS

A powerful voice protecting and
advancing the foodservice industry
in Colorado



GOAL 1

ADVOCACY & GOVERNMENT RELATIONS

- Reviewed more than 657 bills during the 2022 Colorado legislative session
- Monitored or took an active position on 91 pieces of legislation



GOAL 1

SB 234: Unemployment Compensation

SUPPORTED - PASSED

This bill made a one-time, \$600 million appropriation using federal ARPA dollars to backfill the state unemployment insurance trust fund, which became insolvent due to pandemic-related lay-offs in the summer of 2020. This backfill was necessary to **stabilize employer premiums** and save small businesses, like restaurants, from the increase in costs associated with bringing the fund back to solvency.



GOAL 1

HB 1406: Qualified Retailer Retain Sales Tax

SUPPORTED - PASSED

This bill provided another **temporary sales tax deduction for the foodservice industry** for the months of July, August, and September 2022. Just like the previous two rounds of pandemic-related sales tax relief, restaurants and other businesses in the foodservice industry were able to deduct from their state taxable sales \$70,000 for each of these months. For businesses with multiple locations, the deduction was usable on up to five locations.



GOAL 1

Proposition 126: Third Party Delivery of Alcohol and Alcohol for Take-out and Delivery

SUPPORTED - Failed

This ballot initiative would have allowed third-party delivery companies to deliver alcohol from a retailer AND would have made alcohol for takeout and delivery permanent in Colorado.

Yes: 48%

No: 51%



GOAL 1

- **HB22-1305 Paid Family Medical Leave Premium Reduction**
 - *Supported - Failed*
- **HB22-1134 Measures to Reduce Use Single-Use Meal Accessories**
 - *Monitored - Failed*
- **HB22-1355 Producer Responsibility Program for Recycling**
 - *Amended - Passed*
- **HB22-1062 Expand Sales and Use Tax Exemption for Food**
 - *Supported - Failed*
- **HB22-1415 Repeal Registered Manager Requirement Liquor Licensees**
 - *Supported - Passed*



GOAL 1

STAKEHOLDER GROUPS

FAMLI

Unemployment Insurance

Dept. of Revenue - Liquor Enforcement

LED Working Group Meetings

- *Rule Making Workgroup*
- *Liquor Advisory Group*

Affordable House Stakeholder Group



GOAL 1

COALITION BUILDING

- Retail Council
- Tavern League
- EatDenver
- Colorado Hotel & Lodging Assn.
- American Beverage Assn.
- State Chamber & local Chambers of Commerce
- Brewers Guild...



GOAL 1

LOCAL GOVERNMENT AFFAIRS

- RELATIONSHIPS WITH GOVT OFFICIALS
- Kitchen Cabinet
- Minimum wage in Fort Collins
- Bag fees



GOAL 1

NATIONAL GOVERNMENT AFFAIRS

- RRF
- EIDL
- ERTC
- H2c Visas
- Credit Card Swipe Fees
- Data Privacy
- Reducing Tariffs



HOW DO WE RAISE MONEY?



- Blue Ribbon Legislative Reception (January 11)
- Government Affairs Golf Tournament (May 8)
- New Government Affairs Events this year
and...

- Contributions made by
**YOU and YOUR
RESTAURANTS!**



IT ALL ADDS UP



If we received a
\$50 donation
from every
CRA member location...



...we would
raise
\$265,300!



GOAL 2

WORKFORCE SOLUTIONS

**Focus on education, training, and
solutions for workforce development
and retention**



GOAL 2

WORKFORCE SOLUTIONS

- ProStart
- Apprenticeships
- Restaurant Ready Partnerships
- Health & Wellness



GOAL 2

RESTAURANT & EMPLOYEE SUPPORT

- Angel Relief Fund Mental Health Grants launched 2022
- Health & Wellness Resource Center launched May 2022
- Employer Database:
70+ Apprenticeship
Employment Sites
- Apprenticeship and ProStart integrated into CRA job board (corerestaurantjobs.com)



GOAL 3

First Call Products & Services

**Deliver benefits & services as the
preeminent resource to reduce costs
and improve profitability**



MEMBERSHIP BY TYPE

4,951	Restaurant Members - Active
214	Vendor Suppliers - Associate
141	Schools, Educators & Institutions
5,306	Total Members*

**Note: Not all members report all locations, but this reflects available data.*

93%

Active
Restaurant
Members

The CRA
officially
represents
over half of all
restaurants in
Colorado!

4%

Vendor Suppliers

3%

Other



GOAL 3

FIRST CALL PRODUCTS & SERVICES



- Make the CRA your **FIRST CALL!**
- Don't know something? We do. Or... *we will find out for you!*
- Longstanding and new partnerships that save you time and money



MONEY-SAVING BENEFITS



- New partnership with Employers
 - Save 8% on your workers' comp premiums.



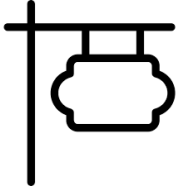
- Legal Resource Center
 - Why get the clock running with your attorney? 15 minutes of free legal advice per attorney (4) per month!



- Professional Resource Center
 - Have you filed for the Employee Retention Tax Credit?
 - Need help with document retention or other accounting questions?
 - Are you taking the Utilities Sales Tax Credit?



MONEY-SAVING BENEFITS



- **Free Compliance Signage**

- Don't pay for Labor Law, Patio, No Alcohol to Minors, Handwashing & other signage.



- **Healthcare Options**

- Have you looked into Teladoc? \$9 per month per employee (includes their entire HOUSEHOLD)



- **Hardship & Mental Healthcare Grants**

- Have you looked into our Foundation's Angel Relief Fund grants?
- For those in the Metro area, the Mile High Chapter also gives Hardship grants.



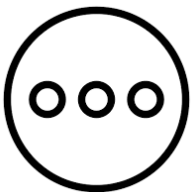
MONEY-SAVING BENEFITS



- Natural Gas Discounts
 - We've partnered with Tiger Natural Gas.



- Printing and Office Supply Products
 - We've partnered with Office Depot/Max for savings on over 55,000 products.



- And so much more!
 - Email Devany McNeill at dmcneill@corerestaurant.org to get a summary of benefits with easy-to-use links!



GOAL 3

EDUCATION

**Serve as the preferred knowledge
resource for members**

- **Webinars**
- **In-Person Events**



WEBINARS

From the onset of the COVID-19 pandemic, the CRA has provided valuable educational content through town halls and webinars.

- Over 50 webinars and town hall discussions with legislators
- More than 9,000 participants



Topics include:

- How You Can Engage With Your Elected Officials and the Media
- State of the Restaurant Industry Briefing
- Stress Management & Resources Available
- Navigating Unemployment Insurance Fraud
- Restaurant Revitalization Fund Grants
- Updated COVID-19 Legal Guidance and Regulations for Restaurants
- Valuable Tax Incentives for Restaurants
- Steps to Building Long-Term Wealth
- Workers' Comp Insurance for Restaurants
- Restaurant Labor Law in 2022 and 2023
- And MUCH more...



IN-PERSON



Colorado Restaurant & Bar Show *March 21 & 22, 2023*

- Center of the Plate Vendor Demos
- Educational Speakers
 - **Shari Harley, Candid Culture (keynote)**
 - *Topic: Hiring and retaining staff through culture building and communication*
 - **Todd Fredrickson, Fisher Phillips LLP**
 - *Topic: Labor and employment law in 2023*
 - **B. Hudson Riehle, National Restaurant Association**
 - *Topic: State of the Industry*
 - **Panel discussion**
 - *Topic: Inflation and smart menu-pricing*



SAVE THE DATE!

Colorado Restaurant & Bar (CRB) Show

- March 21 & 22, 2023 // www.corestaurant.org
- Colorado Convention Center - *Mile High Ballroom*
- Featured Vendors, Educational Sessions, Industry Networking!
- \$25-\$40 Education Pass, but it's FREE to walk the exhibit floor



GOAL 3

2022 INDUSTRY RECOGNITION



- 12 Signature Dish Award winners
- 11 Stars of the Industry Award winners
- 5 Foodservice Hall-of-Fame inductees
- 1 Distinguished Service Award winner



GOAL 4

DYNAMIC INDUSTRY LEADERSHIP

*The champion for the
success of the industry*



FINANCIAL GROWTH

Non-dues revenue growth:

(Dues = 50-55% of budget)

- Sponsorships & partnerships
- Events
- Grants
- Education & Training
(ServSafe = 5% of budget)



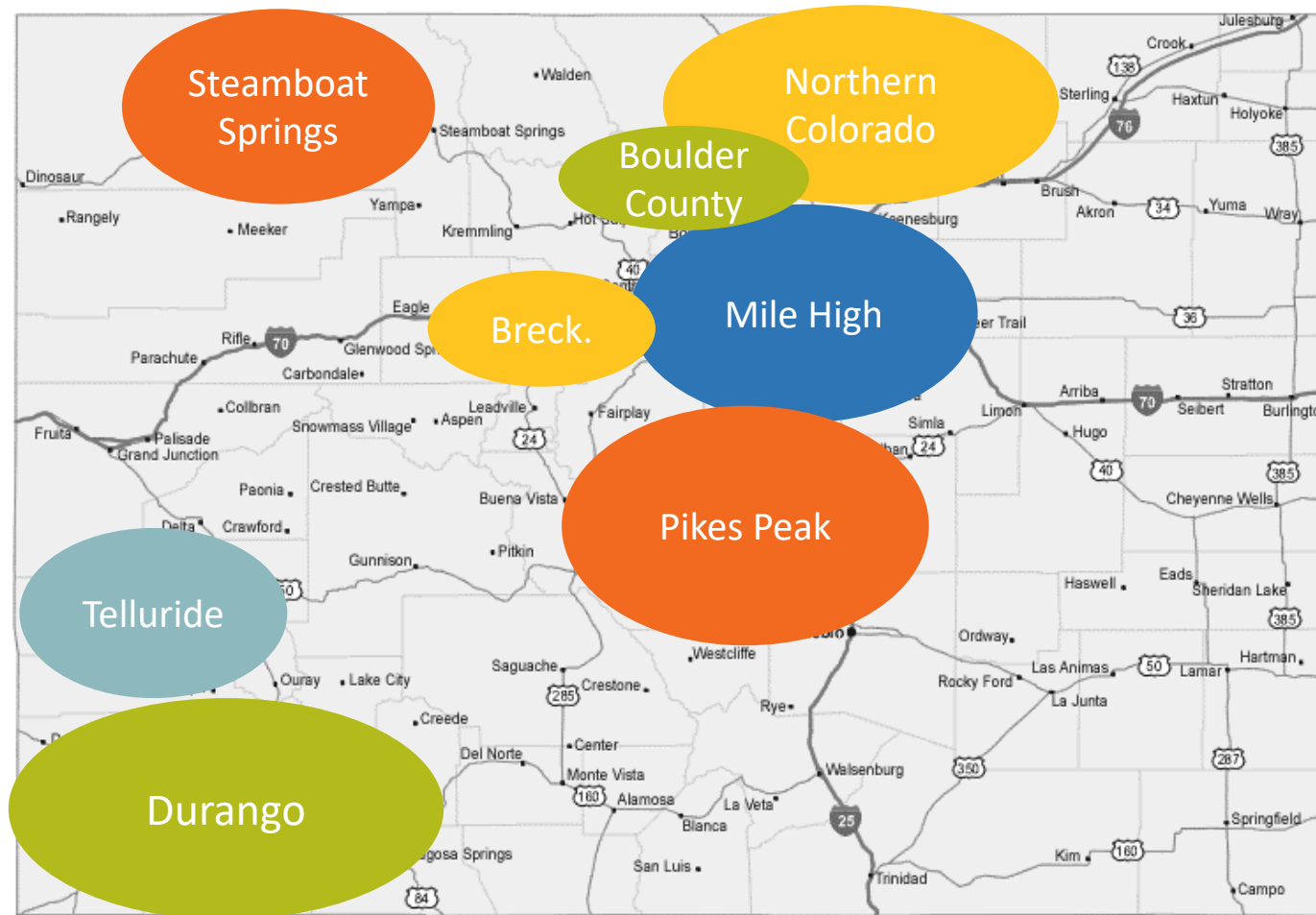
CHAPTER STRENGTH & SUPPORT

Exploring launching additional chapters:

- Currently eight across Colorado
- Looking at Aspen and Vail



MAP OF CHAPTERS/SECTION





GOVERNANCE

Foundation focus in 2022:

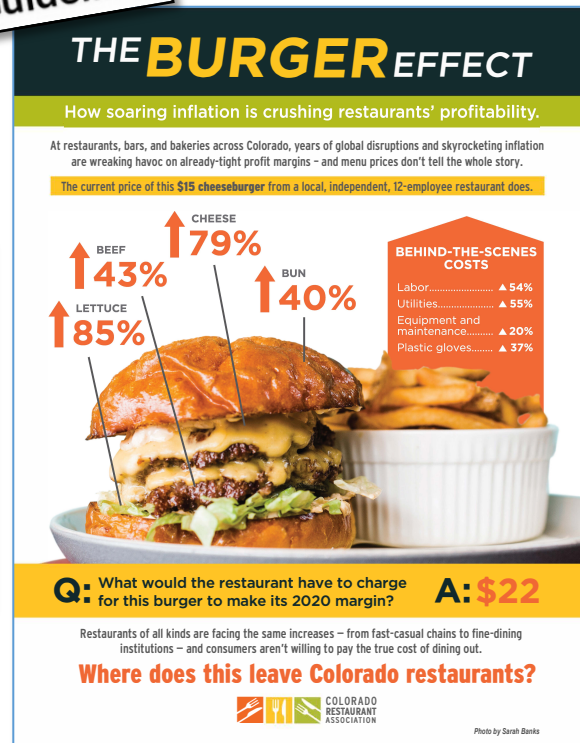
- Established goals around board representation, term limits, a formal nominating and elections process and board recruitment process

Committees:

- CRA & CRF committee regular meetings



AWARENESS & PROMOTION



- Earned & paid media
- Surveys, data dashboard, infographics
- Event marketing & promotion
- Social media
- Industry awards



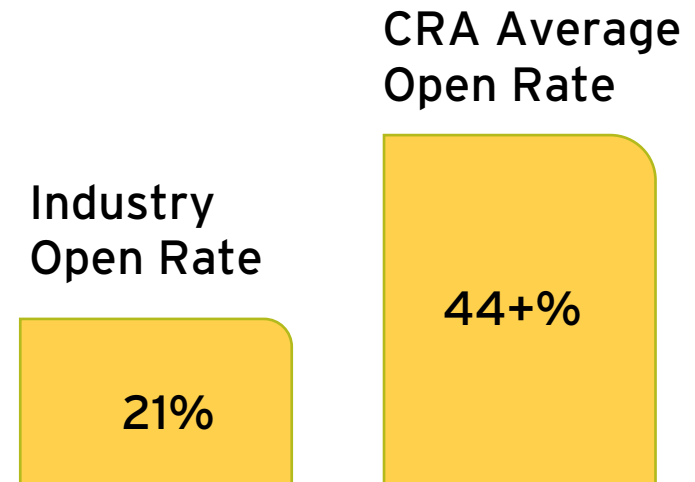


MEMBER COMMUNICATIONS

- New CRA/F website, job board
- Webinars
- Email newsletters
- Community partners

And in 2023...

- A new member engagement platform
- DEI assessment and strategy; member demographic benchmarking
- Did You Know industry and brand-awareness campaign
- Restaurant worker email outreach





2023

MOVING FORWARD...



GOAL 1

ADVOCACY &
GOVERNMENT
RELATIONS

2023

- Relationships with Elected Officials
- Grassroots Efforts
- 2023 Legislation
- Fundraising to support legislative effectiveness



GOAL 1

Restrictive Scheduling

HB 1118: "Fair Workweek Employment Standards"

Opposed – Under consideration

This bill would make several changes to scheduling practices by requiring schedules to be posted at least 14 days prior to work and requires "anticipated work plans" 4x/yr. for every employee. The bill also creates many situations where the employer would be subject to punitive payment requirements, including "predictability pay," "retention pay," "rest short fall pay," and minimum weekly pay. Penalties range from \$250/day to \$10,000.



Restrictive Scheduling: Key Dates & Contacts

First hearing: Feb. 16, House Business Committee

- Please testify, virtually or in person at the Capitol!

Key committee members to contact:

- **Regina English** (House District 17, Colorado Springs): 303-866-3069 (office) or 719-388-3695 (cell), regina.english.house@coleg.gov
- **Naquetta Ricks** (HD 40, Aurora): 303-866-2944 (office), naquetta.ricks.house@coleg.gov
- **Judy Amabile** (HD 49, Boulder, Estes Park): 303-517-4698 (cell), judy.amabile.house@coleg.gov
- **William Lindstedt** (HD 33, Broomfield): 303-866-4667 (office), William.lindstedt.house@coleg.gov



GOAL 1

ADVOCACY & GOVERNMENT RELATIONS

2023

- SB 105: Equal Pay Update
- HB 1161: Energy Efficient Appliances Update
- HB 1061: Retail Establishment Liquor Permit
- SB 17: Additional Uses Paid Sick Leave
- HB 1035: Statute of Limitations on Min Wage Violations
- Potential bill to eliminate the tip credit ("One Fair Wage")



GOAL 2

WORKFORCE SOLUTIONS 2023

- Apprenticeship
- ProStart expansion
- Health & Wellness
- Mental Health

info@corestaurant.org



GOAL 3

FIRST CALL
PRODUCTS &
SERVICES

2023

- Continue updating website with resources and news for member success
- Continue adding member resources
- Education
- Tradewing
- Restaurant Best Practices



GOAL 4

DYNAMIC INDUSTRY LEADERSHIP

2023

- Investment Strategy
- Building Foundation Committee
- Additional Funding Sources
- Chapter Strength & Support
- Diversity, Equity & Inclusion



We want to hear from you!

Reach out ANY time:
info@corestaurant.org

- Got questions?
- How can we help your business?



**MEETING
ADJOURNED**

**Thank you for
your support -
and for making
this industry
great!**