

# DELCO FOODS



## The More you Know: Restaurant Labor Laws

More regulations and tough times have increasingly caused more restaurant owners to cut costs wherever they can, which sometimes includes withholding money that is owed to their staff. Whether unintentionally or on purpose, this cost saving tactic should be avoided for its consequences could be disastrous.

All workers are protected by both federal and state regulations, included wages, overtime, and tips. But a new trend of wage lawsuits by large law firms has some restaurants double checking wage regulations. Recent enforcement actions have created national attention and led to some very serious consequences in restaurants all across the country. The restaurants that have been investigated are penalized with sharp fines and forced to pay large settlements. One New York City restaurant chain agreed to pay \$5.1 million in a labor dispute involving minimum wage and the withholding of overtime pay for both current and former employees. But independent restaurants are also vulnerable and must pay the higher of either state or federally mandated wages and overtime compensation.

The Fair Labor Standards Act (FLSA) is the federal act that protects workers minimum wage and overtime pay. The law allows restaurants to pay tipped employees less than the minimum wages, although the sum of wages paid plus tips must be at least equal to standard minimum wage. Here are some general FLSA guidelines to help make sure you are compliant.

### Minimum Wage

As of July 24, 2009 the minimum wage is \$7.24 an hour. Restaurants that employ anyone under 20 may pay them a probationary "youth minimum wage" of \$4.25 an hour for their first 90 calendar days of employment, although operators cannot fire employees earning higher wages and replace them with youth minimum wage employees.

### Tipped, Below Minimum Wage Employees

'Tipped staff' is defined as someone who is paid \$30 or more in tips

per week. Restaurants must pay tipped staff at least \$2.13 an hour, although that employee's total wage plus tips must equal at least the federal minimum wage, and the employee retains all tips (tips cannot be shared with managers). If an employee's tips combined with direct wages do not equal the federal minimum hourly wage, the employer must make up the difference. Some states have different laws regarding the minimum wage for tipped employees. Make sure to check your states regulations here

(<http://www.dol.gov/whd/state/tipped.htm>).

### Overtime

The FLSA guidelines require that any employee that works more than 40 hours per work week be paid one-and-a-half-times the employee's hourly pay rate for each additional hour worked past 40. This overtime rate, also called "time-and-a-half," applies to tipped employees as well as those receiving standard payroll wages. For tipped employees the time and half basis is on the federal minimum wage (\$7.24), and not the tipped employee minimum wage of \$2.13.

### Overtime Do's & Don'ts

Do	Don't
✓ Pay 1.5 times Federal Min. Wage for all hours worked over 40	✗ Pay tipped staff 1.5 times normal wage for overtime
✓ Base overtime on work week which can be different than the calendar week	✗ Fixed pay employees who work over 40 hours a week must receive total compensation (at least equal to Federal Min. wage plus overtime)
✓ Overtime is based on hours worked per week, regardless of the day of the week (including Sundays or holidays)	

### Employer Tax Obligations

Restaurants must use tipped employees' total earnings--the sum of wages and tips--to calculate payroll contributions. At the end of each year, restaurants submit IRS Form 8027, which summarizes the restaurant's total sales and employees' reported tips. Total tip earnings must be at least 8 percent of the total sales. Employees are obligated to report all tip income including those tips that are not included on their issued W-2.

Although these are some general guidelines to give you some information regarding federal labor laws, in order to ensure compliance please check both federal and state requirements when determining which labor laws apply to your area. Growing federal, state, and local regulations are creating increased scrutiny and higher fines so it is beneficial for your business, and your staff to ensure your compliance with current wage laws. Remember that any consequences from underpayment of employees could be devastating.

By Daniel Thor, Marketing Manager Bellissimo Foods





# Back To School Rush

A recent study estimated that families will spend over \$500 of additional disposable income in the weeks before school starts. There is a rush to prepare children for school, families are busy settling back into day to day life after vacations, kid's sports teams seasons are coming to a close. Families in August are looking for an inexpensive kid friendly meal, that doesn't take any time to prepare or clean up. Try and capture some of those back to school dollars with a few of these ideas.

- Offer a back to school special on a one or two topping pizza. Hire someone to paint the special pizza and price on your window so patrons can see the deal from far away, or as they are driving past. Even if they don't stop right away they will remember where to get a quick, tasty dinner.
- Put an ad in your local magazine as a great place to eat for youth sports teams. Offer a bundle pizza deal, 4 pizzas for the price of 3.
- If you offer delivery, make a deal for free delivery for the month of August. If you don't want to offer free deliver, offer a free liter of coke with every delivery made.
- Offer pizza by the slice for lunch so families can stop by and grab a quick bite..
- Extend your open hours later during the summer to try and catch the late night chore doers, and hungry teens.

As with any specials or deals that you might offer, ensure that your staff is well informed with the specials that you have running, as well as the dates they are good for. Ensure that the person that answers the phones begins with the specials that are currently running. You might also want to think about getting some additional delivery drivers for the weekends and evenings. A little preparation can go a long way to making sure your back to school rush goes smoothly.

**BACK TO SCHOOL**

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# Same Superior Quality. New Lower Price.

What makes us the best selling brand? We painstakingly care for our olives using a unique California curing process that customers love. Even after baking, our olives remain tender, retain a rich caramel color, hold their natural shape and provide a savory, buttery flavor. Now a great value just got better. A perfect growing season yielded a record harvest which means one thing for you—the best pizza-ready, sliced olive around at a much more affordable price.

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Experience for yourself what pizza operators all over the country will be raving about. For more information, contact your Bellissimo representative, or call 800-813-2974.

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Catering The World's Best Repertoires



## Pizza Crusts & Dough Balls

Proudly made by MaMa Rosa's / Virga

Item	Description
13159	22 oz. Dough Ball (18)
13160	20 oz. Dough Ball (24)
13170	16 oz. Dough Ball (24)
213000	24 oz. Delco Dough Ball (15)
213308	6 oz. Delco Dough Ball (60)
13010	14" Bellissimo Reg. - 13.5 oz. (24)
13020	12" Bellissimo Reg. - 8.75 oz. (24)
13080	12" Special Proof - 13.75 oz. (12)
13084	14" Delco Italian - 15.5 oz. (18)
13085	12" Italian - 10.0 oz. (24)
13030	10" Bellissimo Reg. - 6.0 oz. (36)
13086	10" Bellissimo Italian - 8.0 oz. (24)
13040	9" Bellissimo Reg. - 4.75 oz. (36)
13060	7" Bellissimo Reg. - 2.75 oz. (60)
13000	16" Delco Baltimore Reg. - 17.75 oz. (24)
211915	12" x 16" Bellissimo Reg. - 19.25 oz. (12)



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All over the world, the word for Truffles is Urbani



## White Truffle Oil

Italian White Truffles are held in high esteem. These rare mushrooms can sell for \$2,000 per pound and signify luxury. Truffles are rare – the white variety are only available for a few months of the year, almost exclusively from one part of Italy. They are foraged by special pigs and there are fewer white truffles found every year – making them a precious commodity. White Truffle Oil is the perfect way to infuse the flavor of white truffles without having to take a loan out of the bank. It also offers your patrons a taste that they might not ordinarily be able to experience.

Delco Foods has added a White Truffle Oil to our lineup of speciality products. This oil from Urbani Truffles has an unbelievable, earthy mushroom flavor. Through the natural use of the white truffle, this

olive oil gains an intense and unique fragrance: ribbon-shaped pasta or rice become incomparable and on every kind of meat and fish a few drops of truffle olive oil will give the final touch of class to an unforgettable dish. You can take Macaroni & Cheese or French Fries to a whole new level!

The main characteristic which distinguishes Urbani infused oils from the others oils in the market is that in time the aroma will remain firm and equally intense without losing its scent. Plus, just one teaspoon is all you need to create an amazing dish.

Ask your Delco Sales Representative for more information and visit <http://www.urbanitrufflesonline.com/recipes.html> for great recipe ideas.

#1002156 White Truffle Oil 8 oz Bottles



Homeland Hard Salami (#1001747)

Roast Beef w/Au Jus (#260711)



All delicious...  
All Hormel



Austin Blues Rib Tips (#260450)

## Lemonade for Sale!

Orchid Island Freshly Squeezed Frozen Lemonade  
#1001861 12/1 ltr

Orchid Island Juice Company personally selects only the finest Florida fruit in their Fresh Frozen Lemonade. The fruit is squeezed within hours of harvest to capture the raw flavor of the juice at its peak and frozen within minutes of bottling.

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## Comments, Questions & Suggestions

Please contact us toll free at 800.536.1234, locally at 317.876.1951, or visit us online at [www.delcofoods.com](http://www.delcofoods.com). We truly value your opinion.

As always, our number one goal is to keep you happy. Our newsletter is just one way we share new information about the products and services we offer, as well as industry news we think may be interesting and useful. For personal service and support, please contact your Delco Foods sales representative.

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# Chef's Corner

## A Short Course In Spinach

I could write a book on how to make authentic pizza and pasta recipes with fresh spinach. Spinach is one of the most popular foods in the world, and no wonder. Raw or cooked, it is quick and easy to prepare, as well as delicious and nutritious. Using spinach allows you to expand your repertoire of soups, salads, sauces, baked and stuffed pasta dishes, and a myriad of pizzas.

Packaged baby spinach is best suited for salads and as a wilted topping added after the pizza is baked. Here's a quick idea for a pizza and salad combo: try a no red sauce pizza baked with heirloom tomatoes, fresh garlic, mozzarella and feta cheeses, then after baking mound it with a mix of baby lettuce and baby spinach dressed in olive oil and vinegar. Washed and cut cello spinach is best for pizzas, pastas, and many sauces. Even though it comes ready to use, it is a good idea to check and make sure there is no dirt or sand still on the spinach. I found out the hard way that the washing process is not perfect. Frozen spinach is good for soups that are pureed and for some sauces.

When spinach is baked on a pizza I enjoy it more when the spinach has been precooked. Raw spinach cooked on a pizza will come out of the oven dry and/or burnt, and you have to use a considerable amount to provide any spinach flavor. Blanching, sautéing and stewing are good ways to precook. I also drain off any watery liquid from the cooking process. Lobster, smoked salmon, chicken, leek, walnut, dill, tomato, mascarpone, ricotta, eggplant, and mushrooms are just the start of a long list of foods that pair well with spinach. Why not try adding a few items featuring spinach to your menu?



## Tips for a Richer, Sweeter Sauce

From time to time, we get requests from pizzeria operators asking how to reduce the tartness of their pizza sauce without developing a scorching problem, or how to add something a little different for flavor in their sauce. Aside from adding sugar to the sauce recipe, the sweetness can also be increased by the addition of finely ground baby carrots. Baby carrots add a level of sweetness to the sauce without imparting any flavor of their own. I've used the carrots by themselves, as well as in combination with sugar, to tone down the tartness and add a little sweetness to my pizza sauce.

Another trick that we've come to learn over the years is adding powdered parmesan and romano cheese to the sauce. This doesn't really increase the sweetness, but it does make for a smoother tasting sauce and, in my opinion, a great background flavor. Most people who have tasted this sauce have commented on its "mellow and rich" flavor. The amount of cheese that you might want to add to a sauce will vary with different types, grades, and brands of tomato products. The most common of these to use is 16 ounces of powdered Parmesan and 6 ounces of powdered Romano cheese for every twelve #10 cans of tomato product used in the sauce formula. This would be a good starting point if you are looking for something to perk up your pizza sauce.





## Market Update

**Dairy** – The CME cheese markets continues to trade at inflated levels. The CME block market is trading at roughly a \$.10 premium on the international market. Furthermore, we are hearing that spot cheese demand is fading. We expect cheese prices to move lower from here. The butter market is firming once again. Historically light butter supplies for this time of the year are expected to continue to support butter prices deep into the summer. Better feed supplies could lead to further expansion in milk production which eventually could be bearish for dairy.

**Oil, Grains, Misc.** – Oil and grain markets are very mixed lately as the winter wheat harvest has accelerated. Spring wheat is still being reported as 2-3 weeks behind in development. The USDA has improved crop conditions rating for both corn and spring wheat. Soybean, corn, corn oil, and wheat are all down from 2010, where soybean oil, DNS wheat and conola are up from 2010. the USDA estimates that 2011 soybean planted acreage at 75.2 million acres, below the average estimate of 76.5 million, and 2010's 77.4 million.

**Beef, Veal, Lamb** – Beef prices are up around 18% from 2010, although they have been declining in recent weeks. This is most likely due to the increased number of near slaughter ready cattle. That being said we anticipate beef end cut and trimming prices to remain above 2010 throughout most of the summer.

**Pork** – Pork markets are generally up from 2010. Although in the coming weeks we are expecting man pork markets to weaken, including the loin and rib markets. History suggests that the pork belly market could remain well supported into August as production reaches a seasonal lull.

**Poultry** – Chicken breast and wing markets continue to struggle due to lackluster demand and over production. The chicken market as a whole in recent weeks is 3% above the previous year, however production will slow versus 2010 in the coming weeks. Historically, the chicken and wing markets usually move higher in the coming weeks. Last year the jumbo cut chicken wing market rose 15% during the next 12 weeks.

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Whether it's to broaden your menu variety or upgrade your current pasta choices, keep your customers coming back more frequently with Bellissimo pasta. Made to our exacting standards in the hills of San Vito, Italy, it's processed slowly using only the finest durum wheat mixed with cool, clear mountain water. Bellissimo pasta delivers authentic Italian taste and consistent results time after time, even when partially-cooked, refrigerated or reheated.

Bellissimo has a variety of cuts to suit your every menu need.



Please visit [BellissimoFoods.com](http://BellissimoFoods.com) or call 800-813-2974 to locate a distributor in your area.