As of December 1, 2016, employers are subject to new federal regulations regarding overtime. If your annual sales total is over $500K, you are affected. If your business engages in interstate commerce - which includes ordering something online or taking out-of-state phone calls, you are affected. It’s anticipated that over 4 million salaried workers will be affected. SO: businesses need to be aware of the following.

Under current law, an employee may be exempt from overtime if s/he makes less than $23,600/year ($455/week) and works in a position classified as exempt. Positions classified as exempt are executives, administrators, learned or creative professionals, computer specialists & outside sales.

The new regulations increase the annual wage threshold to $47,476 ($913/week) as well as needing to work in one of the above exempt categories. If your worker does not meet both of those requirements, they are subject to overtime as of 12/1/16.

Note, non-profits are not automatically exempt from the overtime ruling; the interstate commerce clause applies here, too. Of course, there are some exceptions and we urge you to visit the Department of Labor’s website for their fact sheets. If you do have employees who qualify, we recommend that you establish controls and tracking mechanisms now with respect to overtime, as well as written documentation as to if they need express consent to labor overtime.

Workplace Ordinances & Your Business

As you may know, Minnesota Chamber is suing the city of Minneapolis over its recently passed paid sick time ordinance, stating it conflicts with state law and that it is unworkable for businesses, especially those whose employees work in multiple cities. The ordinance requires employers with 6 or more workers to provide a minimum of 1 hour of paid sick leave for every 30 hours worked, up to 48 hrs/year. Employees would be eligible for sick leave after working 80 hours or more per year in the city, even if their employer is based elsewhere. If you are located in the north metro but have an employee who travels to Minneapolis for meetings or even deliveries, you would be forced to comply with the paid sick time ordinance. At minimum, this means extra tracking and administrative work, even if you already offer paid sick time.

The MetroNorth Chamber agrees that employers should decide what type of leave policy works best for them. A patchwork of city-by-city ordinances would burden businesses with significant administrative costs, lead to unintentional errors that could subject businesses to legal action, and interfere in the operations of the workplace. We urge our north metro cities and County to resist any attempts to implement similar mandates which would similarly negatively impact the business community.

We will keep you informed on the above issues as we continue to work on your behalf.

Passion & Purpose

On Tuesday, Dec. 6th at the beautiful Leopold’s Mississippi Gardens overlooking the river, Ian Leonard, Chief Meteorologist from Fox 9, will speak on “Passion & Purpose,” sure to be highly entertaining and engaging remarks. We will also elect two incoming Board members and recognizing our outgoing Board and Committee leadership. RSVP now: $25 or $185/table of 8. Thank you Grand Casino Mille Lacs Hinckley for sponsoring.
Planning Session News

In November, your Board of Directors dedicated a full day to the MetroNorth Chamber by participating in our annual strategic planning session. The Board reviewed 2016, discussed our internal and external strengths and weaknesses, and sought how to maximize our resources to achieve our mission of strengthening business and stimulating economic prosperity. By the end of the day, they had identified several possible goals for 2017 which are in the process of being fine-tuned. The forward-thinking, productive conversations were energizing and showcased how committed your Board is to the north metro business community and this Chamber. We look forward to what 2017 will bring!

Team Update

We are blessed to have an amazing team at the MetroNorth Chamber who work tirelessly on your behalf. Valerie Jensen, Administrative Assistant, has been with the Chamber for two years and recently received a very well-deserved promotion to Office Manager. We hope you will join us in congratulating her on this recognition. Also noteworthy is that we have added Melissa Fedor to our team as a part-time intern from mid-November until the mid-January. She is assisting our office with administrative and special research projects, including updating member information for our 2017 Directory, so she may be calling you soon! Melissa lives in Oak Grove, previously having worked at Wells Fargo and Lifetouch.

Spotlight On:
Workforce Development Committee

Small or large, we hear from businesses across the board regarding their need for qualified employees. Our Workforce Development Committee (WDC) spent 2016 implementing ideas to address this need, focusing on our relationships with educational institutions so that students could hear from business professionals on a variety of career options. They spoke to a variety of classrooms which was the springboard for their new “CEO’s in the Classroom” project. Using a templated program, the WDC will bring speakers to students, imparting the necessity to think through their post-high school job, expenses, and ultimate career goal. If you are willing to speak to students for just one hour, let us know. Also, if you’re willing to be a part of the Workforce Committee - just one hour a month - we would love to have your input as we look to other ways to connect our emerging workforce to our business community.

Speakeasy A Success

It’s hard to believe that a month has gone by since our Speakeasy, too much fun to not show off our favorite photo from that evening. We also want to formally thank our AMAZING Gala Committee, who worked for months and months on planning such an amazing experience, as well as everyone who attended, sponsored and donated to the event. As a result, over $17,000 was raised to support our non-profit organization.
Upcoming Events

Christmas at Crooners
Thursday, Dec 15 4:30-7 pm

Our last after-hours of 2016 will be at Crooners Lounge and Supper Club in Fridley, the premiere jazz club of the north metro. Enjoy a sit-down dinner, drinks, and music in their beautiful Dunsmore Room. $28 includes your choice of entrée & one drink ticket. Sponsored by Oakwood Insurance Agency – Jeremy Sogn.

Career Fair
Thursday, Jan 19 2-6 pm

Hiring? Market your job opening for any phase of life, any industry, any experience level at our Career Fair at Northtown Mall, Blaine. This event will be heavily marketed to students and adults throughout the north metro. Booth space is limited so reserve yours now.

28th Annual Golf Tournament
Thursday, May 18, Refuge

Planning for next year’s tournament is already well underway for this sure-to-be sold out event. It’s not too early to confirm your participation, either, as last year we had a waiting list for hole sponsors and golfers. In fact, Financial One Credit Union has already laid claim to the title sponsorship!

2017 Summer Food Fest

Thanks to Spring Lake Park School District #16, the 7th Annual Summer Food Fest will occur on June 13th 2017 at the Westwood Intermediate/Middle School Complex. This building is only a mile away from Aquatore Park and allows the restaurants to be INSIDE – rain or shine! There’s also plenty of space outside for activities and entertainment. We’re excited for the possibilities with this location and hope you will be part of our 2017 event in some capacity.

In fact, it’s not too early to sign up to be a restaurant (no tent needed!) or secure a sponsorship (extra 2016 marketing dollars?). Remember that this event is in equal partnership with Toys for Joy, an Anoka County non-profit which provides toys to children at Christmas. Help support both our organizations by being part of this event!

Strengthening our Region

Your Chamber works hard to promote the north metro as a great place to do business. Recently we attended the Greater MSP annual meeting whereby hundreds of metro-wide leaders gathered to discuss regional excellence & the visionaries who are driving us forward. Greater MSP shared that between 2012 and 2015, perceptions among site selectors about our region’s business environment improved 13%, and interest in doing a deal here increased 30%. MetroNorth is committed to working with economic development partners, like Greater MSP, in showcasing our region in our ongoing effort to attract and retain business in Anoka County.

Lori Higgins with members of CMDC at the Greater MSP meeting.
SBM Fire Department: Remodel Finished!
The SBM Fire Department focuses on the safety and well-being of its members and those it serves, with integrity, pride and commitment. 1710 County Highway 10 Spring Lake Park, MN 55432, 763.786.4436, SBMFire.com.

Iceberg Web Design: New Location!
Iceberg Web Design is a leader in custom website development with a focus on unique, professional, responsive web design. They take pride in their fast turnaround time and one-on-one communication. 203 Jackson Street Suite 203 Anoka, MN 55303, 763.350.8762, IcebergWebDesign.com.

Anoka County Historical Society: New Member!
ACHS is a nonprofit organization with the mission to gather, preserve and disseminate history for the enjoyment and education of all residents and travelers. 2135 Third Avenue N Anoka, MN 55303, 763.421.0600, AnokaCountyHistory.com.

Raising Cane’s: Grand Opening!
Raising Cane’s vision is to grow restaurants all over the world and be the brand for quality chicken finger meals, great crew, cool culture and active community involvement. 1560 109th Avenue NE Blaine, MN 55449, 763.780.0959, RaisingCanes.com.

The Dental Specialists: Ground Breaking!
The Dental Specialists is a multi-specialty dental group consisting of 24 specialty dentists practicing in 12 locations. 3360 Northdale Blvd. W Coon Rapids, MN 55448. 651.746.2818, TheDentalSpecialists.com.

Border State Bank: Grand Opening!
Border State Bank is here to serve their communities. They’d like to see local businesses grow and prosper. Shop, invest, & volunteer locally. 9950 Foley Blvd NW Coon Rapids, MN 55433. 763.780.6600, BorderStateBank.com.
Ribbon Cuttings

Ambassadors Present:

Brenda Jewell, Ham Lake Anytime Fitness
Steve Griffiths, Impact Services
Teresa Elmstrand, Wells Fargo Advisors
Kat Smithe, Blaine Festival Committee
Amy Weber-DeRaad, Mary Kay
Anita Spading, KleinBank
Stacey Buchanan, KleinBank
Bob Hylland, Financial One Credit Union
Beth Whelan, Oxygen Consulting
Mike Rathbun, Freedom Cleaning
Meg Chiodo, Royal Credit Union
Neal Elder, BOB 106 FM

Mary Sutherland, Riffland Solutions
Michael Erkes, Imprint Gallery
Chelsea Kappes, Desired Health Chiropractic
Rebecca Jochum, INI Bodywork & Wellness
Amanda Norcross, Paychex
Steve Rajtar, ECM Sun Publishers
Jon Nalty, Trust Vets
Lori Dorn, Harmon Auto Glass
Amy Jones, Mary Kay
Emily Boettcher, Unique Dining Experiences
Mandy Meisner, North Metro Mayors Association

The Ambassadors of the Month Are...

September:
Kat Smithe
Blaine Festival Committee

October:
Beth Whelan
Oxygen Consulting, Inc.

North Metro

If you can dream it, we can put your name on it!

Golf Tournaments • Parades
Chamber Event • Tradeshows
Community or Church Events • Company Parties

We’ve got you covered!
Reach over 190,000 eager readers every week.

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• Mounda View / New Brighton Sun Focus
• Anoka County Shopper
• Anoka County UnionHerald
• Blaine / Spring Lake Park Life

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ABCNewspapers.com

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Focus.mnsun.com

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- Allegra Design Print Mail
- Amazon Paint
- American Pump
- AngCo | Virtual Assistant
- Anoka-Hennepin Educational Foundation
- Apparel Designer & Consultant - Chris Johnson
- Atlas Staffing, Inc. - Aveda
- Bertolas & Pekula, LLC
- Blaine Festival Volunteer Committee
- Blaine Liquor
- Blaine Medical Center
- Blake Drilling Company, Inc.
- Box Financial Advisors
- Bridal Asie Wedding Consignment
- Bryant & Field Real Estate Appraisal
- CenterPoint Energy
- Central Spirits Liquor Store
- City of Ramsey
- Clive’s Roadhouse Blaine
- Divorce Settlement Solutions LLC
- Dunwoody College of Technology - E.G. Rud & Sons, Inc.
- Epiphany Senior Housing - First Advantage Bank
- For Pet’s Sake
- Gifttech Consulting, Inc.
- Glass & Mirror, Inc.
- Goodwill Blaine East
- Goodwill Blaine North
- Goodwill Coon Rapids
- Goodwill Fridley
- Green Mill-Blaine
- House 2 Home Flooring & Design Studio
- Infinite Campus, Inc. - INI Bodywork & Wellness
- Integrated Protections Systems, Inc. - International Paper
- IRC Retail Centers
- Jam Hops Gymnastics, Dance, Cheer & Leap-N-Learn
- Jill C. Brown
- John Roberts Company
- Kimberly A. Nybo Insurance Agency, Inc.
- Kugler Financial
- LegalShield
- LePage & Sons, Inc. - Magnum PR
- Majestic Oaks Golf Club
- Mary Kay-Amy Weber-DeRaad
- Mate Precision Tooling
- Midwest Imaging Solutions
- Multicare Association of the Twin Cities
- Northtown Imports & Domestics, Inc. - Numbers LLC
- Ole Piper Inn
- Olive Garden
- Oxygen Consulting, Inc.
- Park Dental Blaine
- Phancy Face Painting & Bounce Houses Plus!
- Premier Commercial Properties
- Primrose School of The Lakes at Blaine
- Rise, Inc.
- RMS
- Roo Solutions
- Sam’s Club
- San Jose Mexican Restaurant
- Simonson’s Salon and Spa
- Smith Schafer & Associates, Ltd.
- Spiral Manufacturing Company, Inc.
- Terry Overacker Plumbing, Inc.
- The Graphic Guys
- Tires Plus-Blaine
- Tires Plus-Columbia Heights
- Tires Plus-Coon Rapids Northdale
- Tires Plus-Blaine
- Tires Plus-Coon Rapids Northdale
- Tires Plus-Coon Rapids Southdale
- Tires Plus-Blaine
- TPAC Underwriters, Inc.
- Twin Cities Gateway Visitors Bureau
- Universal Spray & Drywall, Inc.
- Walters Recycling & Refuse, Inc.
- Waters Edge Community Association
- Wells Fargo Advisors
- Wings Financial Credit Union
- YMCA-Andover

New Member Referral Program Winner

September Referral Winner:
Anoka-Hennepin Educational Foundation; $50 Kintaro Gift Certificate
COMMITTEES/GROUPS:

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<tr>
<th>Committee</th>
<th>Date</th>
<th>Time</th>
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<tr>
<td>Ambassadors</td>
<td>Dec 6</td>
<td>4 pm</td>
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<td>Jan 10</td>
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<td>Jan 11</td>
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<td>Sunrise - Blaine</td>
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<td>Dec 30</td>
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<td>HOPE 4 Youth-Anoka</td>
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<td>Dec 14</td>
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<td>Jan 25</td>
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SPECIAL EVENTS:

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<td>Annual Meeting</td>
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<td>Leopold's Mississippi Gardens, Brooklyn Park</td>
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<tr>
<td>Marketing 201</td>
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<td>Rasmussen College-Blaine</td>
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<td>Christmas at Crooners</td>
<td>Dec 15</td>
<td>4:30 pm</td>
<td>Crooners Lounge &amp; Supper Club, Fridley</td>
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<td>Career Fair</td>
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<td>2 pm</td>
<td>Northtown Mall</td>
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<td>Connecting 101</td>
<td>Jan 19</td>
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<td>Chamber</td>
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<tr>
<td>Blaine Business Council</td>
<td>Jan 26</td>
<td>7:30 am</td>
<td>TPC Twin Cities, Blaine</td>
</tr>
</tbody>
</table>

Oh, The Places You’ll Go

“Congratulations! Today is your day. You’re off to Great Places! You’re off and away!”

Did you just join the Chamber? Are you looking to gain new connections or new business? Maybe your company supports MetroNorth for Advocacy or Community Involvement reasons... but perhaps you have employees who would like to build their professional relationships, leadership skills, or public speaking ability? You are already investing in the Chamber; why not utilize what we have to offer? We urge you to attend an upcoming orientation or meet with a team member to learn more. In one hour, we can figure out how to best maximize your time and help you meet your goals.

“And will you succeed? Yes! You will, indeed! (98 and 3/4 percent guaranteed.)”
Thank you 2016 Signature Sponsors!

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Gala:
- financial one
- Your Solutions Credit Union

Summer Food Fest:
- Stellar
- auto
- Walmart

Grow MN:
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