A Conversation with Rochester Chamber Chairman Rob Sands

Constellation Brands CEO Rob Sands recently passed the six-month mark of his two-year term as Greater Rochester Chamber of Commerce Chairman of the Board. With a half-year under his belt, the Voice of Business Newsletter talked with Sands about his vision for Rochester Chamber.

VoB: Why was it important for you to accept the Rochester Chamber chairman position?
Sands: I’m involved in a lot of things in the community. I believe that CEOs in general have a responsibility to use their talents not only in their own companies, but also to help their communities prosper. We have a strong guiding principle at Constellation that our corporate social responsibility programs are very important to the company and our employees. My participation in things like the chamber and other community matters is a way that we can further our corporate social responsibility goals.

VoB: What has stood out to you the most in your first six months as chairman?
Sands: We have a great organization. Rochester Chamber has very strong lines of business. In particular, the RBA Staffing business really fits with our mission of supporting businesses in our community. There is also a lot of opportunity for us as a chamber to further our mission in even a stronger way as we move forward.

VoB: What happened behind the scenes to rebrand as Greater Rochester Chamber of Commerce?
Sands: When Bob Duffy came in as the new Rochester Chamber CEO, the board of directors and executive committee said that the time was right to take a new look at the organization’s mission and branding. Even more importantly than the rebranding, it was an opportunity to look at the creation of a new strategy.

VoB: What’s your assessment of Bob’s performance so far as CEO?
Sands: The board believes that Bob is doing a great job. We are really very lucky to have attracted someone of Bob’s stature and credentials including chief of police, mayor, and lieutenant governor. He’s really very connected and I think that, along with his leadership skills and knowledge of the community, state, and politics, has really made a big difference. I also believe that Bob, as Rochester Chamber CEO, has a responsibility to participate in other roles he now holds such as AIM Photonics Leadership Council chairman and a member of the SUNY Board of Trustees. These types of things give him an even better connection to the community and can be positive from a business development standpoint.

VoB: Where do you see Greater Rochester Chamber of Commerce headed in the next one to five years?
Sands: I believe Rochester Chamber must take a major role in business development in the community. We are here to support businesses and be an advocate for businesses. The chamber has to take a key role in pretty much anything and everything from a business development standpoint that can benefit the community. There are issues in this community, especially in the City of Rochester, where business development has not been as robust as it could be. Rochester Chamber needs to take more of a direct role in ensuring that those issues are addressed and that the business environment is as robust as it can be in both the city and the surrounding Finger Lakes region.

VoB: As we head into next year’s 130th anniversary of the original founding of Greater Rochester Chamber of Commerce, what is your message to members?
Sands: Rochester Chamber is stronger than ever. We have great leadership. In terms of our ability to fulfill our mission, we are in a better position than we’ve ever been. Rochester Chamber expects to be well engaged with our membership moving forward and we ask that our members also engage with us.

VoB: Finally, but not least important: Corona. Lime or no lime?
Sands: Lime.

Constellation Brands, the world’s third largest beverage company led by Rob Sands, counts Corona Extra beer among its product portfolio for distribution in the United States.
We can do better.

I read with great interest recent news reports on a study that identifies Rochester as having the slowest growing economy in the United States. While studies like this often don’t illustrate the entire picture, it comes as no surprise when you look at factors that lead to a stagnant economy.

In my many visits to Greater Rochester Chamber of Commerce member companies, I hear stories of unfilled jobs that pay well above minimum wage because our workforce is not qualified to take those available positions. Because of this, Rochester ranks in the top five metro areas in the nation for childhood poverty and top ten in the nation for overall poverty. This is exacerbated by the fact that the Rochester City School District historically has a graduation rate below 50 percent despite our extraordinary investment in education.

When you look at all of these factors together, we have to ask ourselves, “How did Rochester ever get to this point?”

One observation I have made is that we define “insanity” here. We do the same thing over and over again, expecting different results. We have not seen different results. If anything, in many ways we have regressed. It is time to take a look in the mirror and find ways to do better. We are rife with silos, turf issues, and egos that divide us politically, geographically, and demographically. We have reached a point where we are on the precipice of some great things happening with the Upstate Revitalization Initiative and AIM Photonics, but we must do some soul searching to take it to the next level.

We are competing against each other at a time when there should be greater collaboration. One way to start that process is to create better alignment here between business, education, community leaders, and political leaders. We must get away from a focus on individual success and look at what works for the greater good. My model for this behavior is Danny Wegman. His work with Hillside Work Scholarship Connection, his service as co-chair of the Finger Lakes Regional Economic Development Council, his business sense, and his way of bringing people together are something from which we all can learn.

On the political front, it is time to elevate expectations of our elected officials and hold them to a higher standard. They must listen to feedback from the business community and become actively engaged with business to get our economy back on track. We have already seen in this year’s state budget one way that the state legislature has thought creatively. Although the minimum wage increase is a negative for business, our legislators found a way to ease the blow somewhat for our area by scaling the increase differently for upstate and downstate. This upstate/downstate approach can help in other areas that now burden business including Workers’ Compensation and the Scaffold Law.

At a recent meeting of the Greater Rochester Chamber of Commerce executive committee, our guest, Rochester-Monroe Anti-Poverty Initiative Director Leonard Brock, mentioned that Rochester has one of the highest per capita numbers of not-for-profit organizations in the nation. That piece of information sparked some great conversation in the meeting. We have so many different agencies going in many different directions. We must align and follow the words of Danny Wegman: “focus and finish.” We now lack the type of focus and teamwork we need to improve our economy. Yes, each program has its own constituencies and we are not going to let the state legislators find a way to ease the blow of the minimum wage increase is a negative for business, our workforce development, and other economic development agencies, chambers of commerce, workforce development, and other organizations across the nine-county Finger Lakes region that all operate independently. We must get the collective courage to say no to things that do not work so that we can say yes to things that do work.

We also have an array of economic development agencies, chambers of commerce, workforce development, and other organizations across the nine-county Finger Lakes region that all operate independently. I get the sense that everyone is worried about losing something and therefore we often compete against each other rather than...
Circle Rochester Inc. (cont.)

“...how the two disciplines intersect. His vision and input have been of extraordinary value to our entire community. Bill has an uncanny ability to mix humor and his great intellectual capacity in conveying his views on how to best grow the Rochester and Finger Lakes economy.”

RIT has started a nationwide search for a successor.

Rochester Chamber President and CEO Bob Duffy said, “Bill Destler has served on the Rochester Chamber board and executive committee since he arrived here. He has been an important supporter of business and academia and how the two disciplines intersect. His vision and input have been of extraordinary value to our entire community. Bill has an uncanny ability to mix humor and his great intellectual capacity in conveying his views on how to best grow the Rochester and Finger Lakes economy.”

From the CEO (cont.)

Under Destler's leadership, RIT’s enrollment has reached record levels, selectivity and diversity have improved, the value of research awards has skyrocketed and geographic draw continues to widen across the U.S. and overseas. Destler accomplished his vision of turning RIT into one of the most innovative universities in the world. The Imagine RIT: Innovation and Creativity Festival has attracted more than 250,000 visitors to campus since it launched in 2008, and RIT can boast about award-winning programs in a host of uncommon disciplines, including packaging science, computational astrophysics, sustainability, and interactive games and media.

Destler came to RIT from the University of Maryland at College Park, where he spent more than 30 years, rising from the ranks of research associate and assistant professor of electrical engineering to senior vice president for academic affairs and provost. He is an international authority on high-power microwave sources and advanced accelerator concepts and one of the world’s foremost collectors of antique banjos.

New Member Profile:

Wilkins RV

Rochester Chamber welcomed new member company Wilkins RV in June and had a moment to get acquainted with General Manager Denise Haggerty to learn more about this business.

Tell us about your company:

Wilkins RV is a third generation family-owned recreational vehicle dealership that started in 1936 in Hornell, NY and moved to Bath, NY in 2006. In 2011, we opened a second location in Churchville and in 2016 expanded into a new state-of-the-art 40,000 square foot facility with 33 employees.

What prompted you to join the chamber?

After learning about what Rochester Chamber had to offer, especially the opportunities to network and get to know our business community better, it felt like a perfect fit.

What business or economic challenges are you currently facing?

Our biggest challenge is finding qualified people to fill positions at the same rate as the growth of our business. We have tripled the amount of employees in less than five years, going from 11 to 33. Finding job-specific trained personnel such as RV technicians has been and continues to be a struggle.

What is your business outlook?

We are off to a strong start and feel this will continue for the rest of 2016 as the RV market in Western New York is the strongest it has been in years. We look forward to settling into our new facility and being able to service our customers better than ever before.

www.wilkinsrv.com
Quebec Delegation Visits Rochester and Upstate

A delegation of Quebec mayors, business leaders, and economic development representatives embarked upon an economic mission to Upstate New York with stops in Syracuse, Rome, and Rochester. Greater Rochester Chamber of Commerce hosted a working lunch for the delegation to make connections with local counterparts.

The main objective of the mission was to establish relations between the mayors of Gatineau, Alma, Magog, Drummondville, and Shawinigan and municipal leaders involved in the economic development of their communities. Part of the discussion focused on best practices on the role of cities in economic development and industrialization.

City of Gatineau Mayor and mission leader Maxime Pedneaud-Jobin said, “We want to establish a long-term relationship at the political level, at the institutional level in our economic development departments, and also at the business level. So, for us it’s a start. It’s our first economic mission and we decided to come to our neighbors, a market that we already have some ties with, to strengthen those ties and build something that we hope will last for a long time.”

Other objectives for the mission included the establishment of business relations between Quebec companies and their American counterparts and a look into the reemergence of the manufacturing sector.

Pedneaud-Jobin said, “Gatineau has the federal government so when there is a crisis we always survive. But we want to diversify our economy so we came here with high tech businesses because we think that is the key to diversifying the economy. We know that the Rochester region went through tough times and is successful in many ways working to diversify the economy. We think we have things to learn here and things to share.”

The mayors agreed that this type of economic mission was long overdue. Pedneaud-Jobin said the next step is to determine how to use the information gathered on the trip. “We have a lot of enthusiasm. We are learning a lot,” Pedneaud-Jobin said. “We think there should be something in the future. So, when we go back home and government, business, and economic development sit together, we will see what we learned and which one of us should do the next step. We already know that many businesses in Gatineau are interested in participating. There could be another mission, but more business to business in the second step.”

The Union of Municipalities of Quebec organized the mission. UMQ represents 300 municipalities of every size and every region of Quebec. Learn more at www.UMQ.qc.ca.
Rochester Chamber offers a variety of events each month. For more photos, visit our Facebook page. The YouTube logo next to the photos denotes a video posting on our YouTube channel.

Brand Integrity CEO Gregg Lederman shared essential habits of trusted leaders at our Rochester TRENDS event.

Members learned how Sweeteners Plus processes and distributes all types of liquid and dry sweeteners for food and non-food applications.

Our staff gathered for the 5th Indoor Golf Tournament to raise money for United Way of Greater Rochester.

The Small and Large Sr. HR Executive Forums enjoyed breakfast and a special presentation from Michael Caceci of Excellerated Performance, LLC.

Young professionals attended the biz. Exchange: PR101 presentation at WXXI, featuring social media entrepreneur Mallory Blair of Small Girls PR.

Rochester Chamber welcomed Gerard Rooney, St. John Fisher College President, to the Board of Directors during an orientation meeting.

The Chamber Business Rounds Not-For-Profit panel featured executives from East House, United Way of Greater Rochester, Action for a Better Community, and Veterans Outreach Center.

ConServe President Mark Davitt discussed entrepreneurship at a recent biz. Exchange meeting.

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Recent Member Company Visits

REDCOM Laboratories, Inc.
Quality Vision International, Inc.
Zotos International, Inc.
Klein Steel Service Inc.
Jamestown Container, Rochester Inc.
Garlock Sealing Technologies
GRQC Presents Performance Excellence Awards

Excellus BlueCross BlueShield, Camp Stella Maris, Hillside Service Solutions, Paychex, the University of Rochester Medical Center, and Villa of Hope led the way at the Greater Rochester Quality Council’s 10th annual Showcase and Performance Excellence Awards. GRQC, a Greater Rochester Chamber of Commerce affiliate, presents the awards as a way to discover, recognize, and learn from high-performing organizations.

The 2016 Greater Rochester Quality Council Award recipients are:

Business Operations Excellence - Gold: Excellus BlueCross BlueShield

Healthcare Operations Excellence – Gold: University of Rochester Medical Center

Business Team Excellence – Gold: Paychex

Not-for-Profit Team Excellence – Gold: Hillside Service Solutions, Villa of Hope, Camp Stella Maris

Not-for-Profit Customer Excellence – Silver: Holy Sepulchre Cemetery

Business Team Excellence - Silver: Thermo Fisher Scientific, Butler/Till

Healthcare Team Excellence - Silver: Rochester Regional Health – DSRIP Program, UR Medicine – Department of Pathology and Laboratory Medicine, Rochester Ambulatory Surgery Center

Not-for-Profit Team Excellence - Silver: Hillside Family of Agencies - Outpatient Services

Business Team Excellence – Bronze: Oldcastle Rochester Recruiting Office

Healthcare Team Excellence - Bronze: UR Medicine – Division of Gastroenterology and Hepatology

Visit www.GRQC.org to learn more.

Rochester Native Delivers PR Tips to Millennials

Public relations professional and Forbes 30 Under 30 honoree Mallory Blair headlined a Rochester Chamber biz.Exchange Millennial Social Hour and PR 101 event. The 27 year old Brighton native, now CEO of Small Girls PR in New York City, shared some tips and tricks to get noticed.

Blair said, “Some of the most important things would be researching and contacting the right reporters that are relevant for your brand story as well as identifying what your brand story is. What is the headline you can imagine being written for your brand? Reverse engineer it to make the right pitch and to contact the right reporter.”

Mallory also waded into the ever-expanding universe that is social media. Choosing the right platforms helped her create a multi-million dollar PR business by the time she was 25.

Blair said, “It’s really hard but I think you have to look at the audience demographic inherent to each platform. For example, for a business to business brand, LinkedIn might be your platform of choice. If you’re looking to reach 18 to 24 year old consumers, try Snapchat.”

Rochester Chamber held the event at WXXI studios as part of its bigger strategy to engage with the millennial generation.

Rochester Chamber CEO Bob Duffy said, “We are just looking for ways that we can support young professionals. They are the future. They are the future leaders. It’s our responsibility to do everything we can to help along the way. As us older folks step aside, we want them to step right in.”

Mallory stepped right in to leave the audience with her most important piece of public relations advice.

Blair said, “You should make a blogger, influencer, or reporter’s job as easy as possible to get them to cover your brand. Think about all the information that might be relevant in advance and also try to give them the most concise, short, easy-to-read pitch as possible.”
Workers’ Compensation (WC) continues to be a top concern for Greater Rochester Chamber of Commerce members and business groups across the state.

According to a 2014 study conducted by the State of Oregon’s Department of Consumer and Business Services, New York is 4th highest in the nation for WC costs. On average, New York employers pay nearly 150% of the national median of cost per payroll.

WC reforms in 2007 were intended to balance increased benefits to injured workers with legislative and administrative reforms designed to provide premium reductions for employers. These measures have fallen short of the mark, and cost savings to employers have yet to fully materialize. Despite significant new burdens placed upon employers in the form of higher minimum wages and paid family medical leave legislation passed this session, calls for WC relief went unheeded. Adding insult to injury, $10 million from the WC fund paid for by assessments on employers was transferred to the state to fund the start-up of paid family leave legislation.

The calls for WC relief from the business community are growing and Greater Rochester Chamber of Commerce and Unshackle Upstate continue the push for reform. Recently, the Temporary Commission on the State Business Climate was created to identify issues impacting the business community. A joint letter issued in collaboration with 41 other business groups provided recommendations in six areas. The group listed WC reform as its top priority and included specific reform recommendations identified by Rochester Chamber’s WC Committee. Below is a list of several of the key reform priorities included in the letter that continue to form the basis of Rochester Chamber’s and Unshackle Upstate’s WC agenda.

**Workers’ Compensation Reform Priorities**

**Update Schedule Loss of Use Guidelines.** While all agree that injured workers should be justly compensated, the Schedule Loss of Use protocols in New York reflect outdated medicine. Evaluation guidelines should be updated to clarify application and reflect modern medical advancements. Further, compensation for SLUs should more accurately reflect actual lost time and be more consistent with national averages. As it stands, the maximum compensation for the loss of use of one arm in NY is 48% more than the national average, the loss of the use of one leg is 52% higher.

**Provide Meaningful Timelines for Maximum Medical Improvement (MMI).** MMI is the time it takes an injured worker to achieve optimal improvement for an injury, triggering the awarding of a final capped-benefit and providing resolution. Since 2007, this time period has ballooned from two to close to six years. This has inflated costs and created an environment of uncertainty for all stakeholders. New York should return to the standard of providing meaningful timelines (6-24 months) for MMI.

**Expand the current Preferred Provider opt-out period from 30 to 90 days.** This change would benefit injured workers and their employers by reducing administrative costs, improving continuity and access to treatment, reducing loss and restricted work days, and limiting litigation.

**Employ Regional “Average Weekly Wage” Calculations.** When determining an injured worker’s compensation benefits, New York State bases their award on the statewide “average weekly wage” for a given occupation; a method that ignores the great variations in wages and salaries that exist across New York State. The average weekly wage should place greater emphasis on regional labor and earnings statistics, not a statewide calculation that inflates costs.

**Apply nationally recognized standards for medical treatment and impairment guidelines.** Lastly, New York State should move to immediately adopt national standards, such as the American Medical Association Guidelines, in the diagnosis, care and treatment of injured workers.

**Employer Workers’ Compensation Survey**

To better demonstrate how high WC costs impact employers and to assist with advocacy efforts, Rochester Chamber recently developed a WC survey. The survey questionnaire was distributed to Rochester Chamber members in May, and has been expanded to include Unshackle Upstate partners and other business groups across the state. Survey results will be shared with state leaders, WC board officials, and all survey respondents. To date, 85% of Rochester Chamber survey respondents rank WC costs as a “significant business concern.” Additionally, 75% state that high WC costs have changed the way that they do business with 50% re-examining employee benefits, 29% increasing product prices and 27% hiring fewer employees. Survey data will continue to be collected throughout the summer. If you would still like to participate, click here.

Finally, in addition to ongoing advocacy work, Rochester Chamber is planning a half-day Workers’ Compensation Forum for the fall to help educate employers on recent WC developments and best practices to reduce WC costs. Stay tuned for more information.

With the 10th anniversary of the 2007 reforms approaching, we will continue to push for necessary changes to the WC system. If you have any questions on any of the above information, or would like to discuss how you can help, contact Chris Wiest or Shannon Ealy.
Human Resources

2016 National Executive Compensation Survey Released

The results of the 2016 National Executive Compensation Survey were released at the end of May. This survey contains compensation and benefits/perks data for 47 top level positions. Coordinated by the Management Association, 1,798 organizations participated through 19 co-sponsors across the country. The co-sponsors are members of the Employer Associations of America (EAA). For the Rochester area, 74 Corporate and Partner members of Rochester Chamber participated in the survey.

Breakout categories in the survey include:
• Sales Volume (9 categories sectioned by manufacturing, non-manufacturing and all combined)
• Employment Size (8 categories)
• Industry (by major NAICS category)
• Geographic Area (major cities where co-sponsors are located including Rochester)
• Regions (6 categories for manufacturing and non-manufacturing)

The individual position reports include base pay as well as information on bonuses/variable pay, total cash compensation, and number of executives who own more than 5% stock in the company.

In addition to cash compensation for each position, this report summarizes data for a variety of benefits and perquisites for two different categories of breakouts: manufacturing vs. non-manufacturing and public vs. private. A unique feature of this survey is the reporting of information on stock ownership by executives, especially for privately held organizations.

Also, the supplemental information section of the survey provides a wealth of data on short and long term bonuses/variable pay as well as information on executive salary increases, and board of director pay.

Rochester Chamber member participants were sent an email at the end of May containing a complimentary copy of the results. Corporate and Partner members that didn’t participate as well as other member tiers and future members can purchase the results by completing the Rochester Chamber survey order form. Please contact Kathy Richmond at (585) 256-4618 or Jennifer Suppé at (585) 256-4608 if you have any questions, or to request a resend of the complimentary results (member participants only).

There is still time to sign up for and participate in all of these surveys. Contact Jennifer Suppé at (585) 256-4608. As a reminder, only Corporate and Partner members are eligible to participate in Rochester Chamber benchmarking surveys. To discuss options for upgrading membership, or joining Rochester Chamber, so that your company may participate in various benchmarking surveys, please contact Kevin Donahue in membership at (585) 256-4651.

Summer Benchmarking Surveys

In mid-June, Corporate and Partner members were sent an email invitation to participate in a variety of benchmarking surveys taking place throughout the summer. Members that participate automatically receive complimentary results when released, as a benefit of membership. Below is a summary of upcoming surveys:

Health Benefits Survey – This comprehensive benchmarking survey collects Rochester-area data on many health insurance topics including average health plan premiums, domestic partner and part-time benefits, as well as questions on retiree benefits, high-deductible health plans, self-insured, and dental plans. This survey was sent to HR contacts at all Corporate and Partner member companies the week of June 27.

Pay Trends Survey – This annual survey reports pay adjustments (merit, cost of living, etc.) received as a percent of pay in firms giving increases. It will be sent the week of July 11 to those members that signed up.

Policies & Benefits Survey – This comprehensive biennial survey reports policies and practices on topics such as working conditions, health and welfare benefits, pay practices, and more, broken down into separate sections for local and national data, and within each section, broken out by employment categories and company size. An email with the link to the online survey will be sent the week of September 12 to those members that signed up.

Survey Spotlight

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If you haven’t yet signed up for third quarter surveys but would like to, contact Jennifer Suppé at (585) 256-4608 or Jennifer.Suppe@GreaterRochesterChamber.com
In the Clamor to Comply with the Federal Overtime Regulations, Don’t Overlook Significant State Law Changes

James Holahan and Franz Wright
Bond, Schoeneck and King PLLC

Since late May, the new overtime regulations issued by the United States Department of Labor (USDOL) have dominated conversations in executive suites, on factory floors, and over the dinner table. Executives have grappled to understand how doubling the minimum salary (from $23,660 to $47,460) needed to qualify for the white collar overtime exemptions will impact their organizations.

Yet, in the time between the announcement of the proposed overtime regulations (July 6, 2015) and the announcement of the final rule (May 17, 2016), the State of New York has been much more active in the labor and employment law arena. The State of New York has taken the following steps:

**Increased the minimum wage.**
Increases will vary depending on employer size and geographic location within the state. For instance, the minimum wage for employers with employees working in Nassau, Suffolk, and Westchester Counties, will increase to $10.00 per hour on December 31, 2016, $11.00 per hour on December 31, 2017, $12.00 per hour on December 31, 2018, $13.00 per hour on December 31, 2019, $14.00 per hour on December 31, 2020, and $15.00 per hour on December 31, 2021.

In contrast, the minimum wage for employers in other New York counties will increase to $9.70 per hour on December 31, 2016, $10.40 per hour on December 31, 2017, $11.10 per hour on December 31, 2018, $11.80 per hour on December 31, 2019, and $12.50 per hour on December 31, 2020.

**Created a 12-week paid family leave benefit.**
Eligible employees are now entitled to up to 12 weeks of paid family leave for reasons, such as: 1) to care for a family member with a serious health condition; 2) to bond with a child during the first 12 months after birth, adoption or placement for foster care; or 3) to respond to extreme circumstances relating to an employee’s spouse, domestic partner, child, or parent on active duty in the armed forces. Employees will pay for this benefit, as this program is funded entirely through employee payroll deduction.

**Increased the minimum hourly rate for tipped workers and substantially reduced the available tip credit for employers in the hospitality industry.**
The minimum hourly rate for tipped workers was increased from $5.00 to $7.50 an hour, and the maximum tip allowance an employer can take against the minimum wage for its tipped workers was reduced from $3.75 per hour to $1.25 per hour.

**Adopted regulations prohibiting discrimination against transgendered individuals.**
The regulations prohibit discrimination or harassment against transgender applicants and employees, and require employers to accommodate transgendered employees. Employers can run afoul of these new regulations by failing to use an individual’s preferred name, or prohibiting transgendered employees from using restrooms consistent with their gender identity.

**Amended New York’s equal pay law.**
Labor Law Section 194 – which requires gender equality with respect to the wages paid to men and women in the “same establishment” for “equal work” – was strengthened by limiting the defenses available to employers. For example, the defense that allows employers to defend wage disparities based on “any other factor other than sex” was amended to require proof of “a bona fide factor other than sex, such as education, training, or experience.”

**Enacted a new law permitting employees to obtain attorneys’ fees when they prevail in sex discrimination lawsuits.**
Where sex is the basis of a discrimination claim, New York State’s Executive Law now permits the prevailing party in an employment or credit discrimination case to recover reasonable attorneys’ fees.

**Created a new protected category of “familial status” in New York’s discrimination laws.**
New York State’s Executive Law was amended to add “familial status” (that is, anyone who is pregnant, or has a child, or is in the process of securing legal custody of any individual, under the age of eighteen) as a protected category.

**Added a requirement that employers must provide reasonable accommodations to all pregnant employees (not simply those with pregnancy-related disabilities).**
Employers must provide reasonable accommodations for pregnancy related conditions, unless doing so would cause an undue hardship.

A “pregnancy related condition” is defined as a medical condition related to the pregnancy or childbirth that inhibits the exercise of normal bodily function or is demonstrable by medically accepted clinical or diagnostic techniques.

Clearly, when it comes to government regulation of employers and the employment relationship, the State of New York and its regulatory agencies are the “hare” and the United States Department of Labor is the “tortoise.” So, in your efforts to comply with the revised overtime regulations (which don’t become effective until December 1, 2016), please don’t overlook the many and varied changes that the State of New York has issued and no doubt will continue to issue.

If you are wondering how you can possibly stay informed about the ongoing changes to the employment law landscape, a simple and free way to start is by subscribing to the New York Labor and Employment Law Report, a blog published by the 60+ lawyers at Bond Schoeneck and King who practice labor and employment law.
THURSDAY, JULY 28TH - 12:15 PM TO 1:30 PM
COMPLIMENTARY LUNCH
POLE POSITION RACEWAY • 1 MIRACLE MILE DRIVE • ROCHESTER, NY • INSIDE THE MARKETPLACE MALL

YOU’RE INVITED
TO WATCH ROCHESTER’S TOP EXECUTIVES RACE FOR CHARITY WITH
2004 NASCAR SPRINT CUP SERIES CHAMPION KURT BUSCH
THURSDAY, JULY 28TH - 12:15 PM TO 1:30 PM
COMPLIMENTARY LUNCH

POLE POSITION RACEWAY • 1 MIRACLE MILE DRIVE • ROCHESTER, NY • INSIDE THE MARKETPLACE MALL

COMPLIMENTARY LUNCH WILL BE PROVIDED
• TOP EXECUTIVES RACE BEGINS PROMPTLY AT 12:15 PM (RACE OPEN TO KURT BUSCH AND INVITED EXECUTIVES ONLY)
• 1:00 PM – LUNCH, PHOTO OPP AND AUTOGRAPHS WITH KURT BUSCH

RSVP: HTTP://BIT.LY/72816NASCAR
Consolidated Funding Application Round Six Now Open

The Finger Lakes Regional Economic Development Council has opened round six of the Consolidated Funding Application for organizations interested in submitting projects for state funding. More than 20 state programs participate in the CFA process, representing grant money and tax credits worth over $750 million.

Identifying projects with the greatest impact on advancing state and regional strategies is a critical role of the Finger Lakes Regional Economic Development Council. The FLREDC will use statewide endorsement standards when reviewing Consolidated Funding Applications, taking into account the degree to which the application helps implement the regional “Finger Lakes Forward” strategic plan and alignment with regional priorities. Leaders of the FLREDC then assign each project a single score of 20, 15, 10, 5, or 0 based on merit. Through their ability to score and endorse projects, the Regional Council highlights and supports the best projects with the potential to generate the greatest economic benefits to the region. State agencies award priority points to downtown revitalization projects designed to transform communities ripe for development into vibrant neighborhoods where tomorrow’s workforce will want to live, work, and play.

The $750 million in resources available through the Consolidated Funding Application include $262 million in direct assistance to business and other organizations, $55 million for community development, $20.5 million for waterfront revitalization, $60 million for energy, $38 million for environmental improvements, $15 million for sustainability planning and implementation, $5 million for education and workforce development, and $300 million for low-cost financing for Industrial Development Bond Cap.

The Consolidated Funding Application submission deadline is July 29, with progress reports, scores, and endorsements due to Empire State Development October 3. Awards are expected to be announced sometime in the fall.

For more information on the Consolidated Funding Application process, visit the Finger Lakes Regional Economic Development Council website at http://bit.ly/FLREDC.

Cybersecurity Forum Covers Data Security

Greater Rochester Chamber of Commerce member and training program partner Logical Operations hosted the 2016 Upstate New York Regional Cybersecurity Forum at RIT. The forum brings together businesses, industry experts, and law enforcement to discuss ways to keep data secure.

Presenters addressed a theme that many employees of businesses are unaware of how their actions, no matter seemingly small, can put themselves and their organization at risk.

Paul Hoffmann of Logical Operations said it is critical for businesses to address cybersecurity as part of their overall business plan.

Hoffmann said, “What they are trusted with is a person’s personal information. When they get a swipe of a card, it is that person’s life potentially being upended by a security breach. They may have all the software, hardware, and firewalls, but if they haven’t trained one of their staff that clicks on a link can allow someone to infiltrate that information. Once they get that information, the customer that trusted them is now vulnerable and their life could be changed forever.”

The goal of the Upstate New York Regional Cybersecurity Forum is to educate businesses and consumers about actionable steps they can take to protect against cyber threats.

Friday HR Briefings

July 15 - Prepare Now for the FLSA Exempt Salary Threshold Increase

August 19 - Emergency Management and Continuity Planning

To register, email Michele.Hefferon@GreaterRochesterChamber.com
Seminars and Software Training

Training Held at Logical Operations

Register at www.newhorizonsatlo.com/greater-rochester-chamber-of-commerce

July 01 MS Office 2013 Transition from 2007/2010
July 05 MS Office Access 2010/2013 - Part 2
July 07 MS Office Outlook 2010 - Part 1
July 08 MS Office Outlook 2010 - Part 2
July 11 MS Office PowerPoint 2010 - Part 1
July 12 MS Office PowerPoint 2010 - Part 2
July 12 CyberSAFE (Securing Assets for the End User)
July 13 Visio Professional 2013 - Part 1
July 14 MS Office Excel 2013 - Part 1
July 14 MS Office Outlook 2013 - Part 1
July 15 MS Office Excel 2013 - Part 2
July 15 MS Office Outlook 2013 - Part 2
July 18+ MS Office Access 2010/2013 - Part 1
July 18 MS Office Word 2013 - Part 1
July 19 MS Office Word 2013 - Part 2
July 20 SQL Querying - Level 1 Fundamentals of Querying
July 20 MS Office Word 2013 - Part 3
July 21 Create a New Hire Orientation Program
July 21 Adobe Photoshop CC: Part 1
July 22 Escape Your Email Overload Workshop
July 22 MS Office Excel 2013: Data Analysis with Pivot Tables
July 22 MS Office Excel 2010 Pivot Tables
July 22 MS Office Excel 2013: Data Analysis with Power Pivot
July 25 Getting Organized: the GO System
July 25 MS Office Excel 2010 - Part 3
July 26 MS SharePoint Foundation 2013: Site User
July 27 MS Office Excel 2013 - Part 1
July 27 MS Excel 2013 - Part 1
July 28 MS SharePoint Foundation 2013: Site Administrator
July 29 MS Excel 2013 - Part 2
Aug. 01 MS Office Word 2010 - Part 1
Aug. 02 MS Office Word 2010 - Part 2
Aug. 03 MS Office Word 2010 - Part 3
Aug. 04 MS Office Excel 2016 - Part 1
Aug. 05 MS Office Excel 2016 - Part 2
Aug. 08+ MS Office Excel 2010/2013 - Part 2
Aug. 09 MS Office PowerPoint 2010/2013 - Part 2
Aug. 10 Effective Presentations
Aug. 10 Excel 2013 - Part 1
Aug. 11 MS Office Excel 2013 - Part 2
Aug. 12 MS Office Excel 2013 - Part 3
Aug. 12 MS Office Excel 2010 - Part 2
Aug. 15 MS Office Word 2016 - Part 1
Aug. 16 CyberSAFE (Securing Assets for the End User) ILT/OLL
Aug. 17 MS Office Excel 2010 - Part 1
Aug. 17 MS Office Word 2016 - Part 3
Aug. 18 MS Office Excel 2010 - Part 2
Aug. 18+ Crystal Reports 2013: Part 1
Aug. 19 MS Office Excel 2010 - Part 3
Aug. 20 MS Office Excel 2010 - Part 1
Aug. 24 SharePoint Foundation 2013: Site User
Aug. 24 MS Project 2013 - Part 1
Aug. 25 SharePoint Foundation 2013: Site Owner
Aug. 25 MS Office Project 2013 - Part 2
Aug. 26 SharePoint Foundation 2013: Site Administrator
Aug. 29+ MS Office Access 2016 - Part 1

CHAMBER networks AFTER 5

Exclusive Location: The Reserve on the Erie Canal
5:00 - 7:00 p.m. July 27
$15 Chamber members/$50 non-members

Mingle, exchange business cards, and enjoy drinks and snacks while exploring Clubhouse amenities including a movie theater, fitness center, billiard lounge, sauna and steam room, outdoor kitchen, fire pits, wine cellar, and much more.

Click here to register

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