



Chamber of Commerce Member Meeting Minutes 2-18-2020

The meeting began: 9:03

1. Introductions

2. Report from the Village

-Welcome, Zach Creer - back as Assistant to the Village Manager.

-To sign up for updates on the Village revitalization projects, go to

<https://www.clarendonhills.us/426/DT-Rev---Project-Update>

3. Membership Drive

Sign up now! New rate kicks in March 1st.

New memberships & renewals: <https://www.clarendonhillschamber.com/membership>

4. New Website and #ShopLocalCH Campaign

The new website is live and 75% of it is done. 2 websites in one - community side and the Chamber member side.

- a. **Community side** - everything to do with the community - community calendar, deals, job postings, town blog, link to village news, etc. The Chamber is also using the community signups to build a community email list. Destination site to attract people using the vanity domain name "**I loveclarendonhills.com**".
- b. **Members side** - if you want to promote your business - text photos and posts directly to the Chamber 630-344-9289 or to promote an event: <https://www.clarendonhillschamber.com/promote-your-event> and the Chamber will post it. If you want to post videos or multiple photos, upload them in the photo share area, <https://www.clarendonhillschamber.com/video-multiple-photo-upload>. You can upload 20-30 photos or videos. The member side also includes events, deals, jobs, etc. To unlock member page use code 60514. Also on the member side, there is the Chamber Business University - curating content to educate members on social media, etc.

Chamber website awareness and reach have gone up 1,000% - the more quality content the better.

If you see a Chamber post, hit share - to improve the reach and “Like” the Chamber page. For the best reach on member posts - submit directly to the Chamber and it will be posted.

5. Daisy Days - June 18 & 19, 2020

a. Sponsorship Opportunities - Announcing at the beginning of March

Chamber working on restructuring sponsorship opportunities to make it more inclusive. Good to get PR day of the event - but sponsors could get exposure for 3 months before the event! We'll have more sponsorship opportunities at a lower price point to sponsor and offer split options to sponsor.

b. Committee - Call for volunteers

Laura Marquart is looking for volunteers to form a committee to figure out things that aren't already planned - printing, planning events, volunteers the day of, etc. There are a variety of volunteer opportunities before Daisy Days - buy wine, deliver posters to businesses, etc.

6. Guest Speaker - Andrian Mendoza from Lillig & Thorsness Law Firm

MaryBeth Beatty with The Birches thanked everyone for attending the Chamber meeting and for the opportunity to host the meeting and sponsor the speaker. The Birches is celebrating its 20th anniversary. She also encouraged guests to talk with parents about senior living. MaryBeth said it's better to have those conversations ahead of time. She also welcomed everyone to volunteer at The Birches - lots of opportunities.

Speaker - **Andrian Mendoza** - based in Oak Brook. Lillig & Thorsness has been around for 40 years and serves all types of legal needs.

1. Changes to Illinois Equal Pay Act Amendment

-Employers can't ask about salary history. If you violate, the employee can seek up to \$10,000 for attorney costs.

-Employers cannot ask what potential employees earned at their last job.

-Employers can't ask felons about convictions - can ask once you make an offer.

*Andrian recommended employers update their job applications and delete the questions above from application. Certain exceptions - allowing businesses to ask conviction questions including banks, daycares, etc.

2. Workplace Transparency Act

Limits the use of arbitration in employment contracts. It gives employees more options to settle disputes.

3. Illinois Human Rights Act

On the state level, Act prevents harassment based on race, age, ethnicity, etc. Applies to firms with even one or more employees. Defined harassment is more broad and more subjective to employees. The working environment is not limited to the workplace. One of the biggest changes - every employer must offer anti-sexual harassment training each year to all employees. Employers have to complete training by the end of the year. If there is a harassment charge, you have to report it to the Illinois Human Rights Commission. Restaurant, bar and coffee shop industry - has to do double training - including supplemental training. You must offer training in English and Spanish.

Employers can create their own anti-sexual harassment training. You must have a reporting process in place, so an employee knows where to report a case of sexual harassment.

For hotel and casino workers - employers will give essentially a panic button to prevent assaults.

Minimum wage - over 5 year period - go up to \$15.

4. Cannabis Regulation and Tax Act

Employers can enforce a zero-tolerance policy for marijuana use, but you can't regulate what employees do during their free time - similar to alcohol tolerance policy. Businesses who are licensed by the state like The Birchs have stricter rules.

You can discipline an employee if you believe they're impaired on the job.

If you're on a call, on off-site visits, or at business - employees can't be under the influence. To prove an infraction - you have to observe things such as red eyes, slurred speech, walking funny. Document observations when you believe an employee is under the influence.

Employers may have a testing policy - must put it in employee handbook and employee has the right to contest.

-Updated Form I-9 - Employment Eligibility Verification. You can start using the form now.

-Highly recommend companies have employee liability insurance to protect your business.

Meeting Adjourned 9:50 am

Susan Charlier, Secretary

**Next Clarendon Hills Chamber of Commerce Meeting - March 18, 2020, 9:00 am
Clarendon Hills Village Hall, 1 North Prospect Avenue, Clarendon Hills**