

January 12, 2017

## Governor LePage releases Part I of biennial budget and tax policy proposal

On Friday, Governor Paul LePage released his biennial budget for fiscal years 2018-2019. The budget for FY 2018-2019 is approximately \$6.8 billion and represents about a 1.63% increase over the previous budget for fiscal years 2016-2017.

The budget does contain comprehensive changes to Maine's tax laws and a number of new proposals. The Governor has proposed to reduce the top income tax rate and put it back to 7.15%. As you may remember the "Stand up for Students" referendum passed by voters this fall resulted in an increase in the state's top income rate to 10.15% on the top income tax earners making more than \$200,000 per year. The Governor and a significant number of lawmakers are very concerned about the potential impact the increased income tax rate will have on Maine's economy and small businesses.

Among other things the budget would attempt the following:

- Eliminate and transition property eligible for the Business Equipment Tax Reimbursement Program (BETR) as of April 1, 2018, into the Business Equipment Tax Exemption (BETE) program at 25% per year until fully transitioned in 2021;
- As of April 1, 2018, property located at a retail facility or used in retail sales activity first put into service on or before April 1, 2018 would no longer qualify for BETR or BETE;
- Restrict the Maine Resident Homestead Property Tax Exemption to resident persons 65 or older, beginning tax years on or after April 1, 2017;

- Increase sales tax rate on lodging from 9% to 10%;
- Expand sales tax base to include taxation of amusements and recreation; household services such as interior decorating, landscaping, locksmithing etc.; personal services such as hair salons, nail salons, dating and escort services; event planning services; personal delivery services; and, personal property services such as dry cleaning, vehicle cleaning, furniture cleaning, installation, repair and maintenance services, prepaid calling service, and rental of living quarters in hotel, rooming house, trailer or camp;
- Eliminate the estate tax for decedents filing on or after January 1, 2018;
- Reduce the top income tax rate from 10.15% to 7.15% beginning for tax years 2018 and 2019;
- Reduce the top corporate income tax rate from 8.93% to 8.33%; and,
- Eliminate the Board of Property Tax Appeals beginning October 1, 2017. All reconsideration decisions by Maine Revenue Services could only be appealed to the Superior Court.

The Maine State Chamber of Commerce is still reviewing all of the changes in the budget and will have a more comprehensive overview in the coming weeks. If you have any questions about the budget, please contact Linda Caprara by calling (207) 623-4568, ext. 106, or by emailing [lcaprara@mainechamber.org](mailto:lcaprara@mainechamber.org). □

## 128th Legislature releases list of bill titles

The Legislative Information Office has released the list of working titles submitted by legislators for consideration by the 128th Legislature. The list, which encompasses nearly 2,000 bills and their sponsors, can be accessed online at <http://legislature.maine.gov/uploads/originals/128th-1st-regular-preliminary-list-of-legislator-bills-s-1.pdf>. The proposed list is essentially 160 pages of basic bill titles, with no other supporting information to determine what each piece of legislation seeks to accomplish. In some cases the desired outcome is clear; in others, not so much. The list does make for interesting reading.

Lawmakers had until December 30, 2016, to submit their proposed legislation, and were free to submit as many titles as they wished. Upon review, a number of topics will likely dominate the legislative agenda during the next six months: marijuana legalization, minimum wage increase, education funding, and taxes, to name but a few.

It is important to note two things. First, not every title proposed will become a legislative document. These titles serve as a placeholder should a legislator choose to pursue their idea without having to seek the approval of legislative council through an after-deadline submission. Nothing requires a legislator to further develop their proposal beyond a title.

Second, a number of titles are repetitious. The Office of the Revisor of Statutes,

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Charles "Wick" Johnson

**President:** Dana F. Connors

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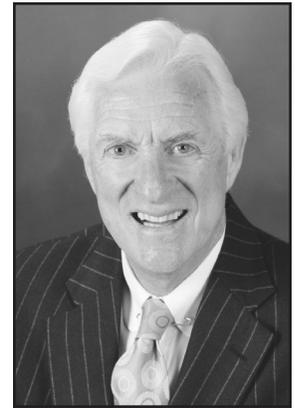
### **About the Maine State Chamber of Commerce:**

*Since 1889, the Maine State Chamber has been fighting to lower your cost of doing business. Through our Grassroots Action Network and OneVoice program, we work with a network of approximately 5,000 companies statewide who see the value in such a service and provide the financial support that keeps our access, advocacy, and assistance efforts going strong. As Maine's Chamber, we make sure that the business environment of the state continues to thrive. The Maine State Chamber of Commerce advocates on behalf of their interests before the legislature and regulatory agencies and through conferences, seminars, and affiliated programs.*

## A message from the president...

# **"It's welcome and straight to work for our new legislature..."**

by Dana Connors



Happy New Year! We were excited to welcome the 128th Maine Legislature to Augusta last week and look forward to working with them during the next two years. Of the 186 legislators, approximately one-third (11 senators and 41 representatives) are new, and of those, 38 of them have no previous legislative experience.

We would like to extend our gratitude to the 128th Maine Legislature for their willingness to serve the citizens of Maine. It is an honorable post, and we admire you for your willingness to work on all of our behalf. The beginning of a new legislative session is often a contrast of emotions: hope and apprehension, anticipation and anxiety, among others. At the end of the session, we hope you will regard it as one involving more satisfaction than outstanding challenges.

In the coming weeks and months, review of the Governor's budget proposal will take up much time. The budget proposal sets forth the state's priorities as seen from the eyes of the administration (see page 1). Now the legislature will have its turn to put their imprimatur on what they believe our state's spending priorities should be. For many, this process is often long and tension-filled, but it remains the institution's process, and is one that has produced positive results for Maine people.

We look forward to working with legislators to craft solutions that keep Maine businesses competitive, Maine's economy strong, and Maine's citizens employed. If you need information or input, please let us know. We are happy to help! □

# A message from Sen. Michael Thibodeau, President of the Maine State Senate

**EDITOR'S NOTE:** At the beginning of each new legislative session, we invite legislative leadership from both sides of the aisle to submit guest columns, in an effort to facilitate communication between employers and legislators.

You will also find a list of legislative committees on page 11 for you to remove and keep as a reference when contacting legislators during the public hearing process this session.

It is a true honor and privilege to once again have the opportunity to represent the people of Waldo County in the Maine Senate and to have been chosen as Maine Senate President for a second time. This is the first time since 1980 that a Republican senate president has been elected to a consecutive term, and I believe this is a testament to the achievements we in the Legislature have made on priorities such as lowering the tax burden in Maine and reforming our welfare system.

As we begin our work in the 128th Legislature, I am deeply concerned about the approval of referendum questions on last November's ballot and the impact they will have on Maine businesses. The negative ripple effects from their passage are already being felt throughout the state – and will only worsen unless the Legislature acts to mitigate the potential damage.

The clear message from the voters who approved Question 2, which passed by a very narrow margin, is that they want additional resources for our schools, and we in the Legislature need to honor that. The problem lies with the funding mechanism for this additional funding: a new, burdensome three-percent tax on Maine households earning \$200,000 or more. This would give Maine the dubious honor of being the highest taxed state in the nation on upper income earners – the people who invest in our state and provide jobs.

In recent years, we have made steady progress in reducing taxes here in Maine, but this new tax represents a huge step backwards and a significant threat to economic growth in our state by providing a disincentive to come to Maine. Since the vote, I have been hearing from small business owners and young professionals who

are troubled by the prospect of higher taxes and are considering moving elsewhere, and professionals from other states who are now reluctant to come to Maine.

While the voters told us they want more money for public education, I refuse to believe that they wanted to harm our economy. I believe it is incumbent upon us in the Legislature to take necessary measures to honor the spirit of what the voters asked for, but find a better way of funding it.

Question Four, which creates the new minimum wage law, eliminates the tip credit that restaurants use for food servers, forcing them to pay employees a higher wage while they are still receiving tips. After rising to \$12 per hour in 2020, the minimum wage will continue to rise as it will be indexed for inflation.

This will cause employers all over the state to hire fewer people, and in some cases, to shut down. A recent media story detailed how a Maine ski operation plans to raise ticket prices to accommodate the higher minimum wage. Again, the Legislature must do what it can to minimize damage to Maine's economy.

By a very slim margin, Mainers also passed marijuana legalization. This presents a number of problems, including workplace policies on a substances that will soon be legal in Maine but still illegal at the federal level, public safety questions about impaired drivers on our roads, and public health concerns. As the law is currently written, it will not be illegal for a *minor* in Maine to possess marijuana. I believe it would be reckless for the Maine Legislature to allow marijuana legalization, as it is currently written, to take effect. For that reason, I support a one-year moratori-



**Sen. Michael Thibodeau**  
President of the  
Maine State Senate

um on legalization taking effect.

The road ahead of the 128th Legislature is a long one. By the end of the session, a Republican-led Senate and Democrat-controlled House of Representatives will have to come to an agreement on a two-year budget for the State of Maine that will begin on July 1, 2017. In the budget process, I have learned during my years in the Legislature, no one gets everything they want. In the House and Senate, we have 186 members, all of whom believe they know what is best for the State of Maine. Passing a budget will require all of us to refrain from retreating into our political corners and put the people of Maine first. I believe if we at the Statehouse never lose sight of the fact that we are here to make Maine a better place to live, raise a family, and run a business, we are up to the challenge. □

*Senator Michael Thibodeau (R-Waldo) is now serving his fourth term in the Senate and second consecutive term as Senate President. Prior to being elected to the Senate, he served two terms in the Maine House of Representatives. President Thibodeau can be reached through the Senate President's Office by calling (207) 287-1500 or by emailing [senatorthibodeau@aol.com](mailto:senatorthibodeau@aol.com).*

## Public Hearings

Public hearings are open to everyone. This public hearing schedule is subject to change. Questions may be directed to the Secretary of the Senate's Office at (207) 287-1540. For the most current schedule, please visit <http://legislature.maine.gov/lto/committee-membership/9089/> or contact the committee clerk.

### Tuesday, January 17, 2017

#### **Veterans and Legal Affairs**

**1:00 p.m.; State House, Room 437**

**LD 88**, An Act To Delay the Implementation of Certain Portions of the Marijuana Legalization Act (Sponsor: Rep. Luchini of Ellsworth)

### Monday, January 23, 2017

#### **Education and Cultural Affairs**

**1:00 p.m.; Cross Building, Room 202**

**LD 43**, Resolve, To Establish the Task Force To Study Higher Education Attainment and Completion Goals (Sponsor: Sen. Millett of Cumberland)

### Wednesday, January 25, 2017

#### **Environment and Natural Resources**

**10:00 a.m.; Cross Building, Room 216**

**LD 57**, An Act To Phase Out the Use of Single-use Plastic Shopping Bags (Sponsor: Rep. Devin of Newcastle) □

## Bill Titles Released...

*(Continued from Page 1...)*

which is responsible for drafting each bill, will try to reach out to legislators with bill titles on the same topic to see if their efforts can be combined. Sometimes they are successful; other times, for a variety of reasons, legislators seek to pursue separate bills on the exact same topic, although this is discouraged by the Revisor's office and legislative leadership.

The Maine State Chamber advocacy team has already begun to carefully review the list of titles. There is no doubt that this will be a busy session. For questions or additional information, please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing [pgore@mainechamber.org](mailto:pgore@mainechamber.org). □

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# A message from Rep. Sara Gideon, Speaker of the Maine House of Representatives

**EDITOR'S NOTE:** At the beginning of each new legislative session, we invite legislative leadership from both sides of the aisle to submit guest columns, in an effort to facilitate communication between employers and legislators.

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As I banged the gavel on the rostrum and began the work of the 128th legislature in earnest, I was struck by the immensity of the work ahead. Serving as Speaker of the House – the People's House – is an honor and a privilege. From Sanford to Fort Fairfield, from Casco to Calais, from Dover-Foxcroft to Presque Isle, and every corner of Maine's 16 counties, the men and women of our state are counting on us to improve their lives. That responsibility inspires an incredible sense of humility, and I take our work very seriously.

For those of you that I haven't yet had the pleasure of meeting, I'd like to take a moment to introduce myself. My name is Sara Gideon, and I live in Freeport with my husband Ben, and our three wonderful children. I find incredible fulfillment in my work here in Augusta, and I'm excited by the challenges that lie ahead. I care passionately about growing Maine's economy. And, I will work tirelessly to ensure all Maine children and families have the opportunity to reach their potential.

Maine's House Democratic Majority believes the success of our state is measured by increasing the number of people with good jobs and reducing the number of Maine kids and seniors living in poverty. Our current economy lags behind New England and the rest of the country in terms of economic growth, recovery of jobs lost during the recession, and wage growth. And yet, we lead New England

when it comes to the number of Maine children and seniors living in poverty.

This is simply unacceptable, and we must do better.

Despite these statistics, there is much to be optimistic about. This hope comes from the great work ethic and Yankee ingenuity that we know and love. From our entrepreneurs and our innovators, who are creating the jobs of our future. From my colleagues in the legislature, who are tackling the difficult issues head on, always with their eye on making Maine a better place to live, work and raise a family. Democrats will always be an honest partner to anyone who wants to find common ground and make progress on these issues.

This legislature will be faced with countless issues, and there will be many twists and turns, negotiations, long days and long nights during the next two years. We must be nimble and adaptive, but we will remain steadfast in our priorities: More jobs and fewer Maine kids and seniors in poverty. I believe those are goals every person in this state shares.

As House Speaker, I will always work together and come to the table in search of common ground. I will always strive to protect the integrity of the House of Representatives and this office. And I will always work to help grow our economy and protect Maine children and families. My door is always open and I look forward to a productive and dynamic session. □



**Rep. Sara Gideon**  
Speaker of the  
Maine House of Representatives

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*Rep. Sara Gideon (D-Freeport) was sworn in as the 102nd Speaker of the Maine House of Representatives on December 7, 2016. She is serving her third term in the Maine House of Representatives. Speaker Gideon may be contacted by calling (207) 287-1300 or by emailing [Sara.Gideon@legislature.maine.gov](mailto:Sara.Gideon@legislature.maine.gov).*

# A message from the Senate Democrats, Sen. Troy Jackson and Sen. Nate Libby

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With uncertainty looming over the federal government and divided control of Augusta, it's more important than ever for Mainers to know exactly where their elected officials stand. We need to be clear about our values and for whom we're fighting.

Senate Democrats will fight for the Maine families and small businesses, who live in fear of being left behind by an economic system that threatens to pull the rug out from under them at any moment. We'll fight for our constituents' voices to be heard by a political system that for too many seems deaf to their needs.

Those are our values. Here's a sampling of what we'll do to live up to them:

**We will aggressively pursue an agenda of job growth and fair wages, especially in hard-hit regions of rural Maine.**

For generations, Maine was known for the kind of industries that supported middle-class families. Logging, papermaking, fishing, farming and shipbuilding provided good jobs, created thriving communities and supported families. Over the years, the economy has changed. Those good jobs are harder to find today — especially in rural communities. Mainers still deserve an economy where everyone willing to put in a fair day's work can find a fair day's pay. Mainers need rewarding work, and businesses have told us again and again that they need a skilled workforce to meet their labor needs. We will aggressively pursue an agenda of skill-building and re-training to help Maine workers connect with good-paying jobs. And we'll support investments in infrastructure, including energy and broadband, that supports job creation and give new businesses a fair chance at success.

**We will fight for property tax relief.**

Over the past six years, Maine has made aggressive cuts to the income tax, and Democrats have fought to ensure all Mainers, not just those at the top, saw some kind of tax relief. But the truth is, income tax cuts benefits those Mainers at the top of the income scale more than the working-class people in the middle and the bottom. Meanwhile, state support for our local communities has shriveled, prompting property tax spikes that have hurt Maine families and businesses. Seniors on fixed incomes and struggling Mainers should not fear losing their homes because of out-of-control property taxes. We will support leg-



**Sen. Troy Jackson**  
*Senate Democratic Leader  
of the Maine State Senate*

**Sen. Nate Libby**  
*Assistant Democratic Leader  
of the Maine State Senate*

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islation to expand property tax relief for Maine homeowners and Maine businesses, and increase state aid for municipalities. And we'll oppose any tax cuts that benefit the wealthy at the expense of working-class Mainers or local communities.

**We will prioritize education and student debt relief.** Mainers deserve a fair shot at a prosperous life. Along with a healthy family life, public education (including early childhood programs such as pre-K) provides the foundation for any success later in life. We will push to expand pre-K opportunities to more students in Maine, and we will oppose any policies that would intentionally or unintentionally weaken our public education system or cut funding for local schools. Plus, we will sponsor innovative solutions to address student debt, a financial crisis that's dragging down our economy and burying young Mainers just as they're looking to make a way their ways in the world. One proposal is a multi-million-dollar, state-sponsored debt forgiveness and refinancing program that would offer graduates dramatically decreased interest rates so they could get out of debt sooner — and get on with their lives.

**We will fight to ensure affordable, quality health care is available for all Mainers.** There's lots of room for improvement in federal health care law. But, the Affordable Care Act brought important consumer protections for more

than half a million Mainers. Those include provisions that prevent insurance companies from discriminating against patients with pre-existing conditions, the elimination of lifetime benefit caps that used to leave sick people in the lurch when they were most vulnerable, and a law requiring insurance companies to allow parents to keep their children on their insurance plan until they were 26. Congress is threatening to repeal the ACA, eliminating crucial patient protections and threatening Maine hospitals and the thousands of jobs they support. We will fight to protect Maine hospitals, make health care more affordable, and pass those patient protections into state law, so that Mainers know they will always come before insurance companies' bottom lines.

These are just some of our goals for the 128th Maine Legislature. But make no mistake: For the next two years, Mainers will know that their concerns about their families and their futures are being heard, because Democrats are listening. □

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*Sen. Troy Jackson (D-Aroostook) is serving his fourth term in the Maine Senate and second as the Senate Democratic Leader. Sen. Nate Libby (D-Androscoggin) is serving his second term in the Maine State Senate, and his first term as the Assistant Senate Minority Leader. They can be contacted by calling the Senate Democrats' Office at (207) 287-1515 or by visiting <http://www.mainesenate.org/>.*

# A message from Rep. Ken Fredette, House Republican Leader

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If Election Day taught us anything it's that the American people and the Maine people are tired of inaction by their elected officials. People are demanding that we stop dragging our feet on the important issues facing our great state and get things done. That means those of us serving in the Maine Legislature must have the political courage to do the right thing for the people of Maine.

Since 2010, when Governor Paul LePage was first elected and Republicans began to grow their numbers in the Legislature, the progress we have made as a state is nothing short of remarkable. Now, a pair of referendum questions that passed in November 2016 (Question 2 and Question 4) threatens to undo much of that progress we've made, unless the Legislature takes action.

Question 2 implemented a new tax on the Maine people and small businesses, giving Maine the second highest tax rate in the nation at 10.15%, behind only California. The difference of course is that in California, their top tax rate kicks in at \$1 million in taxable income, whereas here in Maine it kicks in at \$200,000. Make no mistake, if we do nothing and sit idly by, this will surely drive businesses and jobs right out of our state.

Question 4 significantly increases the wage mandate placed on our business community. As a result, we are already seeing movie theatres, ski areas, and many other businesses raising their prices to combat the new increased wage mandate that is inflating their labor costs. And this is only the beginning. While wages increase so is the cost of living for everyone. Maine's seniors and disabled, who live on fixed incomes and won't be seeing

an increase in their monthly checks, will be forced to pay more for their day-to-day necessities. Maine students, who get their first experience in the workforce, will likely find it nearly impossible to find work; waiters and bartenders are telling us they will actually see their wages decrease with the elimination of the tipped credit.

These referendum questions passed by thin margins and have businesses in Maine scrambling to stay afloat. Both of these initiatives will require some tweaking by the Legislature in order to ensure they don't do irreparable damage to our state economy.

To fully understand the dire straits these referendums have put the state in let's first take a look at just how far we have come in the past six years.

In 2010, Maine was at the end of a 40-year Democrat stranglehold on state government. It was a time when those making \$20,000 a year were taxed at the highest rate of 8.95%; the Department of Health and Human Services was teetering on the brink of financial ruin and managing from crisis to crisis; the state owed a whopping \$500 million to our hospitals; and, the unemployment rate was a staggering 8.2%.

Six years later, with Republicans taking the reins, we had finally begun to move the needle. The state's top tax rate had been reduced to 7.15%, and that top rate doesn't kick in until \$50,000 in income. In fact, 140,000 low-income Mainers have been removed from the tax rolls entirely, and the unemployment rate has been cut in half. That half-billion-dollar debt to our hospitals has been paid off, and the Department of Health and Human Services is operating on solid financial



**Rep. Kenneth Fredette**  
*House Republican Leader of the  
Maine House of Representatives*

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footing for the first time in decades. House Republicans are dedicated to staying this course and continuing to do the right thing for the people of Maine.

Governor LePage has proposed a bold budget that would significantly mitigate the damage done by these referendum questions. It's a plan that will be under legislative scrutiny for the next several months before it comes to the House floor for a vote. House Republicans stand committed to doing the right thing for the Maine people and the Maine economy. We didn't come this far simply to quit now and let the state fall back into the rut we fought so hard to free it from.

My hope is that all of us in the Maine Legislature will think about doing the right thing for the people of Maine as we approach our work. But again, that will take political courage. We will see in the coming months who possesses that courage and who prioritizes the special interest groups above the Maine people. □

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*Rep. Kenneth W. Fredette (R-Newport) is now serving his fourth term in the House and third consecutive term as House Republican Leader. Rep. Fredette may be contacted by calling (207) 287-1440 or by emailing [Kenneth.Fredette@legislature.maine.gov](mailto:Kenneth.Fredette@legislature.maine.gov).*

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## Digest of New Legislation

Maine Chamber staff have studied each of these recently printed bills to assess potential impact on business trends. If you have concerns regarding any bill, please communicate those concerns to a member of our governmental services staff at (207) 623-4568.

### EDUCATION

**LD 43, Resolve, To Establish the Task Force To Study Higher Education Attainment and Completion Goals.** (Sen. Millet, D-Cumberland) *Joint Standing Committee on Education and Cultural Affairs.* This resolve establishes the Task Force To Study Higher Education Attainment and Completion Goals. The task force membership consists of Legislators, representatives of quasi-governmental and business entities, state agency commissioners and one member of the public. The task force's duties include examination and review in the areas of college completion, statewide postsecondary education attainment goals and metrics, college affordability and completion initiatives and college and university support of state policies and strategies to enable college completion and support workforce development. The task force is required to submit a report containing its findings and recommendations, including any necessary implementing legislation, to the Joint Standing Committee on Education and Cultural Affairs by December 15, 2017.

### ENVIRONMENTAL

**LD 57, An Act To Phase Out the Use of Single-use Plastic Shopping Bags.** (Rep. Devin, D-Newcastle) *Joint Standing Committee on Natural Resources.* This bill prohibits a retailer from using plastic bags to bag products at the point of retail sale or otherwise make plastic bags available to customers, with exceptions for certain types of plastic bags. This prohibition is effective September 1, 2020. A retailer may provide recyclable paper bags to bag products at the point of sale and must provide reusable bags for purchase by a customer. The bill also makes changes to existing law regarding retailer collection and recycling of used plastic bags to ensure consistency with the implementation of the plastic bag prohibition.

### LABOR

**LD 66, An Act To Ensure the Right To Work without Payment of Dues or Fees to a**

**Labor Union as a Condition of Employment.** (Rep. Lockman, R-Amherst) *Joint Standing Committee on Labor, Commerce, Research, and Economic Development.* This bill would make Maine a "right to work" State. It prohibits a person, either in the public or private sector, from being required to join a labor organization or pay any labor organization dues or fees as a condition of employment or continuation of employment, notwithstanding any state law to the contrary. A violation is a Class D crime and is also subject to civil damages and injunctive relief. The Attorney General is responsible for enforcement and is required to prosecute all violations.

**LD 67, An Act To Improve Insurance Coverage for First Responders Answering a Call to Duty.** (Rep. Devin, D-Newcastle) *Joint Standing Committee on Labor, Commerce, Research, and Economic Development.* This bill creates a rebuttable presumption that a personal injury to a paid or volunteer firefighter or a paid or volunteer emergency medical services person considered an employee within the meaning of the Maine Workers' Compensation Act of 1992 is considered to arise out of and in the course of employment and is compensable under the Act if the personal injury occurs at any time after the firefighter or emergency medical services person receives notice of a fire or emergency and is in the process of responding.

**LD 86, An Act To Protect Worker Wages and Benefits.** (Sen. Miramant, D-Knox) *Joint Standing Committee on Labor, Commerce, Research, and Economic Development.* Current law provides that an employee whose employment has ceased is entitled to earned wages from the employer, including unused vacation time when paid vacation was included in the terms of employment, upon a reasonable time after that employee makes a demand for such payment from the employer, and that the employee may bring a civil action against an employer that does not comply with this requirement. This bill eliminates the requirement that the employee make a demand for the earned compensation with the employer. Instead, earned wages must be paid by the employer within a reasonable amount

**Continued on Page 9...**

**New Legislation...**  
**(Continued from Page 8...)**

of time after the cessation of employment - defined as the next regular pay period, or two weeks after the end of employment - regardless of whether the employee has made a demand for the wages.

**MARIJUANA LEGALIZATION**

**LD 88, An Act To Delay the Implementation of Certain Portions of the Marijuana Legalization Act. Emergency** (Rep. Luchini, D-Ellsworth) *Joint Standing Committee on Legal and Veterans Affairs.* This bill delays the effective date of most of the provisions of the Marijuana Legalization Act as enacted by citizen initiative to February 1, 2018. The delayed effective date does not apply to the provision in the initiated bill that repeals the Maine Revised Statutes, Title 22, section 2382, subsection 1, which makes possession of up to 2 1/2 ounces of marijuana a civil violation, or the following provisions, which will be effective as of January 30, 2017:

- 1) A person 21 years of age or older may use, possess or transport up to 2

1/2 ounces of marijuana;

- 2) A person 21 years of age or older may transfer, without remuneration, up to 2 1/2 ounces of marijuana and up to 6 immature plants or seedlings to a person who is 21 years of age or older;
- 3) A person 21 years of age or older may possess, grow, cultivate or transport up to 6 flowering marijuana plants, 12 immature plants and unlimited seedlings and possess all of the marijuana produced by the plants at the person's residence; and
- 4) A person 21 years of age or older may consume marijuana in a private residence.

The bill clarifies that possession of a useable amount of marijuana by a juvenile is a crime, unless that juvenile is authorized to possess marijuana for medical use. Finally, the bill prohibits the possession of any edible retail marijuana products until February 1, 2018.

**REFERENDUM PROCESS REFORM**

**LD 31, RESOLUTION, Proposing an Amendment to the Constitution of Maine To Require That Signatures on a Direct Initiative of Legislation Come from Each**

**Congressional District.** (Rep. Espling, R-New Gloucester) *Joint Standing Committee on Legal and Veterans Affairs.* This resolution proposes to amend the Constitution of Maine to require that the signatures on a petition to directly initiate legislation be of voters from each of the State's 2 congressional districts and that the number of signatures from each congressional district be not less than 10% of the total vote for Governor cast in that congressional district in the previous gubernatorial election. This resolution provides that, if the required votes are cast in favor of the proposed amendment to the Constitution, the proposed amendment becomes part of the Constitution on March 1, 2018 instead of on the date of the Governor's proclamation.

**LD 53, RESOLUTION, Proposing an Amendment to the Constitution of Maine To Prohibit Payment Per Signature for Citizen Petition Drives.** (Rep. Guerin, R-Glenburn) *Joint Standing Committee on Legal and Veterans Affairs.* This resolution proposes to amend the Constitution of Maine to prohibit a person who collects signatures for a written petition for a people's veto or for the direct initiative of legislation from being paid based upon the number of signatures the person collects. □

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# Joint Standing Committees of the 128th Legislature

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## CONTACT YOUR SENATOR:

3 State House Station, Augusta, Maine 04333-0003  
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**MEET THE MAINE STATE CHAMBER TEAM**

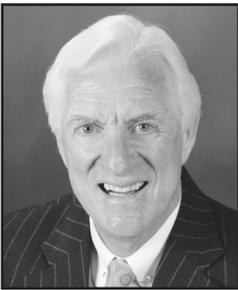
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*TO OUR LEGISLATORS:* The Maine State Chamber of Commerce would like to welcome the members of the 128th Maine Legislature to Augusta. As you begin your two-year tenure, we want you to know that we look forward to working with each of you, in an effort to strengthen Maine's economy and to create jobs and opportunities for our citizens.

The Maine State Chamber has been around for nearly 125 years, and represents Maine businesses, both large and small. Our members cover nearly every sector of our economy, and can be found in every geographic region of our state. Collectively, our members provided tens of thousands of jobs in Maine and contribute significantly to our state's overall economic well-being.

Below is our staff list. Please feel free to reach out to us with questions or if we can help you in any way. Once again, congratulations and thank you for your service to our state. We look forward to working with you, now and into the future.



**Dana Connors, President**

dana.f.connors@mainechamber.org; ext. 103

As president of the state's largest and most diverse business association since 1994, Connors oversees the Chamber's broad range of activities on behalf of its members as well as several affiliates. His leadership has positioned the Chamber to be respected as "the voice of Maine business", providing reasoned **advocacy** efforts, **access** to Maine's Administrative, Legislative and business leaders, and **leadership** ensuring that Maine's employers and businesses are at the table on key issues that impact Maine's ability to grow and prosper.

Connors' vision and ability to build partnerships have been instrumental in the development of numerous programs and initiatives over the years that have and continue to serve our members in a meaningful way.



**Peter M. Gore**  
Vice President of  
Government Relations

pgore@mainechamber.org; ext. 107

Peter is responsible for oversight and management of the Chamber's Advocacy team, policy directives, and government relations. His legislative focus areas include workers' compensation law, labor / management issues, health care / health insurance, economic development, and workforce development.



**Joyce LaRoche**  
Vice President of Member  
Services and Program  
Development

jlaroche@mainechamber.org; ext. 113

Joyce oversees membership recruitment and retention activities, events, programs and various initiatives. She is executive director of the Maine State Chamber Purchasing Alliance, Inc., which serves as the umbrella for the Chamber BlueOptions health insurance program, and also acting director for InternHelpMe.com and the Maine Business Leadership Network.



**Ben Gilman**  
Senior Government Relations  
Specialist

bgilman@mainechamber.org; ext. 108

Ben brings to the Chamber a unique combination of experience in environmental and energy lobbying and, since 1995, politics. He also oversees the Maine Economic Research Institute, an affiliate of the Chamber. His legislative focus

areas include utilities and energy, natural resources, business regulation issues, and education. Prior to joining the Chamber, he was Director of Government Affairs for the Maine Energy Marketers Association (formerly Maine Oil Dealers).



**Linda Caprara,**  
Senior Government Relations  
Specialist (Taxation);  
Director of Grassroots Advocacy

lcaprara@mainechamber.org; ext. 106

Linda joined the Maine State Chamber in 2008, and fulfills both grassroots and advocacy roles, including coordination of Business Day at the Statehouse and maintaining OneVoice relations with local / regional chambers. She has an extensive background in legislative relations and grassroots organization. Linda's legislative focus areas include taxation and budget.

## **MEET THE MAINE STATE CHAMBER TEAM**

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**Rita Stoddard**  
*Office and Database Manager;  
Executive Assistant to the  
President*  
rstoddard@mainechamber.org; ext. 101

Rita has served as the Chamber's Office & Database Manager and Executive Assistant to the President since 2007. Her varied duties include scheduling for the President, coordination of Board of Directors meetings and events, management of the membership database, event registration, and coordination of the Annual Dinner and Awards Celebration.



**Melanie A. Baillargeon**  
*Director of Communications*  
melanieb@mainechamber.org;  
ext. 110

Melanie's responsibilities include oversight and production of all of the Chamber's publications from concept to completion, including the *IMPACT* newsletter and the *Making Maine Work* series. She is also involved in management of web content, media relations, public relations, and coordination of *The Bottom Line* television show.



**Melody Rousseau**  
*Sponsorship and Advertising  
Sales Manager*  
mrousseau@mainechamber.org;  
ext. 102

Melody serves as Sponsorship and Advertising Sales Manager for the Maine State Chamber of Commerce. Among her duties are publication and event program advertising, event sponsorship and exhibit opportunities, assistance with membership renewals, and assistance to Finance Department. She would love to discuss our many advertising opportunities with you!



**Amy Downing**  
*Member Services and  
Program Manager*  
adowning@mainechamber.org; ext. 104

Along with her role as Member Services and Program Manager, Amy also holds the title of Program Coordinator for The Maine State Chamber Purchasing Alliance, Inc. and InternHelpME.com and acts as the Program Director for the Maine Association of Chamber of Commerce Executives. She also provides support to the Maine Business Leadership Network, an initiative of the State Chamber.



**Scott Samson**  
*Financial Coordinator*  
ssamson@mainechamber.org;  
ext. 114

Scott has served as the Financial Coordinator for the Maine State Chamber since 2010, after working on a contract basis since 2003. In addition to his financial duties, Scott is also responsible for state and federal reporting and management of the Chamber's human resources. A graduate of the University of Maine-Augusta with a BA in Accounting, he also received his MBA from the Keller Graduate School.



**Lyndsay Taylor**  
*Assistant Financial Coordinator*  
lyndsaysay@mainechamber.org;  
ext. 117

Lyndsay joined the staff of the Maine State Chamber in December 2015, moving to Maine from Texas. As the chamber's Assistant Financial Coordinator, Lyndsay provides support in the preparation of financial reports, account transactions, and member services. She holds a Bachelor of Business Administration with a specialization in Accounting from Texas Lutheran University in Seguin, Texas, and is currently pursuing her Master's of Science in Accounting with a specialization in Taxation.

# New minimum wage and overtime-exempt minimum salary took effect in Maine on January 7

## — Labor Department will take temporary non-enforcement position on tip credit and minimum overtime-exempt salary pending legislative or federal action

The Maine Department of Labor advises employers of their legal obligations to workers related to the passage of changes to the state minimum wage via the ballot initiative Question 4.

“Many employers and employees are unaware of the relationship between the minimum wage in Maine and the minimum salary that an exempt worker must be paid, and many legislators have announced a bill to restore the tip credit,” said Governor Paul R. LePage. “It is entirely appropriate for the Department of Labor to take time to help employers and workers understand and comply with the law without taking them to task.”

“Of course we expect employers to comply with the law,” explained Commissioner of Labor Jeanne Paquette. “However, as we have seen with the federal overtime-exempt rule announced this

year, employers did a lot of work to comply, and then the injunction put everything on hold, creating confusion for both workers and employers. We want to avoid a similar situation under state law.”

Here is what employers need to know about the minimum wage law in Maine.

- **Effective date:** Jan. 7, 2017 (30 days after the Governor has certified the election results).
- **Employers affected:** Maine statutes incorporate by reference the salary requirements under the Fair Labor Standards Act (FLSA). The FLSA has “enterprise and individual coverages” to determine whether a business is subject to the law; however, Maine labor laws do not have such thresholds. Any business operating in the state with one employee is automatically covered by state law. This

includes all public and private employers regardless of profit or size.

- **Minimum Wage for overtime-eligible employees:** \$9 per hour. These employees can be paid by several different methods, including by salary. See the guidance here [http://www.maine.gov/labor/labor\\_1aws/overtime.html](http://www.maine.gov/labor/labor_1aws/overtime.html) regarding different pay methods allowed under state and federal law. Employers have the right to allow or deny overtime, but if overtime is worked, it must be paid at 1.5 times the regular rate of pay. Compensatory or “comp” time cannot be used by private-sector employers, although private-sector employers can allow employees to flex their time within the work week (but not the pay period if the pay period is longer than a seven day cycle).
- **Minimum Salary for overtime-exempt employees:** The new minimum salary requirement will be \$519.24 per week, up from the federal minimum of \$455 per week. State law requires that overtime-exempt employees be paid an annual salary that “exceeds 3,000 times the State’s minimum hourly wage or the annualized rate established by the United States Department of Labor under the federal FLSA, whichever is higher” (26 MRS 663(3)(K)). Salary is only one factor in determining whether a worker is exempt from overtime under federal or state law. The duties of each worker must be considered as part of this analysis. Failure to adhere to both requirements—meeting the duties test and the weekly salary threshold—will result in violations of both federal or state law or of one jurisdiction or the other depending on the discrepancies in the laws.
- **Tip Credit:** Starting Jan. 7, 2017, the minimum direct service wage for tipped employees must be increased from one-half the minimum wage

*Continued on Page 16...*



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## Minimum Wage...

(Continued from Page 15...)

(currently \$3.75) to \$5 per hour and increased by an additional \$1 per hour each year until it reaches the same amount as the annually adjusted state minimum wage. The tip credit an employer may take in 2017 for service employees who customarily earn more than \$30 a month in tips will be \$4.

- **Municipal Minimum Wage Ordinances:** Employers with employees who work in Bangor and/or Portland may be subject to additional regulations and should check with municipal officials.
- **Poster Requirements:** All employers are required to post the most recent federal, state, and any applicable minimum wage poster. The department provides the mandatory and optional posters through its website <http://www.maine.gov/labor/posters/index.html> at no charge with links to the federal posters as well. These

posters can be printed off and posted in either color or black and white.

- **Temporary Non-Enforcement Position of the Maine Department of Labor Regarding Specific Elements of the Laws Related to the Minimum Wage:** After careful consideration, the Maine Department of Labor has decided to adopt a time-limited, non-enforcement policy. This approach will best serve the goals of providing the legislature time to address the changes relating to the minimum wage referendum that are being proposed while not disrupting business operations of Maine's employers.

From January 7, 2017, when the new minimum wage law is scheduled to go into effect, and until Jan. 31, 2017, the department will not bring enforcement actions against any employer who fails to comply with the change in the tip credit or the minimum salary requirement for overtime-exempt workers. Employers are expected to follow the law and pay the minimum hourly wage of \$9.

Note, however, that as of the effective date, although the department may not bring enforcement actions, employers may be subject to a private right of action by an employee who believes she or he has been harmed by the employers' actions; such lawsuits may result in the award of back wages, treble damages, attorney's fees and court costs to an affected worker. Employers should consult an attorney to have a more complete understanding of the interplay between this non-enforcement position and employees' private right of action.

The department will continue to provide robust compliance and technical assistance to both employers and workers in understanding the ramifications and intersection of these changes.

The Department of Labor enforces state wage and hour laws. Employers with questions about the law should visit the department's webpage on the minimum wage at <http://www.maine.gov/labor/laborlaws/minimumwagefaq.html> and overtime exemptions at <http://www.maine.gov/labor/laborlaws/overtime.html> or call (207) 623-7900. □

## ***What Maine employers need to know about marijuana legalization***

Personal use of marijuana will be legal 30 days after the referendum results are certified by Governor Paul LePage. Employers should be aware that the referendum included language relating to employment and could affect employers' hiring, misconduct, workplace safety and substance testing policies:

- **Employment policies:** This chapter may not be construed to require an employer to permit or accommodate the use, consumption, possession, trade, display, transportation, sale or growing of cannabis in the workplace. This chapter does not affect the ability of employers to enact and enforce workplace policies restricting the use of marijuana by employees or to discipline employees who are under the influence of marijuana in the workplace.
- **School, employer or landlord may not discriminate:** A school, employer or landlord may not refuse to enroll or employ or lease to or otherwise penalize a person 21 years of age or older solely for that person's consuming marijuana outside of the school's, employer's or landlord's property.

Before the law takes effect, employers should review and adopt clearly written policies and procedures that are applied consistently. Discuss any changes or new policies with employees. Communicating your policies will help set expectations and boundaries for applicants and employees. Be sure to document how you advise employees of these changes. You may also need to review how you define safety-sensitive positions and clarify expectations for those employees.

Employers interested in learning more about drug testing for applicants and employees should visit the Maine DOL's website at [http://www.maine.gov/labor/labor\\_laws/substance\\_abuse\\_testing/index.html](http://www.maine.gov/labor/labor_laws/substance_abuse_testing/index.html) to ensure that they are following appropriate state and federal law. SafetyWorks! will also be offering new, no-cost Impairment Detection workshops for employers beginning in 2017.

The DOL anticipates several changes will be made to the legalization statute during the upcoming legislative session; these may include changes to the employment-related provisions. Contact your local legislators for more information about this process; contact information can be found online at <http://legislature.maine.gov/>. □

## ***Jobs for America's Graduates honors L.L. Bean and the John T. Gorman Foundation with the National Education Leadership Award*** —

Jobs for America's Graduates (JAG) has been honoring public and private business partners across the country with awards for 15 years. This year, for the first time, JAG chose to recognize a unique team of partners. Last month, in Washington D.C., JAG leaders honored both L.L. Bean and the John T. Gorman Foundation with the National Education Leadership Award. The award recognizes outstanding private and corporate partners whose investments are having a profound impact on young people across the country.

Craig Larrabee, president and CEO of Jobs for Maine's Graduates (JMG), was at the award ceremony. "JMG finds itself in an extremely fortunate situation," he said. "Both L.L. Bean and the John T. Gorman Foundation have invested generously in our students and in our organization for years. They have helped us maintain our core high school and middle school programs, while championing the work we do with college students and youth in foster care."

L.L. Bean has been one of JMG's most trusted and long-term supporters. In addition to financial support, two members of L.L.Bean's leadership team sit on JMG's Board of Directors: Donna Lamberth, director of manufacturing and returns; and, Mike Mahoney, senior vice president of legal and public affairs. L.L. Bean's Manager of Community Relations, Janet Wyper, has collaborated

***Continued on Page 18...***

## Education Leadership... (Continued from Page 17...)

with JMG to offer volunteers in our classrooms and at student events, to coordinate student job shadows, and has donated backpacks and water bottles to support students at our outdoor events.

Shawn Gorman, chairman of the board at L.L. Bean, says, "As Chairman of the Board of my uncle's legacy, the John T. Gorman Foundation, and the Executive Chairman of the Board of our family's company, L.L.Bean, I have a unique perspective regarding the needs of both business and our community. Young people need guidance to understand that they have good post-secondary choices and employers need a quality work force prepared to meet the demands of a competitive marketplace. The staff and volunteers of Jobs for America's Graduates provide this valuable direction to students."

Through its grant making, the John T. Gorman Foundation has supported several of JMG's programs and partnerships. Most significantly, the John T. Gorman Foundation was the first private investor to support JMG's new College Success model. Its grant of \$250,000 served as the private match that helped to secure the state's first appropriation of public dollars to support JMG College Success Specialists on Maine's public university and community college campuses.

"The John T. Gorman Foundation is extremely proud of our association with L.L. Bean, and we're thrilled that Jobs for America's Graduates has chosen to honor us both," said Tony Cipollone, president and CEO of the Foundation. "Jobs for Maine's Graduates has been an important partner for us, and their efforts are helping significant numbers of vulnerable young people in Maine succeed in school and in life. The JMG approach is results-driven and it works – and that's why we are so proud to support it." □



Jobs for America's Graduates recognized a unique team of partners in Washington D.C. last month. L.L. Bean and the John T. Gorman Foundation were presented with the National Education Leadership Award, which recognizes outstanding private and corporate partners whose investments are having a profound impact on young people across the country. Pictured above from left to right are The Hon. John Bel Edwards, Governor of Louisiana; Tony Cipollone, President of the John T. Gorman Foundation; Craig Larrabee, President/CEO of JMG; and Shawn Gorman, Chairman of the Board at L.L.Bean.

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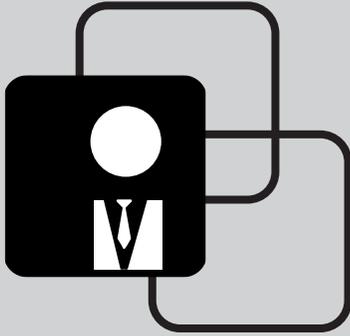
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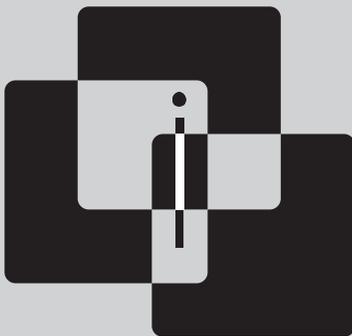
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## **E3 Tech Council's Winter 2017 Energy Events**

- **Tuesday, January 17 in Hallowell:** Maine Department of Environmental Protection Commissioner Paul Mercer will introduce all members of DEP's Senior Management Team (including air/water/waste/land and regional directors), their responsibilities at the agency, and their priorities for the coming years. They will then be available to field questions and to obtain input from attendees.
- **Friday, February 10 in Bangor:** E2Tech will moderate a panel, Can Maine Become an Energy Exporter?, at the Envision Maine Summit on Rural Maine's Next Economy in Bangor, Maine. To capture the most economic development potential, Maine should actively support companies that are developing technologies, expertise, and energy that can be deployed here and exported elsewhere. Some companies in Maine are already making their presence felt on the national and international levels, leading the way in offshore wind, tidal and river energy, biofuels, hydropower, and distributed energy resources systems like micro grids and community solar.
- **Thursday, February 16 in Augusta:** What are the most important energy challenges facing the State of Maine? What problems are we trying to solve and how do policy makers craft solutions to address the most critical issues? Maine's businesses struggle to remain competitive with states have lower electricity, transportation, and heating costs. Speakers are prepared to provide their thoughts on Maine's greatest energy challenges and ask attendees for their potential policy solutions.

For information about or to register for these three events, please visit <http://www.e2tech.org/>. □

# Movers & Shakers: A decade of advocacy for Wells and its businesses

By Jim Kanak,  
York County Coast Star

**EDITOR'S NOTE:** On occasion, we share information from or about Maine's local and regional chambers of commerce. The following article and photo appeared in a recent edition of the York County Coast Star. We wish to congratulate Eleanor on this recognition and are thankful for her dedicated involvement with our affiliate, the Maine Association of Chamber of Commerce Executives, and as a past board member for the Maine State Chamber of Commerce.

Eleanor Vadenais took over as the president of the Wells Chamber of Commerce in July 2007. Since that time, the chamber has overseen the transition of the annual Chili Fest from a mid-September event at the Harbor into a late August event on Route 1 that attracts a large contingent of both tourists and locals, the movement of the Wells Family Jamboree in September to Harbor Park, the addition of a Veterans' Day 5K road race in November, and the flawless execution of the popular Christmas Parade in December. Those are only part of the chamber's impact in Wells during Vadenais' tenure. Because of that, Eleanor Vadenais has been named a 2016 Mover & Shaker in Wells.

"She's certainly a presence in the community," said Eric Nixon, vice chair of the chamber's board and former chairperson. "We do a lot of events and they come off without a hitch. Eleanor reaches out to the community and gets people involved. She is someone I can refer to as a banker. She's a real asset to the town of Wells."

Vadenais leads an organization with 250 members that range from resorts and restaurants to banks and hardware stores. She said that in balancing the interests of the various members, it's important to keep in mind that Wells depends heavily on tourism.

"Banks and hardware stores and other businesses may not think of themselves as



*Congratulations to Eleanor Vadenais, president of the Wells Chamber of Commerce, on receiving this distinct honor. We are thankful for her service to her community and to our state, as well as her years of dedicated involvement with our affiliate, the Maine Association of Chamber of Commerce Executives. She is also a past board member for the Maine State Chamber of Commerce.*

part of the tourist business, but they are," she said. "We have second homeowners who have vacation houses here and they need hardware and trades people. All of

our businesses are impacted by tourism. They all get involved in the community."

As an association, the chamber

**Continued on Page 21...**



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# WORKPLACE WELLNESS

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## Manage Stress to Protect Your Health

Life asks a lot of us — spouses, jobs, friends, kids and pets — it can all add up and sometimes it's more than we can handle. That's when stress kicks in.

Stress is actually your body's response to danger. You know the feeling — sweaty palms, racing heartbeat, an upset stomach. The hormones released used to help people face physical threats. But because we don't fight saber-toothed tigers anymore, the hormones aren't as helpful to us on a regular basis.

Nowadays, due to the demands of modern life, stress can last for weeks instead of just minutes or hours like in the past. When that happens, your system goes into overdrive and stress hormones can disrupt many of your body's processes.

Stress is about the relationship between the demands of your life and the emotional resources you have to meet these demands. Demands are usually things like your job or something going on with your family. Your health, your outlook on life, your relationships with family and friends, and your money situation affect how deep your emotional reserves go. Once your emotional resources are drained, you have a hard time meeting the demands life puts on you, and you start to feel stressed.

### Tame your stress...

These activities can help you manage stress and keep it at bay. Give them a try today.

- **Get out and exercise.** Consider walking, jogging, biking or anything else that gets you active. Physical activity releases chemicals in your body that give you a greater sense of well-being.

- **Laugh out loud.** Laughing lightens your mental load and does good things for your body. Laughter fires up and then cools down your stress response.
- **Talk to friends and family.** They can distract you, provide support and help you weather life's ups and downs.
- **Do yoga.** Yoga uses both physical and mental focus to create peace of body and mind. This helps you relax and manage stress. Try yoga on your own or find a class in your area.
- **Get more rest.** Sleep recharges your brain and body. Get the right amount and you'll improve your mood and energy level.
- **Speak up.** Saying "no" to some of the demands on your time and energy can help you keep stress at bay. Ask for help from coworkers or family members if there's too much on your plate.
- **Write it down.** Whether you're making a list of the things you need to do, or just writing out your feelings, jotting it down on paper can help put things into perspective.
- **Play some tunes.** Play, sing or listen to music. It relaxes your muscles and decreases stress hormones.
- **Change your focus.** Take a break from what you think you should be doing and focus on something else. Try gardening, painting, drawing, sewing, woodworking or another activity that keeps your mind off what's stressing you out.

*Continued on Page 22...*

## Eleanor Vadenais...

*(Continued from Page 20...)*

devotes efforts to advocacy, of course. Toward that end, the chamber is a member of the Maine State Chamber of Commerce, Maine innkeepers, restaurant and tourism associations, an allied member of the U.S. Chamber of Commerce, and a member of the Maine Beaches Association.

"The Maine Tourism Association is promoting the link between tourism and all businesses," Vadenais said. "The associations keep all the members in the loop and that's benefited our members. If those groups need people to call their legislators, we get the word out. People appreciate all the advocacy on their behalf."

Involvement with Maine Beaches, the regional tourism group, helps supplement the Wells chamber's promotion of local businesses and events. "They attend travel shows that we realistically can't do ourselves, because it's too expensive," Vadenais said. "It's a terrific marketing collaborative. It helps us to co-promote. We're all there to help each other."

It's the events the chamber sponsors that showcase and promote visitors to the town. Take, for example, the Chili Fest. Originally held at Harbor Park in mid-September, Vadenais and the board decided in 2009 to move it to the last weekend in August and hold it at the Junior High School on Route 1.

"We had the Chili Fest, Summer Solstice Craft Fair and Laudholm Craft Show all on the same weekend," Vadenais said. "We moved the Chili Fest to the weekend prior to Labor Day. That tends to be a lighter (tourist) weekend than others, so we felt it would help with filling hotel rooms and so forth. Moving it to Route 1 helped make it more visible."

Similarly, the Family Jamboree in September moved from its original venue at Spiller Farm to Harbor Park this past summer to accommodate larger crowds. It's that kind of forward thinking that characterizes the chamber's approach under Vadenais' leadership.

"She is a tenacious leader," said Eric Andrews, a longtime chamber board member. "She's making Wells a more vibrant business community. She does well being a convincing, strong leader for the chamber and that's a good thing for our town." □

## Workplace Wellness...

(Continued from Page 21...)

- **See a counselor or therapist.** A professional can help you find the sources of your stress and learn new coping tools.

Try some of these tips to live your life with less stress. Talk to your doctor if these changes do not help you. Sometimes other health problems have similar symptoms. Not all stress is bad. Happy events – like a new job, getting married, having a baby or buying a house – can also cause stress, but too much stress for too long can be bad for your health. Stress is linked to:

- Higher risk of heart disease;
- Obesity;
- Digestive problems;
- High blood pressure;
- Heart palpitations and breathing problems;
- Memory loss;
- Insomnia;
- Depression;
- Trouble managing anger; and,
- Drinking too much alcohol.

We've got you covered for all your workplace wellness needs. When employees feel good, they tend to perform better. That's why most Chamber BlueOptions' plans come with employee discounts on health products and services, as well as an online health and fitness program. Just contact your Anthem-appointed insurance producer for more information, or go to the Chamber's BlueOptions web page ([www.mainechamber.org/blueoptions.php](http://www.mainechamber.org/blueoptions.php)) to find a producer.

For more information on the Chamber BlueOptions health plan, please contact Joyce LaRoche, executive director of the Maine State Chamber Purchasing Alliance, by calling (207) 623-4568, ext. 113, or by emailing [jlaroche@mainechamber.org](mailto:jlaroche@mainechamber.org), or Amy Downing, program coordinator, by calling (207) 623-4568, ext. 104 or by emailing [adowning@mainechamber.org](mailto:adowning@mainechamber.org). □

*Resources provided by Anthem.com*

## Employers looking to hire should attend upcoming career fairs

The **Career Center at the University of Maine** is hosting its annual Career Fair in February. The event will be held in the **New Balance Recreation Center** on the **University of Maine campus** on **Wednesday, February 1, 2017**, from 10:00 a.m. to 3:00 p.m. More than 140 employers and more than 850 students attended the 2016 UMaine Career Fair, and we expect to meet or exceed those numbers in 2017.

The UMaine Career Fair brings employers to campus to meet face-to-face with students of all majors and all classes (first year through graduate students) to educate them about careers. If you have internships, summer jobs, or full-time jobs to fill, this is your opportunity to begin the hiring process on the spot. As a follow-up, you are welcome to contact the Career Center to reserve an interview room and conduct interviews either the day after the Fair or at a later date.

To register for our UMaine Career Fair,

- 1) Visit <http://www.umaine.edu/career/upcoming-events/career-fair> and click on "Employers may now register for the Career Fair".
- 2) Click on "As An Employer"
- 3) Under New Participants - click on "Proceed to Registration Form" and complete form.
- 4) Once you have completed and submitted the registration form you will receive an email confirming that your registration has been received.
- 5) The registration fee is \$350 until January 16, 2017; \$400 after January 16, 2017. Deadline for registrations is January 16, 2017.

Please feel free to contact Kate Axelsen Foster, Assistant Director/Employer Relations (207/581-1353; [kate.axelsenfoster@maine.edu](mailto:kate.axelsenfoster@maine.edu)) if you would like to learn about the University of Maine's Career Fair in greater detail. We hope to see you in Orono at our February 1, 2017 UMaine Career Fair!

The University of Maine, founded in 1865, is the state's land-grant university and the flagship institution in the University of Maine System. It is one of New England's premier universities, attracting students from across the U.S. and more than 60 countries. Students are offered 88 bachelor's degree programs, 70 master's degree programs, 30 doctoral programs, and one of the nation's oldest and most prestigious honors programs. For more information about the University of Maine visit [www.umaine.edu](http://www.umaine.edu).

A second career fair will be held in February, The **Husson University's Business and General Career Fair** is scheduled for **Wednesday, February 22, 2017**, from **10:00 a.m. to 2:00 p.m.** in the **Richard Dyke Center for Family Business** on the university's Bangor campus. All students from Husson's Business programs (Accounting, Marketing, Healthcare Administration, Finance, IT), Science and Humanities (Psychology, Sciences, Health Care Studies, Liberal Arts) and the New England School of Communications (Video, Audio, Web, Marketing) will be encouraged to attend this career fair.

Employers are encouraged to promote full-time, internship, and part-time openings to our students. There is registration fee of \$100.00 for profit organizations and \$50.00 for non-profit organizations. **Please save the date or register by visiting** <http://bit.ly/2eX82XE>. If you cannot attend the fair and want to post jobs or internships with us you can do so at: [www.collegecentral.com/husson](http://www.collegecentral.com/husson). □

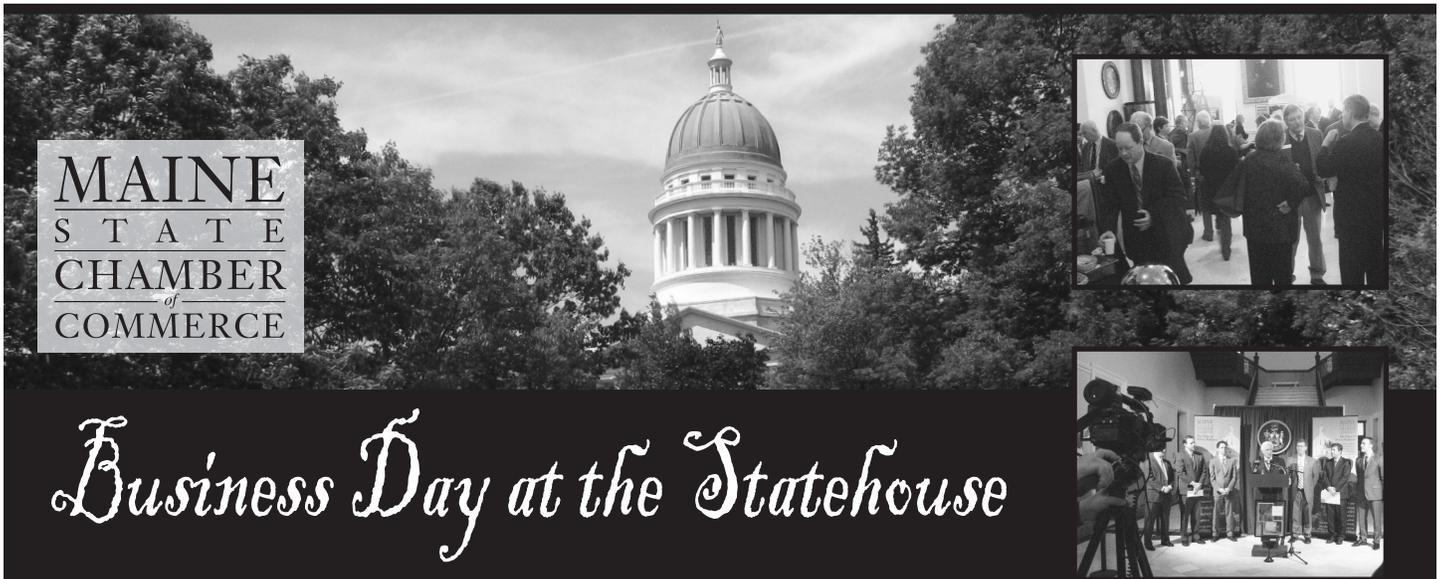


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**Thursday, May 11 ♦ 8:00 a.m. to Noon ♦ Statehouse Hall of Flags**

The Maine State Chamber is hosting its annual Business Day at the Statehouse on Thursday, May 17, 2017, from 8:00 a.m. to 12:00 p.m. in the Hall of Flags (Statehouse, Second Floor).

**For more information or to RSVP**, please contact Linda Caprara, senior government relations specialist / director of grassroots advocacy, by calling (207) 623-4568, ext. 106, or by emailing [lcaprara@mainechamber.org](mailto:lcaprara@mainechamber.org). With your participation, the “Voice of Maine Business” will resonate throughout Augusta!

