

September 14, 2017

Marijuana Legalization Implementation committee to hold public hearing on draft legislation

— Proposal attempts to better structure to new legalization law

In late September, the Joint Select Committee on Marijuana Legalization Implementation (MLI) will take public comments on a draft bill that attempts to clarify the law narrowly approved by the voters last November that would legalize recreational marijuana in Maine.

The 17-member joint select committee, chaired by Sen. Roger Katz (R-Kennebec) and Rep. Teresa Pierce (D-Falmouth), the committee has held orientation meetings designed to familiarize its members with the Marijuana Legalization Act (MLA) and also with the challenges of developing a workable marijuana law in Maine in the wake of the approval of last fall's referendum. Since its early meetings this summer, the committee has focused on the experiences and laws in the few other states that have legalized marijuana, the challenges associated with the sale of retail marijuana, public safety issues, and what the new law means for Maine's *medical* marijuana law. In considering these critical policy areas, the committee has held a number of discussions and consulted with numerous stakeholder and policy experts from other states.

The resulting discussions have resulted in a draft bill, **LR 2395, *An Act To Amend the Marijuana Legalization Act***. The committee has scheduled a public hearing on the bill for Tuesday, September 26, 2017, beginning at 9:00 a.m. in Room 228 of the

Statehouse. The draft language being considered can be found using this link: <http://legislature.maine.gov/legis/opla/commitinfoMLI.htm>.

The Maine State Chamber has been to a number of the MLIC meetings, and has spoken to the committee about the challenges facing employers in light of the possibility of impaired workers on the job site and the lack of guidance the existing language in the MLA provides businesses in this state. While the committee preferred to leave much of the employment-labor-workers' compensation issues for the committee of jurisdiction (the Labor, Commerce, Research and Economic Development committee) to tackle in January 2018, it did remove language that would have made recreational marijuana users a protected class for the purposes of hiring, as well as complicate applicant drug screening.

Significant work needs to be done on the MLA before our state is ready for the retail sale of marijuana. The committee has already notified leadership that it will not likely meet the late February 2018 deadline to complete its work. In addition, it appears this is only the first of the bills required to make the MLA workable. Much of this bill is dedicated to creating retail sale boundaries, dealing with licensing and taxation of marijuana, pub-

Continued on Page 4...

Pine Tree Zones report reaches negative conclusions before thorough analysis completed

— OPEGA claims program does not support intended goals, but also admits no data to support that assertion was collected, prepared or assessed

In late August, the Office of Program Evaluation and Government Accountability (OPEGA) presented its tax expenditure review report on Maine's Pine Tree Development Zone (PTDZ) program to the Legislature's Government Oversight Committee (GOC). The OPEGA conducted the report as part of its required review of tax expenditures.

In its report to the GOC, the OPEGA concluded that the design of the PTDZ program does not support the intended goals. Whether the PTDZ program is achieving results despite its design is unknown, as adequate data is not readily available to assess outcomes. What is particularly troubling is that recommendations regarding the PTDZ program were made regarding the program *before* a final thorough report was conducted. The data

Continued on Page 4...

Inside Impact...

2017 Annual Dinner p. 3, 16
2017 Best Places to Work . . p. 9
American Red Cross p. 10
ASCP Board of Directors . . p. 14
Cyber Safety Summit p. 16
E2 Tech Update p.
Marijuana Legalization p. 1
Outdoor Sport Institute p. 11
Pine Tree Zones / OPEGA . . p. 1
Scramble for Scholars Tourney . . p. 5-7
 Scholarships p. 5
Workplace Wellness p. 13

Vol. 51, No. 23 Impact (207) 623-4568

Impact (ISSN 1055-3029) is published weekly January through June and monthly July through December by the Maine State Chamber of Commerce, 125 Community Dr., Suite 101, Augusta, Maine 04330-8010. Periodicals postage paid at Augusta, Maine, and additional mailing offices. Maine State Chamber member companies are assessed \$75.00 yearly for each newsletter subscription (subscribers or out-of-dues assessment). **POSTMASTER:** Please send any address changes to *Impact*, 125 Community Dr., Suite 101, Augusta, Maine 04330-8010.

Chairman of the Board of Directors:
Charles "Wick" Johnson
President: Dana F. Connors

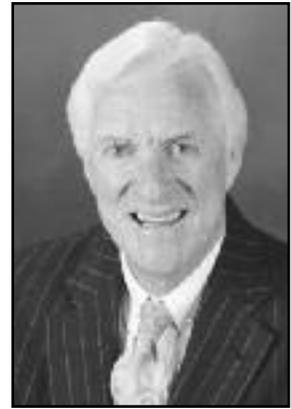
Information in this newsletter is intended to provide guidance, not legal advice. Since exact language and definitions of key terms are critical to understanding the requirements of legislation, rules or laws, we encourage you to read each carefully. Articles and information contained in this newsletter may be reprinted with attribution given to: Maine State Chamber of Commerce. Please address comments to Melanie Baillargeon, director of communications. Information about the Maine State Chamber of Commerce may also be viewed on the Internet at: www.mainechamber.org. Our email address is news@mainechamber.org.

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...

"Raising the bar on Maine's referendum process..."

by Dana Connors



By now you've had a chance, hopefully, to review our Final Legislative Summary (August 2017). As discussed in our wrap-up, much time this session was dominated by issues and questions generated from the passage of citizen's initiatives during the November 2016 election. Legislators faced scrutiny and criticism this session for handling the outcomes of the November ballot as they walked the line between respecting the will of the people and enacting workable laws through the legislative process that don't harm Maine's citizens or our economy.

The amount of legislators' time occupied during the session to address these issues further underscores the need to do something to strengthen the existing process for citizen's initiatives here in Maine. Raising the bar on Maine's referendum process is an issue of increasing necessity.

The current "yes or no" process eliminates ability for input, discussion, or even compromise where necessary, as well as circumventing a critical part of the process. Changes to signature gathering requirements should also allow for a wider representation from the people. It is no secret that the amount of "outside money" is a hurdle to this process, making it too easy for national interests to impose their policies here.

The first session adjourned with one carryover in place to address some of these issues in January 2018. We remain hopeful that the legislature will address and resolve this issue during its second session. □

★ ★ ★ ★ ★
MAINE
S T A T E
CHAMBER
of
COMMERCE

2017 Annual Dinner

Tues., November 7 | 4:30 to 8:30 p.m. | Augusta Civic Center



**Join us for an evening
of recognition and
entertainment!**

AGENDA

4:30 p.m. Taste of Maine Reception
5:30 p.m. Awards Dinner
7:00 p.m. The Capitol Steps

RESERVE YOUR SEAT

\$75 Individual | \$575 Table of Eight

REGISTER TODAY

Visit www.mainechamber.org/annualmeeting for more information

If you are interested in **sponsorship opportunities** for this extraordinary event, please contact Melody Rousseau by calling (207) 623-4568, ext. 102, or by emailing melodyr@mainechamber.org.

More than 30 years ago, the Capitol Steps began as a group of Senate staffers who set out to satirize the very people and places that employed them. In the years that followed, many of the Steps ignored the conventional wisdom (“Don’t quit your day job!”), and although not all of the current members of the Steps are former Capitol Hill staffers, taken together the performers have worked in a total of 18 Congressional offices and represent 62 years of collective House and Senate staff experience.

Since they began, the Capitol Steps have recorded more than 35 albums, including their latest, *Orange Is the New Barack*. They’ve been featured on NBC, CBS, ABC, and PBS, and can be heard twice a year on National Public Radio stations nationwide during their *Politics Takes a Holiday* radio specials.

In fact, the Capitol Steps have performed for the past five Presidents. The only complaints the Steps seem to get are from politicians and personalities who are not included in the program! No matter who or what is in the headlines, you can bet the Capitol Steps will tackle both sides of the political spectrum and all things equally foolish. What more would you expect from the group that puts the “MOCK” in Democracy?!

If you’ve never heard of them - or even if you have - watch as they summarize three decades of headlines in a single musical number: <http://www.capsteps.com/special/satire-30years.html>.

In addition to this nationally-acclaimed performance, we have planned our **Taste of Maine Reception** to highlight the unique, quality products and flavors made throughout our state. Our annual **Awards Dinner** will celebrate the contributions of individuals, employers, and communities to Maine’s economy. □

Thanks to our Premier Sponsor:



WE PUT THE “MOCK” IN DEMOCRACY

For the most current information, visit www.mainechamber.org

09/14/2017 III *Impact* III 3

Marijuana Legalization... (Continued from Page 1...)

lic safety issues, employment policies, and a number of other important ancillary and related matters.

The Maine State Chamber will be present at the September 26 hearing to provide the committee with our thoughts on the employment section of the proposed bill. For additional information or comments, please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing pgore@mainechamber.org. □

Pine Tree Zones / OPEGA... (Continued from Page 1...)

is available, but the OPEGA did not have the resources to *collect* the data. Also, the OPEGA claims it was unable to answer whether or not the investments would have occurred without the PTZ program in place. However, the OPEGA admitted that no businesses were even interviewed for the report that would lead to the understanding as to whether the program led the companies to invest in the first place. The report clearly indicates that a thorough analysis of the costs and outcomes of the PTZ program needs to be done before other conclusions could be reached. The report will now be submitted to the Taxation committee for review. As the committee of jurisdiction, the Taxation committee will consider whether the PTZ program needs to be modified or extended, etc. A full copy of the report is available on the OPEGA's website at <http://legislature.maine.gov/uploads/originals/final-ptdz-report-8-18-17.pdf>.

The GOC is giving the public a chance to comment on the report on Monday, September 25 at 1:00 p.m. The Maine State Chamber plans to offer comments on behalf of the business community. If you have any questions, please contact Linda Caprara by calling (207) 623-4568, ext. 106 or by emailing lcaprara@mainechamber.org. □

MAINE IS



Reach out to DECD's **Governor's Account Executives.**

We're here to help your business succeed. We'll work with you to identify your goals, overcome challenges, and bring the right people and resources to the table.

"Investment capital goes where it is welcome and stays where it is appreciated."

- Gov. Paul LePage



Brian Mulligan, DECD Governor's Account Executive
207-446-7533 | Email: brian.mulligan@maine.gov
Serving Hancock, Kennebec, Piscataquis, Somerset and Washington counties.



Jaimie Logan, DECD Governor's Account Executive
207-215-0302 | Email: jaimie.logan@maine.gov
Serving Knox, Lincoln, Penobscot, Sagadahoc and Waldo counties.



Rosaire Pelletier, DECD Senior Forest Products Liaison
207-316-9600 | Email: rosaire.pelletier@maine.gov
Serving the State of Maine.



Caldwell Jackson, Department of Agriculture's Business Development Specialist
207-272-8543 | Email: caldwell.jackson@maine.gov
Serving the State of Maine.



Diane Jackson, DECD Governor's Account Executive
207-441-9106 | Email: diane.m.jackson@maine.gov
Serving Androscoggin, Aroostook, Franklin and Oxford counties.



Brian Doyle, DECD Governor's Account Executive
207-441-6902 | Email: brian.doyle@maine.gov
Serving Cumberland and York counties.

Attract, Build, Retain: Talent for Maine

Thursday, September 28 | 9:00 a.m. to 3:00 p.m.
Cross Insurance Center, Bangor

Register now for a full-day summit focused on education, workforce, and leadership in Maine. In the morning, recognize and celebrate the existing talent in Maine at the Maine Development Foundation's Annual Meeting. Next, enjoy lunch and hear from keynote speaker Jamie Merisotis, President and CEO of the Lumina Foundation and author of *America Needs Talent: Attracting, Educating, and Deploying the 21st Century Workforce*. Then participate in the launch of Maine's post-secondary achievement goals and cross-sector discussions about the implications for your work and the state.

The Maine Philanthropy Center, Maine Development Foundation, and Maine Workforce & Education Coalition are pleased to be collaborating to bring you this full-day event. A full day ticket is \$80; lunch and afternoon only ticket is \$65. More registration information is online at <http://mdf.org/events/Attract-Build-Retain-Talent-for-Maine/938/>. See you on September 28 in Bangor! □



Maine State Chamber awards two scholarships to 2017 graduates



Baha Ibrahim of Portland

Recently, the Maine State Chamber of Commerce awarded its 2017 scholarships to recipients from across the state. For 22 years, the Maine State Chamber has provided scholarships to assist high school graduates, as well as non-traditional students, with their higher education tuitions and fees through the proceeds of its annual golf tournament, Scramble for Scholars.

This year, the Maine State Chamber awarded two scholarships to participants in the Class of 2016-2017 Jobs for Maine's Graduates (JMG) program one of those made possible through the generosity of Charter Communications and its "exclusive-level" sponsorship at the golf tournament.

Baha Ibrahim of Portland...

Portland High School Graduate Baha Ibrahim has only been in this country for a few years and credits his JMG Specialist with much of his success. He says he has overcome many obstacles and is grateful JMG has been by his side. Motivated, hard-working, with a goodness that inspires him to help others, is



Alexis Moore of Pleasant Point

how he is described by his teachers and peers. He plans to study nursing at Southern Maine Community College.

Alexis Moore of Pleasant Point...

Shed High School graduate Alexis Moore plans to attend the University of Maine at Machias this fall to pursue her dream of becoming a nurse. When she first joined JMG, her JMG Specialist was so happy and outgoing it actually terrified her. She learned this terrifyingly positive woman was also a great listener who cared about her and her future, she pushed her outside her comfort zone and once she took that step, there was no holding this student back. She found her voice and discovered her self-worth. She says JMG has given her more opportunities in life than she could have imagined and we are confident this young woman will go far in achieving her dreams!

For more information, please contact Joyce LaRoche by calling (207) 623-4568, ext. 113, or by emailing jlaroche@mainechamber.org. □

Scramble for Scholars hosts 22nd annual tournament

Each September, the Maine State Chamber proudly presents Scramble for Scholars, its annual scholarship fundraiser and golf tournament. Since 1995, the Maine State Chamber has provided scholarships to 100 students through the generosity of its members. These scholarships represent a total of \$144,000 in tuition assistance.

With funds raised from this year's Scramble for Scholars, the Maine State Chamber will continue to encourage and promote education in Maine by offering scholarships to Maine students. The scholarships allow us to assist Maine's students in preparing for the competitive marketplace of tomorrow.

The proceeds from this year's tournament will support two Jobs for Maine's Graduates' student scholarships, as well as a contribution to the Dana F. Connors endowment fund at the University of Maine, Orono. □

More coverage on Page 10...

WINNER'S CIRCLE

First Place – Low Gross:

Steve Samson, Mike Fish, Scott Barden, Bill Houss (61)

Second Place – Low Gross:

Peter Gore, Steve Hoxsie, Jeff Beaney, Bob Nigro (62)

First Place – Low Net:

Pat Moody, Eric Cyr, Buzz Sealey, Pete Jarvis (52)

Second Place – Low Net:

Jeff McGown, Steve Cates, Geoff Hart, Pat Hopkins (54)

Women's Longest Drive:

Ashley Pringle

Men's Longest Drive:

John Tuell

Closest to the Pin (Hole #11):

Will Hicks (4' 11")



**Thank You
to Our
Tournament
Sponsors**

Exclusive Sponsor:
**Charter
Communications**

Fairway Shirt Sponsor:
Reed & Reed

Ace Sponsors:
Anthem Blue Cross and Blue
Shield (cooling towel);
Walmart (golf ball)

Eagle Sponsors:
American Chemistry Council
(golf towel);
Casella Waste Systems, Eastern
Region (golf cart);
Procter & Gamble-Tambrands
(water bottle)

Welcome Reception Sponsor:
Boston Brands of Maine

Birdie Sponsors:
Poland Spring Water Company
(breakfast);
Unitil Corp. (luncheon)

Driving Range Sponsor:
KeyBank Maine

Par Sponsors:
AAA - Northern New England;
AT&T; CIANBRO; Eaton Peabody;
L.L. Bean, Inc.;
Norman Hanson & DeTroy, LLC;
Sargent Corporation;
Volk Packaging Corporation;
Waste Management Disposal
Services of Maine

Practice Putting Green Sponsor:
GAC Chemical Corporation





Scholarship Scoreboard Sponsor:

Bangor Savings Bank

Special Events Sponsors:

Bernstein Shur (hole in one);
Vanasse Hangen Brustlin, Inc.
(raffle);

Woodward & Curran, Inc.
(closest to pin)

Tote Bag Sponsor:

Samoset Resort

Print Sponsor:

First Choice Printing

Scholarship Donations:

Bank of America; Enbridge;
LAI International; MaineHealth;
The Harold Alfond Institute for
Business Innovation at Thomas College;
The Sheridan Corporation;
United Insurance;
University of New England

Silent Auction & Raffle

Donation Sponsors:

Bangor Savings Bank; Cabela's;
Dairy Queen - Auburn; Enbridge;
Gracie Theatre at Husson University;
Hampton Inn & Suites - Rockland/
Thomaston; Hampton Inn Waterville;
Hancock Lumber, Co.; Holiday Inn By The
Bay; Littler Mendelson, P.C.;
L.L. Bean, Inc.; Marden's;
Marriott Sable Oaks; Northern New England
Passenger Rail Authority; Oxford Casino;
Poland Spring Resort; Portland Regency
Hotel and Spa;
Pride Manufacturing Company, LLC; Sam's
Club; Samoset Resort;
Sebasco Harbor Resort LLC;
Sterling Rope Co. Inc.; Sunday River;
The Senator Inn & Spa; The Shipyard
Brewing Company; The Westin Portland
Harborview Hotel; United Insurance

Goody Bag Sponsors:

AAA-Northern New England;
Anthem Blue Cross and Blue Shield;
Bangor Savings Bank; Boston Brands of
Maine; Cabela's; Casco Bay Vending;
Dairy Queen-Auburn; Enbridge;
FairPoint Communications; Frito Lay;
General Mills; Hannaford Supermarkets;
Kellogg's; McCain Foods USA, Inc.;
Northeast Delta Dental; Northern New
England Passenger Rail Authority;
Pepsi Beverage Company; Poland Spring
Water Company; Pride Manufacturing
Company, LLC; Sam's Club; Shaw's;
The Shipyard Brewing Company

CASELLA, YOUR MAINE RESOURCE



We offer sustainable programs to our customers that not only provide sound economic and environmental return but also build jobs and careers. We view waste as a valuable resource as well as an opportunity for positive change.

Learn how we're giving resources new life at casella.com and [fb.com/ZeroSort](https://www.facebook.com/ZeroSort) or call us at **800-CASELLA**.



The end of multiple choice recycling! Just toss all your recyclables into one bin, we take care of the rest. It's simple, convenient and effective.



Casella Organics® transforms traditional organic waste streams, including short paper fiber, ash, wood wastes, food wastes and biosolids into compost and other renewable products.



Waste collection, responsible disposal, e-waste recycling and LEED certification services for material diversion and reporting.

CASELLA RESOURCE SOLUTIONS

ZERO-SORT® RECYCLING · COLLECTION · ORGANICS · ENERGY · LANDFILLS



Best Places to Work in ME

Eighty companies make 2017 Best Places to Work in Maine list

Congratulations to these Maine State Chamber members for this accomplishment!

Allen Insurance and Finacial
Bangor Savings Bank
Bernstein Shur
Community Health Options
Consigli Construction Co. Inc.
Fiance Authoruty of Maine
Hancock Lumber

Holden Agency Insurance
JMG
Machias Savings Bank
Macpage LLC
Maine Credit Union League
MMG Inaurance Company
ReVision Energy

Sargent Corporation
TD Bank, America's Most Convenient
Bank
T-Mobile
Tyler Technologies
Winxnet

The Maine State Council of the Society for Human Resources Management has named 80 companies to the 2017 "Best Places to Work in Maine" list. The 12th annual program recognizes companies that have established and consistently fostered outstanding workplace environments. The organization that manages the program, Best Companies Group, gathered information from all registered organizations including employee benefits, workplace policies and employee responses to a comprehensive satisfaction survey.

The program is part of a long-term initiative to encourage growth and excellence throughout all Maine companies. All participating companies receive an "Employee Feedback Report" in an effort to help them improve their scores. The report summarizes employee engagement and satisfaction data and includes employees' written comments. The report is used by many organizations to make significant improvements in their workplace culture.

The 80 winners, split into different size categories, will be revealed in ranked order at an awards celebration on Tuesday, October 10 and listed in the special awards publication, produced by Mainebiz. Here are the 2017 winners, listed alphabetically:

Small employer (15-49 employees):

Albin, Randall & Bennett, CPAs, Portland; Casco Systems, Cumberland and Waterville; CCB Inc., Westbrook; Fluid Imaging Technologies, Scarborough and

Edgecomb; Hersey EyeCare, multiple locations; Holden Agency Insurance, southern Maine; Hydro International, Portland; Kennebec Federal Savings, Waterville; Landry/French Construction, Scarborough; Lebel & Harriman LLP, Falmouth; Maine Information Network, Augusta; MPX, Portland; Oxford Federal Credit Union, Mexico and Norway; Planson International, New Gloucester; Portland Webworks, Inc., Portland; Sabattus Regional Credit Union, Sabattus; Sage Data Security LLC, Portland; SFX America, Portland; Trademark Federal Credit Union, multiple locations; TruChoice Federal Credit Union, multiple locations; Trueline Publishing LLC, Portland; Virtual Managed Solutions LLC, Caribou.

Medium employer (50-249 employees):

Allagash Brewing Co., Portland; Allen Insurance and Financial, multiple locations; Bath Savings Institution, multiple locations; Bernstein Shur, Portland and Augusta; BlueTarp Financial, Portland; CashStar Inc., Portland; Certify Inc., Portland; CES Inc., multiple locations; Community Care, multiple locations; Community Health Options, Lewiston; Connectivity Point, multiple locations; cPort Credit Union, multiple locations; Damariscotta Bank and Trust, multiple locations; Day One, multiple locations; Day's Jewelers, multiple locations; Down East Credit Union, multiple locations; Drummond Woodsum, Portland; Evergreen Credit Union, multiple locations; Finance

Authority of Maine, Augusta; Good Shepherd Food Bank, Auburn and Hampden; Gorham Sand and Gravel Inc., Buxton and Alfred; GreenPages Inc., Kittery; Infinity FCU, multiple locations; JMG, multiple locations; Macpage, South Portland and Augusta; Maine Credit Union League and Synergent, Westbrook and New Gloucester; Maine State Credit Union, Augusta and Waterville; MMG Insurance Co., Presque Isle; Nonantum Resort, Kennebunkport; Patriot Subaru of Saco, Saco; PCH/Media, Portland; PeoplesChoice Credit Union, multiple locations; ReVision Energy, multiple locations; SGC Engineering LLC, multiple locations; Skowhegan Savings Bank, multiple locations; SymQuest, Westbrook and Lewiston; Systems Engineering Inc., Portland; Town and Country FCU, multiple locations; University Credit Union, multiple locations; Winxnet, Portland; York County Federal Credit Union, multiple locations.

Large employer category (250 or more employees):

athenahealth, Belfast; Bangor Savings Bank, multiple locations; Consigli Construction Co. Inc., Portland; Darling's, multiple locations; Edward Jones, multiple locations; Hancock Lumber, multiple locations; InterMed, P.A., multiple locations; Machias Savings Bank, multiple locations; Maine Veterans' Homes, multiple locations; Paychex Inc.,

Continued on Page 10...



THERE ARE MILLIONS OF REASONS WHY MORE EMPLOYERS ARE CHOOSING MEMIC

Since 1998, MEMIC has returned nearly \$220 million to our Maine-based policyholders in the form of dividends and returned capital. Our record \$20 million 2016 dividend returned approximately 15 percent of policyholder premiums. For superior workplace safety resources and the best claims service, make the right choice—make sure you're one of the more than 19,000 Maine employers choosing MEMIC.

Talk to your agent or go to memic.com.

MEMIC

Best Places to Work... *(Continued from Page 9...)*

Auburn and Portland; Redington-Fairview General Hospital, Skowhegan and Norridgewock; Sargent Corp., Stillwater; Sebasticook Valley Health, Pittsfield; TD Bank, America's Most Convenient Bank, multiple locations; T-Mobile US, Oakland; TPx Communications, South Portland; Tyler Technologies, multiple locations.

Endorsing partners of this program include the Maine State Chamber of Commerce, the Maine Department of Labor, the Department of Economic and Community Development, the Maine HR Convention, and Mainebiz.

The 2017 premier sponsor is JobsinME.com. Additional sponsors include KMA Consulting, MEMIC, Bangor Savings Bank, Pro Search, Allagash Brewing Company, and then Human Resources Association of Southern Maine. □

An important message from the American Red Cross...

Hurricanes Harvey and Irma are the most devastating natural disasters ever to strike the U.S. For those affected, the situation is dire. The American Red Cross has mobilized a massive response to these widespread storms. We are feeding, sheltering and offering emotional support to hundreds of thousands of people.

Their needs are real and long-term, so too will be the Red Cross response. Our volunteers will be in the affected areas helping families recover and address unmet needs for months and many cases years to come.

More than 40 Red Cross volunteers from Maine are on the ground with dozens more Mainers queued up to deploy. These volunteers join with 6,000 others from across the country. They are working round the clock to help those impacted grapple with their loss and help them recover.

We need your help, to continue assisting those affected for as long as their disaster caused needs exist. We respectfully ask you to make a generous gift to American Red Cross Disaster Relief today at www.maineredcross.org or at 800-435-7669! Please also ask your member businesses and communities for their financial support as well.

This will enable the Red Cross help people recover from Hurricanes Harvey and Irma, replenish supplies and prepare for/respond to future disasters big and small.

Thank you sincerely!
Patricia A. Murtagh, CEO
American Red Cross of Maine

Dana Connors, President
Maine State Chamber of Commerce



Outdoor Sport Institute: Redefining what is possible

The Outdoor Sport Institute (OSI) is committed to changing a growing and harmful sedentary culture in Maine. A culture that too often leads to a host of preventable diseases and has created a health crisis that is sapping Maine's economy and undermining the potential of our people.

Solutions offered to this issue typically focus on one of three things: programs, equipment, or access to the outdoors. Only OSI offers these and adds the critical component of proactively empowering people – particularly young people – as the catalysts, the multipliers, and the stewards of sustainable change. Fundamentally, the greatest challenge we face is the lack of people needed to create and sustain cultural transformation at the local level. OSI is changing that.

OSI believes that people are the most effective catalysts, multipliers, and stewards of change. OSI's mission is to empower people through outdoor sport to create better lives and stronger, healthier communities. OSI engages people - particularly young people – to serve as cultural change agents in their local communities, transforming them into advocates, mentors, and leaders, by empowering them as athletes in outdoor sport.

Launched in 2016, OSI's mission and unique approach draws inspiration from



Teachers and community leaders learn mountain bike skills during a spring OSI workshop.

eighteen years of bringing outdoor sport to more than 30,000 people in 220 communities in all 16 counties throughout Maine. OSI's dedicated program staff has more than 120 years of cumulative experience in outdoor sport, education, facilitation, and community development.

Through experience, OSI discovered a critical missing component within the outdoor sector that was preventing sus-

tainable change and measurable impact at the societal level. Working with a committed group of young athletes, supported by partner organizations and community leaders throughout Maine they are building Team OSI. Together Team OSI seeks to create and sustain healthier communities by mobilizing and supporting a growing Team of people committed to themselves and their communities.

Team OSI's work is guided by fundamental beliefs that:

- ♦ Young people are powerful influencers – not just participants – and that that empowering young people to be part of the solution builds the most critical resource we have to create a healthier culture.
- ♦ A compelling alternative is needed to change behavior. The “outdoors” doesn't always sell itself and there are too many powerful distractions to expect the average person to exchange their cell phone for a walk in the woods. OSI provides that powerful alternative.
- ♦ Consistency is key. That one great experience, a week at camp, or a trip far from home, isn't going to change ingrained behavior. That change requires a steady, consistent process of



Teens to Trails students from throughout Maine gather for an OSI winter skills weekend at Maine Huts & Trails.

Continued on Page 12...

BECAUSE MAINE LIBRARIANS ARE HIGHLY TRUSTED COMMUNITY RESOURCES.

LIBRARIES
TRANSFORM[®]
VISIT YOURS TODAY!

OSI...

(Continued from Page 11...)

engaging and empowering people in a way that leads to a virtuous cycle. Which, when supported with resources that extend to the whole community, has a powerful multiplying impact.

This creates a virtuous cycle (see chart on page 12) that engages and inspires young people, allowing them to contribute, and empowering them as a force for cultural change.

OSI offers experience, skill development, and support in sports not typically included in regular school-based physical education curricula: mountain biking, stand up paddle boarding, canoeing, kayaking, hiking, trail running, cross country skiing, biathlon, and backcountry skiing.

OSI works with local partners – schools, clubs, town recreation departments and other organizations – to create outdoor sport capacity throughout Maine by offering educational workshops, curriculum, and equipment, as well as providing professional

consultation on program and infrastructure development. Together Team OSI, through committed athletes and local partners, is creating a culture shift throughout Maine that is making our citizens healthier and our young people more connected to our state and excited about creating a positive future for themselves and their communities.

OSI is led by Andy Shepard, President and CEO, and a 10-member board led by Richard Trafton, Chairman; Patricia Weigel, Treasurer; Peter Hult, Secretary; and members, Paul Berkner, Kaitlyn

Bernard, Minal Caron, Sarah Guerette, Jay T. Kearney, and Charlene McQuaid. OSI staff include Mike Smith, COO and Program Director; Erin Fay, Community Resource Director; Justin Fereshetian, Athletic Development Director; Josh Firmin, Coach Development Director; Seth Hubbard, Sport Development Director; and Kyle Folsom Office Manager. OSI's main office is located in Caribou, Maine and is complemented by eight satellite offices across Maine in Fort Kent, Presque Isle, Millinocket, Lewiston, Rockland, Freeport, and Farmington. □



WORKPLACE WELLNESS
HEALTHY EMPLOYEES MAKE CENTS!

Chamber BlueOptions
 Anthem Health
 A program managed by the Maine State Chamber Purchasing Alliance, Inc.

Back to School: How to Reduce Family Stress

Work deadlines are looming. The kids have soccer practice — at the same time, but in different places. They have homework and projects due. Your parents asked you to come over to help with yard work ... it goes on and on. If you're like most families, you face stress every day. But by taking a few steps, you can prevent, detect and manage stress for a happier and healthier family life.

What's stress anyway? Stress involves life's demands and how you meet them. Your job, family problems, health, outlook on life, finances, and social network — they all can produce stress. When life's demands are greater than what you can handle, you start to feel stressed.¹ The way you feel when you're stressed — low energy, headaches, upset stomach, rapid heart-beat — is the same way your body responds to danger and aggression. When stress lasts for weeks or longer, it can hurt your health. Hormones released when you're stressed can disrupt your whole body, increasing your risk for heart disease, obesity, digestive problems, memory impairment, insomnia, and depression, among other things.²

Children can feel stress, too. Stress isn't just for adults. Many children experience a level of stress that interferes with life, activities, and health. Parents should watch the following signs:

- ♦ Physical stress symptoms in children can include changes in eating habits, headaches, new or recurrent bedwetting, nightmares and other sleep disturbances, stuttering, and stomach problems.
- ♦ Emotional symptoms include anxiety, excessive worrying, the inability to

relax, new or recurring fears, clinginess, questioning, anger, crying, an inability to control emotions, and aggressive or stubborn behavior.³

Tips for helping your child manage stress³...

- ♦ Provide a safe, consistent and dependable home;
- ♦ Be selective in television/video viewing;
- ♦ Spend calm, relaxed time with your child / children;
- ♦ Encourage your children to talk and express concerns;
- ♦ Set aside time for physical activity;
- ♦ Build your children's feelings of self-worth;
- ♦ Allow your children opportunities to make choices and have some control of their lives; and/or,
- ♦ Seek professional guidance when signs of stress seem unmanageable.

Managing your stress as a parent...

We'll always have some stress in our lives, but there are steps you can take to keep it under control, including:

- ♦ Make sure you take care of yourself. Eat healthy snacks and meals, exercise and make sure you get enough sleep. Spend time doing things you enjoy.
- ♦ Lean on your support system. Talk things through with friends and family members who can be positive.
- ♦ Set limits. Say no if you or your kids can't do something. Be nice, but firm.
- ♦ Ask for help. Don't be afraid to get help from a health care professional if

Continued on Page 14...

Full Moon Fall Harvest Networking Reception slated for Thursday, October 5

The Environmental & Energy Technology Council of Maine (E2Tech) and the Maine Sustainable Agriculture Society (MESAS) are hosting an October 5 Full Moon Fall Harvest Networking Reception. Attendees will have the opportunity to network with a large community of business, energy, non-profit, and agricultural professionals. There will be food and beverages served by some of Maine's leaders in year-round food production, as well as drinks from breweries and restaurants who are committed to Maine agricultural leadership in the field. This networking reception and celebration will take place at Little River Flower Farm in Buxton, where ArchSolar has installed a 14.4 KWp solar array into a structurally-sound greenhouse — an environmental and economically sustainable solution that allows the farm to raise crop outputs year-round, while generating their own renewable energy and reducing energy inputs overall. Join us for food, drink, a full moon, a solar greenhouse, and a wonderful opportunity to make new valuable connections!

On Thursday, October 19, the E2Tech will hold its first back-to-back forums on the following topics:

- ♦ The Future of Fossil Fuels in Transportation Policy & Strategies — Fuels, Vehicles, & Infrastructure
- ♦ The Future of Fossil Fuels in Heating Policy & Strategies — Fuels, Systems, & Incentives

To register or for information and updates on all of these events, please visit <http://www.e2tech.org/>. □

Workplace Wellness...

(Continued from Page 13...)

your stress levels are too high. Sometimes other health problems have symptoms similar to stress, so it's important to make sure your symptoms aren't a sign of something else.²

Try these quick stress relievers. You don't need a week at a spa or retreat. Just spend 15 minutes or less trying one of these stress management techniques:

1. Meditate.
2. Breathe deeply for five minutes.
3. Take in your surroundings — how the air feels on your face, how your feet feel hitting the ground.
4. Talk to a loved one.
5. Relax all your muscles, from head to toe.
6. Place a warm heat wrap around your neck and shoulders for 10 minutes.
7. Laugh out loud.
8. Listen to music.
9. Exercise.
10. Practice "gratitude." Make a list of things you are thankful for

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) 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. □

* Resources provided by Anthem.com / *Time Well Spent*

Sources:

- 1 *American Institute of Stress* (2009)
- 2 *American Institute of Stress, Stress Management* (March 19, 2009): stress.org
- 3 *National Institute of Health's MedlinePlus, Stress in Childhood*, www.nlm.nih.gov/medlineplus/ency/article/002059.htm, accessed 12/16/15
- 4 www.webmd.com, *10 Relaxation Techniques That Zap Stress Fast*, accessed 12/16/15

Association of State Chamber Professionals announces 2018 Board of Directors

Chamber staff serves on national board

On September 6, 2017, the Association of State Chamber Professionals (ASCP) announced its 2018 Board of Directors and Officers during the association's 2017 Annual Meeting held recently at the The Modern Honolulu in Honolulu, HI. Joyce LaRoche, vice president of membership and marketing for the Maine State Chamber, has rejoined this national board of state chamber executives, having previously served as a board member from 2006 to 2012 and board president from 2011 to 2012. The 2018 ASCP Board of Directors and Officers are:

- **President:**
Aaron Miller, Kansas Chamber of Commerce
- **President-Elect:**
James Berringer, Nebraska Chamber of Commerce & Industry
- **Immediate Past President:**
Sean Heiner, Association of Washington Business
- **Secretary/Agenda Chair:**
Brock Hesler, Indiana Chamber of Commerce
- **Treasurer:**
Kelly Boutwell, Tennessee Chamber of Commerce & Industry
- **Board Member:**
Jeff Albright, Pennsylvania Chamber of Business & Industry
- **Board Member:**
Elaine J. Fincannon, CAE, Business Council of Alabama
- **Board Member:**
Kyle Koch, Michigan Chamber of Commerce
- **Board Member:**
Joyce LaRoche, Maine State Chamber of Commerce
- **Board Member:**
Jenny Munyer, Minnesota Chamber of Commerce
- **Board Member:**
Stephanie Snyder, The State Chamber of Oklahoma
- **Board Member:**
Ed Troha, North Carolina Chamber of Commerce

The Association of State Chamber Professionals (ASCP) is the professional society of the top membership, marketing, and communications professionals from state chambers of commerce from across the country. ASCP provides access to proven methods and new approaches, through industry leaders and outside resources, to grow chambers in both membership numbers and total revenue.

Board members are eligible for four one-year consecutive terms. The organization holds meetings annually, as well as provides members with resources, and most importantly, with a network in which ideas and information can be shared among chamber professionals nationally.

For more information, please visit www.statechamberpros.org, or contact Tiffany Fulmer Ott by calling (404) 312-0524 or emailing tfulmer@tlfexecutiveservices.com. □



Maine Cyber Safety Summit:

Keeping Maine Businesses Safe

Addressing topical issues related to cyber security and how to safeguard your information. Presentations by the Federal Bureau of Investigation, United States Department of Homeland Security, Maine Emergency Management Agency, InfraGard, and the Thomas Security Center will help your business be proactive in protecting your information and how to respond to digital threats.

September 20th: 8:00 a.m. to 12:00 p.m. at Jeff's Catering, Brewer

September 20th: 1:00 p.m. to 5:00 p.m. at Thomas College, Waterville

September 21st: 8:00 a.m. to 12:00 p.m. at UNE, Portland Campus

Presenters:



FBI - Business Espionage and intelligence: Chris White, Special Agent

DHS - Current cyber threats and 16 critical industries: Ron Ford, Regional Cyber Security Advisor

InfraGard - FBI outreach & information sharing in Maine: Frank Appunn, Maine Board

Maine Emergency Management Agency - Facilities and infrastructure in Maine: TBD

Follow up - Thomas Security Center: 26 seminars to aid small and medium businesses

The Summit intends to help business protect themselves from possible losses. The Information Security Community, representing cyber professionals, found that 54% of anticipate cyberattacks against their organizations would be successful this year. Top causes for this exposure relates to a lack of skilled people, budget, and awareness. New techniques for mobility, using personal devices, and applications represent a more than 60% risk. Only 11% of organizations rate their defenses very effective (Schulze, 2017).

Follow up content
provided by:



Facilitated by the Harold Alfond Institute for Business Innovation at Thomas College

Periodicals

Postage Paid

Lisbon, ME

125 Community Drive, Suite 101
Augusta, Maine 04330-8010



MAINE
S T A T E
CHAMBER
of
COMMERCE

presents...

Capitol Steps

**SEE
DETAILS
ON PAGE 3**



2017 Annual Dinner