

November 14, 2019

Annual Awards Dinner celebrates Maine's Bicentennial

Patrick Dempsey, Maine's living Governors, and this year's awardees recognized in celebration of leadership and statehood



The Maine State Chamber of Commerce presented its celebration of the bicentennial of Maine's statehood at our annual awards dinner on Wednesday, October 30, 2019. Maine's seven living governors shared their perspectives and provided a historical context on what makes Maine unique through a professional video presentation. Special guest Patrick Dempsey, a Maine native and television and film actor who founded the Dempsey Center, joined us to share his thoughts on what makes Maine special. Bangor Region Chamber of Commerce President Deb Neuman was recognized with our "Chamber Professional of the Year" award for her leadership in, enthusiasm for, and dedication to promoting a positive business climate in the Bangor region.

We have posted the highlight of the evening's program - our professionally produced video reflection by Maine's living Governors - on our website, as well as video highlights and photos of the evening's festivities. If you haven't seen it yet or you'd like to see it again, the video project is available on our website, in the Annual Dinner recap, if you would like to watch it: www.mainechamber.org/2019-annual-dinner.html.

In the days that followed our flagship annual event, we heard compliments from our attendees, guests, and board members. We'd like to share a couple of them with you:

"My congratulations to you and the staff for another nice annual dinner. We were honored to be

part of it. I worried about the length of the video but it moved quite well and proved to be a great bit of history. Congratulations on taking on such an ambitious project and making it happen. Again, we're proud to be associated. My best to you and thanks to the entire staff."

~ Michael Bourque,
MEMIC

"Thank you so much for your help in selecting our table of students last night at the Annual meeting. We had a great group of engaged, mostly engineering, students from UMaine/USM. We made a really good connection with them all and were able to exchange cards and contact info with a couple of them. We had a great evening. The Chamber staff did another amazing job. Well done!"

~ Judith Borelli,
Texas Instruments

The Maine State Chamber wishes to thank our special guests, our sponsors, our attendees, and the many people that brought this vision to reality: It was truly a memorable and historic celebration! □

See our 2019 Annual Awards Dinner photos on page 4 or visit our website.

Inside Impact...

2019 Annual Awards Dinner . . .	p. 1, 4-6
2020 Legislative Preview . . .	p. 16
Bicentennial Grants	p. 13
Boomerang Weekend	p. 8
Computer Science Week . . .	p. 9
DACA	p. 7
Education Policy Brief	p. 3
Education Symposium	p. 6
Junior Achievement	p. 7
Paid Time Off Sessions . . .	p. 14
UMaine Harman Awards	p. 7
USPS Statement of Ownership . . .	p. 15
The Bottom Line Podcast . . .	p. 11
Workforce Development . . .	p. 11
Workplace Wellness	p. 14

Vol. 53, No. 24 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:

Larry Wold, TD Bank

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.

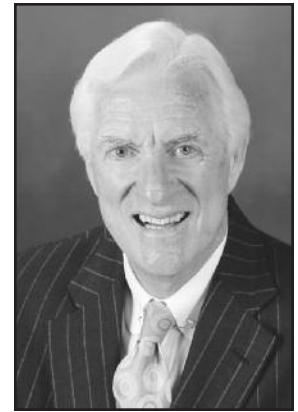
About the Maine State Chamber of Commerce:

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...

“Maybe we are more alike than we think...”

by Dana Connors



Many who attended our annual dinner last month have commented on our Bicentennial Celebration video project as a good reminder the lasting contributions made by our former governors. We feel very fortunate to have had the opportunity to interview the seven living Maine governors and reminisce a bit about their time in office, spanning 50 years of Maine’s history.

Each governor put service above self, and the legacies have stood the test of time. Today, the people of Maine still benefit from the priorities set forth even decades ago.

As we discussed their legacy, and likely as you watched the video that night, several key themes emerged: Each of them put great emphasis on the quality and value of our state’s education system, at each level, as an investment in the success of our people. And, despite their different leadership styles and policy priorities, each shared a common interest in serving the people to the best of their ability. They worked vigorously and with conviction, so that Maine people and Maine’s economy would be in the best possible position at that time in history.

But perhaps, for me, the most interesting commonality was found in their answers to “what advice would you give the next/current governor, based on your experience in office?” All seven of them, separately and unaware of the other responses, said “listen” to the people, to the opposition, to your advisors, and to your experts, considering as much information and as many perspectives as possible.

If you haven’t seen it yet or you’d like to see it again, the video project is available on our website, in the Annual Dinner recap, if you would like to watch it: www.mainechamber.org/2019-annual-dinner.html.

As the holidays approach, we have some exciting news to share as well. Effective December 1, the Maine State Chamber of Commerce’s offices will be located at 128 State Street in Augusta, Maine. We will be closing operations at the current location on the morning of Tuesday November 26, to pack and load the moving trucks. Depending on the speed and success of our move, we hope to reopen our offices on Monday or Tuesday, December 2-3. Once we are settled, we will announce a date for an open house so you can visit our new offices in a historic building at the edge of Augusta’s downtown district, placing us much closer to the Statehouse.

As you can see, we have much to be thankful for this season. □

Strategies to help diverse students thrive focus of Educate Maine and Maine State Chamber policy brief

Supporting and welcoming Maine's growing number of diverse students will benefit Maine's economy and employers

Educate Maine and the Maine State Chamber of Commerce have released a joint policy brief, *Helping Diverse Students Thrive*, outlining a set of strategies to help Maine's increasingly diverse student learners thrive. Supporting and welcoming diverse students will help attract and retain young families to Maine, grow Maine's workforce, and benefit Maine's economy and employers.

Strategies outlined in detail in the policy brief include:

- ◆ Ensuring school practices and policies support all students;
- ◆ Providing ongoing, relevant professional development for educators and school administrators;
- ◆ Engaging parents and communities;
- ◆ Recruiting and retaining diverse educators and school staff.

"Maine vitally needs to retain and attract more people to grow our economy and workforce," said Maine State Chamber of Commerce President Dana Connors. "With Maine school populations diversifying, implementing strategies to help diverse students thrive will be a tremendous benefit to them and their families. It also is a great opportunity to grow Maine's economy, future workforce, and quite possibly attract more needed in-migration to Maine." (Please see the Maine State Chamber's 2016 *Making Maine Work* report entitled *Maine's Labor Shortage: New Mainers and Diversity* online at www.mainechamber.org/making-maine-work.html)

"The strategies in *Helping Diverse Students Thrive* aim to build an educational system that is welcoming and responsive to diverse students," said Jason Judd, Ed.D., executive director of Educate Maine. "Identifying and addressing the unique challenges diverse students face will help them succeed academically and position them for successful careers. This will help resolve Maine's workforce



shortage, arguably the greatest economic challenge Maine currently faces."

Student learners who are characterized as "diverse" come from many backgrounds. This brief looks in depth at education indicators pertaining to several diverse student populations, including by race/ethnicity, socioeconomic status, and English learner status. Data indicates Maine's student population is diversifying and is considerably more diverse than Maine as a whole.

Information suggests discrimination against diverse students is still a challenge in Maine schools. Absenteeism and parent engagement are additional challenges. Achievement gaps for diverse students are wider in 4th grade, particularly for students learning English. The gap widens by eleventh grade and impacts high school graduation rates, as well as college enrollment and persistence.

For more in-depth information on specific strategies to help diverse students

thrive, models of successful Maine schools and programs, and benefits of diversity in schools, please see the full policy brief at <http://www.educatemaine.org/docs/Helping-Diverse-Students-Thrive.pdf>.

Helping Diverse Students Thrive is one in a series of policy briefs produced in a partnership between Educate Maine and the Maine State Chamber of Commerce, and through the generous support of the John T. Gorman and Nellie Mae Education Foundations. Both the Maine State Chamber of Commerce and Educate Maine are members of MaineSpark | 60% by 2025. MaineSpark|60% by 2025 is powered by a coalition of organizations — schools and universities, nonprofits and foundations, government agencies and businesses — with a common goal: by 2025, 60% of Mainers will hold education and workforce credentials that position Maine and its families for success. □

**Thank You to our
Awards Dinner
Sponsors!**

**Program
Sponsor:**
*Headlight Audio
Visual, Inc.*



**Chairman's Reception
Sponsors:**

*Charter
Communications
Kennebec Savings
Bank*

Cornerstone Sponsors:

*American Chemistry
Council
Comcast
Cross Insurance
IDEXX Laboratories, Inc.
Maine Department of
Economic & Community
Development
Spectrum Healthcare
Partners
Unum*

**Taste of Maine Welcome
Reception Sponsor:**
MEMIC





**Thank You to our
Awards Dinner
Sponsors!**

Awards Sponsor:

Poland Spring Water Company

Senior Sponsors:

*Anthem Blue Cross
and Blue Shield
Bangor Savings Bank
Unitil Corp.*

Corporate Sponsors:

*AARP Maine
Central Maine Health Care
CIANBRO
Emera Maine
Hannaford Supermarkets
Husson University
Little Mendelson, P.C.
Maine Primary Care Association
The Jackson Laboratory*

Contributing Sponsors:

*AT&T
Homewood Suites by Hilton
MaineHealth*

Supporting Sponsors:

*AmeriHealth Caritas; Comfort Inn;
Consigli Construction Co. Inc.;
FIORE Artisan Olive Oils & Vinegars;
McCain Foods USA, Inc.; Northern New
England Passenger Rail Authority;
Preti Flaherty, LLP; Procter & Gamble-
Tambrands; University of New England;
Verizon; WIPFLi, LLP*

Student Sponsors:

*Casella Waste Systems, Eastern Region;
Dead River Company;
Harriman Associates; JobsInME.com;
Lebel & Harriman, LLP;
Maine Association for Charter Schools;
Maine Community Bancorp;
Maine Manufacturing Extension
Partnership; NECEC;
Sargent Corporation; Texas Instruments*



2019 Education Symposium

Friday, December 6

8:00 a.m. to 4:00 p.m.

Holiday Inn By The Bay
88 Spring Street, Portland

The Educate Maine Symposium is a convening of more than 350 business, policy, and education leaders who gather to hear from education experts, to learn from one another, and to honor talented Maine educators. The agenda includes a morning plenary followed by interactive workshops on a range of education topics spanning early childhood through adult workforce development. The event includes the annual Leadership Luncheon, where we honor the accomplishments of educators from across Maine and where the Weston L. Bonney Leadership Award is presented to an individual or organization championing student achievement in Maine. For more information, please visit educatemaine.org. □



**PROTECTING YOUR TEAM
FOR TOMORROW.**

**Whether your team is your
family, business, or your
employees, you can depend
on Cross Insurance for the
best insurancesolutions.**

PERSONAL INSURANCE • EMPLOYEE BENEFITS
COMMERCIAL INSURANCE • SURETY

www.crossagency.com

Bipartisan group supports federal legislation to create permanent protections for Dreamers

Editor's Note: *Maine State Chamber President Dana Connors recently submitted this opinion editorial below to the Lewiston Sun Journal.*

As business leaders representing the most important industries in our region, the Maine State Chamber of Commerce is committed to promoting economic growth and job creation for all Americans. From manufacturing to agriculture, and from small local businesses to Fortune 500 companies, Maine's economy relies on our diverse, talented workforce to drive the country forward. That is why the Chamber has joined a bipartisan group supporting federal legislation to create permanent protections for Dreamers. These protections would allow immigrants in our communities and across the country to continue to pursue their education, contribute to our labor force and tax base, and start new businesses that create jobs.

With the Supreme Court hearing the Deferred Action for Childhood Arrivals (DACA) program case on November 12, a potentially devastating decision could be forthcoming that would prevent our immigrant neighbors from realizing their potential – as doctors, teachers, engineers, entrepreneurs, and so much more – to everyone's detriment. There are several bipartisan proposals to protect DACA, including the American Dream and Promise Act, the Dream Act, and the SECURE Act. Americans of all kinds agree that a solution is necessary, and urgent action must be taken.

Nationwide, there are 1.25 million Dreamers – immigrants brought to the United States as children – who are eligible for the DACA program. The current administration has attempted to terminate this program, and with a legal decision imminent, these immigrants could soon face deportation often after decades in the United States. These immigrants are driving economic growth in our communities. According to New American Economy, individuals eligible for DACA together earn \$23 billion in total household income each year and contribute \$4 billion of that income to federal, state, and local taxes that keep our metro areas moving.

Deporting these community members – including workers and employers, consumers and homeowners – would not only be devastating to families but also to local economies. Data from the Cato Institute (www.cato.org/blog/economic-fiscal-impact-repealing-daca) estimates that deporting individuals who have DACA would cost the federal government over \$60 billion, with an additional \$280 billion in lost economic growth over the next decade. With national unemployment at near-record lows, this is a scenario we simply cannot afford.

As the State Chamber, we urge our Congressional members to not allow politics to stand in the way of economic growth. We are hopeful that Congress will pass a bipartisan deal to protect DACA recipients. Our industries need this – and it will also lay the groundwork for the type of broader, common-sense immigration reforms that we need to compete globally. □

Junior Achievement announces Career Speaker Series

JA's Career Speaker Series is a new, one-hour, one-day experience designed to introduce students to a variety of jobs in the community. In *JA Career Speakers Series*, a volunteer guest speaker visits the classroom and shares information about his or her career, work, and education experience. The speaker may bring props, samples of his or her work, or other visuals to help engage students. Activities and implementation design will vary based on grade level. This event is part of the JA Work and Career Readiness Pathway and can be placed in grades K–12, in-school or after-school/out-of-school.

Please visit www.juniorachievement.org for more information. If you or a business or education colleague are interested in this local classroom opportunity, please email JA at info@jmaine.org. □

The University of Maine's Maryann Hartman Awards Nominations due November 22

Know an inspiring woman leader in Maine? Nominations are now being accepted for the University of Maine's Maryann Hartman Awards. Named for the late Professor Maryann Hartman, the Maryann Hartman Awards honor the spirit, achievement, and zest for life that Hartman epitomized. They recognize distinguished Maine women and their accomplishments in the arts, politics, business, education, and community service. **All nominations are due November 22, 2019.** More information and the nomination form can be found online at <https://umaine.edu/womensgenderandsexualitystudies/mahawards>. □

Who is a "Boomerang?"

boo-mer-ang | 'bōōmə,rəNG |

NOUN: Person who was born in, attended school in, or otherwise spent time in Maine (summer camp, regular family visits, etc), left the State and successfully made their way back to live and work full time.

WHERE YOU
**FOCUS ON
THE JOB
NOT YOUR
STUDENT
LOANS**

**THE
CAREER
YOU'VE
WORKED
FOR**

**YOU BELONG.
COME
BACK**

[LEARN MORE](#)

Live + Work in Maine's statewide "Boomerang" campaign aims to help talented people come back home

For the second year in a row, Live + Work in Maine is kicking off our its "Boomerang" campaign during Thanksgiving week, and is looking for restaurants, bars, breweries, and other venues in Maine to help get the word out. Partner venues will receive free Live + Work in Maine "Boomerang" branded swag (such as stickers, coasters, glassware, t-shirts, and/or other), to be used and handed out to patrons starting Thanksgiving week.

As you know, Thanksgiving is one of the busiest travel weekends of the year, with many Mainers now living out of state coming back home to spend the holiday with family and friends.

Live + Work in Maine, an initiative designed to promote Maine as a career destination, is seizing on the opportunity to connect with Mainers who already know the state's unsurpassed quality of life—and let them know their home state is, more than ever, a vibrant career destination which wants them back.

In partnership with Maine's

Department of Economic and Community Development, Live + Work in Maine will be promoting the campaign, including partner venues where Boomerang swag can be obtained via television spots, in-person events, and social media.

They need your help in spreading the word about our great state and would love for you to participate. Live + Work in Maine will supply you with swag including, stickers, coasters, t-shirts, koozies, mugs etc. that you can blanket your hotel, restaurant, or bar with to increase awareness and start the conversation about the career opportunities here in our great state.

If you would like to participate in this exciting statewide, grassroots effort, please sign up using the following Google Form: <https://docs.google.com/forms/d/e/1FAIpQLSd8yj0Ldxuce6uoqiJjoAPZPaij6-UsuGEaXJ6bb8H7gKBqw/viewform>

Please contact Live + Work in Maine directly at info@liveandworkinmaine.com if you have any questions regarding your participation. □



**SENATOR
INN & SPA**

*Relax and Unwind at the
Senator Inn Cloud 9 Restaurant
& Oyster Bar*

*Our Senator Inn events are
always a success, book your
legislative receptions
with us!*

Burger Mondays: \$8⁰⁰ Fresh All Beef
Flame Grilled Specialty Burgers

Happy Hour: Monday-Saturday 4-6pm
1/2 Price Pizza ♦ \$4⁰⁰ Draft Beer
& \$4⁰⁰ House Wine

*Bloody Mary / Mimosa Brunch Buffet -
Sundays from 11am - 2pm*

*Clean, comfortable
accommodations. Call the
front desk for rates and
special offers.*

- FREE Deluxe Continental Breakfast Buffet;
- FREE Wi-Fi Internet Access;
- Microwave & Refrigerators;
- FREE Fitness Center, Swimming Pools, Steam Rooms, Saunas, Hot Tub, and Cardio, Strength Training Gym; and
- Our Great Staff.



Restaurant

Reserve early for the next session.

284 Western Avenue ~ Augusta, Maine 04330 ~ (207) 622-5804

WWW.SENATORINN.COM

Computer Science Education Week slated for December 9 to 15

Support K-12 Computer Science in Maine

Computer science (CS) drives job growth and innovation throughout our economy and society. Computing occupations are the number 1 source of all new wages in the U.S. and make up more than half of all projected new jobs in STEM fields, making Computer Science one of the most in-demand college degrees. And, computing is used all around us and in virtually every field. It's a foundational knowledge that all students need.

Yet, computer science is marginalized throughout education. Only 45% of U.S. high schools teach any computer science courses, and only 10% of STEM graduates study it. We need to improve access for all students, including groups who have traditionally been underrepresented. Of note, 58% of all new jobs in STEM fields are in computing, and 10% of STEM graduates are in Computer Science.

Computer Science in Maine...

- ♦ Maine currently has 1,109 open computing jobs (2.3 times the average demand rate in Maine).
- ♦ The average salary for a computing occupation in Maine is \$79,127, which is significantly higher than the average salary in the state (\$45,300). The existing open jobs alone represent a \$87,751,521 opportunity in terms of annual salaries.
- ♦ Maine had only 119 computer science graduates in 2017; only 16% were female. Only 344 exams were taken in AP Computer Science by high school students in Maine in 2018 (187 took AP CS A, and 157 took AP CSP).

- ♦ Only 23% were female (22% for AP CS A, and 24% for AP CSP); only eight exams were taken by Hispanic or Latino students (three took AP CS A, and five took AP CSP); only three exams were taken by Black students (one took AP CS A, and two took AP CSP); no exams were taken by American Indian or Alaska Native students; only one exam was taken by Native Hawaiian or Pacific Islander students (one took AP CS A, and none took AP CSP).
- ♦ Only 30 schools in Maine (22% of Maine schools with AP programs) offered an AP Computer Science course in 2017-2018 (13% offered AP CS A, and 11% offered AP CSP), which is seven more than the previous year. There are fewer AP exams taken in computer science than in any other STEM subject area.
- ♦ Universities in Maine did not graduate a single new teacher prepared to teach computer science in 2016.
- ♦ According to a representative survey from Google/Gallup, school administrators in Maine support expanding computer science education opportunities: 73% of principals surveyed think CS is just as or more important than required core classes, and their biggest barrier to offering computer science is the lack of funds for hiring and training teachers.

What can you do to support K-12 CS education in Maine?

1. Nominate a teacher for a professional learning scholarship: www.code.org/nominate.

IDEXX is a proud partner of the Maine State Chamber of Commerce, supporting economic growth and prosperity in Maine.



Aerial view of our 135,000 square foot expansion

IDEXX

careers.idexx.com

2. Send a letter to your school/district asking them to expand computer science offerings at every grade level: www.code.org/promote/letter. And send a letter to your elected officials asking them to support computer science education policy in Maine: www.voterveice.net/Code/campaigns/58463/respond.
3. Find out if your school teaches computer science or submit information about your school's offerings at www.code.org/yourschool.
4. Visit www.code.org/educate/3rdparty to find out about courses and curriculum from a variety of providers, including Code.org.
5. Visit www.code.org/promote/ME to learn more about supporting computer science in your Maine. □

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

Employers back workforce development efforts —

by Gary Merrill, Hussey Seating Company, North Berwick

Two new episodes of “The Bottom Line” debut in November —

EDITOR’S NOTE: This letter to the editor from Gary Merrill of Hussey Seating Company in North Berwick was originally printed in the Portland Press Herald on November 4. It can be accessed online at www.pressherald.com/2019/11/04/letter-to-the-editor-employers-back-workforce-development-efforts.

Dead River CEO Deanna Sherman outlined her concerns about Maine’s looming workforce shortage and its impact on Maine’s economy in a recent opinion piece. As CEO of one of Maine’s oldest family-owned businesses, I share many of her concerns and join her in a sense of urgency. Despite offering competitive pay and impressive benefits we often still struggle to meet our employment needs for a fairly simple reason: There aren’t enough of the post-secondary credentialed Mainers that we need.

To help meet Maine’s workforce crisis head-on and resolve it, an initiative called MaineSpark has brought together partners including schools, higher education institutions, businesses, government agencies, nonprofits and more to make sure that 60

percent of Mainers have a post-secondary degree or credential of value by 2025.

Sherman cited a recent ReadyNation report indicating that, in the next six years, Maine employers will need an additional 158,000 workers with degrees or credentials. In light of this, 60 percent by 2025 is what it will take for Maine to turn this crisis around and remain economically competitive.

Here at Hussey Seating, we too need a diverse set of skills and credentials to continue to make the global impact that we do. Programs Sherman cited such as Bridge Academy Maine and career and technical education programs across Maine are preparing Maine’s youth with the technical and professional skills needed to fill this gap. The work these programs and dozens of others are doing is invaluable. □

In late September, the Maine State Chamber of Commerce launched its twice-monthly podcast called “The Bottom Line,” which builds upon the Maine State Chamber’s previous television program with the same name. At 10:00 a.m. on the second and fourth Thursday of each month, a 30-minute episode of “The Bottom Line” podcast livestreams on www.williamsbroadcasting.net.

“The Bottom Line” is hosted and produced by broadcast industry veteran John Williams of The Williams Broadcasting Group. The Williams Broadcasting Group produces a variety of daily reports and podcasts from their studio in Norway, Maine.

Continued on Page 12...



**Events
At Home**

Your Maine Choice in Event Production

 **headlight**
audio visual video

www.headlightav.com  

The Bottom Line...

(Continued from Page 11...)

In addition to being live-streamed and archived on www.williamsbroadcasting.net, "The Bottom Line" and other Williams Broadcasting Group podcasts can be heard on iTunes, iHeart Radio, Soundcloud, Stitcher Radio, Spotify and radio.com.

This month, the Bottom Line features:

- ♦ **Episode 4 | November 14:** Chamber President Dana Connors and host John Williams are joined by Live and Work in Maine's Katie Shorey to discuss their second annual "Boomerang Weekend," to be held over the Thanksgiving holiday. Boomerangs refers to the legions of Mainers who departed as young adults for education and professional opportunities elsewhere, and return



later to work and raise families.

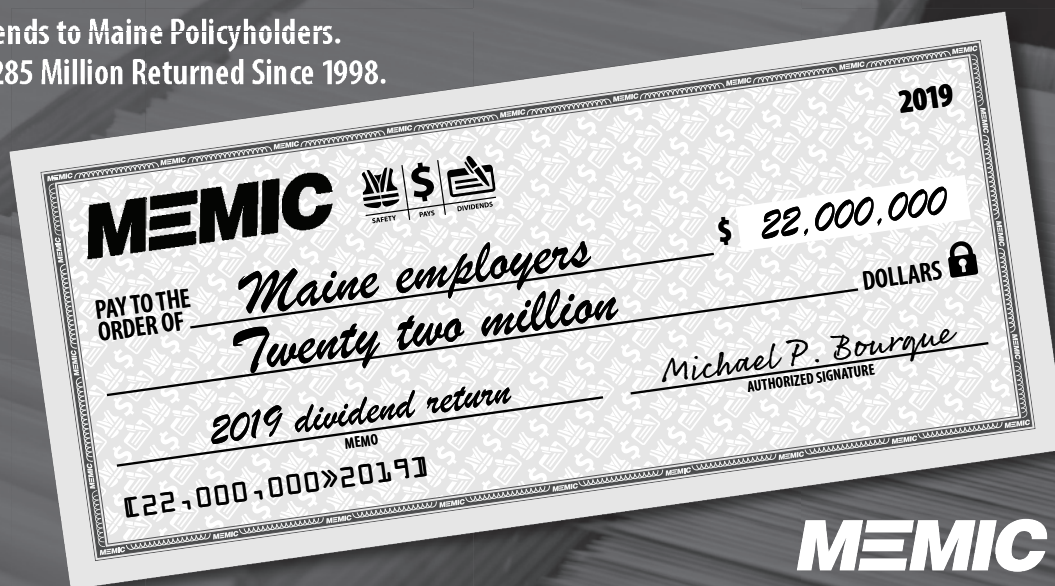
- ♦ **Episode 5 | November 28:** Chamber President Dana Connors and host John Williams are joined by MEMIC's Tony Payne to discuss the recent changes to Maine's workers' comp law, MEMIC's recently-announced \$22 million in dividend

checks to Maine employers, and its new Safety Experts Podcast.

For more information about this podcast's scheduling or sponsorship opportunities, please contact Melanie Baillargeon by calling (2047) 623-4568, ext. 110, or by emailing melanieb@mainechamber.org. □

WE'RE RETURNING \$22 MILLION

in Dividends to Maine Policyholders.
That's \$285 Million Returned Since 1998.



MEMIC

LEARN MORE AT WWW.MEMIC.COM/DIVIDEND

Maine Bicentennial Commission awards \$145k in community grants

The Maine Bicentennial Commission (Maine200) recently awarded the first round of Bicentennial Community Grants. Out of 44 applications from organizations and municipalities across the state, the commission chose a total of 30 grant recipients: 21 large grants and nine small grants, at varying amounts. Among those are a Bicentennial Birthday Bash in Rockland, theatrical productions in Portland and Dover-Foxcroft, as well as conferences, educational curriculum, art exhibits, lecture series and more, spanning several Maine counties.

“We are very pleased to begin awarding the Maine Bicentennial Community Grants,” said Sen. Bill Diamond, chairman of the Maine Bicentennial Commission. “The wide variety of proposals that received funding in this first round speaks to the excitement and creativity of people across the state who are stepping up to commemorate Maine’s 200th anniversary. These

grants will make it possible for all Mainers to connect with the bicentennial in their own communities, making this a truly statewide celebration of Maine.”

The Bicentennial Community Grants program provides funding for bicentennial-themed projects that benefit the public, such as festivals, historic preservation efforts, lectures and curriculum. The commission considers grant applications from Maine community non-profit organizations, such as historical societies and libraries, government entities, and schools. Private individuals and for-profit corporations are also welcomed to apply in partnership with a non-profit entity.

The Maine Arts Commission is administering the grant program. Two additional phases of grant awards are scheduled during the bicentennial commemoration. The application deadlines are February 1 and June 1, 2020.

“The community grants are the core of our bicentennial commemoration.

They provide an opportunity for all Mainers to engage at the local level and provide a strong community element in addition to the larger signature events planned to celebrate Maine’s anniversary of Statehood,” said Sen. Diamond.

The Maine Legislature appropriated funding to the Maine Bicentennial Commission for the grants, which will be supplemented by matching funds from private corporations and individuals. The initial round of funding is for \$375,000, of which \$145,255 has been allotted in this first round. Up to 10 percent of the funds is set aside for small grants of \$500 or less, and at least one grant of up to \$10,000 will be available in each county.

Details of the Bicentennial Community Grants program and a link to the application form are available on the Maine Bicentennial Commission website, www.Maine200.org under the ‘Get Involved’ section. □

The Department of Economic & Community Development

is pleased to announce the new
Office of Business Development

Director

Please reach out to her with any questions or concerns you have about how DECD will serve Maine’s businesses and communities.

Email: Charlotte.Mace@maine.gov
Phone: 207-624-7448



Charlotte Mace



Martha Bentley

Manager of Small Business & Entrepreneurial Development

Martha has extensive experience in small business development, as well as with entrepreneurship, startups, innovation, and in the non-profit sector.

Email: Martha.m.Bentley@maine.gov
Phone: 207-624-9844.

Business Development Specialist

Please contact her regarding events, sponsorship opportunities, and other inquiries.

Email: Gwendolyn.Perry@maine.gov
Phone: 207-624-9847



Gwendolyn Perry



Torrey Gray

Business Answers Manager

The Office of Business Development’s Business Answers program can provide resources and support for businesses of all sizes, as well as those seeking to get their business in operation.

Email: Torrey.J.Gray@maine.gov
Phone: 207-624-9812.

The Office of Business Development is committed to improving Maine’s business climate by working individually with companies to ensure they have access to the resources they need to succeed.

- Workforce Training Assistance
- Access to Financing, Loans, Grants
- Tax Increment Financing
- Pine Tree Development Zones
- Opportunity Zones
- Technology & Research Tax Credits
- Equipment Tax Exemption
- Streamlined Permitting Assistance
- And other assistance

The Office of Business Development is committed to the revitalization of communities that have suffered economic distress in the form of low per capita income and will be very active in rural communities to bring quality employment and more high-paying jobs to said regions.

Stay Connected: MEDECD



Department of Labor holds listening sessions on paid time off rulemaking

The Maine Department of Labor (MDOL) is preparing for the required rulemaking process for **LD 369, *An Act Authorizing Earned Employee Leave***, often referred to as the “earned paid time off” bill. As part of the process, MDOL will hold a series of public listening sessions throughout the state to hear feedback from the public on what questions they would like addressed during the rulemaking process.

Last month, the Maine Department of Labor announced six additional locations and times for earned paid leave listening sessions around the state. Three remaining listening sessions - lasting between an hour and an hour and a half - are scheduled for November:

- ♦ **Greater Portland CareerCenter:**
Monday, November 18
at 5:30 p.m. (151 Jetport Boulevard, Portland);
- ♦ **Machias CareerCenter:**
Wednesday, November 20
at 9:00 a.m. (53 Prescott Drive, Suite 1, Machias); and,
- ♦ **Bangor CareerCenter:**
Wednesday, November 20
at 5:30 p.m. (45 Oak Street, Suite 3, Bangor).

If you would like to be updated during the process, please email bls.mdol@maine.gov and ask to be placed on the “Earned Paid Time Off rules mailing list.” □

Chamber
BlueOptions®

Anthem. Health. Join us!

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

WORKPLACE WELLNESS

HEALTHY EMPLOYEES MAKE CENTS!

Ten Simple Tips to Stay Healthy in an Office Job

Do you ever feel too tired to exercise after a long day at work? Do you end up craving sweets and junk food after a stressful day? Are you frustrated by feeling as though you simply can't stay healthy and fit because you sit at a desk too much? You're not alone. I'm a health coach, but my whole professional background is working in a corporate world, so I know the challenge of staying in shape in an office job all too well.

Just because you're at work all day doesn't mean you can't stay slim and fit. You just need to implement some simple lifestyle and work habit changes. So, here's some tips for staying in shape while working in an office:

- 1 **Eat breakfast.** This is a cornerstone of a healthy lifestyle. A wholesome breakfast can provide you with the energy you need to get through the first half of the day, and it will help prevent you from consuming junk food.
- 2 **Cut out sugary snacks and candies.** They're everywhere in offices! Real villains. Yes, they can be tasty, but they don't satisfy your true hunger and are digested quickly, leading to a roller coaster of sugar highs and lows. Instead of visiting the vending machine, bring snacks from home, such as baby carrots, cheese sticks, nuts, hummus, cucumber slices, whole or sliced fresh fruit, small amounts of dried fruit, or savory crackers. If you really can't survive a sleepy afternoon in the office, a piece of dark chocolate is fine.
- 3 **Bring your own lunch.** Restaurant meals often include large portions and high-calorie choices. You can eat healthier and spend much less money if you prepare your own lunch.
- 4 **Stay away from sodas and sugary drinks.** They can help you stay awake while working and you may like their taste. But they really don't do anything for you and are full of empty calories in the form of sugar. If you need the caffeine, consider coffee (but don't go crazy) or green tea.
- 5 **Drink lots of water.** It's good for you, and it will keep your mind off soda or coffee. It may help you fight off other cravings, too. Sleepiness is often caused by dehydration, so keep yourself well hydrated. If you want some flavor, put lime, lemon or cucumber slices into your water bottle.
- 6 **Move as much as you can!** Walk around the office and stretch every now and then. Take breaks every hour or so and move your body. Use every possible opportunity to burn calories. Move while waiting for programs on the computer to load. If you need to discuss something with your colleague, go to his or her desk instead of making a phone call or sending an email. If you need to go to another floor in the building, take the stairs instead of the elevator. Consider teaming up with a friend at work to take regular breaks for exercise and to motivate each other.
- 7 **Stand as much as you can.** This is healthier than sitting. It's better for your back and burns more calories. Or

Continued on Page 15...

**Statement of Ownership,
Management, and Circulation**

EDITOR'S NOTE: *The United States Postal Service requires that we publish the following "Statement of Ownership, Management, and Circulation" as part of the indicia permitting process.*

- 1. Publication Title: *Impact*
- 2. Publication Number: 599-530
- 3. Filing Date: 11/4/2019
- 4. Issue Frequency: Weekly–January through June 2019; Monthly–July through December 2019
- 5. Number of Issues Published Annually: 25 in 2019
- 6. Annual Subscription Price: \$25
- 7a. Complete Mailing Address of Known Office of Publication: 125 Community Drive, Suite 101, Augusta, Maine 04330-8010
- 7b. Contact Person: Melanie Baillargeon
- 7c. Telephone: (207) 623-4568, ext. 110
- 8. Complete Mailing Address of Headquarters or General Business Office of Publisher: Same as above
- 9. Full Names and Complete mailing Addresses of Publisher, Editor, and Managing Editor:
Publisher: Maine State Chamber of Commerce. Editor: Melanie A. Baillargeon, address above.
Managing Editor: Dana F. Connors, address above.
- 10. Owner: Maine State Chamber of Commerce, 125 Community Drive, Suite 101, Augusta, Maine 04330-8010.
- 11. Known Bondholders, Mortgages, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities: None
- 12. Tax Status: The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes has not changed during the preceding 12 months.
- 13. Publication Title: *Impact*
- 14. Issue Date for Circulation Data Below: **October 2019**
- 15. Extent and Nature of Circulation
Left Column: Average No. of Copies Each Issue During Preceding 12 Months
Right Column: No. Copies of Single Issue Published Nearest to Filing Date

15a. Total Number of Copies (net press run):	1,230	.....	1,250
15b1. Paid/Requested Outside-County Mail Subscriptions Stated on Form 3541:	708	.....	727
15b2. Paid In-County Subscriptions Stated on Form 3541:	0	.....	0
15b3. Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Non-USPS Paid Distribution:	0	.....	0
15b4. Other Classes mailed Through the USPS:	0	.....	0
15c. Total Paid and/or Requested Circulation:.....	708	.....	727
15d1. Free Distribution by Mail Outside-County as Stated on Form 3541: ...	333	.....	478
15d2. Free Distribution by Mail In-County as Stated on Form 3541:.....	0	.....	0
15d3. Free Distribution by Other Classes Mailed Through USPS:	0	.....	0
15e. Free Distribution Outside the Mail:.....	144 (Statehouse)	.....	0
15f. Total Free Distribution:.....	477	.....	478
15g. Total Distribution:	1,185	.....	1,205
15h. Copies Not Distributed:.....	46	.....	45
15i. Total:.....	1,231	.....	1,250
15j. Percent Paid and/or Requested Circulation:	59.8%	.....	60.3%
- 16a-d. Electronic circulation information not applicable.
- 17. Publication of Statement of Ownership: Required. Will be printed in the November 2019 issue of this publication.
- 18. Signature and Title of Editor, Publisher, Business Manager, or Owner: Melanie Baillargeon, Director of Communications. Date: 11/04/19

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

Workplace Wellness...
(Continued from Page 14...)

switch your chair for an exercise ball. This will work your abs and balance.

- 8 **Try to be as active as possible outside of work.** Join the gym, go for a walk. Try to spend some time in nature, if possible, to unload the stress of the workday and give your eyes and lungs a break. If you're stressed, try breathing exercises or meditation. Do something nice for yourself: spend some time with your family, read a book, call or visit your friend, listen to some music, cook something nice. Skip watching TV to give your eyes a break and limit exposure to unnecessary radiation. Besides, TV is another reason to sit instead of being active.
- 9 **Get enough sleep.** Waking up refreshed and strong in the morning will help prevent bingeing and caffeine cravings later in the day.
- 10 **Put some inspirational quotes or photos in your workspace.** Make your own bulletin board to remind yourself to concentrate on your health and wellness goals.

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 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 visit 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 Mark Ellis by calling (207) 623-4568, ext. 107, or by emailing mellis@mainechamber.org.

** Excerpted from this blog at MindBodyGreen: www.mindbodygreen.com/0-11208/10-simple-tips-to-stay-healthy-in-an-office-job.html*

Periodicals

Postage Paid

Lisbon, ME

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



Legislative Briefing: What to Expect in the 2020 Session

Monday, January 6, 2020 | 8:30 a.m. to 11:00 a.m.

Bangor Savings Bank, Senator Way, Augusta

The Second Session of the 129th Legislature will begin its work on January 8, 2020. Known as the “emergency” session, lawmakers will meet to discuss carry-over bills from 2019, as well as consider new bill titles as approved by the Legislative Council for 2020. This session promises to be a busy one – with carry-over legislation in the areas of tax policy, energy, natural resources, workforce development, and workplace issues, including paid family medical leave, to name a few. What’s more, there is likely to be a supplemental budget for consideration and approval.

The Advocacy staff at the Maine State Chamber of Commerce serves as the “Voice of Maine Business” in the Statehouse in Augusta. We were there for all of the important carry over bills that will come up next session, and we will serve as that same voice on any important new legislation that is sure to be submitted.

On January 6, the Chamber staff will offer a preview of what’s coming, as well as what remains unfinished from last year. The event will be held at the Bangor Savings Bank on Senator Way in Augusta. Registration and refreshments will begin at 8:30 a.m. and the program will run from 9:00 a.m. to 11:00 a.m.

For more information, please contact Angie Arno by calling (207) 623-4568, ext. 104, or by emailing aarno@mainechamber.org. □