

September 20, 2018

Legislature finally adjourns five months late ———

In doing so, this becomes the longest session in recent memory

It took five extra months and considerable behind-the-scenes consternation, but the 128th Legislature has finally finished their work and gone home. When we finished our “Final Summary” edition back in June, we had no idea that the remaining unresolved issues – the funding of clean election campaigns and tax conformity – would drag the session out through the summer and into early fall. Well, that’s exactly what happened. Despite lawmakers gathering twice in a formal special session and numerous behind-the-scenes negotiations during the summer, the gulf that split some Republican House members and their Democrat counterparts could not be bridged.

The breaking of the logjam came when the high courts ordered the distribution of the clean election monies that had been tied up due to a legislative drafting blunder. Once those monies were released, there was little for Republicans to bargain with or for. During their August meeting, House Democrats who had tabled the tax conformity package as leverage for the election funding, released that bill and it easily won final passage and was sent to Governor Paul LePage.

The last and final meeting of the full legislature on September 13 was meant to accomplish two things: deal with any gubernatorial vetoes and adjourn “sine die.” Despite expressing concerns with the conformity bill earlier in the process, Governor LePage allowed it to become

law without his signature. It is highly likely that any veto by the governor would have been overridden in both bodies. The House did take up a veto on legislation submitted by Secretary of State Matt Dunlap, which would have provided his office with additional fiscal resources for this fall’s ranked choice voting program in Maine. The Governor vetoed his request, and the House sustained it.

So, the 128th Legislature is in the books. Without question, much will be made of the past two years, and the implications from a policy and political perspective for the next legislature. This fall’s elections promise change – in the form of new faces or a possible change in party control in two of the three branches of state government.

The Maine State Chamber is working hard, along with a broad coalition of other statewide organizations and individuals, to defeat Question 1 (see page 4-5), the “Home Care for All” initiative submitted by the Maine People’s Alliance. Passage of this proposal would give Maine the highest tax rate in the nation. At the same time, we are getting ready for December and January – the opening of the 129th Legislature. The Maine State Chamber’s advocacy staff will be there, as always, ensuring “the Voice of Maine Business” is heard in Augusta.

For questions or additional information, please contact Peter Gore by calling (207) 623-4568, ext. 107, or by emailing pgore@mainechamber.org. □

Legislature finally passes a tax conformity bill ———

On Thursday, August 30, the Legislature convened to work out a few remaining issues left on the table when they recessed in July. One of those issues of importance to the business community was the annual tax conformity bill, which sought to conform Maine’s income tax laws to the federal code. Massive changes to the tax laws were passed at the federal level with the adoption of the Tax Cuts and Jobs Act back in December 2017. If Maine did not conform, the result would have been an administrative nightmare for Mainers, Maine businesses and Maine Revenue Services. So, after much debate and negotiations, the Legislature finally passed an amended version of **LD 1655, An Act to Update References to the United States Internal Revenue Code of 1986 Contained in the Maine Revised Statutes**. Because it was an emergency measure, it required two-thirds vote in both the House and Senate, which it did receive. The bill became Public Law c. 474, without the Governor’s signature.

The amended bill was the result of a bipartisan agreement with Sen. Dana Dow and Rep. Ryan Tipping taking the lead. Rep. Tipping mentioned in his floor speech that Rep. Gary Hilliard deserves credit as well as the members of the Taxation committee.

For the most part, Maine usually conforms to the federal code, or at least

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Chairman of the Board of Directors:
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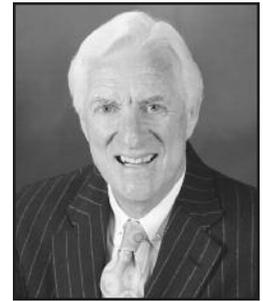
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About the Maine State Chamber of Commerce: Since 1889, the Maine State Chamber has been fighting to lower your cost of doing business. Through our Grassroots Action Network and OneVoice program, we work with a network of approximately 5,000 companies 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...

"Upcoming election presents important choices..."

by Dana Connors



In just a few short weeks, Maine voters will elect our 75th governor as well as the members of the 129th Maine Legislature. At the same time, we will also cast votes for our congressional delegates and municipal leadership. There are also five important questions on the November 6 ballot:

- ♦ Question 1 is a citizen's initiative that seeks to create the Universal Home Care Program to provide home-based assistance to people with disabilities and senior citizens, regardless of income, funded by a new 3.8% tax on individuals and families with Maine wage and adjusted gross income above the amount subject to Social Security taxes, which is \$128,400 in 2018;
- ♦ Question 2 (PL 425) is a \$30,000,000 infrastructure bond issue to improve water quality, support the planning and construction of wastewater treatment facilities and assist homeowners whose homes are served by substandard or malfunctioning wastewater treatment systems;
- ♦ Question 3 (PL 467) is a \$106,000,000 transportation bond issue, including \$101,000,000 for construction, reconstruction and rehabilitation of highways and bridges and for facilities and equipment related to ports, piers, harbors, marine transportation, freight and passenger railroads, aviation, transit and bicycle and pedestrian trails, to be used to match an estimated \$137,000,000 in federal and other funds, and \$5,000,000 for the upgrade of municipal culverts at stream crossings; and,
- ♦ Question 4 (PL 465, Part A) is a \$49,000,000 education bond issue to be matched by at least \$49,000,000 in private and public funds to modernize and improve the facilities and infrastructure of Maine's public universities in order to expand workforce development capacity and to attract and retain students to strengthen Maine's economy and future workforce; and,
- ♦ Question 5 (PL 465, Part B) is a \$15,000,000 bond issue to improve educational programs by upgrading facilities at all 7 of Maine's community colleges in order to provide Maine people with access to high-skill, low-cost technical and career education.

Our opposition to Question 1 stems from the many significant problems with the proposal. It will not serve the intended population as it promises. The tax increase it contains would give us the dubious distinction of being the highest taxed state in the country. It raises serious and unanswered questions on eligibility, income, privacy, required unionization, and residency to name a few. All four gubernatorial candidates are on record as opposing this proposal (see page 5), and health care workers, hospice caregivers, and disability rights groups are also opposing Question 1. See more about our Stop the Scam initiative on page 4-5.

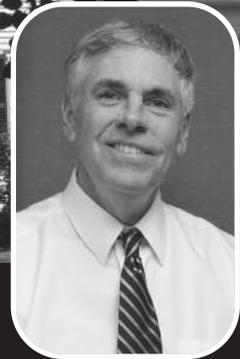
Investments in Questions 2 and 3 make upgrades to our water, sewer, and transportation systems are paramount to the safety and health of Mainers, as well as to the growth of our economy as we seek to attract people to live and work here, as we move goods and services to the global marketplace.

Questions 4 and 5 seek to invest in our public universities and our community colleges. They are a key component in the state's efforts to increase our population and close the skills gap. This investment strikes at the heart of the workforce challenge and would go a long way toward that goal.

While we encourage you to research the issues surrounding Questions 2 through 5, we unequivocally urge you to vote NO on Question 1! If you have any questions on our Stop the Scam campaign or would like a presentation to your board, local chamber, or group, please don't hesitate to contact us.

And lastly, if you haven't already, I encourage you to register for our 2018 Annual Dinner – the live, televised gubernatorial debate – on the evening of Wednesday, October 17. Details are on page 3 and online at www.mainechamber.org/annualmeeting. We hope to see you there! ☐

Hear directly from the gubernatorial candidates about their position on the issues that matter to Maine's economy



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of
COMMERCE

Don't miss the Maine State Chamber's 2018 Annual Dinner

Gubernatorial Forum

★ *Televised Statewide* ★

NEWS CENTER
MAINE

★ Wed., October 17 ★ 4:30 to 9:00 p.m. ★ Augusta Civic Center ★

PLEASE JOIN US!

2018 Annual Dinner: Gubernatorial Forum

★ *Televised Statewide* ★

Wednesday, October 17 ★ Augusta Civic Center

\$75 / individual ★ \$575 / table of eight

★ AGENDA ★

4:30 p.m.	Registration and Taste of Maine Reception
5:30 p.m.	Annual Dinner
7:00 p.m.	Live Broadcast of Our Gubernatorial Forum
8:00 p.m.	Awards Presentations

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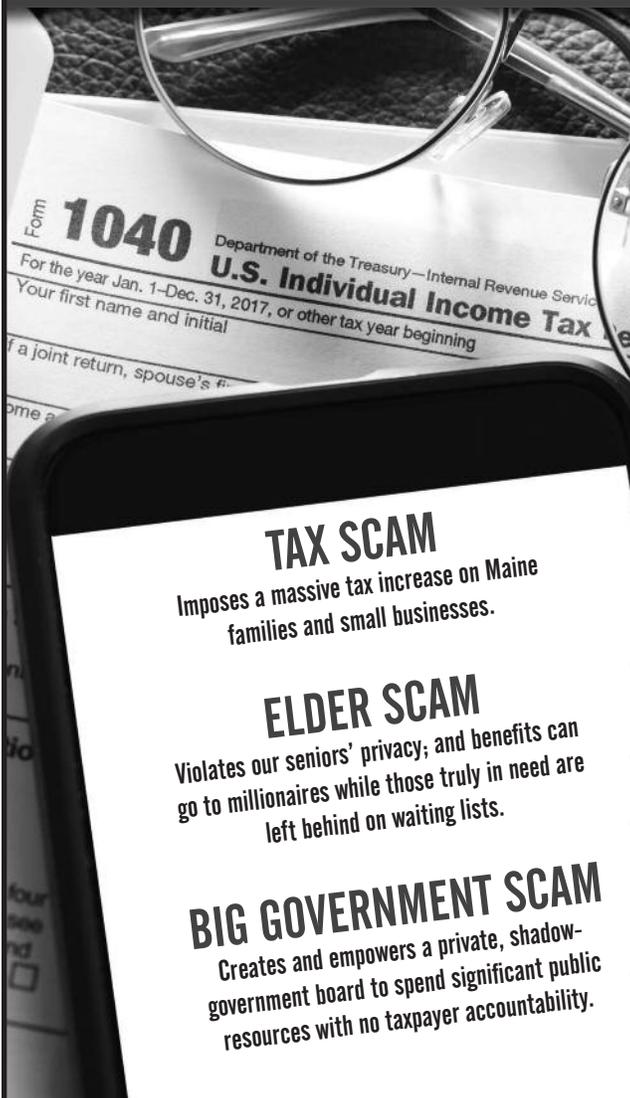
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Please register by October 9.

For more information, please visit www.mainechamber.org/annualmeeting

THE \$310 MILLION INCOME TAX REFERENDUM SCAM THAT OVER PROMISES AND UNDER DELIVERS



Tax Scam

- Largest income tax increase in the history of Maine.
- Creates a 10.95% per household income tax bracket that would be one of the highest tax rates in the country.
- Hits Maine's self-employed and small business owners especially hard and makes it more difficult for small, family-owned businesses to survive.

Elder Scam

- Violates the privacy of elder and disabled Mainers by requiring the state to disclose their protected health information, including their home address, to private groups without their permission.
- Requires no income limit or minimum residency requirements for recipients of the benefits. This means out-of-staters who "live" in Maine and millionaires could receive free services.
- Over promises on what it can deliver to Maine's most vulnerable; the elderly and disabled will be put on wait lists for services in addition to those already on wait lists for these services.

Big Government Scam

- Creates a shadow-government board with no direct accountability to the taxpayers of Maine.
- Violates the Maine Constitution, the U.S. Constitution and federal privacy laws.
- A virtually identical scheme in Illinois has already been ruled unconstitutional by the U.S. Supreme Court, making the proposal a waste of taxpayer dollars.
- Requires EVERY independent home health care worker - even family members providing homecare - to be represented by a State Employee Union and pay mandatory service fees to that Union.

TAX SCAM
Imposes a massive tax increase on Maine families and small businesses.

ELDER SCAM
Violates our seniors' privacy; and benefits can go to millionaires while those truly in need are left behind on waiting lists.

BIG GOVERNMENT SCAM
Creates and empowers a private, shadow-government board to spend significant public resources with no taxpayer accountability.

**QUESTION ONE IS ANOTHER OUT-OF-STATE FUNDED REFERENDUM THAT WOULD
BE BAD FOR MAINE PEOPLE AND OUR ECONOMY. SAY NO TO THE SCAM!**

**STOP
THE SCAM** 
VOTE NO ON QUESTION ONE

WWW.STOPTHESCAMMAINE.COM

**VOTE NO ON QUESTION ONE AND THE OUT-OF-STATE
BILLIONAIRES PUSHING THIS REFERENDUM WHO WON'T HAVE
TO PAY THE HIGHER TAXES BECAUSE THEY DON'T LIVE OR
WORK IN MAINE**

Paid for and authorized by No on Question One
PO Box 503, Augusta, ME 04332, Treasurer, Diane Johanson

Question 1 would send Maine taxes higher than all other states



EDITOR'S NOTE: This guest column by David Clough, state director for National Federation of Independent Business in Maine, appeared in the September 10 edition of *The Time Record*. It can be accessed at www.timesrecord.com/articles/opinion/question-1-would-send-maine-taxes-higher-than-all-other-states.

Imagine if the income of a mom-and-pop store in Maine was taxed at a much higher rate than the profits made by a global giant like Walmart. That wouldn't seem fair or even make sense.

Question 1, a November state ballot proposal to offer free "homecare for all" to people 65 or older, would send taxes soaring — an extra 3.8-percent on family gross income over the Social Security tax threshold (\$128,400 in 2018).

Even a married couple, each person making only \$70,000 a year, would be impacted by higher taxes if Question 1 passes, because their gross income on the joint return is above the \$128,400 income level. Savings meant for their family needs would instead go to provide free homecare for other people.

Self-employed people could also face the whopping 3.8-percent extra income tax.

Not a single New England state imposes an income tax nearly as high as 11 percent, which is the combined rate Question 1 would bring to Maine. Connecticut's top rate is 7 percent; Massachusetts, 5.1 percent; Rhode Island, 6 percent; Vermont, 9 percent; and, there is no income tax in New Hampshire.

Question 1 also imposes a 1.9-percent payroll tax on good-paying jobs provided by many small employers and others. No other state in the nation imposes such a penalty on companies for creating good jobs.

A survey of NFIB members in Maine found about 90 percent of the small-business owners oppose Question 1.

A recent analysis by the state economist finds that if Question 1 passes, over the next five years, the labor force would decline by about 1,500 compared to current projections; personal income would drop by \$2 billion; Maine's economic growth would decline up to \$916 million; and, the state population would decline by as much as 2,300.

What Maine desperately needs instead of new or higher taxes is more good jobs, more entrepreneurs, and more young families willing to settle here. Taxing small business, discouraging job creation, and penalizing working families is not the way to create prosperous communities.

Whatever the benefits of increasing home care services, the massive price tag and economic penalties of Question 1 warrant a "No" vote in November. □

All Maine candidates for governor agree Question One is a bad idea for Maine

United opposition to Question One underscores how devastating new tax would be for Maine families and economy

"That all four candidates for governor agree Question One is the wrong solution for Maine speaks volumes," said Home Care & Hospice Alliance of Maine representative Newell Augur, who chairs NO on Question One / Stop the Scam. "Their united opposition underscores how devastating this new tax would be for Maine families and our state's economy. We are confident their unanimous opposition will help defeat Question One decisively in November."

Question One, which will appear on the statewide ballot in November, reads: "Do you want to create the Universal Home Care Program to provide home-based assistance to people with disabilities and senior citizens, regardless of income, funded by a new 3.8% tax on individuals and families with Maine wage and adjusted gross income above the amount subject to Social Security taxes, which is \$128,400 in 2018?"

Maine's State Economist and the Maine Department of Administrative and Financial Services recently issued an economic impact report on the proposed 3.8% tax that would be imposed on gross wage and non-wage combined household and family income over \$128,400. That report indicated that, "If adopted, the proposal would adversely affect several significant economic and demographic measures." It predicted that Maine's population, labor force and employment would drop markedly, and that personal income and state GDP losses would be significant.

For more information, please visit www.StopTheScamMaine.com. □



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Tax Conformity... (Continued from Page 1...)

in part, to make it easier for both individuals and businesses so that they can maintain one set of books, instead of two.

Among other things, the bill makes the following important changes:

- The first \$4,150 for single and \$8,300 for married filing jointly of income remains exempt;
- For tax years beginning on or after January 1, 2018, the law changes the Maine standard deduction to conform to the federal standard deduction which increases from \$11,600 for single, to \$12,000; \$17,400 to \$18,000 for heads of households; and, \$23,200 to \$24,000 for married filing jointly and increases the amount by which Maine itemized deductions begins to phase out;
- The law conforms to the federal “deemed repatriation” clause;
- The law retains the personal exemption for the taxpayer and eliminates it for dependents;
- It changes the name of the Maine College Savings Program to the Maine Education Savings Program and conforms to the federal code on the tax treatment of enrollment or attendance expenses;
- It reduces the corporate income tax rates and the number of tax brackets (from 4 to 3) beginning in 2020 from 3.5%, 7.93%, 8.33% and 8.93%, to 3.5%, 7.93% and 8.33%. In the case of an affiliated group of corporations engaged in a unitary business with activity only in Maine or those with activity within and without Maine, rates are applied only to the first \$75,000 and are apportioned equally among those taxable corporation unless those taxable corporations jointly elect a different apportionment. The balance of the net income of the entire group would be taxed at 8.33%.
- The law eliminates the corporate alternative minimum tax for tax years beginning on or after December 31, 2017;
- Establishes a child care and dependent tax credit of \$500 for each child for which the same child care credit is claimed at the federal level available for tax years beginning on or after January 1, 2018; and,
- It makes several changes with respect to the treatment of global intangible low-taxed income (GILTI). The intent of these changes is to try to ensure that corporations have an incentive to keep activity here in Maine and not move it to low taxed jurisdictions around the globe.

If you have any questions, please contact Linda Caprara by calling (207) 623-4568, ext. 106, or by emailing lcaprara@mainechamber.org. □

Universities publish Maine Employer Hiring Guide to help address workforce shortages and connect students to Maine careers

— **Maine employer hiring guide details dozens of jobs fairs and networking events, university career service contacts, and online job posting resources to help state employers fill jobs and connect 32,000 public university students to Maine careers**

Maine's Public Universities recently published a Maine Employer Hiring Guide as part of its ongoing response to the state's workforce crisis. The guide includes referrals and resources that Maine employers can use to connect with professionally prepared, job-seeking students or candidates for internships. Approximately 32,000 students attend a University of Maine System institution over the course of an academic year.

The availability of professional workers, skilled technical workers, and entry-level workers are three-of-the-top-five issues business leaders say Maine and its elected officials must address according to the 2018 *Making Maine Work* report. The report suggests Maine economic growth lags the nation's because of the state's demography and a labor force shortage that is putting a lid on potential job, income, and economic growth.

Maine's universities are part of MaineSpark, a coordinated effort to grow the skills of Maine's workforce so that 60% of workers have a credential of value by 2025. The universities are also attracting record numbers of out-of-state students to Maine, have created free pathways to a college degree for students with the greatest need, and have committed to double nursing enrollment in response to Maine's nursing cliff.

Partnering with employers to create stronger connections to Maine career opportunities for the state's 32,000 public university students is another component of the University response to the workforce crisis.

"We must take advantage of every opportunity to connect the students earning a world class education on our campuses to existing and emerging Maine career

opportunities," said James H. Page, chancellor of the University of Maine System. "Together with our employer partners we will build a larger, more highly qualified workforce for Maine."

Examples of university and employer partnership include:

- Expert service provided to nearly 1,300 Maine employers annually by the career service offices and professionals who can be contacted through the hiring guide;
- Dozens of upcoming career fairs, networking events, and professional development opportunities that can be viewed in the hiring guide; and,
- 1,644 Maine jobs and internships posted so far this year by 570 Maine employers on the careerlinks included in the hiring guide.

Career service professionals offer these insights on what employers can expect:

- **Crissanne Blackie**, Director of the Career Center at the UMaine: "The University of Maine Career Center offers multiple ways to connect with UMaine students including in person and virtual information sessions, career fairs, on campus recruitment, niche networking events and the ability to post open positions. Our staff works closely with employers to identify the best recruitment strategies to meet their hiring needs. We take pride in our ability to connect career ready students with professional opportunities."
- **Andy Osheroff**, Manager of Operations at USM's Career and Employment Hub: "By the time stu-

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U.S. Chamber of Commerce Foundation launches Education and Workforce Fellowship Program

— **New opportunities for state and local chambers to engage at a national level on critical education and workforce issues**



The Maine State Chamber is pleased to announce that Ben Gilman, general counsel and senior government relations specialist, has been selected to participate in the U.S. Chamber's Business Leads Fellowship Program. Congratulations, Ben!

Responding to the needs of state and local chambers, the U.S. Chamber of Commerce Foundation today launched a new premier business leadership program to help address their most pressing education and workforce issues. The Business Leads Fellowship Program will train and equip fellows with resources, access to experts, and a network of peers to build their capacity to address these

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University of Maine System responds to nursing cliff with plan to double nursing enrollment, expand nursing programs into high-need communities, and provide free nursing education for students with greatest financial need

— Program innovations, expansions, and planned investments pending voter approval of Question 4, the University Workforce Bond, are part of five-year plan to address a Maine nursing shortage projected to grow to 3,200 vacancies by 2025

On September 12, University of Maine System Chancellor James H. Page and the Presidents of the University of Maine System campuses unveiled a strategic, statewide response to Maine's nursing workforce crisis at the September 12th Wisdom Summit hosted by the Maine Council on Aging at the Augusta Civic Center. The five-year University Nursing Workforce Plan seeks to double nursing enrollment and bring new nursing programs to the regions of Maine with the most urgent need to replace retiring nurses. The plan will also cover tuition and mandatory fees for new, first-degree nursing education students with the greatest financial need through the Universities of Maine at Augusta, Fort Kent, and Presque Isle.

Maine Nursing Cliff — 3,200 Vacancies Projected Through 2025...

Maine health care providers are struggling today to fill hundreds of nursing positions. The number of nursing vacancies is projected to grow to 3,200 positions by 2025 as the size of Maine's service-dependent, 65-and-over population grows by more-than-a-third in the next ten years. Additionally, a wave of nursing professionals over the age of 55 will soon reduce work hours and retire from the physically demanding field. The challenge of replacing aging nurses is particularly acute in Maine's rural coastal counties where nearly half of the nursing workforce is over the age of 55.

Health care leaders have determined that Maine needs to attract 250 new nurs-

es to Maine and educate an additional 400 license-eligible Maine nursing graduates every year to overcome the workforce crisis. Maine's public universities educate the majority of Maine's license-eligible, four-year nursing graduates.

"The University of Maine System has been helping to lead Maine's response to the state nursing workforce crisis," said Lisa Harvey-McPherson, a registered nurse and Co-Chair of the Maine Nursing Action Coalition. "The investments and program expansions the University is proposing moves us closer to the additional 400 license-eligible nursing graduates Maine needs each year."

The University's Five-Year Nursing Workforce Plan...

"The University plan to address the nursing shortage creates a coordinated, statewide continuum of nursing education and support for students starting in high school, career-transitioning adults, and existing healthcare professionals," said James H. Page, Chancellor of the University of Maine System. "Working across our campuses and with community partners we will create the innovations and make the investments needed to build a larger, more highly qualified nursing workforce for Maine."

The five-year plan is expected to double total nursing enrollment across the System and more than double the number of locations across Maine where students can access pre-licensure nursing education. Specific elements of the plan include:

Employer Hiring Guide... (Continued from Page 7...)

dents graduate, we want them to have already built the skills necessary to establish a great career. Internships are key in this process. Internships not only enhance students' professional growth but also promote Maine's workforce by allowing companies to develop a strong pipeline for future talent. Through the support of the Hub's Employer Relationship Managers, we provide assistance to companies wanting to start an internship program or build on an existing one."

The University of Maine System Maine Employer Hiring Guide is a digital document that will be updated at the start of every semester and shared with partners in the employer community, career service agencies, and workforce and education partners. □

- **Expanding Nursing In High-Need Rural Regions: Augusta, Brunswick, Presque Isle, Machias, Ellsworth, Rockland, and Rumford:** The University of Maine at Fort Kent and the University of Maine at Presque Isle have collaborated to launch a new Bachelors of Science in Nursing (BSN) at the University of Maine at Presque Isle in the Fall of 2018. The new nursing program is serving 20 students in a temporary space at the Presque Isle campus. Proposed facility and health science lab and classroom improvements pending voter approval of Question 4, the University Workforce Bond, are part of a plan to grow nursing enrollment in Presque Isle to 100 students over five years.

The University of Maine is developing the Nursing Outreach to Rural Maine Program that provides current holders of a baccalaureate degree a two-year path to a pre-licensure BSN. The curriculum for the advanced-standing

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Nursing Cliff Plan.. (Continued from Page 9...)

degree program is now being tested as part of a partnership with Acadia Hospital in Bangor and UMaine currently has 23 students on an accelerated path to earning a BSN.

Launching an accelerated second-degree BSN program in Machias will provide degree-holding adults from Downeast Maine a two-year transition into a local nursing career. Planned campus improvements in Machias to the Science Building and the facility that will host nursing training are also pending voter approval this Fall.

The University of Maine at Augusta has been approved for its own BSN program based in Augusta and will be launching rural cohorts at UMA Centers in Brunswick, Ellsworth, Rockland, and Rumford in the Fall of 2019. UMA is anticipating a BSN nursing enrollment of more than 400 students in five years.

- **Free Nursing Education for Maine Students with the Greatest Financial Need:** In the Fall of 2018 the University of Maine System leveraged its nation-leading commitment to affordability and historic investments in institutional financial aid to launch a promise initiative that completely covers tuition and mandatory fees for first-year Maine students attending the Universities of Maine at Augusta, Fort Kent, Machias, and Presque Isle and are eligible for a federal Pell Grant. To better serve adult, career-focused students the University of Maine at Augusta and its UMA Centers also commit to providing tuition and mandatory fee coverage for Pell-eligible full and part-time transfer students.

New nursing students with the greatest financial need will be able to participate in pre-licensure BSN programs in Augusta, Brunswick, Ellsworth, Fort Kent, Presque Isle,

Rockland, and Rumford, without any tuition or mandatory fee obligations.

- **Investments Pending Voter Approval of Question 4, the University Workforce Bond:** More than \$12 million in proceeds from the University Workforce Bond, Question 4, on the November ballot, will be invested in nursing simulation spaces, science labs, and classrooms that directly support nursing education. Investments will also be made in campus facilities that will improve enrollment, student support, and career placement services for nursing students and their peers. Proposed

investments pending voter approval by region include:

- Portland, USM: Double the size of nursing simulation space in the System's largest nursing program, helping to accommodate 20% growth in existing pre-licensure BSN enrollment;
- Lewiston, USM: Investments in the Lewiston-Auburn community to increase access to nursing education in the region;
- Augusta, UMA: Improvements to campus to consolidate and deliver enrollment and support services to the university's large-

Continued on Page 11...

Job Expo: Ready for Work?

Who

Students, families and adults who are blind or visually impaired AND thinking about first jobs, careers, re-entering the workforce or wondering about a child's future.

What

- Guest speakers who are blind and visually impaired and successfully employed will share their experiences, offer suggestions and answer questions.
- "How to get to work when you can't drive" presentation
- HR specialist will discuss "What employers want"
- Meet with local employers to learn about their business and labor market needs

Why

People who are blind and visually impaired (and their families) may not be aware of successfully employed individuals with similar challenges. This event is a great opportunity to network, develop resources, and prepare to be "Ready for Work"!

When

Saturday, October 13, 2018
8:30 a.m.—2 p.m.

Where

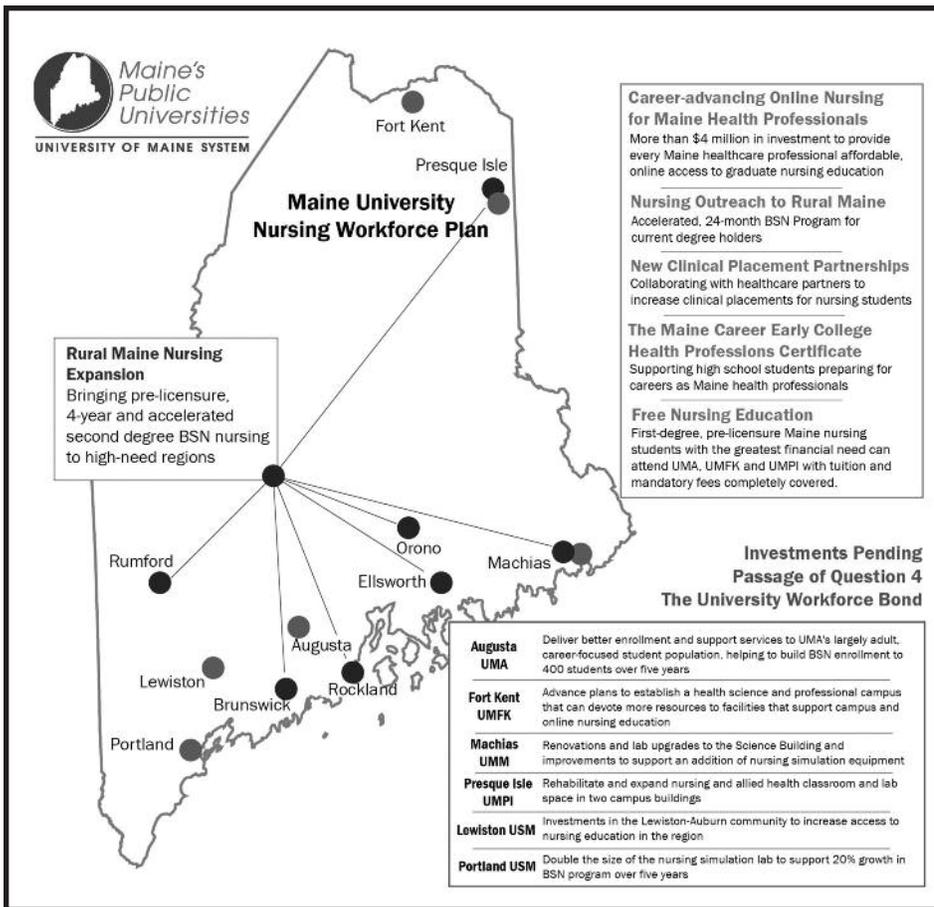
Portland Career Center
151 Jetport Boulevard, Portland

**For more information
and to register:**

Contact Judy Wolfe
207-822-3374 or
Judy.H.Wolfe@maine.gov



The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request. Programs are provided as a proud partner of the American Job Center network.



Nursing Cliff Plan..
(Continued from Page 10...)

ly adult, career-focused student population expected to grow by 400 nursing students in Augusta, Brunswick, Ellsworth, Rockland, Rumford and over five years;

- Machias, UMM: Renovations to the Science Building, including lab space, that will host nursing prerequisite courses and restoration projects at the facility that will contain nursing simulation equipment;
- Presque Isle, UMPI: Rehabilitate and Expand Nursing and Allied Health Classrooms and Lab Spaces in Wieden and Folsom Halls, supporting a new nursing program expected to grow to 100 students; and,

- Fort Kent, UMFK: Advances a plan to establish a health science and professional campus that better connects students to Maine careers. Deferred maintenance and efficiency savings tied to an overall reduction in campus square footage will contribute to improvements in classrooms that support campus-based nursing and professional programs and the delivery of affordable, online advanced nursing training that can be accessed from any Maine community.

Planned Program Innovations and Partnerships...

- **New Clinical Placement Partnerships:** The 2017 Maine Nursing Summit and regional workforce collaborations led by the University of Maine System and healthcare industry partners are creating new opportunities for clinical placements. The dedicated education unit established by Eastern Maine Medical

Center, the University of Maine, and Husson University is an example that has doubled clinical placement capacity.

- **Career-advancing, Online Nursing for Maine Health Professionals:** More than \$4 million in investment and program innovations are planned to create an industry leading online nursing program that provides every Maine healthcare professional with affordable, online access to graduate nursing education that can be balanced with family, work and community obligations. Innovations will include time condensed courses, frequent start dates, enrollment assistance, advanced outreach, and high touch student support services that are proven to help busy adults achieve program success.

Online education opportunities that will be available to Maine healthcare professionals encompasses a suite of programs offered by the University of Southern Maine or the University of Maine at Fort Kent including RN to Bachelors of Science in Nursing; Masters of Science in Nursing; and, Doctor of Nursing Practice.

The University of Maine System is planning a Fall 2019 launch of the online programs and five-year total online enrollment of more than 1,000 Maine and non-resident health professionals.

- **The Maine Career Early College Health Professions Certificate:** Launched in the Fall of 2018 at the University of Maine at Machias, the Early College Health Professions Certificate gives participating high school students the chance to explore a Maine career in healthcare and earn up to 19 transferable college credits at little or no cost to their families. With System support and coordination across campuses the Early College Health Professions Certificate will be offered online starting in the Fall of 2019, giving every qualified Maine high school student an opportunity to explore and prepare for a career as a Maine health professional. □

New businesses can now register for unemployment insurance tax through ReEmployME

Maine Department of Labor (MDOL), Bureau of Unemployment Compensation (BUC) has successfully implemented the first step in the ReEmployME, Employer Services (ES) tax functionality. Registration for new Maine employers is now available at www.maine.gov/reemploye by selecting "Register New Business." A video tutorial is available at www.maine.gov/labor/unemployment/bucvideos.shtml. The main implementation of the new unemployment insurance (UI) tax system is expected in November 2018.

Since the late 1990s, Maine Revenue Services (MRS) has performed some of the UI tax business functions for MDOL BUC. The new UI tax system will allow MDOL BUC to resume most of those business functions and provide an improved and modernized employer online experience.

One of our primary goals for ReEmployME Phase 2 is to provide Maine businesses with relevant information that may impact their business with DOL BUC. In the weeks to come, both MRS and MDOL will be providing links to FAQs and an online repository of communication statements.

Please visit the MDOL BUC Employer Services' homepage at www.maine.gov/labor/unemployment/tax.shtml for updates about the new ReEmployME tax system and how it will affect your business, or call an Employer Services customer representative at (207) 621-5120 or toll free at (844) 754-3508. For those employers that use a payroll processor or tax preparer, please provide them with a copy of this statement.

On December 6, 2017, BUC implemented the first phase of ReEmployME, a modernized replacement system for Maine's unemployment insurance (UI) program. The first phase focused on the UI benefits claim filing and management.

ReEmployUSA, the multistate unemployment insurance application in a cloud-based consortium model that includes ReEmployME, has been selected as an award finalist in the Cross-Boundary Collaboration & Partnerships category for the National Association of State Chief Information Officers (NASCIO) 2018 State IT Recognition Awards. □

Seventy-five companies named "Best Places to Work in Maine"

On August 17, the Maine State Council of the Society for Human Resources Management (MESHRM) announced the winners in the 13th annual "Best Places to Work in Maine" program.

The "Best Places to Work in Maine" list 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.

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 program is part of a long-term initiative to encourage growth and excellence in companies throughout the state.

The 75 winners, split into different size categories, will be revealed in ranked order at an awards celebration on October 9 at the Augusta Civic Center. A complete list of top companies will be featured in a statewide publication produced by *Mainebiz*.

The 2018 "Best Places to Work in Maine" are listed alphabetically below:

Small Employer Category (15-49 U.S. Employees)...

- Albin, Randall & Bennett;
 - Arkatechture;
 - CCB, Inc.;
 - Colby Co. Engineering;
 - Hersey EyeCare;
 - Kennebec Federal Savings;
 - Landry/French Construction;
 - Maine Information Network;
 - Main-Land Development Consultants, Inc.;
 - MPX;
 - Octane Marketing;
 - Oxford County Mental Health Services;
 - Planson International;
 - Rich Exterior Solutions;
 - Sabattus Regional Credit Union;
 - Seabreeze Property Services;
 - SFX America;
 - TideSmart Global;
 - TruChoice Federal Credit Union; and,
 - TrueLine.
- Avesta Housing;
 - Bath Savings Institution;
 - Bernstein Shur;
 - Casco Bay Ford;
 - CashStar;
 - Certify, Inc.;
 - CES, Inc.;
 - Community Care;
 - Connectivity Point;
 - cPort Credit Union;
 - Damariscotta Bank & Trust;
 - Day One;
 - Day's Jewelers;
 - Down East Credit Union;
 - Drummond Woodsum;
 - Evergreen Credit Union;
 - Finance Authority of Maine;
 - Good Shepherd Food Back;
 - GreenPages Technology Solutions;
 - Harriman;
 - Infinity Federal Credit Union;
 - Katahdin Trust Company;
 - Maine Credit Union League/Synergent;
 - Maine State Credit Union;
 - Midcoast Federal Credit Union;
 - Moody's Co-worker Owned, Inc.;
 - Nonantum Resort;

Medium Employer Category (50-249 U.S. Employees)...

- Allagash Brewing Company;
- Allen Insurance and Financial;

Continued on Page 14...

McDonald's and franchisees investing approximately \$36 million in Maine to modernize more than 40 local restaurants in 2018 and 2019

Remodeled restaurants offer new technology and a more fun, modern experience

On August 14, McDonald's announced that the company and its franchisees are investing approximately \$36 million in Maine throughout 2018 and 2019 on the construction and modernization of 40 McDonald's restaurants, transforming the customer experience inside and outside the restaurant. In total, McDonald's and franchisees are investing \$6 billion to modernize most U.S. restaurants by 2020, including most restaurants in Maine.

With this significant construction investment, the transformed restaurants will feature:

- Modernized dining rooms with globally and locally inspired décor, new furniture and refreshed exterior designs;
- Enhanced customer experience with digital self-order kiosks that make ordering and paying for a meal easier, and kiosks empower guests to browse the menu, find options and tailor their meal just the way they want;
- Remodeled counters allow for new table service that offers guests the opportunity to relax while their food is being made;
- Bright and easy-to-read digital menu boards inside and at the drive-through;
- New designated parking spots for curbside pick-up through mobile order and pay; and,
- Expanded McCafé counters and larger display cases.

"This is an exciting time for McDonald's and we're proud to be investing nearly \$36 million to provide a new experience, look and feel for guests at 40 McDonald's locations across Maine," said Ron Lydick, local McDonald's Owner/Operator. "We are also pleased that our modernization supports local architecture, engineering and construction jobs across the great state of Maine."

"McDonald's is an important local business and provider in the community," said Dana Connors, president of the Maine State Chamber of Commerce. "McDonald's is helping create and sustain local jobs not only in the restaurant but also through its construction and modernization, and that helps support the local families they serve."

In addition to the investments to modernize the restaurant, McDonald's has also introduced McDelivery with Uber Eats at more than 5,000 U.S. restaurants.

About McDonald's USA

McDonald's USA, LLC, serves a variety of menu options made with quality ingredients to more than 25 million customers every day. Recently the company committed \$150 million over five years to extend benefits of its global Archways to Opportunity education program, announced goals to improve its packaging and have recycling in all of its restaurants by 2025 and pledged to reduce greenhouse gas emissions related to McDonald's restaurants and offices by 36% by 2030. For more information, visit www.mcdonalds.com, or follow us on Twitter (@McDonalds) and Facebook (www.facebook.com/mcdonaldsUS). □

U.S. Chamber Fellow... (Continued from Page 7...)

challenges.

"State and local leaders know better than anyone the critical link between education and economic development," says Cheryl Oldham, senior vice president of the Center for Education and Workforce. "We created this program to help these leaders find opportunities to develop initiatives that will advance the growth of their local economy and put education policy into practice."

Following a competitive application and selection process, 35 state and local chamber executives have been chosen for the inaugural class of Business Leads. The four-month fellowship will cover the entire talent pipeline, including early childhood education, K-12, higher education, and workforce development.

Upon completion, fellows will join the U.S. Chamber of Commerce Foundation's dedicated network of 200 chambers of commerce and statewide associations from around the nation who regularly engage on education and workforce initiatives.

Given the overwhelming interest in the program, with more than 140 applicants, the U.S. Chamber of Commerce Foundation will host a second cohort in spring 2019. The first meeting of the inaugural class will take place from September 19-21, 2018, in New Orleans.

For a full list of participants in the Business Leads inaugural class, visit the U.S. Chamber Foundation website at www.uschamberfoundation.org/event/business-leads-fellowship-program. □

Best Places to Work...
(Continued from Page 12...)

- Patriot Subaru of Saco;
- PeoplesChoice Credit Union;
- SymQuest;
- Systems Engineering;
- Town & Country FCU;
- University Credit Union;
- Wings for Children and Families; and,
- Winxnet.

Large Employer Category
(250 Or More U.S. Employees)...

- Androscoggin Home Healthcare + Hospice;
- Bangor Savings Bank;
- Consigli Construction Co., Inc.;
- Darling's;
- Edward Jones;
- Geiger;
- Hancock Lumber;
- Huber Engineered Woods, LLC;
- InterMed, P.A.;
- Kennebec Behavioral Health;
- Machias Savings Bank;
- NFI North;
- Publishers Clearing House;
- Redington-Fairview General Hospital;
- TD Bank, America's Most Convenient Bank;
- T-Mobile US;
- TPx Communications; and,
- Tyler Technologies, Inc.

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 2018 Premier Sponsor is JobsinME.com. Additional sponsors include KMA Consulting, MEMIC, Clark Insurance, Live and Work in Maine Pro Search Inc., Allagash Brewing Company, Maine State Chamber and Human Resources Association of Southern Maine.

For more information, please visit BestPlacestoWorkInME.com. □



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14 III Impact III 09/20/2018

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

Maine State Chamber awards scholarships to 2018 graduates

Scramble for Scholars has provided 103 Maine students with a total of \$148,500 in tuition assistance



Alex Haley
of Hall-Dale High School



Kristen Brewer
of Houlton High School



Victoria Thompson
of Hodgdon High School

This spring, the Maine State Chamber of Commerce awarded its 2018 scholarships to recipients from across the state. For 23 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. Thanks to the generosity of our members, Scramble for Scholars has provided 103 Maine students with a total of \$148,500 in tuition assistance!

This year, the Maine State Chamber awarded three scholarships to participants in the Class of 2017-2018 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. The proceeds from our 2018 tournament will again support our 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.

Meet the Class of 2018 Scholarship Recipients...

Alex Haley, a student of Hall-Dale High School, is very active in his community, volunteering for three separate organizations, as well as being an active member of his school's varsity basketball team. He overcame life without a father figure and looked to JMG for the guidance he needed to succeed in his future endeavors. He is said to work well with others, to be wise in how he uses his time, and a very helpful student. Alex will be pursuing a Baccalaureate Degree in Biology at the University of Maine at Macias in the fall.

Kristen Brewer of Houlton High School is known among faculty as a "hard worker." Despite a life-changing fall that put her dad in the hospital, Kristen managed to balance being in the National Honor Society member, a student of accelerated math and science courses, a member of Student Council, Prom Committee, and the basketball team, all while keeping a 3.68 GPA. It was her time that she spent with her dad while he was recovering that helped her decide to pursue a Baccalaureate Degree in Communication Sciences and Disorders at the University of Maine at Orono.

Victoria Thompson moved to Hodgdon High School at the beginning of her senior year to be closer to her grandfather and lend a hand taking care of him. While she had trouble keeping her head above water in her previous school, she thrived at Hodgdon, excelling in piano, helping out at town events, keeping two jobs, taking night classes, and keeping up a 3.56 GPA. Victoria is described as "determined, persistent, and a survivor." She will be pursuing a Certificate in Nursing/Medical. □

23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS

Friday, September 7, 2018 ♦ Samoset Resort, Rockport

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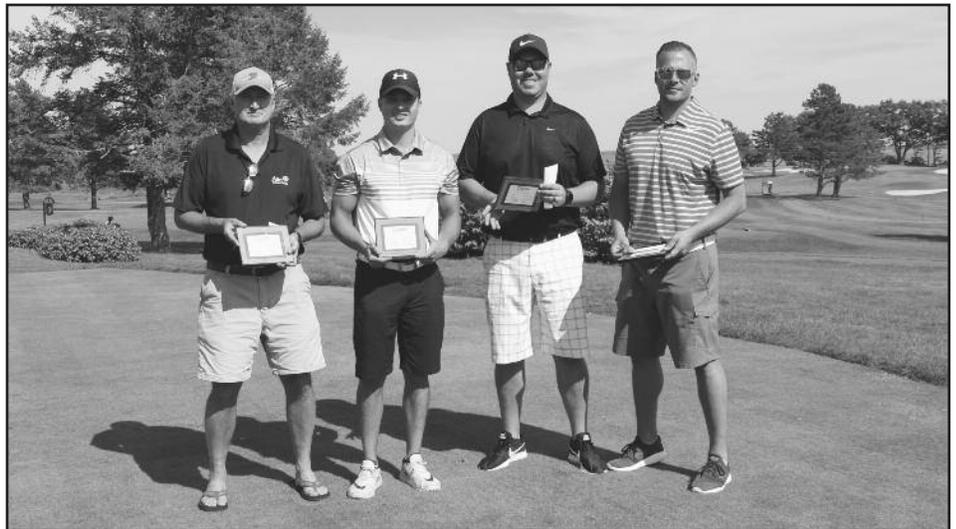
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(awards);
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23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS



2018 Winners' Circle:

Congratulations to these tournament champs!

1st Place Net (53)

Jack Parker, Rocky Copp, Paul Spillane, and Billy Alfond

2nd Place Net (54 MC)

Tony Payne, Michael Weber, Jeff Shaw, and James Brissenden

1st Place Gross (59)

Jeff McGown, Steve Cates, Patrick Hopkinds, and Geoff Hart

2nd Place Gross (60)

Paul Kent, Wade Millett, Dan Wyman, and Brandon Cohen

Closest to the Pin

Dale Winchenbach

Longest Drive - Ladies

Laurie Fisher

Longest Drive - Mens

Kevin Byrne



Thank you to all the participants for helping us to raise these scholarship funds!

23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS

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Scholarship Scoreboard

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College;
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23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS



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Hampton Inn by Hilton; Hilton Garden Inn;
Holiday Inn By The Bay; Husson University;
Irish Setter Pub; L.L. Bean, Inc.;
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Authority; Poland Spring Resort;
Portland Harbor Hotel; Ports of Italy;
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The Shipyard Brewing Company;
Thomas College; United Insurance;
VHB; Village Candle;
Volk Packaging Corporation; Walmart

23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS



Workplace Marijuana Education Initiative

We are excited to announce a new free program that is being offered to Maine employers as they grapple with the challenge of marijuana use by their employees. The law firm, Brann & Isaacson, working in partnership with business groups, including the Maine State Chamber of Commerce and the Retail Association of Maine, will offer Maine employers guidance on managing marijuana in the workplace. Services include:

- ◆ Telephone consultations;
- ◆ Access to sample drug policies;
- ◆ Workshops across the state; and,
- ◆ Bulletins on new development.

If you want more information about tricky topics such as drug-testing for marijuana, dealing with an impaired employee, understanding the differences between employee use of medical versus recreational marijuana, this initiative will offer you legal resources and education.

For information about this program, please contact Peter Lowe by calling (207) 786-3566 or by emailing plowe@brannlaw.com. You may also want to visit Peter's webpage at brannlaw.com. □

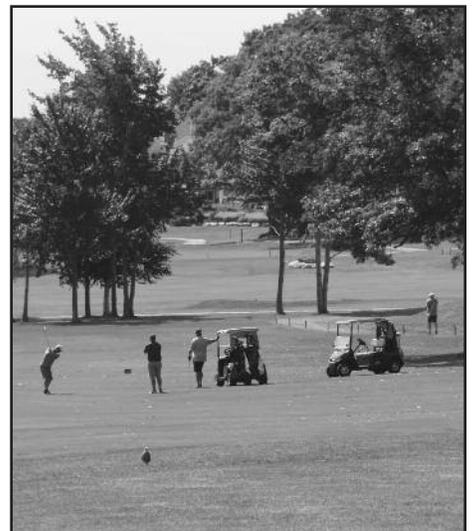
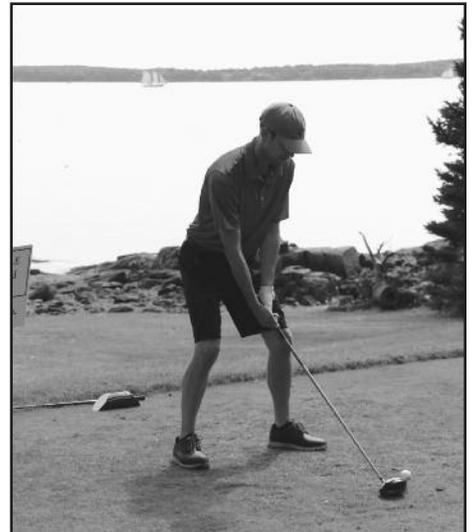
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23RD ANNUAL SCHOLARSHIP GOLF TOURNAMENT SCRAMBLE FOR SCHOLARS



WORKPLACE WELLNESS

HEALTHY EMPLOYEES MAKE CENTS!

Surprising Health Benefits of Yoga

EDITOR'S NOTE: This following article was written by Kristen Domonell for Life by DailyBurn and posted on February 12, 2014. It can be viewed at www.huffingtonpost.com/2014/02/12/yoga-health-benefits_n_4768746.html.

1 **Boost Immunity:**

A recent Norwegian study found that yoga practice results in changes in gene expression that boost immunity at a cellular level. And it doesn't take long: The researchers believe the changes occurred while participants were still on the mat, and they were significantly greater than a control group who went on a nature hike while listening to soothing music. Yoga also helps to boost immunity by simply increasing overall health, says Mitchel Bleier, a yoga teacher of 18 years and owner of Yogapata in Connecticut. "As you breathe better, move better and circulate better, all the other organs function better."

Strike A Pose: Sun Salutation (Surya Namaskar) – This sequence of eight poses performed in a row can be found in almost any yoga class. It creates great circulation and tone, plus sweat, says Bleier.

2 **Ease Migraines:**

Research shows that migraine sufferers have fewer and less painful migraines after three months of yoga practice. The cause of migraines isn't fully understood, but Bleier says it

Yoga increases flexibility and reduces stress, but the practice can do more than help you twist your body into pretzel shapes and find inner peace. These hidden benefits will help you in the kitchen, office and bedroom — and will give you five new reasons to show off your yoga skills (plus recommended poses for each one).

could be a combination of mental stressors and physical misalignment that create migraines and other issues. Hunching over a computer or cell phone with your shoulders up and head forward causes overlifting of your trapezius and tightening of the neck. This pulls the head forward and creates muscle imbalances that can contribute to headaches and migraines.

Strike A Pose: Bridge Pose (Setu Bandha Sarvangasana) – Lie on your back with your knees bent and your feet hip-distance apart on the floor. With your hands resting on the floor, begin to press down into your legs and draw your hips toward the sky. The key, Bleier says, is to keep your shoulders in line with the base of your neck, moving the back of the shoulders together so the shoulder blades are close. Lift your chest towards your chin and your chin away from your chest, so the upper trapezius muscles flow away from the head.

3 **Sleep Better:**

Researchers from Harvard found that eight weeks of daily yoga significantly improved sleep quality for people with insomnia. And another

study found that twice-weekly yoga sessions helped cancer survivors sleep better and feel less fatigued. This can be attributed to yoga's ability to help people deal with stress, says Bleier. "Sleep issues are like anxiety. Your head can't stop spinning, you don't know how to relax," he says. "Breathing and mental exercises allow the mind to slow down, so you're going to start to see yourself sleep better."

Strike A Pose: Corpse Pose (Savasana) with Diaphragmatic Breathing – Savasana is the final pose in a yoga class and is meant to restore the body. Lay on your back with your legs slightly apart and your arms extended at your side and your hands on your belly. Inhale and exhale through your nose, follow the breath and feel the belly rise and fall under your hands. The breath, muscles and mind should be completely relaxed.

4 **Fight Food Cravings:**

Researchers from the University of Washington found that regular yoga practice is associated with mindful eating, an awareness of physical and emotional sensations

Continued on Page 23...

Campus Career Connect needs business leader mentors!



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Campus Career Connect (C3) pairs adult workforce volunteers with community college students with a disability. Through these relationships, students get help reaching their career goals.

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- Participate for one calendar year
- Complete the application & online training process
- Spend time each week chatting online with our student mentees
- Attend monthly webinars to engage with other community members



Sign up today at
C3.PYD.org

The Maine Business Leadership Network (MEBLN), a program managed by the Maine State Chamber of Commerce, is preparing for the launch of Campus Career Connect (C3). Campus Career Connect is an online, accessible group e-mentoring platform designed to support employment goals of college students and transition-aged adults with disabilities.

C3 offers a safe environment for individuals to improve their general employment readiness skills, as well as receive mentoring around disability-specific workplace topics, such as disclosure and self-identification, requesting accommodations, and accessible transportation.

Community College students will access professional and peer mentors to increase their networks, receive advice, and gather support about achieving goals. They will also participate in topical webinars related to employment readiness and engage in live networking and interview fairs hosted by the Business Leadership Networks. □

Want to be a mentor?

Please contact Megan Sanborn or Kelsey Morrell by calling (207) 623-4568, ext. 108 or ext. 104, or by emailing msanborn@mainechamber.org or kmorrell@mainechamber.org. More information will be available at mainebln.org in the coming weeks!



Workplace Wellness... (Continued from Page 22...)

associated with eating. By causing breath awareness, regular yoga practice strengthens the mind-body connection, Bleier says. The awareness can help you tune in to emotions involved with certain cravings, and yoga breathing exercises can help you slow down and make better choices when cravings strike.

Strike A Pose: Meditation – Sit or lay in any comfortable position and bring attention to the natural breath moving in and out through your nose. Next, bring attention to the triangular area around the tip of your nose and upper lip, paying attention to your breath hitting this space as you exhale, the temperature of your breath, and which nostril you're breathing through. Try this for two minutes, working up to five or more. "The key is to try and be still and focus just on the breath," Bleier says. "No moving, no reacting, just stay present."

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 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 Peter Gore by calling (207) 623-4568, ext. 107, or by emailing pgore@mainechamber.org. You may also contact Kelsey Morrell at ext. 104 or kmorrell@mainechamber.org. □

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To register, please visit www.mainechamber.org/annualmeeting