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*Happy New Year from your team  
at the Tempe Chamber!*

## **Prop 206 Started Yesterday. Are You in Compliance?**

Proposition 206 took effect yesterday, January 1. The initiative establishes a new state minimum wage and entitles employees to accrue earned paid sick time beginning July 1, 2017. The Industrial Commission of Arizona has the answers to frequently asked questions. [Read the FAQs here.](#)

In addition the Tempe Chamber is bringing in an expert litigator with Gammage and Burnham to educate and inform the business community how they can best comply with the new regulations. He will discuss the many concerns that businesses have about new labor regulations, paid sick time, vacation time and more. The luncheon training workshop takes place on Jan. 19. [Learn more or RSVP](#)

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## **Tempe Chamber Hires Joanne Stockdale as Business Development Director**

We are excited to announce that Joanne Stockdale has joined our team as the new Business Development Director. She will be responsible for our membership sector, overseeing business support services and developing corporate partnerships. "We are excited to welcome Joanne to our team," said Anne Gill, President / CEO of the Tempe Chamber. "She has a great deal of experience and knowledge and will be a valuable asset as we grow our organization into a stronger advocate for the business community." [Learn more](#)



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## **Tempe Chamber Assists Dementia Friendly Tempe Efforts**

How does a business assist a customer who may have dementia? That's one of the questions being addressed by Dementia Friendly Tempe, a community project to make Tempe a livable city for people living with memory loss and their caregivers. Helping Tempe businesses to become dementia aware is one of the goals of the DFT project which was launched in spring 2016 with a community-wide meeting. As one of the business representatives, the Tempe Chamber of Commerce is working with Mayor Mark Mitchell and the DFT action team of community leaders to develop training for businesses to help them recognize, assist and retain customers who show signs of dementia. [Learn more](#)

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**Be the Change! Learn, Lead, Grow in 2017**

The Tempe Chamber's Women in Business Council presents a four-part speaker series that will guide participants on how to be a more effective professional and confident individual by developing as a leader and growing into a position of greater value and happiness.



The sessions will train attendees on Communication, Leadership, Goal Setting and Taking Action. Powerful expert speakers will inspire, educate and motivate participants to grow and succeed in their personal life and professional career.

The series takes place on Friday Jan. 20 and 27 and Feb. 3 and 10 from 8 to 9:30 a.m. at Western International University in Tempe. It is presented by the **Tempe Tourism Office** and sponsored by Gold Sponsors **Cox Business** and **Tempe St. Luke's Hospital**. **Sweetest Season Bakery** will provide breakfast. [Learn more](#)

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## 4 Times You Should Never Give Prospects Discounts and 3 You Always Should

*By Michael Pici, HubSpot*

Knowing when to give discounts can be challenging. Extend them too soon, and you'll cut into your own paycheck. Never give them, and you'll lose out on deals. In general, there are four situations in which discounts are a good idea -- and three situations in which they're not. [Learn more](#)

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## How Social Networking Can Help You Get Funding

*By Margaret Littman, Entrepreneur*

Some lenders, in evaluating whether a person is a good loan candidate, would scour their social media networks. The more upstanding people were in there -- family, gainfully employed friends and so on -- the more a lender felt at ease. And that philosophy is now expanding to small businesses -- a big deal for startups whose lack of credit or business history keeps them locked out of traditional loans. How can it work for you? Entrepreneur spoke to lenders and small-business owners about how four networks might matter to lenders. [Learn more](#)



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## Two Powerful Emotions Leaders Need to Know How to Tap

*By Patti Sanchez, Fast Company*

Our emotions help us make decisions. Great communicators know that without exploiting it. So when leaders describe in captivating detail how the world could be different, people feel something but they don't just think about it. We automatically imagine ourselves there, in that future state or condition, and try to determine if the change will be good or bad for us. If it registers as a potential threat, our brains tell our bodies how to react - with fear. Great leaders get out ahead of this negative emotional response by gauging the mood of their audiences and listening to their concerns with empathy. [Learn more](#)

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## "Being Busy" Has Real Financial Costs

*By Ted Bauer, The Context of Things*

What has changed so dramatically in one century? We think that the shift from leisure-as-status to busyness-as-status may be linked to the development of knowledge-intensive economies. In such economies, individuals who possess the human capital characteristics that employers or clients value (e.g., competence and ambition) are expected to be in high demand and short supply on the job market. Thus, by telling others that we are busy and working all the time, we are implicitly suggesting that we are sought after, which enhances our perceived status. [Learn more](#)



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## Get Involved

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### Recycle-A-Bicycle Needs Donations

Tempe's Recycle-a-Bicycle program needs your old bikes. All used bikes are welcome, even if they are in need of repairs or new tires. The pilot program is a partnership between the City of Tempe and Tempe Elementary School District #3. Gilliland students refurbish the bikes and learn to repair, maintain and safely ride them. You can help by donating used, rideable bicycles of all sizes and types. The program is also in need of new and used bike parts and new and used repair stands. [Learn more](#)

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### Business Development Council Offers Chance to Grow Network and Skills

The Tempe Chamber of Commerce offers the chance to collaborate with other business leaders through one of our many committees. Varied in purpose and scope,

each offers unique and valuable opportunities to become involved and grow your network and skill set. [Learn which one is right for you.](#)

This month's featured committee is the Business Development Council. Its purpose is to develop and update business knowledge resources offered by the Tempe Chamber and to empower businesses to grow and thrive. [For more information click here.](#)

To attend a meeting as a guest - no strings attached - email [sean@tempechamber.org](mailto:sean@tempechamber.org) with "Business Development Council" in the subject line.

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## Member News

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### **East Valley Chambers Release Legislative Agenda**

The East Valley Chambers of Commerce Alliance (EVCCA) has released its legislative priorities for 2017. Four key areas influence the Alliance's specific positions and are considered crucial to build Arizona's economy: lowering the cost of doing business, increasing private sector jobs, building a trained workforce and efficient and effective government.

The EVCCA represents nearly 6,000 businesses and organizations from the Apache Junction, Carefree, Cave Creek, Chandler, Fountain Hills, Gilbert, Mesa, Queen Creek, Scottsdale and Tempe Chambers of Commerce. It works throughout the year on issues that directly impact commerce on a regional and statewide level. The 2017 Legislative Agenda was approved through each chamber's public policy process and Board of Directors. Unanimous consent from each chamber is needed for passage. This agenda represents the collective voice of the East Valley business community.

[Learn more](#)

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### **City of Tempe Seeks Business Test Group for Equal Pay Initiative**

The City of Tempe wants the help of 20 businesses of all sizes to devise a self-assessment tool that could lead each qualified employer to be showcased as an "Equal Pay Business Partner". The designation will be voluntary. Each recognized business would be listed on the city's website and would be provided with a window decal to promote its participation. City Council will evaluate the results of the test group before finalizing the process. Interested businesses are invited to participate in a focus group on Jan. 24 from 9:30 a.m. to noon at the Tempe Public Library. Attendees will be asked to advise on the self-assessment tool, evaluate the ease of use of the online submittal form and provide additional ideas or recommendations. To participate call Ginny Belousek at 480-350-8979 or email

ginny\_belousek@tempe.gov. [Learn more](#)

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## Do You Have News?

Is there something exciting going on in your business? Maybe you had a big achievement? Did a team member join a board? Are you offering new services? If there is something you want the Tempe Chamber community to know, just add a Status Update in our [Member Information Center](#). Don't have a login? Just reply to this email and we will help you.

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## Member to Member Deals

Check out these amazing deals and specials our members offer exclusively to their fellow chamber members. From massages to hotel stays, banking to education, shopping to marketing, there is something for everyone. [Check out the current deals.](#)

Want to offer something to members? [Log in to our Member Information Center](#) and get started. If you need assistance logging in, please reply to this email.

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## Community News

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### Paid Lobbyist Registration Began Jan. 1

Beginning Jan. 1, lobbyists paid to lobby city officials must register with the City of Tempe, according to a new program approved by the City Council in August. The program was developed to provide greater transparency for Councilmembers and others, as well as for community members to be able to research who lobbies decision-makers.

Anyone who is compensated to communicate with a City Councilmember, a city Board and Commission member or a city Hearing Officer must register within 10 days after first lobbying. The new rules do not apply to neighborhood representatives,

unpaid non-profit representatives or anyone else who is unpaid to advocate for official action. [Learn more](#)

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## FBI Awards Tempe Coalition Member

The FBI Phoenix Division's Director's Community Leadership Award was presented in December to [Tempe Coalition to Reduce Underage Drinking and Drug Use](#) committee member Stephanie Siete. It was presented to her for her work with the coalition and Community Bridges for outstanding service and contributions to education and the prevention of drug abuse and crime.

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## Tempe Streetcar Design and Artists Selected

The Valley Metro Rail Board of Directors approved a contract with Stantec Consulting Services, Inc. for [Tempe Streetcar](#) design services. The 3-mile Tempe Streetcar design should be complete in 2017 with construction beginning later in the year. Opening of Tempe Streetcar is anticipated in 2020. Stantec was involved in the design of the first 20 miles of Valley Metro Rail that opened in 2008, as well as design of the extensions in downtown Mesa and northwest Phoenix. The Board also approved artist contracts for public art elements that will be incorporated into each of the 14 streetcar stops. The artists are Koryn Rolstad, Simon Donovan, Ben Olmstead, Mary Lucking and Bobby Zokaites.

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## Salary Negotiation Training for Women Offered

Tempe is offering training classes aimed at helping women negotiate salaries that reflect the value of their experience, skills and education. They are part of the city's Equal Pay initiative and are designed to help community members build confidence and skills around salary negotiation, market worth, tools of persuasion and business strategies. Each class features the same information and all will take place in the Business Resource and Innovation Center at the Tempe Public Library. The planned classes will take place monthly through May on various dates. [Learn more](#)



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**Get Social with the Tempe Chamber**



*Use #TempeChamber when you are posting on social media to show your pride in your membership. You may even get a like, retweet or repost!*

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