



THE BUSINESS
ADVOCATE
TEMPE CHAMBER OF COMMERCE

SPECIAL ANNOUNCEMENTS

There Are Just a Few Days Left to Support Our Schools

If you were unable to mail your ballot in last week, you are still able to drop them off at [these select locations around the Valley](#). Please note: there will be no local ballot drop-off locations in the Tempe Union High School District on November 3rd.

Your Input is Critical: Earned Sick Leave

A working group of the Tempe City Council is exploring impacts of an ordinance requiring Tempe employers to provide earned sick leave to their employees. As your business advocate, the Tempe Chamber wants to ensure that any proposed ordinance or regulation would not adversely impact Tempe businesses or put them at a competitive disadvantage relative to non-Tempe businesses. In order to gauge the potential impacts, we'd appreciate your [answering this short survey](#) about the sick leave policy at your business.

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Thank you to all who attended the 2015 East Valley Business Expo last week.

Helping You Succeed

Overtime Rules are Changing

By Tools for Business, A resource provided by the Tempe Chamber

If proposed changes to overtime are implemented as written, anyone who earns under \$24.25 per hour, \$970 per week, or \$50,440 annually must be covered by overtime. [More >>](#)

U. S. Department of Education Bans Overdraft & Transaction Swipe Fees on Student Debit and Prepaid Card Accounts

By Ed Richardson, Davis Miles McGuire Gardner

The U.S. Department of Education announced new regulations on October 27, 2015, banning overdraft and transaction swipe fees on student debit and prepaid card accounts. The regulations are effective July 1, 2016. [More >>](#)

5 Steps For Initiating Change In A 'We've Always Done It This Way' Office

By The Muse, Forbes

Many people say that the phrase "This is how we've always done it" contains the seven most expensive words in business. And, in many cases, that's true. We know that past success is no guarantee for the future, especially when the only constant is change. But, that doesn't stop many workplaces from being completely resistant to new ideas. And, if you're currently stuck in this sort of culture, you know how frustrating it can be. [More >>](#)

Don't 'Stop Networking,' Just Start Doing It Right

By Ivan Misner, Entrepreneur

When I ask an audience, "How many of you are here hoping to possibly sell something?" almost everyone raises their hands. When I ask that same audience, "How many of you are here to possibly buy something?" nobody raises their hands. Ever. Not one person. [More >>](#)

6 Common Habits of Unhappy People

By Higher Perspectives

It's a common mistake that people make, to try to find happiness from outside of yourself. We think that with the right clothes, the right partner, the right house and the best stuff, we'll be happy. But that's not exactly how happiness works. Happiness comes from within, and these are 6 common habits that keep us unhappy. [More >>](#)

Get Involved

Help Keep Tempe Kids Safe

The Tempe Coalition to Reduce Underage Drinking and Drug Use is seeking input from the community about how to best keep our children safe. If you live or work in Tempe, you have the chance to take a 15-minute survey to make your voice heard.

The purpose of this survey is to learn views of the community as it applies to underage drinking, which will help the Tempe Coalition improve local prevention efforts. [More >>](#)

Nominate Someone for a City of Tempe MLK Diversity Award

The Tempe Human Relations Commission, together with the City of Tempe, is seeking nominations through December 4 for its 18th Annual Diversity Awards. Award winners will be recognized at the Tempe Martin Luther King, Jr. Celebration Diversity Awards Dinner, on Saturday, January 16, 2016 at The Marriott Tempe at the Buttes. [More >>](#)

5th Annual Holiday Champagne Brunch & Auction

Lost Our Home Pet Rescue will host its 5th Annual Holiday Champagne Brunch & Auction on Sunday, December 6 at the Arizona Biltmore Resort. Organizations interested in donating to the silent auction or becoming a sponsor are asked to contact Jodi Polanski at jodi@lostourhome.org. Individual tickets and tables of ten are also available. [More >>](#)

Member News



Hi There!

Click to view our New Members,
Renewals, Premier Membership,
and 110% Club

The **Kyrene School District** was one of 19 businesses and organizations honored by Salt River Project (SRP) as a "Champion of Energy Efficiency" at a luncheon which featured six-time Olympic Gold Medal swimmer Amy Van Dyken as the keynote speaker.

Gretchen Murry of the **Embassy Suites Hotel** received the Chairman Award by the **Tempe Tourism Office**. Vice Mayor Corey Woods was also recognized for his service on their board of directors.

Maricopa Corporate College was recently named the 2015 Entrepreneurial College of the Year by the National Association for Community College Entrepreneurship.

Davis Miles McGuire Gardner has merged with Hirschi Steele & Baer of Salt Lake City, Utah. This will allow DMMG to serve their Utah-based and Arizona clients better and give the Hirschi Firm access to resources in Arizona and New Mexico. The Hirschi Firm will keep its current name and be a practice division of DMMG.

Got News?

Is there something exciting going on in your business? Did you land a really big deal? Did a team member join a board? Are you offering new services? Did you sponsor an event? **If it's news to you, it's news to us!** 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!

Business Spotlight Blog - We Want to Showcase You!

As a **free** benefit to our members, we want to feature your company in a Business Spotlight feature on our blog. This is a way for you to tell the community your story, who you are and what you do. There's no cost involved. It's just another advantage of your membership in the Tempe Chamber.

Our blog also features articles and information from our members, staff and the business community. We have lots of digital foot traffic and would like to send some of it your way.

We welcome submissions using the specifications and form [found here](#).

We look forward to hearing from you and helping spread the word about your business!



Social Media Shout Out!

It's usually "Fido Friday" at the Tempe Chamber when our Director of Stress Management pops in for her weekly sessions with staff. This past Friday she got into the spirit of Halloween and came dressed as a lion. Check out the full

video on our [Periscope](#) page.

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. [Click here](#) to check out the current deals.

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

Community News

ASU, Community Colleges Launch First Joint Program for Foster Students

Two years after a bill passed giving Arizona's foster children free college tuition, a helpful Phoenix program emerged. [More >>](#)

Arizona Legislature Approves Education-Funding Settlement

The Senate early Friday afternoon echoed the work of the House of Representatives and approved a three-bill package that would settle a K-12 funding dispute if voters agree. Three Democrats joined with the Senate's 17 Republicans to vote for the package, saying they couldn't pick and choose the parts of the deal they liked. The bills are tied together and approval was needed on all three for the settlement to advance. [More >>](#)

Tempe to Hold Third Public Meeting About Proposed Bike Boulevard

Tempe wants residents, businesses and bicyclists to weigh in on the city's first proposed Bike Boulevard - the Seat Route, which would run east-west along Knox Road, Lakeshore Drive, La Vieve and Caroline lanes, between the I-10 and Loop 101 in south Tempe. The city is holding its third round of public comment, with a public meeting Nov. 5 from 6 to 7 p.m. at Arizona Community Church, 9325 S. Rural Road, and online comment opportunity until Nov. 16. [More >>](#)



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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