

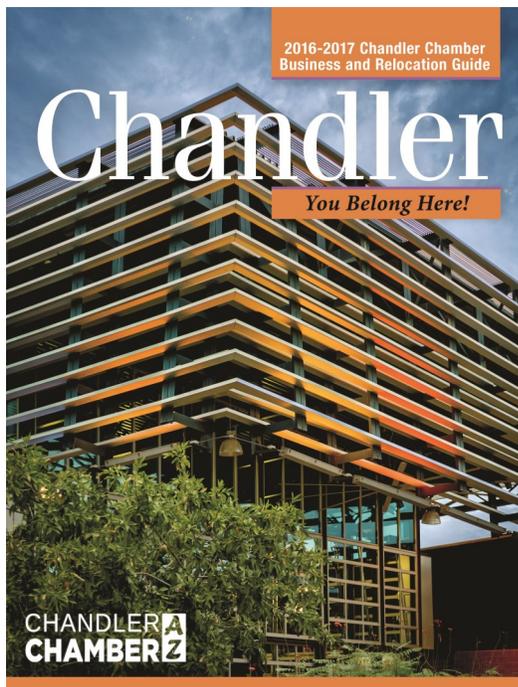
# Chandler Chamber LIVING

January, 2017



# In this issue . . .

- 2 2017 Board Chair Welcome
- 3 Ostrich Festival Kick-off Weekend
- 4 Ribbon Cuttings
- 5 Community Awards Nominations
- 6 Calendar
- 7 Meet the Elected Officials Breakfast
- 8 Education & Workforce Development
- 10 Did You Know
- 14 Public Policy
- 15 Photo Gallery
- 16 Ambassador of the Month
- 17 Mixers



CLICK OUR NEW DIRECTORY COVER TO SEE THE  
ONLINE VERSION OF THE 2016—17 CHAMBER DIRECTORY

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# 2017 Chandler Chamber Board of Directors



## Executive Committee



**Terri Kimble**  
Chandler Chamber  
*President/CEO*



**Victor Napolitano**  
Alliance Bank of Arizona  
*Board Chair*



**Jane Hanson**  
Dignity Health Chandler  
Regional Hospital  
*Vice Chair*



**Jeremy McClymonds**  
FORM Prosperity  
Wealth Advisors  
*Immediate Past Chair*



**Camille Cisek**  
Orbital ATK  
*Secretary*



**Faye Stone**  
Incognitos  
*Treasurer*



**Richard Amaro**  
Posinelli PC  
*Legal Counsel*



**Lauren Pugh**  
Gear Up Promotions  
*Membership Service Co-Chair*



**Stephanie Salazar**  
ASU  
*Public Policy Co-Chair*



**Ryan McCaigue**  
Unwired  
Engineering  
*Mktg/Comm/IT*



**Ralph Guariglio**  
Arizona Residential & Commercial Realty  
*Ostrich Festival Chair*



**Molly Bell**  
PayPal  
*Programs & Events*



**Teri Gittus**  
Pioneer Title  
*Public Policy Co-Chair*



**Steve Greenhalgh**  
Arizona Pest Prevention  
*Membership Services*



**Dunston Simpson**  
COX Business  
*Executive Committee*



**Mike McClanahan**  
St. Vincent de Paul  
*Executive Committee*



**Tim Layton**  
Air Products & Chemicals  
*Executive Committee*



**Dan Kush**  
Consultant  
*Executive Committee*



**Sergio Baiza**  
Wells Fargo Bank



**Carlos Becerra**  
Toyota Financial Services  
*Golf Chair*



**Michael Brienza**  
Earnhardt Auto Centers



**Adrienne Bryant**  
Bryant Commercial  
Real Estate



**James Christensen**  
KCA Event Management



**Aaron Dock**  
Salt River Project



**Nancy Dudenhoefer**  
Kyrene School District



**Beth Fiorenza**  
Downtown Chandler  
Community Partnership



**Lori Gallegos**  
First Credit Union  
*Finance Committee*



**Dr. Craig Gilbert**  
CUSD  
*Education Co-Chair*



**J. Green**  
Texas Western  
Hospitality  
*Tourism Chair*



**Rick Heumann**  
CMA



**Renee Levin**  
Intel Corporation  
*Education Co-Chair*



**Ann Marie McArthur**  
About Care



**Steve Murphy**  
Sunpin Solar



**Gilbert Ochoa**  
Creative + Cultural



**Jane Poston**  
J2 Media  
*Women in Leadership Chair*



**Rustyn Sherer**  
APS



**Delaney Starks**  
Bell Mortgage



**Merlin Smith**  
Garmin International



**Shelly Winson**  
True Choice Benefits, LLC



**Mayor Jay Tibshraeny**  
City of Chandler  
*Ex-officio*



**Nora Ellen**  
Keller Williams Realty  
City of Chandler  
*Ex-officio*



**Joan Saba**  
Saba's Western Wear  
*Chamber Foundation Chair Ex-officio*



**Representative Jeff Weninger**

AZ House of Representatives  
Floridino's Pizza & Pasta



## Victor Napolitano, Alliance Bank of Arizona

2017 Chamber Board Chair

VNapolitano@alliancebankofarizona.com

For 104 years the Chandler Chamber of Commerce has been an integral part of nurturing and growing the East Valley's economic development. As the 2017 Board Chair, I look forward to an exciting year of new programs, technology and education that will continue to keep Chandler in the forefront of Arizona business.

This year, the Chamber will increase our business retention and expansion visits to your businesses, learning from you, our members, how we can help you succeed. Our CEO video spotlights will feature a different CEO monthly, interviewed by Terri Kimble, our President/CEO, there again, pushing out information about our members, their success stories and their accomplishments.

As a parent of three school-age children, I realize the importance of providing our young people with tools that will not only help realize their dreams, but also meet the qualifications that our technology driven employers have come to require. Our Education and Workforce Development committee will be meeting monthly at the Chamber, bringing together our K – 12 school districts, representatives from the university level and stakeholder businesses forging a path to success for our future workforce.

As we lead the charge in the East Valley, it has become even more important to work together towards common goals with united leadership. To that point, we recognize and appreciate those who have shared our vision, and led the efforts that generated the success the Chandler Chamber has enjoyed.

The Please feel free to reach out to me with your concerns and suggestions as I welcome your input.

## Commentary from Mayor Tibshraeny @jaytibshraeny



Later this month, I will deliver my 2017 State of the City address. The theme we have chosen for this year's event is car technology. The rapidly growing field of automotive research and development in Chandler fits well with our reputation as the Innovation and Technology Hub of the Southwest.

Chandler has the talent base (we have been ranked as the top spot in the nation for Millennial job seekers by NerdWallet), transportation system, quality lifestyle and institutional partners like Intel that make it a natural draw for these types of employers.

Google recently changed the name of its self-driving car technology operation to Waymo and is developing a large presence in west Chandler. It joins companies like Intel, Garmin and General Motors who are also developing bleeding edge car technology and research here in our City. Automotive tech companies further diversify Chandler's employment base, allowing us to remain economically strong and able to continue to maintain and develop infrastructure while providing amenities that companies – and our residents -- seek.

But cars and technology won't be the only topics of discussion during my address. We're doing some interesting things in north Chandler that deserve the spotlight. And, I'll talk about the state of our fiscal house, expanded communication efforts to be even more transparent, new capital projects, our downtown, and much more.

Please join me on Tuesday, January 31, with a reception at 6 p.m., followed by my remarks. The event will be at the Chandler City Council Chambers, 88 E. Chicago Street. In the meantime, please follow me on Twitter for more City news: @jaytibshraeny.

Finally, I want to thank the folks at Orbital ATK for their continued confidence in Chandler. In December, the City Council approved an agreement that allows for 500 new engineering jobs along the Price Corridor. This adds to an already significant base for the company here in our community. The many locates and expansions we experienced in 2016 show that we are on a very good course.

So, Happy New Year Chandler! We look to keep the momentum going in 2017, with more exciting announcements for the Chandler business community. Here's wishing you all a prosperous year.

## [CLICK FOR FUN RUN](#)

### MAYOR'S FUN RUN & 5K

- Registration at [ostrichfestival.com](http://ostrichfestival.com)
- \$5 CUSD (1.5 mile) run at 7:30AM
- \$20 Mayor's Fun Run & 5K at 8:15AM
- Prices vary after February 17
- All racers receive a participation medal
- Awards for top finishers



## [CLICK FOR PARADE](#)

### OSTRICH FESTIVAL PARADE

- Parade starts at 10AM
- Floats, dignitaries, pageant winners, classic cars, bands, horses, dance teams and over 100 other entries will make their way through Downtown Chandler
- The deadline for parade entries is February 17 at [ostrichfestival.com](http://ostrichfestival.com)



CHANDLER CHAMBER  
**OSTRICH  
FESTIVAL**  
KICK OFF WEEKEND  
MARCH 4, 2017



- 14th Annual Chandler Classic Car Show
- Free, family-friendly event
- Food, vendors and more
- For more info and to register your car, visit [ostrichfestival.com](http://ostrichfestival.com)

### CHANDLER CLASSIC CAR SHOW



- Chandler Police Department Annual Public Safety Fair in partnership with Chandler Fire, Health and Medical Department
- Fair takes place 10AM-2PM
- Police and Fire Display
- K-9 Unit
- Tactical Robot
- Free child fingerprints
- Face painting and more
- Appearance by "McGruff," the Crime Dog

### PUBLIC SAFETY FAIR

## [CLICK FOR CAR SHOW](#)

## [CLICK FOR PUBLIC SAFETY FAIR](#)

# Ribbon Cuttings



**Cuisine & Wine Bistro**  
4991 S Alma School Rd, #1  
Chandler, AZ 85248



**Elements Massage South Chandler**  
3901 S Arizona Ave, #1  
Chandler, AZ 85248



**Advanced Auto Parts**  
6170 W Chandler Blvd.  
Chandler, AZ 85226



**La Sala Tequila Cantina**  
2475 W Queen Creek Rd, #5  
Chandler, AZ 85248

**10% off**

Save 10% on Business  
Select and Anytime fares  
through SWABIZ.

**Southwest**  
Corporate Travel

[Learn more](#)

# Chandler Chamber Calendar

*Events and Programs to Help You Learn and Prosper*  
Register for events on calendar page of [chandlerchamber.com](http://chandlerchamber.com)



## Young Executive Series (YES)

Join the Chandler Chamber's Young Executives when they visit the C2 Tactical Shooting Range. Learn how to keep your eye on the target and make those connections that can grow your business! A small amount of ammunition will be provided and more can be purchased. Enjoy pizza and beverages.

Thursday, January 5  
5 pm to 7 pm  
C2 Tactical Shooting Range  
8475 S. Emerald Dr. Ste. 106  
Tempe, AZ 85284  
[REGISTER](#)



## Meet the Elected Officials Legislative Breakfast

This is your chance to meet the elected officials that represent you in our government, school boards, city council and more. We'll also be unveiling the new 2017 "How We Stand" document, which depicts legislative agendas and priorities for the coming year. Register now as seating is limited.

Friday, January 6, 2017  
Registration at 7 am  
7:30 am to 9:30 am Program  
Hilton Chandler  
2929 W. Frye Rd.  
Chandler, AZ 85224  
[REGISTER](#)



## Wake Up Chandler

Start your morning off right making connections for your business. Sharpen your :30 commercial and bring your business cards. Enjoy your morning coffee and light breakfast treats while you network.

Wednesday, January 11  
7:30 am 9 am  
Alamo Draft House  
4955 S Arizona Ave  
Chandler, AZ 85248  
[REGISTER](#)



## East Valley Breakfast with the Governor

The East Valley Chambers of Commerce Alliance and East Valley Partnership invite you to attend this special event featuring the Honorable Doug Ducey.

Thursday, January 12  
7 am Registration  
7:30 am Breakfast  
8 am to 9 am Program  
Sheraton Mesa Hotel at Wrigleyville West  
[REGISTER](#)



## Women in Business Luncheon with Tram Mai from 12NEWS

Please join us for the January Women in Business Luncheon when local TV anchor Tram Mai from 12NEWS will join us to talk about her work-life balance, and professional development. She will also talk about how the television industry is changing having to compete with instant news via social media.

Tuesday, December 20  
10:45 to 11:45 am Mentoring  
Noon to 1:30 pm Keynote/Lunch  
Soho 63  
63 E Boston Street  
Chandler, AZ 85225  
[REGISTER](#)



## Ask An Expert—Why You Need a CRM

Jill Gengler from Infusionsoft will talk about how a CRM can help organize your client list to benefit your organization outside the realm of direct sales. Learn how it can help you manage your client list to save time, effort and money.

Tuesday, January 31  
Noon to 1 pm  
Chandler Chamber Office  
25 S Arizona Place, #201  
Chandler, AZ 85225  
[REGISTER](#)

The Chandler Chamber of Commerce  
cordially invites you to attend the

# 2017 Meet the Elected Officials Legislative Breakfast

featuring

- ◆ Updates from Arizona's Elected Officials
- ◆ Jennings Imel from the U.S. Chamber of Commerce
- ◆ Unveiling of the Chandler Chamber "How We Stand" booklet depicting our legislative agendas and priorities

[Register at ChandlerChamber.com](http://ChandlerChamber.com)

**CHANDLER**  
**CHAMBER**

Hilton Chandler  
2929 W Frye Rd.  
Chandler, AZ 85224

Friday, January 6, 2017  
7:30 am to 9:30 am  
Registration at 7 am



Jennings Imel

The **East Valley Chambers of Commerce Alliance &**  
**East Valley Partnership** Invite You to Attend

**2017 EAST VALLEY BREAKFAST  
WITH THE GOVERNOR**



The Honorable Doug Ducey

**Thursday, January 12, 2017**

Registration 7:00 | Breakfast 7:30 | Program 8:00-9:00

Sheraton Mesa Hotel at Wrigleyville West

860 N. Riverview Mesa, AZ 85201

**Register by January 6th**

[Register Now](#)

[ScottsdaleChamber.com/EVCCAGov](http://ScottsdaleChamber.com/EVCCAGov)





## Education & Workforce Development

### Did you know...

"This year, U.S. public high schools recorded a graduation rate of 83.2 percent, the highest number ever in recorded history. As these students transition into the American workforce, they're likely to have four job changes in less than 10 years. Of those jobs, two billion will disappear by 2030—that's approximately 50 percent of employment opportunities today." ((Impact Hub, (December 5, 2016) Deep dive into Design Thinking with OpenIDEO's, Scott Shigeoka, Retrieved <https://www.meetup.com/boston-openide/events/235768953/>))

As we embark on the fourth industrial revolution, significant focus is being placed on social economics, employment and career readiness placing education attainment at the forefront across the United States. The above statement may seem daunting, however it produces discourse where education advocates collaborate and strategize innovative solutions to ensure a bright, successful future is still within our grasp. To illuminate that path, the Chandler Chamber of Commerce has taken a front seat driving education attainment initiatives specifically for Chandler, Arizona. The Chandler Chamber of Commerce Education Attainment effort is the first multi-school district, multi-business

compact committed to key strategies chartered to increase high school graduation rates and college going rates for Chandler Arizona. The formal Education Forum Committee is comprised of local city, business and education leaders who collaborate and create partnerships to ensure Chandler will have educated talent readily available to meet tomorrow's business needs.

At the November 10, 2016 Education Forum Event, the committee formally linked arms with the Arizona State initiative "Achieve60AZ" centered on education attainment for Arizona. The focus is specific to Chandler but very much mirrors the larger state initiative announced by Governor Ducey several months ago, to ensure 60 percent of Arizonans have a certificate or college degree by 2030.

#### **Specific goals needed to reach Chandler's Education Attainment:**

1. Continue to improve high school graduation rates
2. Increase the "College Going" rates
3. Increase participation in college and career readiness activities
4. Align Workforce trends & encourage course work that excites and engages students in high need fields

#### **Specific volunteer activities where you can engage:**

- Mentorship to high school or college students
- Help educate high school career advisors on in-demand occupations
- Provide a Career Day presentation talk sharing your experience with students
- Provide a workplace experience/tour/field trip for students
- Provide internships/summer jobs (college and/or high school students and teachers)
- Sponsor a business/education event
- Aid in education reform initiatives



If you are an education advocate and would like to volunteer or ensure your voice is heard, join us! The Education Forum Committee meets the third Monday of every month from 3 pm to 4:30 pm. Please contact [Zella Muro](#) for more information.

**REGISTER**

Live Training Event

# Project Management Workshop



Instructor  
**Mary McNally, PMP**



Project Training Plus

## Learn How to Successfully Plan and Manage Projects

With **Mary McNally**, PMP, PMI-RMP, PMI-ACP



Thursday: **January 26**

- 9:15AM - 4:00PM
- Chandler Chamber of Commerce
- Lunch and Refreshments **Included**

Designed for **busy professionals** who want to **feel more organized and more productive** in 2017.

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**Claim your spot by 12/31/16 and get a FREE Reference Guide**

"Project Management Memory Jogger" by Goal QPC is a great reference guide for anyone who manages projects. It's useful for the "accidental" project manager as well as for those studying for a project management professional credential exam (click to see what you'll get for FREE).

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# Did You Know...

## Chandler to host an international film festival

Chandler is finally home to a world-class film festival. The Chandler International Film Festival is coming to Downtown Chandler from Friday January 13th through Sunday January 15th, 2017, at SoHo 63 on E. Boston St. An eclectic mix of filmmakers, industry professionals, students and movie buffs will gather to network, have a good time and celebrate the magic of cinema.

An eclectic and pioneering film festival, CIFF will feature screenings of more than 100 movies selected from thousands of submissions by talented filmmakers from all over the world. The primary focus of the festival is to showcase creative independent film direction through diversity, innovation and uniqueness while capturing the series of movements and experiences of a single film.

The Chandler International Film Festival is designed to help filmmakers from across the world build an audience for their projects and work to diversify the film industry, provide support through reviewing, judging, marketing, and distribution networking, and try to help overcome any other obstacles.

Throughout the year, films have been submitted, screened and selected for awards such as "Best Picture of the Month", which gets a screening at the annual event to compete for "Best of the Best Picture." For each month, the official selection and winner are announced on the CIFF website, [chandlerfilmfestival.com](http://chandlerfilmfestival.com). In addition, all monthly "Best Picture" winners get a TROPHY and distribution offer. There will also be a "Viewer's Choice" award that attendees will vote for over the weekend. Filmmakers will have access to festival screenings, red carpet interviews and all the networking opportunities that come along with a festival of this size and magnitude.

The festival will begin Friday evening with a five o'clock cocktail hour with festival attendees, the Chandler Chamber of Commerce and "The DC" Downtown Chandler, followed by the opening ceremony with remarks from Jim Grieshaber of iHeart Radio and JAMM7 serving as emcee. It will include a premiere dinner and movie screening Saturday night, daily industry workshops and nightly after-parties and will culminate with the Awards Ceremony on Sunday evening. The event is open to the public, and ticket prices start at just \$25. Food and beverages will be available throughout the weekend. Tickets will go on sale next week.

## PayPal Awards GIVE grants to five local non-profits

Part of the community impact work that PayPal supports is through its Arizona GIVES Grant Team. This employee-led committee has the great privilege of working with teammates and the many charitable efforts they're involved with locally.

Twice a year, PayPal encourages employees to recommend non-profit organizations, in which they're directly involved with, for a grant (in 2015, PayPal awarded \$60,000 in GIVE grants to organizations that Arizona employees nominated).

PayPal takes great pride in building strong relationships. Fifteen employees saw a critical need in the local communities we serve that needed to be addressed. Even though the Arizona Grant Team at PayPal was not able to fund all the incredible organizations that were nominated, they were ecstatic to award \$35,200 in November 2016 to the following five charities including ICM Food and Clothing Bank, Arizona Council on Economic Education, Junior Achievement of Arizona, Spina Bifida Association of Arizona and Matthew's Crossing Food Bank.

PayPal is committed to harnessing the power of people and technology to build a world-wide network for good that inspires and enables everyone, and is very proud to support non-profits that have special meaning to its employees.

## Orbital ATK announces expansion of launch vehicles operations in Chandler

Orbital ATK, a global leader in aerospace and defense technologies, has announced the expansion of its Launch Vehicles Division operations into an additional facility in Chandler. The company will lease approximately 46,000 square feet of office space at the southeast corner of the Loop 101/Loop 202 interchange in the heart of Chandler's Price Corridor. The new Orbital ATK facility will help support a projected growth of up to 500 full-time, high-wage jobs over a five-year period.

Orbital ATK's launch vehicle business began in Chandler in the 1980s and has since grown to more than 1,200 employees across two locations along the Price Corridor. The business provides launch vehicles for commercial, civil and government customers. Throughout greater Phoenix, Orbital ATK supports more than 2,000 high-tech and high-paying aerospace and defense jobs and a total payroll of more than \$170 million.

"Orbital ATK has a 30-year history of designing and building rockets in Chandler, Arizona," said Rich Straka, Orbital ATK's Vice President and General Manager of Launch Vehicles Division. "Our launch vehicles deliver commercial and government payloads into orbit, including critical supplies to the crew aboard the International Space Station. We also build missile defense interceptor and target vehicles that are critical to the nation's security. This cooperative agreement with the state of Arizona and City of Chandler helps ensure we have the room to support those vital programs for our country."

"Orbital ATK has long been an anchor on the Price Corridor and a vital contributor to Chandler's reputation as the Innovation and Technology Hub of the Southwest. We appreciate the company's continued faith in the City expressed through their selection of Chandler for this expansion project," Chandler Mayor Jay Tibshraeny said. "We have seen a number of Chandler companies expand their workforce this past year and these new, high-level engineering jobs, will have a tremendous impact to the region as Orbital ATK continues its strong investment in Chandler."

## ADOT Loop 202 South Mountain Freeway updates

For updates on the Loop 202 South Mountain Freeway, log in to [www.southmountainfreeway.com](http://www.southmountainfreeway.com)

# Did You Know...

## Execute to Win (ETW) chooses Chandler for new location

Execute to Win (ETW), a software and management technology company, has signed a lease for office space in Downtown Chandler. ETW will locate in 4,645 square feet of office space in the First Credit Union Building, 25 S. Arizona Place, and expects to be operational by June 2017. The company currently has 25 employees, and this new space is expected to accommodate growth to 50 employees by the end of 2017. ETW provides a platform to track, evaluate and measure employee performance against the major objectives of the organization and easily execute and translate long-term strategy into clear, actionable goals.

"The City of Chandler is proud to welcome ETW to Downtown Chandler. These high-wage technology jobs are an excellent fit with our City's economic development goals and contributes to Chandler's reputation as the Innovation and Technology Hub of the Southwest," stated Mayor Jay Tibshraeny. "We thank the company for both their confidence and investment in the City."

## Enduring the turmoil of Tule Lake is coming to Chandler Museum

Chandler Museum is hosting *The Art of Survival: Enduring the Turmoil of Tule Lake*, Dec. 27, 2016 – Jan. 27, 2017, an exhibit that explores the experiences and events at Tule Lake, a Japanese American camp where many prisoners from Arizona's Gila River Internment Camp were transferred. The traveling exhibition probes the complexity of this unique Japanese American confinement site, which was located in Newell, CA. During WWII, there were 120,000 people of Japanese descent who were incarcerated to internment camps. Tule Lake became the only officially designated segregation center and was ruled under martial law. This location was the largest of the ten confinement sites and, because anyone deemed a troublemaker by the federal government was relocated to Tule Lake, it ultimately housed people who had once been at one of the ten sites. The exhibit is at Chandler Museum's McCullough-Price House, located at 300 S. Chandler Village Drive (south of Chandler Fashion Center). Hours are Tuesday through Saturday, 10 a.m. – 4 p.m. An opening reception for the exhibit will be held Friday, January 6, 6 p.m.- 8 p.m., featuring tours of the exhibit from staff.

## Proposition 206—What Employers Need to Know

On November 8, Arizona voters adopted Proposition 206. Prop 206 increases the state minimum wage and requires employers to provide paid medical leave to workers. Details of the Prop 206 provisions are as follows:

### Arizona Minimum Wage Increase

Prop 206 increases the existing state minimum wage of \$8.05 per hour to \$10.00 in 2017, \$10.50 in 2018, \$11.00 in 2019 and \$12.00 in 2020. Beginning in 2021, the state minimum wage will increase each year by the cost of living. Businesses with employees that receive tips may pay workers up to \$3.00 per hour less than the minimum wage, as is currently the law.

### Paid Medical Leave

Beginning on July 1, 2017, Prop 206 also requires employers to provide employees with "earned paid sick time" for the following:

- an employee's medical care or
- an employee's mental illness
- an employee's physical illness
- an employee's injury or condition
- an employee's need to care for a family member with a mental
- an employee's need to care for a family member with a physical illness
- an employee's need to care for a family member with an injury or condition
- family member who needs medical care
- a public health emergency
- an absence due to abuse of a child or vulnerable adult
- domestic violence
- sexual violence or stalking

# Did You Know...

## Proposition 206—What Employers Need to Know cont.

A small business currently exempt under the state minimum wage law would be covered as an employer for the purposes of the sick time requirements. A person receiving public benefits who is engaged in work activity as a condition of receiving public assistance is covered as an employee for purposes of the sick time requirements. A person who is employed by a parent or a sibling or who is employed performing babysitting services in the employer's home on a casual basis would not be covered as an employee.

Employees earn at least 1 hour of sick time for each 30 hours worked; employees in companies with fewer than 15 employees are not entitled to accrue or use more than 24 hours of sick time each year. Employees in companies with 15 or more employees are not entitled to accrue or use more than 40 hours of sick time each year.

An employer may select higher limits for accruing or using sick time. An employee may use sick time as it accrues, except that an employer may require an employee hired after July 1, 2017 to initially wait 90 days before using accrued sick time. Unused sick time does carry forward to the following year. The employer may elect to pay the employee for the unused sick time at the end of the year and provide the employee with the required amount of sick time for use in the following year. An employee is not entitled to payment for 24 unused sick time upon leaving employment.

The employee is not required to find a replacement worker to cover the hours for which sick time is taken. The employer can require reasonable documentation for three or more consecutive days of sick time. An employer would not be allowed to interfere with, restrain or deny any rights protected under Prop 206, nor could an employer retaliate or discriminate against an employee because the employee exercised those rights.

Prop 206 contains additional employer notice and recordkeeping requirements and enforcement and civil penalty provisions. An employer is required to treat information regarding health, domestic violence, sexual violence, abuse and stalking as confidential. The Industrial Commission of Arizona will enforce and implement the sick time statutes.

Lastly, local government are not prohibited from enacting a law providing for greater paid sick time rights. Employers may adopt a more generous sick time policy. The sick time requirements would not apply to employees covered by a current collective bargaining agreement or to a valid collective bargaining agreement if the requirements are expressly waived in the agreement.

### TIMELINE

Employers should note the dates on which the new requirements take effect.

#### JANUARY 1, 2017

The Arizona Minimum Wage increases to \$10.00/hour.

#### JULY 1, 2017

Employers must implement "earned paid sick time".

#### JANUARY 1, 2018

The Arizona Minimum Wage increases to \$10.50/hour.

#### JANUARY 1, 2019

The Arizona Minimum Wage increases to 11.00/hour.

#### JANUARY 1, 2020

The Arizona Minimum Wage increase to \$12.00/hour.

#### JANUARY 1, 2021

The Arizona Minimum Wage adjusts annually with the Consumer Price Index.

Should you have questions about the new laws or any other business issues, please contact the Chandler Chamber of Commerce at (480) 963-4571.

**As you know we are embattled in the lawsuit against Proposition 206, the minimum wage and paid time off increase that went into effect on January 1. Next month the Supreme Court will decide if they will take jurisdiction of the case or send it to the Court of Appeals.**

**There has been a great deal of media about this issue and we need to keep it going with real-time examples of Prop. 206's impact on our local and small businesses. Please send us everything you have in the way of examples including notices of price increases, layoffs, closures, etc.. There is a great deal we can do through earned and social media to influence public opinion.**

**We are collaborating with the Arizona Chamber of Commerce and Industry to collect this information. Please send your information to [terri@chandlerchamber.com](mailto:terri@chandlerchamber.com) by Wednesday, January 11th to have your voice heard.**

# ADA Update

## Update on the ADA from the Attorney General's Office

### BACKGROUND

Thanks to a Chamber member, we were informed a few months ago of the lawsuits being filed against businesses and property owners in and around Chandler as well as other cities in the east valley. The Chandler Chamber of Commerce, in conjunction with the City of Chandler, held an informational meeting and were able to share information. Since that time the Arizona Attorney General's Office has taken action and is now working to resolve the legal challenges.

### This is a recent update from the Arizona Attorney General's Office

On Wednesday, December 7, the Attorney General's Office just filed a Motion to Dismiss and Motion for Judgment on the Pleadings, in which the AGO asked the Court to dismiss all of the 1,000+ Consolidated Cases without leave to amend. Plaintiffs will now have a chance to respond to the Motion, and then we will have the ability to reply. After that occurs, Judge Talamante may order oral argument, or may simply rule.

Links for the filings are available here:

<https://www.azag.gov/press-release/azag-files-motion-dismiss-more-1000-lawsuits-targeting-az-businesses>

In state court, the AGO's motion to dismiss is still pending, and AID's response is due December 27.

On December 12, Judge Wake held a hearing in federal court on whether to remand one case before him (AID v. MidFirst Bank) to state court. Under the federal standard, if Judge Wake felt it was "absolutely certain" that a remand would be futile, he could dismiss the state claim instead of remanding. As you'll recall, Judge Wake also raised some questions about potential ethical violations by AID's counsel.

The hearing lasted about two and a half hours. Judge Wake extensively questioned AID about their injury (or lack thereof), their damages (or lack thereof), their settlement demands, their ethical responsibilities, and their theory of standing. (Mr. Strojnik claimed that anyone, anywhere in the world could bring an AZDA claim as long as they had knowledge that any instance of non-compliance in Arizona existed.) Notably, in this particular case, AID's settlement demand had dropped all the way down to \$319.

Judge Wake allowed the State to participate as an amicus, and we were able to raise several points at the hearing, including: (1) AID's lack of standing under Arizona Supreme Court precedent; (2) AID's circumvention of the ADA by setting up an agreement with Mr. Strojnik in which Mr. Strojnik agrees to charge a \$5,000 flat fee but then promises to "donate" the fee back to AID, thus allowing AID to collect more than it actually had to spend; and (3) the fact that many defendants are not, and were not, represented by counsel, and thus may not have realized how unreasonable AID's settlement demands were, or been able to see that AID presented inflated damages and fees amounts with no basis in fact or law.

Judge Wake took the matter under advisement, and I will let you know when he issues a ruling. Obviously, any ruling that he makes does not directly apply to any of the Consolidated Cases in state court, but his ruling could provide helpful information for Judge Talamante to consider when he is evaluating whether these cases should be dismissed and/or whether AID and its counsel should be sanctioned.

*Matthew du Mée | Office of the Arizona Attorney General*

*Senior Litigation Counsel*

### ADDITIONAL INFORMATION

Thanks to ABC15 Investigative Reporter, David Biscobing for his work on this story. Please follow David on his Facebook page at:

<https://www.facebook.com/DaveBiscobing/>

Aired on ABC15: August 3, 2016

<http://www.abc15.com/news/local-news/investigations/cash-for-compliance-abc15-uncovers-surprise-about-group-flooding-valley-with-ada-lawsuits>

[MORE](#)

Chandler Chamber of Commerce  
**PUBLIC POLICY SERIES**

Friday, January 27, 2017



Garrick Taylor

Garrick Taylor will be giving a forecast of the 2017 Legislative Session. Taylor is the senior vice president of government relations and communications for the Arizona Chamber of Commerce and Industry, where he serves as the Chamber's lead advocate at all levels of government.

**REGISTER**

8 am to 9 am  
Chandler Chamber of Commerce  
25 South Arizona Place Suite 201  
Chandler, AZ 85225



**\$AVE THE DATE**

Chandler Chamber of Commerce  
**Economic Update Luncheon**

You won't want to miss the first Economic Update Luncheon of the year!

Micah Miranda, Economic Development Director for the City of Chandler and Kim Moyers, City of Chandler Downtown Redevelopment Manager will give updates of current and future projects.



Micah Miranda



Kim Moyers

Wednesday, January 25, 2017  
11:30 am to 1 pm  
Crowne Plaza San Marcos Golf Resort  
1 N San Marcos Pl, Chandler, AZ 85225



# Gallery

Young Executives giving back at Boys & Girls Club Compadre Branch



Wake Up Chandler @ SoZo Coffee



Wake Up Chandler cont.



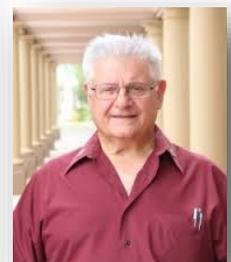
Business After Business @ AMF Chandler Lanes



Women in Business



Congrats to Bill Farretta and the new additions to his family, Mitzi, Sydney and Luther



# Welcome New Members



Click the icon to see the  
Chamber's new members

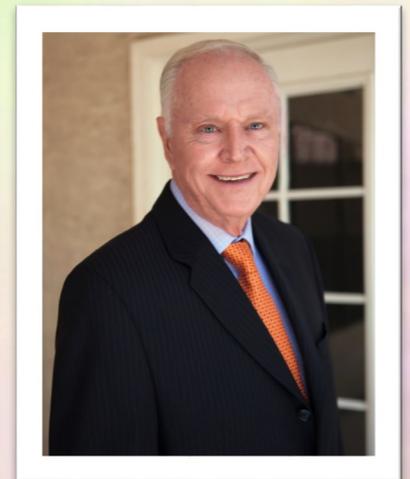


## Thank You for Your Continued Support

Click the icon to see the  
Chamber's renewing members

## Ambassador Of the Month

Congratulations  
Michael Brienza  
Earnhardt Auto Centers



**What is your home town?**

Brooklyn New York – moved to Wappingers Falls, New York

**Share your favorite networking tip.**

Meeting new people listening and caring to support them if possible

**What is your background?** After the service went to IBM, Silicon Valley in San Jose, CA. As Group Sales Director of Corporate Sales for the Earnhardt Auto Centers, I oversee the Chamber of Commerce VIP Program working with Earnhardt executive management & sales team. Our mission is to ensure chamber members receive incredible customer service, no hassle buying experience, \* transparent haggle free VIP pricing & service. My professional career has been dedicated to management, service & caring about people to ensure that their needs are addressed. In my career, customer service is primary; treating people with integrity, respect, a smile & a let's make it happen attitude.

**Where do you find innovative ideas for your company?** Years of experience in Fortune 50 Companies

**What is one thing that is new in your business?** VIP Program for Chamber Members.

**Share one financial strategy that made your company more successful this year.**

Trust & Caring about our Customer and employees. Thus offering world famous pricing, ongoing service long after purchase and treating customers like they are part of the Earnhardt Family. "And that ain't No Bull!"



Visit [chandlerchamber.com](http://chandlerchamber.com) to register for events

If you are interested in hosting a mixer, contact Your Chamber representative or [click here](#).

\*Refunds will only be given with a 72 hour cancellation notice.

The Chandler Chamber holds mixers twice a month, in the morning and evening to help you engage and connect. If you are interested in hosting a Chandler Chamber mixer, please

## Wake Up Chandler—7:30 am to 9 am

**Wednesday, January 11**

**Alamo Drafthouse**  
4955 S Arizona Ave  
Chandler, AZ 85248



*Thank you to our sponsor*

**Wednesday, February 14**

**Steven Vogt, CPA**  
1807 E Queen Creek Rd, Ste 5  
Chandler, AZ 85286

**Wednesday, March 8**

**Shoppers Supply**  
2880 S Alma School Rd  
Chandler, AZ 85286

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## Business After Business - 5 pm to 7 pm

**Thursday, January 19**

**Rick's Pub & Grub**  
4910 W Ray Road Ste 3  
Chandler, AZ 85226



*Thank you to our sponsor*

**Thursday, February 16**

**Incognitos**  
2050 N Alma School Rd, #23  
Chandler AZ 85224

**Thursday, March 16**

**Ginger Monkey**  
4910 W Ray Road Ste 3  
Chandler, AZ 85226



*Thank you to our Cash Pot sponsor*

# Engage Grow Prosper

The Chandler Chamber Referral Networks help our members network and grow their businesses.

Contact the Membership Development department of your Chandler Chamber for more information on Leads Groups at 480-963-4571.

## Monday Morning Leads Group

7:30 am—8:30 am  
SoZo Coffee House  
1982 N Alma School Rd  
Chandler, AZ 85224

## Tuesday Morning Leads Group

7:30 am—8:30 am  
BLD  
1920 West Germann Road  
Chandler, AZ 85225

## Wednesday Morning Leads Group

7:30 am—8:30 am  
Ocotillo Village Health Club & Spa  
4200 S Alma School Rd  
Chandler, AZ 85248

*\*Second Wednesday no meeting due to Wake Up Chandler*

## Wednesday Lunch Leads Group

11:45 am – 1:00 pm  
Stone & Vine Urban Italian  
1035 W Queen Creek Rd, Ste103  
Chandler, AZ 85248

## Wednesday Leads Group

11:45 am—1:00 pm  
Floridino's  
590 N Alma School Rd  
Chandler, AZ 85224

## Thursday Morning Leads Group

7:30 am—8:30 am  
Rudy's West Country Store & Bar-B-Q  
7300 W. Chandler Blvd  
Chandler, AZ 85226  
*\*Fourth Thurs. no meeting due to Chamber 101*

## Thursday Lunch Leads Group (West Side)

11:45 am – 1:00 pm  
The Old Spaghetti Factory  
3155 W. Chandler Blvd #9  
Chandler, AZ 85226

## Friday Morning Leads Group

7:30 am – 8:30 am  
Chompie's Delicatessen Restaurant  
3481 West Frye Road  
Chandler, AZ 85226



CHANDLER CHAMBER  
**OSTRICH  
FESTIVAL**  
KICK OFF WEEKEND  
MARCH 4, 2017

**OSTRICHFESTIVAL.COM**

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