



Detroit Lakes

CHAMBER NEWS

November 2024 | Volume 31 | No. 11

Official Newsletter of the Detroit Lakes Regional Chamber of Commerce



Detroit Lakes Parade of Lights



Monday, December 2nd

Downtown Detroit Lakes

5:00 Parade Party

Music, tree lighting & shopping

5:30 Parade of Lights

**Washington Ave from Frazee to
Front Street**

Check out the insert for float entry form and sponsorship opportunity!



We love our NEW LOOK!

It was time to refresh the landscaping and front entry with a low maintenance option that created a welcoming entry for our members, visitors and community.

Project accomplished!!



Annual Statement of Ownership published to comply with mailing standards

Get in Touch

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Signature: Jackie Buboltz	Title: Office Manager	Date: 10/01/2024 09:52:33 AM
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I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).

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Our Mission 3

The Mission of the Detroit Lakes Regional Chamber of Commerce is to advance a vibrant business and tourism economy through service, advocacy, networking and innovation.

Get Social



Our Reach in 2024

<u>August 2024</u>	<u>2024 Totals</u>
	Walk-Ins
283	1,809
	Phone Calls
294	1,949
	Website Viewers
60,773	397,011



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Mark Your Calendar!

HR CONNECT

If you have HR in your title or not and you deal with employee issues, this is a great place to ask questions and share best practices. Open to anyone (free to chamber members or \$10 for non-members).



Thursday, November 7th | 8:15 – 9:30 am
Chamber Conference Room | 700 Summit



Chamber members are welcome to join the :45 Fill Up for networking! Bring business cards, event flyers and business information to share.

Wednesday, November 13th | 8:15 – 9:00 am
Chamber Conference Room | 700 Summit Ave

~ Refreshments sponsored by Midco ~

Get Involved!

Be a Chamber Ambassador!

Ambassadors extend a welcome to new businesses, expansions, new locations and new ownership. They make business visits on the 1st Wednesday of each month that are featured in the Chamber newsletter. Ambassadors also assist with ribbon cuttings and ground breakings. Contact Jean at the Chamber.



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4 Ambassador Visits



Ambassador Darin Geray presented a First Dollar of Profit to the owners of Art Materials LLC—Larry & JoAnn Brown and Eric Brown. The art supply store offers a variety of paints, brushes, clay, canvases, sketch pads, fine writing instruments, teaching materials and more! They also offer framing and matting. The store is located at 811 Washington Avenue.



presented a First Dollar of Profit to Lars Odegaard, owner of North Shore Travel Plaza along with his wife Sarah (not pictured). In addition to gas and bait, the store has a deli, hard ice cream and snacks. They also have punch cards for their newly renovated car wash. The convenience store is located at 1129 U.S. Hwy. 10, Detroit Lakes.



Chamber Ambassadors participated in a Ribbon Cutting at Funky Junk, along with members of Frazee's Economic Development Group and presented a First Dollar of Profit. The store is owned by Katie Shellito and is located at 109 West Main Avenue in Frazee. The store offers new, used and consignment items. Shellito has another store in Detroit Lakes.

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5

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Member Renewals

Thanks to the following members who have renewed their DL Chamber Membership from September 26—October 25, 2024. Chamber Memberships renew throughout the year. For a complete list of members, see <https://business.visitdetroitlakes.com/list/>

Allure
Becker County Historical Society & Museum
Detroit Lakes HRA
W. A. Fisher Co.
Forest Edge Gallery
I'll Tile & Stone, Inc.
Marshmallow Animal Shelter

Mini Donuts by Denise
New Hope Church
Red Willow
Paymasters Inc.
Project 412
Skillings Lakeside Resort & RV
TEAM Industries—Audubon
TEAM Industries—Detroit Lakes

Member News

Thanks to the **Becker County Museum** for hosting the MN Unemployment Insurance Program on October 8th.

SJE Inc. joined the relief drive to help those in need in the Asheville, NC area. Detroit Lakes area business, organizations and individuals contributed to send essential supplies and water to help those affected by the storm.

Congratulations to **Essentia Health** for being recognized by Forbes as one of the best employers in Minnesota and North Dakota. By fostering a rich and rewarding work environment for their colleagues, they are also improving the care that is provided to the patients and the communities they serve.

Lakeshirts Blue 84 Licensed/Zephyr division, a leading provider of licensed apparel, stickers and headwear, announces the expansion of its leadership in order to accelerate growth across their suite of licensed brands.

Essentia Health welcomes Sydney Eckhoff, an advanced practice registered nurse and certified nurse practitioner specializing in emergency medicine, to Detroit Lakes.

Market your Business in this Newsletter

Display Ads

These business card sized ads can be placed for one month OR save money by reserving your space for 6 or 12 months for as little as \$35.00/month! Your ad can be the same for every issue or changed as often as you like.

Inserts

Call to reserve your insert in the next newsletter.
\$160 per month. Non-Profits are \$60
Drop off (625) 8½" X 11" copies to the Chamber office by the 24th of the month. Copies can be double-sided, but need to be on standard copy paper, not card stock.

Your Local Legislators

Senator Amy Klobuchar (DFL)

202.224.3244

Senator.Klobuchar@Senate.Gov

Senator Tina Smith (DFL)

202.224.5641

Scheduling@Smith.Senate.Gov

Michelle Fischbach (R)

7th District US House

202 225-2165 or 218-616-2802

Pete Stauber (R)

8th District US House

<https://Stauber.House.Gov/>

Paul Utke (R)

Senate 5

218-255-1131

Sen.Paul.Utke@Senate.mn

Rob Kupec (DFL)

Senate 4

651-296-3205

Sen.Rob.Kupec@Senate.mn

Jim Joy (R)

House 4B

651-296-6829

Jep.Jim.Joy@House.mn.gov

Krista Knudsen (R)

House 5A

651-296-9918

Rep.Krista.Knudsen@House.mn.gov

To find your local representative, go to
<https://www.gis.lcc.mn.gov/iMaps/districts/>



Prepare for 2025 Compliance

***The information provided is not intended to be legal advice nor all-inclusive for state and federal business compliance. Please consult with your employment or business attorney for your specific compliance requirements and questions. Information was obtained from the MN Chamber website, SHRM.org, Office of Minnesota Attorney General, MN Department of Labor and Industry, US Department of Labor, and MN Legislative Commission on Pension and Retirement.*

Effective January 1, 2025

Increase to minimum wage - The 2024 legislative session changed Minnesota's existing minimum wage structure and increased the minimum wage. There will only be one statewide minimum wage rate for all employers, regardless of size. Looking toward 2025, it has already been announced that Minnesota's minimum wage inflator will be 2.6% and the minimum wage will be \$11.13, which will apply to all of Minnesota's businesses, including small businesses. A lower minimum wage may be paid only to those under age 20 and only for the first 90 days of their employment. More information at <https://www.dli.mn.gov/minwage>

Pay transparency - Employers with 30 or more employees in Minnesota are required to include a salary range and a general description of all benefits and other compensation provided in any job posting. Employers are prohibited from leaving salary ranges open-ended within job postings. A job posting that states pay is "starting at \$15/hr" and provides "competitive benefits," for example, will not be sufficient. These requirements are a companion to the prohibition, implemented last year, on asking applicants for salary history information and are aimed at eliminating pay disparities based on protected characteristics.

Price transparency – Minnesota's Deceptive Trade Practices Act

(Min.Stat.325D.44, et seq.) makes it illegal to advertise, display or offer a price for goods or services that does not include all the mandatory fees or surcharge. This law does not dictate what prices are or how much a company can charge for goods or services. Rather it is intended for consumers to make accurate price comparisons. For more information go to https://www.ag.state.mn.us/PriceTransparency/PriceTransparencyLaw_FAQ.pdf

Coming Soon!
A seminar on Price Transparency. Watch for more information with date, time and location in the weekly email blast and the Chamber's social media channels.

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Joy Gultberg, OD

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Compliance Continued

Exempt status salary level increase - Section 13(a)(1) of the Fair Labor Standards Act (FLSA) allows certain employees to be exempt from the minimum wage and overtime requirements if they meet certain criteria that includes a standard salary level. On July 1, 2024, the department increased the standard salary level threshold from \$684 per week to \$844 per week (equivalent to \$43,888 per year). **On January 1, 2025, the department's new salary level will be \$1,128 per week (equivalent to \$58,656 per year).** The Department is not making any changes to existing job duties requirements. Future updates to the salary and compensation levels will occur every three years, so the next update will take place on July 1, 2027. More information can be found at <https://www.dol.gov/agencies/whd/overtime/rulemaking/faqs>.

Coming in 2025

Misclassification of Independent Contractors - Legislation that went into effect July 1, 2024, imposed a new law that adds penalties for misclassifying employees as independent contractors for all industries. Starting March 1, 2025, the construction industry has additional test requirements to show that an independent contractor is properly classified. Check out <https://www.dli.mn.gov/business/employment-practices/worker-misclassification> for more information.

“Secure Choice” retirement: This establishes a new state-run retirement program for private sector employees and requires employers that do not offer retirement plans to participate. Employers will be required to remit the employee's payroll contributions to retirement plans. **Employers cannot contribute and employees can opt out.** Businesses with fewer than five employees are exempt. This policy will be launched mid to late July 2025 and phased in over two years. More information is available at <https://lcpr.mn.gov/SecureChoice.htm>.

DL CHAMBER BUCKS are actual checks from the DL Chamber issued to your business.

Any DL Chamber member can accept DL CHAMBER BUCKS.

Put DL CHAMBER BUCKS in your cash register and treat them like other checks in your bank deposit.

DL CHAMBER BUCKS are not meant to be redeemed for cash, however, practice good customer relations and give change as you would for other checks written over the amount of purchase.

DL CHAMBER BUCKS are being used by businesses and individuals in the community for gifts, incentives, bonuses, promotional prizes, special event drawings and more. Keep their gift excitement going by making it easy for them to redeem their DL CHAMBER BUCKS.

<p>Registering to vote MATTERS</p> <p>In Minnesota, it's easy to register to vote - or update your registration - at any time, including on election day. You must register in order to vote!</p> <p>Register to vote here:</p> 	<p>Early voting MATTERS</p> <p>Early voting is an opportunity to cast your vote when you can, not just on election day. There are easy opportunities via mail or in person.</p> <p>Vote early here:</p> 	<p>Absentee voting MATTERS</p> <p>Voting absentee is a quick and easy way to make your vote count. You can sign up for permanent absentee voting and track the process of your ballot online.</p> <p>Absentee vote here:</p> 
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DL Chamber Bucks Reminder:

For good customer service, please continue to accept ALL Chamber Bucks but let the Chamber office know if you take any \$10.00 checks from First Security Bank; we will exchange them for **new** 1st National Bank checks.



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Joe Skogmo
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Scott Wenner
2026

What's Happening!

November 2024

- 2 Harvest Art Craft & Vendor Market Shops, 10a-3p, Wash Sq Mall
- 2 Free Movie, "The Secret Life of Pets 2", 10am, Odyssey Thtre
- 2 The Kings of Queen, 7:30pm, Holmes Theatre
- 6 Ambassadors, 9:30am
- 6-8 Roses for Rotary, DL Floral & Bergen's Greenhouses
- 7 HR Connect, 8:15-9:30am, Chamber Office
- 7 Holiday Show, 4-7pm, Seven Sisters Spirits
- 9-24 Trolls Temporarily Closed for Hunting Season
- 13 :45 Fill-up, 8:15-9am, Chamber Office
- 14-16 Holmes Art Show, Holmes Ballroom
Thurs 4-7:30pm, Fri 10am-7:30pm, Sat 10am-7:30pm
- 14 Lakes Legends Talent Night, 7pm, Holmes Theatre
- 15 Tracy Byrd Concert, 8pm Shooting Star Casino
- 16 Chase & Ovation Celebrates the Music of Prince, 7:30pm, Holmes
- 18 Project 412's Hotdish Event, 5:30pm, Bucks Mill Brewing
- 22-24 Pink Friday Weekend
- 22 Lakes Crisis Center Festival of Trees, 5:30pm, Holiday Inn
- 22 38 Special, 8pm, Shooting Star Casino
- 24 Lakes Area Comm. Band Concert, 4pm, Holmes Theatre
- 30 Small Business Saturday—support your local businesses

See full calendar of events and local information at
VisitDetroitLakes.com

Please let us know if you have events for our calendar.