



Grand Rapids Area Chamber of Commerce

The Voice of Business

Thank You to Our Outgoing GRACC Board Members

The Grand Rapids Area Chamber of Commerce expresses its deepest appreciation to the outgoing members of the Board for their commitment, expertise, and invaluable contributions to the local business community.

These dedicated individuals have generously volunteered their time and skills, leaving an indelible mark on the Chamber and the broader community. Their collective efforts have played a pivotal role in fostering an environment of growth, collaboration, and prosperity for local businesses.

As advocates for the interests of our business community, these outgoing board members have been instrumental in shaping policies, initiatives, and programs that benefit both businesses and residents alike. Their dedication reflects a shared vision for a vibrant and thriving local economy.

The Chamber recognizes and thanks each outgoing board member for their selfless contributions. Their leadership has not only elevated the Chamber but has also had a positive ripple effect on the entire Grand Rapids area.

Join us in extending best wishes to these remarkable individuals, expressing gratitude for their service and confidence in their continued success in whatever endeavors lie ahead. The Chamber remains strengthened by their collective dedication and passion for fostering economic growth and prosperity.



Roger Hoyum, JDI Contracts



Tami Kottke, Rapids Radio

T H A N K
Y O U !



Michelle Rodenberg, Edward Jones



Kyle Hedlund, Oak Hill Assisted Living

Important Workplace Law Changes for the New Year

As we usher in the new year, businesses and workers in Minnesota should be aware of significant changes on the horizon. The Minnesota Department of Labor and Industry is implementing several laws beginning January 1, 2024.

These changes cover a range of areas. It's crucial for employers and employees alike to familiarize themselves with these updates to ensure compliance and foster a positive and equitable work environment. Here are some highlights from the most recent workplace and wage bulletin from the Minnesota Department of Labor and Industry.



December 2023

Workplace law updates for the new year

Earned sick and safe time

Minnesota's earned sick and safe time (ESST) law goes into effect Jan. 1, 2024. The Department of Labor and Industry (DLI) continues to add resources and materials to help employers comply with the new law. Resources recently added include:

- New [ESST FAQs](#).
- A [recorded webinar presentation](#).
- An [outreach toolkit](#) for organizations and individuals who would like to help build awareness about the ESST law.
- A [sample employee notice](#) in 18 languages. Employers must provide an ESST notice to employees upon the start of their employment or by Jan. 1, 2024, when the ESST law goes into effect, whichever date is later. This notice needs to be provided to employees in English and the primary language of the employee if not English.
- An [ESST workplace poster](#) in 18 languages.

Minimum-wage rate

Effective Jan. 1, 2024, Minnesota's minimum-wage rates will increase from \$10.59 to \$10.85 an hour for large employers and from \$8.63 to \$8.85 an hour for other state minimum wages.

- [Learn more about minimum-wage rates](#).

Pay-history ban effective Jan. 1, 2024

Employers in Minnesota may no longer ask a job applicant about their pay history beginning Jan. 1, 2024. This law is being implemented, overseen and enforced by [the Minnesota Department of Human Rights](#).

For more information on what this means for you, your business, and your employees go to <https://dli.mn.gov/sick-leave>.

Celebrating Exceptional Customer Service

December Customer Service Award Recipient



Shelby Harsha

December Customer Service Award Recipient is... **Shelby Harsha**

This month's Customer Service Award winner is Shelby Harsha from Benders Shoe, Clothing & Gifts, and Target of Grand Rapids.

Congratulations on your exceptional customer service, Shelby! You are a valuable asset to our community, and your nomination was well-deserved for going above and beyond with customers and co-workers. Shelby is known for her kindness and excellent work ethic. Thank you for all you do for our local businesses and customers!

Pictured on the left is Shelby Harsha, and on the right is Laurie Claussen, GRACC Ambassador

Welcome

Grand Rapids Area
Chamber of Commerce

New Members

My Place Hotel
Grand Rapids, MN 55744
Coming Soon!

Allison Ahcan
Grand Rapids, MN 55744
Individual Member

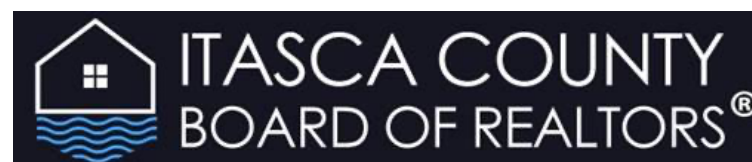
Become A Member of the Grand Rapids Area Chamber of Commerce Today!

Are you looking to engage in creating an environment where rural businesses can feel connected and supported? Become a member of the Grand Rapids Area Chamber of Commerce! As the heart-beat of our vibrant community, the Chamber's, mission is to foster a business environment for growth by connecting, advocating, and educating.

By joining, you gain access to a diverse network of local businesses, thought leaders, policy advocates, and decision-makers. From exclusive events and workshops to advocacy initiatives that shape policy, your membership opens doors to a wealth of resources designed to boost your business.

Stay ahead of the curve, foster meaningful connections, and amplify your voice in the business community. Join the Grand Rapids Area Chamber of Commerce today and discover the power of collective success! **Contact Kerry Larsen at Kerry@grandmn.com or call 218-326-6619.**

This Month's Business Spotlight Recipient:



The Itasca County Board of Realtors is a nonprofit organization comprising over 100 members from diverse backgrounds. We play a pivotal role in shaping the real estate industry in Greater Itasca County. However, our commitment to the community goes beyond our professional duties.

Our members contribute thousands of volunteer hours to various organizations that make this area a great place to live. These organizations include but are not limited to Habitat for Humanity, Great Tails Animal Rescue, Second Harvest, Salvation Army, Itasca County Fair, Grace House, Reif Center, and both Fire and Police Departments.

We organize highway cleanups north of Deer River and hold member events to raise funds for local organizations. Recently, we have supported the Boys and Girls Club, Itasca County Veterans Services, Yellow Ribbon Campaign, North Homes Children's Camp, Grace House, and Second Harvest Food Shelf.

Choosing a local real estate expert means having someone who understands the area and can offer valuable guidance and advice. It also means giving back to the community. We love our community and strive to make it better every year. unity and strive to make it better every year. Call us at (218) 326-4533/www.itscacityrealtors.com or stop by 104 NE 3rd St Ste 260B Grand Rapids, MN 55744



What is Business Spotlight?

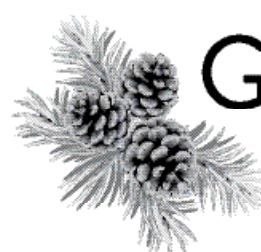
Twelve times per year, a Chamber Member's business in good standing, will randomly be drawn from our database at the monthly luncheon, and spotlighted for the upcoming month.

This selected business has the opportunity to showcase themselves through the Grand Rapids Area Chamber of Commerce network, newsletter and social media, providing added exposure, and marketing opportunities. This programs aims to thank our local businesses and individuals who support the Chamber's mission of connecting, advocating and educating an environment for fostering business growth.

Malissa Bahr: President & CEO

Nicole Franzone: Finance Coordinator

Kerry Larsen: Business Relations Coordinator



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