



GENERAL MANAGERS NEWSLETTER
(January 26, 2012)

“A great deal of talent is lost to the world for want of a little courage.”...Sydney Smith, British writer & cleric

NC Employment Security Commission Website on Past Cases

At a recent CAHA HR Committee meeting we were given a website address for a listing of decisions that have been rendered in the past that one can access to see how companies defended themselves and won. The website has an index of these cases that are listed topically and is a great tool in learning how to defend yourself. Simply go to <http://www.ncesc1.com/pmi/government/governmentmain.asp>

Mecklenburg County is Reviewing Its Solid Waste Plan; You Can Make Input

Those of you at the last membership meeting heard from Lexin Murphy, Senior Environmental Specialist with Mecklenburg County about their approach to updating and expanding their 10-year-old solid waste disposal plan for businesses and residences. They are going to be holding discussion meetings for the general public to get input, and this information will be used in their recommendations to the County Commission for updating the plan.

These meetings will cover things like: expanding the mandatory business recycling ordinance; expanding producers' of waste responsibilities for cutting waste; special events recycling; food scraps and other organics disposed of by commercial operations; alternatives to disposal and institutional waste diversion; and many more.

These public workshops will be held January 27-28. Most of the business oriented topics will be on Friday, January 27, with a reception and overview the night before on Thursday, January 26. Residential topics will be covered on Saturday. This is your opportunity to have input on these proposals and to interject you thoughts, ideas and concerns. To learn more about what will be covered and to register go to <http://charmeck.org/mecklenburg/county/SolidWaste/ManagementPlan/Pages/CharrettesRegistration.aspx>.

North Carolina Facing \$2.6 Billion Tab on Unemployment Benefits

We've reported on this before, but the State of North Carolina is beginning the task of how they're going to repay \$2.6 billion to the US Department of Labor borrowed

since 2008 to pay employment benefits after exhausting the state-level unemployment benefit reserves. NC is one of 33 states facing this challenge.

The NC Commerce Department is hiring a consultant to make some recommendations, and businesses are bracing for another increase in unemployment taxes as one solution. Since the State didn't repay its loan by the end of last year, the federal portion of NC businesses unemployment taxes has already gone up by 3/10s of a percent on 2011 tax bills due to the IRS on January 31.

Raising taxes more is certainly one option that will be on the table. They currently collect about \$825 million a year, but think they could make their trust fund solvent and pay towards the debit by raising another \$700 million a year. That gives you an estimate of the size of the potential increase.

There are other options, such as issuing an unemployment insurance bond, which would raise immediately the funds to pay the Feds, without raising the business tax to an extreme level. The bond would be paid off from the state unemployment trust fund, but paid off over a longer period of time, diluting the tax increase needed. Stay tuned.

Mecklenburg County Swimming Pools Presentation

For those of you that attended (and especially those of you that didn't) the presentation on January 12 by the Mecklenburg County Health Department (MCHD) on the rules for operating a pool for the 2012 season has been posted on their website at <http://meckpool.charmeck.org>. A button to the presentation power point is right there on the home page. The presentation clarifies that there are no new state regulations for 2012, but there are several items pending. It also clarifies that MCHD inspectors will not be enforcing ADA accessibility requirements; that falls under the Building Codes and Permits (and the US Justice Department). Since all of these regulations are developed by the State, they would be applicable to pool operators across the State.

Mecklenburg pool permits for 2012 have been sent and are due back in by Wednesday, February 29th. You can get this and a lot of other information from the presentation, so have your responsible person check it out.

The presenters say they got a lot of questions on the 12th about ADA pool requirements, and we would remind you that some of the information about chairs, lifts, etc. are posted on the CAHA website <http://charlotteareahotels.com> and then look under "Reports, Research & Ordinances" where you'll see "ADA Pool Requirements."

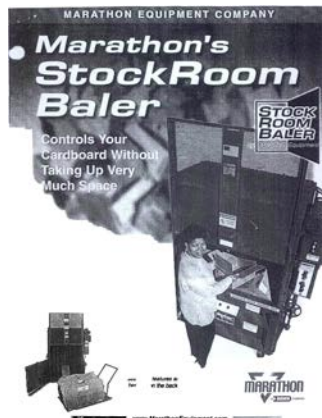
DNC News

As you've probably seen, the media has been in town in the last week "checking the place out" for the convention. Work continues on the redesign of Time Warner Cable Arena and the first renderings should be available by early February. And state delegations should be announced and assigned to hotels around March 1.

Bailer Saves Time & Money

We've run this information before, but other hotels have gone this route and recommend others taking a look at this equipment, so...here it is again.

At one of our meetings in the spring, Jim Diehl at the Marriott Center City shared information about a cardboard baler he just bought that will pay for itself in months and saves a lot of space in a confined loading dock area.



His came from Marathon Equipment Company and requires a 120-volt single-phase blade style disconnect and single pole 30-amp breaker available from Dollar General for about \$250. Jim promised to share the information with the group and here it is.

Delay in NLRB Posting Requirements

We've reported on this before also, but now there's more to it. The National Labor Relations Board (NLRB) has agreed to postpone the effective date of its employee rights notice-posting rule at the request of the federal court in Washington, D. C. hearing a legal challenge to the rule. The posting requirement was originally set for mid-November 2011 and was later delayed until January 31, 2012. **Now the deadline for posting the notice is April 30, 2012.** This second postponement is to avoid an injunction preventing the rule from going into effect during litigation.

But here's the rub...many companies get a single employee-rights poster from third-party providers that contain all needed employee postings and information, and some of them that have been received already have this "employee union rights" notice on them. While CAHA can't give you legal advice, it has been suggested not to post this information unless and until you have to. So what do you do? Cut it out; paste over it? Some people are requesting another new copy without this information on the poster.

US & Canadian Olympic Trials Return to Whitewater Center

Whitewater Slalom athletes will compete in the Olympic disciplines of men's and women's Kayak and men's single and two-person Canoe. The three-day competition will also feature live music and a fireworks display on Saturday night. Admission is free and this is an event your hotel guests might want to know about. For more information, visit the US Olympic Trials Event page at <http://usnwc.org/2011/12/2012-u-s-olympic-trials-for-whitewater-slalom/>.

Health Care Cost Reporting

Per IRS guidelines, employers with 250 or more W-2 forms filed for the calendar year of 2011 are required to report the aggregate cost of employee health insurance deductions and employer paid health care amounts on the annual W-2 form in box 12-DD beginning with 2012 W-2 forms. This includes supplemental pre-tax insurance for specific diseases or illnesses and for hospital indemnity.

New Travel Website Launched

A new travel website launched earlier this month. Called RoomKey.com, the site will scour through the available hotel rooms across several lodging chains, offering up the best deals, competing directly with Expedia, Travelocity, Orbitz, and priceline.com. It is actually a joint venture including six of the country's largest hoteliers. Founded by Choice Hotels, Hilton Worldwide, Hyatt, InterContinental Hotels Group, Marriott and Wyndham, Room Key is starting off targeting the U.S. travel market only. Instead of doling out commissions every time someone books an overnight stay through a traditional travel portal, Room Key's flexible search feature links directly to each hotel's booking page. The consortium of lodging giants is reportedly already talking to other hotel chains and independent operators to make its destination as complete as possible.

Future CAHA Events

CAHA General Membership Meetings: December 15 and for 2012, January 19, 2012; February 16, 2012; March 15, 2012; April 19, 2012; May 17, 2012; June 21, 2012; July 19, 2012; August 16, 2012; September 20, 2012; October 18, 2012; November 15, 2012; December 20, 2012. (Third Thursday of each month, 3-5 PM, subject to change.)

CAHA HR Committee Meetings: January 5 (“Defending Yourself at an Unemployment Hearing” & our annual review of city-wide bookings for the year), March 1 (“No Need to Be Afraid-How to Respond to Union Activity”), May 3, July 12 (would have been July 5), September 13 (would have been September 6), November 1 (First Thursday every other month, 9 AM, subject to change)

Support Our Supplier Members:

Action Pest Exterminating, Inc.; AmRamp; Charlotte Arrangements; Charlotte Paint/Pro-Tec Finishes; Computer Rents; Environmental Diversified Services; Fisher & Phillips; Hospitality Education Services; HotelPro Staffing; Ipswich Shellfish Group; Mechanical Systems & Services Inc.; Metro Special Police & Security; Show Pros Event Staffing Services; Swank Audio Visuals; Tarheel Linen Service; USAudio Visual, Inc., U.S. Foodservice, and Visit Charlotte

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