



## **GENERAL MANAGERS NEWSLETTER**

**(August 2016)**

***“Leadership consists of...taking responsibility for everything that goes wrong and giving your subordinates credit for everything that goes well.”...Dwight D. Eisenhower, 34<sup>th</sup> US President***

### **Charlotte Fire Requiring Permits for Trade Show Exhibits in Hotels**

The Charlotte Fire Department (CFD) is now requiring that permits be obtained for all “trade shows” that have exhibits (even just “table-toppers”) where ever such exhibits are staged, including in hotels. Fire department personnel have been “dropping in” during such events at hotels and fining meeting planners. The meeting planner is expected to apply for the permit from CFD, but most don’t know this, or how to get one. Hotels need to get this information so they can advise their meeting planner clients. A floor plan or diagram of the exhibits needs to be provided. There’s a \$190 fee to get a permit.

And, you may get a surprise this year if you haven’t had your annual fire inspection; CFD is now charging for these inspections. The fee is based on the size of the hotel and each individual “out-building” has to have its own inspection...with a fee. For example, if you have a free-standing hotel building and a free-standing golf shop, that’s two inspections with two fees.

### **New Marriott Coming to SouthPark**

Marriott won a rezoning request before the Charlotte City Council to build a 170-room hotel at Rexford and Roxborough roads. Tabbed as an AC Hotel, Marriott's Euro-themed brand, the new hotel will be built in a parking lot of the existing Marriott. A two-story parking deck is also planned.

### **PGA May Join the NBA in Boycott of NC**

According to the Charlotte Observer, the head of the PGA of America says the organization may block future golf tournaments in North Carolina unless HB2 is repealed. The PGA intends to hold its championship in Charlotte in 2017, but after that, all bets are off.

## **OSHA Rule Changes Accident-Related Drug Testing & Incentive Safety Programs**

In May of this year, the Occupational Safety and Health Administration (OSHA) published new regulations on discrimination, and injury and illness reporting. These rules go into force on August 10, 2016 for all employers. While, on their face, these regulations appear to be merely an enhanced anti-retaliation provision for reporting injuries, there is more for employers to understand.

OSHA is interpreting this rule broadly to prohibit mandatory post-accident drug testing, concluding that such tests discriminate against employees on the basis of injury and illness reporting. OSHA is recommending only narrowly tailored post-accident testing policies – testing where drug use likely contributed to the accident and that accurately tests for impairment by drug use. For example, it would likely not be reasonable to drug-test an employee who reports a bee sting or a repetitive strain injury. Employers who have a rigid, automatic policy requiring drug and/or alcohol testing following a work injury should review that policy given these changes.

OSHA further views incentive programs for accident-free days as retaliatory if they offer benefits to employees or workforces who do not report injuries and illnesses. Again, OSHA believes that these programs have a chilling effect on the reporting of injuries and that any such incentives should be based on other safety factors (for example, spot checks for wearing safety appliances/equipment, using proper lock-out tag-out procedures, proper lifting mechanics, etc.) and include other means that will establish that the program does not deter reporting of injuries and does not constitute retaliation for reporting a specific injury.

## **NCRLA Expo (Get Your Free Badge)**

The North Carolina Restaurant & Lodging Association's (NCRLA) annual expo is scheduled for August 29-30 at the Raleigh Convention Center. You should pre-register, but your badge is free. Here is the link to the Expo: <http://www.ncrl-expo.com/registration> and here's your free badge code: NCRLA16.

And that night, some of the most innovative chefs from across North Carolina will compete for a chance to find out who really is the best chef in the state. But with this competition, there's a twist: industry leaders will be the judges. Expect a fast-paced evening with outstanding cuisine, tastings of the finest spirits, wine and beer, and great conversation with your peers. The NC Chef Showdown will take place on Monday, August 29, after the first day of the NC Restaurant & Lodging Expo. Billed as *"The Hottest Culinary Event of the Summer"* tickets are limited -- get yours now!

## **State Budget Increases Tourism Marketing**

The final North Carolina budget that passed in late June included an additional \$1 million in non-recurring funding for tourism promotion. This funding is in addition to the \$1 million in recurring funding that was included in last year's budget. The budget also included \$3.75 million in new marketing funding for Department of Commerce/Economic Development Partnership NC job recruitment efforts, divided between domestic and international marketing efforts. (*Thanks NCRLA*)

### **Next CPCC Housekeeping Course Set**

The fall 2016 Housekeeping Training Program at CPCC is set for September 21-October 19. This combination classroom and in-hotel training is a 115 hour course. Now is the time to start “pointing” potential candidates to the fall class. Talk to your employees; they may have friends or relatives that might be interested; or talk about it to church or civic groups; just help get the word out. If interested, have them call 704-330-4223 or visit <http://www.cpcc.edu/> for online registration to enroll. Look for the “Housekeeping Certificate Program.”

As a reminder, to help sustain the program financially and make scholarships available to students in the class, we agreed that every time your hotel hires a graduate, make a \$300 contribution to the CPCC Foundation. Your contribution will be restricted to use in this program, and complete information about how to do this is on our CAHA website under “CPCC Scholarship” at <http://charlotteareahotels.org/cpcscholarship.html>.

### **Historic Estate Hits the Market for Sale**

The Van Landingham Estate in Charlotte's Plaza Midwood Neighborhood has hit the market after a rezoning bid failed in the City Council. One of its owners had hoped to develop 18 townhouses and a private neighborhood pool and swim club on the 4.5-acre property. But since the rezoning fizzled, another request can't be made for two years.

### **Your Input Requested on the Charlotte Gateway Station Project**

The City of Charlotte and North Carolina Department of Transportation (NCDOT) are advancing the planning, design, and construction of the Charlotte Gateway Station (CGS) Project. A focal point of the CGS Project will be the development of a multi-modal facility that includes a variety of transportation connections.

The CGS Project Team will be hosting a series of public open houses form comments. CAHA members are invited to attend the open houses to share YOUR vision and insight. Public open houses will also be held on August 1, 5:00 p.m. – 6:30 p.m. and on August 3, 12:30 p.m. – 1:30 p.m.

What: Charlotte Gateway Station (CGS) Project

When: Public Open Houses

Where: Charlotte Mecklenburg Library Main Branch, Francis Auditorium  
310 North Tryon Street  
Charlotte, NC 28202

If your schedule does not allow you to attend the open houses, there is still an opportunity to provide your input. Please feel free to contact either Tina Votaw at (704) 432-3013; [tvotaw@charlottenc.gov](mailto:tvotaw@charlottenc.gov) or Genevieve Rubrecht at (704) 342-5419; [rubrechtg@pbworld.com](mailto:rubrechtg@pbworld.com).

## Retail Sales Forecast Looking Brighter

In the face of sluggish global growth and uncertainty over the presidential election, the retail industry's trade organization sees signs that the positive trends influencing consumer spending are outmuscling the negative. The National Retail Federation has raised its full-year sales forecast to 3.4 % growth, up slightly from its previous expectation for a 3.1 % lift. It cited improvements in the housing market, job growth and higher wages as three factors that should boost consumer sentiment through the end of the year.

A larger-than-expected lift in online sales is likewise expected to drive additional growth, with the NRF now calling for a 7 to 10 % increase in digital revenue. That compares with its prior forecast for a 6 to 9 % lift. The organization's rosier full-year sales prediction matches last year's results, when retail sales as calculated by the NRF rose 3.4 %. It had originally called for growth of 4.1 % that year, but later revised its forecast down to a 3.5 % increase.

## What Meeting Planners Are Saying about Budgets

*Meetings & Conventions* magazine (June 2016 issue) reported on some recent research by MPI on what meeting planners expect regarding budgets. Here's a sample:

- **How do you expect your event budget to change over the next year?**
  - 58% said increase
  - 28% said no change
  - 14% said decrease
- **For those predicting an increase, by how much?**
  - 45% said 1-5%
  - 9% said 6-10%
  - 3% said more than 10%

## Flights to Cuba from Charlotte to Start in November

The U.S. Department of Transportation has approved air service between Charlotte and Havana. Anthony Foxx, former Charlotte mayor and current U.S. DOT secretary, said the Queen City will join nine other American cities in getting the flights to Cuba. American Airlines is expected to offer a daily flight from Charlotte starting in November.

## Future CAHA Events

**CAHA Annual Charity Golf Tournament for CPCC Scholarships:** *April 26, 2017 Pine Island Country Club*

**CAHA General Membership Meetings:** *August 18, September 15, October 20, November 17, December 15 (Third Thursday of each month, 3 pm, subject to change.)*

**CAHA HR Committee Meetings:** *August 11; September 15; November 10 (Second Thursday of even-numbered months, 9 AM, subject to change.)*

**CAHA Security Committee Meetings: *September 21; November 16 (Third Wednesday of even-numbered months, 10 AM, subject to change.)***

***Support Our Supplier Members:***

***Afterdisaster-Metrolina; Gordon Food Service; Ipswich Shellfish Group; Moneysworth Linen Services; MSS Solutions; PIVOTek; Show Pros Event Staffing Services; Tarheel Linen Service; The Charlotte Destination Group; TruGuard Construction Group; U.S. Foodservice; Visit Charlotte; and Where Charlotte Magazine***

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