

Dear Members,

There have been some employment changes in 2021, that we wanted to make sure you were aware of. Those are listed below, as well as resources for questions and a link to SBDC classes available to you through Waubensee Community College.

Additionally, we have four seminars tomorrow, January 14, including a Q & A on applying for the PPP. I have received numerous questions on this round, and feel attending this webinar may assist many of you going forward. The Spots on the Fox (spotsonthefox.com) is a new local, online selling marketplace. A chance to increase your online presence or create an online presence for your business at a very reasonable cost (in fact a tremendous discount offered to chamber members). This webinar will walk you through the ins and outs of Spots on the Fox. They were sent out in Tuesday Tidbits yesterday. If you missed them, registration information is included in this email.

While this month is “Geneva Carry Out Challenge” (flyer attached if you don’t have) promoting our Geneva restaurants, next month we will be doing a “Show Your Love for Local Shops”. We are encouraging visitors who spend \$100 or more in Geneva member retail shops from February 1-14, to bring in their combined receipts for a \$15 Geneva Gift Certificate bonus. Attaching a flyer for that as well to hang in your shop. We will be sending a press release out and utilizing social media to get the word out.

We continue to watch state regulations (Tier and Phase movements), and will keep you all abreast of the ever-changing situation.

Enjoy the rest of the week!

Paula Schmidt
President, Geneva Chamber of Commerce

From SBDC at Waubensee Community College

Minimum Wage: 25 States are increasing their minimum wage in 2021 (One as of 12/31/20, nineteen as of 1/1/21, and five later in the year). Illinois increases to \$11.00 per hour on 1/1/21. Your payroll provider should notify you of changes in the states where you have employees. If you have tipped employees, things can get more complicated, so be sure to discuss with your payroll provider. In Illinois, the tipped minimum wage rises to \$6.60 (base wage + tip credit). Find more information about Illinois minimum wage rates through 1/1/25 at [Hourly Minimum Wage Rates by Year - Fair Labor Standards Division \(illinois.gov\)](#)

Training Requirements: In 2020, Illinois added a Sexual Harassment Prevention Training requirement under the State's Human Rights Act (IHRA) and enforced by the Illinois Department of Human Rights (IDHR). IHRA requires annual training. Restaurants and Bars have additional requirements for supplemental training. Find the free model training materials at [State of Illinois Model Sexual Harassment Prevention Training Program - Training](#). You can conduct the training yourself, hire a consultant, or find a vendor that offers compliant on-online video or seminar training for a fee. Included in this requirement is a mandate to report sexual harassment complaints and investigations to the State.

Poster Requirements: All 50 states plus the District of Columbia have requirements for workplace posters based on state law, in addition to Federal requirements. Find Federal poster requirements at [Workplace Posters | U.S. Department of Labor \(dol.gov\)](#). The USDOL helps with determining poster requirements at [elaws - FirstStep Poster Advisor \(dol.gov\)](#). Specific requirements for Illinois posters are at [Required Posters - Employers \(illinois.gov\)](#). All posters at the links above are downloadable free of charge. Alternatively, you can buy posters with all the requirements, laminated or not, from many sources. Be sure to look for 2021 variations and shop around because prices vary widely. Most vendors offer poster sets (or all-in-one posters) that combine federal, state, and OSHA requirements. Because of minimum wage changes and the requirement to post employee rights under the IHRA, Illinois employers need new posters for 2021.

SBDC offers valuable workshops to the public. Find a complete list of workshops for January - June 2021 [HERE](#).

Follow SBDC on Facebook for up to the minute business information! While our newsletters are typically delivered monthly, we post important small business information on our **Facebook page** immediately. Follow us to stay up to date on important small business news and events.

For more information: [Website](#) or (630) 906-4143 or <mailto:sbdc@waubensee.edu>.

WEBINAR (free)

SPOTS on the FOX Informational Meeting

Hosted by Geneva Chamber of Commerce

January 14 @ 8:30 am

Register [HERE](#) (Registration Required)

By Local. Sell Local. Increase your present online or get your business online. Find out about this new benefit for members.

WEBINAR (free)

Utilizing New Options for Generating Revenue for Restaurants

Hosted by Illinois Restaurant Association

January 14 @ 10 am

Register [HERE](#) (Registration Required)

Hear about different ways restaurant operators are generating revenue now.

Join the Illinois Restaurant Association and panelists from Manny's Cafeteria & Delicatessen, 16" on Center, and US Foods for a webinar providing operators with ideas for new or different options for generating revenue at your business now.

WEBINAR (free)

Understanding Credit: Tips for Establishing, Maintaining or Improving Credit

Hosted by Geneva Chamber of Commerce

January 14 @ 11:30 am

Register [HERE](#) (Registration Required)

KCT Credit Union presents this webinar as part of our continuing Lunch and Learn series.

WEBINAR (free)

Update on PPP Program

Hosted by Geneva Chamber, Batavia Chamber & St. Charles Chamber

January 14 @ 3 pm

Register [HERE](#) (Registration Required)

Topics to be covered include: What does the new plan include? What if I already received a PPP loan? I don't have a PPP loan, should I apply? How do I apply? Other options available.

Presented by Bill Papp, P & F Business Advisors.