

WWW.NORTHCOUNTRYCHAMBER.COM

DECEMBER 2019



VISION

VOICE OF THE NORTH COUNTRY



PRESENTED BY THE NORTH COUNTRY CHAMBER OF COMMERCE

ONWARD & UPWARD

Garry Douglas, President

REFINING OUR STRATEGIES AND PROGRAMS



Each year, the Chamber's Board and management staff engage in a Strategic Planning Retreat aimed at updating and refining our vision, strategies and priorities for the next year. This year, our Retreat was held at the High Peaks Resort in Lake Placid, starting with an Opening Dinner with speakers who included Robert Thomas, U.S. Consul General in Montreal, Senator Betty Little and Assemblyman Billy Jones.

The Consul General's remarks and insights regarding the U.S.-Canadian economic relationship were directly relevant to our constant commitment to the broadening and deepening of our connections with Quebec in particular and Canada generally, and we are very appreciative that he could join us this year.

The following day featured sessions on Government Affairs, with our partners from the U.S. Chamber of Commerce, the Business Council of N.Y.S. and Unshackle Upstate; a full overview of the extraordinary activities and plans of our North American Center of Excellence for Transportation Equipment (NAmTrans), including initiatives and programs supporting our entire manufacturing base; and finalization of our "NORTH COUNTRY WORKS" initiative, proposing several programs and efforts designed to enhance workforce recruitment and training, including new efforts in the realm of child care.

At noon on the main day, we were joined by representatives of our Partner Community Chambers across the region, with a session on regional economic development, tourism and sports as well as plans for various small business services in the new year.

All of this and more, including survey findings and other feedback, is currently being factored into our Business Plan and Strategic Priorities for 2020, which will be adopted by our Board this month. This annual process directly helps to keep our Chamber focused and effective, and we thank all involved – Board members, staff, speakers and guests – for helping us to prepare for 2020 and beyond.

Onward and upward!

Business Expo – MAY 7th

I know you probably read every single word of this newsletter...but, for those who missed it last month, we just wanted to remind you that Business Expo will be held earlier than usual in 2020.

The SUNY Field House is in getting a facelift in June, so we have moved the Expo to May. We look forward to another great event. Expo registration will begin in February, with priority registration for all of our 2019 exhibitors. Then we'll open it up to everyone in late February, so watch for more info and be ready to reserve your booth!

For now, mark your calendars for May 7th and plan to be part of the largest business show in northern New York!



'The Story of the Little Reinbear'

As a holiday greeting to our members and the entire North Country, the North Country Chamber is once again sponsoring "The Story of the Little Reinbear", an original Christmas story by Garry Douglas.

The story will be presented on **WIRY/Hometown Radio** (1340AM) on the following schedule:

Thursday, December 5th, 5:15 pm
Tuesday, December 10th, 5:15 pm
Friday, December 13th, 5:15 pm
Thursday, December 19th, 5:15 pm
Tuesday, December 24th, 3:45 pm

HAPPY HOLIDAYS TO ALL!



Commerce Card 2020



We are currently updating the discounts available through the 2020 Commerce Card Program. The program provides members an opportunity to offer goods or services at a specified discount to fellow Chamber members, therefore encouraging all of our members – and their employees – to do business with fellow Chamber members.

All offers must be specific discounts for Chamber members and should not include standard discounts or practices. This is a **FREE** service and benefit of the Chamber of Commerce for both the advertiser and the user. We encourage you to take advantage of this advertising opportunity.

If you would like to offer a discount in the 2020 Commerce Card program, please complete the insert located inside this month's Vision or call Becky at the Chamber 518-563-1000. You can check out the discounts currently available by clicking on the Commerce Card link at www.northcountrychamber.com

THE MONTH... AT A GLANCE **DECEMBER**

December 11	8:00am	Executive Meeting @ Chamber
December 12	8:00am	LOTO @ Chamber
December 18	7:30am	Board of Directors @ Chamber
December 19-20	8:00am	10 Hour Construction @ Chamber
December 19	5:30pm	Business After Hours @ Livingoods Restaurant
December 25	CLOSED	Merry Christmas

Chamber Officers

Chairman: John Vermette
First Vice Chair: Terry Beyer
Second Vice Chair: William Meyers
Treasurer: Terry Beyer
Past Chairman: Kent Backus

Board of Directors

Alexandra Bane	Josee Larochelle
Tim Brossett	Kim Manion
Celine Brunet	Bill Meyers
Steve Cacchio	Victor Fodd
Michael Carpenter	Lee Ann Pray
Greg Cody	John Remillard
Ray DiPasquale	Shannon Wilkins
Justin Ihms	Patrick Russell
Jessy Jolicœur	Matthew Spiegel
	Chris Trombley

Chamber Staff

President
Garry Douglas

Executive Vice President
Jody Parks

Vice President for Marketing
Kristy Kennedy

Vice President for Economic Development
Susan Maltun

Finance Director
Susan Polhemus

Director of Health Insurance
Lisa Badard Dupes

Director of NAMTrans
Joel Wood

Assistant Director of Tourism & Marketing
Alysea Sirecal

Executive Assistant / Office Manager
Melanie Marr

Administrative Assistant
Becky Drollnitz

Customer Service Representative
Lynn Lecuyer

OJT Coordinator
Assistant for Econ. Development
Ashlie Rose

Advertising
Carol VanHise, Kayla Basile
Printer
Adirondack PennyCawir
Graphic Design
John Bruno

VISION
VOICE OF THE NORTH COUNTRY
NORTH COUNTRY CHAMBER OF COMMERCE

The Vision is published monthly by the North Country Chamber of Commerce. Publications information for submission should be mailed directly to the Chamber, PO Box 110, Ticonderoga, NY 12883. Attention: Pines 518/563-1000, Fax 518/563-1038.

108th Annual Dinner January 24th



The Chamber of Commerce and major sponsors, **Glens Falls National Bank & Trust Co**; **Stafford Owens**, **Schluter Systems**, & **BlueShield of Northeastern New York** invite you to our "Roaring 20s Remix". Tickets are now on sale. Mark your calendars for January 24th and see the insert in this VISION to make your reservations.

As always, the Dinner features our Annual Awards for Business of the Year, Small Business of the Year, Business Person of the Year and Young Business Professional of the Year.

And it wouldn't be the Annual Dinner without a theme! 2020 is the perfect year for a Roaring 20s Remix! Get out your flapper dresses and Great Gatsby style suits and help us kick off this new decade with flair!

The Annual Dinner sells out every year – really. I'm not kidding! See the insert in this VISION to make your reservations TODAY!

Glens Falls National
Bank and Trust Company



STAFFORD • OWENS
ELLER • WORMAN • YOUNG & TROWELL, P.L.L.C.

North Country Chamber of Commerce **BUSINESS AFTER HOURS**

We've combined the November & December Business After Hours for one big event!

Thursday, December 19th
5:30 – 7:00pm
At Livingoods Restaurant & Brewery
697 Bear Swamp Road, Peru

It's going to be a festive party, so mark your calendars and make plans to join us for networking and complimentary hors d'oeuvres! Bring your business cards to enter the drawing for door prizes.

Co-sponsored by:
DELLA AUTO GROUP
VOX AM/FM – STAR 92.9
LIVINGOODS RESTAURANT & BREWERY
WEST BAY FINANCIAL GROUP



Admission is \$3 with a reservation • \$4 without. Please Call 518-563-1000 to RSVP or Visit www.northcountrychamber.com

Thomas J. LaBombard, PE

Engineering • Planning • Environmental

Providing full service engineering services to serve our clients facility, environmental, and utility requirements.

Visit our website at www.tjlpe.com

1778 Rte 22 Main Street, Keeseville
(next to Stewarts) 518-834-7729



Building a world-class workforce means working with a world-class partner

ETSJOBS.COM

Not seeing so well?



We can help!



Eyecare and eyewear for all ages.

Plattsburgh Malone
(518)-566-2020 (518)-483-0065



Saranac Lake
(518)-891-8412



eyecareadk.com



A friendly face in the
Insurance world.
Call Lisa at the Chamber
518-563-1000

Looking for health insurance? The time to sign up is now! *Open Enrollment is here!*

If you.

- Need help updating your marketplace account?
- Need help picking a plan?
- Don't know where to start?

Lisa can help! Contact here today to answer all your insurance questions and find the best for you. Lisa is a certified navigator and can help with individual plans both on and off the marketplace – do not hesitate to call her.

Reminder - Open Enrollment is November 1, 2019 through
December 15, 2019

Calling all small businesses – let's talk health insurance!

- Is your small business group insurance up for renewal?
- Would you like to look at other options?
- Are you confused about all the options?
- Do you need to update your benefit package to attract new employees?

Let Lisa Bedard Dupee at the North Country Chamber of Commerce make this process easier for you. She is a licensed insurance broker and certified navigator available to help you with enrollment and renewal.

Don't forget Vision and Dental Plans!

Did you know? Lisa Bedard Dupee, the Chamber's licensed insurance broker, has affordable Vision and Dental plans available to our chamber members. Contact her for details and pricing.

You can now offer your employees a complete benefit package.

Lisa Bedard Dupee
518.563.1000 • Lisa@northcountrychamber.com



NOVA BUS



WELCOMING CHAIRMAN MAGNARELLI TO PLATTSBURGH

The North Country Chamber of Commerce was pleased to join recently with Assemblyman Billy Jones in hosting a first visit to Plattsburgh by **WILLIAM MAGNARELLI**, Chair of the New York State Assembly Transportation Committee. The Chairman visited both BOMBARDIER TRANSPORTATION and NOVA BUS for briefings and tours. In addition to learning about the two operations, including Nova Bus' recently announced readiness to produce an exciting new model of all-electric buses, the Chairman learned of the 54-company Transportation Equipment Cluster in the region and the readiness to meet New York's future needs for both buses and trains. This is part of a continuous commitment to bring key state and federal officials to Plattsburgh for visits to our transit manufacturers. Special thanks to Assemblyman Jones for arranging this very important visit!

NEW!



**20% OFF
with this Ad!***

Newly Renovated Rooms!

- Spacious Rooms • Hot Breakfast
- Jet Tub Suites • Indoor Pool

(518) 561-1500

ext: 0

800 4-Choice

528 Route 3, Plattsburgh

BY CHOICE HOTELS



**Based on availability*

www.qualityinn.com/134



Last month, the Adirondack Coast Visitors Bureau exhibited at the International Tourism and Travel Show in Montreal alongside more than 400 other exhibitors from around the world. With 36,250 attendees, 100 journalists and over 1,000 travel agents through the doors over the 3 day period, the #adkcoast got a lot of attention and some potential new visitors!

CASELLA OFFERS COMPLETE WASTE & RECYCLING SOLUTIONS

FOR YOUR HOME, BUSINESS, SCHOOL, OR TOWN

- Zero-Sort® Recycling
- Dependable Local Service
- Convenient Curbside Pickup
- Trash & Recycling Compactors
- Easy Dumpster Rentals
- Free Business Waste Analysis



CURBSIDE
TRASH & RECYCLING



COMMERCIAL
TRASH & RECYCLING



EASY & CONVENIENT
DUMPSTER RENTALS



518-561-7021

casella.com • fb.com/ZeroSort



Call Us For
*All Your
Holiday
Needs!*

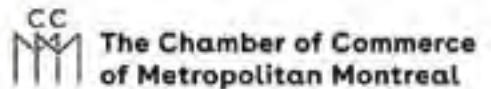
*Holiday Bundles
Available!
Bowling & a
Movie!*

*Gift Certificates
for Bowling &
Merchandise*

*Christmas Outings!
Business, Family
of Class!*

*The Munson Family, Serving the Bowlers
of the North Country for 53 Years, Wishes
All A Happy Holiday Season!*

*Rt. 9N North
Plattsburgh, NY • 518-561-1690*



INTERNATIONAL TRADE DAY A BIG SUCCESS!

More than 150 participants took advantage of all or parts of the Second **INTERNATIONAL TRADE DAY**, held in Plattsburgh on October 30. The event was organized by the **CONSULATE GENERAL OF CANADA** in New York with support from U.S. Customs & Border Protection, the North Country Chamber of Commerce and the Chamber of Commerce of Metropolitan Montreal. The gathering included access to more than 40 representatives of U.S. and Canadian border related agencies. A half-day of informative sessions along with networking and

displays provided valuable opportunities to enhance cross border commercial movements of all kinds.

Following International Trade Day, we and our partners at the CCMM conducted one of our "Doing Business in the U.S." workshops for 20 Quebec companies. We thank all involved, particularly our friends at the Canadian Consulate and CBP.



merry & bright

WISHING YOU HEALTH AND HAPPINESS THIS HOLIDAY SEASON



800.NBT.BANK nbtbank.com



Member FDIC

TAPPING FORT DRUM FOR OUR WORKFORCE

Nearly 400 veterans transition out of the Army at Fort Drum in Watertown each month, possessing a wide variety of skills. 35% will go wherever they need to go for a new job and career. 35% will remain in the greater Watertown area. And 30% tend to return to their home areas no matter what. That's nearly 280 veterans available for potential recruitment for employers in our area each and every month. Plus spouses!

And so we now work actively with Fort Drum to make these transitioning personnel aware of the opportunities we have available, including exhibiting at periodic Fort Drum Career Fairs. On November 7, Joel Wood from the Chamber and its NAMTrans subsidiary represented our employers by spending the day there. And we will continue to work this opportunity going forward.



TAKE NOTICE!

Lending Library

Courtesy of your Plattsburgh-North Country Chamber of Commerce

To see our complete library check out our website: northcountrychamber.com

TEAM WORK: WHAT MUST GO RIGHT/WHAT CAN GO WRONG

Carl E. Larson & Frank J. LaFasto

What are the secrets of a successful team? To answer this question, the authors undertook a three-year study of teams. They interviewed leaders and members of a diverse range of teams, including the McDonald's Chicken McNugget team, the space shuttle Challenger investigation team, executive management teams, cardiac surgery teams, mountain climbing teams and the 1966 Notre Dame Championship football team. They discover a surprising consistency in the characteristics of effective teams. This book shares those characteristics with the reader.

MARKETING: Winning Customers with a "Workable" Plan

Running Time: 55 min

How can your business thrive among competition? Marketing experts Adrienne Zoble and George Valli will lead you through the steps to create a successful marketing plan. You will define your market position and image, evaluate your existing client/customer base, target new audiences, and identify the trends that will lead you into a healthy and thriving future...without wasting valuable money or resources.

21 Ways to Get Up and Go!

John J. Pelizza

Dr. Pelizza offers the listener 21 simple suggestions for working and living a better life. Not satisfied to end there, he then gives several more tips the listener can use in daily life. The tape is set to upbeat music.

Wellness & Fitness Center
FREE
ENROLLMENT
with this coupon.



University of Vermont
HEALTH NETWORK
Champlain Valley Healthcare System

296 New York Road
cvphwellfit.com

Insured and Bonded
Member
P&I

**ProCitter and
House Sitters**

Pet Sitting Visits Home Security Checks

Enjoy Your Time Away
Don't Worry About
Your Pets or Home

518-563-0034
procitterandhousesitters.com

Garceau's Auto Sales

We are Now Open at Our New Location
at 15 Church Street, Champlain!
Stop by to see our New building with the
same Great Customer Care!

STOP BY OR CALL 518-298-3272
TO SCHEDULE AN APPOINTMENT
We Sell Classic Cars, Cars, Trucks, Trailers & More!

15 Church St., Champlain, NY
www.garceauauto.com



**SPEAKING AND EXHIBITING AT
RENDEZ-VOUS DU TRANSPORT 2019**

The POLE D'EXCELLENCE QUEBÉCOISE EN TRANSPORT TERRESTRE, Quebec's transportation equipment cluster, held its annual RENDEZ-VOUS DU TRANSPORT in Boucherville recently. And we were highly visible and engaged throughout the day.

The North Country Chamber and NAMTrans, our own Transportation Equipment Cluster organization, exhibited at the event, bringing dozens of valuable conversations with Quebec companies and leaders. Best of all, we had 45 minutes in plenary session to tell our story. Chamber President Gary Douglas focused on the unique assistance we provide to Quebec businesses entering the U.S. market, as well as the strategic bi-national framework we have developed between the North Country and Quebec. Joel Wood, our Director of NAMTrans, then reviewed all that NAMTrans is doing to support and boost the Transportation Equipment & Aerospace cluster in northern New York.

It was a perfect opportunity to interact with our keep targeted sector in Quebec, continuing the partnership we established with the Pole several years ago. In fact, our friends at the Quebec Pole mentored the establishment of our own Center of Excellence.

RMS

ROBERT M. SUTHERLAND, P.C.

Engineers • Planners • Surveyors

Soil & Material Testing

Residential & Commercial Land Development - Sanitary & Water System Design - Topographic & Property Surveys - Structural Design - Construction Surveying - Steel Inspection - Sub-Surface Soils Exploration

11 MacDonough Street, Plattsburgh, NY 12901
518.561.6145 (Ph) 518.561.2496 (Fx) rmspc.com



Happy Holidays

Wishing you warm thoughts and best wishes.
We appreciate your business and look forward
to working with you in 2020.



518-324-LINK (5465) > www.primelink1.com



NORTH COUNTRY CONNECTION



Cost-Effective and Comprehensive Professional Development & Leadership Training for 2020

The North Country Chamber of Commerce is proud to offer an opportunity for emerging leaders in 2020. Through a series of Community Exploration sessions, participants will learn about the challenges facing our region and how they can get involved to make the North Country stronger than ever. Professional Development sessions will be included to help build the skills necessary to take their careers to the next level.

Sessions begins February 27th, so register today!

Participant Benefits:

- Get an inside look at your community – learn about the challenges we face and what is being done to address them.
- Network with community leaders and learn from professionals in their field.
- Develop the leadership skills necessary to succeed.

Employer Benefits:

- Cost effective professional development training for your employee.
- Community awareness that helps your employee better understand the role he/she plays in strengthening the economic vitality of our region.
- Opportunities for your employee to make new, beneficial business connections.

Who Should Participate?

This program is perfect for new employees, those who are new to the North Country Region, or those who are looking to take on leadership roles – both in their career and community. If you are looking for a way to get involved and grow both personally and professionally, North Country Connection is the answer. Space is limited, so register today!

Tuition:

The three-month program is \$169 per person for members and \$269 per person for not-yet members. This includes a welcome reception, admission to Business After Hours each month, and multiple training sessions.

Sessions include Economic Development & Government Affairs, Tourism Promotion, Networking, Conducting Effective Meetings, Resolving Conflict & Dealing w/ Difficult People, Identifying & Utilizing Resources, and more! The program runs from February – May with multiple ONE HOUR sessions each month. We'll alternate morning and noon session to accommodate most schedules. It's a minimal time and expense commitment, making it as convenient and productive as possible.

Discover how you can play a vital role in our community, take the next step in your career development and make valuable connections that will last for years.

Visit Northcountrychamber.com or email jodyp@northcountrychamber.com for more info, and look for the registration form insert in this month's edition of the Vision!

Industrial Council UPDATE

SAFETY GROUP

LockOut/TagOut (LOTO)

December 12, 2019

8am-12pm

\$13 per person

Speaker: John Olsen, Blue Collar Safety & Technical Services

@ North Country

Chamber of Commerce

Funding Provided By: New York State Occupational Safety and Health Hazard Abatement Board through the OSH T + E Fund

SAFETY GROUP

10 Hour Construction

December 19-20, 2019

12/19/19: 8am-4:30pm

12/20/19: 8am-12pm

\$37 per person

Speaker: Phil Hamel, Adirondack Safety & Environmental Services

@ North Country

Chamber of Commerce

Funding Provided By: New York State Occupational Safety and Health Hazard Abatement Board through the OSH T + E Fund

Remember to Use Your \$Commerce Card

For Holiday Shopping at:

- DAME'S DISCOUNT LIQUOR AND WINE SPECIALTY SHOP
- LIQUOR AND WINE WAREHOUSE
- ADIRON JACK'S CUSTOM FURNITURE, Inlet
- VIKING SKI AND CYCLE
- ELF'S FARM WINERY & CIDERHOUSE
- VESCO RIDGE VINEYARDS
- CUMBERLAND 12 CINEMAS
- OLYMPIC AUTO & TRUCK SUPPLY, Lake Placid

...and many more!

Visit: www.northcountrychamber.com
for a complete list.

10 -12 City Hall Place and 4548 Route 9 Plattsburgh, NY 12901

Architecture & Building Design
Mechanical, Electrical, & Plumbing Engineering
Civil Engineering & Site Planning
Water/Wastewater/Stormwater Facilities & Treatment
Surveying, Mapping, Land Use Permitting
Construction Management
Funding/Grant Assistance



AES
NORTHEAST

Architecture Engineering Mechanical Electrical Plumbing



Phone: (518) 561-1598

www.aesnortheast.com



HAPPY
Holidays

From all us at UFirst Federal Credit Union!



UFIRST
FEDERAL CREDIT UNION
FOR EVERY DAY OF YOUR YEAR
518-324-5700
www.UFirstFCU.net



TIS' THE
SEASON
for saving with a
Benefits-Plus™
checking account



Enjoy Mobile Savings on:

- Gift Cards
- Travel
- Groceries

and even cash back!

SEACOMM

139 Smithfield Blvd
Plattsburgh

*To enroll in Benefits Plus® a monthly fee will be charged as set forth in our fee schedule, which can be viewed at www.seacomm.org. Please refer to the actual policies for terms, conditions, and exclusions of coverage at www.benefits-plus.org.

**BENEFITS
Plus**

(800) 764-0566
www.seacomm.org

Equal Housing Lender
Member NCUA



**Coryer
Staffing**

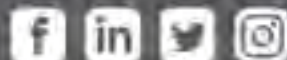
Good people. Great jobs.

Staffing
solutions
that improve
candidate,
company and
community
vitality.

518.324.5678

coryerstaffing.com

173 Margaret Street,
Plattsburgh



NEW MEMBERS

RESTAURANTS

Aleka's Restaurant
Peter Kritziotis
103 Margaret Street
Plattsburgh NY 12901
(518) 310-3200

DENTAL SERVICES/PRODUCTS

AuSable Dental Center
Melissa Plumadore
30 N. Main St.
AuSable Forks NY 12912
(518) 647-5150

MANUFACTURERS

BAE Systems
John Hroncich
1098 Clark St.
Endicott NY 13760
(607) 770-2083

SKI CENTERS

Beartown Ski Area
Tim Howley
P.O. Box 2702
Plattsburgh NY 12901-0239
(518) 561-3938

CAMPGROUNDS

Blue Haven Campground
David Bechard
5253 Rt 11
Ellenburg Depot NY 12935
(518) 594-3873

CONTRACTORS - PLUMBING AND/OR HEATING

Bob's Instant Plumbing
Jeffrey Evans
PO Box 2845
Plattsburgh NY 12901-0258
(518) 561-7786

FINANCIAL SERVICES

Edward Jones
Leslie Renger
388 State Route 3
Plattsburgh NY 12901
(518) 666-4085

TRAVEL AGENCIES

Magical Vacation Planner
Nicole Bouyea
771 Miner Farm Road
Chazy NY 12921
(518) 645-0111

CONTRACTORS - GENERAL

MBC, LLC
Marlin Bouchard
8905 St Rt 9
Chazy NY 12921
(518) 846-7550

ATTRACTIONS/MUSEUMS

Medusa Gaming
Christopher Cabrera
1 Broad Street, Suite 1
Plattsburgh NY 12901
(518) 310-0229

RECREATIONAL VEHICLES

Momot Trailer Sales
John Momot
240 Tom Miller Road
Plattsburgh NY 12901-6427
(518) 563-1983

DENTAL SERVICES/PRODUCTS

Mountain Dental
Melissa Plumadore
2051 Saranac Ave. Ste 103
Lake Placid NY 12946
(518) 302-5502

CONTRACTORS - PLUMBING AND/OR HEATING

Mr. Fixit Group, LLC
Kris Watson
3861 Rte 22
Plattsburgh NY 12901
(518) 310-7571

RESTAURANTS

Twisted Carrot
Laura Cochran
82 Margaret Street
Plattsburgh NY 12901
(518) 566-4151

FOOD TRUCK

Twisted Pita
Walter Hamman
103 Margaret Street
Plattsburgh NY 12901
(518) 593-2835

GLASS REPAIR/REPLACEMENT

Worley's Glass Work
Shon Worley
36 Duquette Road
West Chazy NY 12992
(518) 534-4366



TASTE OF THE NORTH COUNTRY

Many Thanks to All Who Made This a Great Event!

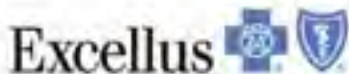
Sponsored by WellCare, Hickok & Boardman, SeaComm, and Excellus BCBS, Taste of the North Country was a blast. Despite the nasty weather Mother Nature threw our way, we managed to have a great time.

This event would not be possible without the generous donations of our members. Thank you to all the restaurants, breweries and vendors who participated in the Tasting portion of the evening. And many thanks to our members who donated items for the auction.

As always, DJ Ray from Party Effects kept us movin' and groovin' and Auctioneer Steve Martin helped us with the Live Auction. We had about 20 volunteers who helped make the entire evening run smoothly. THANK YOU ALL FOR YOUR SUPPORT!!!

Restaurants/Vendors/Breweries

Adirondack Chocolates
 Anthony's Restaurant & Bistro
 Bechard's Sugar House
 Champlain Valley Educational Services
 Chick-fil-A Plattsburgh
 Dickey's Barbecue Pit
 Ground Round Restaurant
 Maple Brewing
 Parker Family Maple Farm
 Paul Smith's College
 Pepsi Beverages Company
 Perkins Restaurant
 Plattsburgh Brewing Company
 Valcour Brewing Company
 West Side Ballroom



Hickok & Boardman
INSURANCE GROUP



Here when you need us!



Chamber Travel Program – 2020 Almost Sold Out!

If you're looking for an amazing travel experience, you need to check out the Chamber's travel program for 2020.

Chamber trips are open to EVERYONE! If you have travel buddies from another state, we can make the arrangements from a major airport near them. Feel free to share the info with your family and friends.

Traveling with our group allows you to sit back and enjoy the ride. The planning is done by travel companies with years and years of experience, so you are sure to get an amazing trip at a great price. The packages include shuttle service to/from the airport, hotels, many meals, professional tour guides, and more.

New friendships are made through these shared experiences, and you'll find that many of our travelers come back each year for our next adventure.

All rates are per person, based on double occupancy. Single and triple rates are available. See our site for more info. If you want to be added to our travel mailing list, so you don't miss info about future trips, send us an email: jodyp@northcountrychamber.com.

SOUTH AMERICA FEATURING PERU AND MACHU PICCHU May 2-11, 2020
Nearly sold out! Based on availability. Call the Chamber ASAP if you're interested

ITALY'S AMALFI COAST NOVEMBER 3-10, 2020 \$2995 (pp/double)
Rome, Sorrento Coast, Positano, Amalfi, Ravello, Limoncello
Demonstration, Cheese Factory Visit, Optional Excursions to Naples or Capri.

NORMANDY, PARIS & THE SEINE RIVER CRUISE
OCTOBER 20-28, 2020
SOLD OUT!

Providing the highest quality accounting,
tax and consulting services to the region.



134 Boynton Avenue, Plattsburgh, NY

afre-cpa.com

To discuss your accounting needs call 518-561-7030

**ADVERTISE
YOUR
BUSINESS
HERE**

Call Kayla at 518-563-0100 Ext 105
Email: kayla@adk pennysaver.com



pepsi®

Pepsi Beverages Company
1524 Rt 9 South, Keeseville, NY
Call Toll Free: 800-283-7632
Keeseville: 518-834-7811

Is your Employee Handbook Up to Date?

Updating the organization's Employee Handbook is not most people's idea of fun. Consider taking the time to do it anyway.

There have been many changes in labor law and regulations at both the federal and state level recently. For instance both the paid family leave and sexual harassment prevention laws required policy updates. Even if you added new policies after the regulations were introduced you should revisit the policies to see if they are up-to-date. Additions were made to the harassment prevention law earlier this year. Harassment on the basis of a protected class is now prohibited and must also be included in your policy.

What's in writing matters. Not making changes can become a problem down the road. Better to take a few minutes now, painful though it may be, than to have an omission or outdated policy in your handbook be used as proof, true or not, that you did not comply with a rule or law later.

When a new law or regulation is announced, consider taking the following steps:

1. Find out what the details of the change are. When does it go into effect? Are all the details known? If not, when will they be published?
2. Determine how, or if, the change will affect your current workforce. Change your policies as appropriate.
3. Save the current version of your handbook and keep it on file. This will help you demonstrate compliance with the laws in place at the time of publication if needed in the future.
4. Read other policies, forms and documents that may be impacted by the change and revise them as needed. For instance, does a required change need to be reflected in job postings, applications, job descriptions or evaluation guidelines?
5. Revise appropriate sections in your employee handbook. Consider having counsel review any major changes.
6. Notify affected employees, and document the notification. Ask for acknowledgement of receipt and understanding of the new policy by employees.
7. Provide a copy of the new Employee Handbook to employees.

Employee handbooks should be reviewed at least annually. The end of the year is a great time to do the review since many new laws and regulations take effect at the beginning a calendar year. Information on federal labor laws can be found on the U.S. Department of labor website dol.gov. New York's website address is labor.ny.gov. Or attend one of our labor law update seminars. Dates are posted on our website northcountrychamber.com

HOSTING A VISIT AND ANNOUNCEMENT BY SENATOR GILLIBRAND



The North Country Chamber of Commerce was pleased to host a recent event in Plattsburgh with U.S. Senator Kirsten Gillibrand. The Senator announced her introduction of the Rebuild Rural America Act which would create a \$50 billion Rural Future Partnership Fund for flexible development projects and programs in rural regions. The Senator also toured the Institute for Advanced Manufacturing at Clinton Community College where the event was held.



Plattsburgh
International
Airport

NEWS

PUTTING THE "INTERNATIONAL" IN PLATTSBURGH INTERNATIONAL AIRPORT!



U.S. Customs & Border Protection officially launched its aircraft clearance operations at Plattsburgh International Airport on October 31, including the dedication and official opening of the new Customs Clearance Facility for general aviation. Customs clearance for international aircraft is now happening at Plattsburgh, providing Canada and especially Quebec with a convenient, modern, efficient new gateway for jets and aircraft of all kind to do their required U.S. clearance, with fuel and other services available as well. Special thanks to Governor Andrew Cuomo and our State Legislators, Betty Little and Billy Jones, for \$38 million in state funding last year for 11 projects, including the new GA Customs Center. And for \$6 million in earlier state funding for the FIS/Customs international arrivals facility now completed and available in the main passenger terminal. A special salute as well to the Clinton County Legislature for its continuing commitment to maximizing the potential of our airport; to CBP for their collaboration in working through all of the requirements; to Congresswoman Elise Stefanik and Senators Charles Schumer and Kirsten Gillibrand for their support of federal approvals; and to the Town of Plattsburgh and others who have been a part of the team..

The launch of Customs operations is another major milestone for aviation in northern New York and for cross border transportation between Canada and the U.S. Requests for clearance at Plattsburgh should be made 24 hours in advance by calling the Duty Officer at (518) 324-5617.



**Chauvin
Agency**

6064 Route 22, Suite 6,
Plattsburgh, NY
(518) 562-9336



For all your insurance needs:
**Home-Auto-Boat-RV-ATV
Contractors and Business**

Perfection Cleaning



Chemicals & Supplies

Offering Office and Cleaning Supplies
178 Broad Street, Plattsburgh
www.perfectioncleaningsupplies.com
1-518-802-0385



#adkcoast Winter Landscape: A Flurry of Outdoor Recreation

Follow your bliss to the Adirondack Coast's winter wonderland, with exciting seasonal excursions the whole family will want in on!

When our temperatures, "drop it like its cold" (so to speak), the Adirondack Coast's thousands of miles of groomed and natural trails welcome adventure from all angles and elevations.



Big vertical, fresh snow and short lines combine to provide some of the east's best skiing and riding, inviting travelers to try their feet at downhill and cross-country skiing, snowmobiling, snowboarding and snowshoeing.

From pristine, après Nordic ski centers to rugged, frozen back-country trails, we've got the ideal mountain setting for your next winter getaway!

>> 5 outdoor winter activities to get you moving on freshly-powdered #adkcoast trails.

- **Skiing** | From cross-country to back-country and downhill, the Adirondack Coast offers something for every kind of skier, with a wide range of natural terrain and elevation options to choose from.
- **Snowboarding** | Cruise through well-groomed trails and terrain parks mastering your technique and trying tricks!
- **Snowmobiling** | Rev that engine and kick your winter getaway into the next gear when you explore our winding, secluded back-country trails by snowmobile.
- **Snowshoeing** | Stroll through our white-dusted wilderness on rolling or flat terrain by snowshoe, surrounded by frozen rivers, lakes and breathtaking mountains.
- **Ice Fishing** | With so many rivers, streams and lakes, fishing in the Adirondacks is a year-round sport.

REMINDER: It's not uncommon for back-country skiers, snowshoers and snowmobilers to share trails - remember to stay safe and neighborly!

Are you ready to experience our winter wonderland? Check out goodirondack.com/winter for more #adkcoast winter adventure ideas and where you can enjoy them.



**NORTH COUNTRY
CHAMBER OF COMMERCE
PLATTSBURGH**

PO Box 310, Plattsburgh, NY 12901

Presorted
Standard
U.S. Postage
PAID
Plattsburgh, NY
Permit No. 173

RETURN SERVICE REQUESTED

Holiday Loan Special

Let Dannemora Federal Credit Union Help Make Your Holidays Stress-Free



Take advantage of the extremely low rates and flexible terms! Visit dfcu.net for more information or stop by any DFCU branch to apply.

dfcu.net
518.825.0323

**At Northern Insuring, we SIMPLIFY
the COMPLICATED...for Insurance.**

AUTO • HOME • LIFE • HEALTH • BUSINESS • EMPLOYEE BENEFITS

**Celebrating Our 90th
Year In Business!**




Plattsburgh	518.561.7000
Glens Falls	518.499.0444
Potsdam	315.769.2404







www.NorthernInsuring.com
800.807.6542