

Chamber Connection

Upcoming Events & Photos

New Members & Renewals



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6 Law Changes That May Affect Your Business in 2020

Ahhh 2020. A year in which the futuristic movies Blade Runner and Back to the Future are both now set in the past.

If that doesn't blow your mind, you're either under 25 or not one for movies.

Not impressed? Then how about some of the big changes that are taking effect for small business this year?

Many of these were signed into law a little while ago (like a few years ago) but didn't become mandatory until 2020. Even though some of these legislative changes were made on a state level, if you sell people in these states, they might affect your business as well.

Here's everything you need to know about the big changes affecting small business.

New Minimum Wage

Starting on January 1st, 2020 there's a new minimum wage in the following states:

- New York (effective December 31st)
- Alaska
- Arizona
- Arkansas
- California
- Colorado
- Florida
- Illinois
- Maine
- Maryland
- Massachusetts
- Michigan
- Minnesota
- Missouri
- Montana
- New Jersey
- New Mexico
- Ohio
- South Dakota
- Vermont
- Washington

Many of these states are also increasing their minimum wage as part of an incremental plan by their state legislatures to eventually establish a minimum wage of \$15 an hour.

The increases in the minimum wage in the following states go into effect later this year:

- Connecticut
- New York (another increase)
- Oregon

Even if your state is not one of the many that has increased its minimum wage this year, you may feel some pressure to increase the salaries you offer in order to remain competitive from a hiring perspective. Most states now have a higher minimum wage than what is dictated by the federal government.

Overtime Laws

While this is not a new ruling, the changes in overtime are now officially going into effect. If you haven't kept up...

Overtime floors have changed. That means employees who earn below \$684 per week (or \$35,568) must now be paid overtime. This is an increase from the previous threshold of \$455 per week or \$23,660 annually.

Bottom line: you may have employees who are now eligible for overtime who weren't eligible in the past.

New W-4 Forms

You know how with every new employee you have to give them a withholding form and then they decide

how to withhold tax from their paycheck by listing a number of dependents? It's confusing for employees and many of them over or under deduct by accident.

No longer.

This form is now being replaced by a new W-4 form that will now reflect dependent information from the employee's tax return. While this ruling came down in 2017, it's only now becoming official.

California Consumer Privacy Act

If you do business with people in California, even if you're not based there, you may have to adhere to new California legislation that requires businesses to divulge what information they have on people and how they're using it. This could change your marketing especially if you're keeping track of activity history or something beyond basic contact data. This law also gives "Collectees" the option to have their data deleted from the company's computer system.

You may also need to adhere to this new privacy act if you are business that handles information collected by others. For example, if you produced software that businesses used for marketing purposes and collected that data, you may be affected.

However, if you're a small business with less than a 25-million dollar revenue base (calculated globally, not just nationally) and you have under 50,000 California residents in your database,

you needn't comply (at least not yet).

While 50,000 sounds like a very large number, it's important to note that each piece of data or contact information is considered an individual. For instance, a subscribers cell phone and email are counted as two California residents even though they belong to the same person. Each contact point is considered a single Californian.

Two Other Notable Changes

While many cities have blazed the campaign against ending plastic bag use, Oregon becomes the first state to ban plastic bags starting this year. We'll have to wait and see if other states follow this practice or if it starts changing how we ship materials as well.

California is also using 2020 as the year it looks to protect members of the gig economy. This year, they are placing strict provisions around what job duties can be designated for work as an independent contractor and which require businesses to higher for the positions as full-time employees. This will likely change the structure of California's independent contractor landscape.

2020 is a big year for legislative change. While these things have been brewing for some time, this year marks when they go into effect and when the government begins ensuring businesses are following the legislation.

So if you've been putting off thinking about the



Jill R. McCartney, IOM, CCEO-AP, President & CEO

ramifications of these changes on your business, it's time to realize the future is here and so are the potential penalties and fines.

-Christina R. Metcalf (formerly Green) is a marketer who enjoys using the power of story and refuses to believe meaningful copy can be written by bots. She helps chamber and small business professionals find the right words when they don't have the time or interest to do so.

Christina hates exclamation points and loves road trips. Say hi on Twitter or reach out on Facebook.

As your Kilgore Chamber President and CEO, it is important for us to help inform our member businesses and community about information such as this. At times we seek out articles from professionals who can dive into the nitty gritty and assist us in getting the word out.

We Are Kilgore,

Jill R. McCartney, IOM, President & CEO
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Talking Tourism



Ryan Polk
Tourism Mgr.

Enter 2020! A New Year brings a new decade in the City of Stars! As we continue to fill out our new planners with goals and resolutions, let me just say that 2019 was a sensational year for Visit Kilgore and the community it promotes. From the continued collaboration with our amazing partners to the opening of new businesses in Historic Downtown Kilgore, like Loco Meaux Brew Pub, Kilgore Mercantile, and others, and the continued growth and success of many

events both young and mature! The Kilgore College Rangerettes, our most famous ambassadors, reminded so many in Europe, not just once, but twice, about Kilgore and Texas and the definition of legendary. And the stage at the Van Cliburn Auditorium on the campus of Kilgore College was a magnet for summer culture as the Texas Shakespeare Festival continues to give Kilgore a prized and rare cultural status for a community of its size. You really can't put a year in

three sentences, but we can summarize it with photos! As we move forward, we are looking forward to #2020vision to the exciting updates at the East Texas Oil Museum along with the additions at the Texas Broadcast Museum and all the updates and exciting progress that this year will bring.

In case you missed 2019, here are some views!



Revelers enjoying the vibe at Kilgore Oktoberfest – Photo by Tyler Ellison



Guinevere and King Arthur sighting at Avalon Faire



A scene from Shakespeare's "As You Like It" at the Texas Shakespeare Festival – Photo by John Dodd



Art enthusiasts enjoying the Art & Wine Exhibition at the Kilgogh Arts Festival – Photo by Tye

Coming Soon

National Plan for Vacation Day - Jan 28

"National Plan for Vacation Day" is January 28, and we are all about it! We are encouraging not only visitors but also residents to take advantage of this day by planning their very own stay-cation in Kilgore this year with our unique attractions and events, but also a memorable day trip to one of the many East Texas destinations within an hour's drive of Kilgore. Our community will have so many events this year, and with many attractions in our backyard, the options are endless!

We still love seeing the photos on Instagram and Twitter tagged with #VisitKilgore and #KilgoreTX. You can always tag us in your photos using our name Visit Kilgore or you message your photos to us on one of the social media channels! For more information on happenings and events in Kilgore, visit our website www.visitkilgore.com, and be sure to stay up-to-date on current

events by liking us on Facebook and following us on Instagram.

Kilgore to Longview Run 2020 - Feb 8

The race with a view! Returning for the new decade, the Kilgore to Longview Run is the first popular outdoor sporting event of the year! This legendary race is a point-to-point race from Historic Downtown Kilgore TX to the Rodeo Arena at the Maude Cobb Convention Center and Gregg County Fairgrounds complex in Longview TX. The 11 mile race route follows US Highway 31. Registration ends February 7, 2020 at 2:00pm <https://runsignup.com/Race/TX/Longview/KilgoretoLongview11MileRace>

Kilgogh Arts Festival - Feb 21 -22

Let's "Gogh Crazy" with art in Historic Downtown Kilgore! Returning for its 8th year, the Kilgogh Arts Festival kicks off February 21 with the 2019 Art & Wine Exhibition at the Texan The-

ater and Old Post Office in Historic Downtown Kilgore. KilGogh aims to provide an opportunity for local and regional artists to exhibit their art and make the festival an East Texas art experience for the community. The art and wine exhibition includes an evening of entertainment, food from the Kilgore College Culinary Arts, wine tastings from local East Texas wineries. KilGogh attracts artists and visitors from across East Texas, the Shreveport/Bossier area and Dallas/Fort Worth region. Tickets to the exhibition are \$30 each and include the opportunity to sample wines and the culinary arts while you peruse and purchase exclusive artwork. Started by local art enthusiasts, this event has grown each year since its inaugural event in March 2013, and is now managed by the Kilgore Main Street program. For more info. including tickets visit www.kilgoremainstreet.com/kilgogh

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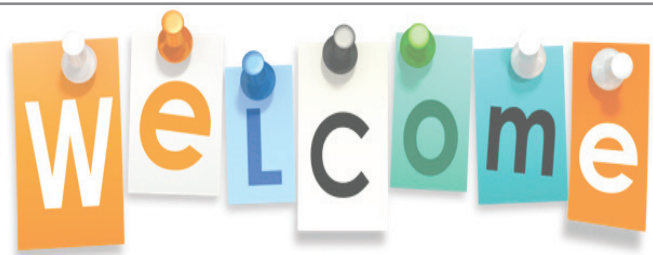
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"The purpose of the Kilgore Chamber of Commerce & Visitors Bureau is to cultivate a strong business and industrial environment in Kilgore, creating a vibrant place to live, learn, work and play."

KILGORE CHAMBER OF COMMERCE STAFF

Jill McCartney, President/CEO
Lisa Morgan, Member Services Manager
Ryan Polk, Tourism Manager

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Excitement was the word during Downtown Trick or Treat

Why Join the Chamber... LEARN



Exclusive workshops, seminars, news & business resources
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your business success.

KILGORE CHAMBER OF COMMERCE PRESENTS

BizConnectLuncheon

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STATE OF THE COMMUNITY

11:00 a.m.
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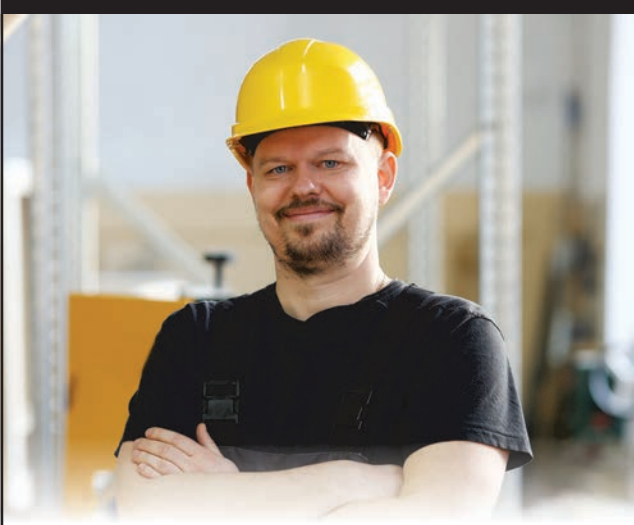
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- Kilgore College
- Kilgore Economic Development Corporation
- Kilgore Chamber of Commerce

Learn more: 903-984-5022

Visit KilgoreChamber.com to RSVP online as a chamber member or send check to 813 N. Kilgore Street, Kilgore, Texas 75662. Pay at the door with cash, check, or credit card.



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- Erma



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KILGORE CHAMBER OF COMMERCE & VISITORS BUREAU INVITES YOU TO ATTEND JANUARY'S




Morning Brew

Thursday,
January 16
8:00 - 9:00 am



1614 EAST FAIRMONT, LONGVIEW TX



UPCOMING EVENTS & MEETINGS

Chamber Meetings & Events – January/February

| | | | |
|--------|---------------------------------|---------|-------------------------------|
| Jan 14 | Ambassador Meeting | 11:30am | Downtown D'Lites |
| Jan 16 | Executive Meeting | 12:00pm | Kilgore Chamber |
| Jan 20 | Board Meeting | 12:00pm | Kilgore Chamber |
| Jan 22 | Transportation Meeting | 12:00pm | Kilgore Chamber |
| Jan 24 | Re-Grand Opening Ribbon Cutting | 11:30am | Raw Iron Gym |
| Jan 28 | State of the Community | 11:00am | Kilgore College – Devall Room |
| Feb 10 | Governmental Affairs Meeting | 11:30am | Kilgore Chamber |
| Feb 11 | Ambassadors Meeting | 11:30am | TBA |

Community Events – January/February

| | | | |
|--------|---|---------|---------------------------------|
| Jan 16 | Spy School | 4:00pm | Kilgore Public Library |
| Jan 21 | Annual Chili Cook-off | 11:00am | Arabella of Kilgore |
| Feb 1 | Grand Re-Opening of Boomtown Theater | 10:30am | East Texas Oil Museum |
| Feb 6 | Gnomes | 4:00pm | Kilgore Public Library |
| Feb 21 | Bach's Lunch featuring Gala Strunk Kilgogh Arts Festival | 12:20pm | First Presbyterian Church |
| Feb 21 | Art & Wine Exhibition | 6:00pm | Texan Theater & Old Post Office |
| Feb 22 | Art Exhibition | 10:00am | Texan Theater & Old Post Office |

Go to KilgoreChamber.com or VisitKilgore.com for more event information.

If you have a community event you wish to have listed on the Kilgore Calendar please send your information via email to info@kilgorechamber.com, drop it by the Chamber office at 813 N. Kilgore Street. We will be happy to share your event information on the community calendar and via Facebook at [KilgoreChamber](https://www.facebook.com/KilgoreChamber) and [VisitKilgore](https://www.facebook.com/VisitKilgore).



Morning Brew, one of the Chamber's business connection events, was sponsored and held at J. de Graffenried Dentistry. Thank you to Dr. Joey, Dr. Josh, and staff for hosting an outstanding event! If your business is interested in hosting a Morning Brew, contact Lisa Morgan at the Kilgore Chamber 903-984-5022.

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