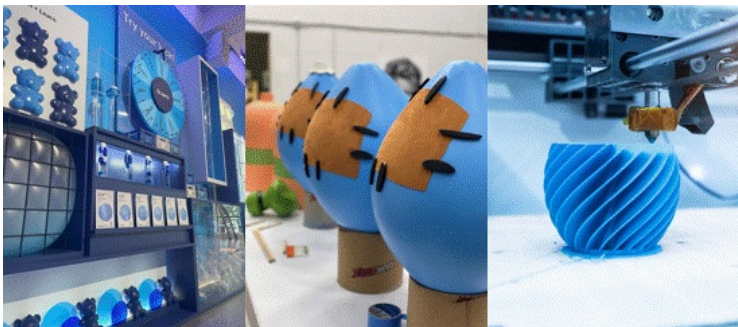




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28 CHURCH STREET
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Navigating Unemployment & Protecting Business Owners

Heather Bell, President & CEO

Navigating the termination of an employee can be a daunting task for any business owner. Whether it's due to budget constraints, performance issues, or misconduct, the process carries implications that extend beyond the immediate situation. One such concern is the potential for former employees to claim unemployment benefits, which can impact a company's bottom line through increased insurance premiums. What follows is guidance to employers on safeguarding against fraudulent claims.

Document: Maintain comprehensive documentation of employee misconduct, including: written warnings, performance evaluations, witness statements, and any other pertinent evidence.

Enforce Company Policies: Clearly communicate job expectations and define misconduct. Apply disciplinary policies consistently and document instances thereof, serving as evidence in potential appeals.

Swift Response to Claims:

In the event of a wrongful unemployment claim, promptly and professionally respond to requests from the state agency. Providing accurate and complete information about the termination strengthens your case. Active participation in hearings and related proceedings allows for the presentation of evidence.

Legal Consultation:

Seeking counsel from a labor attorney familiar can offer invaluable guidance on navigating

unemployment issues. If you can not afford an attorney, contact your chamber to assist with pro-bono legal services from your fellow members.

By adopting these proactive measures, employers can minimize the risk of encountering and addressing fraudulent unemployment claims, safeguarding their financial interests and operational integrity. YOUR Orange County Chamber of Commerce advocates for your best interests as our members. Established relationships with the Department of Labor and other strategic partnerships allows us to provide you with valuable assistance and connections.

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THAYER EXECUTIVE LEADERSHIP PRESENTS
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Sharpen your executive leadership skills and hear how Thayer Leadership starts building leaders with a simple premise: character is foundational to your ability to lead.

Carlys Lemler, Esq.
Thayer Executive Leadership

JUNE 13, 2024 7:30 AM - 9:30 AM

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Book in the beauty of Tuscany, see the city splendor of Rome, and visit Florence, the Birthplace of the Renaissance, with this spectacular tour of Italy!

Price per person on double occupancy: **\$3149**
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Please join us for this exciting trip!
Heather Bell-Meyer
President & CEO

 **ORANGE COUNTY CHAMBER OF COMMERCE**

To book or inquire please contact:
Rosey Beckwith,
Event Coordinator,
amberbeckwith@occc.com
845-294-1100

You can book online through Booking.com on the Chamber's website orangecc.com or scan the QR Code 

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Keller Williams Realty, 1st in NY
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DID YOU KNOW?

YOUR Orange County Chamber of Commerce
membership investment is considered a
Tax Deduction!

"...deductible as trade or business expenses if ordinary and necessary
in the conduct of the taxpayer's business." - IRS Website

#OCNYCHAMBERMEMBER



BUSINESS ESSENTIAL SERIES



NY State Required Sexual Harassment Training

Wednesday, May 22nd, 2024 @ 12:00PM (Virtual)
Register at orangenyny.com | MEMBERS ONLY!

Required by NY State Annually
Provided FREE & Exclusive to Members

SPONSORED BY:



Presented by:

Janet Giannetta, SPHR, SHRM-SCP
Visions Human Resource Services, LLC
Human Resources Professional

This is a training that is required annually for all businesses, a \$1,500 value included with your membership! The EEOC has released new final guidance on workplace harassment, replacing five of its prior guidance documents and new standards that reflect a watershed 2020 Supreme Court ruling and a heightened focus on online harassment.

MAY MEMBER APPRECIATION NETWORKING MIXER

Bellvale Bruderhof Community

359 Gibson Hill Rd. Chester, NY 10918
Thursday, May 30th, 2024
5:30PM - 7:30PM

Register online
www.OrangeNY.com
"Members Only"

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RESOURCES

RESOURCES FOR YOUR

Success In Business

YOUR Chamber sourcing for YOU



Health Resources & Services Administration



Workforce Programs

Workforce programs help strengthen the health workforce and connect skilled health care providers to communities in need, improving the health of people who need it most.

We offer [scholarship, loan, and loan repayment programs](#) to individuals and award grants to organizations .



Division of the Budget

[GOVERNOR HOCHUL ANNOUNCES](#)

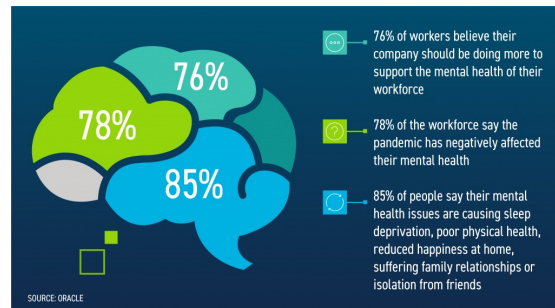
[HISTORIC INVESTMENTS OF](#)

[FY 2025 NEW YORK STATE BUDGET](#)



U.S. Chamber of Commerce

[SMALL BUSINESS TRENDS THAT WILL IMPACT YOUR SALES IN 2024](#)



Legislation to promote **job opportunities in New York State** and help job seekers secure new employment opportunities - [Learn more](#)

[\\$10k Perseverance Grant](#) celebrates the grit and determination of small business owners. Entrepreneurs and small business owners at all stages of business are encouraged to apply. The deadline to apply is March 31.

The [Comcast Innovation Fund](#) provides grants to support technology and research “for the betterment of the Internet.” Areas of interest for the 2024 grant year include open-source development, general and targeted research, and work that enhances the growth of the Internet. Applications will be accepted on a rolling basis until all funds for 2024 are disbursed.



DEPARTMENT OF MENTAL HEALTH

Tue, May 7

Mental Health Awareness Month: Talk Saves Lives for LatinX and Hispanic

Wed, May 8

Mental Health Awareness Month: VA Operation S.A.V.E

Wed, May 8

MHOP Virtual Narcan Training

Thu, May 9

Mental Health Awareness Month: Introduction to Supporting Those at Risk

Mon, May 13

Lunch N Learn: Fostering Resilience

Orange County Executive Steve Neuhaus presented the 2024 State of the County address, highlighting the county's resilience and success despite challenges in 2023. Key points include record-low tax rates, reduced debt over the past decade, a more efficient workforce, increased protection of open space, and recognition for the Office of Emergency Management as one of the best in the Northeast. Watch the full address [HERE](#)

65 GRANTS, LOANS & PROGRAMS TO BENEFIT YOUR BUSINESS! When you know where to look, help for your business is there for the taking. [CLICK HERE](#)

The [FedEx Small Business Grant](#) is set to award over \$230,000 in grants and services to 10 U.S.-based small businesses. One grand prize winner will receive \$50,000 and nine additional recipients will be granted \$20,000 — along with various perks, including print credit, consultation services, and more. Applications open March 1 and close April 1.

More grant & program information can be found [here](#).

Small Business Credit Initiative (SSBCI)

More than \$500 million in federal funding is now available to support the resurgence of small businesses across New York State through the State Small Business Credit Initiative (SSBCI), a program through the American Rescue Plan Act. Managed by the U.S. Department of Treasury, SSBCI provides funds to support programs for small businesses to recover from the economic effects of COVID-19 and allow them opportunity to succeed in the post-pandemic economy. Visit esd.ny.gov/ssbci for information

Veterans' Nonprofit Capital Program

\$5 million available through newly created [Read more](#)



Department of Health

[GRANTS FOR BUSINESSES THAT WORK IN MENTAL HEALTH](#)



Preparing For The Pregnant Workers Fairness Act: The Final Rule Takes Effect June 18. [READ MORE](#)

Five Essentials for Workplace Mental Health & Well-Being



ALMOST EVERYTHING WILL WORK AGAIN IF YOU UNPLUG IT FOR A FEW MINUTES, INCLUDING YOU.

- ANNE LAMOTT

FUNDING OPPORTUNITIES FOR DISABLED ENTREPRENEURS

Disabled entrepreneurs face challenges in the workforce. Here's a list of funding sources, programs, and resources to help them succeed.

[CLICK HERE](#)

[SMALL BUSINESS GRANTS FOR](#)

[WOMEN IN](#)

[NEW YORK](#)

The [Women in Apprenticeship and Nontraditional Occupations \(WANTO\)](#) grant program (application deadline June 10) supports community-based organizations in their efforts to recruit, train and retain more women in Registered Apprenticeships and nontraditional occupations. [Apply here.](#)

The [Fostering Access, Rights and Equity](#) grant program (application deadline May 28) funds community organizations that work with survivors and women at high risk for workplace violence and harassment. [Apply here.](#)

The **Stewart Air Service Development Committee** is proud to share that **Breeze Airlines** will offer twice-weekly round-trip service from **New York Stewart International Airport** to **Orlando, FL** and **Charleston, S.C.**, starting **February 15th!**

NYS ROUTE 17 → I-86 ENHANCEMENTS
NYS Route 17 Mobility & Access Improvements Project

Join us for a Public Scoping Meeting

The New York State Department of Transportation (NYSDOT), in cooperation with the Federal Highway Administration (FHWA), is preparing an Environmental Impact Statement for the NYS Route 17 Mobility and Access Improvements Project (Project), located along NYS Route 17 between Exit 113 in Sullivan County and I-87 in Orange County.

NYSDOT and FHWA invite the public to attend any of the public scoping meetings for the Project; meeting content will be the same at each. NYSDOT representatives will be available to provide information, answer questions, and gather input.

Project Location

Details

Meetings 1 & 2	Meeting 3
Wednesday, May 15, 2024	Thursday, May 16, 2024
1 p.m. to 3 p.m. and 5 p.m. to 8 p.m.	6:30 p.m. to 8:30 p.m.
Town of Wallkill Community Center 7-9 Wes Warren Drive Scotchtown, NY 10941	Central Valley Elementary School 45 NY-32 Central Valley, NY 10917

How to Comment

Submitted comments will become part of the Project file, which is a public record.

- ✉ NYS Route 17 Mobility & Access Improvements Project Team
NYSDOT Region 8
4 Burnett Boulevard
Poughkeepsie, NY 12603
- 📧 Rt17MobilityAccess@dot.ny.gov
- 🌐 route17.dot.ny.gov/#mobility-access-contact

Learn More

Visit the Project website at: route17.dot.ny.gov/mobility-access or scan the QR code.

NYSDOT complies with the Americans with Disabilities Act and federal Limited English Proficiency guidelines. If you require special accommodations or interpretation services to participate in this meeting or need assistance reaching the meeting via public transit, contact the Project team at (845) 752-6332 by May 8, 2024.

Visit the Project website at: route17.dot.ny.gov/#mobility-access

Department of Transportation



The top 10 things I wish business leaders understood about IT
[READ MORE](#)



On March 25, the **Social Security Administration (SSA)** implemented new guidelines regarding overpayments that may affect the withholding rates from beneficiaries' monthly checks. A significant departure from the previous policy, the new rules aim to reduce the financial burden on beneficiaries who have been overpaid due to benefit miscalculations. [READ MORE](#)

The [Department of Labor's \(DOL's\) final rule](#) on how to analyze whether a worker is classified as an employee or independent contractor under the Fair Labor Standards Act (FLSA) took effect March 11. This has implications on all employers subject to the FLSA. [READ MORE](#)

MAY 2024 • MENTAL HEALTH AWARENESS MONTH
workshop series



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Suicide Awareness & Prevention
 QPR (QUESTION, PERSUADE, REFER.)
 FRIDAY • MAY 10 (NOON)
 MONDAY • MAY 20 (7 PM)
 VIA ZOOM

Be prepared to be a resource & support in a critical time.

Nonclinical approach suitable for anyone.

Two dates in May. You only need to attend one.

Register through QR or link.

<https://www.surveymonkey.com/r/regQPR>

Feeling Overwhelmed?
 THURSDAY • MAY 16 • 7 PM
 VIA ZOOM

People report feeling overwhelmed much more frequently than before. Join a guided conversation to share experiences & effective ways of coping & thriving.

Register through QR or link.

<https://www.surveymonkey.com/r/LifeWithoutLimits>

Navigating the mental health system of care
 WEDNESDAY • MAY 22 • 12 PM
 VIA ZOOM

Whether you need services for yourself or a loved one, learn what services are offered & how to access them.

Register through QR or link.

<https://www.surveymonkey.com/r/LifeWithoutLimits>

Removing barriers to mental health treatment
 MAY 23 • 12: 30 PM
 LIVE PANEL ON LINKEDIN

Hosted by Lanre Somorin, M.D., Medical Director for Adult Services at Access: Supports for Living

How the urgent care model is increasing accessibility to care.

Register through QR or link.

<https://www.surveymonkey.com/r/LifeWithoutLimits>

All registration links & more info at TheGuidanceCenter.org/trainings



Webinar

Achieving employee well-being: Unveiling the power of financial wellness

May 9, 2023
 10 AM, ET

Marsh McLennan Agency

MarshMMA.com

Upcoming webinar


Thursday, May 9

10 am, ET

Achieving employee well-being through the power of financial wellness is crucial in today's workplace. By prioritizing financial education, personalized guidance, and comprehensive benefits, organizations can reduce employee stress, improve productivity, and attract and retain top talent.

Target Audience: Plan Sponsors, CHROs, HR leaders

Register



CLICK HERE TO DONATE

Give where you live!
May 15, 2024

Summer 2024 Certificate in Manufacturing Leadership begins July 17th at the Center of Excellence for Industry and Innovation at DCC @ Fishkill



For over 25 years, the Certificate in Manufacturing Leadership program has offered attendees a range of leadership skills through a series of concentrated courses. Participants who complete the required courses are presented with the Certificate in Manufacturing Leadership by the Council of Industry. Individuals who complete the full program will receive acknowledgment and a certificate at the annual luncheon.

Register For Full Program



HVHINSPECTIONS@GMAIL.COM
Hudson Valley HOME INSPECTIONS LLC
845.863.3326

FREE CE CLASS

Pests and Environmental Hazards For Real Estate Professionals

May 16, 2024
1:00 PM to 4:00 PM
3.00 Real Estate Continuing Education
Credit Hours Approved State(s): NY

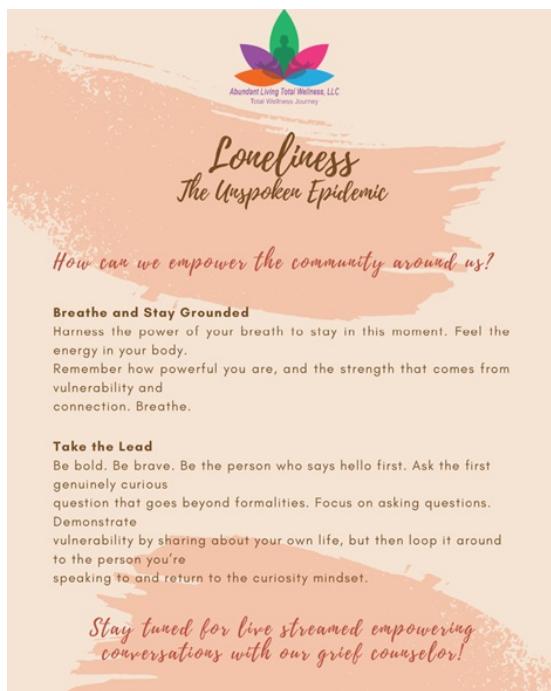
OCC
68 North Plank Rd
Newburgh, NY 12550

This course examines the various pests and environmental hazards that can destroy a home, including those that might be missed by a traditional home inspection. It is important that real estate professionals are aware of the damage that these pests can inflict along with some warning signs of their presence so they can better advocate for their clients.

Learning Objectives
By the end of this course, participants will be able to:

- Describe the different types of wood destroying insects
- Explain how wood destroying insects can enter and defect a home
- Describe the preventative measures that can be taken by homeowners to deter pest destruction
- List what areas of the United States is affected by each wood destroying insect
- Understand the implications of wood destroying insects on real estate transactions

[Chttps://hvhi.preferrededucation.net/course_info.php?t=0&c=14042&sc=10975](https://hvhi.preferrededucation.net/course_info.php?t=0&c=14042&sc=10975)



Abundant Living Total Wellness, LLC
Your Wellness Journey

*Loneliness
The Unspoken Epidemic*


How can we empower the community around us?

Breathe and Stay Grounded
Harness the power of your breath to stay in this moment. Feel the energy in your body. Remember how powerful you are, and the strength that comes from vulnerability and connection. Breathe.

Take the Lead
Be bold. Be brave. Be the person who says hello first. Ask the first genuinely curious question that goes beyond formalities. Focus on asking questions. Demonstrate vulnerability by sharing about your own life, but then loop it around to the person you're speaking to and return to the curiosity mindset.

Stay tuned for live streamed empowering conversations with our grief counselor!

MHV INSIDER



WHAT IF YOUR LOAN IS DENIED?

It's probably the biggest fear people have when applying for a loan: what do I do if I get denied? Get the inside scoop on how to reduce your chances of getting denied – and the steps you can take if you are.

WATCH THE 10 MINUTE VIDEO



2024 PROFESSIONAL ADVISORS BREAKFAST

Ensuring Client Legacy by Rethinking the Estate Planning Process

EDUCATION SESSION PRESENTED BY:

Matt Lee, JD and **Alexa Broida, CAP** of Wilmington Trust
Emerald Family Office & Advisory

Together Matt and Alexa will provide strategic transition
planning and solutions to this crucial topic. *

registration

\$30 (includes breakfast)

register by email

megan@cfosny.org

or scan QR code



*CLE and CPE credits pending

Thursday, May 30, 2024

Powelton Club
29 Old Balnville Rd.
Newburgh, NY 12550

Check in & breakfast 8:00 AM

Program begins at 8:30 AM

Sponsored by:



The Real Property Taxable Status of New York Limited Liability Companies

The taxable status of New York limited liability companies (LLCs) for Real Property Tax Law (RPTL) sections 420-a and 462 exemptions raises concerns due to a lack of guidelines, particularly regarding New York LLCs claiming nonprofit status. While RPTL §420-a permits real property owned by entities organized or conducted exclusively for exempt purposes to qualify for the exemption, it is doubtful whether LLCs, especially those formed in New York, can meet the criteria, as they are, by definition, created for profit. Although federal tax treatment may regard LLCs as pass-through entities, RPTL §420-a mandates scrutiny of the owning entity itself for exemption eligibility, necessitating, at the very least, a sole nonprofit member also eligible for the exemption and evidence of strict limitation to that nonprofit member's purposes and exempt activities in the LLC's governing documents. Additionally, LLCs cannot qualify for RPTL §462 exemptions, which are expressly reserved for religious corporations under New York law.

If you have questions regarding eligibility of LLC's for exempt status, please reach out to **Kara Cavallo**.



[Read Article](#)

Healthy Snacks for Energy, Mood and Weight Control



Contributed by #ocnychambermember **AlignLife**
[click photo for article](#)



MAY 2024 EVENTS

[REGISTER NOW](#)



ORANGE COUNTY
CHAMBER OF COMMERCE

Ribbon Cuttings

- 5/14 THE STRETCH ARTIST**
- 5/16 GEORGE THOMPSON INSURANCE**
- 5/21 THE RAD COLLECTION**
- 5/29 HERITAGE FINANCIAL CREDIT UNION GOSHEN**

VISIT ORANGENY.COM FOR ADDITIONAL RIBBON CUTTING DATES.

THANK YOU TO OUR SPONSOR:



FRI. MAY 10-

Maximizing Your Membership @ 12:00 PM-1:00 PM
Virtual: Zoom with us!

MON. MAY 20-

Breakfast Brief - American Cancer Society @ 9:00PM-10:00 PM
68 N Plank Rd 2nd floor, Newburgh, NY 12550

WED. MAY 22-

Business Essentials Series: Sexual & Workplace Harassment Training @ 5:30PM-7:30 PM
Virtual: Zoom with us!

WED. MAY 29-

Virtual Speed Networking @ 12:00 PM-1:00 PM
Virtual: Zoom with us!

THURS. MAY 30- MEMBERS ONLY

Member Appreciation Mixer @ Bellvale Bruderhof Community 5:30PM - 7:30 PM
359 Gibson Hill Rd. Chester, NY, 10918

VIRTUAL SPEED NETWORKING



An Orange County Chamber of Commerce Members only Exclusive Program that will connect you with members and build relationships!

WEDNESDAY, MAY 29TH
12:00PM - 1:00 PM

THANK YOU TO OUR SPONSORS:

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A SIMON PREMIUM OUTLET



MAY MEMBER APPRECIATION NETWORKING MIXER

Bellvale Bruderhof Community

359 Gibson Hill Rd. Chester, NY 10918
Thursday, May 30th, 2024
5:30PM - 7:30PM

Register online
www.OrangeNY.com
"Members Only"

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"DUTY, HONOR, COUNTRY"

Sharpen your executive leadership skills and hear how Thayer Leadership starts building leaders with a simple premise: character is foundational to your ability to lead.

Carlys Lemler, Esq.
Thayer Executive Leadership

JUNE 13, 2024 7:30 AM - 9:30 AM

THANK YOU TO OUR SPONSORS: **OSIRIS COUNTRY CLUB** 110 COUNTRY CLUB RD. WALDEN, NY 12586

Register Here

FOR MORE INFORMATION OR TO RSVP FOR ANY OF THESE EVENTS, VISIT ORANGENY.COM OR CALL 845-294-1700

Register for Events [HERE](#)

ORANGE COUNTY CHAMBER OF COMMERCE

THE COMMITTEES

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ORANGE COUNTY CHAMBER OF COMMERCE

ORANGE COUNTY CHAMBER OF COMMERCE

PRESS RELEASE

Exciting News!

We are thrilled to announce that you can now add Press Releases directly on your Member Portal.

PRE PRE PRE PRE PRE PRESS RELEASE



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Orange Bank & Trust Co. | Raven Lake Studio | RBT CPAs
Rhinebeck Bank | Ulster Savings Bank | Walden Savings Bank

SILVER

Interact Marketing | Garnet Health | Montefiore St. Luke's Cornwall
Visions Human Resources | WALL Radio & WDLC Country



Orange County Chamber of Commerce | 68 North Plank Road, Newburgh, NY 12550

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