



March 2018



SAVE THE DATE....November 11-14, 2018

**Here's An Update on YOUR Convention from the
Puerto Rico Economic Development Department...**

"...I would like to personally assure you that we are ready and eager to host your event. Our capital, San Juan, has been restored quickly so you will be able to enjoy all the amenities you can expect from a top business and leisure destination.

...As early as January 2018, Puerto Rico was 'open for business' which we demonstrated by hosting our first major convention after Hurricane Maria...more than 1,052 global delegates [from around the world] attended Marketplace.

...Puerto Rico is definitely open for business and we are looking forward to the FIAE Annual Convention come November."

Check your mail for a copy of the welcome letter....And check out this view from the beautiful Condado Vanderbilt, HQ for the FIAE Convention!



FIAE Working On Your Behalf.....

This month, FIAE joined the Retail Litigation Center (affiliated with RILA) and 20 other retail associations in an amicus brief filed at the U.S. Supreme Court in *South Dakota v. Wayfair*. The case is a challenge to the 25- and 50-year old Supreme Court precedents that give online-only retailers a competitive tax advantage over brick-and-mortar stores. The Supreme Court will hear oral arguments on April 17 and decide the case before the end of June 2018. To view a copy of the amicus brief, click here:

https://www.supremecourt.gov/DocketPDF/17/17-494/37733/20180305171552180_17-494%20Retail%20Litigation%20Center%20Amicus.pdf

Streamlined Community College Program Offers Retail Workers a Chance to Advance

Retail Management Certificate

Retailers report one of their primary challenges is recruiting and retaining a productive workforce. Currently unemployment is at 4.1% 1, less than half of what it was in 2010. The grocery industry is competing more than ever for workers against other newly lucrative industries, particularly the technology field, energy sector (e.g., solar/wind), and health care workers.2

As food industry association leaders, we want to help our members address this challenge with resources and tools that lead to a loyal and productive workforce. In 2000, industry leaders came together to launch a program that develops and educates retail workers, derived from their incumbent workforce. The Retail Management Certificate Program (RMCP) is guided by people who understand

food retail, along with an industrial psychologist who identified and measured the essential competencies necessary to develop effective and successful managers.

Often, grocery personnel come to the industry as part-timer employees looking for a flexible work schedule, but never intending this to be a career. In many cases, college education has not been something they pursued. But for those who stay in food retail, they realize there are growth opportunities, particularly if they have education. RMCP gives that food retail employee an opportunity to accelerate.

Now, 18 years later, the RMCP, under the oversight of the Western Association of Food Chains (WAFC), has awarded certificates to almost 2000 graduates. This vetted, eight-course community college business curriculum is fully accredited, transferable to universities, and, in fact, almost 80 percent of graduates say they want to pursue an Associates or Bachelor's degree upon completion of RMCP. Perhaps more importantly, RMCP breeds loyalty and camaraderie among retailers who sponsor workers.

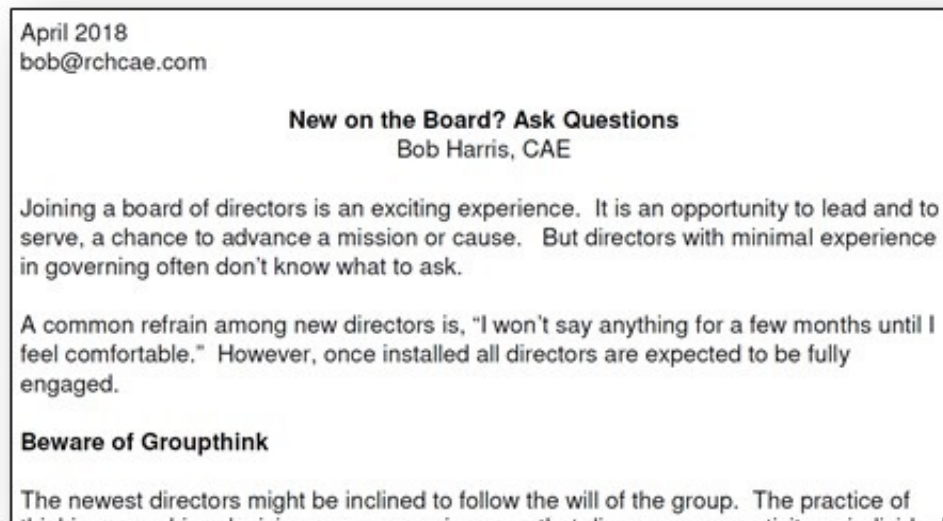
The program is endorsed by the Western Association of Food Chains (WAFC), the Food Marketing Institute (FMI) and the National Grocers Association (NGA). Contact Cherie Phipps, 714-501-5775 or Cynthia Brazzel, 202-220-0627 or visit www.RetailManagementCertificate.com.

1 <https://data.bls.gov/timeseries/LNS14000000>

2 <https://www.bls.gov/ooh/fastest-growing.htm>

3 www.retailmanagementcertificate.com

ASSOCIATION 101 (and higher)



CHECK OUT the ASSOCIATION 101 Section of the FIAE Website...for fresh information, posted regularly, generously submitted by Bob Harris and Bill Pawlucy. There are great tips,

forms, board information, staff recommendations -- everything you need to help your association run smoothly and more efficiently. It's not just for new executives!

**Webinar Ideas? Newsletter Article Submissions?
Send them our way!**

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