

A YEAR IN REVIEW

GHRA IS OUR LEADING ADVOCATE FOR THE TOURISM INDUSTRY



WHO WE ARE

The Guam Hotel & Restaurant Association is a private, nonprofit trade association that was created 44 years ago by industry stakeholders.

The Guam Hotel & Restaurant Association strives to be an active corporate citizen in the community and works with others to improve the overall quality of life on the island of Guam. Its primary purposes are to:

Promote the highest standards of service and quality in the hotels and restaurants on Guam.

Advocate just legislation and governmental regulations governing the conduct of business.

Improve business-community relations through positive interactions with Guam's citizenry.

Publicize the value and benefits of the island's visitor industry to the territory's economy.

UPCOMING EVENTS!

Renewal of GHRA Membership

October 5, 2016

GHRA will renew memberships for 2017. Benefits include business-to-business networking; industry relations; training and education for workforce development; monthly statistics; government and regulatory affairs; media relations; and access to GHRA programs, committees, events, and sports.

Pacific Hotel and Restaurant Exposition 2016

September 30 - October 1, 2016

10 am - 5 pm @ The Hyatt Regency Guam

Be a part of GHRA's 25th Pacific Hotel and Restaurant Expo! Do not miss the opportunity to promote your business to the hotel and restaurant industry and local consumers under ONE Roof! Visit more than 30 exhibitors at PHARE.

Annual Tourism Cup Championship Golf Tournament

November 19 - November 20, 2016

Onward Talofofu Golf Resort

The GHRA Tourism Cup is recognized by the Royal & Ancient Club as a World Amateur Ranking Event, features more than 200 golfers, and raises funds for Safety and Security Programs.

Protecting Our Industry!

New Laws

The Guam Family and Medical Leave Act

According to this new article, it will be unlawful employment practice for any employer to refuse to grant a request by any employee with more than 12 months of service under them to take up to a total of 12 workweeks in any 12-month period for family care and medical leave. This article will take effect on December 1st, 2016. Contact Guam Department of Labor for more detailed information.

White Collar Exemptions in Overtime Final Rule

This “final rule” focuses primarily on updating the salary and compensation levels needed for executive, administrative, and professional workers to be exempt. It is a tool that strengthens overtime protections and provides greater clarity for workers and employers across a wide range of sectors. The Final Rule also includes a mechanism that will automatically update the standard salary level requirement every three years. The effective date of the final rule is December 1, 2016. Contact Guam Department of Labor for more detailed information.

GHRA STAUNCHLY OPPOSES AGAINST BILL 359-33 HEALTH INSURANCE ACT

Entitled as the “*Hotel Health Insurance Choice Act*,” Bill No. 359-33 sought to provide for a referendum during the 2016 general election to determine whether or not to require hotels on Guam to provide health insurance to all employees. GHRA adamantly opposed the measure that created a government mandate on the private sector that is strictly targeted to one business sector or industry. GHRA publicly opposed the bill with oral and written testimonies. Thanks to Senator Rory Respicio and six senators, the bill was blocked.

GHRA SAYS NO TO WAGE INCREASES

Bill No. 312-33 seeks to raise Guam’s minimum wage from \$8.25 to \$10.10 over the next two years. According to the bill, the first increase of \$9.20 per hour would take effect on January 1, 2017 and the second amount of \$10.10 on January 1, 2018. Together with the Guam Chamber of Commerce, GHRA spoke out against any wage increases without conducting an independent economic study. GHRA also opposed the bill because of the economic impact the increases will have to the industry, which may include changes in employment and productivity, increases in market prices, fewer entry-level positions, reduction of employee hours, lower profits, and fewer investments in capital



GHRA Staff and Board of Directors at 2016 GHRA Gala

Informing Our Members

STREET LIGHTS AND SAFETY ISSUES

The 33rd Guam Legislature on May 5 passed Bill No. 252-33, an act to appropriate the sum of \$1,000,000 for improvements of crosswalk safety, streetlight systems, and upgrades on crosswalk signs within Tumon. The appropriation was funded from the fiscal year 2015 Hotel Occupancy Tax Surplus Fund, which translated to revenues collected in the FY16 Tourist Attraction Fund. GHRA supported the bill and continuously followed up with the Guam Visitors Bureau and the Destination Management committee on the street lights and safety issues in Tumon. GVB has yet to award the project.

TUMON FLOODING

Bill No. 220-33 serves as an act to prohibit the possibility of a storm water gravity bay outlet as an option to mitigate the flooding along the San Vitores Road in Tumon. Although the 33rd Guam Legislature agrees there is a critical need to mitigate the flooding problem, the solution should not have any negative impact on the environment and more specifically Tumon Bay's fish and reef habitats. The Guam Economic Development Authority and GVB will need to propose alternative options. GHRA and GVB have been trying to find solutions for many years.

RESPONSIBLE ALCOHOL SERVING

GHRA informed member and provided training opportunities for the Responsible Alcohol Server Seller Act by offering TiPS training and providing train-the-trainer opportunities to more than 30 trainers.

PORTABILITY

GHRA has worked hard for its members to get the health certificates and ABC license cards portable for each of the industry employees regardless of the place of employment or employer.

GUAM AirB&B

Earlier this year, Senator Tina Muna Barnes introduced Bill No. 324-33 to the 33rd Guam Legislature on the matter of Air Bed & Breakfasts on Guam. Bill No. 324-33 sought to establish a licensing process and restrictions and standards for bed and breakfast homes. The bill was passed into law, which will allow small, local businesses an opportunity to participate and benefit from the tourism industry. GHRA supported the bill and spoke at roundtable discussions.

PERMIT INCREASES UNACCEPTABLE

GHRA worked closely with Guam Department of Public Health and Social Services to justify proposed increases to sanitary permits. After many meetings, the changes were cancelled until further review.

GHRA Staff at 2016 GHRA Social



SUPPORT GHRA

The GHRA Social is a great way for members to gather in a social event and network with industry professionals. The industry night is a fundraising effort to help GHRA operate and continue providing services to its members. As a private, non-profit organization, GHRA operates independently as a non-government organization and works in solidarity with its members and tourism industry stakeholders. Thanks to its many donors and sponsors, GHRA celebrated its 44th anniversary in 2016.

Developing Our Workforce!

FREE SAFETY TRAINING PROGRAMS

GHRA provided free lifeguard, basic water rescue and first aid, CPR and AED training in 2016 to industry employees. The training was provided by the American Red Cross and was funded through the net proceeds from the annual Tourism Cup Championship Golf Tournament. The annual golf tournament has three formats including a two-day medal play with eight flights, a one day calloway and a two-man select shot tournament. Over the last 15 years, GHRA has raised funds for safety and security programs for the industry. More than \$335,000 has been donated to training for industry employees, providing search and rescue, beach patrol and other equipment and supplies to the Guam Police Department, Guam Fire Department and Guam Department of Parks & Recreation. The Tourism Cup is formerly known as the Tournament of Champions or the Governor's Cup.

SEE WHAT'S NEW AT PHARE 2016

Stay ahead of the competition and see the latest trends in food, beverages, amenities, technology, and other services from 32 exhibitors who will be on site for a two-day expo featuring new products from distributors, wholesalers and retailers looking to satisfy growing demands from the tourism industry. Visit us at the Pacific Hotel & Restaurant Expo from 10 a.m. to 5 p.m. on Friday, September 30 and Saturday, October 1 at the Hyatt Regency Guam. PHARE will feature culinary and bartending competitions on Friday as well as Burgerfest on Saturday.



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GROW YOUR BUSINESS

- Participate and market your products and services in tourism industry events
 - Pacific Hotel & Restaurant Expo
 - Tourism Cup Golf Tournament
 - Taste Guam
 - GHRA Gala
 - Hafa Adai Study Tours
 - Golden Latte & HERO Awards
- Promote your business directly within seven GHRA committees
 - HR & Education
 - Food & Beverage
 - Engineering & Environmental
 - Safety & Security
 - PR & Marketing
 - Executive Housekeeping
 - Front Office/Reservations

CUT THROUGH RED TAPE

- Address concerns with public sector partners including federal and local government agencies

TRAIN EMPLOYEES

- Develop your workforce with workshops and seminars from qualified professionals
- Get certification programs from the American Hotel & Lodging Association
- Receive discounts from AHLA's Educational Institute and the National Restaurant Association.

STAY CONNECTED

- Attend regular meetings with GHRA
- Receive updates on laws, rules and regulations that affect your business and the tourism industry
- Be informed with monthly industry statistics and industry news
- Stay involved in local community outreach efforts and programs
- Participate in public-private partnerships