From the Helm - Less Than Two Months To Go!

By Patrick Bagan, President, Marina Recreation Association

Greetings Everyone,

I would like to express my thanks to everyone who attended our 40th annual MRA conference and trade show this year in Las Vegas. Also, I would like to welcome its new members to the MRA.

Our general session began this year with three keynote speakers. Liz Hughes on Leadership Development, Bill Yeargin discussing Achieving Peak Performances that Delivers Results, and Peggy Greenwell on ADA (Americans Disabilities Act) rules with regards to marinas, parks, fishing piers and all recreational facilities.

We had a wide variety of topics this year, ranging from a Clean Marinas workshop and field trip, dry stack operations, copper hull paints and state of the marina, both related to navigable water and inland waterways.

I would also like to take this opportunity to mention all of our exhibitors and sponsors for their time and dedication. A special thanks goes out to them from the entire MRA Board and its members. Their continued support and contributions makes our conferences each year a major success.

Our Thursday night awards dinner was a success and fun was had by all. Shaun McMahon from Shelter Cove Marina presented the Darryl McConnell award to Kevin Ketchum of California Yacht Marina; R.J. Lorenzi of Westmar Marine Insurance presented the Trade Award to Keith Boulaix from Premier Materials Technology; and Kelly Palmer from Hydrohoist Marine presented this years MRA Scholarship recipient to Brett Boeh. Brett is the son of MRA member Greg Boeh of Pier 32 Marina in San Diego, CA. This scholarship in the amount of $1,000.00 is to assist Brett with tuition and books in the coming semester.

Dave Munroe, winning the poker run, won a 47” television and auctioned it off as well as the annual House Boat trip which was donated to the MRA by Nigel and Jeanne Lamb of Twin Anchors Marine in Canada during the awards dinner to raise money for the MRA. Dave Ciapponi from Gold Key Storage was the lucky bidder! Wonder how he got the TV back to California!?!?

A special thank you goes to Shaun McMahon of Shelter Cove Marina and Carl Ernst of Pier 38 at The Embarcadero in San Francisco who retired as board members this year. Their years of dedication and knowledge had contributed invaluable leadership to our industry and the MRA. Thank you for all your hard work, you will be missed. We hope to see them at our 41st conference in 2012.

In wrapping up, the MRA board and its members would like to thank Mariann Timms, Michaella Looney and Bela Kinsey for a job well done. Their time and effort put together another very successful conference and it is appreciated by all.

The MRA board will be meeting in February 2012 for its 2 day planning meeting. During these two days, we will review all surveys and suggestions regarding the conference and also pick topics and seminars for the upcoming conference. If you have any input or suggestions for the upcoming conference please do not hesitate to contact Mariann at timms@marina.org or myself at pat@sierraboat.com.

My Very Best To All,
Patrick Bagan
H. R. Alert - New Employment Laws

By Larry Levy - Employee Relations Management Consultant

Here are some recent employment laws that you should be aware of:

1. National Labor Relations Board Issues Final Rules for Workplace Rulings. The notice informs private sector employers who are subject to the NLRA to post a notice explaining the employee's rights to organize (join a union) under the law. There are over a dozen employee rights that must be cited on the poster, including the right to join a union, strike and picket. You may request a free copy of the poster by contacting the NLRA.gov and search for employer-rights-notice-poster-request.com. The poster may also be downloaded from the NLRB's website. This is a terrible, terrible law.

2. IRS Mileage Reimbursement Rate. The IRS just increased its standard mileage reimbursement rate to 0.555 effective July 1, 2011. The IRS' new rate for computing deductible medical and moving expenses will also increase from 4.5 cents to 23.5 cents per mile.

3. Credit Reports. Assembly Bill 22 bans employers from obtaining credit information about applicants and employees except under limited circumstances. The law does not affect criminal background checks.

4. Minimum Wage Violations. AB 240 amends the Labor Code to permit the Labor Commissioner to award liquidated damages in an administrative complaint for failure to pay the minimum wage. The amount of liquidated damages is equal to the amount of the unpaid wages. Essentially, the employee would recover double the amount of the wages owed. When an employer fails to provide a meal break the employer is to pay the employee one additional hour of wages. In this case the employer failed to provide time for both meal and rest breaks. Since there were two breaks not provided the employer was on the hook for two hours, not one hour, of additional wages.

Social Media - 6 Tips for Dealing with Upset Facebook Fans

By Captain Christopher Kourtakis - 360° Industry Solutions

From time to time, it is going to happen. We cannot please everyone. The problem is that when someone is happy, they tell one person and when someone is upset, they try to tell the whole world, and social media allows them to do that.

So, what do you do when you receive a less than complementary post on your company's fan page from someone who likes your business, or so it seems. The complaint can be simple or it can escalate to the point that the rest of your fans know that they are angry.

What you do and how you react to the situation will not only be under the microscope by the person who made the post, but by others who have viewed the post. You are no longer trying to retain just the angry customer, but all of the other customers who are reading the conversational thread.
Scholarship

HydroHoist Marine Group Inc., the originator and innovator of the hydro-pneumatic boatlift, announced its scholarship winner during the Marina Recreation Association (MRA) Awards Banquet that took place on Thursday, November 3, 2011.

The 2011 scholarship recipient Brett Boeh is the son of MRA member Greg Boeh of Pier 32 Marina in San Diego, CA. Brett is attending University of Portland where he is majoring in Psychology and English.

"HydroHoist Marine Group is pleased to introduce the scholarship program to MRA and its members. We view this as having long-term benefit to the people that support us and our industry. We are proud to be associated with MRA and helping make a positive difference in their members and children's educational lives" said Mick Webber, President and CEO.

HydroHoist has been offering this same scholarship for over twenty years to members of other marine associations with great success and participation. This scholarship in the amount of $1,000 ($500.00 per semester) is for employees and children of marina members in good standing with Marina Recreation Association to be used for tuition and books.

The application can be found on the MRA website www.marina.org or by email request to mra@marina.com. Completed applications must be submitted by September 1, 2012. Additional details are outlined in the application.

For the Marina Bulletin Board - A Word About Fresh Water

Attention Boaters - A reminder that you should never leave the city water hose connected to an unattended boat, especially if it's turned on - but even if it's turned off!

If there's a water connection failure while you're gone, your boat could potentially sink at the dock.

Many boats sink at the dock because of problems in the boats' fresh water systems. Water can enter through a broken fitting in the boat's hot water heater, for example.

Other boats have sunk at the dock after a hose burst, if the freshwater system hadn't been properly winterized, for example.

You should also not think you are safe if you've turned off the water at the dock spigot. This is because if another person should temporarily use your water connection while you're gone, they could put your hose back on the spigot and forget to turn the water off.

To make sure this doesn't happen to you, fill your fresh water tank and disconnect the hose from your boat when nobody's aboard.

The Last Word

To all of our MRA Members

Hello! We hope everyone had a fun and safe Halloween!

The 40th Annual MRA Educational Conference and Trade Show was an immense success!! Thank You to every person who attended, exhibited and/or sponsored - we could not have done it without you!

Please make sure that you fill out your Conference Attendee/Trade Exhibitor Surveys and get them in to us before December 31st! By doing so, this will ensure us that we get courses that YOU want to know and learn more about!

We'd also like to once again thank all our Sponsors of this year's conference. We appreciate all you have done.
Attention Members...

If anything, e.g.; change in manager, address, phone/tax number, email address, etc… should happen to alter during the year, PLEASE let us know so that we can update our information immediately.

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