

# EAGA Business Builder

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Today's presentation was by Brandon Sayler—Interim Healthcare



When introducing Mr. Sayler, President David referred to today's speaker as "...one of EAGA's Millennial Generation members...". Brandon took some offence at that categorization since he considers that classification to be a somewhat derogatory thing. He does fall in the chronological era of that generation, so his objection to the 'M' word characterization involves something else. Lets just begin at the beginning and see where we get. Brandon was born in Rockwell, Texas, 31 years ago. He liked, and was good at, playing baseball, and being a part of the East Texas culture, he played a lot of football, too. His nickname was "Ugly". It had

nothing to do with his physical features, but with his on-the-field-play. He got the job done, but not in the prettiest way. Mr. Sayler was a Math Dork, too. He participated in the University Interscholastic League; and was proficient in various aspects of mental math (no need for paper to figure things out) by the time he was in the 7th grade. The Sayler family moved to Albuquerque when Brandon' turned high school age. His first year, he had to 'test out' of Freshman math so that he could attend Geometry class instead. That was quite easy for the math whiz. While at Cibola High School, he played varsity baseball for a couple of years and graduated in 2004. After that, Brandon attended UNM where he studied beer, girls, abnormal psych, and criminology. Those first two probably contributed to him taking the 5 year route, receiving his Criminology degree in 2009. Thinking he would meet new girls, Brandon enrolled in a Ballroom Dancing class. He did meet one young lady - turns out she was a very special young lady and is now his wife, Angela. They have an almost 3 year old daughter—Brook. When Brandon held Brook for the first time, he came to the startling realization that she came without an instruction book. How was he going to figure out how to care for her? After a few minutes he rationalized that his father did not have an instruction book; nor did his father's father and Brandon has turned out well enough, so perhaps he would be OK without a book. For a moment, it sounded like that conclusion was going fine when he noted that Brook said that she wants to be an astronaut when she grows up; that way she can take her Dad to the moon...But judging by some of the words that Brandon has been teaching his daughter, he might start looking for that book again. Before we get back to Brandon's phobia about the 'M' word; a discussion of his current business would be good. Interim Health Care is a sort of elder care organization. The company started in Florida in 1950. They provide a wide range of services to assist folks with everyday activities. Transportation; meal preparation; light house keeping; grocery shopping; are a few. Their caregivers are all supervised by a nurse and the services are provided based on the client's needs. There is no minim number of hours required and there are no long term contracts either. Interim Health Care staff will also help with things like providing companionship for someone, or assistance to family member caregivers when they need some time away. Pretty much any service that will help the elderly folks stay at home and maintain a reasonable lifestyle. Now a few words about Brandon's characterization of members of his generation: 1)They are "disruptors". They will not do things the same way, or solve problems in the same way, as their parent's generation did. 2) They are always looking for a better way to do something, and technology will be a part of the solution [question: like individual oriented focus of Face Book or Tweets that always start with the untyped "Hey! Look at me!" ?]. 3)They will not accept anything at face value; instead, always asking "Why". 4) They have a need to continually increase their knowledge. 5) They believe that it "doesn't pay to stay"; which means not working at one job long enough to get the proverbial 'gold watch'. They subscribe to the research conclusion which says a person who changes jobs often, will earn more over a lifetime than will some one who just advances through the ranks of a single company. 6)They are fiercely independent and do not rely on any particular consensus, or formal organizations.

To demonstrate how he fits into those generation traits, Brandon notes that he is neither Democrat or Republican. He also provided evidence for how he fits into trait #5: Since age 19, he has worked at: Sandia Labs; the Campfire Program; as waiter at various restaurants; Federal Probation Office; Enterprise Car Rental; Windom Security; Community Light House; and Interim Health care. Counting his stint as consultant, that would be 9 jobs in 12 years. Average - 1 every 16 months, give or take a few hours. Apparently thinking that the fierce independence quality has been reserved for his generation, Brandon's presentation even had a mild rant about senior citizens that continue to drive a car after reaching 80 years old. (He first set the limit as 70, but using keen observation, he suddenly realized how many of the audience members are near that limit; had likely driven themselves to the meeting that morning; and are likely to be gun owners, so he quickly changed his age limit to 80 years old. Even at that, it would be surprising if he wasn't given the one finger wave by one of our octogenarians as they headed to their respective cars that morning. In any case, if you have a loved one, or know of a friend or acquaintance that could benefit from periodic, or regular, assistance with every day activities, give the 'M' Generation guy, Brandon, a call at 505-273-6300. Please do that before the end of this year, though. By then it will have been about 15 months since he has been with Interim, and his professed 'doesn't pay to stay' mantra indicates he will soon be moving on.

## Business Leads:

JEN'S SELF STORAGE is opening at 4th& Menaul Marketplace.

- Lionel Specter—Zeon Signs

## Reciprocity:

Thank you to Windsor Door for going out on a Sunday to fix a friend's garage door.

Thank you to Mike Deveraux for referring his father-in-law to us.

- Bill Elliott—AAA Roofing

- ◆ There will be a Board Meeting right after breakfast this coming Tuesday, August 8th.
- ◆ Tuesday is the 2nd meeting of the month. Don't forget to bring your business cards for 'Leave-A-Card-Take-A-Card', opportunity to meet with 2 other members. If you need more info, talk to Jerry Becker or Lou Rodges.
- ◆ We will begin the gun raffle this coming week. T.J. Maloy will provide pricing and other details at Tuesday's meeting.
- ◆ Please see the last 2 pages of this bulletin for important information provided by James Jaramillo, regarding the 'Albuquerque sick leave initiative'.
- ◆ First Announcement of a potential new member:  
Balzano Government Relations  
Representative: Chris Balzano  
Category: Government Relations  
Sponsor: Adam Tafoya

If you have an objection to this company becoming a member, or if you have information that you feel should be considered during the review process, please contact Membership Committee Chairman, Jack Zipper (jdzipper@comcast.net or 505-259-5959) as soon as possible.

## Badge Board Greeters

Aug 8th	Scott Peck—MP Group
Aug 15th	
Aug 22nd	Andrew LoBue—The Grove Café & Market
Aug 29th	
Sept 5th	No Meeting—Labor Day Holiday
Sept 12th	Jim Asperger—Crest Mechanical
Sept 19th	Phil Houser—Document Solutions
Sept 26th	Andrew LoBue—The Grove Café

## Upcoming Speakers

Aug 8th	Guy Berger—Palms Trading
Aug 15th	Larry Kennedy—Walla Engineering
Aug 22nd	Andrew LoBue—The Grove Café & Market
Aug 29th	Lynn Sharp—Sharp Law Firm
Sept 5th	No MEETING—Labor Day Holiday
Sept 12th	Klint Hall—Lobo Wealth Strategies
Sept 19th	Jack Thompson—Legacy Mortgage
Sept 26th	Kevin Lorenzen—Aflac
Oct 3rd	Raul Rodriguez—Kings of Wrap

Contact information for Executive Director: Mario Hernandez

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**From:** Commercial Association of REALTORS New Mexico \_\_\_\_\_

**Please consider supporting & forwarding to your clients. The sick leave initiative will affect every employer & every employee.**



**A.C.H.E.**  
ALBUQUERQUE COALITION  
FOR A HEALTHY ECONOMY

Dear CARNM Members and Customers/Clients:

We have had **many victories** in our attempt to promote **pro-business messages** against the **sick leave initiative in Albuquerque**. We won the attempt to keep the initiative off of the 2016 November ballot. We won the argument against putting a misleading summary on the ballot. And we hope to win our lawsuit claiming that ballot initiatives are a fraud on the voter and unconstitutional.

But we haven't won yet...

All of that aside, this **"Healthy Workforce Ordinance"** will be on the **October 3rd ballot** with all of its anti-business regulation.

We have conducted polling that leads us to believe that, using the right messages with likely voters, **we can win this at the ballot**.

Now we need money to get the word out. We are asking for **\$1,000 from 100 businesses in Albuquerque** to get this campaign kicked off. We will need \$200,000 to win but this gets us started.

Please **be a part of the solution by giving \$1,000 right now**. Write a \$1,000 Check to the Albuquerque Coalition for a Healthy Economy (ACHE), send it to 9201 Montgomery NE, Suite 602, Albuquerque, NM 87111 or go to [ABQche.org](http://ABQche.org) and donate to the cause online.

If you are reading this and don't think you or your company will be affected by the anti-business regulations in the ordinance, go to [ABQche.org](http://ABQche.org) and calculate how much this will cost your company. We can promise you \$1,000 is nothing compared to what this ordinance will cost your business in hard costs as well as potential litigation. Consider giving a smaller amount if that is all you can afford.

The other side has already spent \$99,000. We can catch up easily, and **we can win but only with your help**.

## Top Reasons You should be VERY concerned about SICK LEAVE on the October Ballot in Albuquerque

1. **All Employers:** Large, Small, for Profit, Charities and Nonprofits will have to pay sick leave to...
2. All Employees: **full-time, part-time, and temporary**, will get **1 hour of sick leave for every 30 hours worked, beginning on the first day of work!**
3. If the employer takes **ANY ADVERSE ACTION** against an employee within 90 days of taking sick leave, it is **presumed** the employer is **retaliating** against the employee, which is a punishable violation under this ordinance.
4. Your Sick Leave **Policy Will Change** to be in compliance with the ordinance (unless it is based on a collective bargaining agreement).
5. If the employer requires a doctor's note to prove sickness, **the employer pays for the doctor's visit.**
6. The ordinance includes **mandates and inflexible reporting** which will add significant administrative burden to employers no matter the size.
7. The **City Attorney can audit** and investigate your records with **penalties payable to the city.** This is monetary incentive for the city to ensure non-compliance.
8. **Triple monetary damages and payment for attorney's** to the employee if they prevail. Nothing for the employer if they prevail.
9. The ordinance allows for punitive litigation including: Class Action, **three times monetary damages including lost wages, possible reinstatement, civil penalties of \$50 per week per employee, employees attorney fees.**
10. **This ordinance cannot be changed** by the City Council.
11. You can calculate the cost to your business at [www.abqche.org](http://www.abqche.org).

### Protect your business!

Learn the facts and take action by donating to the Albuquerque Coalition for a Healthy Economy. Visit [www.abqche.org](http://www.abqche.org)

Money given directly to the ACHE coalition is subject to campaign reporting per the measure finance committee rules of the city of Albuquerque.