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MINNESOTA SHOPPING  
CENTER ASSOCIATION

April 2020

# The Connection

FEATURE  
NEWS

## Coronavirus (COVID-19) — What human resources issues should employers be addressing?



by Jewelie Grape,  
J. GRAPE LAW, PLLP

**FOLLOWING ARE 10 PRACTICAL STEPS YOU AND YOUR BUSINESS CAN – AND SHOULD – TAKE TO HELP KEEP YOUR EMPLOYEES, THEIR FAMILIES AND YOUR WORKPLACE HEALTHY DURING THE CORONAVIRUS OUTBREAK.**

**1. ACTIVELY ENCOURAGE SICK EMPLOYEES TO STAY HOME AND, IF PEOPLE COME TO WORK SICK, SEND THEM HOME IMMEDIATELY.** The Centers for Disease Control and Prevention (CDC) recommends that employees who appear to have respiratory illness symptoms (i.e. cough, shortness of breath) or who become sick during the day be separated from other employees and sent home right away.

**2. REVIEW YOUR PAID TIME OFF AND SICK LEAVE POLICIES.** Ensure that policies are flexible and consistent with public health guidance, and that employees are aware of these policies. Consider revising policies to permit employees to use sick time to care for a sick family member. If your company's policies provide for minimal sick leave, consider providing additional leave (paid, if possible) to encourage sick employees to stay home until they are healthy. The CDC recommends not requiring a healthcare provider's note for employees who are sick with respiratory illness to validate their illness or to return to work, because healthcare providers are extremely busy and may be unable to provide such documentation in a timely manner.

*Note: Federal legislation passed on March 18, 2020 generally requires employers with fewer than 500 employees to provide up to 80 hours of paid sick leave to employees for COVID-19 related reasons and up to 10 weeks of paid leave for employees who must stay at home because of school/child care center closings related to COVID-19.*

**3. REVIEW ATTENDANCE POLICIES** to determine if changes need to be made to accommodate coronavirus-related absences.

**4. REVIEW (OR DEVELOP) AND IMPLEMENT REMOTE WORK/TELECOMMUTING POLICIES** if all or a portion of your workforce can work remotely. Be sure the policy describes eligibility, equipment/supplies provided, compliance with company policies (including security and records retention), hours of work/availability, liability, and work quality and quantity expectations.

**5. IF YOUR COMPANY EMPLOYS 50 OR MORE EMPLOYEES, ENSURE YOU ARE COMPLYING WITH ALL APPLICABLE FAMILY AND MEDICAL LEAVE ACT (FMLA) REQUIREMENTS.** The FMLA generally requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for specified family and medical reasons.

**6. FOR BUSINESSES WITH EMPLOYEES IN THE CITIES OF MINNEAPOLIS AND ST. PAUL,** be sure you are complying with the cities' sick time ordinances:

- The City of Minneapolis Sick and Safe Time Ordinance generally requires employers to provide employees working within the Minneapolis city limits with up to 48 hours/year of paid sick and safe time. This time can be unpaid if you employ fewer than six (6) people.
- The City of St. Paul Earned Sick and Safe Time Ordinance generally requires employers that have (1) a physical location in St. Paul and (2) employees that work at least 80 hours/year in

We are all  
faced with a  
series of great  
opportunities  
brilliantly  
disguised as  
impossible  
situations.

— Charles R. Swindoll —

—continued on page 2

**CONTINUED: Coronavirus (COVID-19) — What human resources issues should employers be addressing?**

St. Paul to provide those employees with up to 48 hours/year of paid sick and safe time.

**7. LIMIT LARGE GATHERINGS OF EMPLOYEES.** If your employees must come into work or travel for work, consider:

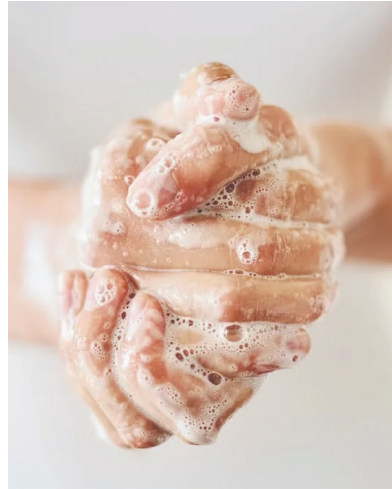
- Implementing a staggered work schedule (i.e., an early shift and a late shift) to limit employee contact.
- Increasing social distancing in the workplace by spreading out employees, leaving empty cubicles/workspaces between individuals.
- Cancelling all non-essential travel and conducting meetings via conference call, Skype, Zoom, WebEx or other platforms. Your business could be violating the Occupational Safety and Health Act by requiring employees to travel if it could cause them severe physical harm.

**8. INTENSIFY CLEANING EFFORTS.** The CDC recommends regular cleaning of all frequently touched surfaces in the workplace. Provide

disposable antibacterial wipes so that employees can wipe down commonly used surfaces (i.e., doorknobs, keyboards, touchpads, desks) before each use. Provide soap and water, alcohol-based hand rubs, tissues and no-touch disposal receptacles for employee use. Place hand rubs in multiple locations and in conference rooms to encourage hand hygiene.

**9. REVIEW (OR DEVELOP) A CONTINGENCY PLAN FOR STAFFING NEEDS.** Create a plan in case critical employees are sick and unable to work. Identify temporary and contingent workers that can be employed until your employees return to good health.

**10. IF YOU HAVE UNION EMPLOYEES** covered by a collective bargaining agreement, remember that changing work schedules or leave policies without involving the union could trigger a National Labor Relations Act (NLRA) claim. ■



**RESOURCES:**

- CDC Coronavirus Resources for Businesses and Employers: <https://www.cdc.gov/coronavirus/2019-ncov/community/guidance-business-response.html>
- Minnesota Department of Health Coronavirus Materials and Resources: <https://www.health.state.mn.us/diseases/coronavirus/materials/index.html>



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## Legislative Update



by Zander Fried,  
CUSHMAN & WAKEFIELD

At the end of February, members of MSCA and the legislative committee convened at the Capitol for Chamber Day at the Capitol – the spiritual successor to Business Day at the Capitol. This new format eliminated the flash and panel discussions typically held during a pre-meeting luncheon, instead opting for a post session cocktail hour with legislators. Smaller too were the crowds: MSCA was one of the few groups in attendance not directly affiliated with the Minnesota Chamber.

While Chamber Day was smaller than in years past, it was no less effective. MSCA members broke out into 1 on 1 (and even 2 or 3 on 1) sessions with their representatives, clearly pinpointing the priorities and concerns of MSCA and the retail real estate industry. It was a fantastic opportunity for our organization to discuss these priorities with legislators and educate them about the positive impact of business and retail friendly policy.

To all members who attended Chamber Day at the Capitol, thank you. Our presence and voices at these events are imperative in effecting policy changes in Minnesota. To those who were unable to make it, we encourage your support in other ways: call your legislator directly or set up a meeting in person; donate individually to the legislative fund; and/or help your employer organize a corporate contribution.

**FOR GUIDANCE ON ANY OF THE ABOVE, CHECK OUT THE “LEGISLATIVE UPDATE” TAB ON MSCA’S WEBSITE, AND EMAIL ZANDER, GENEVIEVE, OR KARLA WITH QUESTIONS.**

# AGGRESSIVE STRATEGIES LOWER TAXES

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## MEMBERSHIP PROFILES



### DAVID EDDY

**COMPANY:** Prescription Landscape, Inc.  
**JOB TITLE:** Account Executive  
**AREA OF FOCUS:** Sustainable Landscape, Snow and Ice Management  
**YEAR JOINED MSCA:** A long time ago!

#### WHAT WAS YOUR FIRST JOB IN THIS INDUSTRY AND FOR HOW LONG?

Working at a residential landscape and snow removal company while in college. This was back in the day where we didn't wear shirts or sunscreen. Life was good.

**WHAT KEEPS YOU IN THE BUSINESS?** Everyday brings new challenges. The focus these days is on protecting the environment from the overuse of chemicals and creating more sustainable landscapes.

**WHAT THINGS DO YOU NEED TO BE SUCCESSFUL IN THIS JOB, AND WHAT ARE THE DEAL KILLERS FOR YOU?** A great attitude and being a forward thinker. I look at the issues of today and how our decisions will have a long-term effect on my client's properties and the environment.

**WHAT IS THE MOST UNIQUE PROJECT/LEASE/PROPERTY THAT YOU EVER WORKED ON IN YOUR CAREER?** I've been asked to do several things at a moment's notice. Clearing the ice from a helipad on top of a building when the heating unit failed to sand bagging to protect a hospital from a rising river. A passion to serve is not just our company motto, it's what we do.

**IF YOU HAD UNLIMITED FUNDS TO INVEST IN A RETAIL FRANCHISE, WHICH ONE WOULD IT BE AND WHY?** Dairy Queen. I've been known to frequent Dairy Queens several times a week.

**IF YOU ARE A SEASONED VETERAN, WHAT ADVICE WOULD YOU GIVE TO THOSE NEW IN THE INDUSTRY?** Take care of your clients or someone else will.

**WHAT IS YOUR FAVORITE REAL ESTATE RELATED APP?** Sitefotos. It's a mapping program using your phone or tablet's gps and camera. It's very useful when it comes to measuring areas on a property or documenting issues.

**IF YOU WERE STRANDED ON A DESERTED ISLAND, WHAT THREE THINGS WOULD YOU HAVE AND WHY?** A gun for hunting, a hammock for sleeping and beer.

**DESCRIBE YOURSELF IN THREE WORDS:** Family, Faith, Friends



### CINDY GRADY

**COMPANY:** Davey Tree Expert Company  
**JOB TITLE:** Regional Business Development  
**AREA OF FOCUS:** Green Industry – Arboriculture, Horticulture and Landscape Design  
**YEAR JOINED MSCA:** 2020

#### WHAT WAS YOUR FIRST JOB IN THIS INDUSTRY AND FOR HOW LONG?

I started my entry into the green industry at Trugreen Chemlawn as the first women in Minnesota to manage lawncare in the Twin Cities. I worked for them a little over two years.

**WHAT KEEPS YOU IN THE BUSINESS?** I have been fortunate enough to work in a field where I am passionate.

**WHAT THINGS DO YOU NEED TO BE SUCCESSFUL IN THIS JOB, AND WHAT ARE THE DEAL KILLERS FOR YOU?** Success in my field is like many others – stay up to date industry knowledge, excellent communication skills and adaptability. Deal killers for me are a poor-quality product, poor communication and those that say, "but we have always done it the one way".

**WHAT IS THE MOST UNIQUE PROJECT/LEASE/PROPERTY THAT YOU EVER WORKED ON IN YOUR CAREER?** This is likely not the most unique, but it is the most impactful project to date - I am currently working with a significant hospital in Minnesota who is as passionate as I am about how our green spaces aid in the long term well-being of their patients and staff. They aim to provide peace in their green spaces. They understand how a simple flower, fragrance in the air or the rustle of leaves can positively impact a patient who is quite literally in a battle for their life or a care giver who needs to gather strength from a beautiful moment in the garden.

**IF YOU WERE STRANDED ON A DESERTED ISLAND, WHAT THREE THINGS WOULD YOU HAVE AND WHY?** Machete – tool to harvest tropical plant items, can be used in various ways and can be used to make other tools, a signal mirror because it can be seen up to 26 miles, hammock to get good sleep off of the ground, it can also be used as a net for food, filtration system, shade, blanket or a rain coat.

**WHAT IS ONE INTERESTING FACT THAT NOT MANY PEOPLE KNOW ABOUT YOU?** I am a bit of an adrenaline junky and have to curb it or would likely not be alive today.

**WHAT HOBBY OUTSIDE OF WORK ARE YOU REALLY PASSIONATE ABOUT AND WHY?** Skydiving. It is beyond exhilarating. If you have an interest – DO IT!



## STARR<sup>SM</sup> Awards 2020 – Start your planning now for great project visibility later!



by Jennie Zafft, CBRE

The STARR<sup>SM</sup> Awards are a great opportunity to boost awareness of projects, recognize the entire team that worked on the project and contribute to the team’s credibility in the industry! The nomination form for the 2020 Awards is available now. **CALL FOR NOMINATIONS IS NOW OPEN UNTIL JULY 9TH.** Any one can nominate a project.

### PLANNING TO SUBMIT? REVIEW THE CRITERIA ON THE MSCA WEB SITE AND PLAN AHEAD!

Below are a few key items to begin the planning for your submission:

- Projects completed September 1, 2019 through August 31, 2020 are eligible
- Make sure that you have quality photos (before and after for some entries)
- Site/floor plans
- Develop key points for the narrative
- Assign responsibility to team members/project partners to provide content and feedback

**CLICK HERE**  
FOR THE  
NOMINATION FORM FOR  
THE 2020 AWARDS

Although the final entry submittal deadline is August 10th working ahead will make the entry process less stressful. Happy submitting!

**CLEANRESPONSE**

DISASTERS DESERVE **CLEAN RESPONSE**

**MSCA IS CURRENTLY LOOKING FOR COMMITTEE MEMBERS FOR 2020!**

If you would be a dedicated and hard-working addition to one of our eight committees, then take a look at our committee page for your chance to contribute to this great organization! Committees meet at all sorts of different times throughout the year, so find the one that fits your interests and schedule the best.

**CLICK HERE TO LEARN MORE!**

Protecting businesses isn't a sideline for American Family—it's a big part of who we are. In fact, we're the **Top Commercial Insurer in Minnesota!** Our strength allows us to offer a broad range of high-quality products and services at competitive prices. We have specialized products for your business or property, with a full team of local and regional adjusters to respond when you need us.

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## COVID-19 Updates and Resources



by Karla Keller Torp,  
MSCA

As Minnesota responds to COVID-19, MSCA is committed to providing resources to help you stay informed and protected. We are proactively monitoring COVID-19 and guidelines from the Center for Disease Control and Prevention (CDC), World Health Organization (WHO), and the Minnesota Department of Health (MDH).

As noted last week, MSCA had cancelled in-person events in March thru the beginning of April. After further consideration MSCA will also be cancelling/rescheduling the following events:

- APRIL 16TH - THIRD THURSDAY
- APRIL 23RD - BOWLING BONANZA
- MAY 6TH - MONTHLY PROGRAM

Going forward, all committee meetings will be held via conference calls and agendas will be sent out prior to meetings. We will continue to monitor conditions and make updates as necessary. Please continue to check the [calendar of events](#) for updated details. Hopefully with everyone doing their part, we can put a stop to this sooner rather than later.

MSCA has created a webpage under the resources tab to share updates and information regarding COVID-19. Below are some of those resources:

### THE CDC ISSUED THE FOLLOWING GUIDELINES TO HELP MINIMIZE ANY POTENTIAL HEALTH RISK:

- Stay home when you are sick.
- Avoid close contact with people who are sick.
- Avoid touching your eyes, nose, and mouth.
- Cover your cough or sneeze with a tissue.
- Clean and disinfect frequently touched objects and surfaces using cleaning spray or wipe.
- Wash your hands often with soap and water for at least 20 seconds.

**WE ARE ALL IN THIS TOGETHER AND TOGETHER WE WILL STAND STRONG! IF YOU HAVE IDEAS ON HOW MSCA CAN HELP YOU, AND HOW WE AS A MEMBERSHIP CAN HELP EACH OTHER, PLEASE CONTACT KARLA KELLER TORP AT [KTORP@MSCA-ONLINE.COM](mailto:KTORP@MSCA-ONLINE.COM).**

### RESOURCES

- [CENTER FOR DISEASE AND PREVENTION \(CDC\) - SITUATION UPDATES](#)
- [MINNESOTA DEPARTMENT OF HEALTH UPDATES](#)
- [WORLD HEALTH ORGANIZATION](#)
- [UP-TO-DATE GUIDANCE FROM THE MINNESOTA DEPARTMENT OF HEALTH ON RECOMMENDED COMMUNITY MITIGATION](#)
- [ABOUT COVID-19](#)
- [MAP OF COUNTRY-SPECIFIC TRAVEL HEALTH INFORMATION](#)
- [MSCA COVID WEBPAGE](#)



## PROFESSIONAL SHOWCASE: BRAUN INTERTEC

You know our green trucks — they are an icon all over town. We are Braun Interotec. As your full-service professional geotechnical, environmental consulting and testing firm, we're there for you during all stages of the project — from planning, to design and construction, to ongoing management and operations. Our mix of services provides the science you build on.



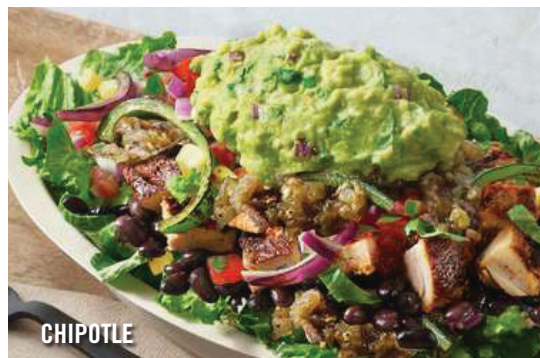
## Minnesota Marketplace



by Lisa Diehl,  
DIEHL AND PARTNERS, LLC

- ▶ **MISSION AMERICAN KITCHEN & BAR** recently abruptly closed in the IDS Center.
- ▶ Look for **GALAXY DRIVE IN** in St. Louis Park to re-open this summer after a five year hiatus.
- ▶ **COST PLUS WORK MARKET** closed in Roseville. Bloomington and Maple Grove remain open.
- ▶ **PARSOLE RESTAURANT GROUP** sold to FS Funds. The company includes Chino Latino, Manny's and Pittsburgh Blue, Salut Bar, Good Earth. Field Day.
- ▶ **OBVIOUS MONKEY GAMES** will be opening an online gaming space at Morgan Circle Retail behind Southtown Shopping Center this spring.
- ▶ **CHIPOTLE MEXICAN GRILL** will test new restaurant prototypes in five US markets as a part of its focus on growing its digital business.
- ▶ **FAMOUS DAVE'S** parent company, BBQ Holdings, has introduced a new concept called **CLARK CREW BBQ** with a prototype in Oklahoma City.
- ▶ **BASEMENT BAR** opened recently in Robbinsdale, along with the newly relocated Travail.
- ▶ **DOLLAR GENERAL** plans to open another 1,000 locations in 2020.
- ▶ Look for **PUNCH BOWL SOCIAL** to expand in 2020.
- ▶ **MANGO MANGO DESSERT**, an expanding franchise concept highlighting Hong Kong-style desserts recently opened in Dinkytown.
- ▶ Check out **TRAX BURGERS AND BAR** now open in the new Fillmore music hall.
- ▶ **PINSTRIPES** has taken up residence in the Old Spaghetti Factory on Washington Avenue.
- ▶ **WENDY'S** is official in the breakfast game serving 18 breakfast items and has expanded the program nationally.
- ▶ **SMASHBURGER** permanently closed its Knollwood location.
- ▶ **NEW FRENCH BAKERY** outlet in the Seward neighborhood of Minneapolis is closing down. Its wholesale frozen bread business will continue.
- ▶ Rebecca Illingworth Penichot and Thierry Penichot have plans to open a small market next door to their restaurant, **TINTO KITCHEN**, at 50th and Penn this month.
- ▶ **LUNDS & BYERLYS** recently remodeled their Uptown grocery store.
- ▶ **CALLAHAN FRAMING** is moving east into the former New Guild Jewelers space in Linden Hills.
- ▶ **AMAZON** offers to sell its technology to other retailers.
- ▶ **NEIMAN MARCUS** will close more than half of its remaining 22 Last Call stores, which sold designer brands at big discounts.
- ▶ **HY-VEE** dropping sit-down Market Grille restaurants for burger concept, **WAHLBURGERS**.
- ▶ **CITY MARKET** shut down a local convenience and grocery store at 38th & Girard and opened a new location at 25 West 15th Street in Loring Park.
- ▶ Popular Twin Cities rotisserie **BRASA** restaurant is expanding into Southwest Minneapolis with a new restaurant at the former Studio 2 space at 46th and Bryant.

Eight Twin Cities Chefs and three restaurants have been named semifinalists in the 2020 James Beard Foundation awards, which were announced on March 25th. Look for the winners at [WWW.JAMESBEARD.ORG/AWARDS](http://WWW.JAMESBEARD.ORG/AWARDS)



CHIPOTLE



BRASA



**MARCH PROGRAM SPEAKERS:**

**NICHOLAS UPTON**, Franchise Times

**MARK NORMAN**, Self Esteem Brands



Have you noticed the ABRA signage has been replaced with Caliber Collision signage? With over 120 locations, ABRA's parent company, Hellman & Friedman acquired a majority stake in the Texas based, Caliber's owners, Leonard Green Partners and OMERS Private Equity. Caliber is the largest collision repair shop operator in the United States. Caliber operates over 655 collision repair centers across 19 states. Combined they will now exceed 775 locations. Photo includes the former Lehman's Garage sold five years ago to ABRA and recently converted to Caliber Collision.

**WELCOME NEW MEMBERS!**

**TIFFANY TIECHE** .....Quality Trusted Commercial Construction & Roofing

**SAM DAGIT** .....Great Southern Bank

**MSCA HAS CREATED AN INFORMATIONAL COVID-19 WEBPAGE (CLICK HERE)**

We are all in this together and together we will stand strong!


If you have ideas on how MSCA can help you, and how we as a membership can help each other, please contact Karla Keller Torp at [ktorp@msca-online.com](mailto:ktorp@msca-online.com).

**RETAILER TID-BIT**

83% of consumers say that convenience in shopping is more important than it was 5 years ago. With retailers like Walmart and Target offering the option of Buy Online Pick Up in Stores (BOPIS) consumer convenience is now easier than ever. *NRF Smartbrief*

**REGISTER FOR THESE 2020 CALENDAR EVENTS**

**DID YOU KNOW: YOU CAN VIEW THE LIST OF ATTENDEES TO ANY OF OUR EVENTS IF YOU CLICK ON THE EVENT?**

EVENT	VENUE	DATE
THIRD THURSDAYS NETWORKING - FREE <i>Sponsored by Shingobee</i>	 Penn State Louis Park	April 16, 2020
MSCA BOWLING BONANZA	 Penn State Lines	April 23, 2020

**MSCA WILL CONTINUE TO MONITOR CONDITIONS AND MAKE EVENT UPDATES AS NECESSARY. PLEASE CONTINUE TO CHECK THE CALENDAR OF EVENTS FOR UPDATED DETAILS.**

[WWW.MSCA-ONLINE.COM/EVENTS/CALENDAR/DATE/2020-04](http://WWW.MSCA-ONLINE.COM/EVENTS/CALENDAR/DATE/2020-04)



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