

Who are the Incentive Federation's members?

The Incentive Federation is the only organization whose membership and leadership includes all the industry's national trade associations, as well as individual industry companies. It is under The Incentive Federation umbrella that the collective interests of the Incentive Marketing Association (IMA), the Promotional Products Association International (PPAI), The Incentive Research Foundation (IRF), the Recognition Professionals International (RPI) and Society for Incentive Travel Excellence (SITE) are advanced.

Research Perspective

U.S. businesses using non-cash rewards

1996 – 26%

2016 – 84%

\$\$ Spent in Incentive Marketplace

1996 - \$27 billion

2016 - \$90 billion

Please Re-new Your IFI Membership Today!

Thanks to all the IFI members who have sent their 2020 renewal membership payments! We appreciate your promptness.

If you haven't renewed your 2020 Incentive Federation membership yet, please do so today. Misplaced your 2020 pledge invoice emailed to you in January or want to upgrade your membership to a new level? Contact Steve Slagle at steves3309@gmail.com or call 864-710-6739.

The Incentive Research Foundation Releases Its 2020 Trends Report

The IRF 2020 Trends Report highlights key trends that will affect organizations, their products and services, and the workforce in 2020. From enhancing program reporting to embracing the experience economy, the study identifies key areas of change and their implications for workforce engagement, incentive travel and recognition.

- Executive Support of Incentive Programs Is Strong – Most of the Time
- Reporting and Analysis are Growing
- Participant Satisfaction is the New Top Metric
- Wider Reach is More Impactful than Exclusivity
- Emphasis on the Experience Economy
- Managing Risk Online and Onsite
- Gift Cards Are Impactful and Easy to Give
- Long Haul Destinations Are Becoming More In-Demand
- One Size Does Not Fit All – Personalization is Key

To see the full research report, please click [here](#).

The IRF To Hold New Webinar on 2020 Industry Software Report

Register for the IRF's next webinar to gain key insights from the *Incentive & Events Industry Software Report: 2020*. Stephanie Harris, IRF President, and Allan Schweyer, IRF's Chief Academic Advisor and author of the report, will discuss how technology is being selected, customized, and integrated into rewards and recognition

programs. They'll address what features and functionality program owners prioritize now – and what will likely be critical soon.

February 19, 2020 - 2:00PM ET

Register [here](#).

White House Likely to Veto PRO Act If Senate Should Pass It

As reported in PPAI's *PPB NewsLink* in February 2020 the U.S. House of Representatives passed H.R. 2474, the Protecting the Right to Organize (PRO) Act. The legislation, which *PPB NewsLink* reported on in January, would effectively ban independent contractor classifications under federal labor law. The bill now goes to the Senate, where movement is unlikely, but the White House has already signaled it would be vetoed if it reaches the president's desk.

H.R. 2474 amends the National Labor Relations Act to establish a new definition of employees that expressly eliminates independent contractors in the U.S. The new legislation makes a broad presumption that all workers in the U.S. are employees unless each requirement of a newly established "ABC" test can be met. The proposed federal legislation is very similar to California's Assembly Bill 5, which addresses employee classification and became law in the state on January 1. Under that law, workers are considered employees unless they can meet all three conditions that would classify them as independent contractors.

The White House's statement in opposition to the bill identifies several issues with the legislation. Notably among them is the provision replacing the current "common-law" test used to determine whether an individual is an employee or independent contractor, for purposes of the National Labor Relations Act, with an "ABC" test like the one now in effect in California.

Under California's law, workers are presumed to be employees unless the company proves that they are: (a) free from the control and direction of the company in performing work, both practically and in the contractual agreement between the parties; (b) performs work that is outside the usual course of the company's business; and (c) is customarily engaged in an independently established trade, occupation or business of the same nature as the work performed for the company.

Upcoming Industry Events/Webinars/ Meetings

February 2020

19 – IRF Webinar: 2020 Industry Software Report

19 – IMA – MEA Summit, Dubai, UAE

27 – RPI Webinar: Culture, Engagement and How They Tie in With Recognition

27-29 – Northstar: SMU International, New York, NY

28 – IMA: IESP Webinar: Behavioral Approach to Why Cash is Not King

March 2020

4-5 – IMA: UKGCVA Conference 2020, London, UK

4 – PPAI Webinar: Supply Chain Problems in Xinjiang

4-8 – International Travel Bourse (ITB) Berlin, BRD

9-12 – ASI's fASllitate, Denver, CO

10-11 – Selling Power: Sales 3.0 Conference, Orlando, FL

16 – IMA: IGCC Spring membership Meeting, Chicago, IL

16-18 – Flourish Conference, Chicago, IL

16-18 – ASI's Roadshow, Southern California

18-20 – Northstar: Meetings Tech, Washington, D.C.

18-20 – Northstar: Women in Leadership Meetings + Incentives, Washington, D.C.

25 – PPAI Webinar: Top 5 Things Suppliers Wish Distributors Knew

26 – RPI Webinar: Increase Your Emotional Intelligence (EQ)

26-29 – SITE Incentive Summit Europe, Davos, CH

April 2020

2-5 – SITE Incentive Summit Americas, Beaver Creek, CO

15-17 – International Travel Bourse (ITB) India, Mumbai

19-21 – Northstar: Incentive Live, Tucson, AZ

20-23 – ASI's fASllitate, Seattle, WA

23 – RPI Webinar: Why Most Employee Recognition Programs Don't Work (and What to Do About It)

26-28 – IMRA Marketing Conference, Clearwater, FL

29-May 2 – Northstar: Global Meeting & Incentive Travel Exchange (GMITE), Phoenix, AZ

May 2020

4-7 – ASI's fASllitate, New Orleans, LA

6-7 – PPAI's Legislative Education and Action Day, Washington, D.C.

11 – SITE Night Europe, Frankfurt, BRD

12-14 – IMEX Frankfurt, BRD

18-20 – Loyalty Expo, Charlotte, NC

19-21 – RPI's Experience Conference, Chicago, IL

19-21 – Motivation Experience, Chicago, IL

27-31 – IRF's Annual Education Invitational, Dominican Republic

June 2020

1-4 – ASI's fASI500, San Antonio, TX

5-6 – PPAI's Expo East, Atlantic City, NJ

6-9 – MPI World Education Congress (WEC) Grapevine, TX

7-10 – WorldAtWork 2020 Total Rewards Conference and Exhibition

8-10 – FIEXPO Latin America, Cartagena de Indias

16 – ASI's Roadshow*Plus*, Toronto, CN

16-18 – Northstar: Esports Travel Summit, Arlington, TX

22 – PPAI's Women's Leadership Conference, Charlotte, NC

22-25 – ASI's fASllitate, Philadelphia, PA

23 – ASI's Roadshow*Plus*, Phoenix, AZ

25 – RPI Webinar: Webinar: Five Trends Shaping the Employee Experience

26-27 – Northstar: The Meetings Show, London

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If you have questions, advice for the Board, or want to raise issues for the Board to think about, please contact Steve Slagle at steves3309@gmail.com or 864-710-6739.