

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), and the Society for Incentive Travel Excellence (SITE) are advanced.

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IFI Board Conference Call Meeting Summary

The IFI Board met by conference call on September 17, 2021, and following is a summary of some key points in the discussion.

Legal Update: George Delta, IFI legal counsel, reported on a California matter in which a trial court has recently ruled that a California law that ensures many "gig" workers are considered independent contractors, while affording them some limited benefits, is unconstitutional and unenforceable. A California Superior Court judge faulted Proposition 22 for restricting the State Legislature from making gig workers like Uber and Lyft drivers eligible for workers' compensation.

The decision is not likely to immediately affect the new law and is certain to face appeals from Uber and other so-called gig economy companies. It reopened the debate about whether drivers for ride-hailing services and delivery couriers are employees who deserve full benefits, or independent contractors who are responsible for their own businesses and benefits.

Last year's Proposition 22, a ballot initiative backed by Uber, Lyft, DoorDash and other gig economy platforms, carved out a third classification for workers, granting gig workers limited benefits while preventing them from being considered employees of the tech giants. The initiative was approved in November with more than 58 percent of the vote. Depending on the outcome of the appeals to the judge's decision there may be implications for other independent contractors working in other industries, such as promotional products, in the state.

Delta reported on the recently introduced Protecting the Right to Organize (PRO) Act, H.R. 842, which amends the National Labor Relations Act to establish a new definition of employees which expressly eliminates independent contractors in the U.S. The bill passed the House of Representatives but passage by the Senate is less certain. There may be some attempts to attach the PRO Act to a budget reconciliation bill, but there appears to be significant Senate opposition to that tactic.

Board Nominations and Election: Managing Director Slagle reported on the process and deadlines being used in seeking and accepting nominations for IFI members to serve on the IFI Board of Directors in 2022. Current Board directors will be contacted in October seeking their willingness to serve another term on the Board. Any IFI member may self-nominate or be nominated to serve on the Board, too. Members interested in serving on the Board may contact Slagle at steves3309@gmail.com or Chair Mike Donnelly at MDonnelly@Hinda.com.

A ballot will be prepared to send to the IFI membership by November 1, 2021, unless additional Board members need to be sought, which might take an additional two weeks. Hopefully, the final voting by the membership will be completed by November 15, 2021.

Board officers will also be confirmed in October with a ballot approving those officer positions, also being completed by November 15, 2021.

The Board discussed the prospect of seeking additional Board directors from among the Board members of the respective IFI association/foundation members. A consensus was reached that individuals serving on the boards of the IMA, IRF, PPAI, SITE and the RPI would be welcomed to be nominated for IFI Board positions, but that their own companies would need to be IFI members for the individuals to be eligible to serve on the IFI Board.

New Business Projects and Initiatives: The Chairman Donnelly stated that he will ask the full Board to engage in two projects that have been discussed for some time. He will be seeking interest in and support for another Market Sizing Research Study, as the last study was released in 2016. He also wishes to generate action in the standards initiative so the IFI can make progress in fulfilling the vision for industry standards that began in 2019.

He has sent a communication to the Board seeking input and participation with an outline of the time commitment and the steps needed to move the projects forward.

He noted that we will need assistance in scoping the market research study and will ask that Stephanie Harris, IRF President, provide the Board with information related to the cost of the most recent study and to recommend a research firm to assist. Harris noted that she will be pleased to assist once we know the scope of the study to recommend a third-party research firm to assist and to estimate costs. She will contact the research principal who managed the last study and seek documentation about that project.

Incentive Research Foundation Upcoming Research

Stay alert for announcements from the Incentive Research Foundation about research studies being published this fall. Click on theirf.org for more information about each study, past and future.

OCTOBER: The Psychology of Points

Whether in loyalty programs or employee reward and recognition programs, points are often the currency. In this ground-breaking paper, we explore the psychological value of points and considerations for structuring an effective and motivating points-based incentive program.

DECEMBER: 2022 Outlook: Merchandise and Gift Card

The Outlook study is an annual look at the state of the merchandise and gift card industry, delivering insights to help fuel growth. The study looks at corporate, third party and supplier perspectives on the use, application, and effectiveness of various categories within the merchandise and gift card market.

Things to Know and Think About

To find other important meetings, trade events and educational offerings in the coming weeks and months, check the Incentive Industry Calendar at www.incentivefederation.org. Provided exclusively by the Incentive Federation, Inc.

RPI Webinar: The Recognition Imperative October 28, 2021 11:00 am - 12:00 pm CDT

After a year of widespread fragmentation, recognition is proving the critical connective tissue that keeps people thriving in workplace cultures around the world. In fact, research shows that recognition has a disproportionately positive impact on culture and the employee experience.

This presentation provides a look at why recognition matters more than ever and how leaders can unlock its power to build resilient, innovative teams prepared to meet the ever-changing landscape of tomorrow.

- Learn why recognition has unparalleled influence, especially in times of change and challenge
- Gain insight into strategies for integrating recognition into your cultural DNA and maximizing great work, connection, and inclusion
- Identify best practices for bringing authentic employee experiences to life through a blend of tech and touch

For registration information, click [here](#).

RPI Webinar: Get the Facts - Let's Talk Rewards! November 11, 2021 11:00 am - 12:00 pm CDT

It's budget season. You are either considering launching your first Incentive and Recognition program in 2022, or you are looking to improve or replace an existing one.

You're doing this because you want the best for your employees of course. And that's a noble sentiment.

Maybe you have an idea of the types of rewards they want? Rather than jumping to conclusions, we are suggesting that you take a step back and consider the facts. During this webinar, you will learn why it is time to reconsider your rewards. Join us for a conversation with rewards design expert, Mark Smith, from One10.

For registration information click [here](#).

2021 IFI Board of Directors

Richard Blabolil, CPIM, President, Marketing Innovators International, **Director**

George Delta, Esq., **Executive Director and Counsel**

Michael Donnelly, CPIM, President, Hinda Incentives, **Chair and Vice Chair - Corporations**

Brian Galonek, CPIM, President, All Star Incentive Marketing, **Secretary**

Theresa Harkins-Schulz, SPHR, CCP, CRP, Senior Vice President - Customer Experience, Inspirus/Sodexo Benefits and Rewards Services, **Director**

Stephanie Harris, President, Incentive Research Foundation, **First Vice Chair - Associations**

Richard L. Low, CPIM, Managing Partner, RLL Advisory Services, **Director**

Sean Roark, CPIM, Executive Vice President, IncentPros, Inc., **Treasurer**

Sue Voyles, Company Founder and President of Logos Communications, Inc., **Director**

Karen Wesloh, CAE, CMP, Executive Director, Incentive Marketing Association, **Third Vice Chair – Associations**

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