

## Compliance with New/Updated State & Federal Employment Laws

One week left to [GET YOUR TICKETS!](#) With noteworthy changes in 2025, and more to come 2026, to both federal and state employment/labor laws, Oregon employers face new regulations regarding leave, pay equity and hiring practices, with penalties for non-compliance growing stricter. These updates affect our local employers, from rules about internal investigations and age discrimination to new liability mandates for contractors. Employers should attend the Roseburg Area Chamber's October 20 membership meeting lunch for important information about keeping in compliance with new and updated state and federal laws.

Presenting at the October membership lunch will be Sean Ray, a partner with Barran Liebman, LLP. Barran Liebman is an employment, labor and benefits law firm in Oregon. Mr. Ray specializes in representing management in complex employment matters and high stakes litigation. He defends employers against discrimination complaints, sexual harassment lawsuits, and retaliation claims, wage and hour claims, and represents employers in state and district court, as well as before Oregon's Bureau of Labor and Industries (BOLI). He regularly presents to chambers of commerce and other business organizations around the state on employment law and labor matters.

Chamber membership lunch meetings are held at the Douglas County Fairgrounds Complex in the Community Conference Hall from 11:45 am to 1 pm. The lunch buffet opens at 11:45. Advanced ticket purchase is required to attend. Online ticket sales only; tickets are not available at the door. **The deadline to purchase your tickets is noon on Wednesday, October 15.**

The chamber's October membership meeting lunch program is generously supported and sponsored by [Evergreen Family Medicine](#).

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## **"InUmpqua" Magazine . . . A Member-Exclusive Opportunity**

Reserve your bold listing or ad for the chamber's 2026 *InUmpqua* magazine--a digital business directory, community profile and visitor guide. The online *InUmpqua* is the chamber's most popular download and is available to visitors, individuals relocating to our area, as well as residents and businesses throughout Roseburg and Douglas County. The chamber also prints a small quantity of the magazine to fulfill out-of-area visitor and relocation requests, as well as providing copies to member advertisers, as inventory permits.

This publication remains one of the best advertising values available. The chamber's *InUmpqua* magazine is wholly-funded by member advertising dollars. See our [2025 InUmpqua](#) online. Be sure and check out our advertisers; their support allows the chamber to produce this magazine and we are so very appreciative! The reservation contract submission DEADLINE is October 15; bold listing and ad submission deadline is early November. Download a copy of the [2026 InUmpqua rate sheet](#) and reserve your space today.

Thank you to our members who have already reserved their ad space and bold listings for 2026!

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# From the US Chamber of Commerce to Our Members

**Rural Hospital Fund.** The U.S. Chamber published a [guide](#) to help rural health providers navigate the Rural Health Transformation Program ahead of the November 2025 deadline.

**Strengthening Small Business Preparedness.** Small businesses employ nearly half of the US workforce and contribute over 43% of GDP, making small business resilience critical to community recovery and economic stability. The US Chamber’s [Readiness for Resiliency \(R4R\) Program](#) incentivizes disaster preparedness with a \$5000 grant opportunity for registered businesses. Registering is a simple, effective way to help businesses prepare, respond and recover from disasters. Disaster preparedness is imperative for small business survival. Additional resources from the US Chamber include is [Disaster Help Desk for Business](#) and [Resilience in a Box](#) tools.

**Employee Compensation.** Balance employee compensation while maintaining a healthy bottom line, “[When and How to Give Employees a Pay Boost.](#)”

**Navigating the Government Shutdown.** The federal government shutdown is creating challenges for businesses nationwide. The shutdown could cost small businesses \$100 million in daily loan financing, disrupt travel plans, and delay infrastructure projects. Read our [memo from the US Chamber](#) and “[A well-functioning economy requires a functioning government,](#)” from the USCC, for more information. The US Chamber provides a [guide for small businesses to navigate the shutdown](#).

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## More Chamber News

The chamber’s [September/October 2025 issue of Business Perspectives](#) is your resource to learn about chamber programs and activities, renewing members, member news and more. Special articles in the September/October issue cover “What’s in an App?,” how to get your free AI tools and information about the chamber’s new “Monday Mentions” member-only promotions offering. Download the [Monday Mentions flyer](#) and reserve your ad placement today! See past RACC-member communications [HERE](#) and “[Current News](#)” online.

*Please do not hesitate to email me if you have any questions. Have a great week!*

*Debbie*

Debra L. Fromdahl, IOM  
President & CEO  
Roseburg Area Chamber of Commerce  
Douglas County Chamber of Commerce



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