The perspective
FOR 33 YEARS, GSBA has been the voice promoting equality in business. Our members have proudly stood up for doing the right thing and giving back to the community. Suddenly there are voices questioning if those values are genuine.

The concern around income inequality is real. The widening gap between the “haves” and “have-nots” is real. But so are the grave concerns expressed by businesses and nonprofits of the consequences of a sudden 65% increase in the minimum wage.

At forums, questions whether it is true that businesses will change their practices and hire fewer but more skilled employees. Will employee benefits be lowered? Will some even be eliminated?

Some say businesses are exaggerating when they worry they will close their doors. Anyone who thinks they simply scare tactics doesn’t have a clue how many small businesses close their doors every day because of the huge challenges of owning a business.

Some exemptions for small businesses and nonprofits but no one can agree on the definition of small. Is it under 10 employees? What about businesses of 1-9 employees and how would they be defined? What about small nonprofits that remain competitive and be able to attract talent?

AS MANY OF YOU MAY KNOW, I have been a member of the GSBA since I moved to Seattle and started my small business 25 years ago. I was not around in the early 80’s when a group of mostly businesswomen decided to form this association. I did join the board in 1990, when many small businesses and more women began joining to network and support each other.

The GSBA Guide was a “must have” in the LGBT business community, as it still is today. This was also the time when the Scholarship Fund was born. We sought out our future leaders and gave them scholarships and opportunities, but we also showed them that it was possible to be LGBT, professional businesspeople and leaders in the community.

We were also beginning to create a forum to “come out” in Seattle and New York where people were comfortable bringing their or family with them. Many came because they were able to live our ability to be a connector to the greater Seattle community, as well as our own.

The GSBA continued to be very excited about public policy work in the fight for equality for the LGBT community and for all, as well as advocacy for the small businesses and the students we supported.

We began to offer more opportunities for training and business development, an effort that continues today. As our voice and connections grew, so did our membership. Small businesses of all types were joining, as were medium- and large-size corporations. They believed in our mission and wanted to make a public statement that they, too, not only support LGBT employees but fully supported equality for all.

Since then, GSBA has built lasting relationships with corporate members and nonprofits. Our corporate advisory board members discuss how corporations can be better allies to the LGBT community. On how we can work together to bring about more social justice, and how we can work together in partnership to build our mission. It is corporate support that helps us provide more opportunities for our small businesses.

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ANDREW BURDICK, Business Development Manager and Events Coordinator, and Rachael Chenoweth, Coordinator of Development, at the GSBA office.

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Our mission is to create a world where every LGBT person can live and work with dignity, respect and equality.

All Together Now is offering much needed financial education for small businesses at jessicaw@thegsba.org.

The GSBA Scholarship Fund is offering much needed financial education for small businesses at jessicaw@thegsba.org.
There is no shortage of collaborative, creative “hubs” around Seattle nowadays, but EverGreen Escapes is charting a unique path that truly sets them apart in the travel industry. EverGreen is already known for their triple bottom-line philosophy on measuring success: minimizing the impact on our natural treasures; contributing to socioeconomic development by supporting local independent businesses; and inspiring and educating locals and travelers alike on how they can travel responsibly and with purpose. In combining unforgettable experiences with cutting-edge sustainability practices, they are taking that commitment one step further.

After years of hard work, the company is expanding not just into a sustainable office space in a historical building on 4th Avenue South in Sodo but into a full-fledged “Adventure Hub,” a place where travelers can congregate, learn, share, network and plan extraordinary adventures throughout the Northwest and beyond. In January they successfully financed this growth with the help of Community Sourced Capital, a local finance company that helps small businesses borrow money directly from people in their own community.

“Creating this Hub in an historic building as sustainably as possible really reflects the community we’re building it for,” said Eric Kocaja, General Manager of EverGreen Escapes. “We care greatly about the history and culture of a place, but we also care about leaving it a better place than we found it for future generations. We want this philosophy to be consistent in our business practices, our travel practices, and now our workplace too. This cannot happen without the support of our community from the very beginning. We’re really excited to get started and see how this grows.”

The Adventure Hub will be a place where members of the travel industry can collaborate with each other and engage with the community and public through educational events, guest speakers, workshops, and networking, and social events. Locals can come to dream up and design global adventures, while visitors to the region can learn about the opportunities for adventure in Cascadia. EverGreen Escapes’ commitment to sustainability has already attracted passionate individuals, including travel professionals, hikers, climbers, skiers, birders, photographers, chefs, farmers, winemakers, teachers and curious, responsible explorers. In addition to Evergreen Escapes, KAF Adventures and Elsom Cellars (a featured winery at the 2013 Taste of GSBA) will be sharing the new space, as will other local businesses to be announced.

One example of the programming that will be offered at the new space is the Escape Your Everyday Adventure Travel Series, a free monthly educational travel event that has been going strong for 18 months. The series brings in travel experts to share their experiences at some of the most exciting and unusual destinations for the adventurous traveler. While enjoying beverages from local wineries, breweries and distilleries, guests can get advice on practical travel matters such as transportation, packing, trip planning and more.

Evergreen Escapes blends nature, adventure and local epicurean indulgences into meaningful travel experiences throughout Cascadia and select destinations around the planet. Naturalist-led small group and private trips promise to inspire, educate and satisfy explorers from around the planet. Their unique itineraries blend nature, adventure, wildlife, local food, wine and brew into what they hope becomes a transformational travel experience. In the field, they lead by example by using reusable dishes, linen and water bottles; demonstrating Leave No Trace practices; and driving biodiesel vehicles. “From the beginning, we have attracted individuals who care about travel, nature and leaving this world a better place than we found it,” says founder Jake Haupert.

True ambassadors for the Northwest, EverGreen Escapes works hard to showcase its home area in global tourism. The company is also passionate about partnering with only the most reputable, responsible and caring hotels, lodges, outfitters and tour companies. Partners must share their commitment to providing exceptional experiences with a personal touch.

EverGreen Escapes supports other local independent businesses and donates 1% of online sales to The Code, an organization committed to ending child trafficking and sex tourism.

Evergreen Escapes Adventure Hub
2960 4th Avenue South #115 | Seattle, WA 98134

BY MIRA ANSELMI

Don’t just take a trip, experience it!
Royalty Travel: They'll Book Your Travel and Treat You Like a Queen

BY RACHEL BRISTER
GSBA DEPUTY DIRECTOR

If you're looking for someone to take care of your travel needs, you might consider working with a travel agent. However, there are different types of travel agents, and choosing the right one can make a big difference in your travel experience.

Why choose a travel agent?

Travel agents can provide a number of benefits that online booking platforms can't. For example, they can offer personalized service, help you navigate complex travel arrangements, and provide valuable insights into different destinations. They can also help you save money by finding the best deals and offering exclusive discounts.

What do travel agents do?

A travel agent's responsibilities may vary depending on the type of agency they work for. Some agents specialize in specific areas, such as cruises, tours, or business travel, while others offer a wide range of services. A travel agent may help you plan a trip, book flights and accommodations, arrange transportation, and even provide travel insurance.

Choosing the right travel agent

When choosing a travel agent, you'll want to consider a few factors. Look for an agent who has experience in the areas you're interested in, is knowledgeable about the destinations you're visiting, and has a good track record of happy clients. You may also want to consider their fees, which can vary depending on the type of travel and the services they offer.

Conclusion

A travel agent can be a valuable resource for planning your next trip. They can help you save time and money, and ensure that your trip is as enjoyable as possible. So the next time you're planning a trip, consider working with a travel agent to help make your travel experience as smooth and stress-free as possible.
It’s strictly and authentically Roman. on the table and minestrone on the menu. expecting Italian-American fare with bread decide that I must at least return to sit there the corner of my eye and immediately bar with plush black leather stools out of way to the table, I see the long, dark wooden across as unpretentious. As we made our ceilings but feel cozy, look fancy but come possible for a restaurant to have high mahogany tables, sleek black leather chairs through a ridiculous amount of guanciale and strong flavor, it is also sometimes called a cured pork cheek. With a delicate texture think I am going to like it here. Guanciale is starting a tree-growing program and building a small jungle gym out of tires. guanciale in at least three of the pasta dishes. A smile starts to form across my face. I tweaks and a short-lived stint at serving and in general improving the lives of communities all across the globe. For the past 12 years, GSBA Board Chair Martha Davis has traveled to Haiti with her father to help one community where he built a school. The trips now include everything from teaching children how to brush their teeth, starting a tree-growing program and building a small jungle gym out of tires. Why Haiti? For the past 12 years I have traveled to Haiti. Why would I go to a place where there is no clean water, where electricity is very sparse and there are no sewers or trash service in most of the country. And, where there is water, people bathe and wash their clothes in it as well as use it for drinking water. Mostly I go because we in the US have been extremely blessed. We are spoiled and I think we should do what we can to help others that are less fortunate. I have always been involved with projects like this, but this one is special because it was started by my Dad in 1989 with another doctor while on a medical mission. A priest told him that medical attention was needed, but that the children of his country also need education. So my dad came back and started to raise money to build a school in a mountainous rural area in southern Haiti. The school opened in 1997 with 70 kids and now has over 330 kids with three levels of kindergarten and primary grades up to eighth grade as well.
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From Here For Here Starbucks.com/Seattle

Dine as the Romans Do, continued from page 8

side of rühbar jam. It was tasty and tangy, but not anything I had tasted before. I should have ordered the burrata (filled mozzarella shell). The rissotto balls were traditional and served in a shallow bath of tomato sauce. There was a small amount of beef ragu inside each one, which, coupled with the hot, melty mozzarella, made for some rich bites. The standout of these three plates, however, was easily the artichokes: baby artichokes cut in half and fried, topped with a light dusting of breadcrumbs and served with a side of aioli. They were delicate, with just enough crunch, and I could have ordered a second plate. After lingering over our drinks and small plates for a while, we move on to main dishes. Since Ethan Stowell restaurants are well known for fresh pasta, I asked our server what her favorite pasta dish on the menu is. She chose the bucatini all’amatriciana—definitely. After being told that bucatini is a thin tubular-shaped pasta (think spaghetti), but made of struwe (a type of flour) and the server’s enthusiastic recommendation, I decide to order it. My dining companion orders the spring carrot ravioli and prosciutto pizza (the latter with some prosciutto by me, as I felt it necessary to try at least one of the Roman Street pizzas for the sake of this article). The bucatini was served with just enough tomato sauce, guanciale and garlic oil and chili flakes. There was a definite heat to the dish, but I wasn’t sure of its exact source. There was also a healthy amount of thinly sliced red onions. They were an OK addition, but they were not listed on the menu, so I was not expecting them and could have done without them. The carrot ravioli was probably the lightest ravioli I had ever tasted. The pasta was very thin and the carrot filling was sweet and not too rich. The addition of tart cherries, pea shoots, fried sage and hazelnuts took the dish to the next level. It was like tasting spring on a plate: sweet, fresh, crunchy and melt-in-your-mouth. Try this new dish—you will not be disappointed!

The prices are reasonable and what you would expect on Capitol Hill. Pizza and pasta dishes are in the $15 range, small plates $6-$10, and large plates mostly sit in the mid-20s. Sphere is your neighborhood restaurant. Perhaps you go on a Monday night because you live around the corner, or you make a reservation for Saturday night and travel from Queen Anne or Kirkland. Either way, you will encounter a warm space to eat, with the prices right.

Rady Walkinshaw was appointed state representative for the 43rd Legislative District (Capitol Hill, University District) in December of 2013. He is the fourth openly gay representative to hold this seat, starting with Carl Seiberling in 1978; then Ed Murray and Jamie Pedersen. Brandy Walkinshaw’s professional background is in international development, and he was most recently Program Officer at the Bill & Melinda Gates Foundation. Brandy is Capitol Hill with his partner, Miscal Hornvit, a marine biologist.

GSBA Board member and Public Policy Chair Jay Patterson sat down with State Rep. Brady Walkinshaw for a recap of his first legislative session.

Jay Patterson: Congratulations on completing your first term as a member of the state legislature. What is the biggest challenge you have faced? What has been the most rewarding experience?

Brady Walkinshaw: I was appointed in December, and as a new legislator and a newcomer to Olympia, the basic mechanics and approach to the legislative process were new. It’s a challenge to begin a session without the interim to plan legislation and build support from colleagues in the House and Senate. It was rewarding to join as a co-sponsor on a wide range of bills, from the state’s DREAM Act to the Reparative Parity Act. An unexpected opportunity was my work on a piece of bipartisan legislation, championed by Rep. Marci Kaptur of Ohio, to prevent the use of drones by state and local law enforcement. The bill passed both the House and Senate and is now with the Governor. [Editor’s note: Gov. Inslee vetoed the bill on April 1]

JP: As you know, there is a movement to raise the minimum wage to $12 an hour at the state level, and $15 an hour for the City of Seattle. In your opinion, how can we best achieve a living wage for working families while at the same time keeping small businesses sustainable?

BW: I believe that someone working a full-time job shouldn’t struggle to meet the basic necessities of life. The minimum wage has lagged behind productivity for many years, and this is symptomatic of a growing opportunity gap in our communities. While wages are important, other key state policy issues also influence the opportunity gap and the growth we’ve seen in both asset and income inequality in our state: K-12 and early learning, our higher education system, and higher educational student debt, among others. I was a sponsor of the statewide $12 per hour minimum wage bill in the Legislature this year. A higher minimum wage will allow more people to pay for goods and services, and over time, I think higher labor costs will be offset by increased demand. This is a pattern we’ve seen play out in other states and cities for decades, since the beginning with Roosevelt’s [Fair] Labor Standards Act in 1938. I support a $15 per hour minimum wage for Seattle, but an increase from $9.32 to $15 per hour would be accompanied by a responsible schedule for phasing in. We need to assess the yearly effects to minimize shocks to small businesses and to help working families join the middle class. I was appointed in December, and as a new legislator and a newcomer to Olympia, the basic mechanics and approach to the legislative process were new. It’s a challenge to begin a session without the interim to plan legislation and build support from colleagues in the House and Senate. It was rewarding to join as a co-sponsor on a wide range of bills, from the state’s DREAM Act to the Reparative Parity Act. An unexpected opportunity was my work on a piece of bipartisan legislation, championed by Rep. Marci Kaptur of Ohio, to prevent the use of drones by state and local law enforcement. The bill passed both the House and Senate and is now with the Governor. [Editor’s note: Gov. Inslee vetoed the bill on April 1]

JP: Now that marriage equality is law in Washington State, what legislative work remains to ensure that LGBT persons are treated fairly and equally in Washington State?

BW: I admire GSBA for their leadership, and in particular for the recent work of GSBA’s policy task force. I’ve been at several local chamber meetings in the 43rd District where GSBA’s work, particularly the thoughtful work around the minimum wage bill, was referenced with high regard.

LGBT people still face significantly higher rates of youth homelessness and suicide, drug use, and isolation in old age. On average, we also work in lower-paying jobs. Policies that are positively targeted to lift up the most vulnerable members of society will help ensure the safety and dignity of LGBT citizens. With our recent history—including our success in achieving marriage equality—I think our community is in a unique position to understand and work in solidarity with other groups for a more inclusive and just society. In particular, I think solidarity on issues of reproductive rights and choice is paramount.
Put a Travel Clinic on Your Itinerary

By Dr. Ari Gilmore
Pacific Medical Centers

Many of us like to explore the world beyond our borders. In fact, nearly 18 million US citizens toured a foreign land last January through April. The most popular destinations? Europe and the Caribbean (4.9 million visitors), followed by Asia and Central America. Another 2.1 million flew to Mexico. Anytime you travel, you’ll want to be in good health when you go—and when you return. Be sure to make a medical travel clinic your first vacation stop, before you even leave.

Providers at a qualified travel clinic can tell you whether it’s safe to drink the water where you’re going and whether you need to take precautions for typhoid, dengue fever, yellow fever, malaria, rabies or other ailments. You can also get advice on the more common annoyances of constipation, food poisoning, sunburn and jet lag.

Where is everyone going? And what health concerns might await them?

Royalty Travel, continued from page 7

have to get trip insurance. For typical airline travel, no. In most cases the airlines will let you reuse the ticket, and you would just pay a penalty.

RB: To cruise or not to cruise?

GS: I would say to cruise. It’s a really good way to experience a trip where everything is included. You are on the water and it’s a great, relaxing vacation. You are in a floating hotel going to different destinations as opposed to being stuck in one destination. Cruises are also great if you hate to travel from place to place. But that has its drawbacks, too, as you are never in any one port for a long period of time. So you can’t totally experience a destination. It does give you a flavor and you can go back and further experience that destination if you wanted to. For a good value, I would say definitely try a cruise.

RB: I have actually been on 11 cruises, but never as an adult. It was my grandfather’s favorite way to travel. He took my grandmother, my parents and me every summer and sometimes in the winter. My grandson might not walk very well, so for her it was the perfect way to travel. And for my parents and me, we could go and do whatever tours we wanted and my grandparents could stay on the ship. But we would meet every night for dinner, so it was still a family vacation. And I feel extremely lucky to have been to so many ports all over the world through going on cruises.

GS: I want to do a European river cruise. It’s not a huge cruise ship, but more the size of a barge. You are actually docking in the cities. And the meals on the cruise are made from local ingredients in each city. I have not done it yet, but I am going to.

RB: In your opinion, do you get what you pay for [in general]? I feel like so many people are constantly searching for deals. GS: Very much so. If you are going for the cheapest trip possible, I always say, have at it. You are probably going to be disappointed. You know, like the old adage, you don’t get anything for free. It’s very, very true. I have seen a lot of people get stung.


It’s important that you start your adventure in the best possible health, with your chronic condition stabilized. Make sure to consult with your doctor several weeks before you leave on your trip.

Everyone can take health preparedness steps!

Here are some steps to avoid illness and injury when you travel:

• Seek—and follow!—health care advice. Visit a travel clinic or your doctor 4–6 weeks before your trip.
• Pack medicines in their original containers, and carry them with you onto any plane or train.
• Get recommended vaccines well in advance. Many need time to take effect.
• Follow the same precautions for physical safety that you would at home.
• Prepare a health kit. A travel clinic can help you with this.
• Finally, if you’re sick, stay home. Nothing ruins a trip like feeling poorly.

Do you have a chronic illness?

If you have a chronic illness, you may want to consult a travel clinic well in advance of your trip. Some locations may pose challenges for you. For example, many cities have heavy air pollution that can affect people with respiratory conditions. Mexico City or Beijing might leap to mind—but were you aware of conditions in the industrial cities of the Czech Republic? Other considerations for people with certain chronic conditions might be extreme altitudes, high dust counts, different or unusual cuisines and the availability of kidney dialysis.

Different locations can present surprising or unusual health challenges. A brief sampling follows:

• Caribbean: malaria, dengue fever, yellow fever, increased risk for traveler’s diarrhea and food-borne diseases
• India: hepatitis A, typhoid fever, Japanese encephalitis, rabies and malaria
• Sub-Saharan Africa and parts of the Middle East: hepatitis A

It was my grandfather’s experience that destination if you wanted to. It was my mistake, I will cover it.

RB: In your opinion, do you get what you pay for [in general]? I feel like so many people are constantly searching for deals.

GS: Exactly. Plus anything goes wrong. I stand behind every thing I do. I use vendors that are tested and trusted. I know where to go to solve problems. Nothing is perfect, and there are things that can go wrong, even in trips I have planned. People know whom to call and I fix it. I can’t, and it was my mistake, I will cover it. Greg is ready to book your next trip.

MAY

Seattle Girls School Annual Luncheon
May 17
seattlegirlschool.org

Translations: The Seattle Transgender Film Festival
May 8–11
threadedcinema.org

Seattle Men’s Chorus/Seattle Women’s Chorus
Dinner, Dance & Auction
May 19
flyinghouse.org

GSBA Scholarship Awards Dinner
May 16
thegsba.org

Who’s Afraid of Virginia Woolf?
Now-May 18
ACT Theater

Little Shop of Horrors
Now-May 13
ACT Theatre

Mary’s Place Annual Spring Luncheon
May 27
marysplaceseattle.org

Once
May 27 – June 8
stgpresents.org

Pacific Northwest Ballet
Giselle
May 30 – June 8
pnb.org

JUNE

WA Coalition for Gun Responsibility Luncheon
June 2
wargunresponsibility.org

Seattle Men’s Chorus: Falling in Love Again – Deutscheland
June 14
flyinghouse.org

Check our regional and local Pride map/calendar on page 8

The Pacific Medical Centers Travel Clinic where I provide services (in addition to my PacMed family medicine practices) is available to all patients. I help patients review their itineraries and health records so they can take the proper precautions against trip-ruining infections and diseases. The Travel Clinic is open on Fridays at the PacMed Beacon Hill location and by special appointment. Remember to schedule your visit at least one month before your departure. Please note that the PacMed Travel Clinic charges patients directly for services. Some insurance providers will pay for travel vaccines and medications. Contact your insurer to discuss coverage.

Dr. Ari Gilmore is a board-certified family medicine physician at the Pacific Medical Centers Beacon Hill clinic. He cares for people of all ages, from newborn babies to adults. You can learn more about Dr. Gilmore at www.PacMed.org. To make an appointment, call 206-536-2400.

And your means of escaping it.
GSBA IS AN INCREASINGLY ACTIVE VOICE of advocacy on behalf of its membership. Founded 33 years ago to fight for the most basic of civil rights for LGBT Seattleites, we have made tremendous progress advocating for equality and on issues that affect our small businesses. Increasingly, GSBA is asked for its opinion by elected officials and other organizations across the political spectrum. Whether GSBA takes a formal position or is the voice telling our members stories on an issue, our position and expertise is valued across the region.

What have we done in the last year?

LGBT EQUALITY – GSBA was founded on the cause of equality, and this remains the central focus of our organization’s advocacy work. GSBA continue to push for an inclusive Federal Employment Non-Discrimination Act (ENDA) and immigration reform: works towards ending legalized discrimination against trans people: supports laws protecting our youth, from banning reparative therapy, to enacting anti-bullying legislation, to supporting homeless youth; and more.

The New Yorker quoted Roberta Kaplan, Edie Windsor’s lawyer in her US Supreme Court case as saying the amicus brief submitted by the business community was one of the two most valuable pieces of support in the Windsor case. GSBA was the first chamber to sign onto this amicus brief, and we solicited many of our business members as well as other LGBT chambers in marriage states across the country. GSBA businesses took the lead and made up a fifth of all the businesses who signed on as amici. Working closely with partners such as Legal Voice, Lambda Legal, Pride Foundation and QLaw, GSBA is at the forefront of the legislative and legal changes, including this summer’s automatic conversions of registered domestic partnerships into marriages.

DREAM ACT – With the GSBA Scholarship Fund as the “heart” of the organization, education policy is a vital part of our advocacy work. GSBA endorsed the Washington State DREAM Act and as a member of a coalition of progressive organizations, led by OneAmerica, got this important bill passed with strong bipartisan majorities in both houses of the state legislature. The DREAM Act ensures that all Washington State students, regardless of citizenship status, are eligible for state need grants.

CROP LEGISLATION – The inability to be gainfully employed is one of the greatest causes of recidivism among ex-offenders. The Certificate of Restoration of Opportunity (CROP) legislation offers ex-offenders a tool to become more employable by obtaining from their sentencing court certification that they have fulfilled their court imposed obligations and have become rehabilitated. The legislation also provides an opportunity to apply for or reinstate certain revoked state issued licenses. Ex-offenders convicted of specific crimes such as sex offenses would be precluded from receiving certain state licenses.

MINIMUM WAGE – GSBA is committed to making Seattle a more livable city by addressing a living wage and housing stabilization issues. The GSBA Board of Directors resolved that any legislation to increase minimum wage must be done responsibly in order to avoid harm and maximize the sustainability of small independent businesses and nonprofit organizations. GSBA supports incremental phasing in of any minimum wage increases and using “total compensation” including benefits, tips and bonuses to calculate an employee’s hourly wage. GSBA is constantly communicating with our members, the community and elected officials. GSBA convened Seattle’s neighborhood chambers to conduct a survey of City businesses. We are sharing the survey results together with businesses’ stories and concerns with City Councilmembers and the Mayor’s task force. GSBA will continue to advocate tirelessly to ensure that we lift up those who need it most while protecting small businesses and maintaining the vibrant city that we live in and love.

Continued on next page

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“it has been said that meeting new people in seattle is difficult due to what urban dictionary calls ‘the seattle freeze.’ and while this past winter may have been tough, it was very much alleviated by the warmth, friendliness and business acumen of everyone involved in gsba. it is an understatement to mention how my business exposure, social life and circle of friends has dramatically benefited from my membership with this great organization. equality funds aims to be a fundamental piece of the investment portfolio of the lgbt community not only in seattle, but the world. we are off to a wonderful start because of the gsba.”

— Marc Delphine, Equality Funds

Equality is good for business.


thegsba.org