

**BMT Insurance & Financial Services**



**705-268-9988**  
www.bmtinsurance.ca

# inside business

QUARTERLY WINTER 2018

**STRINGER LAW**  
PROFESSIONAL CORPORATION

**WORKPLACE AND COMMERCIAL LAW**

- Workplace investigations
- Accommodation and human rights
- Discipline and terminations
- Employment policies and procedures
- Wrongful dismissal claims

**273 Third Ave., suite 200**  
**705-531-5750**  
www.stringerlaw.ca

A TIMMINS CHAMBER OF COMMERCE PUBLICATION

## Chamber prepares to celebrate rock stars of business at 16<sup>th</sup> Annual Nova Awards

Recipients to be honoured across 15 categories

As the judges review the nominations, anticipation continues to build for the Timmins Chamber of Commerce's 2018 Nova Business Excellence Awards, the region's biggest celebration of entrepreneurial achievement.

As Timmins' biggest celebration of entrepreneurial achievement, the Nova Awards help to recognize business achievements across 15 categories. This year's event will feature the theme of "Business Takes the Stage" to help showcase all the many ways that Timmins entrepreneurs are the city's unsung rockstars, according to Timmins Chamber President Jamie Clarke.

"You won't see them selling out concert venues or putting out Top 40 hits, but Timmins' business leaders are just as dedicated, creative, and hard-working in their fields, and they deserve just as much applause for what they do in our community," said Clarke.

"The Nova Awards are a great way to make sure our businesses get the celebrity treatment for at least one night, so if you know someone who fits the bill, be sure to shine a light on their work with a nomination. Even the best can't be celebrated unless they're nominated."

Finalists will be personally notified on March 6 at their place of business by Chamber volunteers and staff, who will also present a small gift to commemorate the special occasion.

Photographs of these visits will be taken throughout the day and presented online at the Chamber's Facebook page, at [www.facebook.com/TimmisChamber](http://www.facebook.com/TimmisChamber). Video will also be taken wherever possible and displayed as part of the Nova Awards' opening segment during the May 10 gala.



The Nova Business Excellence Awards will once again celebrate the best of Timmins business at the McIntyre Arena on May 19. The 2017 event drew more than 700 attendees.

The Nova Awards are one of the Chamber's signature events, with more than 700 people from across the region regularly in attendance. Now in its 16th year, the 2018 event promises to put on quite a show as it upholds its reputation as a spectacular way to celebrate business success in Timmins, said Clarke.

"Whether they're a smaller group or a major headliner, our businesses deserved to be recognized for the countless ways they help to make Timmins a great place to work, live and play. The nomination process can even be done online, so if you know a business rock star, now's

the time to give them a plug."

As in recent years, Eastlink news personalities will interview the event's finalists, organizers and community champions on the Nova Awards' own version of the red carpet. These segments will be broadcast live throughout the many flat-screen televisions on display throughout the area, which served to promote further conversation among attendees during the celebration.

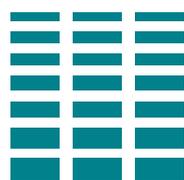
Other examples of Timmins talent will be on hand throughout the event, in the form of locally produced hors d'oeuvres, snacks, and of course the rock-star-themed décor, all of which is being

supplemented by the hard work of countless volunteers who donate their time to make it all happen.

Tickets for the Nova Awards will go on sale March 22, 2018 at \$120 plus HST, or a discounted price of \$95 plus HST for Chamber members. Tickets can be ordered by emailing the Chamber at [info@timmischamber.on.ca](mailto:info@timmischamber.on.ca)

### Nominees for the 16th Annual Nova Business Excellence Awards will be announced March 9 for the following categories:

- BMT Insurance & Financial Services Business Contribution to the Community Award (1-5 Employees)
- The Venture Centre Business Contribution to the Community Award (6-10 Employees)
- NorthernTel Business Contribution to the Community Award (11+ Employees)
- FNETB Best Place to Work Award
- Collège Boréal Young Professional Award (Under 40)
- RBC Marketing Award
- National Bank Innovation Award
- Northern College Service Excellence Award (Under 2 Years)
- Caisse Populaire de Timmins New Business Award (Under 2 Years)
- TD Bank Group Business of the Year Award (1-5 Employees)
- Scotiabank Business of the Year Award (6-10 Employees)
- Kidd Operations Business of the Year Award (11+ Employees)
- De Beers Canada Indigenous Partnership Award
- City of Timmins Non-Profit Organization Award
- OPG Lifetime Business Achievement Award



## ROSS POPE LLP

Chartered Professional Accountants

(705) 264-9486

[beverly.beaven@rosspopekl.com](mailto:beverly.beaven@rosspopekl.com)

[www.rosspope.com](http://www.rosspope.com)

ACCOUNTING | AUDITING | TAXATION SERVICES

*Providing Professional Services in Timmins Since 1928*

119 Pine Street South, Unit # 322 (3rd Floor of the Pine Plaza)

SERVICES BILINGUES



Helping you achieve YOUR goals in YOUR business is OUR goal in OUR business.

## Offsets needed to protect small businesses in upcoming budget: Timmins Chamber



The upcoming 2018 Ontario budget should focus on offsetting the growing costs to business through measures such as a reduction of the corporate income tax, according to a pre-budget submission issued by the Ontario Chamber of Commerce (OCC) in partnership with the Timmins Chamber.

Presented to the Standing Committee on Finance and Economic Affairs on Jan. 15, the OCC's submission included 11 specific recommendations as a guideline to help manage costs and secure economic growth at a time where businesses are facing rising energy rates, cap and trade challenges, and labour costs.

These include suggestions to pass various tax reforms, such as following through on previous plans to reduce the corporate income tax rate from 11.5 percent to 10 percent.

The submission also urges the province to create additional small business deduction tax brackets and to delay taxation on corporate income growth. This is crucial to help give aspiring entrepreneurs more room to grow, seeing as 71 percent of private-sector jobs are created by activities of small and medium-sized businesses, according to the submission.

"Employers in Timmins are feeling the pressure from rising costs, which is why Ontario needs to build a competitive taxation system that encourages investment and minimizes red tape," said Jamie Clarke, president of the Timmins Chamber of Commerce.

"While we applaud the Ontario government's efforts to address these issues in last year's Fall Economic Statement, it is evident that more support needs to be given to businesses to ensure the future growth of our economy."

Other offsets include a recommendation to harmonize the Business Education Tax across the province, and to reduce the Employer Health Tax by a minimum of 21 percent for businesses in sectors most impacted by the labour law changes.

In its submission, the OCC also emphasized the importance of government spending to maximize growth within the province. More strategic spending on infrastructure will maximize Ontario's competitiveness, while reinvesting money back into the economy. In previous years, the Ontario government has underspent what it has set out in its budget on infrastructure; this presents the government with an opportunity to make a large investment towards growth-enabling projects in 2018. According to the document, \$1 billion in infrastructure spending creates 16,700 jobs and boosts the GDP by \$1.14 billion.

"Industry is the backbone of our economy; a thriving private sector is the most important source of employment, greater living standards, and well-being for all," said Rocco Rossi, president and CEO of the Canadian Chamber of Commerce.

"On the spending side, government must improve the efficiency and effectiveness of programs/services and focus

on areas that enhance productivity and competitiveness."

The OCC shared concerns about the lack of reinvestment within Ontario, as the pre-budget submission also highlighted the fiscal imbalance between municipalities and the provincial government, which is placing a growing burden on taxpayers. This, it suggested, is ultimately straining local services and forcing municipalities to delay essential projects.

As a solution, the document outlines that Ontario should formally adopt value-based procurement to more effectively use government dollars, inject innovation into government services, and save money in the long term. In addition, the OCC recommends raising Ontario's annual payment to specific public institutions, such as correctional facilities, hospitals and universities, from \$75 per bed rate to \$100. This would diminish the need for municipalities to raise property taxes to compensate for the lack of government funds for public institutions.

The OCC also recommended that, in Budget 2018, the Ontario government should continue to make expanding natural gas access in rural communities a priority to ensure Ontario remain competitive with respect to energy costs.

"As we enter 2018, it is clear that the continued economic growth and competitiveness of this province is challenged," says Rossi.

Addressing the fiscal hardship being put onto businesses through rising costs within the province is an underlying theme throughout the pre-budget submission. The 11 recommendations on how to utilize Ontario's fiscal policy to maximize our economic growth and ensure our prosperity. The Timmins Chamber, alongside the OCC, is devoted to working with the provincial government to ensure the competitiveness of Ontario businesses.



**Karen Van Luven, CTC**  
Certified Travel Counsellor  
C: 647-544-(trip)8747  
P: 416-367-8264 ext. 2963

E: [kvanluven@thetravelagentnextdoor.com](mailto:kvanluven@thetravelagentnextdoor.com)  
[www.karenvanluven.thetravelagentnextdoor.com](http://www.karenvanluven.thetravelagentnextdoor.com)  
55 York St., suite 803, Toronto, ON M5J 1R7 TICO reg.#50021282



Timmins Chamber  
members  
**SAVE**

an additional 5% for  
all Globus bookings!

Enter to

**WIN**

a trip to Mexico with  
TTAND & Transat!



*N. Lacroix*  
**Plumbing and Heating**

Your Heating and Cooling Professionals

✓ **SHEET METAL WORK**

✓ **AIR CONDITIONING**

✓ **ELECTRICAL**

✓ **REFRIGERATION**

**[www.lacroixplg.com](http://www.lacroixplg.com)**

**80 Birch St. S., Timmins**

**705-267-7887**

## Timmins Chamber secures national partner in push to improve resource development issues

The Timmins Chamber of Commerce has secured a major national partner in its efforts to reduce the obstacles faced by natural resource industries pursuing projects in Canada.

At the Canadian Chamber of Commerce's (CCC) annual general meeting in Fredericton, NB last fall, the Timmins Chamber successfully lobbied more than 330 Chamber representatives from across the country to support a call by Timmins businesses to improve Canada's environmental assessment (EA) system. Adopted by the CCC with a 99.6 percent support on the debate floor, the Timmins Chamber resolution calls on the federal government to simplify the EA system, increase its public transparency, and have it provide more opportunities for Indigenous communities to participate in the process.

These changes would provide much-needed changes to Canada's EA processes, which currently create duplication and delays, posing many risks to new and existing projects alike while threatening the economic potential for resource-focused communities like Timmins, according to Timmins Chamber President Jamie Clarke.

"This is an important win not just for Timmins businesses and our local economy, but for all of Canada's natural resource industries," said Clarke.

"Now that our policy resolution has been adopted with the support of businesses from coast to coast, it is now an official position of the Canadian Chamber, which will advocate for our ideas over the next three years. In other words, the country's largest and most influential business advocacy group will now use the full



The Timmins Chamber successfully urged delegates of the Canadian Chamber annual general meeting in Fredericton to support measures to simplify environmental assessment processes.

weight of the 200,000 businesses it represents to make sure that our made-in-Timmins policy is heard at the highest levels of government. It's a major achievement for Timmins Chamber members, and we're proud to have developed and passed this on their behalf."

The success of the Timmins Chamber in pushing for the adoption of its resolution is timely, said Clarke, as the federal government is currently undertaking a full review of Canada's EA processes with an eye on passing new legislation this year. This holds some challenges, as many of the changes recently proposed by a government-appointed expert panel to reform the current system threaten to hurt industry rather than help it to navigate the EA process with reliability and predictability.

It is crucial that the government consider the needs of industry throughout this review, said Clarke, as natural resource industries like mining and forestry are subject to EAs at the provincial and federal levels through the Canadian Environmental Assessment Act. This has led to two separate and often duplicative processes whose delays have led to weakened business cases for projects, unnecessarily complicated consultations, and reduced overall competitiveness.

In response, the Timmins Chamber resolution, entitled Improving Federal Environmental Assessment Processes, proposes that the current federal review consider implementing a series of eight changes.

Among others, these recommendations

include asking the federal government to:

Take a "one project, one assessment" approach, allowing businesses to streamline the process in cases where provincial requirements are equal to or more stringent than those at the federal level;

Improve timelines and reducing red tape for EAs by working more closely with industry and the provinces to identify efficiencies, while providing more scientific support for the process;

Ensure Indigenous peoples have the capacity to participate in the EA project review process by enhancing funding for participation, developing strategies to build longer-term capacity within communities, and engaging them as early in the process as possible to jointly determine desired outcomes.

"Any new federal legislation to change EAs must improve the reliability and timing of the process, and avoid introducing new elements that would add more complications and delays," said Clarke.

The Timmins Chamber policy was crafted in consultation between the Timmins Chamber's Government Regulation and Policy Committee, area businesses, and a broad number of partners across Canada.

Partners that the Timmins Chamber were able to bring on as co-sponsors in support of its CCC resolution include the Calgary Chamber of Commerce, the Edmonton Chamber of Commerce, the St. John's Board of Trade, the Thunder Bay Chamber of Commerce, Greater Sudbury Chamber of Commerce, as well as the Sault Ste. Marie Chamber of Commerce.

The full version of the policy that will now be championed by the CCC can be viewed at <https://tinyurl.com/EAREform2017>

## Ontario Chamber network urges pro-growth approach in 2018 provincial election

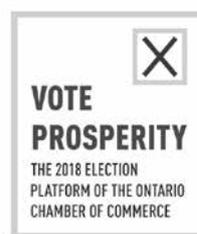
To ensure the 2018 provincial election addresses the most important issues for business, the Timmins Chamber of Commerce has partnered with the Ontario Chamber of Commerce (OCC) to launch Vote Prosperity, a policy platform outlining the business community's priorities for a pro-growth agenda.

Built in consultation with businesses across Ontario, Vote Prosperity provides a series of recommendations for all political parties to consider adopting as part of their election platform to help build on the province's advantages and strengthen its global competitiveness. The platform offers solutions to specific challenges that limit growth for Ontario's businesses, which face rising electricity prices, a cap and trade regime, onerous labour law reforms and a burdensome regulatory environment.

"Businesses are the backbone of Timmins' economy, which is why we need to ensure their needs are addressed in next year's provincial election," said Jamie Clarke, President of the Timmins Chamber of Commerce.

"By issuing our election priorities a year in advance, we hope that Vote Prosperity will be used in the coming months by Ontario's political leaders to build their own election platforms around ideas that will help promote growth in Northern Ontario."

To help address existing business challenges and promote a positive economic



environment, Vote Prosperity is based on four overarching strategies: strengthening business competitiveness, fostering job creation, building healthy communities and improving government accountability.

These strategies are the foundation for the platform's 18 recommendations, some of which the OCC based on policy resolutions previously advanced by the Timmins Chamber of Commerce. Some of these recommendations include:

- Allow Ontario businesses to purchase surplus electricity at rates equal to or better than the exported price to other jurisdictions;
- Conduct and publish the results of a comprehensive review of the electricity sector, including an objective economic impact analysis assessing the full range of inputs that make up the Global Adjustment (GA), and then pursue cost-reducing measures based on the results;

- Modernize the apprenticeship system; and
- Ensure all proposed policy, regulation and legislation is based on sound, quantitative evidence.

"Ontario businesses have made it clear that the ever-rising costs of doing business from all levels of government have hindered their ability to prosper and grow," said Karl Baldauf, Vice President of Policy and Government Relations at the Ontario Chamber of Commerce. "Our objective is to achieve coherent, comprehensive pro-growth policies from all political parties. Our recommendations provide a prosperous path forward because when you vote for prosperity, Ontario wins."

The recommendations also include measures to protect the provincial economy over the long term, such as the creation of a plan to tackle Ontario's debt and to move towards balanced or surplus budgets. While there is no deficit over the short term in Ontario, there is also no plan for surplus. Beyond balancing the budget, Ontario needs a clear path for long-term fiscal prudence to regain its status as an economic leader in Canada, and a reliable investment destination globally, according to the OCC platform.

It also asks for the province to provide appropriate timelines to stakeholders when revising or implementing initiatives that will impact their operations. Greater stakeholder participation throughout the policy cycle is necessary in Ontario; in the interest of

open government, and to avoid unintended consequences of government action, serious consideration must be given to stakeholder consultation, particularly with respect to timelines and roll-out processes of new policy, regulation and legislation. To that end, the document suggests, government should work towards a closer, more permanent partnership with all stakeholders, including the private sector, academia and civil society organizations, to pre-empt backlashes caused by hasty decision-making.

To gauge Ontario's broader competitiveness, the platform also recommends that the province work with federal and local levels of government to establish a publicly available analysis of the cost of doing business in Ontario. This analysis should aggregate all government-induced input costs by sector, with the results published publicly. It would be updated annually to highlight the cumulative impact of any new government policies implemented in the past year or proposed in the year ahead.

As the 2018 election approaches, the Timmins Chamber and the OCC will continue to share the concerns and recommendations outlined in Vote Prosperity with political parties and local candidates.

To learn more about the Vote Prosperity platform, visit [www.occ.ca/voteprospersity2018](http://www.occ.ca/voteprospersity2018)

## Timmins Chamber continues fight on federal tax reform

Despite some regulatory clarifications and plans to address business tax rates, much more needs to be done to protect business competitiveness in Canada as the federal government continues to revise the corporate tax system, according to the Timmins Chamber of Commerce.

Some elements of the federal government's efforts on this file came into effect Jan. 1, including restrictions on income sprinkling, despite a massive outcry from business groups across the country. A broad range of other changes, such as new restrictions on passive investment, are expected to be introduced in the 2018 budget.

Ongoing advocacy by groups like the Timmins Chamber and the Canadian Chamber network have resulted in some positive changes, such as a reduction in Canada's small business tax rate to 9 percent by January 2019, and the government's abandonment of its initial plans to impose a limit on the Lifetime Capital Gains Exemption. However, the government's overall approach remains deeply problematic, according to Jamie Clarke, president, Timmins Chamber of Commerce.

"While we applaud the more balanced approach that the government is examining, its overall tax reforms will still negatively impact a broad range of entrepreneurs, and pose serious challenges at a time where we are already facing additional problems at the provincial level," said Clarke.

"We appreciate that the government is listening to our concerns, but there is still much work to do to ensure that any attempt at tax reform will protect – rather than punish – Canada's entrepreneurs and competitiveness."

In partnership with the Canadian Chamber of



Potential changes to corporate taxation in Canada could have a dramatic impact on small business.

Commerce network and the Coalition for Small Business Tax Fairness, the Timmins Chamber will continue to build on these changes by voicing the concerns of hundreds of thousands of businesses who will still be affected by the federal tax reform plan.

Specifically, the Timmins Chamber is continuing to work with its national partners to push the federal government to do the following:

Pause the current tax reform proposal process and launch meaningful consultations with the business community;

Conduct an economic analysis of any reforms that the government proposes for Canada's tax

system;

Undertake an independent, comprehensive review of the federal tax system, with a view toward fairness, simplification, and competitiveness.

These measures were supported by the Senate Finance Committee, who announced in a December 2017 report that the federal government's plans would harm Canadian investment and employment. Moreover, the report agreed with the Canadian Chamber's presentation to the Senate Finance Committee in October, suggesting that the existing complexity of the tax system is such a full review is required.

These efforts build on the work already undertaken by the Timmins Chamber and its partners over the months since the corporate tax change proposals were first announced. In addition to the Senate Finance Committee presentation, several joint letters have been issued to Finance Minister Bill Morneau, and Timmins Chamber members have been encouraged to send letters directly to Timmins-James Bay MP Charlie Angus to explain what these changes would mean for them. In December, Timmins Chamber representatives met with Angus to discuss this issue, among others (see photo on P11).

The Timmins Chamber was also able to help take action during the Canadian Chamber's annual general meeting in Fredericton last fall (see P3, "Timmins Chamber secures national partner in push to improve resource development issues"). With more than 300 delegates representing more than 200,000 across Canada, the Timmins Chamber helped to support a policy resolution calling on the federal government to extend the consultation period for the corporate tax changes, and to revise its approach in a way that would not harm entrepreneurs; it passed with 98.8 percent support, meaning the Canadian Chamber will continue to fight for the issue in accordance with its members' views.

"The federal government's flawed proposals will punish those who have invested everything into their business, while making it much harder to survive in more difficult economic times," said Clarke. "Our work on this file is just starting, and we look forward to continuing that work with our members, our national partners, and the federal government to help find solutions to build a Canada that wins."

## News from the Chamber network



Ontario currently faces a significant infrastructure gap that would require an estimated \$19 billion to address, according to a recent Ontario Chamber of Commerce (OCC) report.

Building Better: Setting the 2017 Ontario Infrastructure Plan Up for Success indicates that the provincial government has not sufficiently invested in maintaining infrastructure, and which has further deteriorated in part due to Ontario's harsher climate.

The report calls on the Ontario Government to implement its recommendations in its imminent Long-Term Infrastructure Plan (LTIP), which includes:

- Creating adaptable and resilient infrastructure standards that can address various future pressures including climate change and demographic changes;
- Adopting an outcomes-based approach to infrastructure funding with project prioritization based on clear, transparent criteria such as resulting economic growth, sustainability, resiliency and community benefits; and
- Ensuring that internal approval processes

for infrastructure project funding are streamlined.

### Ontario Chamber fighting to increase economic immigration

The Ontario Chamber is hailing a move by the federal government to set increasingly ambitious immigration targets in the coming years, and is advocating that Ontario be considered to be a greater part of this plan.

Immigration, Refugees and Citizenship Minister Ahmed Hussen recently announced that the government intends to welcome nearly one million immigrants to Canada over the next three years 2018 Immigration Levels Plan for Canada.

In a letter to Minister Hussen, the OCC commended the move, but pleaded for Ontario to receive an increased share of economic immigrants and an increased allocation for Ontario under its provincial nominee program, the Ontario Immigrant Nominee Program (OINP).

The objective of the OCC's proposal is to address the growing demographic concerns, which include the erosion of the tax base from an aging population and low labour productivity, as well as the skills mismatch. With immigration on a steady decline in Ontario, it is crucial that Ontario businesses are established enough to attract and retain skilled international workers.

### Businesses struggling to find qualified staff: report

According to a late 2017 report released by the OCC, 82 percent of Ontario businesses who sought to hire staff in 2016 experienced a challenge in finding someone with the proper qualifications.

The report, Talent in Transition: Addressing the Skills Mismatch in Ontario, revealed that similar concerns about the growing skills mismatch are being felt by those seeking employment as well, expressing worries that their skillsets will be less valuable in the next decade.

### Canadian Chamber appoints new policy head

With years of extensive strategy, policy and communications experience, Jason MacDonald has taken the role of the Canadian Chamber of Commerce's (CCC) new Senior Vice President, Policy and Advocacy.

"The Canadian Chamber has an enviable reputation as the source in Canada for sound policy ideas and as the voice of thousands of businesses across the country," said MacDonald. "The Chamber's work contributes not just to the success of the country's businesses, but to our communities and to helping make Canada more competitive. I look forward to contributing to the great work the team is doing to serve Canadian business."

Prior to his new position with the CCC, MacDonald served as the Senior Vice President at Hill + Knowlton Strategies, providing strategic counsel and corporate communications support to the firm's clients. He has also held roles in

the Prime Minister's Office and with Carleton University.



### Canadian Chamber urges caution on interest rate increase

Following the announcement of a 0.25 per cent increase in the prime lending rate, the Canadian Chamber of Commerce has urged the Bank of Canada to be cautious about future increases.

While Canada's economy is strong, the CCC has said in a recent release that they remain concerned about slowing growth as they look ahead in 2018 and into 2019. Further rate increases motivated in part by government policies that drive up the cost of living could negatively impact consumer spending, as well as the housing market in Canada, according to the CCC.

This would exacerbate existing challenges facing Canadian businesses, including those that the CCC has consistently identified, such as the need to address the increasing regulatory burden on companies, the uncertainty about the future of NAFTA and other important trade agreements and opportunities, and the persistent lag in business investment across the country.

## Handbook available to help businesses adjust to Bill 148

With Bill 148 now in effect, Ontario businesses are being encouraged to learn about their new obligations and how to address them in a handbook previously released by the Ontario Chamber of Commerce (OCC) and accounting firm MNP.

The following are some of the Bill 148 changes that came into effect as of January 1, 2018:

- Minimum wage increase to \$14 per hour;
- Three weeks paid vacation for employees of five or more years of service;
- New calculation for public holiday pay;
- Longer leaves for personal emergency, family medical, pregnancy, parental, and domestic or sexual violence leave;
- Request for sick notes is no longer permitted from an employee taking personal emergency leave;
- New scheduling and overtime rules for employees; and
- Family Day is now included in the definition of a public holiday.
- Other changes that will gradually come into force include:
  - All casual, part-time, temporary and seasonal workers will have to be paid equal to full-time employees as of April 1, 2018;
  - Increased employee rights regarding shifts as of January 1, 2019; and
  - Minimum wage increase to \$15 per hour as

of January 1, 2019.

To help mitigate the effects of Bill 148, the OCC and accounting firm MNP released a handbook last fall, entitled, *Steering Through Change: A Handbook to Help Ontario Businesses Understand and Manage Bill 148*, which also outlines the potential risks to employers from the legislation and helps explain what these changes mean.

It is expected that Ontario businesses will need to adapt to at least 64 different labour cost outcomes as a result of Bill 148, according to the document. These cost increases have the potential to pose a serious impact on business; for this reason, it is imperative for businesses to take a proactive approach to effectively moderate these changes. Several key issues for businesses to consider are their profitability, current staffing levels, competitions and taxes.

The handbook outlines human resource and operational strategies to mitigate the

Minimum Wage Categories	Oct. 2017	Jan. 2018	Sept. 2019
Students under 18 who work less than 28 hours a week when in school or who work during school breaks	\$10.90	\$13.15	\$14.10
Liquor Servers	\$10.10	12.20	13.05
Hunting and Fishing Guides	\$58.00 (working less than 5 consecutive hours) \$116.00 (working more than 5 consecutive hours)	\$70.00	\$75.00
Homeworkers (employees doing paid work in their own home for an employer)	\$12.80	\$15.40	\$16.50

residual effects of the changes to the Employment Standards Act and Labour Relations Act. Human resource (HR) strategies to help businesses in the implementation of Bill 148 include: communication, HR infrastructure, compensation, and HR IT systems.

Adapting people to the new legislation is key, such as disseminating information to employees through letters and documentations that specifically outline how they will be impacted. Another crucial component is updating all HR policies, templates, provisions and record-keeping software to reflect the new requirements.

Workforce planning is also vital to adjusting to Bill 148, as a workforce must be synchronized with overall business needs. Demand planning and forecasting can help businesses avoid excessive labour costs by knowing when, where and how to effectively staff their organization,

according to the handbook; it may also be useful to consider implementing business process improvements and assessing the productivity or output of identified departments. In the long term, it is also necessary to identify skill gaps and talent risks that may exist in order to develop succession and retention plans to deal effectively with future business requirements. Operational approaches to consider are increasing sales through growth strategies, such as market penetration, market expansion and product development. Other approaches may include managing business margins.

Bill 148 will likely increase business operating costs, meaning that maintaining the status quo will likely cause a reduction in operating income, and as such, a price change may be necessary to sustain competitive margins. Another way to reduce costs operationally is to outsource specific business processes to save on costs and time. That said, the handbook also suggests it is important to prioritize customer relationships during the implementation of these operational changes.

The Timmins Chamber and its partners throughout the Ontario Chamber network will continue to advise its members on the best practices to adjusting to the labour law changes in the coming months to ensure that the business community is prepared and given the tools it needs to succeed.

To read the handbook, entitled *Steering Through Change: A Handbook to Help Ontario Businesses Understand and Manage Bill 148*, visit <https://tinyurl.com/Bill148Handbook>

**NOUVEAU**  
*au campus de*  
**TIMMINS dès**  
*2018*

**Administration  
 des affaires  
 et gestion**



**UNIVERSITÉ  
 DE HEARST**  
 DEPUIS 1953

**Campus de Timmins**

**uhearst.ca**  
 395 boul. Thériault • 705 267-2144



Timmins Chamber of Commerce  
Chambre de commerce de Timmins

# ADVERTISING OPPORTUNITY

# inside business

Inside Business, the Timmins Chamber of Commerce's quarterly publication, is distributed to **every business in Timmins.**



Each issue has a print run of 2,500 copies, which are also distributed at local landmarks and at all Chamber events.

**DO YOU HAVE  
A MESSAGE FOR  
THE BUSINESS  
COMMUNITY?**

For more information about advertising opportunities, or to book your spot, contact the Timmins Chamber of Commerce at:  
[info@timminschamber.on.ca](mailto:info@timminschamber.on.ca)  
(705) 360-1900

    [timminschamber.on.ca](http://timminschamber.on.ca)

## Members celebrate the holidays with the Chamber

Nearly 300 members and their staff chose to celebrate the holiday season with the Timmins Chamber of Commerce, which hosted its annual Member Holiday Parties at the Porcupine Dante Club on Nov. 25 and Dec. 2.

This popular event is offered every year in order to provide Chamber members a chance to celebrate the season with their staff, with none of the hassle of planning, organizing, decorating, cooking, or cleaning.

As always, this year's evening featured dinner and dancing, as well as a visit from Saint Nick himself, and had an opportunity to have their picture taken on Santa's knee.

*Thank you to the following participating businesses:*

Access Better Living Inc.

Airmaxx Plus

All North Electric

All Security Ltd.

Alternate Starts

Carabelle Motel

Dr. Bill Chisholm Optometry Professional Corporation

Dumas Contracting Ltd.

Gatrem Contracting Inc.

MNP LLP

Nancy E. Cooper Law Office

National Bank of Canada

Northern Ontario Appraisals Ltd.

Northern Ontario Audiology Services

PADS-K9 Protection & Detection Services

Quantum Realty Services LTD.

Soucie Salo Safety Inc.

Rainville Health

Riopelle Group Professional Corporation

Soucie Salo Safety Inc.

Sun Life Financial

The Moose/Vista Radio Ltd.

Timmins Nissan

Tisdale Plumbing, Heating & Electrical

Tom's Lock Shop

Urban Windows & Doors

Wyatt Image Solutions

Your Professional Business Solutions (YPBS)



For more photos of the Member Holiday Party, visit us at [facebook.com/TimminsChamber](https://facebook.com/TimminsChamber)

LOCAL RESOURCES, NATIONAL EXPERTS  
pinchin.com | 1.855.PINCHIN



## HELPING YOU MANAGE YOUR NATURAL AND BUILT ENVIRONMENTS IN NORTHERN ONTARIO

### PROVIDING ENGINEERING CONSULTING, PROJECT MANAGEMENT & TRAINING IN:

- Environmental Sciences
- Environmental Site Assessments & Remediation
- Hazardous Materials Surveys & Abatement (Asbestos, Mould, Lead)
- Landfill Assessment & Monitoring
- Occupational Health & Safety
- Emissions Reduction & Compliance (ECA's)
- Environmental Laboratory Services (Asbestos, Mould, Legionella, Odour, Radon)
- Indoor Environmental Quality

#### CONTACT ONE OF OUR LOCAL OFFICES FOR MORE INFORMATION

<b>Timmins</b> 150 Algonquin Blvd. E., Unit 2C Timmins, ON P4N 1A7 T 705.531.2404	<b>Sault Ste. Marie</b> 126 Queen St. E., Suite 3 Sault Ste. Marie, ON P6A 1Y5 T 705.575.9207	<b>Sudbury</b> 957 Cambrian Heights Dr., Unit 203 Sudbury, ON P3C 5S5 T 705.521.0560	<b>Kenora</b> 227 Second St. S., 3rd Floor Kenora, ON P9N 1G1 T 807.468.4110	<b>North Bay</b> Nathan Roberts, Senior Client Manager North Bay, ON T 705.492.4049
-----------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------



# Advertise here!

*Inside Business* is published bi-monthly and distributed to every Chamber Member and every business in Timmins.

★ **2,500** COPIES PRINTED PER ISSUE ★

★ **DISTRIBUTED TO** ★

EVERY BUSINESS MAILBOX  
20+ LOCAL PUBLIC LANDMARKS

ALL CHAMBER EVENT ATTENDEES

For more information or to save your space, contact  
the Timmins Chamber of Commerce at:  
(705) 360-1900 | [info@timminschamber.on.ca](mailto:info@timminschamber.on.ca)

Timmins Chamber of Commerce



Chambre de commerce de Timmins

## WHY JOIN THE CHAMBER?

### NETWORKING

It's not just who you know, it's who others know. **Networking is powerful.**

### INFORMATION

We share **timely and relevant** information that matters to you.

### LEARNING

Get a competitive edge over non-members with **exclusive training opportunities.**

### DISCOUNTS

Increase your purchasing power through **members-only discounts and savings.**

### VISIBILITY

Stand out and **get noticed** in your community.

### HAVE A VOICE

Gain a say in what happens when government through the **Chamber's advocacy efforts.**



## New member profiles

### Bedard Bookkeeping

Financial and Insurance  
– Accounting and Bookkeeping  
(705) 465-5075

[www.bedardbookkeeping.com](http://www.bedardbookkeeping.com)

Christine Bedard established Bedard Bookkeeping in 2012. Previously, she worked in both the private and public finance sectors where she gained over 10 years of experience in providing bookkeeping, consulting and tax services to individuals and small to medium-sized businesses. She is committed to helping businesses succeed by providing sound training and assisting with the critical bookkeeping functions that keep you financially solvent and compliant with financial regulations. Christine is a registered advanced Pro-Advisor for QuickBooks Desktop and a Gold-level advanced QuickBooks Online Pro-Advisor. She is also a certified member of the Institute of Professional Bookkeepers of Canada.

### Bedard Metal Fabrication & Welding Inc.

Industrial, Trade and Manufacturing – Construction and Infrastructure  
(705) 264-5075

[www.bedardmetalfab.com](http://www.bedardmetalfab.com)

Bedard Metal Fabrication & Welding Inc. has a strong and focused management team, which allows us to execute and successfully produce results for all of our clients. We specialize in align boring, structural steel, CNC cutting, custom fabrication and welding repairs.

### Blais Orthodontics

Health and Wellness - Dental  
(705) 531-3555

[www.blaisorthodontics.ca](http://www.blaisorthodontics.ca)

Dr. Caroline Blais is a certified bilingual orthodontist. She offers mini and ceramic braces, Invisalign and clear retainers. The first orthodontic visit should be around the age of 7, as an early consultation can help avoid jaw surgery or extractions that would have been necessary in some cases. Free consultations and financing are available.

### Certarus Industrial,

Trade and Manufacturing  
– Industrial Suppliers  
(403) 560-2871

[www.certarus.com](http://www.certarus.com)

Certarus' integrated bulk high pressure CNG platform provides consistent, reliable and economical natural gas solutions across key North American markets.

### Compass Brewing

Food and Drink  
(705) 268-1010

We aim to educate the community on craft beer culture through events, collaborations and partnerships in order to make new products that they are proud to call their own. Our goal is to brew the best beer, using the best ingredients available to us and to engage the Timmins community while doing so. We aim to push the boundaries of what beer can be, and what people consider it to be. Our creation of beer will forever change, while striving for continual improvement, curiosity and community participation. To us, beer is not simply a beverage, but a tool to express our identities as individuals and as a community.

### H & I Corporation

Real Estate – Property Management and Services  
(705) 262-6062

101 Business Complex is located in the heart of the city of Timmins. The site has substantial frontage on Pine Street North and Algonquin Boulevard, which is a major street that passes through downtown Timmins. It is surrounded by a mix of retail and residential buildings that drive the diverse business within the complex.

### PADS-K9 Protection and Detection Service Services

Health, Safety, Security and Fire  
(705) 288-7435

[www.pads](http://www.pads)

[k9protectionanddetectionservice.ca](http://k9protectionanddetectionservice.ca)

PADS-K9 is 100 percent locally owned and operated. We provide an all-embracing service portfolio that delivers solutions you can depend on. We provide narcotics detection, K9 training, as well as static and mobile security guards.

### The Timmins App Communications

Marketing and Graphic Design  
(705) 288-3788

The Timmins App is a free, hyperlocal, user-centric, lifestyle and consumer app that showcases everything Timmins has to

offer. The intuitive platform enables users to quickly and easily find and connect with local businesses, as well as the products and services they have on offer. It also allows businesses, government agencies, non-profits and charities to showcase their products and services directly to their customers and clients via their mobile devices.

### Traduction Accent Translation Professional Services – Consultants

(705) 221-3768  
We thrive on offering our customers the highest quality of translation services from English to French or from French to English, as well as proofreading services in both languages. We offer various services to meet your needs.

### Uniglass/Ziebart Timmins

Transportation – Automotive Sales, Rental and Services  
(705) 264-4440

We provide our customers with the best solutions in terms of motor vehicle prevention and protection, utilizing innovative concepts, as well as offering high-quality products and services for customer comfort and security.

### VanBridger Jenner LLP

Professional Services  
– Legal Services  
(705) 531-5888

[www.vanbridgerjenner.com](http://www.vanbridgerjenner.com)

At VanBridger Jenner, criminal law isn't something we do — it's everything we do. We are the only exclusively criminal law partnership serving the North: Timmins, Cochrane, Temiskaming Shores and beyond. As partners, we work collaboratively to address our clients' most complex legal needs. We are tireless advocates for our clients, offering strategic counsel on their clock, not our own. Boasting an impressive track record of proven results, we offer the experience and knowledge to help our clients across Northern Ontario navigate the intricacies of the criminal justice system. We put our clients' needs first and offer an unwavering commitment to the best possible result.

# M.O.E. COMMERCIAL ACCOUNTING NETWORK INC.

- Professional Bookkeeping
- Personal & Business Tax Returns

## M.O.E. = Profits

204-670 Airport Road, Timmins

Phone **705-268-4474** • Fax: 705-264-0011

Maurice E. Proulx email: [moe@moeaccounting.com](mailto:moe@moeaccounting.com)

Published by:  
**Timmins Chamber of Commerce**

P.O. Box 985,  
Timmins, Ontario,  
P4N 7H6

(705) 360-1900

Fax: (705) 360-1193

[www.timminschamber.on.ca](http://www.timminschamber.on.ca)



**Managing Editor: Keitha Robson**  
Email: [krobson@timminschamber.on.ca](mailto:krobson@timminschamber.on.ca)

**Editor: Nick Stewart**  
Email: [policy@timminschamber.on.ca](mailto:policy@timminschamber.on.ca)

**Writer: Alita Fabiano**

**Advertising Opportunities: Carmen Swartz**  
Email: [info@timminschamber.on.ca](mailto:info@timminschamber.on.ca)

Inside Business is an information package provided to members of the Timmins Chamber of Commerce and businesses at large. The positions expressed in by-lined columns are the opinion of the subject editor and do not reflect the position of the Timmins Chamber of Commerce unless specifically stated. The Timmins Chamber of Commerce assumes no responsibility for statements or claims made by advertisers. "Inside Business" is published 6 times per year by the Timmins Chamber of Commerce. Issues are published quarterly. Closing date is the second Friday of the previous month. No part of this publication may be reproduced without the publisher's written permission.

## EACOM goes inside their business



As part of the Timmins Chamber's Inside Their Business series, EACOM Timber Corporation's Blair Sullivan (right) revealed to a crowd of Chamber members on Nov. 28 that EACOM's mills in Timmins and Gogama have steadily increased lumber production over the last five years. Also pictured: Jamie Clarke (left), Timmins Chamber president.

## The triumphs and challenges of Women in Business



The triumphs and challenges faced by the women of the Timmins Chamber Board of Directors, and their experiences as prominent female figures, was the topic of the Chamber's Women in Business: Connecting Community and Commerce event on Oct. 26. From left to right: Christine Bender, Natalie Lavoisier, Melanie Verreault, Monique Koski, Eleanor Baccega, Ginette Nakashoji, Donna Dorrington, Chantal Magny and Alicia Pirie

## Mayor Black discusses the State of the City



The city's business community has much to look forward to in the coming years, including new mining developments, said Mayor Steve Black (center) during his annual Mayor's State of the City Address, held this fall as part of Small Business Week. From left to right: Mike Baker, Vice President, Finance, Administration and Indigenous Services with Northern College; Timmins Mayor Steve Black; and Jamie Clarke, President, Timmins Chamber of Commerce.

## Business takes the lead at Mountjoy Park



Timmins Chamber's Business Takes the Lead program co-chairs Dan Ayotte and Ginette Nakashoji presented a donation to the Mattagami Region Conservation Area (MRCA) on Sept. 28 to support new bridges and signage for the Mountjoy Historical Park walking trail. Business Takes the Lead is proud to continue the tradition of supporting community improvement projects.

## Recognizing Timmins' best boss



**K**eith Collins, of Collins Denture & Implant Centre (third from left), was named the 2017 winner of the Timmins Chamber of Commerce's Best Boss contest this fall, earning him a certificate and a \$250 Tim Hortons gift card for the workplace, courtesy of franchise owners Linda Venneri (third from right) and Rob Knox (second from right). The winner was selected at random from various nominations by employees across Timmins.

## Celebrating great customer service



**F**oster Jane Eatery was named the 2017 winner of the Timmins Chamber's Customer Service Week contest, earning them a certificate and \$100 cash, sponsored by Hampton Inn by Hilton Timmins. The winner was selected at random from local nominations. Accepting the award is the Foster Jane's team Jenny, Pat and Mike, here with Keitha Robson, CAO, Timmins Chamber; and John Crescenzi, Hampton Inn by Hilton Timmins.

## Advocating on behalf of Timmins businesses



**T**immins Chamber representatives met with Timmins-James Bay MP Charlie Angus on Dec. 20 to discuss key federal issues of interest to Chamber members, such as corporate tax reforms, interprovincial business challenges, and environmental permitting. Left to right: Chamber Board members Dan Ayotte and Frank Haasen; MP Charlie Angus; Chamber CAO Keitha Robson; Chamber Manager of Policy, Research and Communications Nick Stewart.

## Timmins Chamber pushes for member priorities



**A**s part of its non-partisan efforts to engage all political parties, the Timmins Chamber met Jamie Schmale, Conservative MP for Haliburton-Kawartha Lakes-Brock, deputy opposition critic for Natural Resources, this fall to discuss mining, forestry, and FedNor. Left to right: Nick Stewart, Timmins Chamber manager of policy, research, and communications; MP Jamie Schmale; Zach Mayer, Board member; Jamie Clarke, Chamber president; and Keitha Robson, Chamber CAO.

## Making the most of mentorship



**F**riendly advice and handshakes were plentiful at the Chamber's annual Young Entrepreneurs Networking and Mentorship event on Jan. 17. Held at the Porcupine Dante Club, the event encouraged conversation between young entrepreneurs as well as some of the region's more experienced business people, who shared their own perspectives and wisdom with attendees.

## Chamber member Tahoe celebrates golden milestone



**O**n Oct. 19, Timmins Chamber member Tahoe Resources celebrated the pouring of its one millionth ounce of gold since the 2009 opening of their Bell Creek refinery. The gold pouring was carried out by Gilles Godmaire, refiner, and Nick Muskovac, metallurgical technician. Tahoe estimates a total 165,000 to 180,000 ounces of gold have been produced from its mines in 2017.

## Businesses come out to Meet the Purchasers



**O**n Jan. 16, the Timmins Chamber of Commerce hosted business representatives and purchasing agents alike at its annual Meet the Purchasers, a trade show-style event. Held at the McIntyre Community Building, the event allowed participating purchasers to discuss with participants what they buy locally, how their buying process works, and how businesses can be a part of it.

## Going inside their business with Goldcorp



**P**orcupine Gold Mines' Mine General Manager Marc Lauzier (right) told a packed crowd about the company's positive local progress at a Chamber-hosted Inside Their Business with Goldcorp event on Jan. 11, including having spent \$116-million on local purchasing in 2017, and numerous community project contributions. The event was emceed by Jamie Clarke (left), president of the Timmins Chamber of Commerce.