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Issue No. 206

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May 16, 2017

Self-Employment Not A Choice: Report Labour law change authors favour unionized workplaces

By: **Jennifer Layman**
jenn@ovbusiness.com

Small business owners better enjoy the long weekend because on May 22, the Ontario government will release a report detailing changes to the labour laws. The Ontario Chamber of Commerce is already anticipating it will be bad news for small business.

In July 2016, the government produced an Interim Report called "Changing Workplaces Review," with recommended changes to the Employment Standards Act (ESA) and the Labour Relations Act (LRA). Some of the recommendations include giving all employees a minimum number of sick days, increasing annual paid vacation from the two to three weeks and boosting the minimum wage to \$15 an hour. But a closer review of the Interim Report showed just how the authors (a labour lawyer and retired judge), really viewed small business.

First, the authors note that many workers have experienced a long-standing trend of deteriorating working conditions. While



some employers do provide a "good job" which is characterized by having "decent wages, benefits, and reasonable hours of work," that certainly isn't every business. In fact, some employers feel they cannot afford to provide higher wages or benefits and still remain competitive. Those businesses, say the authors, will likely view legislation changes as a threat. Further, the authors note that non-unionized employers have "little appreciation" for the right of employees to join a union and strike.

In providing feedback, the "employer community" has suggested leaving the legislation alone. They stressed the importance of being able to have

control over how they run their business, noting that the ESA is difficult to comply with, had challenging scheduling requirements, and provides opportunities for the abuse of leaves and benefit packages.

On the other hand, worker advocates and unions say current legislation is not doing enough to protect workers. This group characterizes that women, minorities, immigrants and youth are working in low wage jobs with no security and without benefits, and their employers do not take into account the impact of the job on their lives. The authors note that people are less healthy because they have no benefits, are not paid a high enough wage

and they have no paid sick leave.

Of course, it wouldn't be an employment study without demeaning the self-employed.

"The growth in numbers of so-called "self-employed" individuals is seen as reflecting not only the lack of availability of good jobs but also the misclassification of employees as independent contractors by employers," say the authors.

The authors note that the decline in unionization among private business (86 per cent of the private workforce is non-unionized) contributes to a deterioration of wages and benefits leaving employees with little or no voice in their workplace.

The Ontario Chamber of Commerce told Premier Wynne that changes to the legislation and the sharp increase of the minimum wage may have "unintended consequences impacting job creation and competitiveness, as well discouraging investment in the province."

Full details of the changes that could be implemented by June 1 will be available May 22. See www.ovbusiness.com for links to the Interim Report.

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Ottawa Valley BUSINESS

ABOUT US

Ottawa Valley Business (OVB) is a twice-monthly publication covering business news and events throughout Renfrew, Lanark and Pontiac counties and surrounding areas. OVB is published by Forward Thinking Marketing.

WHO READS US

Ottawa Valley Business is delivered via email to more than 3,400 businesses, government agencies and organizations.

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CONTENT & SUBMISSIONS

News, article ideas, employee news, business events, tenders and letters to the editor are welcomed. Content will be edited to fit the space available. Events that are not related to business should consider 101 Things to Do in the Valley. Email: travel@travelourbackyard.com

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SOCIAL MEDIA

www.facebook.com/OVBBusiness

Events

May 17, 2017

Community Accessibility Forum. Held in Ottawa. For people interested in accessibility for people with disabilities, members of accessibility committees and community organizations and businesses who provide support for people with disabilities. Register at: accessibility@ontario.ca or by calling 1-866-515-2025.

May 17, 2017

Renfrew County Plowmen meeting. Cobden. Contact Myles at 613-582-3470.

May 18, 2017

Renfrew County Beef Association meeting. 7:30pm at the Cobden Ag Hall. Contact Donna Campbell at: 613-432-5568.

May 23, 2017

The launch of Startup Ottawa Valley. 3:00-5:00pm. Algonquin College in Pembroke. Guest speaker is Victoria Lennox, co-founder and CEO of Startup Canada. Contact Chris Dore at 613-698-2374

May 23, 2017

Financial Safety and Support for Seniors. Retirees and those soon to retire in the city of Pembroke, the towns of Renfrew, Petawawa and the areas of Renfrew County and Deep River are invited to this free seminar. Pembroke City Council chambers, 1 Pembroke Street East. 6:30pm-9:30pm.

May 25, 2017

The 3rd Annual Algonquin College Spring Business Leadership Conference. www.algonquincollege.com/pembroke/spring-business-conference/workshops

May 28, 2017

2017 Annual General Meeting of OFSC District 6. Open to all members of District 6 clubs. Elections to follow. Eganville Sno-Drifter's Club in Eganville. For information call 1-877-376-7669 or snowcountry@nrtco.net

May 29, 2017

Renfrew County Federation of Agriculture meeting. Cobden. Contact Donna at 613-432-5568.

May 31, 2017

Working at Heights certification. \$90 per person. 8:30am-4:40pm.

ontrac Employment Services (Arnprior). Register by May 23. Register online at: www.whsc.on.ca or call 1-888-869-7950. To contact ontrac: 613-623-4680.

May 31, 2017

How to Prepare a Bid. Free. 1:30pm-2:45pm. Learn the procurement process, the Ontario Tenders Portal and the vendor's role in public procurement. Register in advance. Contact: doingbusiness@ontario.ca

May 31-June 1, 2017

Eastern Ontario Active Transportation Summit 2017. Carleton Place Arena. Information and workshops related to cycling, pedestrian walkways, share the road, creating bicycle friendly communities and more. www.helathyllg.org

June 1, 2017

Annual Community Awards Celebration for the Renfrew Chamber of Commerce. Celebrating community organizations, volunteers and businesses. Ma-te-way Activity Centre. Nomination forms at: www.renfrewareachamber.ca Call 613-432-7015 or email at info@renfrewareachamber.ca

June 6-7, 2017

First Aid/CPR Training. Hosted by Ontrac Employment Resource. Cost is \$130. Register in advance. Call 613-623-4680.

June 6-8, 2017

Canadian Employee Ownership Conference. Business success and transition planning through employee ownership. Learn how equity sharing can help you grow or exit your business. \$745. www.esopconference.ca or administrator@esop-canada.com

June 7-9, 2017

Three-day comprehensive Payroll Masterclass Course. Hands-on instruction by a Certified Payroll Compliance Practitioner. Three days of training using Quickbooks, laptops provided for use in the course, reference manual and flash drive to take home. 8:30am-4:40pm each day. \$1,125 plus HST includes lunch and light refreshments. Contact Kathryn Carriere at 613-656-0441 ext.441 or training@accountapotamus.com

June 14, 2017

How to Read Financial Statements. Hosted by Volunteer Ottawa. 6:00pm-9:00pm. Understand

your non-profit organization's financial picture. Register in advance. \$125 per person. 363 Coventry Road, Ottawa. Phone: 613-736-5266 ext.114 or education@volunteerottawa.ca

June 15, 2017

Renfrew County Beef Association meeting. 7:30pm at the Cobden Ag Hall. Contact Donna Campbell at: 613-432-5568

June 23, 2017

Greater Arnprior Chamber of Commerce golf tournament. Sand Point Golf Course. \$100 per person includes BBQ lunch, chicken & rib dinner, green-fee, cart and prizes. Shotgun at 1:00pm. info@gacc.ca

June 28, 2017

Teeny Tiny Summit. Merrickville. 9:00am-4:00pm. \$32 plus HST. Keynote by Peter Kenyon. Municipal volunteer relationships, risk management small village servicing, strategic planning and more. www.teenytinysummit.com

June 28, 2017

Teeny Tiny Summit. Havelock. 9:00am-4:00pm. \$32 plus HST. Keynote by Peter Kenyon. Municipal volunteer relationships, risk management small village servicing, strategic planning. www.teenytinysummit.com

June 28, 2017

How to Do Business with the Ontario Government. Free webinar. 1:30pm-2:45pm. Learn about the procurement process, the Vendor of Record program and more. Register in advance: doingbusiness@ontario.ca

June 29, 2017

Family and Children's Services of Renfrew County AGM. Best Western Inn Pembroke, Copeland Room. Social at 4:30pm, meeting at 5:00pm. RSVP by June 9 to Debbie at 613-735-6866 ext. 2032 or by email debbe.gervais@fcsrenfrew.on.ca.

July 12-14, 2017

Three-day comprehensive Payroll Masterclass Course. Three days of training using Quickbooks. 8:30am-4:40pm each day. \$1,125 plus HST. Contact Kathryn Carriere at 613-656-0441 ext.441 or training@accountapotamus.com

Send us your business event to admin@ovbusiness.com

A Look At The Disaster Recovery Assistance Program

What you need to know if you're eligible to apply

On May 5, 2017, the province of Ontario notified municipalities in the County of Renfrew and the City of Pembroke that it has activated the Disaster Recovery Assistance for Ontarians program. The following municipalities in Renfrew County are eligible: Admaston Bromley, Bonnechere Valley, Brudenell, Lyndoch and Raglan, Killaloe, Hagarty and Richards, Horton, Laurentian Valley, Madawaska Valley, McNab Braeside, North Algona Wilberforce, Renfrew and Whitewater Region.

The flooding that began in late April has been extraordinary and widespread. Water levels are nearly a metre above their 12-year average and at their highest levels since record keeping began in 1947. The impacts are expected to be costly.

Affected individuals, small businesses, farmers and not-for-profit organizations who have experienced property damage or

loss as a result of this disaster may be eligible to receive help with expenses. The program applies to a primary residence and its basic contents, or a main business premise.

More information and detailed program guidelines are available at ontario.ca/DisasterAssistance or call toll-free 1-844-780-8925.

What is Disaster Recovery Assistance for Ontarians?

Disaster Recovery Assistance for Ontarians is designed to provide financial assistance in the aftermath of a natural disaster that causes costly, widespread damage to eligible private property. Homeowners, tenants, small owner-operated businesses, farmers, and not-for-profit organizations are eligible to apply for financial assistance through Disaster Recovery Assistance for Ontarians. The program does not provide assistance for costs covered by insurance.

The application deadline is 120

calendar days after the Ministry of Municipal Affairs and Housing announces that the program is activated in your area.

Disaster Recovery Assistance for Ontarians is not a replacement for insurance. You must submit an application to your insurer before submitting an application to the Disaster Recovery Assistance for Ontarians program.

Madawaska Valley Flooding Information

Kim Love, Mayor of Madawaska Valley, issued a report on May 12 with information for property owners in her municipality. Leave any sandbags in place and await further information on sand bag disposal. Tipping fees will be waived on flood damaged household items and materials taken to the Bark Lake landfill during regular waste site hours on May 20-22, May 27 and June 3. The regular fee will apply to appliances containing

Freon. Residents bringing flood damaged items will be asked for their name, 911 address and phone number. Crooked Slide Park is closed until further notice. The municipal docks at Combermere and Barry's Bay are unavailable and the status of both public boat launches is "use at own risk." A number of large trees, private docks and other objects are in the lakes and waterways and boaters are encouraged to use caution.

All residents in waterlogged areas need to be aware that septic systems and wells could become compromised. Water testing bottles from the local health unit are available at Lorraine's Pharmasave in Barry's Bay. Drinking water containers can be filled for free using the outdoor tap at the municipal office (85 Bay Street, Barry's Bay.) For current information visit the municipal website and Facebook page or local media outlets.

Spring Business & Leadership Conference

Algonquin College Professional Development Opportunity

Thursday, May 25th

- **Cultural Diversity: Transforming Rural Workforces (Chela Breckon)**
- **How to be a Courageous Leader in Today's Competitive Landscape (Sylvie Rimbach)**
- **Social Media and Your Brand (Jodi Bucholtz)**
- **Public and Media Relations: It Matters to Your Business (Jamie Bramburger)**
- **The Labour Market Squeeze: How will your organization manage? (Angela Hoyt)**
- **6 Easy Marketing Steps for the Small Business (Katie Tollis-Flabbi)**
- **5 Simple Questions to Build a Sustainable Competitive Strategy (Doug Wotherspoon)**
- **KEYNOTE ADDRESS: Jim Kyte - A Story of Perseverance: From the NHL to the World of Academia**

\$229 plus HST - includes four workshops, lunch, break, keynote speaker, post-conference social

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SPEAKER DETAILS AND REGISTRATION AT:

www.algonquincollege.com/pembroke



This project is funded by the Government of Canada through the Federal Economic Development Agency for Southern Ontario.



On The Move

Corrections

In the last issue of OVB, we noted that Amanda Noel and Stacey Blair were from Tay Valley Township. In fact, both are employees of Lanark Highlands.

Dorothy Moore

Dorothy Moore, a retired nurse and volunteer with Hospice Renfrew received the 2017 June Callwood Circle of Outstanding Volunteers award at the Hospice Palliative Care Ontario Conference in Toronto last month. Moore has volunteer with Hospice Renfrew for nine years.

Sherrie Haskin

Sherrie Haskin is the new Human Resources Advisor for Carefor Pembroke. Sherrie was previously the General Manager at Integrated Health Centre in Pembroke.

Hope Dillabough

Hope Dillabough is the new Deputy Clerk for the Township of Horton. Dillabough was previously the Administrative/Planning Assistant for Horton Township. Previously she worked with the Township of Whitewater Region.

Pam Behnke-Van Hoof

Pam Behnke-Van Hoof is now a sales representative for Re/Max Pembroke Realty. Behnke-Van Hoof was previously with Coldwell Banker in Petawawa.

Do you have people news? Send it to: admin@ovbusiness.com

Renfrew County Construction Updates

The following is a construction update issued by the County of Renfrew for the week of May 15-19, 2017:

Claybank Bridge located on County Road 2 (White Lake Road) – McNab Braeside

Construction activities are ongoing at the Claybank Bridge on White Lake Road. Work will continue until the end of November. The bridge is reduced to a single lane of traffic controlled by automated traffic signals.

There is a restriction to the maximum vehicle width of 3.5 metres. The lane restrictions will remain in effect for the remainder of the construction season.

Madawaska Street – Arnprior

The Town of Arnprior Down-

town Core Revitalization project is ongoing. This comprehensive project involves the reconstruction of several downtown streets. Temporary road and lane closures will be required on Madawaska Street and Daniel Street. Detours and alternate routes will be in place for the remainder of the construction season. Motorists can expect delays.

Daniel Street – Arnprior

The Town of Arnprior has resumed a watermain replacement project. This year's scope of work includes the replacement of the watermain along Daniel Street between Charles Street and Michael Street. Two lanes of traffic will be maintained, although lane widths will be reduced. Edey Street will be closed

between Daniel Street and John Street. The traffic signals at the intersection of Daniel Street with Edey Street will be turned off and bagged beginning Monday May 15th until Edey Street is reopened. Motorists can expect delays and slow moving traffic.

Road Closures

River Road is closed between Mullins Road and Castleford Road. Closed for an emergency culvert replacement. Palmer Road is closed between Schutt Road and Guiney Road. Closed due to flooding.

All road users are reminded to use extra caution around construction zones. Please help keep our construction workers safe.

Septic Issue Will Not Move Forward

Rural municipalities earn a “win” for residents

As readers are likely aware, the Ministry of Municipal Affairs consulted last fall on a number of proposed amendments to the Building Code, including a requirement for homeowners with septic systems to pump them out every five years and to maintain records of the pump outs. This recommendation was strongly opposed by rural municipalities who felt that property owners were good stewards of managing their septic tank pump outs, and that the municipality would incur considerable cost to police this requirement. This was just one of approximately 500 proposed

changes to the Building Code addressed in phase 1 of the review.

The ministry received over 5,000 comments during this consultation from municipalities, associations, industry, designers, and the general public. Based on the feedback received, the ministry is not moving forward with the pump out requirement recommendation. “We received feedback that a one-size fits all approach is not appropriate in relation to septic pump-outs,” they wrote...

“As a result of the feedback we will not be moving forward with the proposed Building Code

change requiring operators of sewage systems to pump out their system every five years and to maintain the records of these pump outs. The current provisions of the Building Code require operators of septic tanks and treatment units clean out their systems when the working capacity is one-third full of sludge and scum. “

In the coming months, the government plans to begin phase 2 consultation on Building Code changes to enhance energy efficiency in support of the Ontario government's Climate Change Action Plan (CCAP).

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Business News Around The Valley

Tech

App: Basecamp 3

Cost: Free

Available: iOS, Google

Running your business on email, texts, and meetings? It's time to switch to Basecamp 3 instead. Trusted by hundreds of thousands of businesses worldwide, Basecamp is the saner, organized way to manage projects and communicate within your company.

Inside every Basecamp project you'll find six core tools that will transform your business for the better:

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- + A message board for posting announcements and updates.
- + A campfire chat room for quick casual chats with the team.
- + A schedule for posting deadlines and milestones,
- + Docs & Files for organizing all the assets and notes everyone needs to do their work.
- + Automatic check-ins to get insights from the team on a regular basis.

Key Features:

Instead of using messy email chains you'll use message boards to keep the conversation organized, centralized, and on the record.

Instead of constantly reminding people what to do Basecamp's to-do's keep everything on track. If anything's late or requires follow up, Basecamp lets you know and holds everyone accountable.

Instead of meetings that waste time and money Basecamp's Automatic checkins prompt people to write up what they've worked on every day, every week, once a month - it's up to you.

Instead of wondering what's going on you'll use Basecamp's reports to get the big picture on what's going on. Across projects, you can see what's overdue, who's working on what, what worked was completed on a given day, and much more.

Find out more:
www.basecamp.com

Ken Conroy Facing Charges

Former Pembroke lawyer, Ken Conroy, is facing numerous charges resulting from a 2015 investigation. Conroy is being charged with breach of trust, fraud over \$5,000, possession of property obtained by crime over \$5,000 and theft over \$5,000. He appears in Court on June 13th in Pembroke.

New Business in Renfrew

Haven Salon in Renfrew is open. The business is a full service hair salon located at 198 Raglan Street South. The business is owned by Lorraine Vincent and Miranda Haines.

New Clinic For Chiropractor

Renfrew Family Chiropractic, owned by Drs. Annie Gervais and Shawn Bulger, is celebrating their 20th anniversary this year by building a new clinic! Their plan is to be open in the new location by September 1st at the health village located at Renfrew Victoria Hospital.

DCC Honoured

Deslaurier Custom Cabinets of Renfrew has been honoured as one of Canada's Best Managed Companies - Gold Standard.

Little Things

Canning Wins Rental Space

Stacy Taylor of Little Things Canning Company is the winner of the City of Pembroke's "Win This Space" contest. Taylor will have six months of free rent

in Downtown Pembroke. She will be opening within the next four months. Taylor was one of five who were finalists for the contest.

Pembroke Infrastructure Road Closure

Until August 18th rehabilitation work will be carried out on the Indian River Bridge in Pembroke. A road closure of Boundary Road (between McGee Street and Eganville Road) will be required to allow for this work. Only emergency services vehicles and local traffic will be permitted in this location. A detour route using Trafalgar Road, Mary Street, Christie Street and Eganville Road will be posted. The City of Pembroke asks that drivers respect the signage. Businesses within the construction zone remain open for business.

Waste Limit

Exempts Businesses

The Town of Deep River introduced a two-bag limit for residential household waste, but businesses are exempt. The purpose is to encourage residents to recycle.

Committee Formed For CNL Emergencies

A joint committee of the towns of Deep River and Laurentian Valley has been formed to notify residents in the event of an emergency situation at Chalk River Laboratories. Legislation

requires that host communities provide this service. The committee operates independently of CNL. The name of the committee is: Laurentian Hills Deep River Nuclear Preparedness Committee (LHDRNPC). The committee had a test on April 20th to identify gaps and learn where more effort is required to improve the notification system and serve residents more effectively. The committee issuing a Rapid Notify service that individuals can register with at: www.rapidnotify.com/customer/LHDRPZR.html

RMFEO Grows

The Township of South Algonquin has joined the Rural Mayor's Forum of Eastern Ontario. The municipality's request was approved May 6th.

New Owner At Reiche Meats

Jeff Bennett has purchased Reiche Meat Products in Micksburg, one of only two slaughterhouses remaining in Renfrew County. Bennett has added the rabbit line that is scheduled to be running later this spring. They are also hoping to add a poultry line - neither of have been available in Renfrew County. For information, email reichemeats@gmail.com or visit Reiche Meat Products on Facebook.

Continued on Page 6

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Business News Around The Valley

Continued from Page 5

NAW Drama Continues; Warden Gets Involved

There has been no shortage of drama in North Alcona Wilberforce (NAW) but now Warden and Bonnechere Valley Mayor, Jennifer Murphy, is getting involved as well. According to the Eganville Leader, Murphy will be attending the next scheduled council meeting for NAW, and will be seeking an apology from NAW Mayor Deborah Farr. Farr apparently said that Murphy shouts at her about not being up-to-date on the Bonnechere Library issues. The Leader informed Murphy of what Farr had said, and reported that Murphy was "furious."

CP Rail Trail

The County of Renfrew is sending a letter to the Trans Canada Trail network to ask for its portion of the CP Rail line to be included in the network. The County has not yet made a decision on what uses will be permitted

Renfrew OPP Official Opening

The official opening of the Renfrew OPP building will be held on June 9, 2017.

County Supports CNL Waste Facility

The County of Renfrew has officially thrown its support behind CNL's proposal for a Near Sur-

face Disposal Facility (NSDF) at Chalk River. The County notes that the facility will continue to provide local, national and international benefits.

Restaurant Renovations

Harvey's restaurant in Pembroke is planning some facade improvements and the City will help with a facade improvement grant. The restaurant has been approved for \$5,810. The project is expected to cost \$72,403.60.

County Partner Program

Hastings County Council has approved the creation of a new Municipal Partners Group. The group will jointly take on initiatives with county-wide impact, including providing input in the development of new economic and tourism strategies. Membership is to include at least one member from all 14 municipalities, as well as staff from the County's economic and tourism departments.

Town Moves Locations

The Town of Bancroft has officially moved office locations. They are now located at 8 Hastings Heritage Way, off Station Street in the former Old Station building. The office at 24 Flint Avenue is closed.

Municipalities Receive Sport Funding

Three local municipalities have received funding under the 2017-18 Ontario Sport and Recreation Communities Program Fund. The

Algonquins of Pikwakanagan will receive \$20,568, Bancroft will receive \$18,000 and Barry's Bay earned \$77,760.

Airport Plans Unique Canada 150 Event

The Pembroke & Area Airport is planning a unique Canada 150 event, hoping to attract 150 aircraft to the local facility in celebration of Canada's 150th anniversary of Confederation. Garrison Petawawa has already committed to an on-site display for the event, as well as a flight simulator, made possible by the Algonquin Aeromodellers. The event is being held September 23, 2017 at the Airport and will be free for the public to attend.

Pembroke Marina Slips Not Yet Available

Due to high water levels, slips at the Pembroke marina are not yet available for occupancy, and the service dock is also not available. Therefore, neither are fuel and pump outs. Daily launching of boats is planned for May 19, 2017. Boaters are advised to use caution with the high water levels.

Dash Of Fab Opens May 16

Downtown Pembroke will welcome A Dash of Fab to their "pop-up" location in the Mews. The business sells women's clothing and accessories. A Dash of Fab also has locations in Renfrew and Arnprior.

Book Club

Thank You
for Being Late

AN OPTIMIST'S GUIDE TO THRIVING
IN THE AGE OF ACCELERATIONS

THOMAS L.
FRIEDMAN

AUTHOR OF THE WORLD IS FLAT

We all sense it-something big is going on. You feel it in your workplace. You feel it when you talk to your kids. You can't miss it when you read the newspapers or watch the news. Our lives are being transformed in so many realms all at once - and it is dizzying.

In Thank You for Being Late, Thomas L. Friedman exposes the tectonic movements that are reshaping the world today and explains how to get the most out of them and cushion their worst impacts. You will never look at the world the same way again after you read this book: how you understand the news, the work you do, the education your kids need, the investments your employer has to make, and the moral and geopolitical choices our country has to navigate will all be refashioned by Friedman's original analysis.

Thank You for Being Late is a work of contemporary history that serves as a field manual for how to write and think about this era of accelerations. It's also an argument for "being late"- for pausing to appreciate this amazing historical epoch we're passing through and to reflect on its possibilities and dangers.

Have a great summer read?
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admin@ovbusiness.com



Have You Waited To Join A Club?

What we offer: 18 hole championship course in great condition, practice facilities and teaching professionals, full service kitchen and clubhouse, pub area and dining hall, popular leagues (men, women, seniors, mixed), plenty of club activities, easy tee access, convenient location between Pembroke and Petawawa, reciprocal golf with Arnprior and Deep River.



PEMBROKE GOLF CLUB

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It's A Fact Canada Facts

1987

The year Canada replaced its one dollar bill with the loonie.

1996

The year Canada replaced its two dollar bill with the toonie.

4

Montreal is the 4th largest French speaking city in the world.

70

Canada produces more than 70% of the world's maple syrup.

60

Canada has more lakes and rivers than all other countries combined and represents 60% of the world's lakes.

6

West Edmonton Mall is the 6th largest in the world.

54

The waiting list in years to receive a Canada Flag flown on Parliament Hill.

33

Number of golf courses in Prince Edwards Island.

1875

First indoor hockey game played (in Montreal.)

75

Percentage of Canadian population that lives 100 miles from the US border.

1

Chateau Frontenac in Quebec City is in the Guinness Book of World Records as the most photographed hotel in the world.

Source: Various

Regional Business News

Hydro Sale Completed

Ontario is concluding its initiative to broaden the ownership of Hydro One. The province offered 120 million common shares at \$23.25 per share for total gross proceeds of approximately \$2.8 billion. The province also granted an over-allotment option to the underwriters to purchase up to an additional 12 million common shares, which if exercised in full, would result in total gross proceeds of approximately \$3.1 billion. With the completion of this transaction, the province will have exceeded its objective to raise \$9 billion in gross proceeds and other revenue benefits from broadening the ownership of Hydro One. As a result, no further offerings of Hydro One shares by the province are anticipated. The province will remain the largest shareholder in Hydro One and no other shareholder or group of shareholders is permitted to own more than 10 per cent of the company.

Data Breach

The Ministry of Government and Consumer Services is notifying 5,600 Ontarians that a data breach has resulted in their health card numbers, birth dates and homes addresses being made public. The breach occurred during a mailing of health card renewal forms. The forms were

sent to Ontarians and contained the personal information of other residents in Ontario.

Mayor Facing Pay Suspension

Carleton Place Mayor, Louis Antonakos, is facing a 90 day pay suspension after Robert Swayze, the municipality's integrity commissioner, found him at fault for disclosure of confidential information. Swayze calls it the "most egregious disclosure" he has seen in his nine years in the role. Local developer, Wally Thorbjornsson, lodged the complaint alleging Antonakos had recorded in-camera council sessions and revealed the information to Thorbjornsson to gain support for his election campaign. The offence occurred almost five years ago. There is no statement as to why it took so many years for the complaint to be brought forward.

More Grocery Stores Selling Beer

76 new independent and large grocery stores in communities across Ontario will be authorized to sell beer and cider as of June 30, 2017. This is in addition to the 130 grocery stores across the province currently authorized to sell beer and cider - 70 of which can also sell wine. Criteria were set to ensure fairness and geographic distribution. No locations are available in Renfrew, Lanark or Hastings County.

Healthcare Worker Employment Recommendations

Ontario is implementing 23 recommendations to ensure safety for health care workers. Among the recommendations are reliable reporting systems for workplace violence, posting information about government fines against employers in health care under \$50,000, creating campaigns and awareness to prevent workplace violence and more. The health care sector represents 11.7 per cent of Ontario's labour market and is the largest sector impacted by violence in the workplace.

Lanark County Public Works

The 2017 Lanark County public works construction program has 47 kilometres of roads scheduled to be rehabilitated or treated as part of the ongoing pavement preservation program. The total construction budget for this year is almost \$6.9 million. Federal gas tax and Ontario Community Infrastructure Fund funding combined covers \$1.95 million of these costs. Lanark County Public Works oversees construction, operation, repair and maintenance on more than 560 km of roads and 82 bridge and culvert structures. See the complete list of projects for 2017 here: <http://lanarkcounty.ca/AssetFactory.aspx?did=7369>



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Tender Results Around The Region

Grass Cutting & Flower Bed Maintenance. Renfrew County Catholic District School Board

St. Joseph's, Arnprior

Evergreen Lawn Care - \$128.32

Fletcher Property Mgt. - \$107.00

St. John Bosco, Barry's Bay

Evergreen Lawn Care - \$123.89

Fletcher Property Mgt. - \$137.00

St. Anthony's, Chalk River

Evergreen Lawn Care - \$150.44

Fletcher Property Mgt. - \$154.00

George Vanier, Combermere

Evergreen Lawn Care - \$146.02

Fletcher Property Mgt. - \$131.00

St. Andrew's, Killaloe

Evergreen Lawn Care - \$172.57

Fletcher Property Mgt. - \$182.00

CPG Inc. - \$410.00

St. Mary's, Deep River

Evergreen Lawn Care - \$154.87

Fletcher Property Mgt. - \$164.00

St. Francis of Assisi, Petawawa

Jason Ryan - \$240.00

Evergreen Lawn Care - \$199.12

Fletcher Property Mgt. - \$154.00

CPG Inc. - \$790.00

St. Joseph's HS, Renfrew

Jason Ryan - \$225.00

Evergreen Lawn Care - \$216.82

Fletcher Property Mgt. - \$199.00

CPG Inc. - \$585.00

Our Lady of Grace, Westmeath

Evergreen Lawn Care - \$75.22

Fletcher Property Mgt. - \$49.00

CPG Inc. - \$170.00

Bishop Smith, Pembroke

Jason Ryan - \$425.00

Evergreen Lawn Care - \$376.11

Fletcher Property Mgt. - \$366.00

CPG Inc. - \$625.00

Chris Pleau - \$330.00

Holy Name, Pembroke

Jason Ryan - \$100.00

Evergreen Lawn Care - \$66.37

Fletcher Property Mgt. - \$39.00

CPG Inc. - \$130.00

Chris Pleau - \$30.00

Our Lady of Lourdes, Pembroke

Jason Ryan - \$100.00

Evergreen Lawn Care - \$119.47

Fletcher Property Mgt. - \$112.00

CPG Inc. - \$185.00

Chris Pleau - \$105.00

Complex 999

Jason Ryan - \$125.00

Evergreen Lawn Care - \$132.74

Fletcher Property Mgt. - \$124.00

CPG Inc. - \$260.00

Chris Pleau - \$100.00

Administration (cost per cut)

Evergreen Lawn Care - \$39.82

Fletcher Property Mgt. - \$39.00

Chris Pleau - \$165.00

Administration (flowers/year)

Evergreen Lawn Care - \$420.35

Fletcher Property Mgt. - \$325.00

Chris Pleau - \$225.00

All contracts awarded to Fletcher

Property Management.

#2017-06 - Annual Inspection, Testing and Certification of Fire Alarm Systems. Renfrew County District School Board.

AJ Charbonneau PS

Drapeau Sprinkler Co. - \$665.00

Troy Fire Safety - \$750.00

Chubb Edwards - \$700.00

Alert Fire Protection - \$580.00

Valley Fire Alarm - \$295.00

Yemen Electric - \$500.00

Admaston Public School

Drapeau Sprinkler Co. - \$640.00

Troy Fire Safety - \$500.00

Chubb Edwards - \$840.00

Alert Fire Protection - \$400.00

Valley Fire Alarm - \$250.00

Yemen Electric - \$500.00

Beachburg Public School

Drapeau Sprinkler Co. - \$895.00

Troy Fire Safety - \$900.00

Chubb Edwards - \$700.00

Alert Fire Protection - \$930.00

Valley Fire Alarm - \$425.00

Yemen Electric - \$500.00

Central Public School

Drapeau Sprinkler Co. - \$855.00

Troy Fire Safety - \$825.00

Chubb Edwards - \$1,120.00

Alert Fire Protection - \$740.00

Valley Fire Alarm - \$425.00

Yemen Electric - \$500.00

Champlain Discovery PS

Drapeau Sprinkler Co. - \$895.00

Troy Fire Safety - \$975.00

Chubb Edwards - \$1,540.00

Alert Fire Protection - \$870.00

Valley Fire Alarm - \$650.00

Yemen Electric - \$1,000.00

Cobden Public School

Drapeau Sprinkler Co. - \$980.00

Troy Fire Safety - \$900.00

Chubb Edwards - \$1,400.00

Alert Fire Protection - \$1,170.00

Valley Fire Alarm - \$425.00

Yemen Electric - \$500.00

Eganville Public School

Drapeau Sprinkler Co. - \$810.00

Troy Fire Safety - \$800.00

Chubb Edwards - \$2,240.00

Alert Fire Protection - \$1,000.00

Valley Fire Alarm - \$425.00

Yemen Electric - \$1,000.00

Herman Street Public School

Drapeau Sprinkler Co. - \$700.00

Troy Fire Safety - \$500.00

Chubb Edwards - \$560.00

Alert Fire Protection - \$580.00

Valley Fire Alarm - \$295.00

Yemen Electric - \$500.00

Highview Public School

Drapeau Sprinkler Co. - \$810.00

Troy Fire Safety - \$875.00

Chubb Edwards - \$980.00

Alert Fire Protection - \$820.00

Valley Fire Alarm - \$575.00

Yemen Electric - \$500.00

Killaloe Public School

Drapeau Sprinkler Co. - \$615.00

Troy Fire Safety - \$500.00

Chubb Edwards - \$560.00

Alert Fire Protection - \$580.00

Valley Fire Alarm - \$295.00

Yemen Electric - \$500.00

McNab Public School

Drapeau Sprinkler Co. - \$750.00

Troy Fire Safety - \$650.00

Chubb Edwards - \$560.00

Alert Fire Protection - \$590.00

Valley Fire Alarm - \$295.00

Yemen Electric - \$500.00

Palmer Rapids Public School

Drapeau Sprinkler Co. - \$580.00

Troy Fire Safety - \$600.00

Chubb Edwards - \$630.00

Alert Fire Protection - \$650.00

Valley Fire Alarm - \$450.00

Yemen Electric - \$500.00

Pineview Public School

Drapeau Sprinkler Co. - \$740.00

Troy Fire Safety - \$650.00

Chubb Edwards - \$280.00

Alert Fire Protection - \$550.00

Valley Fire Alarm - \$450.00

Yemen Electric - \$500.00

Queen Elizabeth Public School

Drapeau Sprinkler Co. - \$850.00

Troy Fire Safety - \$800.00

Chubb Edwards - \$1,050.00

Alert Fire Protection - \$750.00

Valley Fire Alarm - \$450.00

Yemen Electric - \$500.00

Rockwood Public School

Drapeau Sprinkler Co. - \$1,040.00

Troy Fire Safety - \$1,100.00

Chubb Edwards - \$980.00

Alert Fire Protection - \$900.00

Valley Fire Alarm - \$450.00

Yemen Electric - \$500.00

Walter Zadow PS

Drapeau Sprinkler Co. - \$790.00

Troy Fire Safety - \$825.00

Chubb Edwards - \$1,400.00

Alert Fire Protection - \$850.00

Valley Fire Alarm - \$425.00

Yemen Electric - \$500.00

Arnprior District HS

Drapeau Sprinkler Co. - \$1,940.00

Troy Fire Safety - \$2,625.00

Chubb Edwards - \$3,500.00

Alert Fire Protection - \$1,870.00

Valley Fire Alarm - \$1,800.00

Yemen Electric - \$1,000.00

Fellowes High School

Drapeau Sprinkler - \$2,145.00

Troy Fire Safety - \$2,625.00

Chubb Edwards - \$3,640.00

Alert Fire Protection - \$1,930.00

Valley Fire Alarm - \$2,100.00

Yemen Electric - \$2,000.00

Madawaska Valley District HS

Drapeau Sprinkler - \$1,745.00

Troy Fire Safety - \$1,750.00

Chubb Edwards - \$3,500.00

Alert Fire Protection - \$1,740.00

Valley Fire Alarm - \$1,200.00

Yemen Electric - \$1,000.00

Opeongo High School

Drapeau Sprinkler - \$1,830.00

Troy Fire Safety - \$2,500.00

Chubb Edwards - \$2,380.00

Alert Fire Protection - \$1,800.00

Valley Fire Alarm - \$950.00

Yemen Electric - \$1,000.00

Mackenzie Community School

Drapeau Sprinkler - \$1,805.00

Troy Fire Safety - \$2,700.00

Chubb Edwards - \$3,360.00

Alert Fire Protection - \$2,080.00

Valley Fire Alarm - \$1,500.00

Yemen Electric - \$2,000.00

Valour School

Drapeau Sprinkler - \$1,380.00

Troy Fire Safety - \$1,900.00

Chubb Edwards - \$2,310.00

Alert Fire Protection - \$2,160.00

Valley Fire Alarm - \$1,500.00

Yemen Electric - \$2,000.00

Renfrew Collegiate Institute

Drapeau Sprinkler - \$2,425.00

Troy Fire Safety - \$2,900.00

Chubb Edwards - \$4,480.00

Alert Fire Protection - \$2,920.00

Valley Fire Alarm - \$2,100.00

Yemen Electric - \$2,000.00

Board Administration Office

Drapeau Sprinkler Co. - \$870.00

Troy Fire Safety - \$775.00

Chubb Edwards - \$980.00

Alert Fire Protection - \$670.00

Valley Fire Alarm - \$350.00

Yemen Electric - \$500.00

Mary Street Education Centre

Drapeau Sprinkler Co. - \$660.00

Troy Fire Safety - \$550.00

Chubb Edwards - \$490.00

Alert Fire Protection - \$520.00

Valley Fire Alarm - \$350.00

Yemen Electric - \$500.00

Awarded all contracts to Valley Fire Alarm.

Tender Results Continued

#2017-12 - Boiler Replacement at RCDSB Administration Office. Renfrew County District School Board.

Bruce Mechanical - \$149,160.00
 PSL Mechanical - \$120,652.12
 BJ Hass Plumbing - \$143,311.00
 Francis H.V.A.C. - \$124,400.00
 VCI Controls Inc. - \$132,687.00
 Plan Group Inc. - \$168,263.00
 Awarded to PSL Mechanical.

#2017-13 - Boiler Replacement at Pineview Public School. Renfrew County District School Board.

Bruce Mechanical - \$147,900.00
 PSL Mechanical - \$118,360.00
 BJ Hass Plumbing - \$127,167.00
 Francis H.V.A.C. - \$129,229.00
 VCI Controls Inc. - \$142,296.00
 Plan Group Inc. - \$146,500.00
 Valley Refrig. - \$157,250.00
 Awarded to PSL Mechanical.

#2017-14 - Boiler Replacement at Rockwood Public School. Renfrew County District School Board.

Bruce Mechanical - \$205,671.00
 PSL Mechanical - \$155,991.58
 BJ Hass Plumbing - \$173,264.00
 Francis H.V.A.C. - \$178,427.00
 VCI Controls Inc. - \$181,860.00
 Plan Group Inc. - \$200,685.00
 Valley Refrig. - \$249,050.00
 SaffcoElectrical - \$281,713.00
 Awarded to PSL Mechanical.

#2017-15 - Electrical Panel Replacement at Central Public School. Renfrew County District School Board.

Rondeau Electric - \$184,255.00
 Frank's Electric - \$173,132.74
 Awarded to Frank's Electric.

Roof Restoration - St. Joseph's Catholic High School. Renfrew County Catholic District School Board.

Flynn - \$458,771.00
 Atlas Apex - \$473,855.00
 Blanchfield - \$327,610.00
 Irvcon - \$305,952.00
 Awarded to Irvcon.

Splash Pad Improvements. Carleton Place.

Playground Planners - \$99,310.00
 ABC Recreation - \$99,497.77
 Awarded to Playground Planners.

Roof Restoration - Bishop Smith Catholic High School Renfrew County Catholic District School Board

Flynn - \$293,442.00
 Atlas Apex - \$250,687.00
 Blanchfield - \$189,250.00
 Irvcon - \$177,809.00
 Awarded to Irvcon.

LVPW-2017-01 - Engineering Services - Reconstruction of Joe Street, Roy Street West & 4 Area Specific Locations. Township of Laurentian Valley.

exp Services Inc. - \$227,894.00
 McIntosh Perry - \$274,595.00
 Jp2g Consultants - \$290,995.00
 Awarded to exp Services.

RFP No. PRD-17-01 - Municipal Grounds and Garden Maintenance.

Town of Petawawa.
 Only one bid was received. Awarded to Precision Lawn and Garden in the amount of \$98,334.00 (total for 3 year term inclusive of HST).

Tender No 17-06 - Grass Cutting and Grounds Maintenance Municipality of Mississippi Mills.

Awarded to Troy Property Maintenance in the amount of \$8,350.00 plus HST.

Inspection for Water and Sewer Replacements. Municipality of Mississippi Mills.

The contract for construction inspection for 2017 water and sewer replacements was awarded to JP2G Consultants Inc. under Standing Offer. The cost of the work is \$31,400 plus HST and came in under the available budget of \$32,180.00.

Catchbasin Cleaning. Town of Carleton Place.

HCM Hydro Vac - \$178/hr
 Clean Waterworks - \$140/hr
 Drain-All Ltd. - \$220/hr
 X-Site - \$185/hr
 Awarded to Clean Waterworks.

For full tender results, and tenders with results pending, please visit our website at: www.ovbusiness.com

Current Tenders

TENDERS

- | | |
|--|---|
| Re-Gravel Tender

Lorne Street Tender

Supply and Installation of Interior Lighting

New Current Model Year 6-Ton Tandem Axle Truck

Supply & Delivery of Interior and Exterior Doors and Hardware

New Loader Mounted Snowblower

Four Wheel Drive Z Bar Parellel Lift Front End Loader

Crack Sealing Program 2017

Road Rehabilitation (Cedar Haven/Westross Road)

Road Rehabilitation (Snake River Line/Turcotte Road)

Double Surface Treatment

Westmeath Road and Westmeath Culvert Rehabilitation

Construction of New Walkways and Asphalt Parking Lot

Crushed A Gravel

Granular Crushed Rock

Concrete Works

Hot Mix Asphalt

Winter Sand

Hot Mix Paving For Major Lake Road

Perth Water Treatment Plant Residue Management - Phase 2 | Lakeshore Park Washrooms

Real Estate Services for Business Park Lands

Lanark County Immigration Portal Website Development Services

Cafeteria Operator - Arnprior District High School

Fire Master Plan & Fire Stations Condition Assessments

Space Needs & Facility Condition Assessments

Detailed Design & Engineering Services (Truelove/John/Crawford Streets)

Supply and Delivery of One Cab and Chassis

Design-Build Services for OVRT Bridges

Old Fire Hall Tower Roof |
|--|---|

REQUEST FOR QUOTATIONS

- Painting Services (Paul J. Yakabuski Community Centre)

- Painting Services (Combermere Community Centre)

- Contractor Equipment Rentals

- Aggregate Suppliers

- Automotive and Trucking Repairs, Plumbing, HVAC, Electrical, Carpentry and General Contracting

Tenders and results are posted online at: www.ovbusiness.com

A Note About Tenders:

Ottawa Valley Business contacts municipalities once a week for any active tenders they have available. If there is a tender or result you do not see posted with us, please let us know.

REQUEST FOR PROPOSALS

Rehabilitation of County Structure B110 (Christopher Bell Bridge)

The Inside Scoop On Social Media

There's no such thing as social media marketing



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

Earlier this month, The Globe and Mail hosted a Small Business Summit in Toronto. There were more than 300 small business owners, employees and entrepreneurs and 21 speakers. One of those speakers was Dani Gagnon, a social media strategist and her comments were one of the "six key takeaways" from the summit. This is what she said:

"There's no such thing as "social media marketing." Social media was created as a social tool, not a marketing tool. If you're actually going to reach an audience, you have to write for your target market, not as a way to further your business."

Explaining Social Media

Being on social media is like attending a party. We have all attended a party where there is someone who has had a better experience than you, spent more money than you, lost more money than you, met more famous people than you, etc. It's all about them and people can't

get away fast enough. Even if you generally like the guy, you just can't stand talking to him.

Social media works the same way. When someone spends post after post after post talking about how great they are, the followers just stop reading the posts and scroll past. They might even unfollow (you can do that without anyone knowing) the person so they don't have to read the "I'm so great because..." posts. Just like at the party, you might not tell the annoying guy that he is annoying, but you might just walk away from him and remind yourself not to invite him to your party.

In business, you don't want to become that annoying party guest. Blatant self-promotion is never acceptable for business.

Your Post - Without You

To write better content for your Facebook posts, try writing something that doesn't reference you at all. Here's an example of a real post: "A great fundraiser, for a great project! Hope you can join us!" The focus of this post is entirely on the organization. A better post geared to the target audience might be: "Looking for a fun night out full of laughs? This is an easy one!" Now the post is focused on the audience and how the event might benefit them instead of you.

What's The Point?

Think of your next post as what you would say if you were physically at a party and talking to people; because, you actually are talking to people when you post on social media. Remember, no one likes braggers or people who constantly seek attention. If you have something informative to say, then say it. If you can only manage to talk about yourself, then you probably shouldn't post it.

There is a major difference with communicating at a party and communicating with social media; at a party, you can see someone's reaction to what you say and you have a chance to fix it if it comes across poorly. In social media, you never see the facial expressions of the person reading your post. That means you can't fix anything if it comes across poorly, because you won't know the reaction.

So if anything, you need to be very, very careful about how you present yourself on social media. Whether you do it well or you do it poorly, you're making an impression.

Jennifer is the owner of Forward Thinking Marketing Agency. Her column appears every issue.

Deadlines

OTTAWA VALLEY BUSINESS

June 6, 2017
Deadline: May 30, 2017

June 20, 2017
Deadline: June 13, 2017

July 4, 2017
Deadline: June 27, 2017

101 THINGS TO DO IN THE VALLEY

May-June
Issue has published

July-August Edition
Deadline: June 12, 2017
Publishes: June 15, 2017

September-October Edition
Deadline: August 21, 2017
Publishes: August 24, 2017

HEALTH MATTERS

Spring/Summer 2017
Edition has published
Available at www.ovhealth.ca

Fall 2017 Edition
Publishes: September 1, 2017
Deadline: August 11, 2017

TRAVEL OUR BACKYARD

Publishing: May 18, 2017
Reserve copies today!

“
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”
- Steve Martin

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Wisdom

A smooth sea never made a skillful sailor.

- Franklin D. Roosevelt

Chase the vision, not the money. The money will end up following you.

- Tony Hsieh

Think little goals and expect little achievements. Think big goals and win big success.

- David Joseph Schwartz