



Book magazines for
your employees!

We deliver magazines to employers as part of their health and safety programs. Quantities in increments of 25. FREE for your workplace.

behealthy@ovhealth.ca

People, Capital and Ideas How to move the economy forward post-COVID-19

By: Jennifer Layman
jenn@ovbusiness.com

The Business Council of Canada (BCC) has released a report entitled *Powering A Strong Recover: An economic growth plan for Canada*. The purpose of the paper is to look beyond the pandemic to some of the challenges that confront Canada's economy, and discuss policies that are needed to overcome those challenges.

Six Key Obstacles

1) Canadians are getting older. The share of the population that is 65 or older is forecast to reach 20 per cent by 2024. An ageing population weakens growth, makes it harder for employers to find employees and puts upward pressure on government dollars, for health care and pensions.

2) We import more goods and services than we produce.

3) Canada struggles to grow globally competitive firms. In 2020, only 13 Canadian companies were in Fortune Global 500, an annual ranking of the top corporations by revenue.



4) Business investment in Canada lags other advanced economies. Real business investment increased between 2015 and 2019 in the U.S., the United Kingdom and Germany and fell sharply in Canada.

5) Canada's advanced industries (auto and aerospace, information technology and oil and gas) are far less productive than their U.S. counterparts.

6) Canada's federal debt-to-GDP ratio was 30 per cent before COVID-19 but now exceeds 50 per cent. This will impose serious constraints on the government's fiscal capacity going forward. The most durable source of funding is sustained economic growth, not a reliance

on low interest rates.

The report notes three sectors that Canada needs to address: people, capital and ideas.

People

BCC notes that Canada's "human capital" is one of Canada's most important assets. Post-secondary attainment rates are high and a successful immigration system contributes to that strength. More work needs to be done to build a workforce with the right mix of skills to respond to the marketplace. This is a joint responsibility of employers, education and government. Federally, the *Employment Insurance Act* was created to help unemployed individuals

find and maintain employment; however, it doesn't take into account the evolving labour market. This is even more important with millions of displaced workers due to COVID-19. Work-integrated learning opportunities, new skill development and an overview of the Employment Insurance system should take place.

For young Canadians, more work-integrated learning opportunities (apprenticeships, co-ops, etc.) are needed. Skilled immigrants are also key to filling skilled worker positions. Targeting highly-skilled immigrants can assist in filling gaps in the workforce, as can retaining international students (495,000 in 2017) after graduation.

We can also increase domestic labour force participation. In 2019, 82 per cent of Canadians aged 25 to 64 were in the labour force, but COVID-19 has resulted in a significant loss of participation from women who are taking on caregiving roles.

Continued on Page 3

Fire, Safety and Electrical Services

Contact us for your electrical services, fire alarms, fire extinguishers, suppression systems and safety gear needs. We look forward to serving you.

Layman
FIRE & SAFETY

Think of fire before it starts.

Layman
ELECTRIC

A division of Layman Fire & Safety | ECRA/ESA 7013823

Phone: 613-732-5320 | joel@laymanfireandsafety.com | www.laymanfireandsafety.com

Ottawa Valley BUSINESS

ABOUT US

Ottawa Valley Business (OVB) publishes on the first and third Tuesday of every month. OVB covers business news and events throughout Renfrew, Lanark and Pontiac counties as well as the surrounding areas. OVB is published by Forward Thinking Marketing Agency.

WHO READS US

Ottawa Valley Business is delivered by email to 3,600 subscribers in businesses, organizations and local and regional government.

HOW TO SUBSCRIBE

Subscriptions are free. Send an email to jenn@ovbusiness.com to be added to our distribution list.

ADVERTISING RATES

Advertising rates are as follows:
1/8 Page \$75
1/4 Page \$150
1/3 Page \$175
1/2 Page \$275
2/3 Page \$325
Full Page \$475

Regular Advertising Special: Run three ads for the price of two. Run the same ad twice and the third time you run the ad it's free!

Graphic design is included in the price of your ad. If submitting artwork, please request our ad dimensions.

CONTENT & SUBMISSIONS

Submissions on items related to business are welcome. This includes news, events, new hires, tender and letters to the editor. Content will be edited to fit the space available. If you have an event that is not business-related, please consider 101 Things To Do in the Valley at a cost of \$25. 101things@travelourbackyard.com

CONTACT US

Publisher.....Jennifer Layman
Email.....jenn@ovbusiness.com
Phone.....613-732-7774
Online.....www.ovbusiness.com
www.facebook.com/OVBbusiness

MAILING ADDRESS

2113 Petawawa Boulevard,
Pembroke, Ontario K8A 7G8

Events

November 6, 2020

Deadline for nominations for the Renfrew & Area Chamber of Commerce annual community awards. Categories include citizen of the year, community champion, outstanding business achievement, inclusive employer, new business, young person of the year, visual artist/artisan, 2020 local hero. Nominations can be made at www.renfrewareachamber.ca

November 6, 2020

Deadline to submit a nomination for the Ontario East Economic Development Commission board of directors. Send a request for the nomination form to info@ontarioeast.ca. Inquiries may be directed to Jay Amer, Board Secretary at 705-755-1141 or jay@ontarioeast.ca

November 11, 2020

Email Marketing 101: How to Build and Automate a Successful Email Campaign. With Joan Mweu, Growth Marketing for Shopify. Free webinar. 2:00pm-3:30pm. Call 613-828-6274 or clientservices@investottawa.ca

November 16, 2020

Validating Your Business Idea. Free webinar. There are many great ideas, but do you have a great business idea? Discuss many of the factors you need to

consider before you jump into business. In this 1.5 hour session, you will be introduced to The Lean Start Up Canvas, which is a tool used to help validate your business. 10:00am-11:30am. Call 613-828-6274 or clientservices@investottawa.ca

November 16-28, 2020

Rural Talks To Rural hosted by the Canadian Centre for Rural Creativity. The structure over the two weeks will have an hour session at lunch and then a couple of hours in the evening. Noon-1:00pm sessions include folks from across Canada talking arts, local government, entrepreneurship, the future of rural tourism, the necessity of rural broadband, and there will be sessions on agriculture, wellness, and rural media. Evening workshops also. \$35-\$50. For details: www.r2r2020.eventbrite.ca or contact Peter Smith at utopiaroadpictures@gmail.com

November 18-19, 2020

2020 Virtual Municipal Agriculture Economic Development & Planning Forum. Join for two half-days of sessions, a virtual tour of Huron County and some of its most exciting agricultural and rural projects. The Forum will be of interest to municipal economic developers, planners, council members, CAOs, and supporters of local economic development initiatives. Register with info@ontarioeast.ca

November 24, 2020

Community Spaces, Faith Place Rural Virtual Conference. 10:00am-12:00pm. Estimates suggest that one-third of Canada's faith buildings could be in danger of closing. This virtual conference will discuss community and not for profit usage of faith buildings and how municipalities, communities, and individuals can stop the loss of Faith Building infrastructure in our communities. Register with kfry@faithcommongood.org

December 2, 2020

Free webinar on Human Resources, Labour and Occupational Safety. Hosted by the Ontario Ministry of Economic Development, Job Creation and Trade and Munera P.C. to discuss key government programs and laws that are critical for employers. 10:00am-11:00am. Register at www.enterpriserenfrewcounty.com

January 25-26, 2021

Rural Ontario Municipal Association (ROMA) annual general meeting and conference. A virtual event. Topics include broadband, flooding, seniors, community safety and well-being plans, OPP matters, cannabis and more. Register at www.roman.on.ca

Submit your business event to admin@ovbusiness.com



OCC Talks Economic Development
Every region is different; group efforts encouraged

THE GREAT MOSAIC
Arriving Ontario's Agriculture

Health Matters
The Healthiest D. Pe...
FREE! Pick up a copy today at a local health fair.

Buy 2 Ads Get 1 Free!

Offer valid all year long.
Must be the same ad running three times.
Graphic design included in ad price.

Open To The Public

Pembroke & Area AIRPORT
We make it possible!

Fall Harvest Breakfast
Saturday, October 12 | 8:00am-10:30am
Buffet breakfast with scrambled eggs, Applewood smoked bacon, pork sausage, roasted potatoes with onion, French toast and blueberry hand cake.

\$15 adults | \$11 children
Proceeds donated to Project Runway.

donor: Jennifer Layman & Michael Pembroke & Area Airport, 276 Len Highway Drive in Petawawa Phone: 613-827-3300 | marketing@flyya.ca

Ottawa Valley BUSINESS

www.ovbusiness.com | admin@ovbusiness.com

BCC Discusses The Future

Changes needed to make Canada more competitive

Continued from Page 1

Expanded access to childcare will help women return to the workforce. We can also grow Canada's Indigenous workforce, which was growing before the pandemic. To encourage growth in this segment, we must address lower rates of educational attainment, substandard living conditions and health factors.

The employment rate for people with disabilities and Indigenous peoples is 65 per cent, and more can be done to attract these segments. Programs attracting marginalized groups can help create more domestic workforce solutions.

Capital

Business investment in Canada is weaker than in many other advanced countries. The report notes that Canada has acquired a reputation as a country in which it is difficult and extremely time-consuming to get large capital projects off the ground. The cancellation of the \$16-billion Energy East pipeline, Teck's \$21-billion Frontier project and Pacific Northwest's \$36-billion liquid natural gas facility are examples of this. There is also a growing tendency for Canadian companies to relocate their headquarters outside of Canada where there is a more attractive environment for investment. "By the end of 2019, the market value of Canadian direct investment abroad outweighed foreign direct investment in Canada by \$804 billion."

Infrastructure investments in roads, bridges and such are important and necessary, but so is an investment to help global infrastructure, as Canada relies heavily on trade with the rest of the world. Transportation infrastructure is critical. The World Economic Forum's ranks Canada's infrastructure quality 14th out of 28 OECD countries.

Another issue we can resolve is interprovincial trade. According to Statistics Canada, restrictions on trade and labour



mobility between provinces have an impact equivalent to a 6.9 per cent tariff. Canadians were upset when the U.S. imposed duties on steel and aluminum, yet our own governments impose similar limitations on moving goods between provinces! Free interprovincial trade could result in \$50 billion to our country, more than twice our annual exports to China.

Regulatory burdens at all levels of government are a significant barrier in preventing domestic growth. This burden discourages investment, raises costs for consumers and reduces employment. Canada's position on the World Bank's Doing Business ranking has fallen from fourth in the world in 2006 to 22nd in 2019. Canada ranks 34/35 OECD countries in time required to obtain a permit for a new general construction project - 168 days longer than the U.S.

Rising tax rates also discourage growth with skilled employees who wish to keep more of what they earn and may choose to work elsewhere. The report notes that Canada's corporate and payroll taxes are both significantly higher than the OECD average. Germany, the U.S., the U.K., France, Australia, Sweden and Denmark all collect less than Canada. For personal income tax, Canada's top marginal personal income tax rate is 53.5 per cent; in New Zealand, it is 33 per cent.

Ideas

Many promising firms leave Canada when it comes to

growing-up an innovative business. Canada's spending on research and development is not a significant driver of economic growth. Intellectual property developed in Canada is acquired by foreign companies, resulting in most of the benefits being realized in other countries. As our world increasingly grows economic value by leveraging ideas, retaining more intellectual property in Canada is important. As an example, most of the patents on artificial intelligence are held by other countries even though we have "impressive R&D capability in AI."

Post-COVID-19, there will be a more active role of countries supporting technological innovation and shaping market outcomes within their own borders. The report cites a U.S. example where the U.S. once favoured economic engagement with China but are now scrutinizing Chinese investments and imposing enhanced restrictions allowing for more domestic growth. It might be worth pursuing such a program in Canada with respect to agri-food, energy and renewables, health care, life-bio sciences and manufacturing.

In closing, the report notes that COVID-19 has significantly intensified the challenges facing Canada's economy. We entered 2020 with a national unemployment rate of 5.5 per cent; it is now nine per cent. The federal deficit was originally forecast to be \$28.1 billion but is now on track to reach at least \$343 billion. Untold thousands of small businesses have been driven to the brink, entire industries have been disrupted, and many towns and cities face a fiscal reckoning. Further, the report cites that Canada's economy is more fragile now than at any time since the 1930s.

The only way out is to expand the country's economic potential and create conditions for long-term growth.

Book Club

WHAT MEN DON'T TELL WOMEN *about business*



Opening Up the Heavily Guarded Alpha Male Playbook

Christopher V. Flett

As a woman, you know you're every bit as effective and capable as a man is in the arena of business - but that doesn't mean there aren't things you need to know about men and business. In this invaluable guide for the modern businesswoman, former alpha male Christopher Flett reveals everything you need to know to understand, communicate, and compete with men in business.

To some extent, business is still a man's world; here's how to play the game by their rules-and win: know what the average alpha male is thinking, learn 10 things you need to know about men in business, force men to take you seriously, stop self-sabotage with male colleagues, get all the credit you deserve, be more confident and effective, learn to take charge and lead, never make excuses for failures, keep secrets - it's vital, never bring personal issues to the office, gain credibility and trust with alphas, never look for affirmation openly, effectively deal with condescending or disrespectful men and understand why being "nice" gets you nowhere.

Christopher V. Flett is recognized as a leader in business motivation, turn-around strategy and business development. He has built systems that allow him to work primarily with a female clientele on business strategy.

Business News Around The Valley

New Owners of Bryson Mart
Magan and Brett Cameron are the new owners of Bryson Mart. The brother-sister duo purchased the business from the former owner, Jian Zhang, for whom Magan was an employee.

Toller Joins FCM
MRC Pontiac Warden Jane Toller will be joining the Quebec Caucus of the Federation of Canadian municipalities (FCM).

Horton Building Permits
Horton Township has issued 58 building permits in 2020 for a total construction value of \$6,052,500. This puts them ahead of their 2019 building permit totals.

Moose FM Changes Ownership
Moose FM is going to be consolidated into the Vista Radio network. Vista Radio operates 44 radio stations across 65 transmitters. They have more than 300 employees. The Moose FM group of stations includes Bancroft and Barry's Bay.

Toller Requests Update On Water Levels
MRC Pontiac Warden, Jane Toller, noted in a regular update that she has been contacted by several people who have concerns about the high water level of the Ottawa River. Toller spoke to the Ottawa River Regulation Planning Board (ORRPB) and they have assured her that this is typical of the autumn season. ORRPB said the high water is being caused by an excessive amount of precipitation in Abitibi-Témiscamingue, and there is a lack of water absorption due to the leaf cover on the soil. The ORRPB have stated that there is no chance of flooding, but have advised residents to remove any furniture or items that are close to the river's edge only as a precaution. There is an MRC plenary meeting on November 18, 2020 where ORRPB representatives will be invited to speak.

Free Courses Through Contact North
Contact North is offering free online courses. Topics include social media for business, networking, leadership, supervision and management, marketing, Microsoft Office programs, business writing, dealing with difficult people, customer service training, starting your own business and more. For information, contact Kristen Hanlon at 1-855-352-7226 or kristen@contactnorth.ca

Anderson Celebrates 10th Anniversary
Anderson Automotive in Arnprior is celebrating 10 years in business. To celebrate, they have decided to donate \$10 from every oil change to the Arnprior Food Bank. The promotion runs from November 1 to December 24. Call 613-623-2919 to book an appointment.

Deep River Faces Physician Retirements
Deep River Mayor Suzanne

D'Eon told council on October 21 that she is a member of the Deep River and District Hospital physician recruitment committee and that four local private practice physicians have indicated they plan to retire within the next few years. The recruitment committee has met with a number of physicians, as well as doctors in training, who may decide to come to the Deep River and District Hospital to complete their residency. Two physicians have indicated a strong interest in Deep River and a decision is expected by December 2020. Mayor D'Eon stated the town is in competition with others to recruit and typically the questions physicians are asking is if there are any incentives for physicians to come to Deep River.

Continued on Page 5



Post For \$75
ovjobs.ca

Need some help with writing your job ad? We can help! Part of the service we offer is assistance to employers with writing a job posting that covers what you are looking for in a potential employee. This service is included in the price of your ad.



www.facebook.com/ovjobs
www.ovjobs.ca

Phone: 613-732-7774 | employers@ovjobs.ca

Renfrew County and District Health Unit



New Location

Renfrew County and District Health Unit is relocating the Pembroke office, effective **October 26, 2020**.

You will find us at the Pembroke Mall at **1100 Pembroke Street East**. This will be a temporary location until our Grand Opening at 141 Lake Street, Pembroke.

Please watch for an upcoming announcement to confirm the Grand Opening at our new location.

Stay connected by visiting www.rcdhu.com

"Optimal Health for All in Renfrew County and District"
www.rcdhu.com • 613-732-3629 • 1-800-267-1097

Business News Around The Valley

Continued from Page 4

New Cannabis Business Approaches Horton

Matthieu Poole is looking to establish a cannabis business in Horton Township with a 94-acre property. The proposed business plan would include growing cannabis indoors and selling to the Ontario Cannabis Store. Outdoors, Poole would like to grow hemp for textiles as well as cannabis maple syrup. As the business grows, it would include greenhouse operations. In a report to council, Nikky Dubeau, Administration and Planning Assistant for Horton, indicated that County of Renfrew Planner, Charles Cheesman, indicated that in addition to the regulated number of plants allowed for personal and medical use, proper permits would be required from the Ontario Ministry of Agriculture, Food and Rural Affairs for a growing operation. A re-zoning would be required for a production facility and retail outlet, which the County of Renfrew would have to create an exception specific to cannabis.

Cheesman suggested that a general inquiry form be submitted from the proposed buyer.

Petawawa Considers CIP
Staff for the Town of Petawawa is recommending that council support the development of a community improvement plan. A community improvement plan (CIP) provides municipalities with a structure that defines and enables incentive programs intended to revitalize the community, improve the quality of life for the businesses and community residents, better utilize underdeveloped properties and promote private investment in land and buildings. CIP's are a municipal tool through which financial incentives are made available to landowners and tenants within very defined parameters to realize identified capital projects and improve, enhance and revitalize commercial infrastructure, bringing them compliant with evolving standards and to support a collective development vision for a defined area. CIPs are used

by other municipalities in Renfrew County including Laurentian Valley, Pembroke, Whitewater Region, Renfrew, Arnprior, Admaston Bromley and Bonnechere Valley. They typically allow grants for planning, building permit, signage, facade improvement, and related fees for businesses.

Funding To Municipalities

The Ontario government is providing municipalities with \$500 million through the Ontario Municipal Partnership Fund (OMPF). The OMPF is the Province's main general assistance grant, used to support the local priorities and specific needs of 389 municipalities, with a special emphasis on northern and rural communities. Local communities receiving funds include:

Arnprior - \$1,559,200
Bancroft - \$1,488,400
Beckwith - \$461,000
Bonnechere Valley - \$1,531,000
Brudenell, Lyndoch - \$788,800
Deep River - \$320,400
Drummond NE - \$619,400
Greater Madawaska - \$610,200
Head, Clara & Maria - \$60,600

Horton - \$238,300
Killaloe, Hagarty - \$978,600
Lanark Highlands - \$1,673,100
Laurentian Hills - \$243,000
Laurentian Valley - \$619,100
Madawaska Valley - \$1,624,200
Mattawa - \$1,315,600
McNab Braeside - \$502,200
Mississippi Mills - \$897,000
Montague - \$330,700
North Algona - \$598,200
Pembroke - \$1,566,700
Perth - \$1,587,800
Petawawa - \$287,800
Renfrew - \$2,395,600
Smiths Falls - \$3,586,200
South Algonquin - \$989,400
Tay Valley - \$704,400
Whitewater - \$1,155,400

MM Seeks Resident Input On Budget

Mississippi Mills has an option for residents to contribute comments towards the 2021 budget. An online survey is available to be completed by November 9. Visit www.facebook.com/mississippimills for the link.

FROZEN MEALS *Fundraiser*

Community Living Upper Ottawa Valley is partnering with Griffith Farm & Market for a frozen meals fundraiser. Order your locally made frozen meals and support the Outcomes Fund that supports individuals with intellectual disabilities. For a full order form and description of 23 meals available for order, visit our website at www.cluov.ca or request it to be emailed.



\$7 per meal | Order By: November 12 (Noon) | Pick Up: November 19

A great solution for busy families, seniors, single people and individuals who don't cook a lot.

Email or call-in orders to: Paige LeClair 613-735-0659 ext.101 or pleclair@cluov.ca

Biz Quiz

- 1) Absolute Travel Specialists has arranged two week-long trips to a sunny destination this year, reserved for residents of the Atlantic Canada bubble. Where is the destination?
- 2) This Montreal-based fashion retails chain with 123 locations across Canada and 1,400 employees has applied for protection from its creditors.
- 3) The federal government has a goal to increase new permanent residents through immigration. From 2021-23, what is the immigration target?
- 4) This social media giant unblocked the New York Post account after having blocked it for publishing a story about Joe Biden's son.
- 5) Dr. Theresa Tam has asked Canadians to reduce their rate of contact with people by ___ per cent to control COVID-19.
- 6) This brand of hand sanitizer was recalled as it was found to contain ingredients that could be unsafe for consumers.
- 7) Since the border closed on March 21, how many people have arrived in Canada?
- 8) Of the travellers noted above, how many were deemed essential (did not have to quarantine) and how many were deemed non-essential did have to quarantine?
- 9) The maker of Canada Dry ginger ale agreed to pay \$200,000 to settle a class-action lawsuit launched by a BC man. What did the man claim?
- 10) Officials estimate the economy will not recover until 2022 from COVID-19. How much is the economy expected to shrink in 2020?

Answers on Page 10

Ontario Government News In Brief

Long-term care, grants, Ontario-made and more

Construction Company Fined

Aecon Construction of Carp has pleaded guilty to a worksite accident that occurred June 11, 2018. The incident took place on a part of Highway 417 between Maitland Avenue and Island Park Drive in Ottawa. A worker had critical injuries after contact with a reversing bulldozer. The operator of the bulldozer should have had the assistance of a signaller watching for people who may have been in the path of the bulldozer. Aecon was fined \$90,000.

Ontario Budget: November 5

The Ontario government will release its 2020 budget on November 5. It will focus on protecting health and safety during COVID-19, providing supports to families, workers, and employers, and laying the foundation for future growth, renewal and economic recovery.

Innovative Solution to Improve Long-Term Care

The Ontario government is investing up to \$5 million to launch the community paramedicine for long-term care program in five communities across the province. This program will help seniors on long-term care waitlists stay safe in the comfort of their own homes and communities for

longer. Phase one of the program will be delivered in Renfrew County and will build on the existing community paramedicine program.

Civil Remedies Funding Allocations

The Ontario government is reinvesting more than \$2.5 million in cash and proceeds seized from criminals to fund law enforcement agencies and community partners through the civil remedies grant program. Thirty-three projects received funding and will help fight human trafficking and support victims across the province. Locally the Smiths Falls Police Force will receive \$54,867 for an automatic licence plate reader, other technology and training will be funded to help identify and fight human trafficking.

Promoting Ontario Made Products

Canadian Manufacturers & Exporters (CME), with the support of the Ontario government, is launching a new Ontario-made consumer directory. This guide will make it easier to find made-in-Ontario products, while supporting local businesses and manufacturers. Ontario's manufacturing sector directly accounts for over 12 per

cent of the province's economy, with nearly \$300 billion in annual shipments and \$200 billion in exports. In September alone, an increase of 51,700 jobs pushed Ontario's manufacturing employment 17,000 jobs above pre-COVID levels. The website, www.SupportOntarioMade.ca, was launched in July 2020 and has registered more than 4,600 products from over 1,200 local manufacturers. More than 150 retailers are also participating in the program. Products with the Ontario-made logo range from baby wipes to barbecues, and cosmetics to cars.

Recipients of the 2020-21 Francophone Community Grants Program

Thirty organizations in Ontario are splitting \$1 million from the Ontario government through the Francophone Community Grants Program. Locally, ACFO-Champlain will receive funds for a French virtual tour of Pembroke Heritage Murals. Renfrew County Municipality Futures Development Corporation will receive funds to promote the recruitment and retention of Francophone staff in Renfrew County businesses. Amounts awarded to organizations were not provided.

Embellish

YOUR HOME OR OFFICE



Sofas, chairs, tables, ottomans, desks, decor and more!

The perfect gift during any season

Winter season decor now on display!

Gift certificates for home and office

Spend time in the home you'll love

A new division of
RUNGE
STATIONERS

613-735-6827

243 Pembroke Street West in Downtown Pembroke

Civil, Engineering Impacts: COVID-19

OCS report shows state of Ontario construction

The Ontario Construction Secretariat (OCS) has been actively surveying members on the impacts of COVID-19 on the industry. In an October 2020 report, focused on the civil and engineering sector, interviewed participants noted that a second wave of COVID-19 was the top concern of civil and engineering contracts. Other top concerns included ensuring health and safety of workers and staff, ability to get skilled labour, supply chain disruptions and infrastructure stimulus funding.

Survey highlights were as follows:

Status: Construction Activity

Civil/engineering contractors report that on average, 18% of their work is stopped because of the coronavirus, and 25% is delayed

Financial Impact

54% of civil/engineering contractors said before the pandemic their business was

growing, now only 14% report that their business is growing. Only 2% said their business was in decline before the pandemic. Since the pandemic, 26% say their business is declining. 46% expect less revenue in September-December 2020 compared to the same period last year.

Bidding Trends

54% of civil/engineering contractors report that there have been fewer projects available to bid on in the period since July 1st. 56% said that there were fewer municipal projects available for bid. 37% indicated that there has been more competition for municipal work, while only 4% said there has been less competition. 51% said there have been fewer small projects to bid on, and 55% observed that larger firms are now bidding on smaller projects.

Other Disruptors

39% of civil/engineering

contractors had more difficulty getting skilled labour this summer (since July 1) than last. Utility locates delays have been experienced by 32% of civil/engineering contractors. 60% said that the coronavirus was having a high or medium impact on their supply chains. 51% report that building permit processing was slower than usual this summer (since July 1).

Forecasting

Remainder of 2020

47% of civil/engineering contractors expect to do less work in the September-December period compared to last year, 19% expect more work. Only 3% expect to do more municipal work in the Sept-Dec period compared to last year, while 46% expect to do less. 37% expect it will be more difficult to get skilled labour compared to September-December last year, while 10% expect it to be less difficult.

Enbridge Seeks Price Increase

Carbon tax noted as reason for rate increase

Enbridge Gas Inc. has applied to raise its natural gas rates effective April 1, 2021, to recover costs associated with the *Greenhouse Gas Pollution Pricing Act*.

The *Greenhouse Gas Pollution Pricing Act* establishes a carbon pricing program under which a natural gas utility in Ontario, such as Enbridge Gas, is required to pay a carbon charge to the federal government for emissions from the natural gas that it delivers to its customers, and for excess emissions from the operation of Enbridge Gas's natural gas distribution system. The federal carbon charge came into effect on April 1, 2019, increased on April 1, 2020, and will increase again on April 1, 2021. Enbridge Gas says that if its application is approved it will result in a \$43.23-\$47.08 annual residential increase. Other

customers, including businesses, will also be affected.

Enbridge has an application on the Ontario Energy Board (OEB) website. The OEB will hold a public hearing to consider the application. The file number for this case is EB-2020-0212. To learn more about this hearing,

find instructions on how to file a letter with your comments select the file number EB-2020-0212 from the list on the OEB website: www.oeb.ca/notice. You can also phone the Enbridge consumer relations centre at 1-877-632-2727 with any questions.



Fully licensed and insured auto repair & maintenance

Fleet Maintenance & Consulting

Winter PREP PACKAGE

Install winter tires, brake service and inspection, oil and filter change, rust-proofing

Brake service, oil changes, safety inspections for vehicle sales, annual safety inspections for commercial vehicles

Phone: 613-639-0143 | georgeburchart@gmail.com

New tire sales with seasonal rebates. Financing on approved credit.

It's A Fact

Canadian Banks

795,000

Homeowners assisted with deferred mortgage payments; 16% of the number of mortgages in bank portfolios

477,000

Individuals assisted with credit card payment deferrals

2.8 Million

Individuals who received the Canada Emergency Response Benefit through their banks

774,000

Interest-free loans provided to small businesses through the Canada Emergency Business Account

\$83 Million

Fees waived by Canada's six largest banks for personal and small business accounts from March to September 2020.

\$10 Million

Donations by banks to support front-line workers and urgent community needs

498,000

Canadians who opted to defer their mortgage payments

63%

Canadians who opted to defer their mortgage payments who have resumed payments

3 Million

Self-employed, small and medium-sized businesses in served by Canada's banks

\$254.6 Billion

Credit to self-employed, small and medium-sized businesses in Canada served by Canada's banks

86,000

Deferrals extended to business accounts for SME, commercial and corporate customers; a total value of more than \$2.6 billion

Source: Canadian Bankers Association

Tender Results Around The Region

Design and Engineering Services – Civic Centre Arena Floor Replacement. Petawawa.

The recommendation is to proceed with Barry Bryan in the amount of \$67,000.00. Proposals were scored as follows:

Barry Bryan Assoc. - 95
Architecture 49/WSP - 75.2

PWO-2020-25 - 2-Man Door Replacement - Goshen Patrol. County of Renfrew.

R.G.T. Clouthier - \$10,464.00
JPL Construction - \$12,562.00

Roofing Engineering and Design. Montague.

Greer Galloway - \$6,585.00
Garland Ind. - \$7,000.00
Jp2g Consultants - \$27,890.00

Tender LVPW-2020-09 – One Tandem Truck & Plow Unit. Laurentian Valley.

Valley Truck - \$278,320.00
Francis Canada - \$284,300.00

Wood, Fibre and Bruch Pile Grinding at Landfill Site. Mattawa.

Northern Bulk Log. - \$16,800.00
National Grinding - \$ 23,400.00
Sittler Grinding - \$ 85,300.00

Engineering, Planning and Project Management Services for Dorion Road Hill Reconstruction Project. Mattawa.

Jp2g Consultants - \$449,632.00
D. M. Wills - \$467,312.00

Asphalt Resurfacing For Gorman and Main Street. Mattawa.

Miller Paving - \$53,550.00
Pioneer Construction - \$46,971.00

Remediate Mold at AC-101. Defence Construction Canada.

Awarded to RGT Clouthier Construction of Pembroke in the amount of \$25,832.00.

Replace Dry Wells Near Building S-122. Defence Construction Canada.

Awarded to Do-All Construction of Pembroke in the amount of \$67,880.00.

MFRC MDB. Defence Construction Canada.

Awarded to M. Sullivan & Son of Arnprior in the amount of \$703,000.00.

Fence CE Compound. Defence Construction Canada.

Awarded to Frank's Electric of Pembroke in the amount of \$28,500.00.

For full tender listings and results see www.ovbusiness.com

People News

Michelle Mantifel

Michelle Mantifel is moving to the Township of North Algona Wilberforce as the new Clerk-Treasurer. Mantifel has 25 years of experience in municipal government, currently serving as the Chief Administrative Officer for the Township of Brudenell, Lyndoch and Raglan. She will start her new position in November.

Cynthia Moyle

Cynthia Moyle has been appointed Acting Clerk for the Municipality of Mississippi Mills. Moyle worked for the municipality in 2018 as Acting Clerk in a temporary position. Her career included being the long-time Clerk-Treasurer for Beckwith Township.

Craig Kelley

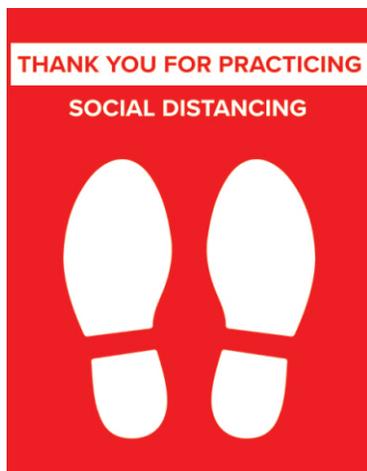
Craig Kelley, Director of Development and Property for the County of Renfrew, has successfully completed a diploma in municipal administration. Kelley has been inducted into the Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO) academic honour roll which means he has received a final cumulative grade of higher than 85 per cent.

Jenna McEwan

Jenna McEwan is the new contract Economic Development Officer for the Town of Renfrew. McEwan replaces Victoria Charbonneau who is on maternity leave.

Robin Knox

Robin Knox has joined the Valley Artisans' Cooperative in Deep River. Knox furthered her paint craft throughout Canada. She works in various mixed media, has done portraits, wildlife and abstract. Her works have won several art competitions and honourable mentions including in the national magazine, *The Mennonite Herald*. Knox has active status with the Federation of Canadian Artists.



Signage To Help You and Your Customers

**Floor Graphics | Customer Signs | Sneeze Guards
Exit Signs | Arrows | Window Graphics | Alerts & More**

We can help with ideas and solutions

 **Speedpro Signs**
speedpropembroke.ca

marc@speedpropembroke.ca | Phone: 613-732-7775

Federal Government COVID-19 Tax Updates: CPA Canada CEWS, CEBA, home office reimbursement

Source: CPA Canada

The Canada Revenue Agency (CRA) recorded a webinar with CPA Canada in October. The webinar is available for viewing on the CPA website at any time (seek link at the end of this article.) Here are some of the highlights.

CEWS Updates

The CRA provides updates on the Canadian Emergency Wage Subsidy (CEWS). Some outstanding issues the CRA addresses include 1) what to expect on a CEWS audit, 2) amending CEWS claims to revoke elections, 3) referral of paragraph 125.7(4)(d) election concern for periods 5 to 9 to Finance Canada and 4) use of retail months instead of calendar months.

Tax Treatment: Canada Emergency Business Account (CEBA)

CPA Canada had questions from members on whether the forgivable portion of the interest-free loan received pursuant to the CEBA program is included in income and, if so, when it should be included. CRA confirms that the part of the loan that is forgivable is included in the income of the year in which the loan is received. However, as

CEBA funds are to be used to pay for non-deferrable operating expenses of the business including payroll, rent, utilities, insurance, property tax and regularly scheduled debt service, the recipient can elect to reduce the amount of outlay or expense under subsection 12(2.2) as opposed to reporting the amount as an income inclusion. If the amount is repaid, a deduction can be claimed at the time of repayment.

Employer Reimbursements of Commuting Costs and Home Office Expenses

Commuting costs. Where an employee is reimbursed or receives an allowance from their employer for travel expenses associated with travelling from home to their regular place of employment during the pandemic, CRA will not consider this a taxable benefit.

Parking costs. Employer-provided parking at the employee's regular place of employment will not be considered a taxable benefit where the regular place of employment is closed during the COVID-19 pandemic.

Home office equipment. Employer reimbursements of up to \$500 of home office or computer equipment will not be

a taxable benefit, provided the equipment is needed for the employee to perform his/her duties at home. Home office equipment would include items such as desks or chairs.

Loss carrybacks by estates. CPA Canada has had questions about whether the CRA will allow more time for the application of a subsection 164(6) for loss carrybacks by an estate, as there have been delays in the probate process, thereby delaying the ability to dispose of property with an accrued loss. CRA indicates that they cannot extend the time limit for the estate to dispose of its properties beyond the first taxation year of the estate as provided in subsection 164(6). Subsection 164(6) does not allow the Minister of National Revenue any discretion to extend the application beyond the time limit, nor is subsection 164(6) specified in The Time Limits and Other Periods Act, which was enacted in Bill C-20.

Watch The Webinar

CPA Canada encourages you to watch the webinar for further details at https://www.youtube.com/watch?v=bRplWkpNX7U&feature=emb_logo

Tenders

EXPRESSION OF INTEREST

PRH-RFSQ-ACC-2020-02 Pre-
Qualification of GC's (Day
Surgery & Inpatient Unit)

APN – Petawawa Construction
Program for FY 2020-2021 with
Security Requirements

REQUEST FOR PROPOSAL

RFP 05-2020
Roof Replacement

PRH-RFS-FCS-2020-02
Parking Management Services

External Auditing Services
RFP #2021-01

Legion Baseball Field Press Box
Repairs CS-2020-02

REQUEST FOR QUOTATION

RFQ 2021 Tree Plant –
Algonquin Provincial Park

Christmas Lighting Installation

RFQ 2020-07 – Gorman Street
Monolithic Concrete Curb and
Sidewalk Installation

TENDERS

Tender MV 2020-11
Snowplowing and Sanding

Siding, Windows and Doors,
Various RHUs

T-20-18 Supply and Delivery of
Petroleum Products

Notice of Timber Sale

Snow Haulage Truck Rental

For full tenders and results, visit
www.ovbusiness.com

Follow our Facebook page for
updated tender postings:
www.facebook.com/ovbusiness

A lifestyle they'll
love and a job that
makes it happen.

For employers in Eastern Ontario
(postal code begins with "K").

\$132.75 per posting and it is on
the job board for 60 days or an
earlier deadline of your choice.

See what we're all about:

EasternOntarioJobs.com

Promoted to Facebook followers.

www.facebook.com/EasternOntarioJobs

Eastern
Ontario Jobs

Get Confrontational!

Turn your worst assets into some of your best



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

Two weeks ago, I started a six-month professional development course on strategic thinking. Sounds exciting to you I'm sure, but this is right my alley! One of my strengths is being able to think around challenges and find solutions that haven't been thought of previously, and to do that effectively, I need to practice. For me, this means to learn new things, work on new skills and be pushed outside of my comfort zone so my mind is forced away from relying on the things I know and encouraged to seek out what I don't know.

What I like about this kind of stuff is that it relates so much to marketing and business development. When I meet with business owners and organizational leaders, my role is to see their potential and then show it to them. Often when you are inside the organization, you

see things as they are to you, not necessarily as they actually are. From inside, the way forward may seem very structured if you deem there is a way. It can also seem as though there is no way forward. Both "decisions" are made based on the limited view that you have, from the inside.

When you look from the outside, you start with what you want to happen and then figure out the route to get there. You likely use some of what you know to get there, but you always end up with some nuggets of solutions that come from looking at things with a different perspective. When you see the business through the customer's eyes, you see it differently. When you meet the organization through the client's experience, you experience it differently.

Often we get so bogged down in the details that we don't leave room to use a different perspective - let's just do things the way we have always done them and hope for a different result? However, hope is not a marketing strategy.

Looking at things differently is bound to bring forward some weaknesses in the business - and that is the best part of the exercise! The weak areas present

your biggest chance for success because changing a weakness to a strength is huge! Yet many business owners want to stay away from the weak points and focus only on what makes them great. Sure, it feels good to focus on what you're good at - a good ego-stroking never hurt anyone. But it feels incredible when you take something that was the worst part of your business and you make it awesome.

The more awesome part is that very, very few businesses (ie: your competitors) will have the courage to do that. Most people will want the way of least effort - whether that be physical or mental effort. They bet their chips on something outside of their control changing to improve their situation. They will still be wasting their money on that bet long after you have confronted what you need to do better and you have done it.

Being in control of your circumstance is always a better investment.

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



Just because you avoid it, doesn't mean it goes away.

When it comes to our business, we all have weaknesses. But what if we could turn a few of them into strengths?

You can. Ask us how.

forwardthinking
MARKETING AGENCY

www.fwdthink.net
Phone: 613-732-7774
jenn@fwdthink.net

Deadlines

OTTAWA VALLEY BUSINESS

Publishes: November 17, 2020
Deadline: November 10, 2020

Publishes: December 1, 2020
Deadline: November 24, 2020

Publishes: December 15, 2020
Deadline: December 8, 2020

101 THINGS TO DO IN THE VALLEY

January-February 2021
Publishing: December 17, 2020
Deadline: December 14, 2020

HEALTH MATTERS

Winter 2021 Issue
Publishing: January 8, 2021
Deadline: December 11, 2020

Spring 2021 Issue
Publishing: April 9, 2021
Deadline: March 19, 2021

Summer 2021 Issue
Publishing: July 9, 2021
Deadline: June 18, 2021

Biz Quiz Answers

- 1) Cayo Coco, Cuba
- 2) Le Chateau
- 3) 1.2 million immigrants
- 4) Twitter
- 5) 25
- 6) Daily Shield
- 7) 4.6 million
- 8) 3.5 million were deemed essential; 1.1 million were deemed non-essential
- 9) He claimed Canada Dry marketed itself as being made from ginger, which the man believed had medicinal benefits
- 10) 5.7 per cent