



CHAMBER*insider*

THE WHITBY CHAMBER OF COMMERCE NEWS PUBLICATION



in this issue...

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OUR MEMBERS THIS MONTH



MESSAGE FROM THE CEO

What a month it's been! First off, I'd like to congratulate our nominees, finalists and winners of the Business Achievement Awards. I was honoured to attend both the Greater Oshawa Chamber of Commerce and Ajax Pickering Board of Trade business excellence awards, but to sit for the first time at these events and then experience ours – what a blessing! We have a community filled with creativity, entrepreneurial spirit and business excellence, not just in Whitby, but throughout Durham Region. Let's keep connecting to one another, supporting one another, shopping local and celebrating the capabilities we bring to this great community.

Our 2017 Peter Perry winner, Trevor Bardens, has been a staple within our Chamber membership, leadership and committees for more than 30 years. What a pleasure it was to witness such a dedicated contributor to our Whitby and Chamber community receive such

recognition.

I was also calling November "compliance month." Not my favourite word, but given the business compliance requirements for AODA and Bill 148, we believed it was well worth having our events to discuss, strategize and give local businesses the opportunity to understand the implications of both. As we round off

the calendar year, I'm so pleased we have our events and activities planned for 2018! Our programming for membership has been based on member, sponsor and non-member feedback, for which we're very appreciative. Great new events are coming your way, combined with our traditional favourites and some testing we'll do along the way. Let's have fun!

Thank you for your feedback to our new design and platform of our newsletter! Your comments are always very much appreciated.



And as we enter the holiday season, I'd be remiss to mention that I think the world always looks better with twinkle lights!

Cheers,

Natalie Prychitko,
Chief Executive Officer
Whitby Chamber of Commerce

UPCOMING EVENTS

TUESDAY, DECEMBER 5
12 TO 1 P.M.

LUNCHEON LEARN SERIES: GUEST SPEAKER
AGE FRIENDLY WHITBY
WHITBY CHAMBER OF COMMERCE

TUESDAY, DECEMBER 12
6 TO 8 P.M.

YOUNG & PROFESSIONALS
YEP CRAZY COZY UGLY HOLIDAY
SWEATER SOCIAL
DIRTY MARTINI

TUESDAY, JANUARY 9
12 TO 1 P.M.

LUNCHEON LEARN SERIES: MEMBER 101
WHITBY CHAMBER OF COMMERCE

WEDNESDAY, JANUARY 17
6 TO 8 P.M.

SPEAKER SERIES: JASON ATKINS, 360INSIGHTS
THE CENTENNIAL BUILDING

2018 sponsorships available!



Contact Greg Frankson, Engagement & Outreach Manager, for information on some exciting new opportunities!

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HOLIDAY
sweater social

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6 TO 8 P.M.

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LEGACIES AND LEADERS HONOURED AT ANNUAL PETER PERRY & BUSINESS ACHIEVEMENT AWARDS GALA



2017 Peter Perry Award winner, Trevor Bardens, delivers acceptance speech from the podium at the 62nd annual Peter Perry & Business Achievement Awards gala, hosted at Deer Creek Golf & Banquet Facility.

On November 16, more than 300 members of the community came together to celebrate business excellence at the 62nd Peter Perry & Business Achievement Awards, hosted at Deer Creek Golf & Banquet Facility by the Whitby Chamber of Commerce (WCC).

An evening steeped in tradition, the highlight of the gala is the crowning of the Peter Perry Award. Originated by Judge John Pritchard, this award honours Whitby's outstanding contributors and their commitment to the community. At the pinnacle of the evening, Mayor Don Mitchell announced

the 2017 Peter Perry recipient: Trevor Bardens. With more than 35 years of volunteering in Whitby, Bardens has sat on many boards and committees spanning at the federal, provincial and local levels. For 39 years, he worked for Miracle Foodmart and A&P, managing and operating stores throughout Durham Region.

After a lifetime of dedication to the Town of Whitby, Bardens has

a lengthy list of accomplishments, including serving on the Board of Directors for the Durham Family Court Clinic from 2007 to 2016 and helping small businesses with banking through the Whitby Mayor's Committee in 1992. Of all of Bardens' contributions, perhaps the most impressive accomplishment was chairing the Whitby County Town Carnival for

**IT IS
CRITICAL THAT
WE EMBRACE THE
OPPORTUNITY TO CELEBRATE
EACH OTHER AND OUR
THRIVING BUSINESS
COMMUNITY.**

10 years. This annual event took place in the centre of downtown Whitby, bringing the community together every July.

An active member of the WCC since 1987, Bardens served as President of the Board of Directors from 1991 to 1992. Demonstrating his commitment and generosity to the Chamber, Bardens chaired its annual Golf Tournament Planning Committee for 30 years.

"Thirty-five years ago, a woman came into my store asking for a donation to the Whitby Chamber of Commerce," explained Bardens. "She then told me I should become a member and I did. That was probably one of my most life-changing events. I've had so many wonderful things happen in my life by having the opportunity to volunteer and become an active member of this community."

While still heavily involved in the Chamber, Bardens is now a part of the Seniors' Liberal Committee, a group collecting information on the needs of senior citizens including insurance, healthcare, and the development of appropriate housing.

Attending the event with his wife Dorothy, Bardens was surprised by his son, Derek, daughter-in-law, Susan, and sister and brother-in-law Marilyn and Fred. Bardens also received a congratulatory call from his daughter Michelle, who is currently in Manila.

In addition to recognizing an outstanding contributor to the fabric of Whitby, the Chamber celebrates businesses of varying sizes and industries through its Business Achievement Awards. Representatives from the event's Platinum Sponsors,

Johnson Insurance; Royal Bank of Canada; TD Bank and Vickery Electric, helped announce the finalists and winners in each category.

The 2017 Business Achievement Award winners are:

Business Achievement 1-15 Employees

Brock Street Brewing Company

Business Achievement 16-49 Employees

Collins Barrow Durham

Business Achievement 50+ Employees

Abilities Centre

New Business of the Year

Durham Escape Rooms

Todd Skinner Young Entrepreneur of the Year

Denise Laframboise and Nicolee Evans, TheRedPin Mortgage Brokerage – The Mortgage Architects

Business Person of the Year

John Draper, Together We Rock! Inc.

The most prestigious night of the year on the Chamber's calendar, the Peter Perry & Business Achievement Awards gala allows members and the community to celebrate and connect with each other.

"I would like to personally thank everyone who took the time to put forward a nomination," said Matthew Mackenzie, President of the WCC Board of Directors. "While we all get busy

with the day-to-day, it is critical that we embrace the opportunity to celebrate each other and our thriving business community. I am so proud to be a part of this evening because it recognizes your successes, which are plentiful."



Tim Pritchard shares the history of the Peter Perry Award, originated by his grandfather, Judge John Pritchard.

ENSURING MEMBERSHIP IS READY FOR CHANGES AHEAD



Karl Baldauf, Vice-President of Policy & Government Relations at the Ontario Chamber of Commerce, addresses the crowd as part of a panel at Fair Workplaces, Better Jobs Act Summit Part 2: Are you ready?

With a continued dedication to keeping its members informed, the Whitby Chamber of Commerce (WCC) hosted Part 2 of the Fair Workplaces, Better Jobs Act Summit: Are you ready? More than 50 local professionals came together over breakfast to ensure they are aware of the implications of this legislation and can begin building strategies to run their business within its confines.

The Fair Workplaces, Better Jobs Act, 2017, which received Royal Assent on November 27, aims to bring more fairness to Ontario workplaces and create more security and opportunity for

workers and their families. It was created in response to the final report of the Changing Workplaces Review and was the first-ever independent review of both the Employment Standards Act, 2000 and Labour Relations Act, 1995.

Providing the WCC's guests with valuable information was a dynamic panel of experts, including Karl Baldauf, Vice-President of Policy & Government Relations at the Ontario Chamber of Commerce (OCC); Corette Miller, Owner of new initiatives HR consulting inc.; and Ian Johncox and Stephanie Miner, lawyers from Mason Bennet Johncox.

Kick starting the discussion was

Baldauf, who gave a brief overview of the act and then described how employers need to start by assessing the changes and financial impacts applicable to them. Once employers understand these implications, they can begin to strategize how to minimize the impact and offset increased costs, all while staying compliant and competitive.

"Over the first two years of Bill 148, businesses will have to absorb \$23 billion in new costs, including \$13 billion stemming from the minimum wage increase," explained Baldauf. "This is quite a conservative estimate because it doesn't include the individuals who are

currently making \$15 per hour and will be expecting to make more."

With extensive advocacy work during the past year, urging the government to listen to the concerns of Ontario's business owners, the OCC will continue to create conversation around cost savings options and encourage them to be implemented into the next federal budget. To help navigate the changes, the OCC has produced [Steering Through Change](#), a handbook to help Ontario businesses.

years.

Ensuring employers are managing these changes in a lawful manner were panellists Johncox and Miner. They presented two major mitigation strategies, the first being a thorough record keeping process.

"It's clear that small and medium sized businesses will be effected most drastically," said Miner. "For easy reporting, it's important to keep records of dates and times an employee was scheduled to work or be on call, any

"IT'S ABOUT BUILDING SUCCESSFUL ECOSYSTEMS FOR BUSINESSES AND COMMUNITIES. THAT'S WHY IT'S IMPORTANT FOR US TO HAVE THIS DISCUSSION TODAY, TO CREATE OPPORTUNITIES DESPITE THE CHALLENGES THAT EXIST."

"We will remain vigilant, but we rely on you for feedback and ideas," said Baldauf. "It's about building successful ecosystems for businesses and communities. That's why it's important for us to have this discussion today, to create opportunities despite the challenges that exist."

However, with more than 170 changes to legislation through Bill 148, the implications of the raised minimum wage are just scratching the surface. Others include providing equal pay for part-time, temporary, casual and seasonal employees doing the same job as full-time employees; expanding personal emergency leave to 10 days for all employees; banning employers from requesting a doctor's note; and a minimum of three weeks vacation time for employees working five or more

cancellations of a scheduled day of work, and any overtime and vacation pay."

Furthermore, employers will need to review their pay structure to ensure their business model is affordable. Guests were reminded that the equal pay provision is subject to some exceptions, including systems based on seniority, merit or that measure earnings by quantity or quality of production. These systems need to be in writing as an employee has the right to inquire about them.

Rounding off the panel was Miller, who brought the human resources perspective to the table. She explained that employee turnover costs an average of \$40,000, highlighting the importance of ensuring employees are happy on both structural and cultural levels.

"Let's look at the positive opportunities

that come with this legislation," said Miller. "Start with your structure. Do you really need 25 part-time employees or is it really 10 full-time employees on salary? Embrace what makes your organization different and would make employees want to stay long term, in turn mitigating turn over costs."

To support comments made by her fellow panellists, Miller suggested having a solid foundation of policies, employee contracts and record keeping systems.

This event was the follow up to a lunch hosted by the WCC in July, which welcomed Baldauf and a panel of business owners to dissect the proposed legislation and its potential impacts. The WCC also welcomed Julie Kwiecinski, Director of Provincial Affairs, Ontario, of the Canadian Federation of Independent Business to speak to membership in September. In addition to this series of events, the WCC engaged in advocacy and education through letter writing to both the Standing Committee of Finance and Economic Affairs and to the Premier of Ontario. The Chamber team will continue to keep members informed and provide them with the tools they need to succeed.

ADVOCACY UPDATE

BY KIM COPETTI, COPETTI & CO.

In the past month, we have seen the power of Advocacy that all chambers at all levels can have on government policy. The Federal Government softened their position on some of the proposed tax changes and announced a reduction of the small business rate to 9 per cent by 2019, which is a win for all small businesses across the country.

In addition, the Ontario Government also announced a suite of measures such as a reduction in the small business tax rate by 1 per cent, providing additional tax credits to employers to hire youth, adding more service sector trades to the apprenticeship grant program, investing in main streets and programs to

increase access to capital to help small businesses.

The advocacy by the Ontario Chamber of Commerce and the Canadian Chamber of Commerce lead to those proposed changes along with local chambers all across the country.

In the coming months, the committee will continue to move forward on advocacy files we have identified as important to our members such as red tape, energy and transportation.

The Advocacy Committee is proud to represent the voice of the Whitby Chamber of Commerce membership on these matters.

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RETAIL TRADE INDUSTRY SURVEY



The Durham Workforce Authority (DWA) is conducting research on the retail trade industry in Durham Region. The goal of this project is to provide an in-depth analysis of the retail trade industry in Durham Region by identifying trends, opportunities and key workforce challenges to improve the industry for the Region.

[Complete the Employer Survey](#)

[Complete the Employee Survey](#)

The DWA is funded through the Ministry of Advanced Education and Skills Development and aims to improve the availability of local labour market information in Durham Region. The DWA facilitates workforce solutions by engaging community partners and employers and encourages the development and maintenance of a sustainable and dynamic workforce.

YOUNG ENTREPRENEURS & PROFESSIONALS UPDATE



The year is coming to an end, which means it's time to bust out those ugly sweaters! The Young Entrepreneurs & Professionals (YEP) Committee is thrilled to host yet another Crazy Cozy Ugly Holiday Sweater Social!

This time around, the annual shindig will be hosted at new member and Whitby venue, Dirty Martini, located in the Whitby Entertainment Centrum.

Mark your calendars! You've got from now until December 12 to train for more epic minute-to-win-it games and search for the perfect outfit. This year's prize for ugliest sweater is an Absolute 4 Flight Package from another one of the Chamber's newest members, [iFly Toronto - Whitby](#).

This package includes:

- Training with an IBA certified instructor
- The necessary flight gear
- Question and observation period
- Four flights per person for two people - equivalent to the freefall portion of four actual skydives!
- A review session with your instructor
- All photos and videos of your flight experience on a USB

More prizes to win and more fun to be had! [Register today!](#)



Guests share some laughs at the 2016 Crazy Cozy Ugly Holiday Sweater Social. (Top) Denise Branton checks out Peter Bocking and Adam Hare's siamese sweater. (Left) Kirsten McGoe and Janice Bryant flash their minute-to-win-it prizes. (Right) Shane Terry, Brion Hendry and Shawn Walsh chat with YEP sponsor, Rob Ragusa, DIT Web Solutions.

MAKING YOUR BUSINESS AGE FRIENDLY

AN INFORMATIVE DECEMBER LUNCHEON LEARN SESSION



Community leaders, joined by Dipika Damerla, Minister of Seniors Affairs, attend the launch of the Age-Friendly Whitby Action Plan on June 1 during Seniors' Month in 2017.

For the first time ever, the population of Canada has more people over the age of 65 than under the age of 15. As baby boomers age, the population of older people will grow at a faster rate than ever before and adults aged 55+ will represent 40 per cent of the total income in Ontario. Recent studies show that Baby Boomers are the wealthiest older adults entering retirement compared to past generations and that their consumer spending is 66 per cent higher than the younger generations.

This means that older adults have spending power and that your business should take notice, making sure it considers the needs and preferences of the older generation and by ensuring that it is as Age-Friendly as it can be.

What is an Age-Friendly Business?

An Age-Friendly business is a business that considers the needs of older adults and creates a barrier-free environment so that people of all ages and abilities can visit, shop and participate fully. This means examining businesses to ensure they are more welcoming, interesting and accessible for an aging population. It also means learning about the preferences of older adults in the marketplace.

The [Age-Friendly Whitby](#) Network is currently working with the Whitby Chamber of Commerce (WCC) to develop an Age-Friendly Business Tool Kit that provides information to businesses on how to create environments that are accessible and comfortable for older adults as well as

providing information on what older customers are looking for.

Age-Friendly Business 101 Luncheon Learn Session

[Register today](#) for the free Luncheon Learn session hosted at the WCC on Tuesday, December 5 at 12 p.m. which will provide simple ways to ensure your business is Age-Friendly and tips on how your business can appeal to the thriving older market.

MEMBERSHIP UPDATE

MEMBER REFERRAL PROGRAM

The Whitby Chamber of Commerce (WCC) has a Member Referral Program that provides a \$25 credit on your WCC account for every new member you refer to us. We want to share the wealth as we grow our membership base and provide new opportunities for connection, learning and leadership in the local business community.

Want to know how the Chamber pays back its members for paying it forward?

Here it is in FIVE SIMPLE STEPS:

1. Talk to a local businessperson.
2. Share with them the benefits of Chamber membership.
3. Connect them with Chamber staff so they can join the WCC.

4. Have them write your name or your business name on the Member Referral line of their registration form.

5. Receive a \$25 credit on your Chamber account.

It's that easy!

Your credit can be used to offset the cost of any events, products and services on your account. Plus, there's no limit on the number of members you can refer to us. We have a few more wrinkles to add to the program in the coming weeks and months, so stay tuned!

For more information about the program, contact [Greg Frankson](#), Engagement & Outreach Manager.

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New definition of minor at-fault accident in Ontario

Even the most responsible driver can make a mistake, and when that error is small it doesn't need to affect one's premium. In the province of Ontario, new regulations provide criteria to define a minor at-fault accident so that if a person is involved in such an accident, their auto insurance premium will not be affected as long as another accident hasn't been reported in the last three years. If you're an Ontario driver involved in an accident that meets all the following criteria, your insurance will not be affected:

- The at-fault accident incurred on or after June 1, 2016
- The cost of damage to each vehicle involved in the accident, including any property damage does not exceed \$2,000, and the cost of all such damages is paid by the at-fault party
- No personal injuries are sustained as a result of the accident
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ONTARIO CHAMBER OF COMMERCE

INCLUSIVITY AND ACCESSIBILITY: A SMART BUSINESS DECISION



If there were an untapped multi-billion-dollar market, would you want to know about it? Would you want to know if you were inadvertently blocking those consumers from doing business with you? And would you try to get ahead of your competitors by courting them?

That market is Canadians living with disabilities. It's no niche market: one in five Canadians has a disability. And they represent purchasing power worth a whopping \$55 billion annually.

Now, factor in the following:

- More than one in three seniors has a disability; and
- With baby boomers getting older, seniors are the fastest growing population segment in Ontario.

The people with a disability (PWD) market is huge, under-served and growing. It all adds up to a considerable opportunity for businesses that are ready to become more accessible and inclusive.

Preparing your business to make the jump to inclusivity is a smart business decision. It is estimated that by 2035, 40 per cent of Ontario's consumer base will

be people with disabilities—that's a huge chunk of the market that no business can afford to lose.

In addition to the power of people with disabilities themselves, there's yet another benefit to adopting better accessibility and inclusivity: other consumers.

While these other consumers may not have a disability themselves, many have friends and family members who do. Combined with the purchasing power of PWDs, this group represents a massive \$366 billion market.

And it extends further as well — 78 per cent of Canadians are more likely to buy from a business with a policy of hiring PWDs over a company that doesn't.

All of these statistics illustrate the business case for inclusivity.

"As much as it is a nice thing to do, as much as doing any of this corporate social responsibility work is nice to do, the reason we're doing it is because the marketplace demands it," explains Katherine Power, Vice President, Communications & Corporate Affairs, Sodexo Canada.

Sodexo is leading the charge in hiring PWD, and they're reaping the benefits of it. Read more about Sodexo's successes here.

"The more people that we have as part of that workforce that have disabilities, the better customer satisfaction we have," says Katherine.

Sodexo's experience mirrors what the statistics say: "People like to see that we're the kind of company that hires all kinds of people from all backgrounds and

all walks of life."

So what can your business do to become more inclusive and accessible? A good starting point is the Accessibility for Ontarians with Disabilities Act (AODA).

The AODA aims to identify, remove and prevent barriers for Ontarians with disabilities, with a goal of making Ontario fully accessible by 2025. The standards under the act contain the rules businesses and organizations must follow to identify, prevent and remove barriers for people with disabilities. The legislation also spells out reporting requirements that all companies with 20 or more staff must file a [compliance report](#) by December 31, 2017.

WELCOME NEW MEMBERS

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disseminating current health information and education to vulnerable communities and front-line staff in low-to-middle income countries, primarily in Sub-Saharan Africa.

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CANADIAN CHAMBER OF COMMERCE

CANADA'S ECONOMY IS BOOMING, BUT WILL IT LAST??



Boom! Canada hit 4.5 per cent growth in the second quarter after a torrid 3.7 per cent expansion in Q1! Sounds like growth in India, not a sleepy advanced economy. As a result, Canada's deficit is lower than expected and the government announced additional spending. So is it time to stop worrying and pop the champagne?

There are four key drivers of this bonanza: (1) export growth thanks to the oil and gas sector; (2) consumption, because Canadians continue to borrow and spend like there is no tomorrow; (3) housing which saw the biggest gains in 8 years; and (4) a healthy gain in business investment. The question is whether these are likely to continue?

Firstly, Canada's exports are set to rise 8 per cent this year, which is superb, but is almost entirely driven by oil and gas sales which are up almost 42 per cent so far this year (see chart on the following page). If you take out the petroleum sector, Canada's exports grew just 1 per cent.

But the export boom won't last: the strong loonie and US weakness caused Q3 exports to fall 11.5 per cent, while imports fell 7.1 per cent. Net exports will

be a drag on GDP growth for the rest of 2017.

Consumption will also slow down in Q3. Retail sales fell two months in a row (July and August). And job growth slowed: just 43K jobs were created in Q3, the weakest quarter in a year, with gains entirely in the self-employment category. Private sector employment fell for the first time since 2015.

Housing has been a powerful driver of growth, but the foreign buyer tax hit Canada's largest and fastest growing real estate market in May. Toronto's home sales have fallen 35 per cent while prices were off 20 per cent. The effects are likely to be temporary, as we saw in Vancouver, but will surely be felt in Q3.

The star of investment spending has been the recovery in the oil and gas sector but that is also facing tough times. The National Energy Board's expanded focus on downstream emissions has created an effective moratorium on new energy projects. TransCanada finally pulled the plug on Energy East and in the last two years, \$82 billion of investment has been cancelled.

So, we can expect a sharp downturn in exports and housing alongside much weaker consumption and business investment. Statistics Canada will release Q3 growth on December 1st and we expect it to be below 1 per cent. What should we do? How do we keep growing?

Look around the world - these are exciting times in tax policy! France has just embarked on major tax reforms, with a 2017 budget that reduces or eliminates

several business taxes, while lowering overall rates. The UK Government undertook a major tax reform effort last year, but backed away from the most contentious measures in April 2017. And in the US, Congressional Republicans are determined to press ahead with a biggest tax reform in 30 years, to slash the general corporate rate from 35 per cent to 20 per cent while eliminating certain tax credits.

What is Canada doing in the midst of our trading partners' laser-like focus on competitiveness? We've just spent most of the summer in a ferocious battle over income sprinkling.

Instead, Canada could create an internationally competitive system of business taxation that rewards entrepreneurship, encourages businesses to invest in the technologies, skills, and capacity they need to grow, and attracts capital and highly qualified people from around the world. That would ensure Canadian growth for generations!

M2M DEAL OF THE MONTH

ALMAR HRM SERVICES LTD.

The Member 2 Member (M2M) Discount Program is designed to encourage local shopping and networking by giving members exclusive discounts when doing business with their fellow

members. Every Whitby Chamber of Commerce (WCC) member and their staff have the opportunity to be a part of, or take advantage of this program. Visit the WCC website for a full list of deals!

Interested in offering an M2M discount on your services or products? Contact [Greg Frankson](#), Engagement & Outreach Manager.

Almar HRM Services Ltd. is offering the Whitby Chamber of Commerce membership a free one hour consultation. Also offering a 10 per cent discount on consulting or human resource services.

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NEIGHBOURHOOD NEWS

UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY ANNOUNCES NEW PRESIDENT

The Board of Governors of the University of Ontario Institute of Technology (UOIT) has named business dean and management scholar, Steven Murphy, PhD, as the university's new President and Vice-Chancellor. Dr. Murphy will start his new position on March 1, 2018.

Dr. Murphy is an award-winning professor, accomplished researcher and academic leader, and he comes to the university after four and a half years as Dean of the Ted Rogers School of Management in Toronto, Ontario. His career has also included the position of Associate Dean, Research and External

at the Sprott School of Business at Carleton University in Ottawa, Ontario.

A strong advocate for innovation and entrepreneurship as integral elements of business education, Dr. Murphy believes experiential and co-operative learning opportunities are fundamental training for the real world. Dr. Murphy encourages students to embrace a collaborative approach that champions diversity and strives to make society a better place.

Under Dr. Murphy's leadership, the reputation of the Ted Rogers School of Management has grown nationally and internationally. The Ted Rogers MBA program has ranked among the top 10 programs in Canada by Canadian Business from 2013 to 2017. The school, which is part of Ryerson University, is home to nearly 11,000 students, roughly the same size as the enrolment at the UOIT.

As a nationally recognized expert in organizational behaviour and an accomplished researcher and presenter, Dr. Murphy has published more than 100 papers, book chapters and technical reports in his lengthy academic career. In addition to his role as Dean, he has served as a professor of Entrepreneurship & Strategy at the Ted Rogers School of Management. He is also currently a board director with the

Toronto Region Board of Trade.

Dr. Murphy holds an Honours Bachelor of Commerce in Human Resources Management, a Master of Management Studies with Distinction in the Management of Technology, and a PhD in Organizational Behaviour from Carleton University. Dr. Murphy also

holds his ICD.D designation from the Institute of Corporate Directors, and the Rotman School of Management.

"Over the past six years our university community has created an even better teaching, learning and research environment," said Tim McTiernan, PhD, current President and Vice-Chancellor, UOIT. "I am confident that Steven will lead the community in enhancing a student-centred environment where the citizen leaders of tomorrow will thrive."



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