



VOICE OF BUSINESS POLICY REPORT CARD 2018



YOUR ADVOCATE IN BUSINESS

YOUR CONCERNS ARE OUR CONCERNS.
THEY FORM THE BASIS FOR OUR LOBBYING
EFFORTS AT EVERY LEVEL OF GOVERNMENT.

"2018 presented the opportunity to bring forward the voice of the business community with both a provincial and a municipal election months apart. With these significant events bringing about change in government and leadership it was important to be clear in our message and the impact of business in our communities and in the province. #StrengtheningBusiness"

Sandra Dueck, Policy Analyst
Peterborough Chamber of Commerce

VISION

Strengthening business

MISSION STATEMENT

We are recognized as the leading organization providing business advocacy, networking and education for our members and the community at large.

We act as a catalyst to enhance business growth and opportunity, innovation, partnerships, and a diverse business community.

ADVOCACY BY THE NUMBERS

52

Voice of Business
Editions

60%

of members say the
Peterborough Chamber's
lobbying and advocacy
efforts are our most
important service

45+

VIDEOS ON POLICY
AND ADVOCACY
ISSUES

4

Approved policy
resolutions at the
provincial and federal
levels of the Chamber
Network

6

Policy Related
Surveys

11

Letters sent to our MP,
MPP, and Municipal
governments on issues
impacting business

92%

of members agree that the
Peterborough Chamber has
helped them communicate
their views to government

POLICY PROCESS

Each year the Peterborough Chamber is actively involved in lobbying all levels of government on behalf of its members. Recommendations are researched, written, vetted, and presented at multiple levels of government.

JANUARY

- Present preliminary policy resolutions to Peterborough Chamber Policy Committee
- Policy Committee reviews resolutions and makes motion to Board of Directors
- Board of Directors makes decision on motion

FEBRUARY

- Policy resolutions approved by Peterborough Chamber submitted to Ontario Chamber of Commerce (OCC)

MARCH

- OCC Policy Committee reviews resolutions
- Presentation to OCC Policy Committee (if required)
- Canadian Chamber of Commerce (CCC) Policy Resolution Review Teleconference Call

APRIL

- OCC releases book of proposed policy resolutions
- Peterborough Chamber Policy Committee reviews OCC resolutions
- Peterborough Policy Committee starts reviewing ideas for CCC policy resolutions

MAY

- OCC policy resolutions presented and voted on at AGM
- Approved policy resolutions are the advocacy agenda for OCC
- Peterborough Policy Committee reviews potential policy resolutions for CCC and makes motion to the Board of Directors
- Board of Directors makes decision on motion

JUNE

- Policy resolutions approved by Peterborough Chamber submitted to CCC for review
- Presentation to CCC Policy Committees (if required)

JULY - AUGUST

- Ontario Caucus Advisory Council (ON Chambers of Commerce & Boards of Trade) meets weekly to review all proposed policy resolutions
- CCC releases book of proposed policy resolutions

SEPTEMBER

- CCC policy resolutions presented and voted on at AGM
- Approved policy resolutions are the advocacy agenda for CCC

OCTOBER - NOVEMBER

- Start developing policy resolution ideas for coming year

DECEMBER

- Present Peterborough Chamber Policy Committee with resolution ideas



POLICY WINS & RESOLUTIONS

POLICY WINS

Municipal

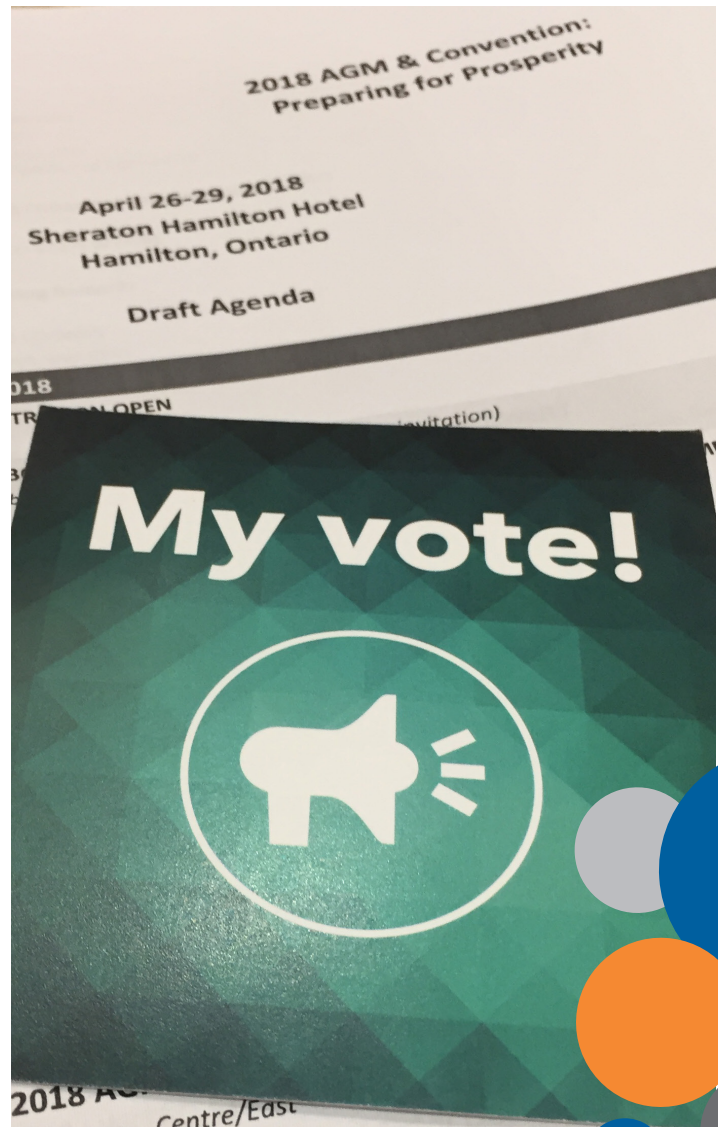
- Tax Ratio Reduction Program in municipal budget for 2019
- Further consideration on Bush Country signs

Provincial

- Reduction in WSIB rates
- Dissolution of the College of Trades
- Review of Public Holiday Rules
- Introduction of Private Sector Cannabis Retail Model
- Modernizing Apprenticeships
 - Apprenticeship ratios are now 1:1

Federal

- A commitment to fund the renewal of the VIA Rail fleet for the Windsor - Quebec City corridor
- A commitment to simplify business support programs
- Coordinating an approach to cyber security
- Funding for a patent collective pilot project and an IP marketplace



RESOLUTIONS TO ONTARIO CHAMBER OF COMMERCE

Presented and Approved May 2018

Authored:

1. Mitigating the Impact of Bill 148
2. Maximizing Growth in Built Areas
3. Unrealized "Heads and Beds Levy" hurts Ontario's economic competitiveness

Co-Sponsored:

1. Scale back the "one-size fits all" scheduling provision in Bill 148

RESOLUTIONS TO CANADIAN CHAMBER OF COMMERCE

Presented and Approved September 2018

Authored:

1. Bridging the Digital Tax Divide to Ensure a Fair and Equitable Fiscal Environment for All Businesses

Co-Sponsored:

1. Unsticking Our International Border Crossings - An Economic and Environmental Turning Point

BUILDING A COMMUNITY...

LOCAL IMPACT

With a municipal and provincial election in 2018, the Peterborough Chamber of Commerce developed a **municipal business platform** called **"Building a Community Outside the Ordinary"**. The document featured a series of principles from the business community on how Peterborough should grow. The provincial platform, "Vote Prosperity" was launched in conjunction with the Ontario Chamber of Commerce.

BUILDING THE PLATFORM

Building on the success of the Ontario Chamber of Commerce provincial election platform, the Peterborough Chamber decided to build a municipal version. The concept was to model it after the provincial document but make the recommendations unique to the City and County of Peterborough.

The process started with a survey asking the membership their top two municipal issues

ahead of the municipal election. While the response rate was lower than anticipated at around 40, the quality of answers was impressive.

Over the course of the next few weeks the research into past surveys and letters to our municipal councils led to the development of the 10 recommendations.

There was great care taken to ensure the recommendations were relevant to our membership in the city and county.

COMMUNICATING THE PLATFORM

The **"Building a Community Outside the Ordinary" Platform** was released in September and sent to all city and township council hopefuls.

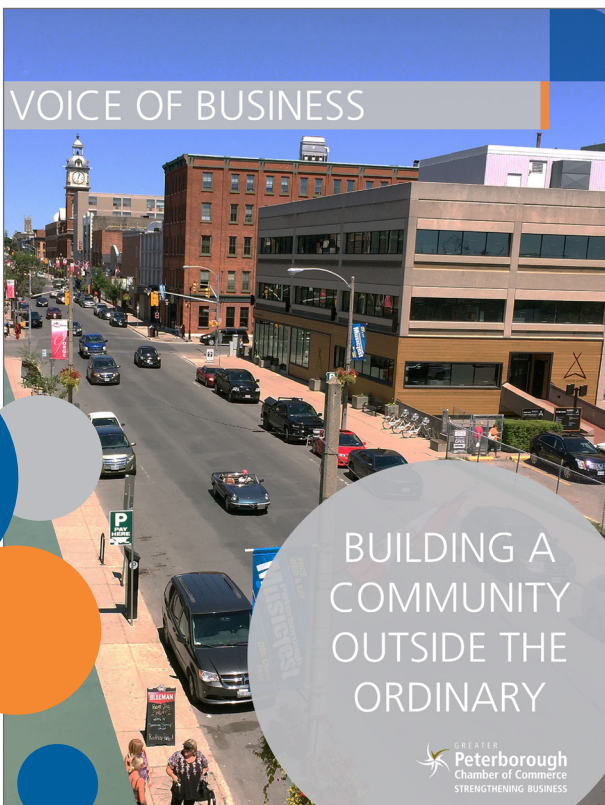
The communications plan around the release included:

- a media advisory to local media outlets
- a Voice of Business article on October 4, 2018
- social media posts on all Peterborough Chamber accounts
- a policy video on October 5, 2018

The Chamber Platform received mentions:

- during the October 4th Mayoral Debate
- in the Peterborough Examiner
- on the 90.5 and Oldies radio stations

And a number of candidates reached out with comments on the platform, and appreciation for the information, along with follow-up questions.



...OUTSIDE THE ORDINARY

RECOMMENDATIONS



Strengthening Peterborough's Competitiveness, Economic Growth and Job Creation

- Developing Official Plans that encourage innovative and adaptive zoning practices
- Seeing the Tax Ratio Reduction Program through to completion
- Investing in areas of economic growth
- Planning and building measures that are future focused, proactive and bridge city and county geographical lines



Building Whole Communities

- Building resilient infrastructure
- Building a transportation network that works for all
- Increasing housing stock by supporting the building of various types of accommodation
- Working with stakeholder groups to develop long-term strategies for addressing mental illness, addiction, and crime in the same way the 10-year Homelessness Strategy was developed



Improving Government Accountability

- Building the business community into the community engagement process
- Creating advisory or sub-committees when bylaws impact the business community

ELECTION WEBSITE

A secondary piece of the municipal election messaging was to build an online presence to host relevant election information for our membership. The page found at peterboroughchamber.ca/municipal-election-2018 detailed the number of businesses in each ward, linked through to all township candidate pages, and identified issues impacting businesses in the City and County of Peterborough.

In fact, one member thanked us for developing the page, calling it **one of the most helpful for the business community.**



Business has impact right across Peterborough...

"**DYK...** There are five wards in the City of Peterborough and each has 550+ businesses?"

Ward	# of Businesses
1. Otonabee	822
2. Monaghan	584
3. Town	1470
4. Ashburnham	579
5. Northcrest	691

WHAT'S NEXT

The Peterborough Chamber of Commerce will use and build upon the recommendations in its correspondence with the City and County.

Read the Platform:
peterboroughchamber.ca

ISSUES AT WORK

VIA RAIL HIGH FREQUENCY PROJECT

- Participated in a meeting of discovery and opportunity for various stakeholders to communicate on the plan - April 2018
- Chamber support for High Frequency Rail Project expressed in 2018 and 2019 Pre-Budget Submission Letters and Transportation Committee report to MP Maryam Monsef - January 2018, June 2018, and October 2018

LEGALIZATION OF MARIJUANA

- Hosted a Lunchbox Learning on the issue of legalization and impact on the workplace with Savino Human Resource Partners and LLF Lawyers LLP - June 2018.
- Survey of Membership - 100 responses received with 75% in favour of private-sector, license-based stores and 25% against such stores - December 2018
- Letter reflecting results sent to Peterborough City Council ahead of their decision whether to opt-in to hosting a retail store - December 2018

WORKFORCE

- One of the main themes common to many of the roundtables and events in 2018 was a business' ability to find and hire talent.
- A Peterborough Chamber membership survey in December 2018 asked about workforce issues - more to come in 2019
- In the 2018 Ontario Economic Report 77% of survey participants identified workforce as critical to competitiveness
- Member of a local advisory committee on the Ontario Youth Apprenticeship Program (OYAP)

ELECTION IMPACT

With provincial and municipal elections taking place in 2018, the Chamber, on behalf of its membership, was able to highlight a number of issues including:

- the impact of red tape and extreme regulation
- land use planning and infrastructure
- the need for broadband, particularly for businesses in our rural areas
- business taxation

BILL 47 UPDATE

LEGISLATIVE CHANGES

In October 2018, the provincial government released its planned changes to labour regulations through the **Open for Business Act, Bill 47**. The bill was designed to replace Bill 148.

During the discussions around Bill 148, the Peterborough Chamber maintained that government should put in place:

- A longer implementation runway
- Income tax reductions for low wage earners
- Sector-specific solutions around scheduling provisions
- Complete the Basic Income Guarantee pilots in order to have fullsome data to assess the program

The Open for Business Act, Bill 47 received Royal Assent on Thursday, November 21, 2018.

KEEPING OUR MEMBERS INFORMED

Early on in 2018, the Policy Committee recognized that Bill 148 had the potential to impact the business community. As a result there was a commitment to survey the membership throughout the year on this topic.

Three surveys were completed:

1. The impact of Bill 148
2. The reopening of the legislation
3. The changes related to Bill 47

In all, we received 165 responses to these surveys providing us with direction on communicating with the current and previous government.

Along with the surveys, articles and advocacy newsletters, the Chamber also maintained a webpage on the topic.

CHARTING THE COURSE

There was a lot of change under Bill 47 so in order to ensure that our members had all the information to make the best decisions for their business we put together the chart below, in part with Wilson Vukelich LLP.

It details the rules in place before and during Bill 148 and what changed under Bill 47.

VOICE OF BUSINESS STRENGTHENING BUSINESS			
Changed	Pre-Bill 148	Under Bill 148	Under Bill 47
Minimum Wage	Since 2014, minimum wage has been tied to inflation, with the new minimum wage being announced each April and taking effect in October. The general minimum wage was increased to \$11.60 per hour on October 1, 2017.	On January 1, 2018 the general minimum wage was increased to \$14.00 per hour and on January 1, 2019 it will be further increased to \$15.00 per hour. There are separate categories of minimum wage for those who serve liquor, students under 18, and others.	The increase to \$14.00 per hour will be maintained. Minimum wage will now be frozen until 2020, at which time it will go back to the practice of rising with inflation.
Personal Emergency Leave (PEL)	10 unpaid days, per calendar year, due to an illness, injury or medical emergency or a death, illness, injury, or medical emergency of a prescribed family member (e.g. spouse, parent, child, etc.).	2 paid days and 8 unpaid days, per calendar year, due to an illness, injury, or medical emergency of a prescribed family member (e.g. spouse, parent, child, etc.), after 1 week of employment. An employer cannot require a medical note for the employee to take a PEL, but may require any reasonable documentation. Reasonable documentation can include a medical note or another type of document (e.g. an obituary).	Changed in its entirety (including pre-Bill 148 language) and replaced with three new unpaid leaves: 1) 3 annual unpaid personal illness days 2) 3 annual unpaid family responsibility days 3) 2 annual unpaid bereavement days. Conditional on the employee having 2 weeks' of service. No prohibition on asking for a medical note as reasonable supporting documentation.
Holiday Pay	Non-salaried employees were paid an average of their daily wage, which was calculated by dividing their earnings during the past 4 weeks by 20.	Public Holiday Pay will be calculated by dividing the employee's earnings during the last pay period by the number of days worked in the pay period.	In May 2018, regulation was introduced to reversion back to the original calculation method as of July 1, 2018. The old calculation method will remain in place.
Misclassifying employees as contractors	N/A	It is a violation of the ESA to misclassify an employee as being self-employed. The burden is on the employer to establish there was no misclassification.	The violation provision will remain in place. However, the burden of proof will not necessarily be placed on the employer.
Repealed			
Equal Pay	N/A	An equal pay obligation will be established, whereby employees performing substantially the same work must be paid the same rate of pay, unless based on a seniority system, a merit system, and quantitative or quality of production system, or other objective and non-discriminatory system.	Repealed
Equal Pay for Temporary Workers	N/A	Assignment employees must be paid a rate of pay equal to the rate paid to comparable employees of the temporary agency's client. The agency's client cannot lower its rate of pay to its employees, in order to reduce the amount to be paid to the assignment employees.	Repealed
Minimum On-Call Pay	N/A	On-call employees will be paid the greater of: i) their hourly rate for each hour of on-call time worked; and ii) 3 hours of pay per 24 hours on-call.	Repealed
Shift Scheduling and Workplace Location	N/A	After 3 months of employment, an employee may request in writing a dialogue with their employer about their schedule or work location. The employer is then to discuss the request and provide a response within a reasonable time. If the employer denies the request, the employer must provide an explanation for the denial.	Repealed

Chart: Wilson Vukelich LLP

GREATER
Peterborough
Chamber of Commerce

The chart was found to be very effective and appreciated by our members. It was also sent to other Chambers of Commerce and Boards of Trade in the network to be part of their member communications on this topic.

POLICY EVENTS & INITIATIVES

ROUNDTABLES

- Entrepreneurship Roundtable with MPP Jeff Leal - February 2018
- Women in Business Roundtable with MPP Jeff Leal - April 2018
- Roundtable hosted by Canadian Manufacturers & Exporters - June 2018
- Manufacturing Roundtable with MP Monsef at Siemens Milltronics - July 2018
- Conservative Party Leader Andrew Scheer - August 2018
- Small Business Roundtable with MPP Dave Smith - October 2018
- Pre-Budget Roundtable with MP Maryam Monsef - November 2018

POLICY IN OUR COMMUNITY

- Member of MP's Jobs and Economic Development Council - Quality of Life Summit - April 2018
 - Transportation Sub-Committee - May-June 2018
- Member of Community Wellbeing Plan Advisory Committee
- Bill 148 Education Event - cohosted with DBIA - March 2018
- Provincial Candidates Debate - May 2018
- Member of the City of Peterborough Official Plan Review Committee
- Participated in City of Peterborough Official Plan Design Charette - June 2018
- Member of the Industry & Business Engagement Working Group for the Local Employment Planning Council Pilot Project
- Participated in Peterborough Aerospace Summit - September 2018
- Mayoral Candidates Debate - October 2018
- Board Members of Innovation Cluster and Peterborough & the Kawarthas Economic Development

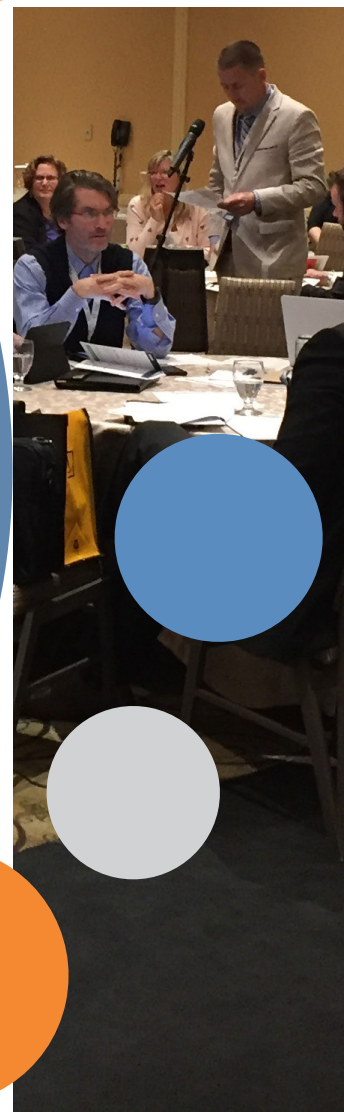


POLICY AT THE FEDERAL LEVEL

- Pre-Budget Letter - January 2018
- NAFTA Conference Calls - January/March 2018
- Mid Year Policy Call - April 2018
- US Steel and Aluminum Tariffs - Conference Calls - June/July 2018
- Minister Navdeep Bains at Trent University - July 2018
- Canadian Chamber Thought Leadership Roundtable - Toronto - October 2018
- Committee examining the Canadian Chamber Policy Process - November 2018

POLICY AT THE PROVINCIAL LEVEL

- Policy Analyst Sandra Dueck is a Co-Chair of the Ontario Chamber of Commerce Policy Advisory Committee
- Your Peterborough Chamber participated in several working groups through the Ontario Chamber of Commerce including:
 - Transportation
 - Transportation Forum - July 2018
 - Regional Economic Development
 - Started in 2018 with completion in 2019
- Conference Calls on Ontario Economic Report/Pre-Budget Submission - January/February 2018
- Queen's Park Advocacy Day with Ontario Chamber - February 2018
- 2018 Rural Ontario Summit - February 2018
- Small Business Access Launch - Toronto - February 2018
- Small Business Access Workshop - Peterborough - March 2018
- Conference Calls on Pharmacare - February/March 2018
- Weekly Calls re: Provincial Election - May/June 2018
- Ontario's Energy Future Post-Election - Toronto - June 2018
- Policy Analyst Sandra Dueck co-chaired the Ontario Caucus to the Canadian Chamber of Commerce - June-September 2018
- Sustainable Innovation Conference - Toronto - November 2018



ENGAGE IN ADVOCACY

POLICY COMMITTEE

The Policy Committee meets once a month. This group advises and contributes their ideas as to how the Chamber should proceed on issues of concern to our membership.

"It has been a great pleasure to chair the Policy Committee this past year.

The wealth of diverse perspectives around our table combined with a changing political environment has provided for some great conversations and debates as we develop our policy resolutions.

I am very proud to be a part of the Greater Peterborough Chamber of Commerce; our continued reputation as one of the leading Chambers in Ontario is a testament to the strength of our staff."

Joe Grant
Lawyer, LLF Lawyers LLP
2018 Chair, Policy Committee

STRATEGIC DISCUSSIONS

Throughout 2018 the committee engaged in strategic discussions around:

1. Policy Resolution Development
2. Impact of 407
3. Provincial and Municipal Election Preparation
4. Major Sports and Entertainment Facility
5. Bush Country Signs

IT'S IN THE MAIL

The Policy Committee also provided input on the following letters sent to our municipal, provincial and federal leaders:

1. Bush Country Signs
2. 2018 Federal Budget
3. 2018 Provincial Budget
4. 2018 Municipal Budget
5. Changes to Bill 148/Bill 47
6. Realtor Incorporation
7. Statutory Holiday Pay Changes
8. Cannabis Retail Model

Interested in joining the Policy Committee?
Contact: Sandra Dueck, Policy Analyst
sandra@peterboroughchamber.ca

STAY IN THE LOOP

Keeping our Chamber members informed of the policy and advocacy work is crucial.

- **Voice of Business:** Read the weekly page in the Thursday Peterborough Examiner; online at peterboroughchamber.ca/voice-of-business
- **Videos:** Subscribe to the Chamber YouTube Channel to ensure you get the latest video: youtube.com/user/PeterboroughChamber
- **Peterborough Chamber LinkedIn Company Page:** Engage with this page and add your voice to the discussion about issues impacting your business community: linkedin.com/company/peterborough-chamber-of-commerce
- Watch for the bi-weekly **E-Newsletter**

