
Hicks Morley

Update related to the Interim Report of the Special Advisors under Ontario’s Changing Workplaces Review: In this FTR Now, we will focus on the options identified by the Special Advisors as potential changes to the Employment Standards Act, 2000 (ESA).

We remind you that Personal Emergency Leave was addressed in our FTR Now of July 28, 2016, Changing Workplaces Review – Personal Emergency Leave. We also refer you to our FTR Now of August 3, 2016, Changing Workplaces Review – Focus on the Labour Relations Act, 1995.

There is an overlap in issues identified in the Labour Relations Act, 1995 (LRA) sections of the Interim Report (LRA Interim Report) and those identified in the ESA sections of the Interim Report (ESA Interim Report), and we will identify some of those below.

Much like the LRA Interim Report, the ESA Interim Report does not identify specific recommendations for amending the ESA. Rather, it identifies those areas of the ESA that are being considered in the review, and identifies options for recommendations that the Special Advisors are considering and on which they now seek further input. The one exception to this general principle is the section dealing with exemptions from the ESA, where the Special Advisors have described (in general terms) what some of their recommendations will be.

To read the complete article, click here.

Community Engagement helping vulnerable Toronto residents

ORHMA would like to invite members to meet Building Roots, a social venture working collaboratively to create urban agriculture, kitchens, markets, retail and food hubs in different neighbourhoods, with a focus on education and entrepreneurship.

Our local community in Malton is planning initiatives to create healthy food access, improve community building and create opportunities for employment. We would like to discuss how we can support their plans. Moss Park Market has recently been opened and would like to see more markets and subsequent programming throughout the city, focusing next on the Malton community. The Market aims to bring organic fruits and vegetables to low income residents at an affordable price and is the result of advocacy by the neighborhood’s residents.

ORHMA members are invited to a meeting at the International Centre at 10-11am on September 13th to discuss how we can work together to make this happen. Please RSVP by August 12th to confirm if you will be in attendance.
The Food 53: Ten industry heavyweights who have a direct say in what’s for dinner
*The Globe and Mail*

This summer, the Globe names, and celebrates, the most influential people in Canadian food – chefs and CEOs, farmers and winemakers, plus researchers, restaurateurs and, of course, eaters. To read the full article, [click here](#).

Ontario Gas Utilities to Include Cap and Trade Costs in Their Delivery Rates
*Energy Insider*

On July 28, 2016, the Ontario Energy Board (OEB) released a [decision](#) providing some details about how Ontario’s gas utilities are to implement billing and provide customer information when the Cap and Trade program comes into effect on January 1, 2017. The key determination in the OEB’s decision is that the cap and trade costs will be passed on to gas utility customers as part of their overall delivery charges, not as a separate line item.

The OEB’s decision is a first determination in the Consultation to Develop a Regulatory Framework for Natural Gas Distributors’ Cap and Trade Compliance Plans that the OEB commenced in March 2016. The consultation is intended to develop a regulatory framework to guide the OEB’s assessment of natural gas distributors’ Cap and Trade “Compliance Plans,” including the cost consequences of those plans and the mechanism for the recovery of costs.

To read the full article, [click here](#).

Canada loses 31,200 Jobs in July
*Statistics Canada*

On Friday August 5, 2016 Statistics Canada says full-time work in Canada hasn’t suffered a one-month blow this big since October 2011. The unemployment rate increased 0.1 percentage point to 6.9%. Full-time employment fell by 71,000 from June to July, while part-time work was up by 40,000.

To read more information, [click here](#).

Help Ontario Make Business Easier for the Food Processing Sector
*Ministry of Economic Development and Growth*

Ontario is asking businesses and the public to help identify and improve regulations that are unclear, outdated, redundant or unnecessarily costly for the food processing sector.

Feedback can be provided online by visiting [Ontario.ca/RedTapeChallenge](#), a crowd-sourced platform that gives businesses and other interested Ontarians the chance to review current regulations and suggest improvements. The deadline for submissions is September 30, 2016.

Comments received will help lessen compliance burdens, shorten response times and make it simpler for businesses to interact with government, without jeopardizing essential health and safety standards.

To read the complete article, [click here](#).
Hotels Embrace Smartphones as Room Key of the Future

*The Star*

An app can send a text when the room is ready along with the room number, allowing keyless entry.

The last thing weary travelers want to do is to wait in line for their hotel room key.

That's what hotel chains believe, and thanks to technology, they have already begun to offer entry via smartphone.

In the hotel room of the future technology will simplify things. There will be one less plastic card to lose and technology will anticipate your needs, switching on lights or dispatching a robot to deliver extra towels or pillows.

To read the complete article, click here.

Foodservice Sales Growth- May 2016

*Statistics Canada*

![Ontario Foodservice Sales Growth - May 2016](chart)

**Ontario**

Overall Ontario sales for the food services and drinking places industry showed an increase (+6.14%) from May 2015 to May 2016. Total year on year growth is up at (+7.93%).

The full service sales in May 2016 showed an increase in growth from the previous year of May 2015 by (+6.72%) with limited service posting an increase of (+5.83%).

Drinking places showed an increase in growth by (+11.49%) and special food services also showed a increase by (+4.01%).

In the month of May 2016 YTD, Full service places revenues increased from May 2015 YTD by (+8.91%) with limited service also showing an increase of (+7.76%). Drinking places registered an increase of (+7.38%). Special services also increased YTD by (+4.69%).
Canada

Sales for the food services and drinking places industry increased (+5.10%) from previous month. In May, all 4 of the industry sectors posted increases compared with Apr. Special Food Services sector increased slightly by (+0.03) and Drinking places showed a increase of (+6.70%) The other two remaining sectors showed increases in the same time period. Full Service Restaurants Sector, increased by (+3.60%) and also Limited Service eating places showed an increase of (+7.50%).

North Western Ontario Jobs
Ministry of Energy

The ministry selected Wataynikaneyap Power LP to lead a project connecting 16 remote First Nations to Ontario’s electricity grid, replacing the use of diesel power. Construction will begin in 2018 and is set to be completed by 2024. The project is expected to create 680 jobs, provide 10,000 people with clean energy and save the province $1 billion by reducing the use of “costly diesel fuel.”

To view more information, click here.

Ontario Retirement Pension Plan Implementation Costs
Ministry of Finance

Finance Minister Charles Sousa and Associate Minister of Finance Indira Naidoo- Harris released a statement on the cost of implementing the ORPP up until this point. Including the costs associated with developing the plan design, introducing legislation and setting up the Ontario Retirement Pension Plan Administration Corporation, the pension plan cost Ontario $70 million. This includes a $15 million contingency fund for “any outstanding costs associated with concluding the ORPP.” The announcement includes an actuarial report of the costs, which dictates $2 million in severance for the top six ORPP Corp. executives. The dissolution of the ORPP Corp. will be finalized in legislation this fall and the costs will be reviewed by the Auditor General.

Click here to view report.

NDP pensions critic Jennifer French agreed “there are legitimate costs” to creating a public pension plan, but said the Liberal government has “taken advantage of another opportunity to use public funds to reward their friends with golden handshakes.” PC ORPP critic Julie Munro said the Liberal government “needlessly and recklessly pushed its agenda forward, putting politics ahead of Ontario's best interest.”

Workplace Investigation Training

This workshop focuses on essential investigation skills required by HR Professionals who are charged with investigating workplace incidents including:

- Health and safety complaints
- Bill 168 workplace harassment and violence complaints
- Discrimination and harassment complaints under the Human Rights Code
- Employee misconduct, such as suspected sick leave abuse or time theft

Date: Tuesday, October 4, 2016
Session: 8:30 a.m. - 4:30 p.m.
Location: Hicks Morley Toronto Office
77 King Street West, 39th Floor
Click here for more information and to register.
14 Sessions You Won’t Want To Miss

The Canadian Food & Drink Summit is returning to Toronto November 28-29, and we’re excited to the agenda. The event will span 2 days and features industry leaders, noted thought leaders and experienced professionals from all aspects of the food & drink sector.

Join us to hear:

- Nutrition in the Workplace: Fostering Health and Energy
- Have Global Commodity Prices Settled?
- Brands meet Bloggers: Leveraging Partnerships with Digital Influencers in Canada
- Food and Natural Health Products: Commercialization, Definitions & Opportunities
- Models of Successful Farm and Food Business Practices
- New Ways to Go Global: Agri-Food Trade Opportunities in Developing Countries
- Exploring Basic Income as a Means to Ensure Food Security
- Beverage Calorie Initiative Baseline Report
- Growth, Opportunities & Challenges in Canada’s Wine and Beer Sectors
- How Are Canadian Food, Beverage and Other Businesses Succeeding in Sustainability Adoption
- Trends and Dynamics in Canada’s Food Packaging, Labels, and Containers Sector
- Transforming the Food Delivery Market: Benefits for Business and Consumers
- Rejuvenating Canada’s Shrinking Pear Industry through Innovation
- Food Fraud, Food Safety, Private Standards and GFSI

ORHMA members receive a member-exclusive discount. Register today and simply use the rebate code PRM5 or click here to register via email.

Byelection Announced – Riding of Scarborough-Rouge River

On August 3, 2016 Premier Kathleen Wynne announced a byelection for the riding of Scarborough-Rouge River. The byelection will take place on September 1, 2016. Scarborough-Rouge River was held by former MPP Bas Balkissoon, who resigned in March.

The individuals running to replace Balkissoon include Liberal candidate Piragal Thiru, PC candidate Raymond Cho, and NDP candidate Neethan Shan. All parties have been campaigning over the summer in order to prepare for the pending byelection.

Liberal candidate Piragal Thiru is a transit planner who is campaigning on the Scarborough subway issue. "As a transit planner, I totally see the value in investing in transit. We know that more transit is good for the community. It means we're going to stimulate our economy," he stated last month.

Raymond Cho, the PC candidate, is a city councillor, who is also campaigning on an expanded Scarborough subway. Cho stated at his campaign office opening that he "[...] will advocate for a subway extension beyond the Scarborough Town Centre to Sheppard Ave. E. and McCowan Rd. I propose a subway extension beyond the Scarborough Town Centre that actually reaches into our riding, right here."

The NDP are running a local school trustee, Nathan Shan, as their candidate in the riding. He is campaigning on education, stating earlier this year that "My loyalty is to the cause for education, and interest in the cause. It's the same area I'm running in for the byelection. If the population in this area feels that the provincial level is where I should be, then that's (their) decision."

The current fundraising rules allow for the byelection to be considered a campaign period, which allows parties to raise money from individuals, corporations and unions outside of the annual donation limits.
The government has promised to amend the election financing rules via Bill 201, but they were not able to do so before this byelection. The most recent hearings on this bill were held on July 28.

Although the riding of Ottawa-Vanier is also vacant, the byelection has not been called at this time.

**Province on Track to Balance Budget in Next Fiscal Year**

*Ministry of Finance*

The Ontario government released the 2016-17 First Quarter Finances. The report confirms Ontario is on track to balance the budget next year, in 2017-18, which will also continue to lower the province's debt-to-GDP ratio.

Key indicators from the report include:

- Total revenue projected at $130.6 billion, unchanged from the 2016 Budget.
- Provincial program expense projected at $122.1 billion, unchanged from the 2016 Budget.
- Interest on debt projected at $11.8 billion, unchanged from the 2016 Budget.
- A projected deficit of $4.3 billion in 2016-17, unchanged from the 2016 Budget.

All expense changes have been accommodated within the current fiscal plan, reflecting the government's commitment to manage growth in spending while protecting services that Ontarians rely on. Changes include increases to support children and youth with autism through the new Ontario Autism Program, funding to support disaster relief for both the Fort McMurray wildfires and Ecuador earthquakes and funding to address urgent health care needs and improve access to care for First Nations peoples primarily focused in the North.

To read the complete article, [click here.](#)

**Canadian Lodging Outlook Quarterly 2016- Q2**

*HVS- Canada*

Canada’s lodging market is absorbing the slowdown in the oil producing provinces and showing a positive RevPAR growth at 2.4%. Downtown Vancouver is leading with the highest RevPAR increase of 12.8%, closely followed by Downtown Toronto at 11.3%.

To view the report, [click here.](#)

**Welcome To Our New Members**

- Holiday Inn Ottawa Kanata
- Superior Lodging Corp
- Clarion Resort Pinewood Park
- Paradiso Restaurant
- Lettuce Love
- Rinnai Tankless Water Heaters
- Days Inn Mississauga
- Trimen Food Service Equipment
- Georgina Trades Training Inc.
- North 42 Degrees Estate Winery
- Comfort Inn St. Catharines
- Hatter Pub
Industry Events

- **Canadian Association of Foodservice Professionals** – The Changing Faces of Foodservice – September 12, 2016 – Mississauga, Ontario – For more information, click [here](#). To register or for more information, call 416 422 3431 or email [toronto@cafp.ca](mailto:toronto@cafp.ca)

- **Accessible Customer Service Standard Changes – What you need to know**
  September, 20, 2016 – 2:00 p.m. – Free information session – To register, [click here](#).

- **Accessible Customer Service Standard Changes – What you need to know**
  September, 28, 2016 – 2:00 p.m. – Free information session – To register, [click here](#).

- **The Canadian Coffee & Tea Show** – September 28 & 29, 2016 – Location - The International Centre – Mississauga, Ontario - **Complimentary passes for members (Enter Code: ORHMA)**
  For more info click [here](#).

- **Celebrating Ontario Agriculture Week** – October 3-9, 2016 – For more information, visit [http://www.loveontfood.ca](http://www.loveontfood.ca)

- **Workplace Investigation Training** – October 4, 2016 – For more information and to register, [click here](#).

- **Security Canada International Security Conference & Exposition 2016** – Toronto, Ontario – October 19&20, 2016 – Location Toronto Congress Centre – 650 Dixon Road. For more information and to register click [here](#)

- **The Art of Leadership** - October 21st, 2016 – Toronto, Ontario – Metro Toronto Convention Centre – For more information, view the [event brochure](#) or visit the [website](#).

- **Ontario Tourism Summit** – November 21-22, 2016 – The Westin Ottawa – For more information and to register click [here](#).

- **Goodlife Fitness – Health & Wellness Leadership Summit** – November 28, 2016 – Metro Toronto Convention Centre, 9am – 4pm. [Register today](#) and save 40% with **Promo Code ORHMA**

- **The Canadian Food & Drink Summit** – November 28 & 29, 2016 – Toronto, Ontario – Marriott Eaton Centre – [Register today](#) and use code PRM5 for a ORHMA Member discount or [register via email](#).

Complimentary Industry Subscriptions

- [Food Safety Files](#)
- [Food Service & Hospitality](#)
- [Hotelier](#)
- [Ontario Restaurant News](#)