



# BusinessNews

THE MILTON CHAMBER OF COMMERCE BUSINESS TO BUSINESS NEWS PUBLICATION

## Milton Chamber 33<sup>rd</sup> Annual Golf Tournament



JOIN US FOR A DAY OF FUN, SUN AND NETWORKING! SEE PAGE 5 FOR MORE INFORMATION.

EST. 1972

## MILTON FARMERS' MARKET

**Join us on opening day Saturday, May 21**

Saturday mornings from May 21 to October 8  
Milton Fairgrounds, 136 Robert St.  
8:00 am to 12:00 noon

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## Business News

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## CHAIR'S REPORT

### PROVINCIAL ELECTION PRIORITIES

With the Ontario provincial election coming up in a little over a month, it's time to look at what the priorities are for the business community.

No matter what the political leanings of a party are — the business community will play an important role in our province's economic rebound.

When it comes to elections, the Milton Chamber of Commerce is strictly non-partisan. We believe in advocating for local businesses and welcome the support of all parties and candidates in progressing policy that will build, support and provide opportunities for the local business community to thrive.

The Ontario Chamber of Commerce has put together a four-point plan called **Vote Prosperity** which lays out the priorities of chambers of commerce and boards of trade for all parties across the province. The four pillars are:

#### 1. IMPROVE BUSINESS CONFIDENCE AND PREDICTABILITY

Predictability is fundamental to business confidence, economic recovery and prosperity. Businesses need a stable policy environment with clear timelines, contracts, consultations, and strategies to help them plan for the future and make long-term investments. Given the uncertainty brought on by COVID-19, Ontario must also bolster its pandemic preparedness in response to ongoing and future threats.

#### 2. FOSTER BUSINESS AND ECONOMIC GROWTH

The dual economic and public health crises of the past two years have left many businesses and households in Ontario with record levels of debt and financial instability. Pro-growth measures for business will fuel economic recovery. Ontario will need to focus on actions that support business access to the capital, markets and talent that they need to grow.

#### 3. BUILD RESILIENT COMMUNITIES

A strong economy is built by healthy and resilient communities. Ontario will need to address challenges within our health care system, the ongoing impacts of climate change, access to housing, municipalities' fiscal capacity to support regional economies and infrastructure deficits.



**John Lobraico**  
Chair



#### 4. SUPPORT ENTREPRENEURSHIP AND INNOVATION

Ontarians' entrepreneurial spirit is one of the province's greatest competitive advantages. Ontario will need to foster an environment that encourages new business ideas and investments to boost productivity and create the jobs of tomorrow.

Whoever forms our next government will have some difficult decisions to make. The last couple of years have been incredibly challenging but how we decide to invest in moving forward will have big implications for years to come. Key investments to drive our competitiveness include workforce development and training, immigration, technology, infrastructure, and clean energy. We need to look at removing unnecessary barriers to growth like outdated regulations, an inefficient tax system, obstacles to interprovincial trade and labour mobility.

Our next government is going to have to balance post-pandemic priorities that include our overstretched health care system, supporting key sectors and demographics that have been disproportionately impacted, fiscal pressures from an aging population, supply chain disruptions, and record-high inflation.

Ontario's next government has a big job ahead of it. We're asking all parties and candidates to listen to their local businesses and the needs and opportunities they're presenting as a key component to building Ontario into the province we want it to become.

[Read the OCC's Vote Prosperity report.](#)



# Upcoming events

To register for any of the following Chamber events please visit [www.miltonchamber.ca](http://www.miltonchamber.ca).

## LIVE AT LUNCH

RECENT LEGISLATIVE CHANGES - YOUR DUTIES AS AN EMPLOYER

Thursday, May 12

12:00 PM - 1:00 PM

Virtual Event

Presenter: Rishi Bandhu, Bandhu Law Professional Corporation

Free for members

Non-members: \$10 +HST

## WELCOME BACK FROM HIBERNATION BBQ

Wednesday, May 18

4:30 PM - 6:00 PM

Milton Fairgrounds, 136 Robert St.

Members: \$10 +HST

Join us to network, see new and familiar faces, enjoy local food and drink, all while enjoying some music.

## MILTON FARMERS' MARKET

OPERATED BY THE MILTON CHAMBER OF COMMERCE

Saturday mornings from May 21 - October 8

8:00 AM - 12:00 Noon

Milton Fairgrounds, 136 Robert St.

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## JOINT BUSINESS AFTER HOURS WITH THE MILTON, OAKVILLE AND BURLINGTON CHAMBERS OF COMMERCE

Thursday, May 26

4:00 PM - 6:00 PM

Burlington Convention Centre

Guest Speaker: Neil Thornton, The Thornton Group

## 33<sup>RD</sup> ANNUAL GOLF TOURNAMENT

PRESENTED BY COGECO

Tuesday, June 14

Granite Ridge Golf Club, 9503 Dublin Line

11:00 am Registration & Lunch | 12:45 pm Shotgun Start

Foursome: \$740 +HST | Single golfer: \$185 +HST

Join us for a day of fun, sun and networking!

Please see page 5 for more information.

## THE INCREDIBLE RACE

Wednesday, June 22

Various mystery locations in and around Milton

Team and venue registration now open.

Please see page 11 for more information.

## THE INCREDIBLE RACE FINAL CHALLENGE AT THE JUNE BUSINESS AFTER HOURS

Wednesday, June 22

5:00 pm - 7:00 pm

Location TBD



# Be Inspired

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## PRESIDENT & CEO'S REPORT

### ADVOCACY IN ACTION

It seems strange to be heading to an in-person convention, but that's what is happening as I write this article. Chambers from across the province will gather soon for the Ontario Chamber's AGM and Convention. Safety protocols for the delegates and our political guests are still in place.

Over the course of the conference, we have the opportunity to hear from the Leaders of the Liberal, Green and NDP parties, as well as from The Hon. Prabmeet Sarkaria, President of the Treasury Board of Ontario. That is especially important in the days leading up to the June election.

One of the main reasons, though, for Chambers of Commerce and Boards of Trade from across Ontario to gather is to formulate advocacy priorities for lobbying the provincial government. This year, the policy convention takes place in Brampton and our Chamber Board Chair, John Lobraico and I will be representing the interests of the Milton business community.

So, what does this mean to you?

I have written about this before, but the Chamber network is the only business association in the country has an office in every electoral riding in Canada. In Ontario, the OCC has 157 member chambers of commerce and boards of trade and a diverse network of 60,000 member businesses.

That means politicians hear from the Ontario Chamber while at Queen's Park...



**Scott McCammon, ACE, CCE**  
President & CEO

and then from their local Chamber when they return home.

And, for more than a century, the OCC has undertaken important research on Ontario's most pressing policy issues, advocating for solutions that will foster the growth of Ontario businesses and lead to the creation of jobs in the province. Through focused programs and services, they support businesses of all sizes, encouraging workforce development and inclusive economic growth. This work is based on the belief that strong businesses are the foundation of a prosperous Ontario.

The direction the Ontario Chamber takes in its day-to-day lobbying comes directly from the debates at the convention's policy sessions. Most resolutions are researched and written by local Chambers based on issues of importance to the business community. At this convention alone, Chambers will debate thirty-four policy resolutions.

That means our local Chambers strongly influence the lobbying efforts of the OCC. That means we are truly a grassroots organization.

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# Join us for a day on the links

REGISTRATION FOR THE 33<sup>RD</sup> ANNUAL GOLF TOURNAMENT IS NOW OPEN

## TOURNAMENT INFO:

Tuesday, June 14

Granite Ridge Golf Club

Foursome: \$740 +HST | Single golfer: \$185 +HST

[CLICK HERE TO REGISTER FOR THE GOLF TOURNAMENT](#)

## DON'T FORGET TO GET YOUR PASSPORT!

Buy our passport for exclusive access to on course excitement (includes Air Cannon, special-ty contests, golf darts, putting contest, bunker grenade, 3 Mulligans and draw for custom cart).

The Chamber's 33rd Annual Golf Tournament is your chance to work from the course for the day. Bringing together Milton's business leaders, the tournament is a great opportunity to network while enjoying a fun day of golf.

Golfers will enjoy a BBQ lunch before heading to their golf cart for an afternoon on the links. Following play, there will be a networking reception including an informal dinner and the presentation of golf prizes.

Scramble format includes golf, power cart, lockers, BBQ lunch, dinner reception, and a gift for every golfer.

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# Welcome new members

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# Renewing members

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# Sports Celebrity hosts star-studded lineup

The 20<sup>th</sup> Annual Sports Celebrity Dinner & Auction was held on April 5 at RattleSnake Point Golf Club. The sold-out event featured a star-studded line up including Darryl Sittler, Miranda Ayim, Nick Kypreos, Natalie Spooner, Renata Fast, Kyle Bekker, Tessa Bonhomme, Simoni Lawrence, James MacDonald and Master of Ceremonies Ken Reid.

Emcee Ken Reid led two entertaining Hotstove interviews, Olympic Women's Basketball player Miranda Ayim, Hamilton Ti-Cats player Simoni Lawrence, Hamilton FC player Kyle Bekker and harness racer James MacDonald.

The final hotstove of the evening featured hockey greats Darryl Sittler, Tessa Bonhomme, Nick Kypreos, Natalie Spooner and Renata Fast. Guests were thrilled with the behind the scenes stories and insights that the celebrities shared with the audience.

Throughout the night sports fans bid on silent auction items and were a part of a energetic live auction, with fabulous items.

Thank you to the 2022 Sports Celebrity Committee who helped to make this event a success. The proceeds of the event will be added to our growing Scholarship Fund

which has provided over 100 scholarships to Milton students pursuing post-secondary education.

The Sports Celebrity Dinner & Auction would not be possible without the generous donations from our sponsors. Proceeds from this event and the Farmers' Market Scholarship Café go toward the Milton Chamber of Commerce Scholarship Fund, aiding local students in their post-secondary education.

A special thank you to CN for their surprise and generous donation of \$10,000 to the Scholarship Fund.





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# Keeping Talent Through Corporate Social Responsibility

No one likes losing things, whether it be your keys, your wallet, or your lucky pencil. The same goes for amazing employees. That familiar “where did I put them?” becomes “where did we go wrong?”. Losing talent is inevitable in running an organization – if you’re lucky, it won’t be often (no one likes a revolving door), however, it’s a drag, nonetheless.

Organizations are holding onto star employees by introducing innovative benefits – this starts with comprehensive extended health, dental and pension programs as a baseline, and embedding employee-friendly policies into their culture. One way to do that, which we love, benefits everyone: corporate social responsibility (CSR).

CSR is a self-regulatory business model practiced by companies of all sizes. The concept allows and encourages businesses to be accountable to their stakeholders and the public, and to be increasingly conscious of their impact on the economy, the environment, and the social community as a whole.

Evidently, the commitment to CSR is not only recognized and appreciated by

consumers and employees alike but has increasingly become an expectation. This 2018 study found that 88% of consumers expect brands to do more. The study also cites research that nine out of 10 employee candidates prefer a job offer from an organization committed to CSR over one that is not. In fact, 77% of Canadians say they want to work for a company that has a strong CSR policy and 71% of Canadians said they would do unpaid volunteer work if their employer offered time off.

Organizations are beginning to offer up employees’ talents and company time to give back to their communities – usually even to charities of their employee’s choice.

Clearly, giving back is no longer optional – and we’re totally here for it.

Research also shows CSR has the power to improve business performance as a whole – strong employee retention and branding boosts profits. If you haven’t already, consider adding a CSR benefit into the mix for your employees. Start by doing your research – what initiatives do your employees care about? Be sure to involve them in the planning process. Where can you make the most

impact? Who in your area would benefit from your company’s time? Once you’ve established a plan, putting it into action and maintaining the program will require internal and external support. Your goal is to run a CSR program that will make both your customers and your team proud, so searching for local support is imperative to your success.

As employees become more involved in an organization’s CSR efforts, they’ll have higher levels of engagement and a dedication to helping the company achieve its goals. Both that engagement and the CSR initiatives will feed directly into job satisfaction, and in turn, retain your talent.

What’s better than a benefit that truly benefits everyone? (Hint: nothing).

whatever obstacles we may face next.

We’re working on our own return to work plan and continue to operate remotely to help small businesses get back to business. Talk to us. We’re here to help. Stay safe and well!

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## The Incredible Race

WEDNESDAY, JUNE 22

### DO YOU HAVE WHAT IT TAKES TO...

- Solve brain teasers or master a skill testing challenges?
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# What to Expect when you are let go... while pregnant

ARTICLE BY RISHI BANDHU, BANDHU LAW PROFESSIONAL CORPORATION

Most employers understand that caution is warranted when dismissing an employee on pregnancy or parental leave. Certainly, situations will arise due to business closures or financial struggles where an employer will have no choice but to let an employee go while they are on a protected leave of absence. However, without establishing a solid business case for the termination, an employer would be hard-pressed to prove that terminating that person's employment had nothing to do with them being off on parental leave, and a human rights or employment standards claim is a highly foreseeable risk.

What happens, though, when an employee is let go before their parental leave? Can employment be terminated while an employee is known to be pregnant? If so, does it change the circumstances of what they may be owed for notice of termination?

A recent summary judgment decision from the Superior Court would suggest that yes, it does.

## THE CASE (S)

In *Nahum v Honeycomb Hospitality*, 2021 ONSC 1455, Sarah Nahum was 28 years old and 5 months pregnant when she was let go by her employer after 4 and a half months of work. She had been employed in a high-level HR role, and while she had signed an employment contract, both parties agreed the contract was not valid to

limit her entitlement to reasonable notice. To put it simply, the amount owed by her employers would be calculated based on her age, her tenure with the company, the nature of the work that she was doing, and her likelihood of finding new work. Along with these 4 established factors, Ms. Nahum argued that her pregnancy should be considered as well.

Most of these factors were fairly uncomplicated for the Court. Ms. Nahum was young, and so her age should not be treated as though she were at the end of her career and would struggle to find new employment. Her tenure with the company was very short. While the employer debated the nature of her job responsibilities, the Court concluded that she was in a mid-level management position.

The Court then analyzed her ability to find new employment. Ms. Nahum had moved to Canada from the United States after her marriage, and this was her first Canadian work experience. She had also been hired by the City of Toronto, and quickly left that role when the opportunity at Honeycomb arose. She had applied for dozens of opportunities since her termination, and even started an unsuccessful home-based business, but has not had any luck in finding re-employment. The Court also made note of the COVID-19 pandemic, but since her termination took place before lockdowns, it is not a factor in

this assessment.

Lastly, the Court assessed the issue of Ms. Nahum's pregnancy, which was known to Honeycomb at the time of her termination. In a previous decision from 2005, Justice Dambrot of the Superior Court noted "It seems to me that if part of the concern in the exercise of setting reasonable notice is the availability of other work, and the possibility of the dismissed employee being hired for it, then pregnancy has to be a consideration." In that case, the Court added 2 months to the employee's notice period, although this has not happened in other similar cases.

Here, the employer argued that the Court would require evidence that pregnancy made Ms. Nahum's job search harder - a position which the Court quickly dismissed.

[Click here to read the entire article.](#)

*Rishi Bandhu practices labour and employment law out of Oakville, Ontario. Rishi is a 1998 graduate of high distinction from the University of Toronto, Trinity College; he received his LLB from Osgoode Hall in 2003. He was called to the Ontario Bar in 2004.*

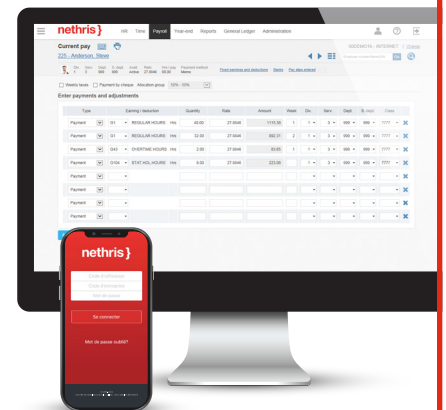
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## FEATURED MEMBERS

# BNR Electric

## FEATURED RENEWING MEMBER

BNR Electric Inc. is an industrial & commercial electrical contracting firm who was founded by Brian Barcic, in December 2011. He brings over 25 years of knowledge and experience to provide customers with the electrical service they need. In 2013, BNR added a Data and Communications group to provide infrastructure solutions to meet customer demand.

BNR Electric has built an extensive client list with a long list of work completed to date. Our client list has given us the opportunity to work in educational facilities, hospital environments commercial buildings and manufacturing facilities in both the service and construction sides



of the trade. We have a very technical background, a very good work ethic and we are all very customer service oriented. Having both the knowledge of performing a job well and actually listening and interacting well with clients makes BNR Electric an ideal contractor. We take pride in our workmanship and our relationships, which has made us the successful electrical & communication contractor we have become today.

BNR Electric Inc. is a fully licensed and fully insured electrical contractor.

We are a proven contractor with a long track record. If you require any of the services we offer please do not hesitate to call us at 905-878-5501 or send us an email at [info@bnrelectric.ca](mailto:info@bnrelectric.ca). We would also like to thank our community for their continued support! We look forward to working with you!

# Julie Rock Photography

## FEATURED NEW MEMBER

Julie Rock is an award-winning photographer and owner of The Studio located in downtown Milton. A professional photographer for over 10 years, Julie specializes in headshots, branding & product photography for small businesses, as well as event photography. Being a small business owner, Julie knows full well how important it is to have beautiful images that best portray your brand & this is part of the reason why she loves to work with fellow entrepreneurs.

As of 2022, Julie started to offer photography classes for kids ages of

8-14years old, as well as adult workshops.

As a Mom to 5, Julie knows how quickly time passes & how important it is to capture those memorable moments. Having children that range in age from a young child to young adult gives Julie the know-how when it comes to working with families with kids of all ages.

Julie takes pride in giving back to the community through various initiatives. When she isn't behind the camera you can find Julie getting outdoors with her husband and 5 kids, or at her favourite local gym.

To connect with Julie, please visit [julierockphotography.ca](http://julierockphotography.ca) or call 647-625-0715 to book your pre-session consultation TODAY!



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