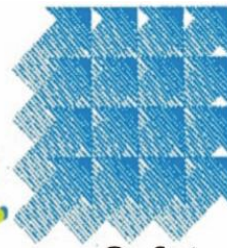


Beyond  
Rewards Inc.



Full Service Human Resource, Safety,  
Private Investigation & Training Consultants  
[www.beyondrewards.ca](http://www.beyondrewards.ca)

September 2018



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## The Secret To Training New Employees for Long Term Success

Training and career development are among the top factors millennial's use to rank the attractiveness of a job or company as a place to work. And 46 percent of employees say their company's training courses make them more likely to stay.



Read more [here!](#)



## New Rules Regarding Police Record Checks

An employer should take steps now to ensure that its police record checks policy and procedures are in compliance with the new standardized procedure. Employers should also note the following:

- Employers will no longer be able to obtain non-conviction information, unless the employer conducts a vulnerable sector check and the criteria for exceptional disclosure have been met;
- Employers will be prohibited from using or disclosing the results of the check except for the purpose for which it was requested or as authorized by law;
- Individuals being screened will be able to control the type of information disclosed because a police record check provider must obtain the individuals' written consent: (i) before the check is conducted; and (ii) before the record check provider discloses information authorized for disclosure by the Act to the requesting organization or person.
- The written consent provided by the individual before the check is conducted must specify the check being consented to.
- If a police record check is necessary, an employer will need to prepare for potential delays in obtaining the required information during the recruitment process.
- Employers must also continue to be vigilant of their obligations under Ontario's Human Rights Code in relation to police record checks.



Read

more [here!](#)



## AODA Compliance

The government of Ontario has retained a 3rd party consulting firm to conduct compliance activities under the Accessibility for Ontarians with Disabilities Act (AODA). This third party will be reaching out to business owners directly and will be requesting documentation confirming compliance with the AODA by a specified date. If your business does not have the proper documentation, or the inspector feels that the documentation is not sufficient, a compliance plan will be developed, and your business will have a deadline to comply by a deadline.



Failure to comply with an ordered compliance plan can result in some hefty consequences such as enforcement action, including but not limited to orders to comply and/or penalties.

Is your business up to date and compliant with the Accessibility for Ontarians with Disabilities Act? (AODA). Beyond Rewards can help your business with all things AODA. We are your AODA experts! [Contact](#) our office today!



## Bring Your Own Lunch and Learn: Cannabis in the Workplace

Are you prepared for the legalization?

Join us at our office to learn about Cannabis in the Workplace. Bring your own lunch for this free informational session. We will talk about:



- ☐ Your duties as an employer
- ☐ Your duties as an employee
- ☐ Legislation specifications
- ☐ Legal restrictions
- ☐ Preparatory measures
- ☐ How your workplace will be affected
- ☐ Recommended changes to company policies

**Monday September 10, 2018**  
**11:30am - 1:00pm**  
**291 Woodlawn Rd. Unit B10**

This is a free workshop, and all are welcome!

***Please note that Beyond Rewards Inc. is a Nut free zone***

Space is limited! To register, please contact our office at [hr@beyondrewards.ca](mailto:hr@beyondrewards.ca)

[Check out the flyer](#)

[here!](#)



## Upcoming Bring Your Own Lunch and Learn

**Thursday September 13 - *Are You Compliant with Legislative Postings?***

Learn the legislative postings, the requirements, your obligation as an employer and the consequences of non-compliance.

**Monday September 24 - *How to deal with Harassment Complaints***

Learn your responsibilities and obligations as an employer.

**Thursday September 27 - *Are You Prepared for an AODA Audit?***

The government has retained 3rd party legal firms to audit organizations. Know your responsibilities for compliance.

All workshops are held at our office at 291 Woodlawn Rd. W Unit B10, and are free for anyone to attend. All are welcome. Please RSVP by calling the office at 519-821-7440 or by [e-mail](#).

Coffee, Tea and water will be provided.

***Please note that Beyond Rewards Inc. is a nut free zone.***



## Monthly Networking Lunch



Join us each month for a Leadership Networking lunch, where our guest speakers and staff will share their knowledge that can bring tips and tricks and informative information to assist you with your small business or organization. Come out and network with other small and local businesses, and learn the legal challenges of owning a small business.

**Tuesday September 25th**

**11:30 - 1:30**

Our guest speaker for September will be Cheryoln Knapp from Nelson Watson LLP, Barristers, Solicitors and Notaries.



"I have valuable work experience in both the private and non-profit sectors, as well as significant volunteer experience with non-profit boards of directors and community groups. I am an accomplished speaker and facilitator on issues of employment law, dispute resolution, negotiation, human rights, diversity and duty to accommodate." - Cherolyn R. Knapp

Cherolyn's areas of practice are:

*Civil Litigation*

*Employment and Human Rights*

*Family/Matrimonial*

*Available to be retained by Litigation Counsel as Settlement Counsel*

Please RSVP by contacting our office by phone (519-821-7440) or by [e-mail](#). Lunch and drinks to be provided. If you have any dietary restrictions, please inform us when reserving your spot.



## Train The Trainer - 6 day course

Do you want to become an in-house trainer for your company? Do you want to learn crucial skills and be a valuable asset to your company through extensive knowledge? The full certification of the Train the Trainer program contains both face to face and online training methods.

This course will provide you

with the tools, skills and expertise to develop your own training, develop facilitation skills using adult learning techniques and facilitate

with confident your in-house training courses. This training is split into stages:



*(Presentations and an Exam are part of this course)*

Pre-Course Module (Online)

Face-to-Face Training split into sessions on the following dates from 1-4pm:

**Day 1:** October 3rd

**Day 2:** October 17th

**Day 3:** October 31st

**Day 4:** November 14th

**Day 5:** November 28th -Presentations

**Day 6:** December 12th - Presentations & Exam

**Early Bird Pricing (Before September 19) - \$1695/person  
After September 19 - \$1995/person**

**Contact our office to reserve your spot! Spaces are limited!**



## WSIB - Building your Health and Safety Program

Business owners can find it challenging to understand what occupational health and safety responsibilities apply to your business and to stay up to date. The WSIB can help. We invite you to a free 3 part health and safety training program which will explain both your occupational health and safety and WSIB requirements. By taking part in the WSIB's "Building your Health and Safety Program" you will receive:



- Information on how to reduce your WSIB costs
- Hands on training for Occupational Health and Safety Act and the Workplace Safety and Insurance Act
- Free, accessible and easy-to-understand health and safety resources
- Free ongoing support with a small business health and safety consultant

Through this voluntary health and safety program, your company will receive a one time 5% rebate on your previous year's WSIB premiums after the owner or senior manager meets all of the following requirements:

- Attends all 3 in-class training sessions (Each class is 4 hours)
- Completes a self evaluation
- Completes a health and safety action plan
- Develops an inspection procedure and return to work procedure

**October 9, 16 and 23rd  
9:00am - 1:00pm**

This is a free course. Spaces are limited to 10 people. RSVP quickly to reserve your spot. Registration form must be filled out upon registration.



# WHMIS Deadlines Quickly Approaching

## Phase 3

September 1, 2018 - November 30, 2018

### During Phase 3:

- employers should only be receiving hazardous products with WHMIS 2015 labels and safety data sheets
- employers will have the final three months to bring their existing inventories of hazardous products into compliance with WHMIS 2015

Phases of WHMIS transition				
Phases	Timing	Manufacturers and importers acting as suppliers	Distributors acting as suppliers	Employers
Phase 1	February 11, 2015 to May 31, 2018	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
Phase 2	June 1, 2018 to August 31, 2018	Comply with WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
Phase 3	September 1, 2018 to November 30, 2018	Comply with WHMIS 2015	Comply with WHMIS 2015	Comply with WHMIS 1988 or WHMIS 2015
End	December 1, 2018	Comply with WHMIS 2015	Comply with WHMIS 2015	Comply with WHMIS 2015

Check out the fact sheet [here](#).

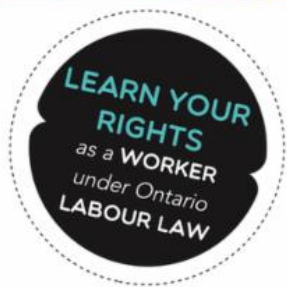


## Occupational Health and Safety App

Labor laws and WHMIS at your fingertips! You can now download the app "Worksafe" for your Android or Apple device!



Learn and Study WHMIS SYMBOLS



Use WorkSafe's reminder section to develop healthy posture at a sedentary job.

click [here!](#) For more information or to download,



## Become a Certified Health and Safety Representative



A Certified Health and Safety Representative is required for companies with 20 or more employees. Representatives need to know what their responsibilities are under the Act. Know your responsibilities. Get certified!

Location: 730 Bridge Street, Unit 3, Waterloo

Part One - Oct. 1-3 2018



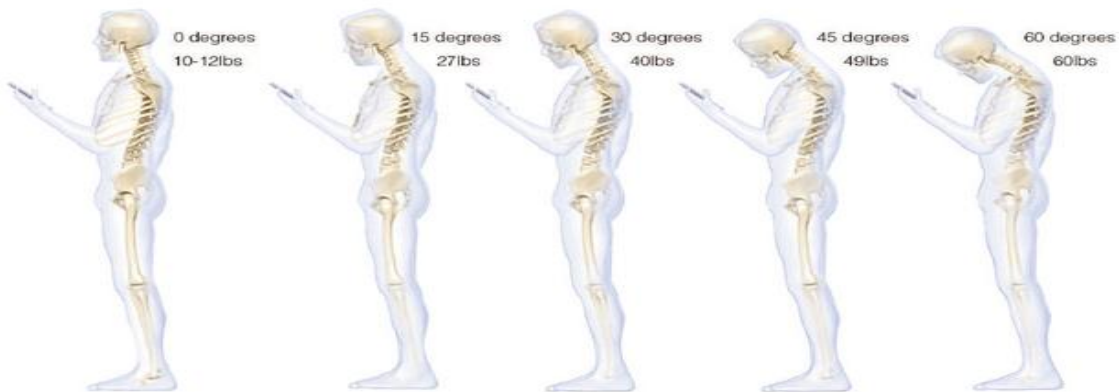
Time: 8:30am till 4:30pm each day

We have partnered with Acute Environmental, spaces are limited, sign up now !

[Part One](#) and [Part Two](#)



## Text Neck - A Modern Epidemic



Text neck is a Modern age term coined to describe repeated stress injury and pain in the neck resulting from excessive watching or texting on handheld devices over a sustained period of time. Recent figures have shown that around 87% of teenagers (14-18 years) use smartphones. Among adults 92% and 95% (18-34 years) reported owning a smartphone.

The condition is a growing lifestyle and health condition with the constant growth in mobile user population all over the world. Apart from neck pain, it can also cause shoulder pain, upper back pain, headaches and increased thoracic kyphosis (excessive curvature of the spine).

Read

more [here!](#)



## Boardroom For Rent

Are you looking for space to hold a meeting?  
Our boardroom is available for rent, located at 291 Woodlawn Rd West. For your convenience, we accept most major credit cards.



Rental includes:

- Use of WiFi
- Large television for presentations
- Coffee and Tea
- Seating for up to 12 people
- Free Parking
- Full day, half day or hourly rentals

Please call the office at **519-821-7440** for pricing and more information.



## Community



Join Us!

GREAT CANADIAN

Shoreline  
Cleanup®

OCEAN WISE & WWF

Since 1994, there have been 19,400 cleanups that have collected more than 1.2 million kg of trash across Canada's shorelines.

## Canada's dirty dozen list

Last year's 12 most collected items of litter.

 1. Tiny Plastic or Foam <b>333,289</b>	 7. Plastic Bags <b>22,724</b>
 2. Cigarette Butts <b>244,734</b>	 8. Miscellaneous Packaging <b>18,465</b>
 3. Plastic Beverage Bottles <b>50,285</b>	 9. Straws & Stirrers <b>17,654</b>
 4. Food Wrappers <b>47,466</b>	 10. Foam materials <b>17,527</b>
 5. Plastic Bottle Caps <b>38,624</b>	 11. Beverage Cans <b>17,337</b>
 6. Paper Materials <b>22,877</b>	 12. Rope (1 piece = 1 meter) <b>11,365</b>

Join us September 28, 2018 as we participate in the Great Canadian Shoreline Cleanup! Our team will meet at 9:00am at Riverside Park in Guelph to help clean up the shore line! Big THANK YOU goes out to Home Depot Canada and Rona Building Center here in Guelph for donating items to help with our cleanup!

If you'd like to join us, please click [Here](#) to sign up!

## Innovation Guelph

Innovation Guelph is building prosperity for community well being by providing mentorship and business support programs and services to help innovative enterprises start, grow and thrive. Visit their [website](#).



### Toolkit Tuesdays

#### **3rd Tuesday of every month**

Toolkit Tuesdays are free learning sessions for current and potential Innovation Guelph clients. These sessions are an excellent opportunity to learn something new, connect with the experts, ask questions, and get advice!

This event is free to attend but registration is required.

Space is limited,

register [here](#).

## Career Education Council

CEC is a registered charity that serves Guelph, Wellington and Dufferin. We connect and partner with business and education to help students explore careers, gain meaningful workplace experiences and discover a vibrant connection to the workforce and the future. For more information, please visit their [website](#).



## Career Pathways Guelph-Wellington

**OCTOBER 18<sup>th</sup>, 2018**  
**9:30am - 2:30pm**  
**Hanlon Convention Centre**  
**Guelph, ON**

**Exhibitor registration is**  
**now OPEN:**  
**[www.CPGW-2018.eventbrite.com](http://www.CPGW-2018.eventbrite.com)**

Your opportunity to connect with 1200+  
grade 8 students and teachers!



Career Pathways Guelph-Wellington is an interactive career fair organized annually by the Career Education Council and community partners who are dedicated to providing youth with valuable insights and inspiration. Interactions at this event will help local youth and their teachers and parents as they make important decisions around future education and career pathways. Career exhibitors offer students insights and inspiration which can help them as they make important decisions about future education and career pathways. We are currently booking spots for businesses and organizations which have something interactive and engaging that groups of students can do to experience hands-on learning related to careers in your field (bring your career gear)!

click [here!](#) To register,



## About Beyond Rewards

**Beyond Rewards Inc.**  
***Your full service people management partner.***

Beyond Rewards partners with our clients to deliver solutions that help solve their most simple and complicated needs. Our services are designed specifically to support small to medium sized businesses that haven't reached the point of



needing a fulltime HR & Safety Professional on staff. Utilizing decades of industry experience and functional expertise, our services go beyond the norm to develop new insights, drive results, and help grow your business.

We understand, that you spend a lot of time managing your business. This is time consuming with the burden of up to 40% of your time spent on staff related tasks that take you away from being able to work the business the way you'd like to.

Beyond Rewards is a full service people management partner outsourcing to you Human Resource and Health & Safety on-call and on-site services. We provide a wide range of tailored solutions to assist you from Recruitment right through the employee cycle to outplacement services.

Let us help you take the weight off your shoulders today! Call for a no obligation quote! We are your HR and Safety Specialists with over 25 years in business; Onsite at your location and off-site on-call at Beyond Rewards. We care about our clients and their teams!

### *Links to Additional Resources*

- [Beyond Rewards' Corporate Brochure](#)
- [AODA Expert](#)
- [Beyond Rewards' Promotional Video](#)
- [Beyond Rewards Training Site](#)



VISIT OUR WEBSITE

