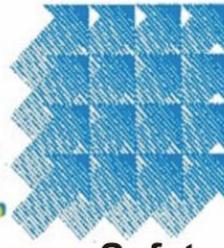


Beyond
Rewards Inc.



Full Service Human Resource, Safety,
Private Investigation & Training Consultants
www.beyondrewards.ca

January 2019



Announcing...
Beyond Rewards' New Website!

We Launch on...
Thursday January 3rd 2019

Beyond Rewards is excited to announce the launch of our new website! Special thanks to Sandbox Software Solutions!



www.BeyondRewards.ca



Do You Have Your New Years Resolutions?

Go Green for 2019 & Beyond!

Join Beyond Rewards in going green for business! Every effort counts and contributes to a more sustainable planet. Green practices in business can include:

- Requesting online payments as opposed to paper cheques
- Recycling old electronics
- Using energy-efficient light bulbs
- Carpooling or taking public transit to work
- Going digital for documents and records instead of paper



Do You Offer "Fur"ternity Leave to Your Staff?

The time tracking software organization: **Dovico**, is offering staff a three-day "fur"ternity leave, enabling staff members the chance to work from home for three days to help ease the stress of comforting a new pet. Other organization's offering similar leave include: Mars Petcare, Mparticle, BitSol Solutions and BrewDog.



Click here to read more about Dovico's "fur"ternity leave



The Government of Canada is looking for innovators to solve challenges!

As the single largest purchaser of Canadian goods and services, the Government of Canada has a unique opportunity to support the growth of Canadian innovators and entrepreneurs. We need you, Canadian small businesses and innovators, to develop novel solutions to these challenges. Through the Innovative Solutions Canada program, we're partnering with eligible Canadian small businesses and facilitating the early development, testing and validation of prototypes, as well as preparing a pathway to commercialization.

- If your idea is selected, you could receive up to \$150,000 in support to develop a proof of concept.
- If your proof of concept is approved, you could receive up to \$1 million in support to develop a prototype.
- If the developed innovation solves the Government of Canada's challenge, we could be your first buyer.

Check out the Program Eligibility and Process and how to Get Started!

Visit the Government of Ontario Website for more!



**Bill 47, the *Making Ontario Open for Business Act* will
come into force on January 1, 2019**

[Click Here to Read More!](#)



Do you agree with these upcoming changes?

[Take our survey!](#)

Bill 66, the *Restoring Ontario's Competitiveness Act* has now been introduced by the Government of Ontario

This proposal, if passed, aims to make legislative changes to the ministries of: Agriculture Food and Rural Affairs, the Attorney General, Education, Energy, Northern Development and Mines, the Environment, Conservation and Parks, Finance, Government and Consumer Services, Health and Long-Term Care, **Ministry of Labour**, Municipal Affairs and Housing, Training, Colleges and Universities, and Transportation.

The following changes, pending Bill 66's passing, would come into effect regarding the **Ministry of Labour**, affecting businesses in Ontario:

- **Amendment to the *Employment Standards Act, 2000 (ESA)*:** businesses will no longer be required to obtain approval from the Director of Employment Standards for excess hours of work and overtime averaging
- **Ending requirement** for employers to post the ESA poster in the workplace, but still must provide this poster to their employees
- **Amendment to the *Labour Relations Act*:** explicitly deem public bodies, including municipalities, school boards, hospitals, colleges and universities, as "non-construction employers"

To read more about this proposal, potential changes to Ontario Ministries, and purpose of this act:

[Click Here](#)

Stiff new penalties for distracted, impaired driving in Ontario begin on Jan. 1

When it comes to distracted driving, if convicted, drivers could face a three-day licence suspension, a fine of up to \$1,000 and three demerit points. If there are second and third convictions within five years, the fines double and triple, respectively. Each instance would also result in six demerit points. Drivers would lose their licence for seven days upon the second conviction and 30 days upon the third conviction.



To read more about these upcoming penalties:
[Click Here](#)



Signs for Smoke- and Vape-Free Spaces

If you are an employer or owner (proprietor) of an [enclosed workplace](#), an [enclosed public place](#) or [other](#) smoke-free and vape-free places as described in the [Smoke-Free Ontario Act, 2017](#) or [Ontario Regulation 268/18](#), you must post enough of the individual (tobacco/e-cigarette) signs **OR** combined (tobacco *and* e-cigarette) signs at each entrance, exit and washroom to ensure that employees and the public know that they cannot smoke tobacco or cannabis (medical or recreational) or vape anything there.

If you are an employer or owner (proprietor) of a hotel, motel or inn, you must post the individual (tobacco/e-cigarette) signs **OR** combined (tobacco *and* e-cigarette) signs in every "non-smoking" or "non-vaping" guest room.

You Can:

- Order these signs from your local [public health unit](#)
- Download the PDF (right-click and choose "Save link as...") and print an exact copy
- Get more detail about posting these signs in [the legislation](#)

	Sign	Official Sign Names	Sign Date	Minimum Size
Option 1: individual (tobacco/e- cigarette) signs)	 <p>Download PDF</p>	<ul style="list-style-type: none"> Tobacco Sign for Employers Tobacco Sign for Proprietors Tobacco Sign for Hotels, Motels, and Inns 	January 1st, 2018	10 cm high, 10 cm wide
	 <p>Download PDF</p>	<ul style="list-style-type: none"> Electronic Cigarette Sign for Employers Electronic Cigarette Sign for Proprietors Electronic Cigarette Sign for Hotels, Motels, and Inns 	January 1st, 2018	10 cm high, 10 cm wide
Option 2: combined (tobacco <i>and</i> e- cigarette signs)	 <p>Download PDF</p>	<ul style="list-style-type: none"> Tobacco and Electronic Cigarette Sign for Employers Tobacco and Electronic Cigarette Sign for Proprietors Tobacco and Electronic Cigarette Sign for Hotels, Motels, and Inns 	January 1st, 2018	15 cm high, 20 cm wide



Accessibility for Small Businesses

Are you a small business? Do you have 1- 49 employees? Are you compliant with the

Accessibility for Ontarians with Disabilities Act (AODA)?

[Click Here](#)
to review what is required by your business.



Is Your Drug and Alcohol Policy Up To Date?

As of October 17 2018, marijuana is legalized within Canada. Is your drug and alcohol policy up to date to reflect this change? We can help your business create or update your existing policy. The impact of alcohol and other drug use in conjunction with work can be significant in terms of employee health, workplace and public safety, and operational productivity.



Let us help you take the complexity out of compliance. Contact our office today!



New WSIB Poster

IN CASE OF INJURY OR ILLNESS AT WORK



1

Get medical help

Your employer is responsible for providing first aid. Go to the doctor or hospital if you need treatment. Your employer pays for your transportation.



2

Document

Tell your employer about your injury or illness. They investigate and keep a record of what happened.



3

Report to the WSIB

Employers must tell us within three days if an injury or illness happens. You can report by submitting Worker's Report of Injury/Illness (form 6).



4

Work together

We work with you and your employer to help you recover and return to work safely and at the right time.

Questions? We're here to help.

Call us at: 1-800-387-0750 | TTY: 1-800-387-0050

For details visit wsib.on.ca/reporting

wsib
ONTARIO

82-8880C-02/18

Download your copy [here](#)



Free Workshop: Cannabis in the Workplace



Join us at our office to learn about Cannabis in the Workplace!

We will discuss:

- Your duties as an employer
- Your duties as an employee
- Legislation specifications
- Legal restrictions
- How to be compliant
- How your workplace is affected
- Recommended changes to company policies
- Testing

Tuesday February 19th, 2019

11:30am - 1:00pm

291 Woodlawn Rd. Unit B10

Guelph, ON

This is a **free** workshop, and all are welcome!

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

There is still time to reserve your spot! Space is limited! Click [here](#) to register.



Attend Our Information Sessions!



Our free information sessions are held at our office at 291 Woodlawn Rd. W Unit B-10, Guelph, ON. All are welcome. Please RSVP by registering via the registration link. Coffee, Tea and water will be provided. Please bring your own lunch/snacks.

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

Some of our upcoming sessions include...

Thursday January 10 2019

Legislative Updates - Understand the Laws Governing your Organization

8:00AM - 9:30AM

There are various laws that effect your organization. Are you compliant with them? We will cover: different legislations such as the Employment Standards Act (ESA) and the Ontario Human Rights Code (OHRC), how your workplace is effected by these legislations, how to be compliant with these legislations, the risks of being non-compliant & much more!

Register [Here!](#)

Tuesday January 15 2019

Fit For Work - What are the Requirements?

11:30AM - 1:00PM

Are you aware of the legal requirements to be Fit For Work and how to be compliant? We Will Cover: specific legal requirements, what policies & procedures should be put in place, the importance of being Fit For Work & More!

Register [Here!](#)

Tuesday January 29 2019

Psychological Health & Safety

11:30AM - 1:00PM

We will cover how mental health has an impact on the workplace and how psychological healthy and safe workplaces are necessary, as well as tips on how to support your staff.

Register [Here!](#)

Tuesday February 5 2019

Human Rights - What You Need to Know

11:30AM - 1:00PM

Human Rights affect and apply to us all. Do you know how to properly abide by Human Rights legislation? Are you compliant? We will cover: what discrimination entails, the Ontario Human Rights Commission, when you have to accommodate, undue hardship, & more!

Register [Here!](#)

Tuesday February 12 2019

Change Management

11:30AM - 1:00PM

Change affects everyone differently; there is no "normal". Change is an essential element of the world and it must be accepted. Adapting to change is about our attitude. We will cover: how to accept that there are no normal or abnormal ways of

reacting to change, but that we must start from where we are, how to see change not as something to be feared and resisted but as an essential element of the world to be accepted, and more!

Register [Here!](#)

Thursday February 21 2019

Do More Great Work

11:30AM - 1:00PM

Stop the busywork and start the work that matters. find out how you can do more of the work that engages you, has a real impact and plays to your strengths. We will cover: tools to assist you in finding, starting and sustaining your great work, how to discover your greatest passions, how to turn your weaknesses into strengths and inspiration, how to balance the competing demands of your life & more!

Register [Here!](#)

View all of Beyond Rewards' 2019 sessions on [Eventbrite!](#)



2019 Monthly Leadership Networking Lunches

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

The monthly Leadership Networking lunches are held at our office located at 291 Woodlawn Road W. Unit B-10 Guelph, ON. and are held from **11:30 am - 1:30 pm.**

Please RSVP by registering via the registration link provided under the dates below.

Lunch and drinks to be provided. If you have any dietary restrictions, please inform us when reserving your spot.



Please note that Beyond Rewards Inc is a nut and coconut free workplace if you choose to bring your own lunch.

Tuesday January 22nd 2019

[Register Here!](#)

Tuesday February 26th 2019

[Register Here!](#)

Tuesday March 26th 2019

[Register Here!](#)

Tuesday April 23rd 2019

[Register Here!](#)

Tuesday May 28th 2019

[Register Here!](#)

Tuesday June 25th 2019

[Register Here!](#)



Protect Your Workers From the Flu

A study conducted by Queen's University concludes that employees who come to work sick cost employers twice as much in productivity losses than employees who stay home.

Colds and flu may be more prevalent than you think. The researchers report that

- 1 in 3 Canadian adults have a sore throat, cold or flu in any given month. This

is more common in women than men

- 1 in 5 Canadian adults ignore symptoms altogether
- cough/cold remedies are the second most commonly used medications in Canada. We spend \$300 million a year on over-the-counter cold and flu treatments and prescription antibiotics which, for the most part, neither "ameliorate symptoms nor change the course of the illnesses."

According to the researchers, "preventative measures that result in even a modest reduction in colds and flu would have a significant impact on reducing costs to the healthcare system and impact on the economy".

For more information and best practices to protect both yourself and your workers from the flu, click [here!](#)



Clapping in Ontario Workplaces - Managing Competing Rights

The adoption of "jazz hands" policies raises an interesting issue for Ontario workplaces. While, as far as we are aware, no organization in our province has yet to limit clapping in the workplace, given the statutory requirement for all employers to provide reasonable accommodation of employee disability, such a move could be foreseeable.



Read the full article [here](#)



Occupational Health and Safety App

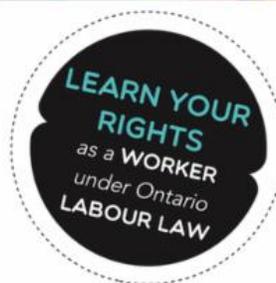
Labor laws and WHMIS at your fingertips! You can now download the app "Worksafe" for your Android or Apple device!

WORKSAFE

A NEW APP FOR OCCUPATIONAL HEALTH & SAFETY



Learn and Study
WHMIS SYMBOLS



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

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



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

Upcoming Dates:

Part One - January 21-23, 2019
Part Two- January 24-25, 2019

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

We have partnered with Acute Environmental, spaces are limited, sign up now! To sign up for these dates as well as check for future dates, click below!

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



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.



What's Happening in the Guelph Community

Upcoming Events: January 2019



Legal - Ask The Professional Program for Small Businesses

Monday, January 7 2019 1:00 PM - 4:00 PM

Insurance - Ask The Professional Program for Small Businesses

Thursday, January 10 2019 1:00 PM - 4:00 PM

Accounting - Ask The Professional Program for Small Businesses

Thursday, January 17 2019 1:00 PM - 4:00 PM

Insurance - Ask The Professional Program for Small Businesses

Monday, January 21 2019 1:00 PM - 4:00 PM

Human Resources - Ask The Professional Program for Small Businesses (Featuring Beyond Rewards)

Thursday, January 24 2019 1:00 PM - 4:00 PM

Accountant - Ask The Professional Program for Small Businesses

Monday, January 28 2019 1:00 PM - 4:00 PM

Digital Media - Ask The Professional Program for Small Businesses

Thursday, January 31 2019 1:00 PM - 4:00 PM



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 other 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](#).



Help create meaningful opportunities for youth career exploration and development.

**BECOME A FRIEND OF THE
CAREER EDUCATION COUNCIL**

For more information, contact Nichole at info.cec@ugdsb.on.ca



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 full-time 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](#)

