



Wilson, Blanchard Management Inc. – Your Solution to Property Management
www.wilsonblanchard.com

Government Changes Affecting Condos

By Karen Reynolds & Jeff Lack, Co-Editors

The WB Condo Connection is a newsletter intended to highlight Ontario condominium related articles and educational items that may be of interest to Boards of Directors and condo owners.

We've shortened this issue so you can focus on the fabulous summer weather we're having while our focus this edition is on some recent government changes that may affect your condominium relating to major projects and how the new HST impacts the decision to hire or contract out services.

Our newsletter is published online and available

Notice of Project (The Occupational Health & Safety Act)

By Wayne Klem
Director of Property Management (Toronto)

Wilson, Blanchard recently attended a luncheon where the Ministry of Labour spoke to the topic of major projects being contracted throughout Ontario and the responsibility of those involved in these projects to ensure the health and safety of all who work on them. A major project as defined by the speaker was any contracted job that was greater than \$50,000.00 in value.

Projects greater than \$50,000.00 required to have a NOP (Notice of Project) posted on site prior to any work commencing. The Notice of Project is

Inside This Issue

Notice of Project	1
Employee vs. Contractor	2
Going Green	3
Online Survey Now Available	3

on our website (www.wilsonblanchard.com) as well as in hard copy format to the President of each of our Boards of Directors.

As always, we hope you enjoy this edition and we welcome your comments. Please direct any comments, suggestions or article topic requests by email to newsletter.editor@wilsonblanchard.com or by mail to:

Editor – WB Condo Connection
101-701 Main Street West
Hamilton, ON, L8S 1A2



issued through the Ontario Ministry of Labour and the cost of this notice would be borne by the contractor who was awarded the project.

The purpose of the notice is to inform the Ministry of Labour of who is the constructor (general

Notice of Project from page 1

contractor) on behalf of the owner of the project and the responsible party to ensure that all health and safety regulations under The Occupational Health and Safety Act are being followed on the job site.

It is imperative that Boards of Directors along with property management ensure that this document is requested for projects being considered in excess of \$50,000.00 and is posted by the general contractor on site prior to any work commencing. This will protect both the corporation and management from possible liability should the inspector for Ministry of Labour find that some aspect of the job site does not conform to the requirements of The Occupational Health and Safety Act.

Employee vs. Contractor

What fits your corporation best?

By Karen Reynolds, ACCI, FCCI, R.C.M., A.I.H.M.
Director of Property Management

With the introduction of the HST, once again several of our clients are raising the question whether they should be hiring on site maintenance staff as employees of the corporation or contracting the work out. The following represents a summary of the pros and cons of the two options as we see it.

The obvious benefit to hiring maintenance personnel as employees rather than contractors is the saving of the HST however corporations should be aware that as employers they would then be responsible for deducting and submitting payroll deductions to the government. In addition to those costs the corporation must also consider vacation

time or sick leave. Who will fulfill the responsibilities of that individual when they are on vacation? Will you have to hire a temporary service to ensure the day to day maintenance needs of your corporation are met? With a contractor it is their responsibility to ensure the role is covered.

Insurance is also an issue. Including extra coverage for an employee under the corporation's policy may result in a minimal increase in the annual premium whereas a contractor must provide their own coverage.

Contracts provide termination provisions spelling out very clearly the steps required to remove a contractor from the site in the event of dissatisfaction with performance. Dealing with employees might require a little more patience and/or expertise in human relations and, just as importantly, knowledge of legislative updates and current requirements.

In the case of an employee, chances are your corporation is the only one they work with so they become very familiar with the owners and the facilities whereas a contractor will likely have many clients and may even be represented by several different employees.

If the employee happens to be a resident of the corporation, that individual becomes subject to the whims of owners/residents should issues erupt or problems occur.

Whichever way a corporation approaches this decision, we strongly recommend discussing the prospect with your property manager to ensure all options have been considered.

Going Green

By Paula Davis
Manager of Accounting

On a suggestion made by Sandra Justus of our accounting department, we will be further embracing the "Going Green" concept.

Effective with the mailing of our June, 2010 financial statements, we will now be copying them double-sided for distribution, unless specifically requested in writing by a Board of Directors.

We could save a tree or two, as I have calculated saving 200,000 sheets of paper a year by embracing this change. Thanks Sandra for the suggestion.

Online Survey Now Available

We want your feedback! Our Performance Evaluation survey is now available online through our website. Please visit www.wilsonblanchard.com and choose "Board of Director Tools" from the left-hand menu. The survey is available at the bottom of the page, however to ensure the integrity of the data collected, a user name and password will be required to complete the survey. Please contact Karen Reynolds, Director of Property Management (karen.reynolds@wilsonblanchard.com) to obtain a valid user name / password.



101-701 Main Street West
Hamilton, ON
L8S 1A2

Phone:

905-540-8800

Fax:

905-540-4450

Email:

info@wilsonblanchard.com

206-16 Four Seasons Place
Toronto, ON
M9B 6E5

Phone:

416-642-2807

Fax:

416-642-2810

Email:

toinfo@wilsonblanchard.com

15A-842 Victoria Street North
Kitchener, ON
N2B 3C1

Phone:

519-743-7667

Fax:

519-571-5083

Email:

kwinfo@wilsonblanchard.com

Newsletter Editor Email:

newsletter.editor@wilsonblanchard.com

We're on the Web!

Visit us at:

www.wilsonblanchard.com
