



The Bean Counters' Quarterly

Hartrell & Kirkham Chartered Accountants

March 2010

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Greetings!

Welcome to the March 2010 issue of The Bean Counters' Quarterly!

As you receive this eNewsletter, we will be in the midst of Tax Season. It's a busy, hectic time of year, but we look forward to seeing all of our returning tax clients and welcoming new ones as well. It is our genuine intent to service each of our clients exceptionally well, so please let us know if there are things we can do to improve. If you're pleased with our services, we would consider it a sincere compliment if you tell others about us.

In this issue, we bring to your attention to the new laws regarding **Bill 168 - Workplace Violence and Harassment legislation, effective June 15, 2010**, requiring EVERY employer with 5 or more employees to comply (see below). Also, although there weren't a lot of surprises in either the **Federal or Provincial Budgets**, we'll note some highlights that may be of interest to you, your family, and/or your business.

As a reminder, the new **HST implementation date is July 1, 2010**. If you have any questions please don't hesitate to contact our office. Also, there are still many free information seminars being offered jointly by Ontario Ministry of Revenue and Canada Revenue Agency at various cities throughout Ontario. Look up dates in April here: <http://www.rev.gov.on.ca/en/events/pst-gst/index.html>

Lastly, **CONGRATULATIONS to CHRISTINE P. from ARBORCORP TREE EXPERTS** - she is the winner of our **Become a Bean Counter Contest** (ended March 12). Christine provided the closest guess at the number of beans in our Jellybean jar. The actual was 409 and she guessed 412! Our winning bean counter won a \$50 Visa card! Looking forward to a warm and wonderful Spring!

Best regards,

Steve Kirkham

The Dialogue Department!



The idea is to open the lines of communication on a topic or question that may be light and breezy or deep and serious, in an otherwise busy and hurried world. We'll start on our end by telling you about our thoughts on a particular topic or question, and then we'll wait to hear back from you - just hit the link "Here's What I Have to Say" and send us a quick reply.

Here's our topic/question for your consideration:

"If we could get you a \$1 Million tax refund (just hypothetical - we're good, but not that good), what would you do with the money?"

Our reply for this quarter is from SHERRY SKIPPEN: **"Okay, well that's just a pipe dream but if it did happen then we'd have to pay our bills first. After they were paid off then we'd buy my husband Grant a new truck because he's looking for one anyway. We'd go on a nice vacation - after tax season of course. Then we'd give money to each side of our family. Then I'd like to buy a small winterized cottage up north on the water with a boat. Then we'd need to work to keep it all up. Oh, yeah, we would top up our RRSP's too as there's room. And get a TFSA. Okay, money spent!"**

Here's What I Have To Say - (send reply to) steve@hartrellkirkham.ca

BILL 168 - Workplace Violence and Harassment



NEW Legislation Tackles Workplace Violence and Harassment

Bill 168 takes effect on June 15, 2010!

In Ontario, Bill 168 legislation amended Ontario's Occupational Health and Safety Act by introducing provisions requiring most employers (**where more than 5 workers are employed**) in Ontario to adopt policies and programs on workplace violence and harassment, to take measures protecting employees from acts of domestic violence in the workplace, and to warn employees where there is a likelihood of them coming into contact with an individual with a history of violence.

This legislation comes into effect June 15, 2010. That means Ontario employer's have very little time to prepare for Bill 168. This legislation will NOT be administered by Employment Standards but by the Ontario Ministry of Labour.

[click here for more information:](#)

Federal and Ontario Budgets 2010



FEDERAL BUDGET - March 4, 2010 (Stephen & Jim's Stuff)

Canadian families looking for sweeping personal tax cuts in Jim Flaherty's latest budget will have trouble finding them. This time around, the finance minister was true to his "stay the course" pledge and didn't offer much new tax relief.

- The amount people can earn before being subject to tax rises by \$62 to \$10,382 a year - reflecting a federal inflation indexing formula that boosts the basic personal amount by 0.60 per cent.
 - The government will keep its freeze on EI premiums to the end of 2010 at \$1.73 per \$100 of insurable earnings before allowing the premiums to rise by a maximum of 15 cents per \$100 in 2011.
 - The government had earlier hinted it would extend the EI work-sharing plan, which allows workers who would otherwise be laid off to work part time and access EI benefits. Existing or recently terminated work-sharing agreements will be extended by an additional 26 weeks, to a maximum of 78 weeks, and the government said it will allow greater flexibility in the qualifying criteria for new work-share agreements. Both changes will remain in place until March 31, 2011.
 - While the home renovation tax credit expired at the end of January, the government said that "unprecedented demand" for a similar initiative, the ecoENERGY retrofit program, will mean another \$80 million will be pumped into it to finance up to 60,000 retrofits. The Conservatives said they have put a total \$585 million into the program.
 - The government also unveiled plans to allow a deceased individual's RRSP or RRIF proceeds to be transferred tax-free to the registered disability savings plans of a financially dependent infirm child or grandchild. Starting in 2011, people who couldn't afford to contribute to a Registered Disability Savings Plan in one year will be allowed to carry forward their unused entitlements to Canada Disability Savings Grants and Canada Disability Savings Bonds for up to 10 years.
 - The Conservatives have also put aside more money for youth, including \$108 million over three years in a variety of areas, including internships, support for young entrepreneurs and youth at risk. As with almost every budget, Flaherty's latest financial plan contained a few minor surprises.
 - The government said it will change several pieces of legislation, including the Income Tax Act, to allow for notices of assessment to be sent electronically. Taxpayers would have to authorize the government to make the notice available on the Canada Revenue Agency's secure websites.
 - Finally, some cosmetic procedures that are considered not medically necessary will no longer qualify for the medical expense tax credit. After March 4, procedures such as liposuction, hair transplants, botulinum toxin, or Botox injections, and teeth whitening will no longer qualify for the credit.
- Tax experts said there really wasn't much for the average taxpayer to celebrate this time around.

ONTARIO BUDGET - March 25, 2010 (Dalton and Dwight's Stuff)

The Ontario government mapped a slow road to balancing the province's books on Thursday, projecting a deficit of \$19.7 billion for fiscal year 2010- 11 and saying it

would stay in the red until 2017-18. Finance Minister Dwight Duncan tabled a \$125.9 billion budget that had little in the way of new spending or direct cuts to programs but promised to reduce the deficit by half in five years and eliminate it completely in eight. The projected \$19.7-billion deficit for the coming fiscal year is just slightly lower than the \$21.3-billion deficit forecast for the fiscal year ending March 31 - a record for the province.

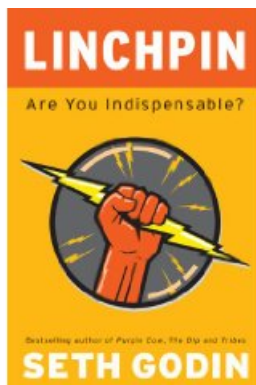
Duncan's plan is to slowly put the brakes on spending initiated last year when Ontario's economy was in a recession.

Savings

- Two-year wage freezes for about 350,000 non-unionized public sector workers and a two-year extension of a pay freeze for MPPs introduced last year. Combined, the moves will save \$750 million.
- Slowing the pace of Toronto's Metrolinx transit projects, resulting in savings of about \$4 billion over the next five years. Transit lines needed for the 2015 Pan American Games remain on schedule.
- Slowing long-term infrastructure investments for a savings of more than \$1.4 billion over the next five years.
- Cancelling the \$174 million bus replacement program for municipalities.

Investments

- \$63.5 million to make up a gap in federal investment in child care, which will preserve 8,500 child care spaces.
 - \$150 million a year over three years to help industries in Northern Ontario reduce energy costs.
 - \$45 million over the next three years for skills training to help aboriginal residents and northern Ontarians find work.
 - A permanent energy tax credit to help residents of Northern Ontario with high energy bills.
 - The introduction of full-day kindergarten for four- and five-year-olds, beginning in September 2010 with up to 35,000 children and across the province by 2015-16.
- The budget document said the government also planned to introduce changes to the laws governing Ontario's drug system, paving the way for lower prices of generic drugs, the first step in an expected revamp of the province's health care system. As expected, colleges and universities got help to increase enrolment - in the form of \$310 million for 20,000 new spaces. But the promised boost for health care fell short, with cash-strapped hospitals getting a mere 1.5 per cent increase in funding, a move that's bound to accelerate the closing of beds and staff layoffs in facilities across the province.



Recommended Reading:

LINCHPIN: Are You Indispensable? By Seth Godin

From the Publisher

"The only way to get what you're worth is to stand out, to exert emotional labor, to be seen as indispensable, and to produce interactions that organizations and people care deeply about."

In bestsellers such as "Purple Cow" and "Tribes," Seth

Godin taught readers how to make remarkable products and spread powerful ideas. But this book is different. It's about you - your choices, your future, and your potential to make a huge difference in whatever field you choose.

There used to be two teams in every workplace: management and labor. Now there's a third team, the linchpins. These people invent, lead (regardless of title), connect others, make things happen, and create order out of chaos. They figure out what to do when there's no rule book. They delight and challenge their customers and peers. They love their work, pour their best selves into it, and turn each day into a kind of art.

Linchpins are the essential building blocks of great organizations. Like the small piece of hardware that keeps a wheel from falling off its axle, they may not be famous but they're indispensable. And in today's world, they get the best jobs and the most freedom. Have you ever found a shortcut that others missed? Seen a new way to resolve a conflict? Made a connection with someone others couldn't reach? Even once? Then you have what it takes to become indispensable, by overcoming the resistance that holds people back. "Linchpin" will show you how to join the likes of...

*Keith Johnson, who scours flea markets across the country to fill Anthropologie stores with unique pieces.

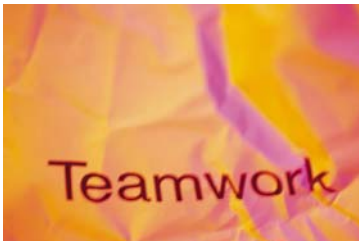
*Marissa Mayer, who keeps Google focused on the things that really matter
. *Jason Zimdars, a graphic designer who got his dream job at 37signals without a

*David, who works at Dean and DeLuca coffeeshop in New York. He sees every customer interaction as a chance to give a gift and is cherished in return.

As Godin writes, "Every day I meet people who have so much to give but have been bullied enough or frightened enough to hold it back. It's time to stop complying with the system and draw your own map. You have brilliance in you, your contribution is essential, and the art you create is precious. Only you can do it, and you must."

Chapters.indigo.ca

Stuff To Know About Hartrell & Kirkham Chartered Accountants



-**Sherry** had a busy month (even outside the office) in March celebrating yet another birthday and her 16th wedding anniversary. She would also like to respectfully disagree with the "Oscar voters" in that she saw Avatar in 3D and thought it was an amazing movie - how could it not

win best picture?!

-**Andre's** kids were able to attend a March Break program in High Park for a couple of days. He is also happy that his wife has been able to find a suitable instructor for their daughter to continue her violin studies.

-**Linda** and her husband have passed the winter months preparing for a half marathon race taking place at the end of April; probably a good way to relieve some of the pressure of working through her first tax season. The family came through winter

healthy and is looking forward to enjoying the warmer months around the pool.

-**Steve**, Sherry and the family snuck away for a few days over March Break to Collingwood. The weather was amazing and the skiing still good - Gavin even skied in his t-shirt for a while! Check out a few photos on the Fun Page of our website. Erin recently competed at OFSSA on behalf of her high school swim team and did amazingly, taking home the Bronze in the 50 Freestyle event and also placing 6th in the 50 Butterfly. Justin is getting into swim mode as well and competed in his first novice meet back in February with 3 firsts and a second - you can check him out on YouTube at

<http://www.youtube.com/watch?v=KTmZ7pE-6Lc>

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