



Acoustical Association Ontario

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Provincial in scope ...

Provincial in outlook

President's Annual Message

2016 and the busy holiday season has past. This is my first annual message since becoming President and first I would like to thank the Board of Directors and all members for their support.

AAO represents many members across this large province. What I find interesting as I reflect, is that AAO in a relatively short time is becoming a leader in our own industry as well as among other construction associations. Why do I say this?

- AAO played an important and leading role in the successful 2016 negotiations
- AAO has taken a leading role in obtaining Market Recovery involving the carpenters (Oshawa, Windsor, Hamilton/Niagara and hopefully more in 2017)
- AAO plays an active role as a board member of COCA, receiving the 2015 President's Award and participates on several COCA committees – WSIB & OHS committee, College of Trades Task Force, Construction Lien Act (Prompt Payment) Review Task Force, WSIB New Rate Framework committee and representing COCA on the IHSA Construction Legislative Review Committee
- AAO Co-Chairs the Acoustic & Drywall Labour - Management Committee of IHSA
- AAO is a member of the new MOL Prevention Office Task Group for Workplace Participation and Supervisors
- AAO is an active member of Prompt Payment Ontario and played an important part at the Queen's Park lobby day

The new vision and direction that our Past Presidents and Board of Directors have been working on, I believe, is bringing all members together. We are seeing new talent of member firms getting involved with the AAO Board of Directors by serving as area representatives.

I can only believe we will continue to bring members together and get stronger as we continue in this direction.

As we enter 2017, new legislation for prompt payment through the Construction Lien Act Review, is finally expected to be announced by the provincial government this spring and the Ministry of Labour is expected to address employer accreditation and new requirements for supervisor and employee training.

As President, it is my commitment to work with the Board of Directors and all members to continue push AAO forward to become the leader in our industry and among others in the construction industry, for AAO to be an association with one voice.

I hope that everyone met with great success in 2016 and that success extends into a prosperous 2017 for you all.

Bob Grassing

AAO President

The Mathews Dinsdale Minute



This month we are going to draw your attention to the proposed WSIB Rate Framework Modernization. You might ask why we are discussing a framework that will not be implemented until, at earliest, January, 2019. Response: because your premium rate in the new system will likely be impacted by your WSIB performance today. Have we got your attention yet?

A little background: In March, 2015, WSIB launched a consultation with Stakeholders into the current WSIB system. According to the WSIB, it turns out that the system is antiquated. Among other problems, the WSIB suggests that 56% of employers are over paying premiums and that the numerous rate groups (approximately 155 in total) are not reflective of the current Canadian industry.

What is important for you to know?

1. The new system will likely reduce the number of rate groups from 155 to 34. Furthermore, you will only be classified under one rate group, unless you fall under a restrictive exception;
2. Say goodbye to the CAD-7 Experience Rating Program: instead of receiving a surcharge or a rebate, your premium rate will increase or decrease annually depending on your insurable earnings, your number of claims and your claims costs;
3. WSIB is predicting that 26% of employers will experience a premium rate increase; 10% of whom will experience an increase greater than 25%.

Why should you be concerned today?

To determine your initial (transitional) premium rate under the new system, WSIB proposes to use your average "net" premium rate, taking into consideration rating refunds and surcharges over at least the previous three (3) years. This means that if the new system is implemented in 2019, the WSIB will consider your health and safety performance in 2016 (right now!).

Takeaway – take immediate action to keep your claims costs down:

1. Invest in health and safety to minimize the opportunity for claims;
2. Ensure lost time injuries are kept to a minimum;
3. Work towards returning employees to work as soon as possible.

If you have any questions about the content of this Minute or would like further details about the Rate Framework Modernization, please reach out to one of our qualified team that specializes in WSIB:

David Gorelle, Partner
Certified Specialist Workplace Safety and Insurance Law
416.869.8543 | dgorelle@mathewsdinsdale.com

Laura Russell, B.Sc., CRSP, Partner
Licensed Paralegal
419.869.8541 | lrussell@compclaim.com

Emily Russell, Workers' Comp Specialist
Licensed Paralegal
416.869.8537 | erussell@compclaim.com

Julie Weller, Associate
647.776.2051 | jweller@mathewsdinsdale.com