



# Acoustical Association Ontario

Volume 8 Issue 1 January 2013

*Provincial in scope ...*

*Provincial in outlook*

## *President's Annual Message*

One of the most enjoyable exercises that I perform as President is to provide this annual message. It gives me an opportunity to stop and reflect on what has occurred over the course of the past year and, more importantly, to consider the challenges we may face ahead in this New Year. Of course, it is also a time to acknowledge the contributions made by the Board of Directors, Area Representatives and our Senior Advisors, who take their free time to better the Association, the membership and the industry that we work in; their support and assistance is always appreciated. I would also like to take this opportunity to extend a warm, albeit belated, holiday greeting to all AAO members and their families. I trust everyone had a happy, safe and enjoyable holiday.

As I reflect on 2012, it raises, for me, mixed and conflicting emotions. In some ways it was a good and productive year, especially given the backdrop of this lingering stagnant world economy. Negotiations with the Carpenters Union have proceeded relatively well, notwithstanding a few hiccups. The "No strike - No Lockout Protocol" was as effective in this round of negotiations as it was in the last round with the Acoustic and Drywall sector leading the way and will be concluded in the very near future. The US has diverted the so called "fiscal cliff", at least in the short term, which should bode well for world markets. The Canadian economy has, as we all know, fared better than most of the world's economies.

But in other respects 2012 was not good enough. This industry, generally and we, as contractors specifically, still find ourselves in a cost - price squeeze. The unionized construction industry continues to face ever increasing competition from the non-union sector, especially now that Merit OpenShop Contractors and the Christian Labour Association of Canada (CLAC) have made significant inroads in this province. Adding to this increased competition is the endemic fiscal and political mess that we, in Ontario, find ourselves - the Provincial government is over mortgaged and needs to cut spending and probably increase taxes. The overall Canadian economy is beginning to show signs of strain. Canadian consumers are not fairing any better, they are "tapped out" and in many respects over stretched, carrying huge debt loads which will be a further drag on our economy. These realities pose many challenges for all of us in the year ahead. If the US can seriously address its fiscal problems, if the Province can get its act together and if the Federal government can affect a soft landing of our economy then these are challenges I believe we can meet with great success.

As an organization, AAO has its own challenges in 2013. My colleagues and I on the Board of Directors have struggled over the past several years with the relevance of AAO. What is it that we are? What should we be doing? What do the members want? And for that matter, what do the members need? These are questions we all need to address. Over the course of the next year, the Board has undertaken to define AAO's role, to define the membership's needs and to provide members with deliverables, whatever they may be. But we will require the memberships' participation and feedback to successfully define a role and purpose, above AAO's primary function of negotiating Provincial Collective Agreements. It is only through your assistance that we can improve and make AAO more relevant and purposeful. I urge everyone to participate in the process. I also encourage those members that have young talent in their firms, sons or daughters perhaps, to get them actively involved in this process and in this organization. They will find the experience both educational and stimulating. Since they will be taking over this industry in the not too distant future, they should have an opportunity to have a say in sculpting the industry on a go forward basis. New and fresh ideas are always welcomed.

In closing, allow me this opportunity to thank all of you for your continued and anticipated support, and I sincerely wish everyone the greatest success in 2013.

*Carmin Giamberardino*

President, AAO

### *The Mathews Dinsdale Minute*



This issue of the Mathews Dinsdale Minute is going to talk about the Income Tax Act. We know that is a little afar afield but just let us explain.

On December 12, 2012, Bill C-377 (titled An Act to amend the Income Tax Act (requirements for labour organizations)) passed its third reading in the House of Commons and now sits poised to become law. C-377 requires labour organizations to file extensive financial information each year that will then be made available to the public.

The information required to be filed will include:

- Financial statements including a balance sheet;
- Listings of all officers, directors, trustees and employees of the organization with compensation over \$100 000 and the disbursements made to each of them in the form of salaries, stipends, vehicles, benefits, pensions, bonuses, gifts, and any other type of compensation;
- A reasonable estimate of the percentage of time dedicated to political activities, lobbying efforts and other non-labour relations activities;
- The aggregate amount of disbursements spent on administration, general overhead, organizing efforts, collective bargaining and legal activities, excluding information protected by solicitor-client privilege;
- Statements listing all transactions with non-arm's length parties;
- For organizations with headquarters situated outside of Canada, statements of amounts paid to the organization on behalf of resident Canadian taxpayers, and any expenditures made that directly relate to its Canadian operations.

Requirements of this nature are not entirely new. Similar filings have been required in the United States for years, and under the Mike Harris led Conservative government in Ontario similar filings were also required and were made public. In fact, this was one of the first things eliminated by the current Liberal government following their election. What is interesting is that they are being enacted by our Federal government.

In Canada, with the exception of certain industries (aviation, telecommunication, interprovincial transport, etc.) labour relations related issues are the responsibility of each Province. But in this Bill, the Conservative government is weighing in on the information it believes should be made public on a national scope in a subject area that they do not traditionally get involved with. It is safe to assume that these requirements will not be popular with organized labour in Canada.

 **mathews  
dinsdale** *Workplace Law Spoken Here*



32 Vancho Crescent  
Etobicoke, Ontario  
M9A 4Z2

Phone: 416-605-6417  
Fax: 416-240-1465  
E-mail: [aao@bellnet.ca](mailto:aao@bellnet.ca)

*Provincial in scope ...  
Provincial in outlook*