All you need to know about
Your Local Labour Market
A NEWSLETTER

October 2018

1000 Islands Region
WORKFORCE DEVELOPMENT BOARD

“Planning Solutions to Build Our Workforce”

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Words from the ED

Frank O’Hearn
Executive Director

Maureen Keeler and I would like to thank you for your ongoing support to the 1000 Islands Region Workforce Development Board. We have had tremendous response to our outreach and networking. Your support and input are critical to our office providing leadership in labour market planning within our communities.

This is our second newsletter this fiscal year and the feedback to this outreach has been very positive. We look to engage the community in this process and provide you with labour market information that reflects our region.

We have made significant investments in our website http://www.workforcedev.ca, and are delighted to advise that our site experienced over one million hits in August, 2018. Over 125,000 pages were reviewed! This success is a reflection of the support we have received from a large number stakeholders in our community in our outreach. We wish to continue the momentum and look to your continued support. Thank you.

We also encourage you to register for our Workforce Improvement Community Consultation that will take place on October 17, 2018 at the Glen House Resort 409 – 1000 Islands Parkway. Your input at this event is critical to our community in respect to identifying opportunities, actions and plans to address workforce issues and challenges in our region. You may register at https://www.evenbright.ca/e/workforce-improvement-community-consultation-tickets-48199839016

We thank all of you for your continued support and input regarding our labour market consultations and tools.

What Is The Board up to?

In this newsletter our focus feature is about the Fair Workplaces, Better Jobs Act (Bill 148) that became office in November 2017. Although it has been a year now, we thought that it would be worthwhile to outline the highlights of this Bill. We have not included any interpretation or results of the Bill but have just provided the details for easy reference.

The Board will be hosting our “Pathway to Employment” workshops again this year. The workshops give the opportunity for employment service provider staff to learn about all services available to clients in our region. Kingston workshops will be conducted in December and the Brockville workshops will be in January.
We have started outreach for our EmployerOne surveys. The process will happen over the next few months with a final report at the end of our fiscal. The Local Labour Market Planning Report is well on its way to completion. One-on-one interviews with stakeholders have been finalized. The results of these interviews and LMI analysis will be presented at the October 17, 2018 consultation Frank mentioned above. After, we will pull everything together and publish the LLMP report in February.

**The Good**

A new rail-to-road fuel terminal will be the latest addition to a growing railyard near the Port of Johnstown, bringing as many as 10 new jobs. Greenergy Fuels Canada announced it will build a new rail-to-road fuel supply terminal in the Johnstown railyard. The new terminal will feature a new fully-automated truck loading system allowing road vehicles to load fuel products directly from real tank cars, with 24/7 truck-loading capability, the Saint John, New Brunswick-based company announced in a media release.

Labour Market Activity

They added that this will be the third facility in Ontario along with terminals in Concord and Thunder Bay. Edwardsburgh/Cardinal Township Mayor Pat Sayeau said “We’ve been waiting for it for quite a while.” Construction of the new fuel terminal was scheduled to begin end of this summer and take a year to complete.

Northern Cables has announced a $2 million expansion of its operation in Prescott, which is expected to create up to 24 new jobs in Prescott and Brockville. Shelley Bacon, chief executive officer of Northern Cables, said the new construction will add 16,000 square feet of space to its Prescott operations and provide efficiencies that would be felt in Brockville too. The construction is expected to be finished this fall and Bacon said, “This addition will permit the company to add key metal-working equipment to further vertically integrate and provide additional are conductor-making capacity. We anticipate adding 10 to 12 workers here over the next two to three years and an equal number of workers at our finishing locations in Brockville.”

The RioCan Centre on Gardiners Road in Kingston will see some new additions to the shopping plaza. There will be a 23,000 square foot Giant Tiger which will move into what current houses HomeSense. The almost 28,000 square feet Bad Boys Electronics is to move into the location currently filled by Winners. Both HomeSense and Winners are to move into the former Sears Home Store location.

Brian and Joanna Milligan opened Milligan’s meats in Cloyne Ontario in the former Cloyne Home Hardware store. There has been a vacancy for a butcher in Cloyne since Cloyne Village
Foods closed and there seemed to be a need for one. They received funding from the Prince Edward Lennox and Addington Community Futures Development Corporation. They opened July 5th and the community is supporting them. This fall they are looking at getting a license for a work space for a wild meat abattoir in time for moose and deer season and perhaps bring in other specialty foods.

Currently the interim National Training Academy for Correctional Service Canada sits on the grounds of the Ontario Regional Headquarters at Union Street and Sir John A. Macdonald Boulevard. But a new home will be a permanent state-of-the-art facility which will be built on the grounds of (but outside the walls) of Collins Bay Institution. The construction is expected to begin in 2021 and be completed in 2024. The interim facility opened in June having relocated from Regina. Nick Fabiano, assistant commissioner human resources for CSC said, “Collins Bay certainly has the property available, but the City of Kingston certainly brings together our infrastructure, we have numerous operations here in Kingston and we have a great amount of staff we can draw on to be trainers.” Mayor Brian Paterson said the opening of a new training academy means new jobs and investment in the community.

Brockville City Councillors have ratified a contract worth up to $219,000 for a consultants’ report on the way forward after the closure of Procter & Gamble. The consultants’ job is to figure out the most promising avenues for job attraction following the loss of what has been the city’s largest industrial employer. The decision had the blessing of the St. Lawrence Corridor Economic Development Commission. The money will come from the provincial government with contributions from the city. Economic development director Rob Nolan reported that the report will allow the city and the corridor commission “to better understand the region’s economic complexity and to identify three to five key industries that can be the innovative industrial clusters that are best suited to the regions and that will create employment for employees businesses, helping existing business grow and assisting with the creation of new innovative business.”

The Bad & The Ugly
Management at Glen Lawrence Golf Club has announced that the club which has been operating east of Kingston for 63 years has been sold and is closing for good and is closing October 31, 2018. There is no confirmed information who has bought the golf course and what its future holds after the closing this season. The golf course employees several full-time and part-time staff.
The Feature
Contributed by Diane Soucie

Overview of the Fair Workplaces Better Jobs Act – Bill 148

There has been much discussion about the changes to Ontario’s minimum wage that came into effect January 1, 2018. However, the Fair Workplaces, Better Jobs Act (Bill 148) that became office in November 2017 makes multiple significant changes to the Employment Standards Act (2000), the Labour Relations Act (1995) and the Occupational Health and Safety Act.

This article provides a summary of the various components of the bill and how they will affect businesses in our region. If you have questions, we strongly recommend that you contact the Ministry of Labour (Ontario) at 1-800-531-5551 and/or legal counsel to obtain clarification on actions your business must take to comply with the legislation.

Minimum Wage
As of January 1, 2018, minimum wage in Ontario went from $11.60/hour to $14.00 per hour. A second increase to $15.00 per hour is scheduled January 1, 2019. Any minimum wage increases after January 1 2019 will continue to be tied to the annual adjustments to Ontario’s Consumer Price Index. Special minimum wage rates continue to be in place but will increase by the same percentage as the general minimum wage for:

- **Liquor servers**: $12.20/hour as of January 1 2018 and $13.05/hour as of January 1 2019
- **Students under age 18**: $13.15 as of January 1 2018 and $14.10/hour as of January 1 2019
- **Fishing and Hunting Guides**: Per/day rate will increase depending on the number of hours worked per day. For those working 5 or less hours/day the rate will increase to $70.00/day effective January 1 2018 and $75.00 per day as of January 1 2019. For those working more than 5 hours/day, the rate will increase to $140.00/day effective January 1 2018 and $150.00/day as of January 1 2019.
- **Homeworkers**: For those who do paid work in their own home for an employer, minimum wage will increase to $15.40/hour effective January 1, 2018 and $16.50/hour as of January 1 2019.

Equal pay for casual, part-time, temporary and seasonal employees
As of April 1, 2018 it became mandatory for employers to pay casual, part-time and seasonal employees doing substantially the same work as full-time/permanent employees the same rate of pay as the full-time/permanent employee. Casual, part-time, temporary and seasonal employees are allowed to ask their employer to review their rate of pay if they believe they are

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1 The content for this article was compiled using the Ontario Ministry of Labour website, https://www.ontario.ca/page/plan-fair-workplaces-and-better-jobs-bill-148#section-3.
not receiving the same rate of pay as full-time/permanent employees performing substantially the same work.

Temporary help agency employees, who are doing substantially the same work as employees of the client are also entitled to the same rate of pay as full-time/permanent employees and may ask their employer to review their rate of pay if they believe they are not receiving the same rate of pay as full-time/permanent employees.

The employer will have to respond by either adjusting the employee’s pay or giving the employee a written explanation. Employers are exempt from the new equal pay for equal work rules for part-time, temporary, casual and seasonal employees if the wage difference is based on 1. A seniority or merit system; 2. Systems that measure earnings by quantity or quality of production and 3. Other factors (gender and employment status will not qualify as an exemption). Temporary help agencies will be exempt from the new equal pay for equal work rules for temporary help agency employees if the difference in the rate in pay is based on something other than gender, employment status or assignment employee status.

Temporary Help Agencies
In addition to equal pay for equal work rules, as of January 1 2018, temporary help agencies are required to provide their employees with at least one week’s written notice or pay in lieu of notice if an assignment estimated to last three months or more ends early. If the temporary help agency gives less than one week’s notice, they must pay the wages the employee would have been entitled to receive had one week’s notice been given. The agency does not have to give notice or pay in lieu if it offered the employee another assignment that was reasonable and lasted at least one week. Temporary Help Agencies do not have to provide notice or pay in lieu of notice if there is willful misconduct by the employee; an unforeseeable event that makes it impossible to perform the assignment; or if the assignment is terminated because of a strike or lock-out at the location of the assignment.

Scheduling
Effective January 1, 2019, The Fair Workplaces Better Jobs Act (Bill 148) will allow employees to request a schedule or location change once they’ve been employed for three months without fear of being penalized. The employee will also be permitted to refuse shifts if their employer asks them to work with less than 96 hours’ (4 days) notice without fear of retaliation.

Employees cannot refuse a shift with less than 96 hours’ notice if the reason that the employer is asking them to work or be on call is to deal with an emergency; remedy or reduce a threat to public safety; and/or ensure the continued delivery of essential public services, regardless of who delivers those services.

Employers will also be required to pay wages to the employees for three hours of work if the employee:

- Regularly works more than three/hours day, reports for work and works less than three hours or not at all (for example, the shift is cut short)
- The shift is cancelled within 48 hours of their scheduled start time (some exceptions apply)
Is scheduled to be on-call but, despite being available to work, is either not called in to work or works less than three hours. This will be required for each 24-hour period the employee is on call.

Employers will not be required to pay for a cancelled shift if they were unable to provide work because of fire, lightning, power failure, storms or similar causes beyond their control or if the employee’s work is weather-dependent and the employer is unable to provide work for weather-related causes.

Employers will not be required to pay wages for three hours for a shift that lasts fewer than three hours if they were unable to provide work because of fire, lightning, power failure, storms or similar causes beyond their control.

Employers will not be required to pay wage for three hours for an on-call shift if the employee is on call to ensure the continued delivery of essential public services, regardless of who delivers those services and the employee was not required to work.

Vacation Time and Public Holiday Pay
Under Bill 148, effective January 1, 2018, employees are entitled to three weeks of paid vacation after five years with the same employer. Employers are also required to calculate public holiday pay so that employees are paid their average regular daily wage.

Personal Emergency Leave
Previously, some employees working at business with 50 or more employees had the right to take up to ten days of unpaid, job-protected leave each calendar year due to illness, injury and other emergencies/urgent matters. Effective January 1, 2018, Bill 148 requires all employers to give all employees ten personal emergency leave days per year, including two paid days if the employee has been employed for one week (7 days) or longer.

Pregnancy Leave
For an employee who suffers a pregnancy loss, the new legislation increases the length of the potential extension to the 17-week leave from up to 6 weeks to up to 12 weeks. This provision came into effect January 1, 2018.

Domestic or sexual violence leave
Effective January 1, 2018, an employee who has been employed for at least thirteen consecutive weeks is not entitled to up to ten individual days of leave and up to 15 weeks of leave if the employee or their child experiences domestic or sexual violence or the threat of domestic or sexual violence. The first five days of leave each calendar year will be paid. The rest will be unpaid.

Classifying an individual as an independent contractor instead of an employee
Employers cannot misclassify employees as independent contractors. This addresses cases where employers treat employees as if they are self-employed and not entitled to employment standards protections. If there is a dispute the employer will have to prove that an individual is not an employee.

Employee Contact
Effective January 1, 2018, the Fair Workplaces Better Jobs Act no longer requires employees to contact their employer before filing claims under the Employment Standards Act (ESA). The Director of Employment Standards can no longer refuse to assign an Employment Standards Officer to investigate an ESA claim due to insufficient information from the claimant.

Changes to the Occupational Health and Safety Act
Employers cannot require workers to wear footwear with an elevated heel (e.g. high heels) unless they are required for worker safety. This change came into effect November 27, 2017 and does not apply to employers of workers in the entertainment and advertising industries.

Changes to the Labour Relations Act

Enforcement
The Ontario Ministry of Labour recently issued a request for proposals to facilitate a widespread campaign to educate employers and vulnerable workers about their rights and responsibilities under Bill 148. They have also hired dozens of additional Employment Standards Officers to make certain that businesses across the province are complying with the new legislation, including:

- resolving all claims within 90 days
- inspecting one in 10 Ontario workplaces every year
- assisting new employers, specifically medium and small business, to comply with the Employment Standards Act, 2000

Again, this article has provided a summary of the key elements of the Fair Workplaces Better Jobs Act (Bill 148) and the Employment Standards Act (2000), Labour Relations Act (1995) and the Occupational Health and Safety Act. If you have questions, we strongly recommend that you visit the Ministry of Labour’s website https://www.ontario.ca/page/plan-fair-workplaces-and-better-jobs-bill-148#section-3, and/or contact them by telephone at 1-800-531-5551. You may also want to obtain legal counsel to obtain clarification on actions your business must take to comply with the legislation.
Stuff you need to know

Students in Grade 9 through 12 attending public, separate or private schools will be eligible for a free 2018-2019 Kingston Transit bus pass. Students attending public, separate or private schools will be able to sign-up through the program and will be valid from Sept 1, 2018 to end of August 2019. “Free bus passes for high school students give youth an opportunity to work, volunteer and participate in community events giving them a greater connection to the Kingston community at large” wrote Mayor Bryan Paterson in a statement.

The Town of Gananoque has decided to do a strategic rethink of implementing an incubator hub in the town. Gananoque commissioned two studies that recommended the incubator model and obtained a government grant ($100,000) to pay for capital upgrades. Shelley Hirstwood, economic development manager, said the town calculated that it would be unable to meet the conditions of the federal grant, so it felt it best to return the money and “go in a different direction.” Even though the town has dropped the initial idea, the studies’ conclusions that Gananoque is an ideal location for high-tech companies are still valid, Hirstwood said. She also said that everybody seems to be jumping on the incubator bandwagon, so Gananoque wants to rethink its strategy with a “blank page” but using the information it has gathered.

As of 2017, more than 40,000 people have arrived from Syria to settle in Canada. Kingston has accepted hundreds of those newcomers. But almost two years after many of them arrived, they are still facing significant barriers to settlement. Madeleine Nerenberg, program manager at KEYS Job Centre, said that for many newcomers there are challenges in terms of employment. “We help newcomers talk to people about how job search works here, workplace rights and responsibilities, employer expectations, different jobs available for people with different skill sets and language levels,” Nerenberg said. As one of the organizations primarily responsible for providing assistance to government-assisted refugees (GARs), Keys provides many supports, including individual support for newcomers finding jobs, computer literacy workshops, English classes, and a specialized program for newcomers looking to enter construction or manufacturing.

Innovate Kingston offers mentoring and up to $3,000 for students looking to turn their business idea into a fulltime job. This summer five high school and 10 post-secondary students participated in the program, with businesses ranging from lawn care to educational tools assisting teachers with students on the autism spectrum. The year’s Summer Company participants showed off their startups the beginning of July. Summer Company in Brockville had 12 participating entrepreneurs, with businesses ranging from athletics to photography, wood creations and boat cleaning services. Total revenue generated by the participants’ in the Brockville program was about $30,000 said Wendy Onstien, lead consultant and manager at the lead-Grenville small Business Enterprise Centre, which administers the program.
The Treasure Trunk, a fundraising arm for Community Living, North Frontenac located on Hwy 38 south of Sharbot Lake,” cannot afford much in the way of staff. They do try to take advantage of whatever programs are available, such as co-op students. KEYS Kingston offered funds for a summer student which allowed them to hire Caden Stephenson. “We don’t have the funds for a summer student,” said Janet Barr, the Treasure Trunk’s director. “But we get a lot busier in the summer with cottagers.” Stephenson, who hails from ‘downtown Maberly’ said, “I’ve learned a lot and I’m getting better with my customer service skills. “I love it, it’s great and, I’m feeling a lot more responsibility now.” Stephenson plans to attend St. Lawrence College in the fall, taking personal health and fitness, culinary arts and general arts and science.

Jameel Madhari, chief executive officer of Transit Capital Corporation and owner of the Brockville Shopping Centre said he want to transform the retail space into something he is calling a “civic empowerment hub.” Madhari said he wants to shift the focus of the centre away from commercial shops to more socially-conscious functions, such as space for youths, seniors and social services agencies, a bus terminal, urban agriculture and perhaps even low cost housing and a medical centre. Madhari unveiled his vision to the council of the United Counties of Leeds and Grenville in June. The Brockville Shopping Centre at Stewart Boulevard and Central Avenue, has seen the closure of Zellers, Canada Trust bank, the LCBO AND Brett’s Valu-Mart grocery in recent years.

Alex Edwards won first place at the Skills Ontario Competition in carpentry. The Grade 12 student at Athens District High School used his skills and knowledge both self-taught and from his teacher to capture the gold medal in the Carpentry – Individual Secondary category. Edwards is quick to give credit to his teacher, Bob St. Onge. St. Onge has been teaching carpentry and woodworking, along with co-op for 17 years at ADHS. A career is what Edwards wants to make of his success. Envisioning it since Grade 8, Edwards see himself one day owning and operating his own carpentry company, Edwards Carpentry. Alex moved on to the next step in the competition, the 2018 Skills Canada National Competition hosted in Edmonton the beginning of June.

The Leeds and Grenville Small Business Enterprise Centre awarded its third round of participants for the Starter Company Plus program with certificates to commemorate the completion of the half-year program. During the program, participants are given one-on-one guidance from an adviser, a business plan workshop, coaching and mentorship and will receive a grant up to $5000. The program assists businesses in existence for one to five years, a business looking to expand or an entrepreneur looking to purchase an existing business. “What it does is creates more job possibilities for the community and for economic development for the community,” said Jeanette Johnston, business development coordinator for the centre.

The Brockville Chamber of Commerce will be hosting its Award of Excellence Gala 2018. It is being held at the Brockville Memorial Centre Thursday November 8, 2018. Cocktails at 6:00pm,
Dinner and Awards at 7:00pm. The cost is $135.00 plus HST. The deadline is Friday November 2, 2018 at www.brockvillechamber.com

**BRIDGES out of POVERTY**, A Community Training Opportunity Strategies for Professionals and Communities. Gain a deeper understanding of the challenges – and strengths – of people living in poverty. This one day workshop based on the work of Dr. Ruby Payne, PhD. will help you partner with individuals to create opportunities for success. Thursday October 18, 2018, 9:00am to 3:00pm at The New Hope Brockville Tabernacle, 2811 Second Concession Road, Brockville Ontario, Registration fee $80.00. Pre-register by emailing Marcia.hickey@uclg.on.ca or calling 613-342-3840 or 1-800-267-8146, ext. 2117

The 7th Annual Fall Small Business Workshop 2018 will be held Thursday, October 18, 2018 from 8:00am to 1:00pm at the Gananoque Inn 550 Stone Street, Gananoque. Sponsored by the Business Support Network-Working to Connect Businesses with Resources an Information to Succeed. Keynote Speakers: Julie Nixon, Maximize your Influencer Marketing through First Impressions and Melissa Schenk, Live Stream Like a Pro. Register for this FREE event at https://fsbworkshop.eventbrite.ca

A source for Labour Market Information related to Kingston can be found on the KEDCO website. Go to http://business.kingstoncanada.com/en/statistics/statistics.asp to learn more about demographics, education, labour force, labour development and more.
People R Us

Dave Bennett, the great-grandson of Hugh Bennett, the founder of Bennett’s Groceries in 1912, is retiring. Bennett left Bennett’s Valumart on Gore Road September 9, 2018. Bennett has been in the grocery business for 45 years and says it is a time for a change.

Dana Valentyne, has been hired as the new Economic Development Officer of the Town of Prescott. Valentyne was ED Officer in Deseronto for eight years and her most recent role was as the Supervisor of Tourism and Events at the City of Quinte West. Valentyne started July 23, 2018.

Hollee Kew will be joining the St. Lawrence Parks Commission September 17, 2018. She brings experience from Ministries including Economic Development and Trade, Municipal Affairs and Housing, and agriculture, Food and Rural Affairs.
Links of Usefulness—In no particular order

Algonquin & Lakeshore Catholic District School Board  www.alcdsb.on.ca
College of Trades  www.collegeoftrades.ca
Academy of Learning  http://aolkingston.com
The Ontario Tourism Education Corporation (OTEC)  http://www.otec.org
St. Lawrence College Employment Services  http://www.employmentservice.sl.on.ca/?Im=0&Location=10
Community Living Kingston  http://www.communitylivingkingston.org
Career Services  http://careerservices.ca
Upper Canada District School Board  http://www.ucdsb.on.ca
United Communities of Leeds Grenville  http://www.leedsgrenville.com/en
Community Care Access Centre  http://www.ccac-ont.ca
Correctional Service Canada  http://www.csc-scc.gc.ca
KEYS Job Centre  www.keys.ca
North Grenville  http://www.northgrenville.on.ca
Evolution Group Inc.  http://evolutiongroupinc.com
City of Kingston  www.cityofkingston.ca
Brockville Chamber of Commerce  http://www.brockvillechamber.com
County of Frontenac  http://www.frontenaccounty.ca
Frontenac Community Futures Development Corporation  http://www.frontenaccfdc.com
March of Dimes  http://www.marchofdimes.ca
Kingston Chamber of Commerce  http://www.kingstonchamber.on.ca
Employment and Education Centre  http://www.eecentre.com
Upper Canada Leger Centre for Education and Training  www.uclc.ca
1000 Islands Chamber of Commerce  http://1000islandschamber.com
Loyalist Township  http://www.loyalisttownship.ca
Downtown Brockville  http://www.downtownbrockville.com
Prescott and Area Chamber of Commerce  http://www.prescottanddistrictchamber.com
Town of Gananoque  http://www.gananoque.ca
Town of Prescott  http://www.prescott.ca
Kingston Immigration Partnership  http://www.kchc.ca/index.cfm/kip
Ministry of Agriculture and Food  http://www.omafra.gov.on.ca
North Frontenac Township  http://www.northfrontenac.com
Service Canada  www.servicecanada.gc.ca
Township of Central Frontenac  http://www.centralfrontenac.com
Restart Employment Services  http://www.restartnow.ca
Catholic District School Board of Eastern Ontario  http://www.cdsbeo.on.ca
TR Leger School of Adult, Alternative & Continuing Education  www.ucdsb.on.ca/school/trl/Pages/default.aspx
United Way  www.unitedway.ca
Gananoque and District Association of Community Living
http://ottawa.cioc.ca/record/KGN1604
Town of Smith Falls http://www.smithsfalls.ca
Limestone District School Board www.studykingston.com
Northern Frontenac Community Services Corporation http://kingston.cioc.ca/record/KGN1016
Prince Edward - Lennox and Addington Social Services http://pelass.org
Kingston Skills & Literacy http://www.klandskills.ca
CSE Consulting http://www.cseconsulting.com
Literacy Link Eastern Ontario http://www.lleo.ca
Village of Merrickville-Wolford http://www.merrickville-wolford.ca
Excellence in Manufacturing Consortium http://www.emccanada.org
Kingston Construction Association http://www.kca.on.ca
Boys and Girls Club www.bgckingston.ca
Grenville Community Futures Development Corporation http://www.grenvillecfcdc.com
Township of Leeds and The Thousand Islands http://www.leeds1000islands.ca
Centre for Internationally Educated Nurses http://www.care4nurses.org
Ontario Skills Passport http://www.skills.edu.gov.on.ca/OSP2Web/EDU/Welcome.xhtml
Ontario East Economic Development http://www.onteast.com
Algonquin College http://www.algonquincollege.com
Kingston Canada http://livework.kingstoncanada.com
Primus Accessibility Services http://primus.ca/index.php/que_en/about-us/accessibility-services
OLG Thousand Islands http://www.olg.ca/olg-casinos/casino_facilities.jsp?gamesite=thousand_islands
Covidien http://www.covidien.com
Girls Inc. of Upper Canada http://www.girlsinc-uppercanada.org
Connections Adult Learning Centres http://kingston.cioc.ca/record/KGN3999
ACFOMI http://www.acfomi.org
Grade Learning http://gradelearning.ca
1000 Islands Tourism http://www.1000islandstourism.com
1000 Islands Community Develop Corporations http://www.ticdc.ca
Independent Living Centre Kingston http://www.ilckingston.com
RDEE http://www.rdee-ont.ca
The Department of National Defense and the Canadian Forces http://www.forces.gc.ca
Green Centre Canada http://www.greencentrecanada.com
Image Advantage http://www.imageadvantage.com
Augusta Township http://www.augusta.ca
Ministry of Advanced Education and Skills Development http://www.tcu.gov.on.ca/eng
Township of South Frontenac http://www.township.southfrontenac.on.ca
Interactive Manufacturing Innovation Networks http://www.iminonline.ca
Frontenac Community Mental Health & Addictions Services http://www.fcmhas.ca
Township of Edwardsburgh/Cardinal http://www.edwardsburghcardinal.ca
Adecco http://www.adecco.ca