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Legislative Updates

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Minimum Wage Increases

The minimum wage went up in three provinces on October 1. Manitoba, Prince Edward Island (P. E. I.), and Nova Scotia all saw wage increases ranging from 30 to 50 cents an hour.

Manitoba's minimum wage rate rose from \$9.50 per hour to \$10.

P.E.I.'s minimum wage rate rose from \$9.30 per hour to \$9.60. The minimum wage will go up again on April 1, 2012, to \$10 per hour.

Nova Scotia's minimum wage rate increased from \$9.65 per hour to \$10, while the rate for inexperienced workers rose from \$9.15 to \$9.50.

Minimum wage rates in British Columbia will increase on November 1, 2011, and May 1, 2012. On November 1, the general minimum wage will increase to \$9.50 per hour, and the wage for liquor servers will increase to \$8.75 per hour. On May 1, 2012, the general minimum wage will increase to \$10.25 per hour, and the wage for liquor servers will increase to \$9.00 per hour.

B.C. Family Day

British Columbia will join three other provinces in celebrating Family Day. The new provincial statutory holiday will be celebrated on the third Monday of every February. Family Day will be introduced on February 18, 2013.

B.C. HST Repealed

The Province of B.C. will reinstate the combined 12 per cent PST and GST tax system following the referendum decision by British Columbians to extinguish the HST in B.C.

An action plan has been established to guide the transition process. The transition period is expected to take a minimum of 18 months. During this period, the provincial portion of the HST will remain in place at seven per cent. When reinstated, the PST will remain at seven per cent.

For more information on the action plan to re-implement PST, please visit www.hstinbc.ca.

2011 Deloitte Technology Fast 500™

Payworks was named one of the 500 fastest growing technology companies in North America in the Deloitte Technology Fast 500™ ranking. Payworks placed 411th in the ranking and was the only Manitoba-based company named to the list.



This is the first year that Payworks has received this honour. Placement is based on the percentage of revenue growth over the last five years.

For more information on the Technology Fast 500™ including selection and qualifying criteria, please visit www.fast500.com.

Get to Know Them

Get to know your Client Service Representative

Harj Hutchings has worked for Payworks for just over 4 years, assisting approximately 255 Small Business clients across Canada.

The position at Payworks was the first job Harj applied for when she moved to Canada four and a half years ago. Harj is from the United Kingdom, and Canada was a big culture change for her. She is very proud of her ancestral heritage and can speak Punjabi (her roots are in England and Punjab, India). She even took a day off to watch the Royal Wedding! She enjoys going home to the UK to see her mum and dad.

Harj enjoys the fact that her clients are international. She enjoys the diversity of speaking to people in different cultures. "I have great relationships with my clients. We have a great ball; it's a really nice eclectic bunch." Many of these lively discussions involve soap operas, Coronation Street in particular.

When not at work, Harj spends a lot of time with her son Amar's soccer activities. Amar plays in a recreational league (his team recently won the cup) and a high school league. This is a big soccer household! Harj's husband, Steven Hutchings, is a Liverpool fan and Amar is an Arsenal fan.

When not cheering for soccer, Harj spends a lot of time socializing. She enjoys cooking and holding dinner parties, and just recently learned to make meatballs (she says she is now Canadianized).

Harj recently made a delicious butter chicken recipe that she got from her client the Pantry Restaurant in Langley, BC (the client is originally from Manchester, England). She also got an apple pie recipe from Xpressions Embroidery in Winnipeg, MB, and a pastry recipe from The Lemon Tree in Barrie, ON. It's a very social and culinary-minded group!



Harj and her husband, Steven Hutchings, at the Royal Ascot Gala, a Payworks-supported event.

Payworks
September/October
Newsletter

the
Works

Coming Soon

Payworks Web Updates and my-benefitsLINK

Web Updates

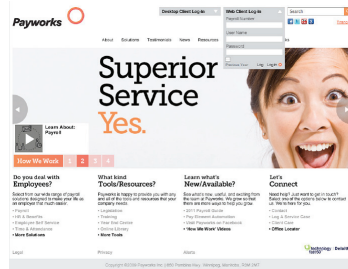
Payworks is in the process of updating our corporate website. You can expect big changes to payworks.ca in the beginning of November!

These changes include: a completely redesigned home page incorporating the look of Payworks' current ad campaign; more videos; updated company and product information; and a new intuitive navigational system that should make it easier for you to find what you need when you need it.

We're keeping the original layout of the website, and none of these changes will affect the Payworks Payroll application (payroll.payworks.ca). The Web Client and Desktop Client login boxes will move to the top of the screen on payworks.ca; however, and users must scroll over the boxes to open a dropdown menu and log in to their payroll application.

Other changes include the addition of links to social media that will appear on all web pages, allowing users to share Payworks.ca with their friends.

As well, Payworks is introducing a more robust section on Corporate Social Responsibility. This section will highlight Payworks' commitment to the communities we live, work, and play in.



Sneak preview of Payworks.ca redesign

my-benefitsLINK

Payworks has teamed up with the Johnston Group, one of Canada's leading third-party administrators, to offer new seamless synchronization between your payroll and group benefits programs with my-benefitsLINK.

my-benefitsLINK allows Payworks clients to enter information just once into the Payworks solution and automatically update their employee my-benefits@ programs administered by the Johnston Group. Visit johnstongroup.ca for more information on the Johnston Group benefits programs.

Key features include: no duplicate entries;

never forgetting to add employees to the benefits plan; and never creating a late entrant situation with your carrier. And whether one individual performs both payroll and benefits functions, or the responsibilities are split between two individuals, my-benefitsLINK will make benefits administration a breeze.

When you enter employee information into the Payworks Payroll solution, the same data elements you need to provide to your group benefits administrator will automatically flow through to Johnston Group's online benefits utility, my-benefits@.

The fields from which entered information will automatically flow through to my-benefits@ will appear in purple once the my-benefitsLINK application has been turned on.

my-benefitsLINK can process new employee applications; employee changes such as name, address, or marital status; earnings updates; and employee terminations and reinstatements.

Contact a Payworks expert for a demonstration of my-benefitsLINK when this feature has become available. Visit us on the web at payworks.ca or call us toll free at 1-866-788-3500.

What's Up?

Come and stop by our booth at these upcoming conferences and tradeshow:

November 7-8

BC Hospitality Industry Conference & Exposition
Tradeshow: November 7, 12:00 PM - 6:00 PM and November 8, 12:00 PM - 6:00 PM
Booth Number: 815
Vancouver Convention Centre, East Exhibit Halls B & C
1055 Canada Place, Vancouver, BC
www.bchospitalityexpo.com

January 29-30, 2012

BC Foodservice Expo
Tradeshow: January 29, 11:00 AM - 5:00 PM and January 30, 10:00 AM - 5:00 PM
Vancouver Convention Centre, West 1055 Canada Place, Vancouver, BC
www.bcfoodexpo.ca

Small Business Week

October 16 - 22, 2011

The week of October 16 - 22, 2011 is Small Business Week®, an annual celebration organized by the Business Development Bank of Canada and celebrated in the third week of October for the past thirty years.

Small Business Week pays tribute to the contributions that small and medium-sized businesses and Canadian Entrepreneurs make to the national economy.

The theme of Small Business Week 2011 is: Power Up Your Business. Invest. INNOVATE. Grow.

To find a local Small Business Week event in your area, visit the Small Business Week website at www.bdc.ca.

Small Business Week Facts:

- Small and medium-sized businesses

account for 99.8% of all Canadian companies and employ more than 60% of private sector workers.

- According to a 2010 Angus Reid survey, innovation is a priority of 74% of Canadian entrepreneurs.
- Historically, rapidly-growing small and medium-sized enterprises have created over 55% of new jobs in the country.

SMALL
BUSINESS
WEEK®

OCTOBER 16-22, 2011

This is how we work.

