

The ESSEX FREE PRESS BUSINESS

Small Business 101

Holiday retail hiring

Hiring temporary workers to help deal with the rush of holiday shoppers is an annual ritual in the retail sector. Temporary jobs can last from a couple of weeks to a few months and are based on a short-term basis to meet your immediate needs. How can you hire and keep good holiday help? The Canadian Federation of Independent Business offers the following tips:

Begin advertising for open

positions right away.

- Connect with your local college/trade/training school.
- Get involved with cooperative training programs in your community.
- Hire a student.
- Use the Internet. Visit Service Canada–Job Bank at: <http://jb-ge.hrhc-drhc.gc.ca>
- Tell all your contacts, business and personal, details of the position and what kind of employee you are looking for.

Ask if potential employees have a basic knowledge of, and interest in, your business.

These employees will join you at your busiest time of the year and are representing your business to customers.

Use the same interview process for temporary employees as you do for permanent ones. Remember to conduct reference checks. These employees may also become your regular part-time, permanent or back as

seasonal workers the following year.

Tailor orientation and training programs. Take the time to train temporary employees and pay them to begin training early, if possible. Consider a half-day workshop after hours or on the weekend to ensure your employees will be able to attend. But, remember not every temporary employee will make it through the

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training program or the term of the job, so plan for the unexpected.

Hire workers with a commitment to stay. If previous experience is not a prerequisite for sales, look for employees with the right attitude, someone who is outgoing and customer service oriented.

Retailers need seasonal workers to satisfy customer demand. Accurate seasonal

planning will lead to improved sales, higher customer satisfaction and increased productivity and profitability, leaving you more time to spend on your business.

Small Business 101 is an information service provided by the Canadian Federation of Independent Business. It is not intended to replace legal and/or accounting advice.

Watson's Bill C-305 sent to committee for review

Essex MP Jeff Watson has moved forward in his efforts to provide tax relief to Canadian seniors who collect U.S. Social Security for their retirement incomes.

Watson's Bill C-305 passed second reading Dec. 4 with support from all parties in the House of Commons. The bill now proceeds to the finance committee for further study, as the government contemplates measures for its next budget in 2007.

"Today is a good day for Canadian seniors," Watson said in his speech. "Now I hope we can move this debate, at committee, to where it belongs: to tax justice for seniors who retired under a 50 percent inclusion rate for taxation of their pension benefits but

suffered under rules changed on Jan. 1, 1996, and in 1997 that ultimately raised the inclusion rate to 85 percent."

In order for this debate to occur, Watson concluded, "all members have to acknowledge that an injustice occurred 10 years ago."

"1995 was difficult for area seniors who were apprised of a major tax change on their U.S. Social Security benefits by the Liberal government only a week before Christmas," recalled Watson. "Christmas 2006 offers some hope that these changes will finally be made."

As Bill C-305 moves to the finance committee, Watson expressed an openness for legislative changes

Movies for McGregor



Frank Mendler, owner of McGregor Video, left, stands in front of a movie shelf inside the newly opened shop on Walker Road last week. McGregor Video held its grand opening Dec. 2.

to include a grandfathering of seniors originally affected by the tax changes in 1996 and 1997, rather than an across the board reduction of the inclusion rate to 50 percent.

"Such a change", noted Watson, "clearly addresses the original tax justice issue while avoiding a side debate about tax equity that

stalled previous efforts. It also provides flexibility for other government priorities for Canadian seniors."

Watson concluded his remarks by thanking "all honourable members in the House for their support for this bill" and suggesting that "it will be an even better day when the change is finally passed into law."



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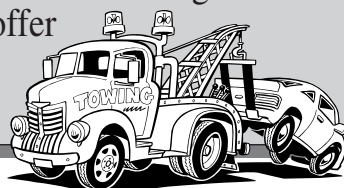
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