
District of Parry Sound



Social Services
Administration Board

Chief Administrative Officer's Report

October 2023

Mission Statement

To foster healthier communities by economically providing caring human services that empower and enable the people we serve to improve their quality of life.

Human Resources Update

This month we are celebrating the retirement of three long-standing DSSAB employees:

- Childcare Supervisor - Fairview ELCCC; 28 years of service
- Counsellor - Esprit Place; 30 years of service
- Supervisor - Income Support; 38 years of service

We wish all three the very best in retirement and thank them for their dedicated service to the DSSAB.

We also welcomed ten new employees to the organization throughout the last quarter.

After receiving feedback from employees that the current program was not meeting their needs, we are making a change to our Employee Assistance Program (EAP). The EAP is a voluntary and confidential service, to help employees and their family members (dependents), who have personal concerns that affect their personal well-being and/or work performance.

The new EAP offers the following resources that our staff have been looking for:

- Online and in-person counselling sessions
- An industry-leading mobile app that allows staff to book their appointments and connect with a counsellor in a timely fashion
- The app also has additional resources such as a newsfeed, well-being content and self-directed programs
- 24/7 crisis support
- Management support such as support for managing employees (depression, bullying, sexual harassment), employee performance, manager personal growth, and workplace safety

The EAP is one of many ways the DSSAB supports the well-being of our employees.

Facebook Pages



A friendly reminder to follow our Facebook pages!

- ♦ [District of Parry Sound Social Services Administration Board](#)
- ♦ [Esprit Place Family Resource Centre](#)
- ♦ [EarlyON Child and Family Centres in the District of Parry Sound](#)
- ♦ [The Meadow View](#)

Social Media

Facebook Stats

District of Parry Sound Social Services Administration Board	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023
Total Page Followers	462	471	474	478	490	500
Post Reach this Period (# of people who saw post)	7,891	4,460	3,789	4,010	2,249	4,112
Post Engagement this Period (# of reactions, comments, shares)	757	505	241	692	234	428

Esprit Place Family Resource Centre	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023
Total Page Followers	132	131	131	131	132	133
Post Reach this Period (# of people who saw post)	124	116	29	203	62	55
Post Engagement this Period (# of reactions, comments, shares)	7	71	1	2	1	2

DSSAB Twitter Stats https://twitter.com/psdssab	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023
Total Tweets	13	8	8	10	N/A	19
Total Impressions	300	300	291	301	56	229
Total Profile Visits	217	130	137	128	N/A	135
Total Followers	28	27	27	30	31	32

DSSAB LinkedIN Stats https://bit.ly/2YyFHIE	MAR 2023	APR 2023	MAY 2023	JUNE 2023	AUG 2023	SEPT 2023
Total Followers	399	410	416	434	437	441
Search Appearances (in last 7 days)	308	245	228	281	185	115
Total Page Views	31	30	41	56	33	22
Post Impressions	929	697	546	786	182	558
Total Unique Visitors	17	11	19	25	19	14

DSSAB in the Community

On September 29th, our Communications Officer and I attended the District of Parry Sound Municipal Association meeting in Dunchurch, where we set up a table showcasing information about all DSSAB programs and services. There were approximately 100 people in attendance, primarily elected officials, Ministries, Agencies and municipal staff from all municipalities in the District of Parry Sound.

Municipal Presentations

This month, myself and our Communications Officer, continued our road trip with presentations to several municipalities where we outlined the DSSAB’s programs and services and explaining to members of each Council how we can help members of their community. All Councils expressed their appreciation for the work done by DSSAB staff. These presentations were part of a series of Municipal presentations taking place over the next year.

Municipalities receiving presentations in September included:

- McKellar – September 19, 2023
- South River – September 20, 2023
- Tri-Council of Sundridge, Strong & Joly – September 25, 2023



Licensed Child Care Programs

Total Children Utilizing Directly Operated Child Care in the District August 2023

Age Group	Fairview ELCC	First Steps ELCC	Highlands ELCC	Waubeek ELCC	HCCP	Total
Infant (0-18M)	0	0	3	1	20	24
Toddler (18-30M)	15	8	9	12	25	69
Preschool (30M-4Y)	18	15	16	42	43	134
# of Active Children	33	23	28	55	88	227

All four Early Learning and Child Care Centres were operating at or slightly below the Ministry of Education licensed capacity for each program so that staff were able to take summer vacations and to help mitigate the challenges of securing casual staff to cover the regulated program ratios. Many preschool children prepared to make the transition to school in September and the older toddlers were moved to the preschool rooms. The Ministry of Education Licensing Advisor has been out to the centre-based programs to complete the licensing process for the 2023/2024 year, and we have received positive results showing we are in full compliance with the *Child Care and Early Years Act*. Some programs brought in community partners over the summer months and introduced more cultural diversity through visual displays and introducing a variety of materials for the children to explore.

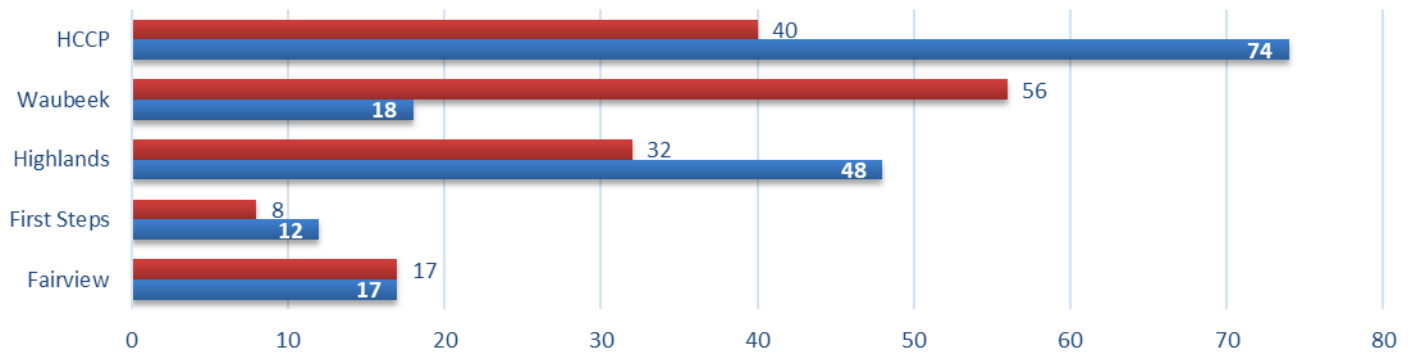
The Home Child Care Program has 19 active providers across the district and has 2 potential homes going through the approval process.

School Age Programs August 2023

Location	Enrollment	Primary	Secondary
Mapleridge After School	N/A		
Mapleridge Before School	N/A		
Mapleridge Summer Program	13		
St. Gregory's After School	N/A		
Sundridge Centennial After School	N/A		
Land of Lakes After School	N/A		
Home Child Care	46	19	1
# of Active Children	59	19	1

The Mapleridge Summer Program was very successful this year remaining at capacity. The children enjoyed exploring the Powassan community and engaging in interactive play-based activities based on their interests and outdoor environment. The staff included creative opportunities where a variety of art mediums were explored, science experiments designed, and excursions were taken.

Directly Operated Child Care Waitlist by Program August 2023



As shown in the above chart, the blue bar reflects families that are currently seeking care and space is unavailable while the red bar indicates families that have requested a space after December 31, 2023. Many families are calling reporting that they are newly expecting and wanting to be added to the waitlists for 2025. Requests for infant spaces continue to be on the rise. Many preschoolers have moved on to school and toddlers will be moving to the preschool classrooms which will open spaces in the toddler rooms for new intakes to come from the current waitlists. Waubeeek has had the largest transition to school cohort of 27 children moving on and has been moving toddlers into the vacated spaces this past month. Even with this large transition, there is still a waitlist for infant and toddler spaces in all the directly operated programs.

Inclusion Support Services August 2023

Age Group	EarlyON	Licensed ELCC's	Monthly Total	YTD Total	Waitlist	New Referrals	Discharges
Infant (0-18M)	0	0	0	0	0	0	0
Toddler (18-30M)	1	9	10	16	0	0	0
Preschool (30M-4Y)	6	35	41	54	1	1	1
School Age (4Y+)	4	26	30	39	1	0	1
Monthly Total	11	70	81	-	2	1	2
YTD Total	12	78	-	108	30	22	10

Statistics for the ISS Program have remained unchanged for the month of August. The Resource Consultants worked with all the child care programs across the district and summer recreational programs to assist with ensuring every child had the opportunity to participate to their fullest potential in the summer activities.

EarlyON Child and Family Programs August 2023

Activity	August	YTD
Number of Children Attending	2,756	7,654
Number of New Children Attending	153	419
Number of Adults Attending	1,575	4,683
Number of Virtual Programming Events	5	32
Number of Engagements through Social Media	3,431	5,843
Number of Views through Social Media	27,920	76,786

The EarlyON team assembled “Getting Ready for Kindergarten” bags, 25 of which were distributed to families across the district and another 25 bags were provided to the ISS Resource Consultants to give to families on the caseload that were attending Kindergarten in the fall.

This summer, the EarlyON team was able to provide summer pop-up programs in Callander, Emsdale, Foley, Trout Creek, Magnetawan, and Powassan with a total of 79 adults and 137 children attending. We reconnected with returning families as well as new families who have recently moved to the area.

The Moms-to-Moms group continues to be a supportive program at the Parry Sound Community Hub for the new moms in the community. Over the summer we had 39 moms and 62 children in attendance.

EarlyON Facilitators prepared for the fall reopening of programs in Humphrey, Emsdale, Orrville, Magnetawan, Carling, Powassan, Foley, Sundridge, Rosseau, Callander, Trout Creek, and Port Loring.

Funding Sources for District Wide Childcare Spaces August 2023

Active	# of Children	# of Families	Funding Source - New	# of Children	# of Families
CWELCC*	108	105	CWELCC	1	1
CWELCC Full Fee	178	177	Extended Day Fee Subsidy	1	1
Extended Day Fee Subsidy	11	11	Fee Subsidy	6	5
Fee Subsidy	101	78	Full Fee	1	1
Full Fee	12	10	Ontario Works	1	1
Ontario Works	14	12	Total	9	8
Total	424	393			

* CWELCC – Canada-Wide Early Learning Child Care; eligible for children 0 - 6

Funding Source - Exits	# of Children	# of Families
CWELCC	5	5
Extended Day Fee Subsidy	2	2
Fee Subsidy	31	22
Total	38	29

Child Care Service Management Update

As the Government of Canada identified child care as a national priority to enhance early learning and childhood development, support workforce participation and contribute to economic recovery, funding under the Canada-Wide Early Learning and Child Care Agreement (CWELCC) is being used to build upon and leverage the success of Ontario’s existing early learning and child care system. The Child Care Service Management team is thoughtfully creating strategies to increase quality, accessibility, affordability, and inclusivity in the early learning and child care sector. Listed below are some identified priorities and achievements:

- Revenue replacement funding is being allocated to licensed child care operators in the District of Parry Sound; striving to achieve an average base fee of \$10 a day by 2025-26 for licensed child care spaces accommodating children ages 0-6;
- Priority areas have been determined within our Directed Growth Plan to support expansion of licensed child care for community and school based spaces;
- Start-up grant processes and applications are being created to support expansion;
- Establish an updated early years network to better understand pressures, overcome challenges, prioritizing community needs while creating specific action plans.

Quality Assurance Update

Throughout the months of July through to September, 12 Recreational and Skill building programs were visited. During those visits a Quest 2 assessment was completed on each program by the Quality Assurance Supervisor. The Quest 2 quality assurance assessment tool must be conducted by a High 5 trained trainer and is designed to measure program effectiveness and performance. It provides an evaluation and feedback to programs and administrators to assist in maintaining the highest quality programming at both the individual and organizational level. Upon completion of each assessment a copy of the assessment along with any recommendations was sent to each program. All programs supported by the DSSAB successfully passed their evaluation and did not require any follow-up.

One of the best ways to contribute to the quality of programming is to invest in our educators. Therefore, additional professional development training opportunities through the Early Childhood Community Development Centre (ECCDC) have been offered to educators for the fall of 2023 through the continued support of the workforce funding. The training offered will assist in providing educators with continued early learning seminars that support the importance of families in childcare, along with sessions that support high quality and engaging learning environments.



Additional funds have been used to send the Inclusion Support staff to Reaching IN... Reaching OUT (RIRO) training. This 12-hour evidence-based program, is a resiliency training that provides service providers working with early learning, child care, community/ mental health and other settings the knowledge and skills they need to model and teach resilience approaches to children 0-8 years of age. The skills learned in this training will help enhance self-regulation skills and promote a “resilient” perspective and flexible approach to handling stress, serious problems and everyday challenges for children and families. Along with the RIRO training the ISS staff have been funded to take a Self-regulation certificate program to assist in teaching new ways for educators to understand and respond to challenges in behaviour, temperament and learning. Following the training sessions the staff will share their new knowledge with the team of educators working with children in the centres.

Income Support & Stability Update

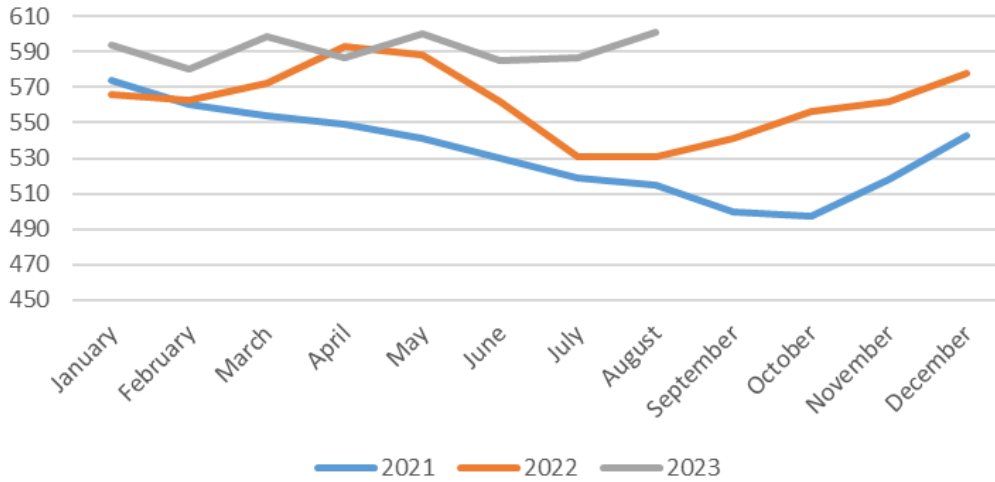
Beginning with the November meeting, the Director of Income Support and Stability will be co-chairing the Health & Social Services Network (HSSN) along with the Chief Nursing Officer at the WPSHC. The HSSN is a collaborative group of Health Care, Mental Health and Social Service Agencies in West Parry Sound that meets monthly and provides a platform to discuss issues that impact the community that intersect the Health Care and Social Services lenses and strategizes ways to address these problems in an integrated way. This group has also been supporting the WPSHC’s Ontario Health Team application. This is a very exciting evolution in our partnership with the Health Centre.

The Director of Income Support and Stability also attended a follow-up Geriatric Pathway session hosted by Ontario Health at the Best Western in Parry Sound.

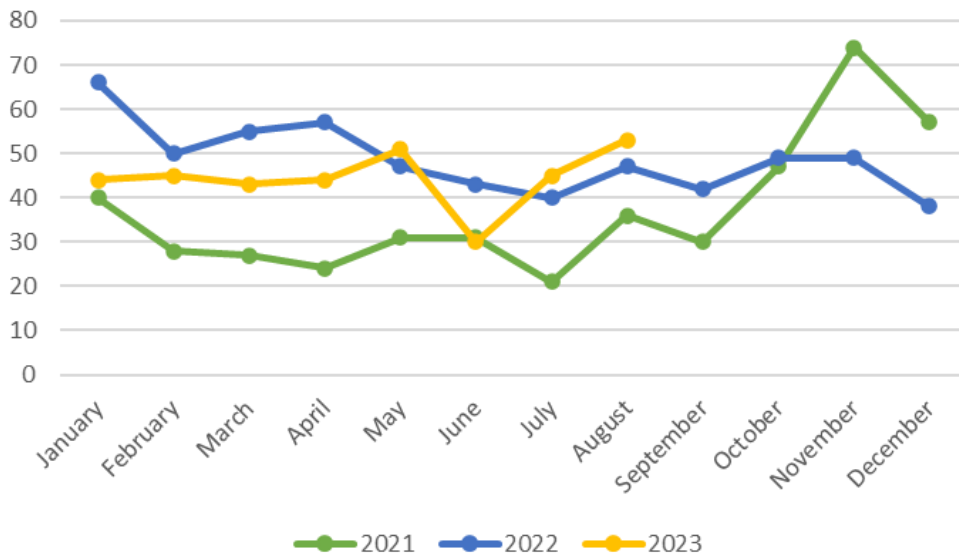
This past summer saw the beginning of weekly meetings between Ontario Works, Housing Stability and Esprit, with the goal of enhancing the support for visitors to the shelter and supporting a safe and successful transition. Income Support and Stability Team members continue to meet clients where they are at in offering supports. Recently we have partnered with Esprit Place and one staff member is based out of the shelter each morning. We use creative methods in connecting with clients, sometimes meeting at a local park, business or in their home. This contributes to the success of supporting a client with life stabilization.

In September, several staff from Ontario Works and Housing Stability attended a 2-day ASIST Training at Employment North in South River. Staff continued to enhance their knowledge by attending training on the BNL Prioritization, Matching and Referrals, and they continue to complete training provided by OAITH.

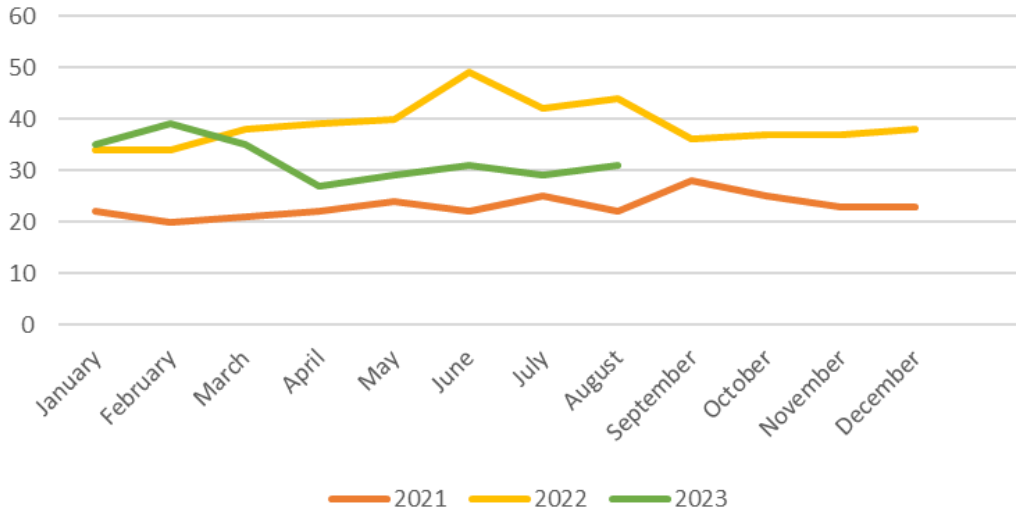
Ontario Works Caseload



Ontario Works Intake - Social Assistance Digital Application (SADA) & Local Office Ontario Works Applications Received



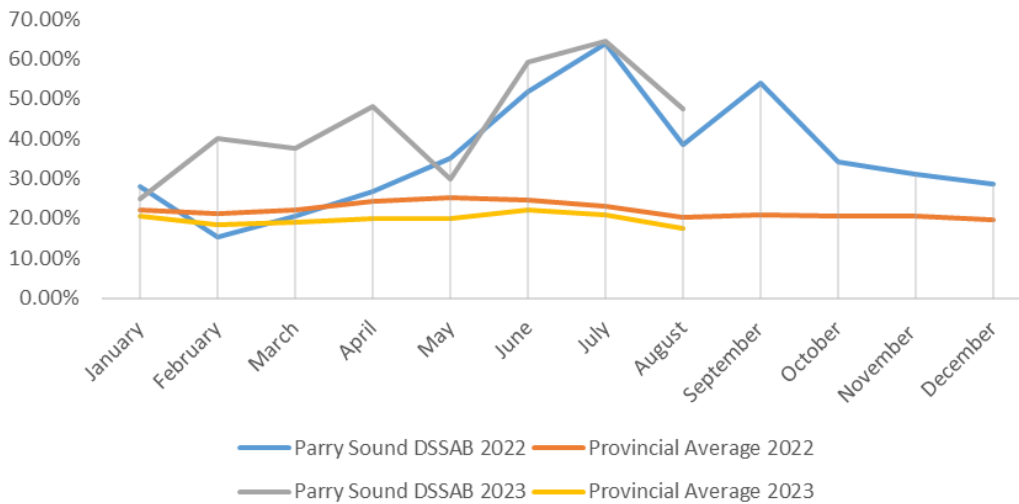
ODSP Participants in Ontario Works Employment Assistance



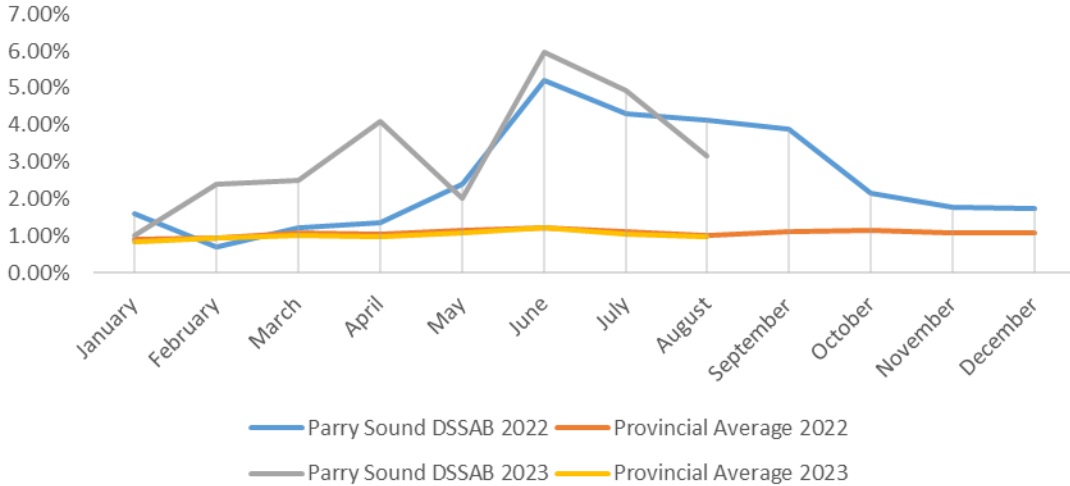
The OW Caseload as of the end of August has crept up to **601** (there are 963 beneficiaries in total). We are supporting **31** ODSP participants in our Employment Assistance program. We also have **57** Temporary Care Assistance cases. Intake also remains steady. We had **53** Ontario Works Applications and **29** applications for Emergency Assistance in August which is trending higher than historical norms.

Employment Assistance & Performance Outcomes

% of Closures Exiting to Employment

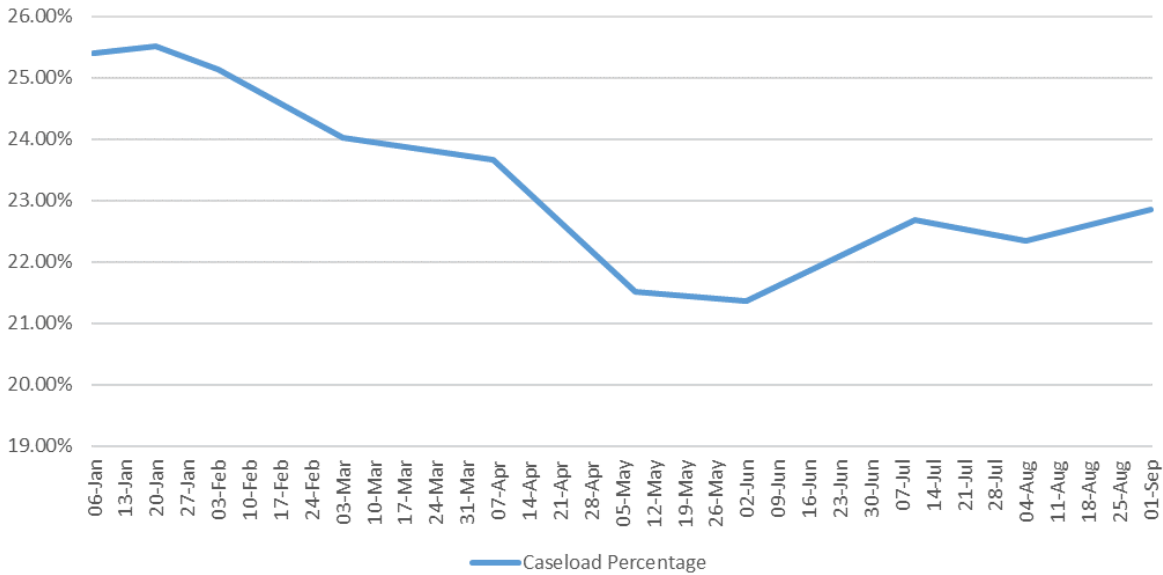


% of Caseload Exiting to Employment



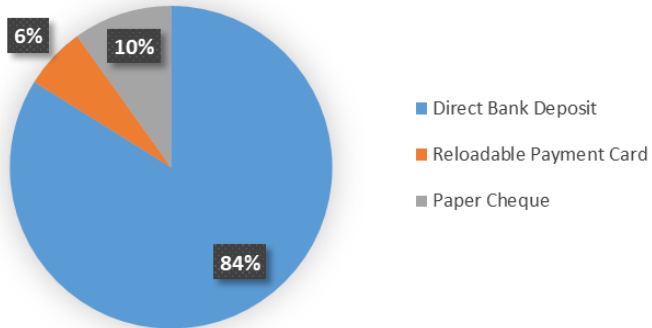
Our Employment Outcomes performance in August remains strong. We ranked #1 and #2 respectively in each area among our Northeast counterparts. We also exited 6.7% of the caseload for any reason in August. This is also very strong considering the continued reduction in job postings reported by the Labour Market Group, which saw a nearly 22% drop in postings in July (-36 total).

MyBenefits Enrollment 2023



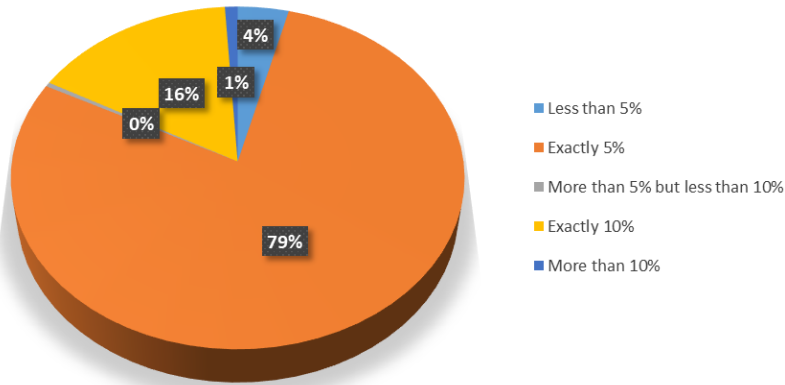
DBD Enrollment

Payment Receipt Method August 2023



Overpayment Recovery Rate

August 2023



Ontario Works Update

The Supervisor of Income Support in Parry Sound met with the new Team Leader at YMCA to talk about our work together, initiatives and to organize a schedule where YMCA staff visit our Beechwood office once per month and for OW staff to visit the YMCA office once per month to visit and meet with mutual clients. This is beginning this month.

In September the Supervisor of Income Support in South River attended the Almaguin Highlands Community Partners meeting, which we hosted at our Toronto Avenue location. These meetings, that take place quarterly, are a valuable platform for information sharing on new programs, initiatives and networking.

Regarding Employment Services Transformation, as we await the selection of our Service System Manager in our District as well as the rest of the Northeast, the Income Support and Stability Management Team attended an information session hosted by College Boreal in North Bay. The goal of this session was to provide an update on where things are with the planned submission as well as gather feedback from stakeholders.

MCCSS has reinforced its commitment to Centralized Intake. They are working with a select group of municipalities to further increase the role and responsibilities of the Centralized Intake team (IBAU). Legislative amendments passed by the legislature in June 2021, have identified the Ministry as a Delivery Agent to support these changes. These changes include the Ministry taking responsibility for formal decision making for applications, notification to the client and Internal Reviews for all low and medium risk applications. This will continue to be trialed in the 3 municipalities before larger implementation across the province.

In the past few months, our Ontario Works Case Workers have been focused on improving our outreach efforts to help support our most complex clients, while fostering crucial relationships with community partners. These relationships have allowed us to tap into additional resources that we would not have known about otherwise, while relying on others with more expertise and ability to provide comprehensive stability supports. With our client centered approach, our Case Workers have made significant strides in improving the lives of our most vulnerable community members.

We have had recent success with an Ontario Works client completing our Employment Placement Initiative and reaching the 3rd Milestone in our program with Employment North and has since become self-sufficient and exited Ontario Works. We have a new client entering the placement program and have just hit Milestone #1.

Ontario Works Case Workers have been accessing all resources and rent supplements available through the province, the district and CMHA to continue to support our clients and keep them housed. These have been extremely beneficial in assisting clients with the gap between their shelter portion and actual rent costs. Case Workers have been working with clients to make sure they get access to foodbanks and attending local foodbanks with clients that are vulnerable and have food insecurity.

Our van, utilized in our South River office, has been crucial to supporting our clients with transportation barriers to access community supports, workshops, foodbanks, community kitchens, medical appointments and more. This contributes to improving the overall well-being and health outcomes for our community members.

Housing Stability Program - Community Relations Workers

Support

All services performed, provided, or arranged by the Homelessness Stability Program staff to promote, improve, sustain, or restore appropriate housing for individuals active with the Homelessness Stability Program, periodically within the month, not requiring intense case management.

August 2023 Income Source	East	West
Senior	6	16
ODSP	10	28
Ontario Works	4	13
Low Income	18	33

Intense Case Management

Intense Case Management involves the coordination of appropriate services and the provision of consistent and on-going weekly supports, required by the individual to obtain, and sustain housing stability.

August 2023 Income Source	East	West
Senior	13	22
ODSP	9	14
Ontario Works	8	15
Low Income	9	44

Contact/Referrals

August 2023	East	West	YTD
Homeless	2	9	42
At Risk	7	5	64
Esprit Outreach Homeless	0	1	6
Esprit Outreach at Risk	0	0	10
Esprit in Shelter	4		11
Program Total	133		

Short Term Housing Allowance

	Active	YTD
July 2023	10	37

Housing Stability: Household Income Sources and Issuance from HPP:

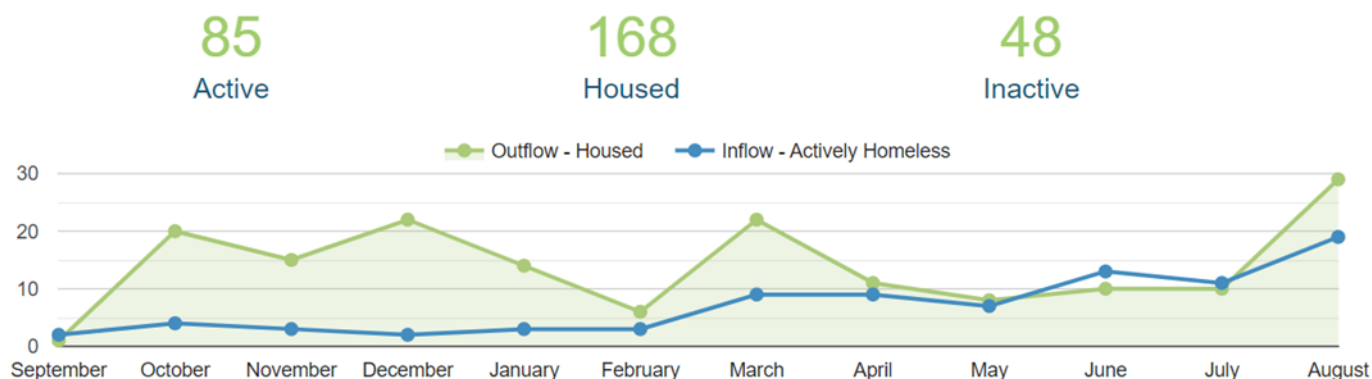
August 2023 Income Source	Total	HPP	August 2023 Reason for Issue	Total
Senior	5	\$2,119.26	Rental Arrears	\$275.00
ODSP	15	\$7,660.04	Utilities/Firewood	\$1,384.25
Ontario Works	8	\$3,928.38	Food/Household/Misc	\$12,290.95
Low Income	2	\$1,553.74	Emergency Housing	\$1,311.22
			Total	\$15,261.42

Ontario Works: Household Income Sources and Issuance from HPP

August 2023 Income Source	Total	HPP
Senior	1	\$1,000.00
ODSP	3	\$2,200.00
Ontario Works	17	\$12,571.12

August 2023 Reason for Issue	Total
Rental Arrears	\$4,182.00
Utilities/Firewood	\$3,259.44
Food/Household/Misc.	\$8,329.68
Total	\$15,771.12

By-Name List Data September 2021– August 2023



Housing Stability Update

This August, in preparation for beginning our own transitional housing program, we visited our colleagues at Nipissing DSSAB, to tour their Northern Pines Transitional Housing program. We are grateful for their hospitality. Processes and policies are under development for the Transitional Unit that is scheduled to open early 2024.

By-Name List (BNL) Community of Practice sessions hosted by the Canadian Alliance for Ending Homelessness (CAEH), continue to be hosted monthly and are attended by various team members. Topics include Winter Response, Prioritization, Matching & Referrals, Analyzing BNL Data and Continuous Improvement. Our Supervisor of Housing Stability continues to work with our CAEH BNL coach to support our BNL work.

The Director of Income Support and Stability attended the DPSVAW Coordinating Committee meeting on September 20, 2023.

The Housing Stability Team are in the final stages of organizing an ID and Tax clinic for both our local offices on a regular basis. Clients without proper ID face numerous challenges and by hosting these clinics our goal is to remove any related barriers.

Caseloads remain steady for Housing Stability, however, the complexity of the client’s needs are raising. We are learning to shift, adapt and advocate with and for the client to get adequate support in place.

Housing Programs

Social Housing Centralized Waitlist Report August 2023

	East Parry Sound	West Parry Sound	Total
Seniors	47	113	160
Families	126	409	535
Individuals	507	192	699
Total	680	714	1,394
Total Waitlist Unduplicated			450

Social Housing Centralized Waitlist (CWL) 2022 - 2023 Comparison Applications and Households Housing from the CWL

Month 2022	New App.	New SPP	Cancelled	Housed	SPP Housing	Month 2023	New App.	New SPP	Cancelled	Housed	SPP Housing
Jan	5			1		Jan	5	1	13		
Feb	9	1	2			Feb	5	1	10		
Mar	12		5	2	1	Mar	6		35		
Apr	12	1	1			Apr	11		17	6	
May	11	1		3		May	13	2	9	2	
June	15		3	2		June	9	1	2	1	
July	13	2	10	1		July	5	1	5	1	
Aug	5		17	2	1	Aug	14	1	3	1	
Sept	16		10	1	1	Sept					
Oct	14		12	6		Oct					
Nov	12	1	8	3		Nov					
Dec	1			5		Dec					
Total	125	6	68	26	3	Total	68	7	94	11	0

SPP = Special Priority Applicant

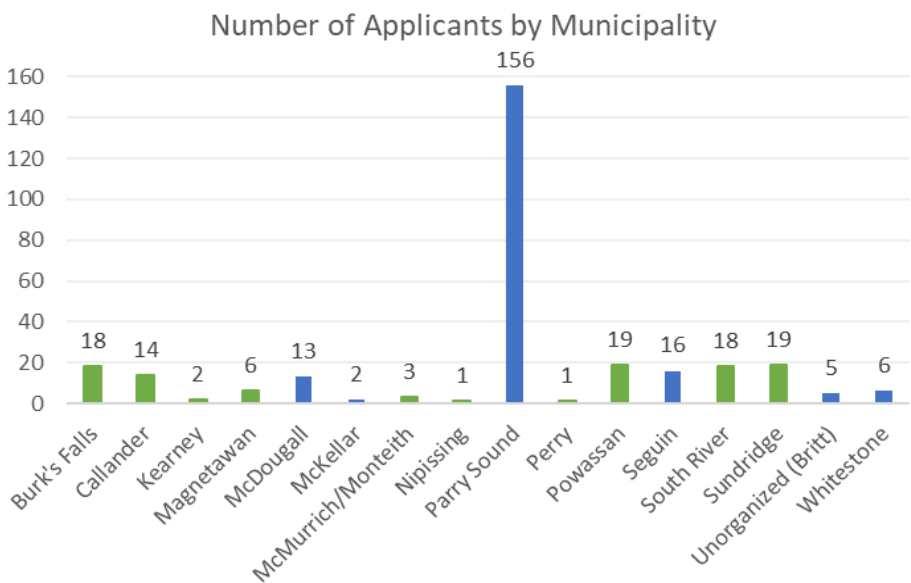
Housing Programs Update

Housing Programs was able to start sending in COHB applications (Canada-Ontario Housing Benefit) beginning April 1st of this year. These applications were for the 2023-2024 benefit year. We began submitting applications immediately and received notification in early July that we had spent all our allocated funds. This was the fastest we have used this funding since the program began in 2020. We were able to assist just under 30 new households throughout the District of Parry Sound. Our team continues to receive calls and emails daily from other departments, community partners and clients inquiring about availability of COHB funding, which highlights the significant need for affordable housing in our district. Applications for the 2024-2025 year are not able to be submitted until April 1st, 2024.

Housing Programs has also seen an increase in requests for Ontario Renovates Accessibility grants. This program allows eligible homeowners to apply for a grant to assist with accessibility related repairs. This allows people to safely remain in their homes longer than they may have been able to without the repairs/renovations. We have been able to assist with a variety of requests including accessible bathtubs/showers, ramps, porch lifts, grab bars and widened doorways.

Housing Programs launched their second landlord survey mid-September. We saw several responses from area landlords come in within just a few days. The data we hope to collect from the responses will allow us to get a better understanding of the private housing stock within our district, as well as the current rents being charged. It also allows us to make connections with landlords for future working relationships.

We continue to collect waitlist data each month which allows us to gather real-time information on our applicants. The table below reflects the current location that applicants live in the District of Parry Sound. This table is slightly different than what was shown in the last report as it breaks down applicants by municipality rather than east or west. In the month of August, we saw 14 new applications, which is an increase from previous months. We have also seen an increase in special priority applications for priority placement on the centralized waitlist. There were several approved applications over this quarter.



This table shows the current location of CWL applicants that live in the District of Parry Sound. Blue represents West side municipalities and green represents East side municipalities. This shows that many of our waitlist applicants live in the Town of Parry Sound.

**Parry Sound District Housing Corporation
August 2023**

Activity for Tenant and Maintenance Services

	Current	YTD
Move outs	2	26
Move in	4	22
L1/L2 forms	0	5
N4 - notice of eviction for non payment of rent	0	4
N5 - notice of eviction disturbing the quiet enjoyment of the other occupants	2	10
N6 - notice of eviction for illegal acts or misrepresenting income for RGI housing	0	0
N7 - notice of eviction for willful damage to unit	0	1
Repayment agreements	6	55
No Trespass Order	1	1
Tenant Home Visits	25	136
Mediation/Negotiation/Referrals	21	88
Tenant Engagements/Education	2	86

Tenant Services Update

Over the summer months, Tenant Services has been working hard to get to ALL LHC/DSSAB tenants with a brand new and improved lease document. This involved having a lawyer review, writing out all leases for each tenant with custom rent calculation information in each one, and delivering them in person to workshop sessions we had planned in order to go through a generic template together as a group, answer any questions, and have signing completed on-site. All apartment buildings have been visited for this purpose now, and what's left to do are the family units. The new lease is much easier to follow, referencing updated relevant Legal Acts and removing some of the legal jargon and wordiness. Many tenants expressed appreciation for the time spent explaining and having conversations about tenancies. The signed return rate is likely about half, so some are preferring to stay on the old, original lease.

In September, we hosted a fire prevention workshop at our Callander building in partnership with the Callander fire department, and the Fire Chief came to present information to tenants. The tenants in attendance expressed having really enjoyed it and learned a lot of very valuable information from the event. We hope to expand this education to all buildings and as many tenants as possible in the future.

This fall we have been working hard to get all rental increase notices and letters out to all LHC/DSSAB and NOAH tenants before October 1st, in line with the Provincial guideline of a 2.5% increase.

Tenant Services sends out quarterly newsletters to tenants in order to share pertinent information or reminders, as well as new changes to contact people, or events that have taken place, or will. We also share recipes and word searches or colouring competitions – first person from each building to get them into the drop box with the most answers gets a gift card. This winter we plan to do a puzzle contest among the buildings, as many tenants enjoy using the common room to complete puzzles together.

Here are some snippets from the fall edition:

Living in a multiple unit dwelling may be challenging at times. Please be mindful of your actions so that they don't interfere with the reasonable enjoyment of others.

Tenants are responsible to work out their differences and if not resolved, a complaint form needs to be filled out in order for the complaint to be addressed.

We are asking all tenants who are permitted to smoke in their units, not to smoke during inspections or staff presence, unless you go outside. We appreciate your co-operation.

Please Review the Following Steps for Tenant Issues

- (1) Collect as much information as you can about the problem. Date & Time.
- (2) **You are expected to be involved in the mediation and work together to come to a conclusion before contacting Tenant Services.**
- (3) If the problem persists complete the purple complaint form found in your building common room or laundry room and leave in the drop box.
- (4) If it is an emergency call Housing Office as soon as possible. If you ever feel your life is in danger call the police.
- (5) You may not be aware/informed of the actions we are taking to resolve the matter.

**Property Maintenance
August 2023**

Pest Control		3 buildings are currently being inspected monthly for bedbugs; 28 units have been treated
Vacant Units	13	one-bedroom (8); multiple bedroom (5) (not inclusive of The Meadow View)
Vacant Units - The Meadow View	6	one-bedroom market units available
After Hours Calls	8	Smoke detector beeping, sink overflow causing flooding, OPP requested for video footage 4 staff participate in the on-call phone tree system
Work Orders	150	Created for maintenance work, and related materials for the month of August
Fire Inspections		Will provide in next month's report

**Capital Projects
August 2023**

- The roof at 16 Toronto Ave. has been replaced
- The contract for the roof replacement at 66 Waubeek has been signed
- Consultant recommendations and architectural drawings for the 5-story building window replacement has been received, and currently reviewing for the 2024 budget
- The Queen St. and Broadway duplexes have undergone roof replacements, and the interior rough framing has been completed; the electrical and mechanical work is currently underway
- The kick-off meeting between engineers, architects, and consultants took place in September for a redesign of a tenant parking area for a west side building
- HVAC systems at 66 Waubeek St. have been replaced
- Dangerous trees have been removed from the Waubeek and Church Street properties
- Furnaces at some west side family unit properties have been replaced
- Extensive repairs within a unit after fire damage has finally been completed, and a new tenant has moved in

Annual Inspections

In August, we completed annual inspections for five units, and all buildings on the east side of the district had their annual fire inspections completed and passed. The purpose of these annual inspections is to document maintenance issues, update smoke detectors approaching expiry, change out batteries, and make sure fire extinguishers are in working order.

**Esprit Place Family Resource Centre
August 2023**

Emergency Shelter Services	August 2023	YTD
Number of women who stayed in shelter this month	19	77
Number of children who stayed in the shelter this month	7	29
Number of hours of direct service to women (shelter and counselling)	231	1,147
Number of days at capacity	0	73
Number of days over capacity	5	36
Overall capacity %	80%	77%
Resident bed nights (women & children)	248	1,610
Phone interactions (crisis/support)	44	195

Transitional Support	August 2023	YTD
Number of women served this month	16	65
Number of NEW women registered in the program	8	13
Number of public ed/groups offered	0	3

Child Witness Program	August 2023	YTD
Number of children/women served this month	22	104
Number of NEW clients (mothers and children) registered in the program	11	31
Number of public ed/groups offered	1	6

Esprit Place Family Resource Centre Update

Women's Services was thrilled to welcome our new Esprit Place Supervisor in August. She brings a wealth of knowledge and experience to our team. Her experience in OW and HSP will be highly valuable as we continue to create a comprehensive service delivery model for clients accessing Esprit services.

Esprit Place continues to be very busy supporting women and children fleeing violence, as well as women experiencing homelessness from across the District of Parry Sound. We have had several days at or over capacity during the summer months and only anticipate that this need will grow as the weather changes. Our focus continues to be "housing first" and as such, we are working to strengthen partnerships with our DSSAB programs, as well as with other community partners to ensure access to safe affordable housing for our clients.

For the last several months CMHA has supported an Addictions Counsellor to be present at the shelter a half day a week. This partnership has increased access to timely addiction and mental health support for our clients and has strengthened the relationship with this important community partner. The Director of Women's Services also had the pleasure of meeting with the Restorative Relationships Manager from the Parry Sound Friendship Centre. They had a productive discussion about potential areas of collaboration, and agreed to work together to ensure that Esprit Place services are culturally safe for Indigenous women and children. We look forward to welcoming the Friendship Centre into Esprit Place to provide input and suggestions and to deliver cultural programming.

The District of Parry Sound Violence Against Women Coordinating Committee has begun rebuilding its membership and is now meeting regularly. The Director of Women's Services will be co-chairing this committee with the Restorative Relationships Manager from the PSFC. We have drafted a workplan for the 23/24 fiscal year that focuses on strengthening membership and delivering violence prevention and healthy relationship programming to the community.



Catherine Fife

MPP Waterloo



David Moore
 Mayor of Township of McKellar
 P.O. Box 69, 701 Highway 124, McKellar, ON, P0G 1C0

RE: Requesting your support for Bill 21, Fixing Long-Term Care Amendment Act (Till Death Do Us Part), 2022

September 25, 2023

Dear Mayor Moore,

I am writing to you today to share an update on Bill 21, Fixing Long-Term Care Amendment Act (Till Death Do Us Part), 2022, and to request your support for this important legislation.

Bill 21 amends the Residents' Bill of Rights set out in section 3 of Fixing Long-Term Care Act, 2021 by adding the right of residents not to be separated from their spouse upon admission but to have accommodation made available for both spouses so they may continue to live together.

The Act was inspired by Cambridge resident Jim McLeod, who will have been separated from his wife of 65 years Joan, on September 17, 2023. Nearly 6 years later, Jim continues to champion spousal reunification. He often says that he will talk to anyone and has two giant binders full of his advocacy work on the Bill. Last week, he told me that his heart is breaking because of his separation from Joan. He has brought other seniors who are separated from their spouses into the advocacy – you cannot sit with these folks for any amount of time and not care deeply about this legislation.

I know that you value the many contributions that older adults have made to Waterloo Region, and care deeply that they can live their final years with dignity and love. **I am hoping you will consider bringing a motion forward to your Council, in support of the Till Death Do Us Part Act.** Your support will help us to keep attention on this important legislation, so that it can finally be called to the Standing Committee on Social Policy – one step closer to Royal Assent.

I would be happy to discuss the Bill with you further, via phone call or an in-person meeting at your convenience. Thanks in advance for considering my request.

Sincerely,

Catherine Fife, Waterloo MPP
 Finance & Treasury Board Critic

Constituency Office
 100 Regina St. S., Suite 220
 Waterloo, ON N2J 4A8
 Ph: 519-725-3477 | Fax: 519-725-3667
 Email: cfife-co@ndp.on.ca

Queen's Park Office
 Room 154, Main Legislative Bldg.
 Queen's Park, Toronto ON M7A 1A5
 Ph: 416-325-6913 | Fax: 416-325-6942
 Email: cfife-qp@ndp.on.ca

BACKGROUND:

On November 15, 2022, the Till Death Do Us Part Act, passed second reading in the Ontario legislature after being [introduced for the third time in September 2022](#). The bill was then referred to the Ontario Legislature's Social Policy Committee. You can view highlights of the second reading debate here: <https://www.youtube.com/watch?v=mYRIgQgDe2k>

I have been pushing for the Standing Committee on Social Policy to schedule a time to begin the work of reviewing Bill 21 since November 2022. **Today marks 286 days since the Act passed second reading at the Legislative Assembly of Ontario.** Unfortunately, the Bill has yet to be called to committee.

Bill 21, which was formerly Bill 153 and 95, respectively, had passed second reading and was sent to the Justice Committee in December 2019, but was wiped off the order paper when Premier Ford prorogued the house in 2021. It was reintroduced early 2022 but did not have time to progress before the election.

Since I first introduced this Bill in 2019, the number of people who've reached out to my offices with heartbreaking stories of couples entering long-term care who are torn apart has skyrocketed. Simply put, Ontario seniors deserve dignity in care and should have the right to live with their partner as they age. Of note, Nova Scotia passed similar legislation, titled the [Life Partners in Long-Term Care Act](#) in 2021.

Following many meetings with stakeholders, it's clear that "care campuses" which offer different levels of care (independent, assisted living and long-term care) are the progressive model for investing in quality care for Ontario's aging population. Care campuses are an essential element to keeping couples together as they often age at different rates. This level of choice has been brought to my attention as especially important to rural and northern municipal leaders across Ontario. The care campus model for seniors housing that builds different levels of care has unique financial savings that will be critical as we grapple with a rapidly aging province.

We need the Bill to be called to the Standing Committee on Social Policy as soon as possible. We know that couples who are separated across Ontario cannot wait any longer for this legislative change to be made.

Here are the links to recent media coverage of the Till Death Do Us Part Act, which provide more specific insights into the lived experiences of older adults who are separated from their spouses:

- [CTV News Kitchener: Ontario seniors separated in long-term care pushing for the right to remain together](#)
- [CityNews Kitchener: Waterloo MPP appeals for seniors bill to be brought forward](#)
- [Waterloo Region Record: Cambridge senior calls for end to separating couples in long-term care](#)



GUY BOURGOUIN

MPP Mushkegowuk—James Bay
Député provincial de Mushkegowuk—Baie James

Dear partners of northern municipalities,

A serious accident almost cost the life of a citizen of my constituency due to an attempt to pass on the left on two solid yellow lines. In 2022, after asking a police officer how to prevent such accidents, I learned that the police does not currently have the legal tools to penalize this dangerous maneuver and thus avoid these accidents.

I am currently preparing a bill that would make it completely illegal for a vehicle to pass on the left side of a lane when it is marked with two solid yellow lines.

This will prevent vehicles, including heavy trucks, from passing or attempting to pass on the left when the left lane is in the opposite direction. This is currently a recommendation by law but is not prohibited. There is therefore no penalty for drivers who perform this dangerous maneuver.

In our northern communities, which are centered around both highways 11 and 17, which are main roads for us, the effects of this maneuver are known and devastating. Except to enter a private lane on the left of the road or to enter the highway's lane, there is no reason to use this deadly maneuver. Ontario is the only province that does not penalize this behavior, it is time to prioritize the lives of Ontarians.

I am sure that many of you are very familiar with the situation and care about the safety of citizens who use our roads. This is particularly the case with severe snowstorms approaching which will make our roads less safe.

Dear partners of municipalities across Northern Ontario, I would like to count on your support when I to table this bill in the Legislative Assembly on November 21. Each of your letters to support my initiative could save lives.

Thank you in advance for your help.

Best regards,

Guy Bourgouin

MPP/député, Mushkegowuk-James Bay/Baie James

CONSTITUENCY OFFICE BUREAU DE CIRCONSCRIPTION

2 rue Ash Street
Kapuskasing, ON P5N 3H4

☎ 1-833-560-6400

✉ GBourgouin-CO@ndp.on.ca

QUEEN'S PARK

Room / Bureau 329

Main Legislative Building / Édifice de l'Assemblée législative
Queen's Park, Toronto, ON M7A 1A5

☎ 1-416-326-7351

✉ GBourgouin-QP@ndp.on.ca



For - McKellar Township

October 11 2023

701 HWY 124, McKellar, P0G 1C0

Estimate # 101123-1

Re : Handrails at the Township Office Location

Estimate

Option 1

- Supply labour and materials as required to custom manufacture and install an exterior handrail approximately 52' on one side of the building walk way and approximately 42' on the opposite side of the building.
- Railing shall be made from 1.5 x 1.5 " square tubing top rail attached to the wall surface via mounting plates.
- Railing shall be made in individual sections following the size and shape of each landing/stair sections
- The railing shall receive a minimum of 2 coats of Tremclad flat black rust paint.
- Some fabrication may be required to be performed on site as needed.
- Estimate - \$6580.00 + HST

Option 2

- Fabricate same railing requirements with changing the materials to 304 mill finish stainless steel vs painted steel.
- This option will reduce required maintenance and rusting conditions.
- Add \$1,900.00 + HST to the above cost.

Thanks for your business Your satisfaction is our goal

IronDesign Welding - 50 BlackStone/Crane Lake Rd, Seguin, ON. P2A 2W8
705-773-3146 www.irondesignwelding.com mark@irondesignwelding.com

HST # 83069 8338 RT0001





[Canada.ca](#) › [Culture, history and sport](#) › [Funding](#)

Celebrate Canada funding program

From: Canadian Heritage

The Celebrate Canada program provides funding for activities organized on:

- National Indigenous Peoples Day (June 21).
- Saint-Jean-Baptiste Day (June 24).
- Canadian Multiculturalism Day (June 27).
- Canada Day (July 1).

Who can apply

The following organizations are eligible for funding:

- a Canadian not-for-profit organization, such as a corporation, trust, cooperative, unincorporated association
- a Canadian business corporation where projects are non-commercial in nature
- a Canadian educational institution, Canadian municipal government or other municipal, provincial/territorial institution
- an Indigenous Peoples institution or organization (Indigenous Peoples include Inuit, Métis, Status and Non-Status people)
- a local band council, local tribal council or other local Indigenous government or organization (First Nations, Inuit or Métis)

Federal, provincial and territorial governments are not eligible for funding (with the exception of the Canada Place Corporation for Canada Day celebrations, as per the amendment to the *Canada Marine Act*).

Application deadline

Applications will be accepted until end of day on November 21, 2023.

How to apply

Applicants are required to:

- read the [Application guidelines](#) in their entirety before completing their application
- create or access a Canadian Heritage Funding Portal account and apply online

Apply

Contact us

Celebration and Commemoration Program

Department of Canadian Heritage

15 Eddy St

Gatineau QC J8X 4B3

Email

info@pch.gc.ca

Telephone

1-866-811-0055 (toll-free)

TTY (teletypewriter)

1-888-997-3123 (toll-free)

Celebrate Canada program regional offices

Guides and help

- [Application guidelines](#)
- [Canadian Heritage Funding Portal](#)
- [Guide on the public acknowledgement of financial support – Canadian Heritage](#)
- [Service standards for Canadian Heritage funding programs](#)

Related services and information

- [History of Canada Day](#)
- [Evaluation of the Celebration and Commemoration Program](#)

Date modified:

2023-10-03

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2023-XX

Being a By-law to impose charges on property owners in a designated area (Craigmore Subdivision) for the provision of Road upgrades by the Township

WHEREAS the Township of McKellar has upgraded the roads to serve the lands described in Schedule "A" to this By-law;

AND WHEREAS the Council of the Corporation of the Township of McKellar has determined that the capital costs of the said construction should be charged to and paid by the owners of the land who will derive a benefit from the road upgrades;

AND WHEREAS Section 391 of the Municipal Act, 2001, authorizes the Township to pass by-laws imposing fees or charges on any class of persons for services or activities provided or done by or on behalf of the Municipality and for the use of its property;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

Imposition of Road Upgrade Charges

- (1) Road upgrade works charges are hereby imposed upon the owners of the lands described in Schedule "A" to this By-law to pay that portion of the capital cost of the road upgrades as set out in Schedule "A".
- (2) The owners of the lands described in Schedule "A" to this By-law shall have the option of paying for the road upgrade works charges imposed on them in either of the following ways;
 - (i) Payment of the full amount on or before March 31, 2024 (no interest rate will be charged)
 - (ii) Payment over one (1) year, starting April 1, 2024, with an interest rate of 5.00% per annum, calculated and payable quarterly. At any time during the one (1) year period, an owner may prepay the full amount or that part remaining together with any interest accrued and unpaid thereon.
 - (iii) Payment over five (5) years, starting April 1, 2024, with an interest rate of 4.93% per annum, calculated and payable quarterly. At any time during the five (5) year period, an owner may prepay the full amount or that part remaining together with any interest accrued and unpaid thereon.
 - (iv) In the event that an owner does not choose one of the options for the payment of the road upgrade charges within thirty (30) days after receiving notice from the Municipality, then the owner shall be deemed to have chosen option (i) as set out above.
 - (v) Any notice required to be given by the Municipality to the owner shall be given at the owner's address according to the last revised Assessment Roll.
 - (vi) Interest shall be due and payable at the same rate as is charged for the non-payment of realty taxes (currently 1.25% per month or 15% per annum), on any road upgrade works charges imposed under this By-law that are due and unpaid.

Billing and Collecting

- (3) The Treasurer of the Municipality is hereby appointed and authorized to take all necessary procedures for the billing and collection of the road upgrade works charges. The Treasurer may add the road upgrade charges to the tax roll of the lands described in Schedule "A" to this By-law and collect the said charges in the same manner as municipal taxes, if the owner fails to pay any outstanding dues.

Apportionment

(4) In the event that new parcels of land are created from an existing parcel in respect of which road upgrade works charges has been imposed under this By-law the Council of the Municipality may impose the road upgrade works charges on each new parcel in such manner as the Council considers fair and reasonable having regard to the effect of the Road Upgrade Works on each new parcel which is created and such other matters as it considers appropriate.

Severability

(5) The provisions of this By-law are severable such that if any provision of this By-law is struck down or found to be unenforceable, all other provisions of this By-law shall continue in full force and effect.

Effective Date

(6) This By-law shall come into force and take effect upon the date of its passage.

READ a FIRST and SECOND time this 7th day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

READ a THIRD time and **PASSED** in **OPEN COUNCIL** this 7th day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

SCHEDULE "A" TO BY-LAW 2023-XXX

The roads in the Craigmores Subdivision are municipally owned un-assumed roads, that are not maintained by the Township. The Township carried out a project to upgrade the roads in Craigmores Subdivision, which include Craigmores Dr., Braemar Blvd and Lakeview Cres.

There are thirty-nine (39) owners of land in Craigmores Subdivision. These properties are identified as follows:

Civic or Legal Address	Roll No.
1 Braemar Boulevard	492800000135800
2 Braemar Boulevard	492800000137100
3 Braemar Boulevard	492800000135900
4 Braemar Boulevard	492800000137000
5 Braemar Boulevard	492800000136000
6 Braemar Boulevard	492800000136900
7 Braemar Boulevard	492800000136100
8 Braemar Boulevard	492800000136800
9 Braemar Boulevard	492800000136200
10 Braemar Boulevard	492800000136700
11 Braemar Boulevard	492800000136300
12 Braemar Boulevard	492800000136600
13 Braemar Boulevard	492800000136400
14 Braemar Boulevard	492800000136500
16 Craigmores Drive	492800000137900
18 Craigmores Drive	492800000137800
20 Craigmores Drive	492800000137700
22 Craigmores Drive	492800000134800
PLAN 249 LOT 7	492800000134700
26 Craigmores Drive	492800000134600
28 Craigmores Drive	492800000134500
30 Craigmores Drive	492800000134400
32 Craigmores Drive	492800000134300
34 Craigmores Drive	492800000134200
36 Craigmores Drive	492800000134100
1 Lakeview Crescent	492800000137200
PLAN 249 LOT 31	492800000137300
4 Lakeview Crescent	492800000135600
PLAN 249 LOT 32	492800000137400
6 Lakeview Crescent	492800000135500
8 Lakeview Crescent	492800000135400
9 Lakeview Crescent	492800000137500
10 Lakeview Crescent	492800000135300
PLAN 249 LOT 34	492800000137600
12 Lakeview Crescent	492800000135200
14 Lakeview Crescent	492800000135100
16 Lakeview Crescent	492800000135000
18 Lakeview Crescent	492800000134900
CON 5 PT LOT 31 PT LOT 32 BAL OF ACRE NOT IN PLAN 249	492800000138000

ACTUAL COST FOR CRAIGMORE SUBDIVISION

Item	Cost	Notes
Granular Materials	\$ 65,650.00	Granular A & B
Culverts	\$ 6,500.00	Culverts
Blasting	\$ 3,561.60	Blasting
Tree Removal	\$1,221.12	5 Trees removal cost
Machinery/Equipment	\$27,100.00	Use of Municipally/ Equipment
Legal Cost (Estimated)	\$1,000.00	Legal Cost -Bylaw Review
Consultant Review-(Estimated)	\$2,000.00	Engineer's inspection cost
TOTAL	\$107,032.72	

The total cost of Bailey's Subdivision project as of September 30, 2023 is \$107,032.72, will be shared equally between the thirty-nine (39) property owners in Craigmere Subdivision identified above. As of September 30, 2023, the total cost for each individual property is \$ 2,744.43.

CORPORATION OF THE TOWNSHIP OF MCKELLAR

BY-LAW NO. 2023-74

Being a By-law to Amend By-law 2019-07, a By-law to Adopt a Council-Staff Relations Policy

WHEREAS the Council of the Corporation of the Township of McKellar has enacted By-law No. 2019-07 to adopt a Council-Staff Relations Policy;

AND WHEREAS the Council of the Corporation of the Township of McKellar deems it necessary to amend By-law No. 2019-07;

NOW THEREFORE the Council of the Corporation of the Township of McKellar hereby enacts as follows:

1. **THAT** By-law No. 2019-07 is hereby amended by:
 - (a) deleting the words, "hire and develop a team of competent Staff," under the heading *Role of Senior Management* and subheading *Direction Focus* in Schedule "A";
 - (b) deleting reference to 'By-law #2010-11,' under the heading *5. Guiding Principles* and subheading *1. Members of Council are Public Figures, not Staff and Officers*, and substituting By-law No. 2023-54 in Schedule "A";
 - (c) deleting the third and fourth sentences under the heading *5. Guiding Principles* and subheading *4. Make Good Use of Staff's Time* in Schedule "A";
 - (d) deleting the second and third paragraphs under the heading *5. Guiding Principles* and subheading *10. Professionalism* in Schedule "A".
2. **THAT** this By-law shall come into force and take effect on the date of final passing thereof.

READ a **FIRST** and **SECOND** time this 7th day of November, 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator

READ a **THIRD** time and **PASSED** in **OPEN COUNCIL** this day of , 2023.

David Moore, Mayor

Ina Watkinson, Clerk/Administrator



Council-Staff Relations Policy

Township of McKellar

Important Disclaimer: this protocol complies with the relevant provisions of the *Municipal Act, 2001*, SO 2001, c 25 (the “Act”). If you have any questions or concerns about this policy or how to implement it, please contact Wishart Law Firm LLP. Wishart Law Firm LLP is not responsible for the results of any edit to this policy other than as expressly authorized or directed by Wishart Law Firm LLP.

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1. Introduction

As of March 1, 2019, amendments to section 270 of the *Municipal Act, 2001* will require the Municipality to adopt and maintain a policy with respect to the relationship between Members of Council and the Officers and Staff of the Municipality.

The Municipality has proactively adopted this Council-Staff Relations Policy to ensure that the Municipality will be in full compliance with the above-noted amendments upon their coming into force.

2. Scope and Intent

This Policy shall apply to all Municipal Staff, Officers and Members of Council.

The intent of this Policy is to ensure that the relationship between Members of Council and the Officers and Staff of the Municipality is co-operative and supportive with a clear understanding of the respective roles and responsibilities.

3. Definitions

“Member(s) of Council” means a member or members of the municipal council of the Township of McKellar.

“Municipality” means the Municipality of McKellar.

“Officer(s)” means a person who holds a position of responsibility with definite rights and duties prescribed by statute or by-law.

“Staff” means any of the following:

- i. A person, not including Members of Council, who performs work for the municipality for wages;
- ii. A person who supplies services to the Municipality for wages;
- iii. Such other persons as may be prescribed who perform work or supply services to the municipality for no monetary compensation.

4. Clarifying Roles

Role of Council:

- **Policy Focus:**
 - Represent the Municipality, provide direction and create policy.

Role of Senior Management:

- **Direction Focus:**
 - Liaison between Council and Staff, direct implementation of Council's policies, ~~hire and develop a team of competent Staff.~~

Role of Staff and other Officers:

- **Implementation Focus:**
 - Research policy and programs, give best professional advice, implement decisions of Council, fulfill statutory duties, follow direction of Clerk Administrator generally see to the operation of the municipal organization.

5. Guiding Principles

1. Members of Council are Public Figures, not Staff and Officers.

Once a matter is proposed or decided, Staff should only comment on matters of fact or history in discussing issues with the public and the media and should comply with the relevant section in the Code of Conduct for Members of Council, Employees and Public Office Holders By-Law #2023-54. Dealing with the media is generally part of an elected representative's job.

2. All Members of Council are Equal

Regardless of how they interrelate with Members, Staff and Officers must avoid favouritism and the appearance of favouritism. Differences in experience and abilities amongst Members of Council are irrelevant – they all must be treated equally.

3. Respect the Chain of Command

Members of Council must understand they have no individual capacity to direct Staff to perform, or not perform functions or duties. The Clerk Administrator is responsible for Staff and Officers - Members of Council who need to engage with Staff and Officers must do so through the Clerk Administrator. This would include both in person, verbal, written and electronic messages.

4. **Make Good Use of Staff's Time**

Members of Council should use the resources of Staff and Officers judiciously. Reports cost taxpayer money and take Staff and Officers time away from other issues or problems that may need attention. ~~Members should be discouraged from asking for reports as a means of getting past an unhappy public delegation. The public respects political courage and decisiveness.~~

5. **Council Time is Valuable**

Members should not allow presentations by Staff or Officers to consume all of the time they have to debate various issues. Such presentations should, to the extent possible, be concise. Members of Council should understand they can take any one or more of the following actions where appropriate:

- Recommend that more items be relegated to the 'consent' agenda;
- Pass on an audio-visual presentation;
- Urge Staff or Officers to be more concise;
- Require multiple public delegations with essentially the same point to select a spokesperson, or to impose a limited speaking time, or to provide information in advance or in written form; and/or
- Enact 'curfew' procedures for Council deliberations.

6. **Represent the Whole Community**

Members, together with the Municipality's Staff and Officers, work for the public good. Decision making by Members should be based on complete information and unbiased recommendations from Staff and Officers. Members should, in addition to such information and recommendations, rely on their own judgment and show leadership in their decision making.

7. **Control Anger**

Members of Council should avoid the temptation to play up divisions or conflicts. Staff and Officers shall not be targets of derisive/vexatious comments/behaviour/conduct. The public expects Members to do the job that they have been elected to do. The public expects Staff and Officers to do the job that they have been hired to do. Comments on Staff and Officer performance shall be directed through the appropriate confidential performance reviews.

8. Politics or Management – Not Both

Council provides direction, Staff and Officers give professional advice and implement Council's directives. Members of Council are not elected to be technical experts nor to act in their professional capacities. Likewise, Staff and Officers are not politicians. Advice comes from Staff, policy and service delivery decisions are made by Council.

9. A Formal Relationship

Staff and Officers shall treat Council as a collective decision-making body. Staff and Officers shall not communicate directly with individual Members on municipal business, rather they must communicate on such matters through the Clerk Administrator. Information from the Clerk Administrator shall be communicated to all Members. Staff and Officers shall stay out of political lobbying.

10. Professionalism

Members of Council, Staff and Officers must treat each other with professionalism. When Council requests that Staff and Officers appear before Council, they must comply and be prepared for any questions Council has. Advance notice of questions to Staff provides an opportunity for Staff to provide quality reports and advice.

~~Where a Member of Council is a technical expert, it is expected that the Member will work in a productive, cooperative and courteous fashion with all members of staff, including those who share the Member's expertise or profession. The Member should provide staff with an opportunity to consider any information or opinions of a technical nature he or she may want to present, in advance of any public meeting or discussion of the issue.~~

~~Where a Member of Council is a technical expert, it is expected that the Member will avoid all real and apparent conflicts between his or her representation of constituents and his or her professional opinions.~~

11. Respect

Members, Staff and Officers shall work hard at fostering a climate of mutual respect. Each must be respectful of others' intelligence and professional duties. Members, Staff and Officers must understand that they all face different, often unique, challenges and recognize their overarching goal is to serve the best interests of the Municipality.

6. Complaints

The Municipal Clerk shall be responsible for receiving complaints and/or concerns related to this Policy. Upon receipt of a complaint and/or concern, the Clerk shall notify:

- a. In the case of Staff and Officers other than the Clerk Administrator, the Clerk Administrator;

- b. In the case of the Clerk Administrator, Council; or
- c. In the case of a Member, the Integrity Commissioner.

Handling of complaints shall be done in the manner set out in the applicable Code of Conduct or policy.

Where there is a discrepancy between this Policy and the applicable Code of Conduct of Conduct, the applicable Code of Conduct prevails.



22. Unfinished Business

Date	Res. No.	Item & Description	Assigned to	Status
		Updating Human Resources Policy	Clerk's Dept.	Discussions ongoing.
		Fees & Charges By-law for Craigmore Subdivision Upgrades	Clerk's & Treasury Dept.	The draft By-law will be presented to Council on November 7 th with the Solicitor's comments.
		Deerfield-Bay Road Upgrades	Public Works & Clerk's Dept.	Township working with Engineer and Solicitor to gather total project costs – ongoing.
Sept. 13/22	22-353	Agreement with Cogeco Cable	Deputy Clerk	Cogeco does not wish to renew the agreement as they no longer have a need for the tower. They are offering to transfer the tower to the Twp for \$1. They will be sending paperwork.
Mar. 7/23	23-204	By-law 2023-23 Being a By-law to Regulate Dogs in the Township	By-law Enforcement Officer	The DC spoke with the Muskoka OSPCA (Bracebridge), they have agreements with Muns. For impoundment but are currently reviewing their agreement and fees. Emailed October 30 th for an update.
May 16/23	23-352	Volunteer Waiver	Clerk's Dept./ Municipal Solicitor	Currently being reviewed by the Twp's Solicitor after comments received by the Twp's insurance company.
Jul. 4/23	23-470	Re-name Hart Road (formerly Fire Route 306)	Clerk's Dept.	Residents on road have been contacted, they are coming up with another name.
Sept. 19/23	23-646	By-law 2023-66 Being a By-law to Regulate the Speed of Motor Vehicles on Certain Highways within the Municipality	Public Works / Clerk's Dept.	A public notice was issued to seek public comment for the By-law before the third reading. The third reading meeting date to be announced.

Ministry of Infrastructure

777 Bay Street, 4th Floor, Suite 425
Toronto, Ontario M5G 2E5

Ministère de l'Infrastructure

777, rue Bay, 4 étage, Suite 425
Toronto (Ontario) M5G 2E5



MEMORANDUM TO: Municipalities

FROM: Jill Vienneau
Assistant Deputy Minister
Infrastructure Programs and Projects Division

DATE: October 6, 2023

SUBJECT: Administrative Penalties Regulation under the *Building Broadband Faster Act, 2021* (BBFA)

As you may know, the [Building Broadband Faster Act, 2021 \(BBFA\)](#) was enacted in April 2021 to help expedite the construction of provincially funded broadband projects. Among other things, the BBFA gives authorities to the Minister of Infrastructure to reduce barriers to the deployment of broadband-related infrastructure. This includes the ability to make orders that impose administrative penalties for non-compliance with prescribed provisions of the BBFA and related regulations.

On March 8, 2022, the Ministry of Infrastructure posted a proposal on Ontario's [Regulatory Registry](#) that sought input on the development of an administrative penalties regulation under the BBFA. I want to thank all organizations that provided their feedback on the proposal.

The [regulation](#) has been filed and is now in effect. It prescribes sections 5, 9, and 20.1 of the BBFA for the purposes of administrative penalties:

- Sections 5 and 9 contain requirements for local distribution companies (LDCs) and proponents of provincially funded broadband projects with respect to Minister's notices and orders.
- Section 20.1 requires certain utility infrastructure owners or operators to share data as requested by the Minister within 15 business days of receiving a request.

The regulation does not apply to municipal service and right of way access applications (section 10.1 of the BBFA).

The regulation prescribes several factors that the Minister may consider when determining the amount of a penalty (which is up to a maximum of \$500,000 as per the BBFA), such as the impact of the contravention and whether actions were taken to remedy the contravention. It specifies that a penalty may only be imposed within one year from when the contravention occurred. The regulation prescribes additional items, including the minimum information that must be included in orders which impose administrative penalties, rules that determine when an order is considered to have been received, and requirements related to the review process.

Administrative penalties are intended to serve as a deterrent to non-compliance with certain provisions of the BBFA to help ensure that provincially funded broadband projects can be completed by the end of 2025. Other measures, such as dispute resolution processes and

Minister's notices and orders, are also available and are described in the recently updated [Building Broadband Faster in Ontario Guideline](#) (version 3.0), which was released on August 14, 2023.

The Guideline includes information on the Technical Assistance Team (TAT), which has been established to provide technical and administrative support to internet service providers (ISPs), LDCs, and municipalities on the implementation of provincially funded broadband projects. The TAT can be reached at TAT@infrastructureontario.ca and is available to facilitate collaborative discussions between stakeholders to help achieve non-binding, mutually agreeable resolutions to disputes. The Guideline recommends that all parties work together in a spirit of cooperation as building broadband infrastructure is a shared responsibility.

The Ministry is committed to continued and ongoing engagement with all stakeholders on the work outlined in the Guideline and the legislative or regulatory requirements for provincially funded broadband projects. We appreciate your continued support as the Government works to reduce barriers and speed up broadband deployment to support our goal of enabling high-speed internet access to all communities across the province by the end of 2025.

Sincerely,

Jill Vienneau

cc. Karen Moore, Assistant Deputy Minister, Strategic Network and Agency Policy Division,
Ministry of Energy



The Corporation of the Town of Cobourg

Resolution

Hon. Doug Ford
Premier of Ontario
Legislative Building,
Queen's Park, Toronto,
ON M7A 1A1
VIA EMAIL:
doug.fordco@pc.ola.org

Town of Cobourg
55 King Street West,
Cobourg, ON, K9A 2M2
clerk@cobourg.ca

October 11, 2023

RE: Correspondence from the Township of Puslinch regarding Illegal Land Use Enforcement

Please be advised that the Town of Cobourg Council, at its meeting held on October 2, 2023, passed the following resolution:

Moved by Councillor Miriam Mutton
Seconded by Councillor Brian Darling

Resolution No: 314-2023
October 2, 2023

THAT Council receive the correspondence from the Township of Puslinch regarding Illegal Land Use Enforcement for information purposes; and

FURTHER THAT Council endorse and support the resolution from the Township of Puslinch and Council direct staff to send a duplicate resolution to associated ministries and Ontario Municipalities.

The resolution reads as follows:

That the Illegal Land Use Enforcement Taskforce's mandate be expanded to include other types of illegal land uses and not solely on illegal trucking land uses; and

That the Province be requested to strengthen municipal enforcement powers by:

- Amending the Municipal Act to enable municipalities to physically bar entry to properties where illegal land uses that have significant detrimental impacts on adjacent residential properties, the environment or create unsafe situations;
- Increasing the maximum penalty amounts in the Planning Act to \$50,000 for an individual upon conviction and on a subsequent conviction, not more than \$25,000 for each day in which the contravention has continued after the day in which the person was initially convicted; and



The Corporation of the Town of Cobourg

Resolution

- Including provisions to ensure a corporation is liable to fines of not more than \$100,000 upon first conviction and not more than \$50,000 for each day in which the contravention has continued after the day in which the corporation was initially convicted.

That a copy of this report be provided to the Honourable Doug Ford, Premier of Ontario, the Honourable Steve Clark, Minister of Municipal Affairs and Housing, the Honourable Sylvia Jones, MPP, Dufferin-Caledon; the Honourable Doug Downey, Attorney General of Ontario; and

That a copy of this report be provided to the municipalities within the Greater Golden Horseshoe area seeking support in the request for strengthened enforcement powers to combat significant illegal land uses negatively impacting communities across Ontario and to the Association of Municipalities of Ontario (AMO) and Rural Ontario Municipal Association (ROMA).

Sincerely,

Kristina Lepik
Deputy Clerk/Manager, Legislative Services

Cc: The Honourable Steve Clark, Minister of Municipal Affairs and Housing,
The Honourable Sylvia Jones, Deputy Premier, Minister of Health and MPP Dufferin-Caledon,
The Honourable Doug Downey, Attorney General of Ontario,
Association of Municipalities of Ontario,
Rural Ontario Municipal Association,
Ontario Municipalities



905-335-7600 ext. 7702
905-335-7675
kevin.arjoon@burlington.ca

Sent via email

September 28, 2023

SUBJECT: Provincial legislation for third-party short-term rental companies

Please be advised that at its meeting held Tuesday, September 26, 2023, the Council of the City of Burlington approved the following resolution:

Whereas the demand for alternative accommodations has resulted in an increased prominence of residential properties being advertised for short term accommodations through third party companies such as Airbnb and VRBO; a shift from the 'traditional' cottage rental historically managed by a property owner; and

Whereas over the past decade a flood of properties have been removed from the ownership and long-term rental market (*Canada Research Chair in Urban Governance at McGill University*) contributing to housing shortages, increased housing demands and increased housing costs resulting in housing affordability issues, including affordable rentals; and

Whereas short term rentals (STR) can be beneficial, when operated appropriately, by providing solutions for the accommodation industry that supports local tourism and small businesses as well as providing an opportunity for property owners to generate income from their residence (permanent or seasonal) using a convenient third-party system; and

Whereas STR's can create nuisances including noise, parking, high volumes of visitors attending a property, septic capacity and fire safety, for adjacent residential property owners who wish to experience quiet enjoyment of their property; and

Whereas research indicates that demand for STR's is increasing, in part due to vacationers choosing domestic travel options as well as the financial benefits to property owners, demonstrating that STR's are here to stay; and

Whereas there are no Provincial regulations in place governing third party STR companies resulting in a variety of regulations/guidelines being implemented at the local municipal level which creates inconsistencies, confusion and frustrations for both consumers and residents across the province; and

Therefore, be it resolved that Burlington City Council calls on the Provincial Government to move forward as soon as possible to legislate all third-party short-term rental brokerage companies, for example Airbnb and VRBO, requiring them to:

- appropriately manage and be responsible for their listings, and to compel compliance; and
- establish a registry system, making it mandatory for each rental listing to register and pay an appropriate annual fee, with the requirement that STR companies are to provide the registry and collected fees to the municipality in which the STR properties are located, allowing municipalities to be aware of all registered STR properties and to have access to funds to assist with the response and enforcement of issues surrounding STR properties; and
- de-list/remove a property from the STR company's listing when a municipality has identified and verified life, health and/or nuisance infractions including noise, fire safety, septic, etc. to ensure a property cannot be rented; and

That a copy of this resolution be sent to all Ontario municipalities for support as well as to the Minister of Municipal Affairs and Housing and Halton MPPs.

If you have any questions, please contact me at extension 7702 or the e-mail address above.

Sincerely,



Kevin Arjoon
City Clerk

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October 12, 2023

In This Issue

- Local Government Week - October 15-21.
- New Baseline Waste & Recycling Report released.
- ROMA 2024 Conference: Registration and hotel information.
- ROMA 2024 Conference: Exhibitor and sponsorship opportunities.
- AMO training - Understanding Competing Human Rights.
- AMO-LAS Energy Symposium program release.
- Councillor training is not just for new councillors!
- Land Use Planning: Strengthen your planning prowess through AMO training.
- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- LAS IPE Risk Symposium.
- Upcoming Canoe Fall webinars.
- Energy reporting deadline approaches.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
- Ontario Nature's Wetland Conservation and Offsetting webinar.
- Release of public information service.
- Careers: Brampton, Hamilton, and Simcoe.

AMO Matters

Understanding municipal government is to appreciate the range of services provided to residents and business community. It is the order of government closest to the people. Local Government Week, October 15-21, is meant to educate youth on the importance and operation of municipal government, but one is never too old to learn.

AMO's Baseline Waste & Recycling Report reviews Ontario's current circular economy efforts. With only 10 years of disposal capacity remaining in Ontario, new waste diversion policy is required.

Eye on Events

The 2024 ROMA Conference, themed, *Closer to Home*, will provide rural municipal leaders the opportunity to address policy issues, funding concerns, and to meet directly with Provincial Ministers on local issues. Register by October 27 to access early bird rates. For full registration and hotel information, [click here](#).

Don't be disappointed! Book your trade show booth today to ensure your participation in the 2024 ROMA Conference. Limited spaces available. Download the [exhibitor package](#) or [sponsorship package](#) today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training [here](#).

AMO and LAS have finalized the program for this year's important conversation on energy and the municipal role. Don't miss this event November 2-3 at the Novotel Centre, Toronto. [View the program and register now](#). Space is limited.

AMO's Councillor Training provides the knowledge and insights to support you as a local leader. AMO's training explores the key areas related to your role as a local leader including: conflict of interest, code of conduct, insight into legislation and policy, finance and strategic planning, asset management - and more! [Register today](#) for October 20 training.

Whether you are looking for better understanding of legislation and planning processes, or are ready to dive into strategic decision making, these sessions will prepare you in your not always easy role of an elected official. Register for the [Foundations](#) or [Advanced](#) land use training fall opportunities.

AMO's Health and Safety Program Management partner, [4S Consulting](#), is hosting a webinar on October 17 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. [Register and learn](#) more on how to create sustainable health and safety programs.

LAS

On October 4, LAS and IPE hosted our biennial Risk Symposium where topics from 'polycrisis' to climate adaptation were covered. Learn more [here](#).

Join LAS and the [Canoe Procurement Group](#) for a series of free webinars on topics including fuel management, fleet electrification, and drone technology. Visit our [Events page](#) to register and [subscribe to our YouTube channel](#) to watch archived videos.

Annual utility reporting under O.Reg 25/23 (formerly 507/18) is due on October 31, 2023. For support with the [LAS Energy Planning Tool](#) please contact tswatt@amo.on.ca. For support with Portfolio Manager or other questions related to the regulation please contact BPSSupport@ontario.ca.

SaveOnEnergy is offering free training webinars for municipal energy/facility managers and directors. Learn how to integrate energy management principles, identify savings, and reduce cost in your municipal facilities. [Register](#) today.

Municipal Wire*

Wetland Conservation and Offsetting: Leading Policy Standards and Examples is a webinar for municipal and conservation authority planning and environment staff. Host: Ontario Nature. October 17, 11:00 – 12:00 p.m. [Register here!](#)

The Technical Standards and Safety Authority ([TSSA](#)) is Ontario's public safety regulator. TSSA releases public information (e.g., licence statuses or devices at a location) per its privacy codes.

Careers

[Manager, Standards & Training - City of Brampton](#). Provide a comprehensive training and mentoring program for new recruits to the Building Division. [Apply online](#) by October 22.

[Program Analyst, Corporate Asset Management - City of Hamilton](#). Responsible for supporting the engagement of asset owners from across the organization. [Apply online](#) by October 20.

[Deputy Clerk - County of Simcoe](#). Assists the County Clerk, Director of Statutory Services and Archives in the performance of all of the statutory duties. [Apply online](#) by October 27.

About AMO

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AMO Contacts

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October 19, 2023

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- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
- A conversation of what it takes to be an effective CAO.
- Fleming College seeking municipal partnership projects.
- Invasive spotted lanternfly sightings in Ontario.
- Careers.

AMO Matters

Encourage postsecondary students in your orbit who are interested in local government, policy development, good governance, and healthy democracy to apply to be one of three [2024 AMO Youth Fellows](#). Fellows are mentored, participate in AMO Board and Taskforce meetings, and engage in AMO's Healthy Democracy Project. [Applications](#) are due **on or before November 13 at 10 p.m.**

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AMO's Health and Safety Program Management partner, [4S Consulting](#), is hosting a webinar on November 14 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. [Register and learn](#) more on how to create sustainable health and safety programs.

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The Ontario Municipal Administrators Association (OMAA) is offering an online seminar series on the [CAO Profile](#) and what it takes to be an effective CAO. The series will feature the workbook and many practical tips on what's required to succeed. [Register now](#).

[Fleming College](#) is seeking municipal environmental land-use planning and management projects to be implemented by students in the [Environmental Land Management](#) program. Contact [Emily Markovic](#) to discuss partnership opportunities.

The Invasive Species Centre is ready to support municipalities where there have been spotted lanternfly sightings. For information and resources, see our [species profile](#) or take our [online training course](#).

Careers

[Accounting Services Manager/Deputy Treasurer - County of Northumberland](#). Responsible for maintaining effective control over the day-to-day activities of the Finance department. Apply to hr@northumberland.ca by October 25.

[Public Works Technologist - Town of Carleton Place](#). Development, coordination, implementation, and administration of asset management plans related to roads, water, and sewer infrastructure. Apply to hr@carletonplace.ca by October 31.

[Advisor, Asset Management - Town of Caledon](#). Responsible for leading the

management of effective departmental asset management plans. [Apply online](#) by October 24.

[Engineer - City of Toronto](#). Provides technical support to the operational units of the Solid Waste Management Services Division (SWMS). [Apply online](#) by October 30.

[Asset Management Analyst - City of Cambridge](#). Responsible for leading and/or supporting variety of projects related to development and improvement of asset management systems. [Apply online](#) by October 31.

[Planner III - County of Simcoe](#). Co-ordinates the processing of all planning application and circulations. [Apply online](#) by November 6.

About AMO

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October 26, 2023

In This Issue

- AMO 2024 Youth Fellowship applications now welcome!
- ROMA Conference: *Close to Home* - Early bird registration closes October 27.
- ROMA 2024 Conference January 21-23: Exhibitor and sponsorship opportunities.
- New AMO training - Understanding Competing Human Rights, December 12.
- Land Use Planning Deeper Dive: Strengthen your planning skills with AMO training.
- Indigenous Community Awareness Training - Save the date.
- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- LAS electricity procurement - 2024 hedge price.
- Get a free quote for your 2024 Road & Sidewalk Study.
- Bright idea if you're thinking of lighting upgrades.
- Canoe Fall webinars continue.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
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AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training [here](#).

This training is for councillors with a good foundation in land use training and are ready to dive into strategic decision making. Engage in case studies and real life examples that are analyzed and understood through instructor lead instruction and group discussion. Register for the November 7 [Advanced](#) land use training.

OFIFC has developed a training to help build indigenous cultural competency in municipal government. Through a self-paced learning module and live virtual component, this training will provide knowledge and tools to utilize in moving improved and stronger relations forward in Ontario. Watch [here](#) for registration announcements.

AMO's Health and Safety Program Management partner, [4S Consulting](#), is hosting a webinar on November 14 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. [Register and learn](#) more on how to create sustainable health and safety programs.

LAS

LAS is pleased to [announce it has secured a fixed hedge price](#) for the 12-month term from January 1 to December 31, 2024, for the 145 participants in the program.

The [LAS Road & Sidewalk Assessment](#) uses high-quality objective data to help you spend maintenance dollars wisely. Contact [Tanner](#) to get a free, no obligation quote for a survey of your community's roads and sidewalks.

Are you looking to upgrade your interior lighting, sports fields, or other outdoor lights next year? Our turn-key [Facility Lighting Service](#) has you covered. Contact [Christian Tham](#) to get a free proposal for your 2024 budget.

Our fall webinar series showcasing [Canoe Procurement Group](#) opportunities continues. Join us for educational webinars covering a range of topics from Electric Vehicles and charging systems to drone technology. [Check out our Events page](#) for all the registration details.

SaveOnEnergy is offering free training webinars for municipal energy/facility managers and directors. Learn how to integrate energy management principles, identify savings, and reduce cost in your municipal facilities. [Register](#) today.

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Careers

[Senior Program Advisor - Ministry of Municipal Affairs and Housing](#). Please [apply online](#), only, by quoting Job ID 204474. Closing date: November 14.

[Team Lead - Ministry of Municipal Affairs and Housing](#). Please [apply online](#), only, by quoting Job ID 204478. Closing date: November 14.

[Research and Policy Associate - City of Toronto](#). Support the development, coordination and implementation of programs, strategies and policies. Closing date: November 8.

[Municipal Clerk - Haldimand County](#). Execute the statutory duties as identified in the

Municipal Act and other provincial legislation. Closing date: November 8.

Asset Management Technician - City of Cambridge. Coordinate, review, and enter asset information provided from various internal/external sources into business system data repositories. Closing date: November 9.

Director Strategy & Engagement - City of Thunder Bay. Responsible for the strategic management, direction, efficient and effective operation of the Strategic Initiatives & Engagement Division. Closing date: November 14.

Manager of Facilities and Parks - Township of Rideau Lakes. Oversee all operations within the Municipal Properties department. Closing date: November 10.

Chief Administrative Officer - Municipality of Brighton. Responsible for providing administrative leadership to the Municipality. Closing date: November 10.

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September 2023

LABOURFOCUS

The Labour Market Group

IN THIS EDITION

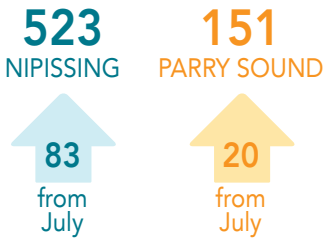
AI IS CHANGING THE WORKFORCE

THE ERA OF THE AUGMENTED WORKFORCE

MASSIVE OPPORTUNITY FOR HR LEADERS AS CANADIAN BUSINESSES EMBRACE AI

JOBS REPORT AUGUST 2023

TOTAL NUMBER OF JOB POSTINGS



TOP INDUSTRY WITH VACANCIES

NIPISSING
Health Care & Social Assistance (24.9%)

PARRY SOUND
Educational Services (19.9%)

To view the full report, visit our website www.thelabourmarketgroup.ca or readysethired.ca

T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

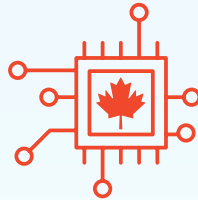
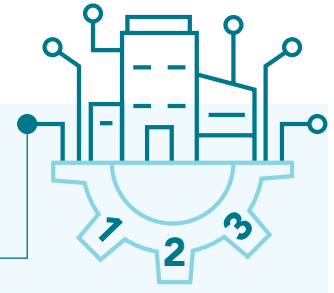
The Labour Market Group is funded by:



AI IS CHANGING THE WORKFORCE

Canadian executives estimation (%) of their workforce **WILL NEED TO RESKILL** as a result of implementing artificial intelligence (AI) and automation over the next **THREE YEARS**.

42%



CANADIAN BUSINESS LEADERS KEEN TO PREPARE FOR AI IN BUSINESS

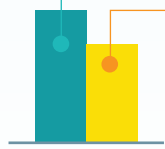
Canadian executives surveyed ranked technology illiteracy as a **top talent issue**. This was ranked second among global executives.



Canadian executives surveyed confirmed **building new skills for existing talent is another important challenge** to organizations, (this closely aligned with the top global challenges).



58% are investing in reskilling internally.



43% are opposed to hiring from outside.



Canadian executives report what's most important today:



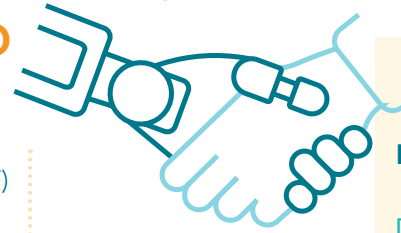
1. People skills like time management and the ability to prioritize, (44%)
2. analytics skills with business acumen, (41%)
3. and ethics and integrity. (39%)

THE ERA OF THE AUGMENTED WORKFORCE

The World Economic Forum (WEF) predicts globally, between 2020 and 2025, new technologies will:



- Disrupt **85 MILLION** jobs
- Create **97 MILLION** new job roles



—AN ERA WHEN HUMAN-MACHINE PARTNERSHIPS BOOST PRODUCTIVITY AND DELIVER EXPONENTIAL BUSINESS VALUE.

44% of workers' skills will be disrupted between 2023 and 2028.

LOWER-LEVEL EMPLOYEES are expected to see the biggest shift.



4 IN 5 executives say generative AI will change employee roles and skills.



Source: IBM (NYSE: IBM) Institute for Business Value. The study, Augmented work for an automated, AI-driven world

MASSIVE OPPORTUNITY FOR HR LEADERS AS CANADIAN BUSINESSES EMBRACE AI

MORE FROM THE AUGUST JOBS REPORT:



TOP OCCUPATIONS

NIPISSING

Sales & Services (25.6%)

Education, Law & Social, Community & Gov (23.9%)

Business, Finance & Administration (15.3%)

PARRY SOUND

Sales & Services (35.1%)

Education, Law & Social, Community & Gov (27.8%)

Trades, Transportation & Equipment Operators (16.6%)

To view the full report, visit our website www.thelabourmarketgroup.ca
readysethired.ca

Questions or concerns? Feel free to contact us at info@thelabourmarketgroup.ca



T. 705.478.9713

150 First Ave. West
Suite 103, North Bay, ON
P1B 3B9

The Labour Market Group is funded by:



A.

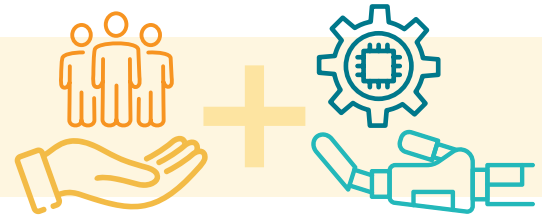
PUT SKILLS AT THE CENTER of workforce strategy—for today and for tomorrow.

The study provided recommendations for leaders to address talent challenges in the era of AI and help their organizations transform for the future, including a focus on skills and operating models. *Top recommendations included:*

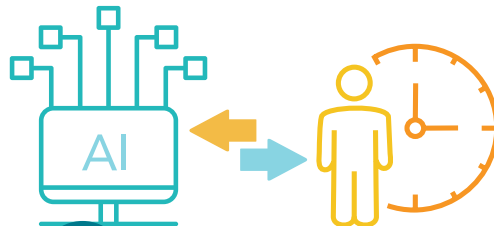
Leaders should be thinking about how to increase the overall technical acumen of the workforce. That can serve as a broad foundation upon which employees build new skills, such as how to work creatively and responsibly with AI. It's very important for employees to have a basic understanding of AI and its capabilities so they can be both critical thinkers and users of the technology. The future pipeline of talent is an important consideration too. The global AI skills gap is an urgent need facing many companies today across industries, and this will require strategic investments.

B.

INVEST IN TALENT AS MUCH AS TECHNOLOGY, preparing the workforce for AI and other technology disruption.



HR leaders will drive workforce planning, design, and strategy, like defining higher-value work, identifying the critical roles and skills of the future, and managing hiring, shifting people into new roles, retention and more. Including reviewing roles, identifying, and eliminating repetitive tasks that can be handled by AI. Merging roles to create new roles, expanding roles to include tasks like applying or managing AI tools, and creating targeted skill development for the higher-level tasks driven by people.



C.

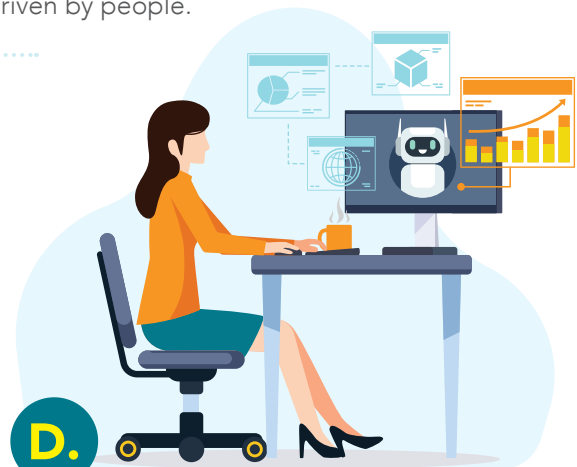
REDESIGN THE WORK, leading with the operating model.

Re-think and re-engineer how work gets done, identifying tasks where AI or automation can be applied to free up employee time for higher value tasks where their touch is critical. For example, IBM's HR team re-examined the highly manual and data-intensive quarterly promotions process, applying a custom Watson Orchestrate solution to automate data gathering and thereby empowering human staff to devote more time to high-value tasks.

D.

Give jobs more meaning by putting the EMPLOYEE IN THE DRIVER'S SEAT.

AI has the potential to transform the employee experience. It can automate repetitive tasks, letting people focus on what they are passionate about, freeing up their time for skills development or work-life balance, and potentially create exciting new job roles and career paths. It's important to engage employees in this process.



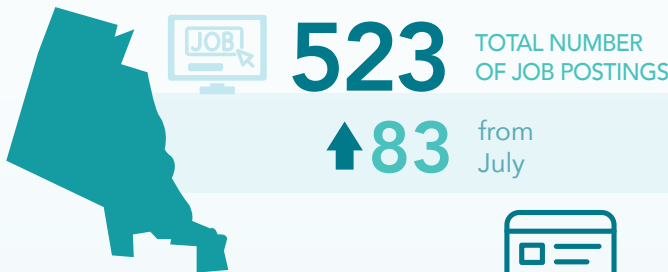
MONTHLY JOBS REPORT

AUGUST 2023

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 523 job postings recorded for Nipissing district in the month of August. For the sixth consecutive month this figure represented a notable-to-significant year-over-year decrease; -25.1% (-175) in job postings with August 2022 seeing 698 recorded job postings. Inversely there was a significant month-over-month increase from July of +18.9% (+83). 241 Unique employers posted jobs in August; a slight decrease; -4.7% (-12) from the July figure of 253. Similar to the job posting total mentioned above the employer figure is significantly below; -28.3% (-95), the year-over-year August total which was 336 in 2022.



OF THE 523 JOB POSTINGS



100%
Collected from online sources.



16.6%
(87) Requiring a bilingual individual.

22.8%
(119) Criminal Record Check



For postings that listed an annual salary.



\$69,053.87/year
AVERAGE



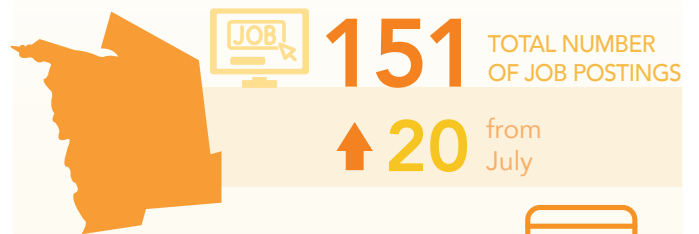
\$22.11
HOURLY WAGE

The average hourly wage in August for those postings which listed one.

Of the 179 postings which listed an hourly wage 12.3% (22) were listed at the provincial minimum wage of \$15.50/hour.

PARRY SOUND DISTRICT

There were 151 job postings recorded for the Parry Sound district in the month of August. This figure is an increase; +15.3% (+20) from the previous month's figure of 131 but for the sixth consecutive month there was a significant decrease; -35.2% (-82), in the year-over-year comparison with August 2022 seeing 283 recorded job postings. This continues to add to the indication of a possible economic downturn. 90 Unique employers posted jobs in August which is notably below; -25.6% (-31) the August 2022 total of 121.



OF THE 151 JOB POSTINGS



100%
Collected from online sources.



9%
(6) Requiring a bilingual individual.

13.2%
(20) Criminal Record Check



For postings that listed an annual salary.



\$52,948.83/year
AVERAGE








\$23.25
HOURLY WAGE

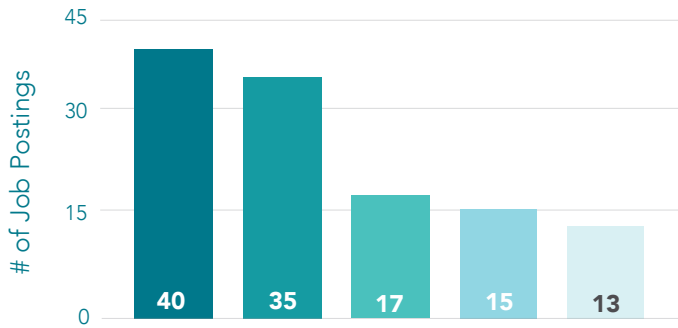
The average hourly wage in August for those postings which listed one.

Of the 84 postings which listed an hourly wage 7.1% (6) were listed at the provincial minimum wage of \$15.50/hour.

* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

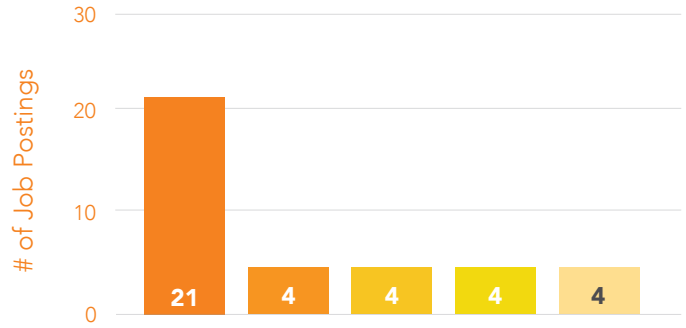
TOP 5 EMPLOYERS POSTING JOBS

-  Near North District School Board
-  North Bay Regional Health Centre
-  Canadore College
-  Ontario Northland
-  Nipissing University



TOP 5 EMPLOYERS POSTING JOBS

-  Near North District School Board
-  Northridge Inn and Resort
-  Turtle Jacks
-  Walmart - Parry Sound
-  West Parry Sound Health Centre



TOP 5 INDUSTRIES HIRING (NAICS)

1 **24.9%**
of all job postings

Health Care & Social Assistance (NAIC 62)



Top 5 Positions

- 14** Administrative Assistant / Clerk
- 13** Case Manager / Social Service Worker
- 12** Personal Support Worker / Care Aide
- 6** Cleaner / Housekeeper
- 5** Registered Nurse


- 2** 14.1% : Educational Services (NAIC 61)
- 3** 10.5% : Retail Trade (NAIC 44-45)
- 4** 8% : Accommodation & Food Services (NAICS 72)
- 5** 6.8% : Transportation & Warehousing (NAICS 48-49)

The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in August with 24.9% (130) of the overall share each amongst all major industry classifications. The largest month-over-month increase in posting share of +7.1% occurred within the Educational Services (NAICS-61) industry; representing 17.6% (92) of the August postings. Inversely the largest month-over-month decrease of -3.6% was seen for jobs within the Public Administration (NAICS-91) industry which made up 2.3% (12) of the August recorded postings.

TOP 5 INDUSTRIES HIRING (NAICS)

1 **19.9%**
of all job postings

Educational Services (NAIC 61)



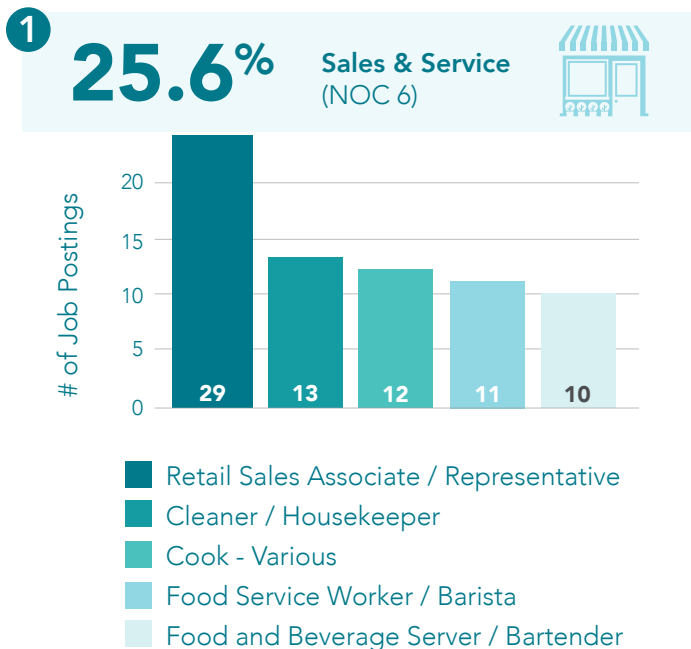
Top 5 Positions

- 13** Teacher - Elementary / Secondary
- 6** Educational Assistant
- 3** Custodian
- 3** Early Childhood Educator
- 1** 5 tied with

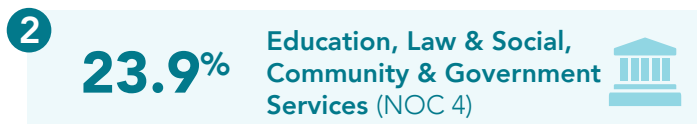
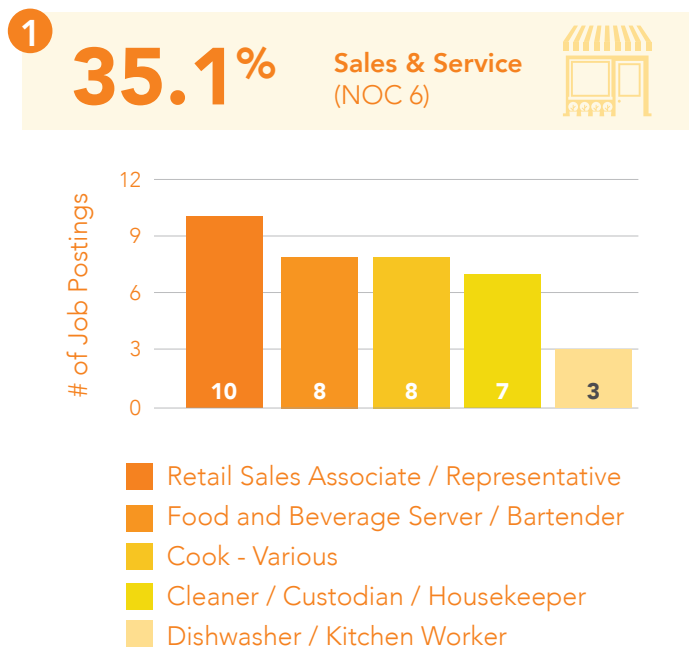
- 2** 15.9% : Accommodation & Food Services (NAICS 72)
- 3** 14.6% : Retail Trade (NAICS 44-45)
- 4** 14.6% : Health Care & Social Assistance (NAICS 62)
- 5** 12.6% : Manufacturing (NAICS 31-33)

The Educational Services (NAICS-61) industry saw the greatest number of job postings in August with 19.9% (30) of the overall share amongst all major industry classifications; with this industry also accounting for the largest month-over-month increase of +14.5%. The Retail Services (NAICS-44-45) industry saw the largest month-over-month decrease of -16% to make up 14.6% (22) of the job postings in this month.

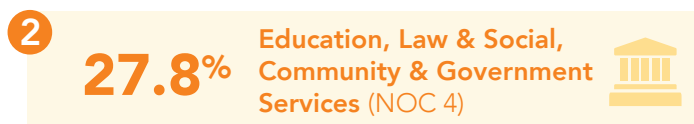
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



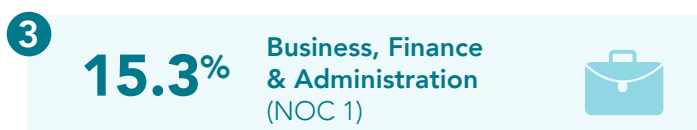
TOP 3 OCCUPATIONAL CATEGORIES (NOC)



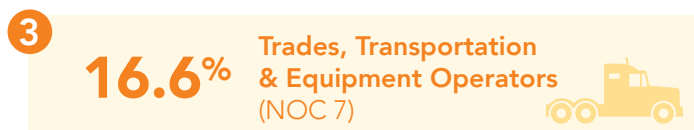
- Teacher - Elementary/Secondary (24)
- Case Manager / Social Service Worker (15)
- Personal Support Worker / Care Aide (12)
- Educational Assistant (11)
- College Instructor / Professor (8)



- Teacher - Elementary / Secondary (13)
- Educational Assistant (5)
- Personal Support Worker / Living Assistant (4)
- Case Manager / Social Service Worker (3)
- Early Childhood Educator (3)



- Administrative Assistant / Clerk (12)
- Human Resources Professional (8)
- Accounting Clerk / Bookkeeper (6)
- Financial Advisor / Analyst (4)
- Secretary / Receptionist (4)



- Driver - Various (7)
- Labourer - Various (7)
- Carpenter / Carpenter's Helper (2)
- Installer (2)
- Warehouse Worker (2)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 25.6% (134) of all postings in August when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) based occupations saw the largest month-over-month increase of +7.5% with 23.9% (125) of the August postings. The largest month-over-month decrease in posting share of -3.1% was seen amongst Trades, Transportation and Equipment Operator (NOC-7) based positions which accounted for 12.8% (67) job postings in the month.

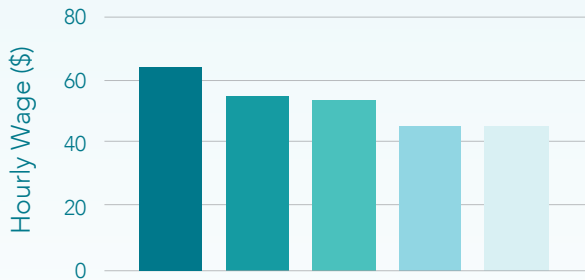
Sales and Service (NOC-6) based occupations represented the largest number of job postings in August with 35.1% (53) of all postings when compared to the major occupational classifications. Education, Law and Social, Community and Government Services (NOC-4) occupations accounted for the largest month-over-month increase of +9.5% to represent 27.8% of the recorded August postings. The largest month-over-month decrease in job posting share was for Sales and Service based occupations which changed -7.6% from the previous month.

TOP 5 HOURLY WAGE VACANCIES



\$63.00

Manager - Inpatient Medicine
@ North Bay Regional Health Centre



\$56.00 Physician Assistant
@ North Bay Regional Health Centre

\$55.00 Orthophoniste
@ Conseil scolaire public du Nord-Est de l'Ontario

\$46.00 Manager - Clinical Services
@ One Kids Place

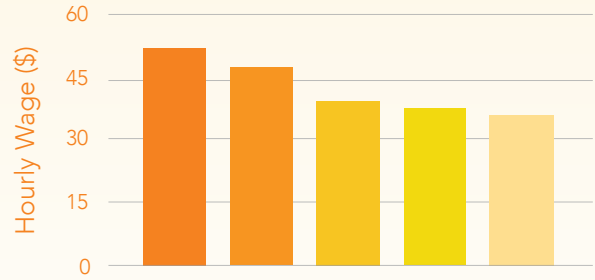
\$46.00 Team Supervisor - Live-In Treatment Services
@ Hands TheFamilyHelpNetwork.ca - North Bay

TOP 5 HOURLY WAGE VACANCIES



\$55.00

Flight Instructor
@ Near North Flight Training Academy



\$48.00 Team Leader - Crisis Team
@ Canadian Mental Health Association - Muskoka Parry Sound Branch

\$40.00 Deputy Clerk
@ Township of Ryerson

\$38.00 Case Manager - Housing
@ Canadian Mental Health Association - Muskoka Parry Sound Branch

\$36.00 Psychometrist
@ Hands TheFamilyHelpNetwork.ca

TOP 3 ANNUAL SALARY VACANCIES

\$126,000

Chair and Person Responsible for Training
@ Canadore College - Aviation Campus

\$114,130

Human Resources Manager
@ Near North District School Board

\$108,898

Traffic Engineer
@ Ministry of Transportation



Lowest Annual Salary \$25,000

Installer - Blind and Shutter
@ The Home Depot - North Bay

TOP ANNUAL SALARY VACANCY

\$83,880

Child Protection Worker
@ Nijjaansinaanik Child and Family Services - Parry Sound Area

\$60,000

Front of House and Events Manager
@ Trestle Brewing Company Limited

\$46,303

Custodian
@ Nipissing-Parry Sound Catholic District School Board



Lowest Annual Salary \$40,000

Site Manager
@ Raven's Forest

The average hourly wage in August for those postings which listed (34.2%) an hourly wage was \$22.11/hour. This is slightly below; -4.2% (-\$0.98/hour), the current 12-month average of \$23.09/hour. Of the 179 postings which listed an hourly wage 12.3% (22) were listed at the provincial minimum wage of \$15.50/hour. For postings that listed an annual salary the average was \$69,053.87/year. This is in-line; +1.4% (+\$931.65/year), with the current 12-month average of \$68,122.22/year.

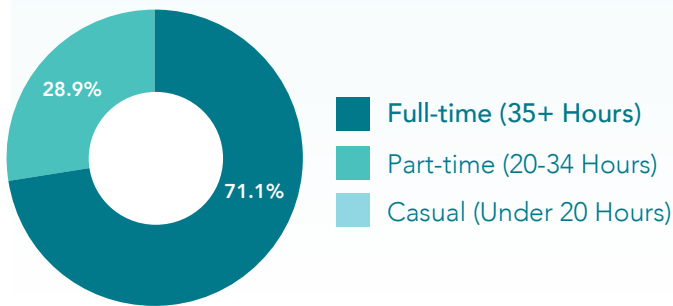
The average hourly wage in August for those postings which listed (55.6%) an hourly wage was \$23.25/hour. This figure is slightly below; -1.5% (-\$0.35/hour), the current 12-month average of \$23.60/hour. Of the 84 postings which listed an hourly wage 7.1% (6) were listed at the provincial minimum wage of \$15.50/hour. The average annual salary listed in the month of August was \$52,948.83; significantly below; -17.3% (-\$11,108.04/year), the current 12-month average annual salary of \$64,056.87/year.

FULL-TIME / PART-TIME BREAKDOWN

71.1% of listings in August

↓ **1.6%**
from July

71.1% (372) of the listings in August indicated that the employment offered would be classified as full-time. This figure is slightly below; -1.6%, the previous month when 72.7% of the job postings were classified as full-time.



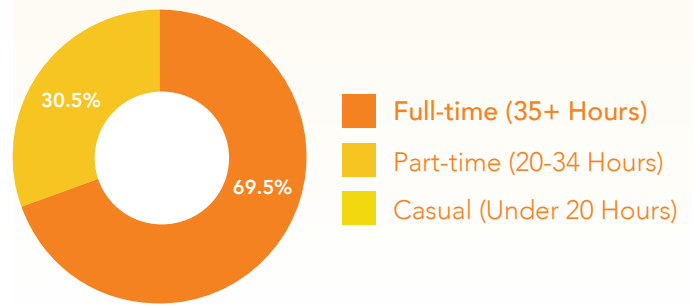
523 Postings listed hours offered (100%)

FULL-TIME / PART-TIME BREAKDOWN

69.5% of listings in August

↓ **2.3%**
from July

69.5% (105) of the listings in August indicated that the employment offered would be classified as full-time. This figure is a slight decrease; -2.3%, from the previous month where 71.8% of the job postings were classified as full-time.



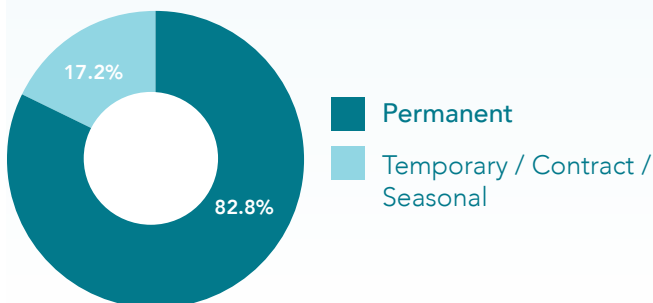
151 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

82.8% of listings in August

↑ **0.5%**
from July

82.8% (433) of the listings in August stated that the opportunity in question would be permanent. This is nearly identical; +0.5%, to the previous month's figure of 82.3%.



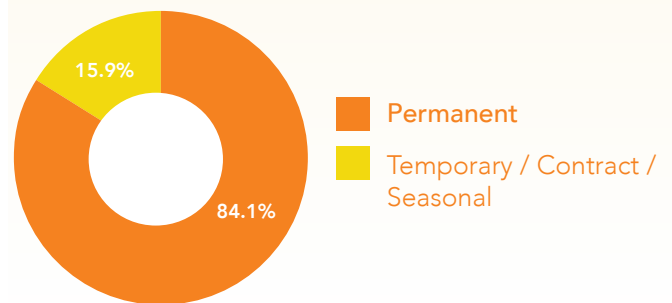
523 Postings listed hours offered (100%)

TERM OF EMPLOYMENT

84.1% of listings in August

↓ **3.7%**
from July

84.1% (127) of the listings in August stated that the opportunity in question would be permanent. This is slightly below; -3.7%, the previous month figure of 87.8%.



151 Postings listed hours offered (100%)

ALL EMPLOYERS WITH POSTINGS IN MONTH



NIPISSING DISTRICT

22 Wing Air Reserve Flight North Bay
401 Auto - North Bay Chrysler
A&W (McKeown)
A&W (Northgate Shopping Centre)
Addiction Treatment Centre of Excellence
- Canadore College
Advance Auto Parts Inc.
AIDS Committee of North Bay and Area
AIM Kenny U-Pull
Algonquin Nursing Home of Mattawa
Alzheimer Society Sudbury
- Manitoulin North Bay and Districts
Apollo Transport
Arrowhead Gas Bar
Ashley HomeStore
Bath & Body Works
Battano Construction Limited
Bay Roofing and Exteriors Ltd.
Bay Truck Stop Family Restaurant
Bdo
Bee-Clean Building Maintenance
Bell Canada
Best Buy
Best Western North Bay Hotel
& Conference Centre
Beyond Wireless Inc.
Bins and Bins
Binx Professional Cleaning
Blue Sky Animal Hospital
Body Back in Motion
Boutique La Vie En Rose
Boutique Marie Claire Inc
Bradwick Property Management
Bruman Construction Inc
Buchner Manufacturing Inc.
Canada Post - Astorville
Canada Post - Sturgeon Falls
Canada Post - Temagami
Canadian Food Inspection Agency
Canadian Forces Morale and Welfare Services
Canadian Red Cross
Canadian Tire - North Bay
Canadian Tire Corporation Ltd
Canadore College
Canadore College - Aviation Campus
Canadore College - College Drive
Canadore College - Commerce Court
CannAmm
CarePartners
Carter's/OshKosh
Cascades Casino
Cassellholme Home for the Aged
CBI Health Group
Cementation Canada
Cherry Hill Programs
Cineplex Inc.
Comfort Inn - Airport
Comfort Inn - Lakeshore
Community Counselling
Community Living North Bay
Complete Landscaping
Conseil scolaire public du Nord-Est de l'Ontario
Cooper Equipment Rentals
Cousineau Concrete Pumping
CTS Canadian Career College
Designed Roofing Inc., Essential Exteriors
& Northland Glass & Metal
District of Nipissing Social Services
Administration Board
District School Board Ontario North East
Dollarama - North Bay
Dr. Glenn Paleczny Orthodontics
DSI Underground Canada Ltd.
East Side Mario's
Eclipse Stores Inc
Ed Seguin & Sons Trucking and Paving
Enterprise Holdings
Enterprise Rent-A-Car
Everest Solutions and Imaging Ltd.
Evergreen Landscaping

Express Parcel
Fastenal
First General - North Bay
First Student Canada
GardaWorld
Garderie Soleil
GFL Environmental Inc.
GHC Heating and Air Conditioning
Gincor Werx
Goodyear Canada Inc. (Retreading)
GP Welding & Ironworks
H&R Block
Hair Designers
Hands TheFamilyHelpNetwork.ca - North Bay
Hands TheFamilyHelpNetwork.ca
- Parry Sound
Harveys
Highball Billiards
Holiday Inn Express North Bay
Hope Awaits Ministries
Integrated Solutions
Intelcom Express
Jean M Savignac General Woodwork Ltd
Kal Tire
Kenmar Basement Systems
Kenwood Hills Daycare
Kia North Bay
Kohltech Windows & Entrance Systems
Lafarge Canada Inc
Larocque Elder Architects, Architectes Inc.
Laurentian Ski Hill
LCBO - Algonquin Avenue
LCBO - Verner
Le centre de formation du Nipissing
Legal Aid Ontario
Les Soeurs de l'Assomption de la Sainte
vierge
LifeLabs
Lifetouch
Linde North America
Long & McQuade
Lou Dawg's Southern BBQ
Marina Point Village
McDonald's (North Bay)
McDougallMD
Metal Fab Ltd.
Metis Nation of Ontario
Metro - North Bay
Miller Paving
Miller Technology Incorporated
Ministry of Transportation
Moore Propane
Mr Seamless Eavestrouthing Ltd
Municipality of West Nipissing
National Diabetes Trust
Near North District School Board
New Horizons Communications
Nipissing Transition House
Nipissing University
Nipissing-Parry Sound Catholic
District School Board
Nipissing-Parry Sound Student
Transportation Services
North Bay Computer Services Inc.
North Bay Golf & Country Club
North Bay Humane Society
North Bay Jack Garland Airport
North Bay Machining Centre Inc.
North Bay Mazda
North Bay Painting
North Bay Parry Sound District Health Unit
North Bay Police Service
North Bay Regional Health Centre
North Care Dental
Northern Diversified Limited
Northern Honda
Northland Glass & Metal
One Kids Place Children's Medical Treatment
Center of North East Ontario
Ontario Aboriginal Housing Support
Services Corporation
Ontario Northland

Ontario Provincial Police
Paragon Bay Group Ltd.
Paramed Home Health Care
Pearle Vision
Perron's Freshmart
PHARA
Pilot Diamond Tools Ltd.
Pioneer Construction
Purolator
Quinn Exteriors Ltd
Rahn Plastics Inc.
Raven and Republic
Recipe Unlimited Corporation - Harvey's
Recipe Unlimited Corporation - Montana's
Recipe Unlimited Corporation - Swiss Chalet
Redpath Mining
Redpath Mining Contractors and Engineers
Reliable Cleaning Services
Reliance Home Comfort
Rideau Supply
Roots Canada
Royal Bank of Canada - North Bay
Rx Drug Mart/IDA
Savage Ford Sales Limited
Scotiabank - Mattawa
Service Berry Cleaning
Shoppers Drug Mart - Cassells St.
Shoppers Drug Mart Inc.
Sienna Living - North Bay
Sobeys - North Bay
Softmoc
Sonepar Canada - Dixon Electric
Source For Sports North Bay
Springer Animal Hospital
Stantec
Staples Canada
Stock Transportation
Structure Spine and Sport
Subaru of North Bay
Superior Propane
Syl's Neighbourhood Kitchen
Talize
Tan Tan Wok
TC Energy
The Brick North Bay
The Children's Aid Society of
the District of Nipissing and Parry Sound
The Corporation of the City of North Bay
The Home Depot - North Bay
The Sisters of St. Joseph of Sault Ste. Marie
The Source Electronics Inc. - North Bay
The Submarine Place
Tim Hortons - Algonquin Ave.
Tim Hortons - Cassells St.
Tim Hortons - Drury St.
Tim Hortons - North Bay
Tim Hortons - Sturgeon Falls
Tim Hortons - Trout Lake Rd.
Titanium Transportation Group Inc.
TJX Companies - Homesense
TJX Companies - Winners
Tokyo Smoke
Tony's Mowing Plus
Trans Canada Safety
Tulloch Engineering
Tutor Match
Twiggs - Cartier St.
Twiggs - Fraser St.
Under the Hood Automotive
Underground Solutions
U-Need-A-Cab
Union of Ontario Indians
Valin Partners
Value Village
Victoria Order Of Nurses
Victorian Order of Nurses / VON
Vista Radio Ltd
Voyageur Aviation Corp
Voyageur Avparts Inc.
Wacky Wings
Walmart - North Bay
Wendy's Restaurants - Lakeshore Drive

West Nipissing General Hospital
Westburne
Wine Rack - Metro
Winmar Property Restoration
WipWare Inc.
Wirelesswave
WIS International
Yes Employment Services (Nipissing) Inc
YMCA of Northeastern Ontario



PARRY SOUND DISTRICT

Almaguin Forest Products
Almaguin Highlands Community Living
Almex Group
Anishnabeg Outreach Training and
Employment Inc
Barburrito Parry Sound
Best Western Plus Parry Sound
Bowes Dental Centre
Burk's Falls Family Health Team
Callander Bay Heritage Museum
Canada Post - Callander
Canada Post - Parry Sound
Canadian Mental Health Association -
Muskoka Parry Sound Branch
Community Living Parry Sound
Conseil scolaire public du Nord-Est de
l'Ontario
Contact North (Parry Sound)
Copperhead Distillery and Spirits
Corporation of the Town of Kearney
Corporation of the Township of Seguin
Cottage Classic Docks
Country Haven Acres
Cutting Bros. Inc.
DayCon Limited
Dean's Auto Care Ltd.
Di Salvo's Bella Cucina and Family Style Meals
Edgewater Park Lodge
eXp Realty Brokerage, All Points North Group
Glenn Burney Lodge
Goat Transport Inc.
Hammond Transportation Ltd.
Hands TheFamilyHelpNetwork.ca - North Bay
Hart Store (Parry Sound)
Heritage Windows and Doors Inc
Hillcrest Grocery
Home Instead Senior Care
Iron Design Welding
Lady Isabelle Nursing Home
LCBO - Parry Sound
LCBO - South River
Lothouse Manufacturing (a Division
of Brawo Brassworking Limited)
Log Cabin Inn & Catering
Loggers Station House
M&M Food Market - Parry Sound
Mac Lang
Maple Creek Construction
Ministry of the Attorney General
Municipality of Whitestone
Near North District School Board
Near North Flight Training Academy
Nijjaansinaanik Child and Family Services
- Parry Sound Area
Nipissing-Parry Sound Catholic
District School Board
Northridge Inn and Resort
Oakcrest Co.
One Kids Place Children's Medical Treatment
Center of North East Ontario
Parry Sound Auto Parts Inc.
Parry Sound Cruise Line
Parry Sound Friendship Centre
Parry Sound Home Hardware
Parry Sound Ready Mix
Phoenix Building Components Inc

Plan A Long Term Care Staffing and Recruitment
Powassan Home Hardware
Raven's Forest
RONA - Parry Sound
Royal Bank of Canada - Sundridge
Schlager
Scotiabank - Parry Sound
Scott Custom Building
Selkirk Canada Corporation
Serenity Property Management Inc.
Shawanaga First Nation
Sobeys - Parry Sound
Tailwinds Bar & Grill
TD Bank - Parry Sound
The Beer Store - South River
The Friends
The Home Depot - Parry Sound
The Salvation Army
The Sarjeant Company
Tim Hortons - Parry Sound
Tim Hortons - Sturgeon Falls
Township of McKellar
Township of Ryerson
Trestle Brewing Company Limited
True North Cannabis Company
Turtle Jacks
Upton Developments
Walmart - Parry Sound
Water Depot Parry Sound
West Parry Sound Health Centre
Westburne



WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by the Labour Market Group.

Each month we compile this report based on our job portal **readysethired.ca**.

Readysethired.ca is an online job portal that provides and collects real time job postings within the districts of Nipissing and Parry Sound. These postings are updated daily and provide job seekers with a one stop shop for local current employment opportunities.

FOR MORE INFORMATION & FURTHER DETAILS ABOUT LOCAL JOBS, PLEASE CONTACT :

The Labour Market Group
readysethired.ca
info@thelabourmarketgroup.ca



The Labour Market Group
Guiding partners to workforce solutions.



The Corporation of The Township of The Archipelago
Council Meeting

Agenda Number: 15.13.
Resolution Number 23-178
Title: Cigarette Producer Responsibility
Date: Friday, October 13, 2023

Moved by: Councillor Sheard
Seconded by: Councillor MacLeod

WHEREAS cigarette manufacturers play a crucial role in the creation and distribution of cigarette products. Cigarettes, are responsible for significant environmental damage and contribute to waste and pollution; and

WHEREAS cigarette butts are the most common form of litter worldwide and pose a threat to aquatic life and ecosystems. As reported 26 July 2023 to the Canadian Council of Ministers of the Environment, Pollution Probe's Great Lakes Plastic Cleanup identified cigarette butts one of the top five items of microplastics found in the Great Lakes, and

WHEREAS cigarette filters are composed of non-biodegradable materials that can take several years to degrade, exacerbating the problem of waste accumulation; and

WHEREAS the concept of producer responsibility promotes the idea that the party that profits from the creation and sale of a product should also be responsible for managing the product's end-of-life environmental impact; and

WHEREAS the Province of Ontario has successfully implemented producer responsibility programs for various industries, such as electronics, packaging, and batteries, resulting in significant improvements in waste management and environmental sustainability; and

WHEREAS the exclusion of cigarette manufacturers from current producer responsibility programs in our province creates an inconsistency in environmental policy and hampers our overall efforts to reduce waste and protect our environment. It is imperative to address the environmental impact of cigarette manufacturing, usage, and disposal.

NOW THEREFORE BE IT RESOLVED that the Township of The Archipelago hereby requests the Province of Ontario to include cigarette manufacturers within the scope of producer responsibility regulations and programs;

AND FURTHER BE IT RESOLVED that the Ontario Government takes necessary steps to develop and amend legislation to ensure cigarette manufacturers are responsible for the collection, recycling, and proper disposal of cigarette waste and the Province of Ontario be encouraged to work collaboratively with relevant stakeholders, including public health organizations, environmental groups, and retail associations, to develop comprehensive and effective strategies for the inclusion of cigarette manufacturers in producer responsibility program, taking into account the unique challenges posed by tobacco products;

AND FURTHER BE IT RESOLVED that the Province of Ontario allocate adequate resources and establish monitoring systems to ensure compliance with the newly imposed responsibilities by cigarette manufacturers, including penalties for non-compliance;

AND FURTHER BE IT RESOLVED that the Province of Ontario adopts regulations and policies that require cigarette manufacturers to:

1. Take financial responsibility for the collection, transportation, recycling, or safe disposal of discarded cigarettes and related waste materials.
2. Develop and engage in public awareness campaigns to educate the public about the environmental impact of cigarette butt litter and implement programs to educate the public on the safe disposal of cigarette butts.
3. Implement measures to minimize the environmental impact of their products through the use of sustainable materials, reduced packaging, and improved recycling initiatives;

AND FURTHER BE IT RESOLVED The Ministry of the Environment actively collaborates with other provinces and territories within Canada to encourage a nationwide approach towards including cigarette manufacturers in Producer Responsibility initiatives;

AND FURTHER BE FINALLY RESOLVED that copies of this Resolution be sent to the Honorable Doug Ford Premier of Ontario, the Honorable Andrea Khanjin Minister of the Environment, Conservations and Parks, relevant Members of Provincial Parliament (MPPs), Leader of the Opposition parties, All Municipalities in Ontario, Pollution Probe, Georgian Bay Forever, Georgian Bay Association, and other pertinent stakeholders as appropriate, urging their support and action in this matter.

Carried



**The Corporation of The Township of The Archipelago
Council Meeting**

Agenda Number: 15.6.
Resolution Number 23-171
Title: Resolution to Address the Fire Risk Posed by Railway Tie Piling Practices of Canadian Pacific (CP) Railway
Date: Friday, October 13, 2023

Moved by: Councillor MacLeod
Seconded by: Councillor Frost

WHEREAS the primary cause of the recent fire near Pointe au Baril was attributed to the sizable accumulation of railway ties, which allowed the fire to subsequently extend into the surrounding forest; and

WHEREAS the practice of piling up railway ties by CP Rail poses a substantial fire risk to our Municipality and its residents; and

WHEREAS the potential hazards associated with these accumulations include endangerment of public safety, property damage, and environmental harm; and

WHEREAS it is of utmost importance to take swift and proactive measures to safeguard the well-being of our residents and protect our community from potential disasters.

NOW THEREFORE BE IT RESOLVED that Council for the Township of The Archipelago formally request the Minister of Transport, the Honourable Pablo Rodriguez to enact regulations mandating CP Rail to cease the practice of piling up railway ties in a manner that poses a fire risk to Canadian Municipalities and their residents.

FURTHER BE IT RESOLVED that CP Rail remove all stacked railway ties along their lines.

FURTHER BE IT RESOLVED that we urge Transport Canada to work collaboratively with CP Rail to establish alternative, secure, and environmentally responsible methods for the disposal and storage of railway ties.

AND FINALLY BE IT RESOLVED that this resolution be sent to CP Rail; the WPS Area Municipalities; Association of Municipalities Ontario (AMO); Rural Ontario Municipal Association; The Federation of Northern Ontario Municipalities; the Federation of Canadian Municipalities (FCM); Graydon Smith, Minister of Natural Resources and Forestry (MNR); MP Scott Aitchison, the Canadian Transportation Agency, and the Minister of Transport.

Carried



THE FRIENDS

DIGNITY • TEAMWORK • INNOVATION • EMPOWERMENT



Friendly Focus

Fall 2023

Falling all Over Ourselves in Fun!

With Thanksgiving on the horizon, perhaps it's time we count our blessings. Summer in Parry Sound Muskoka has seen moderate summer high temperatures, plenty of rain to keep things green and tamp down any threat of forest fires. Although we are grateful, we mourn the loss of thousands of acres of forest in the

north of Ontario, Quebec, the Northwest Territories and British Columbia and feel for the people who have lost their homes and livelihoods to the devastating fires. Although Parry Sound/ Muskoka has been spared such a disaster, we are not immune from nature's wrath. We should all prepare an emergency plan,

Reeve & Council
Township of McKellar
P O Box 69
McKellar, ON P0G 1C0



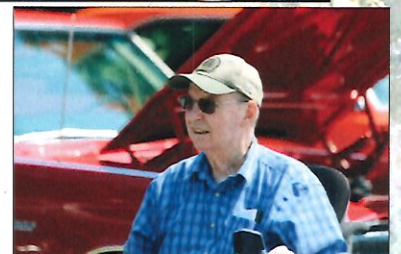
especially if you live in a rural area. Check out page 6 for tips. For those of you with families who live far from you, have a look at our article on "Caregiving at a Distance."

On the fun side, check out recipes, things to do and celebrate !

Front: Staff, Volunteers, Adult Day clients and loved ones take a break from the daily grinds with a cruise on the 30,000 Island Queen



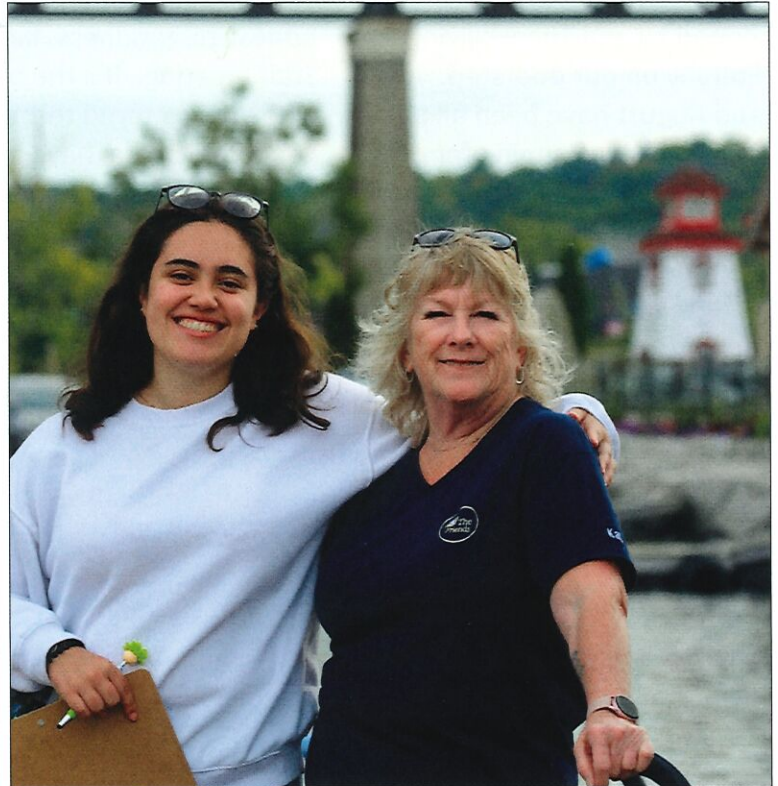
It's Been a Busy Season at The Friends!



PS Cruzers Club turned up the tunes and their hoods delighting residents, some volunteers, staff and Day clients alike.

INSIDE THIS ISSUE

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Our own Cathy Chard , and Eva Livingston, our volunteer, play hostess helping clients and caregivers climb aboard the Island Queen Cruise Ship in Parry Sound Harbour

What We Do

The Friends is a non-profit charitable organization providing services to individuals with physical Disabilities, and seniors. In Muskoka and Parry Sound the organization has been serving the community for over 30 years. Some of the programs and services the agency provides: attendant care, adult day programs, caregiver support, respite, alzheimer overnight respite, P.A.T.H (Priority Assistance to Transition Home) from the hospital, post stroke, supportive housing, and 24/7 assisted living.

Contact us

Phone (705) 746.5102 27 Forest Street,
Parry Sound, ON P2A 2R2
info@thefriends.on.ca www.thefriends.on.ca

THE FRIENDS

Dignity • Teamwork
Innovation • Empowerment

The Friends newsletter can also be read online at
www.thefriends.on.ca

Send content or comments to
info@thefriends.on.ca

Supported by:



Ontario

North East Local Health
Integration Network

From the CEO's Desk

Wow! Summer 2023 has zipped by and Thanksgiving is literally on our doorstep. July and August have been all about recruitment, planning for the fall and updating resources. For the first time in three years *The Friends* will be honouring and celebrating the

achievements of our staff at an honest-to-goodness, face-to-face All Staff meeting. It's the one time staff, who are scattered throughout a huge geographic area, have a chance to sit down together, share experiences, get to know their colleagues and participate in workshops and learning opportunities.

Best of all their accomplishments are recognized in front of their peers. I am looking forward to this fall's All Staff meeting, in the meantime, recruitment is ongoing. If supporting others is what you enjoy, give us a call.

Marliese Gause,
CEO

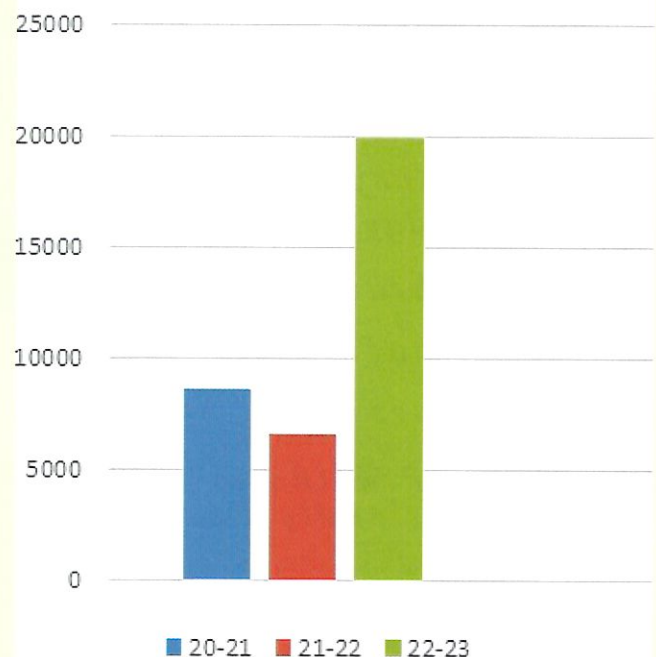
Fundraising News

Our Fundraising Committee will be meeting this fall to create a fundraising plan for the coming year. The agency is grateful for all of the support it receives from its generous funders. Here are the things we are fundraising for:

- repairs and paving for the driveway at our building at 141 Sharpe Street W, Gravenhurst
- an elevator for our building at 141 Sharpe Street W, Gravenhurst
- Underwriting cost of attending Adult Day Programs for seniors
- building fund to create accessible, supportive housing

Your donations and support are very much appreciated.

The Friends Fundraising Efforts



Over the summer I have been approached so many times at grocery stores, parking lots and other events to make a donation to a worthy cause. I found myself wondering whether the general population is turned off by the constant barrage of requests. Due to the past three years of COVID and the constant struggle to maintain adequate staffing levels, reaching out to create new, interesting fundraising events has been a challenge. We have been investing in passive approaches that do not place too much demand on staff and the volunteers we have. *The Friends* has been fortunate in the consistent generosity of family members, friends and individuals who value the work we do but, finding the way to leverage the kinds of funding to pay for an elevator or to build another accessible housing project requires more. Send us your best ideas - and we will bring them forward to our committee. If you are interested in joining our fundraising committee, just send an email with your information. Thank you again, to everyone who has contributed their time, effort and donations. You can reach us with your fundraising ideas at mgause@thefriends.on.ca

Canada HomeShare Update

Canada HomeShare has been working on digitizing processes to match/support HomeShare applicants and housing providers. Initially, the hope was that the online framework would be up and running by the end of June, however as of September, it is still not available for use. This means we do not have access to matching technology, agreements and other systems that

make Canada HomeShare a safe, workable option. Keep checking the online Canada HomeShare site to keep abreast of what is happening. *The Friends* continues to maintain a waitlist both of individuals interested in sharing their home and those interested in finding a home.

Thank you for your patience.

Community of Carling Calls for Staff

Seniors in small rural communities are often unable to access the full range of services available to seniors in mid-sized communities. Over the past three years, due to COVID, the level of care in the home has shrunk even further as a result of an ongoing shortage of workers.

The Friends agency is looking at how smaller communities in rural areas could increase and improve the level of care available. One of the first such communities will be Carling Township on the shores of Georgian Bay. Located 19.1 km from the Town of Parry Sound and spread out over a significant distance, seniors are often on endless waitlists for services. We are grateful for the support of the municipality, however the project is dead in the water without staff. If you live in the Carling area and are interested in working even one day a week to support seniors, please contact ltido@thefriends.on.ca.

Help us build responsive services in the community you love.

Refrigerator Donation to Huntsville Legion & The Friends



Previous to moving to Huntsville, Bev has been an active volunteer for the Royal Canadian Legion since the 80's as well as a volunteer for her local hospital for 49 years. She worked as a Senior Administrator at Royal LePage for 30 years.



Are You Ready?

Although we have been lucky to escape forest fires and floods over the summer months, winter can throw some nasty weather at us capable of bringing things to a screeching halt.

Heavy snowfall, ice rain or heavy snow with rain in the mix can make roads impassable, disrupt power and generally make our lives miserable. Take the time to prepare an emergency plan to protect you and those you love.

- Check your medications and have a handy container with a secure closure so that if you need to evacuate, it's all within easy reach
- Sort through your important papers and have them all in one safe, accessible place
- Do a mini inventory of your food supplies and keep non-perishables stocked
- Check your fuel, keep vehicles topped up
- Test batteries, flashlights, stock up where needed
- Do you have an updated contact list?
- Emergency contact information?
- If you have an alternate source of power, ie a generator, has it been serviced?
- Do you have enough fuel?
- If you have a wood stove or fireplace as an alternative heat source, have the chimney and pipes been cleaned?
- Do you have wood stocked and stored in an area



that is easily accessed?

- Have you stocked up on ice-melt or other products to ensure your walkway and steps are safe?
- Do you have a worst case plan to get you to safety?

There are resources online that can help you put together a comprehensive emergency plan that will

help you navigate in an emergency.

- 72 Hours is your family prepared? <https://www.getprepared.gc.ca/cnt/rsrscs/pblctns/yprprdnssgd/index-en.aspx>

The following is an excerpt from the government of Canada Website noted in the preceding link.

“72 Hours: Is Your Family Prepared?” If an emergency happens in your community, it may take emergency

Some Perishables to Keep on Hand

Check best by dates and do an inventory on a regular basis. Maintain a bin of "just in case" which includes matches and extra batteries.

- ◆ a case or two of water
- ◆ powdered milk/condensed milk
- ◆ nut butters
- ◆ jerky
- ◆ dried fruit
- ◆ jam

- ◆ apple sauce
- ◆ canned vegetables
- ◆ canned and/or dried beans
- ◆ tea bags or loose tea
- ◆ instant coffee
- ◆ protein bars
- ◆ pickles
- ◆ maple syrup

If your power is going to be out for a significant amount of time, use up perishables in the fridge and freezer if possible

take care of yourself and your loved ones during an emergency.”

workers some time to reach you. You should be prepared to take care of yourself and your family for a minimum of 72 hours.

Learn how quick and easy it is to become better prepared to face a range of emergencies – anytime, anywhere. Use this [online] guide to create your own emergency plan.

Use the checklists to build a 72-hour emergency kit. These basic steps will help you

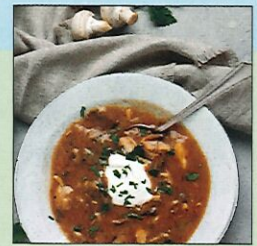
Old Timey Things

Now in its 14th year, the Parry Sound Cruzers, a non-profit organization that promotes awareness of classic and antique automobiles, visited Forest Hill with some of their vintage classics. Tenants enjoyed the opportunity to admire the variety of classic cars as well as an opportunity to chat with club members. The Cruzers are a popular attraction with many out-of-town visitors drawn to events. For those interested, you can join the Cruzers on Tuesday Cruze Nights from 6:30 to 9 pm at the Parry Sound dock. Remember to make a donation to support their charitable work in the community. A big thank you to the Cruzers for bringing their collection to *The Friends'* Forest Hill Apartments.



Hungarian Mushroom Soup (In 25 Minutes)

*From Muskoka's own
Seasons and Suppers*



1 large boneless skinless chicken breast, diced or about 1 1/4 cups diced cooked chicken
cooking oil
1/4 cup onion, finely diced
8 oz sliced cremini mushrooms, standard tray
10 button mushrooms, halved (optional)
4 cups chicken broth
1 tablespoon paprika
Pinch dried dill
Salt and freshly ground pepper, to taste
1/4 cup fresh parsley, chopped

To thicken and add creaminess:

1/4 cup whipping cream, or half and half
2 tablespoon cornstarch

To serve:

sour cream
additional chopped fresh parsley

Instructions

If starting with an uncooked chicken breast: In a large soup pot, heat a bit of cooking oil over medium heat, add diced chicken and cook, stirring, until just cooked through. Remove to a bowl and set aside.

Heat a bit more oil in pan. Add diced onion and cook over medium heat, stirring, just until softened. Add mushrooms and a pinch of salt. Cook, stirring regularly, until mushrooms are softened. Add chicken broth, paprika and dill. Add cooked chicken back to the pot. Bring to a boil, then reduce heat to medium-low and allow to simmer for about 10 minutes to allow the flavours to develop. Taste soup and season with salt and pepper, as needed. Stir in chopped parsley. In a small bowl, stir together the cream and cornstarch. Add about 1/2 the mixture to the soup and cook, stirring, for 1 minute to thicken. Add more of the cream mixture to the soup as needed, until soup is thickened to your liking.

Spoon soup into serving bowls. Top with a dollop of sour cream and additional chopped fresh parsley.

Caregiving at a Distance

One of the most difficult things to navigate is caring for loved ones who live at a distance. The shock of visiting an elderly parent to discover a household in shambles is jarring and upsetting, often leading to testy exchanges with agencies providing services.

Here are a few things to think about:

- your parents have a right to decline services. You may have arranged for homemaking or other care, however, if your parents insist that they don't want a caregiver in their home or will only accept the bare minimum of support, the agency providing the service is obligated to respect their wishes. Before you go off on a furious tirade to agency staff, inquire politely as to what interactions with your parents or loved ones are like. Are they accepting the care? Available for scheduled bookings? If you are getting mixed messages from the Homecare Provider, dig deeper. Have a heart to heart discussion with your loved ones.
- If you are arranging for some level of Homecare services for your loved ones, make sure you have a discussion with your parents/loved ones. What do they feel they need most? Are they willing to have someone help? What are their preferences regarding frequency and types of services?
- When working with Homecare agencies, take the time to discuss limitations of service. Are there things the agency cannot provide? What happens in the event of staff shortages? Is there a code of conduct for Homecare workers?
- Make sure cleaning supplies are available and equipment (ie vacuum, etc.) is in working order.
- If your parents are missing social interactions look for an Adult Day program in your commu-



nity. Alternatively, search for a Friendly Visiting program or regular telephone check-ups.

- Make time to meet neighbours or friends of the family and ask for their help in supporting your parents/loved ones. Don't forget to thank neighbours or family members who help out. Informal caregiving is an under rated support system.
- Put a list of contacts and contact information on the fridge, including the family physician, dentist, and friends/neighbours who have agreed to support your parents by checking in on them from time to time.
- In discussion with your parents/loved ones, create an emergency plan for unexpected events such as lengthy power outages, storms etc.
- Stay in touch. You may live a busy life, but make a point of reaching out regularly and often, even if it's only to say hi. Remember that what you see on a Facetime interchange may not reflect what is actually happening in the home. Take the time to call the Homecare provider to get an update vis a vis service provision. Contact a friend or neighbour to get some additional insights. Most of all, try to keep an open, non-judgemental relationship with those you love.

"People say money is not the key to happiness, but I have always figured if you have enough money, you can have a key made."

~Joan Rivers

Ship's Ahoy!



It's been three years since *Friends* clients have had an opportunity to kick up their collective heels. During a group discussion it was agreed that a cruise would be just the thing to lift spirits and cement friendships. Forty people from a wide variety of programs (Adult Day Program, Forest Hill residents, Dementia, frail, elderly and socially isolated seniors along with caregivers collectively enjoyed a cruise on Parry Sound's Thousand Island Cruise lines. It was an opportunity to begin friendships, cement existing friendships, to share stories, enjoy the sights, share a meal, and to relax. A big "thank you" to staff who supported this little venture.

UPCOMING EVENTS

October

- 1st Autumn Brunch, Comm Living 20 Park Dr, Huntsville
- 7-8th Blue Rodeo Key to Bala, 1012 Bala Falls Rd
- 11th Big Sound Film Festival, Stockey Centre, 2 Bay St
- 14th Bala Cranberry Festival, Bala Arena, 1009 Maple Ave
- 18th Gord Bamford, Stockey Centre, 2 Bay St
- 19th Gord Bamford, Gravenhurst Opera House, 295 Musk Rd S
- 20-22nd Octoberfest Muskoka
- 27th Susan Aglukark, Stockey Centre, 2 Bay St

November

- 11th Dean Brody, Deerhurst 1235 Deerhurst Dr, Huntsville
- 18th Bala Santa Clause Parade
- 24th -25 One of a kind Christmas Artisan Show—Charles W Stockey Centre, 2 Bay St Parry Sound
- 24th Huntsville Santa Claus Parade
- 24-26th Muskoka Arts & Crafts Holiday Market, Chappel Gallery, 15 King St, Bracebridge
- 25-26 Huntsville Market Holiday Edition, Downtown
- Watch for the Parry Sound Santa Claus Parade (TBA)

December

- 1st Barra MacNeils, 7pm East Coast Christmas, Stockey Ctr
- 1st Susan Aglukard, Algonquin Theatre, 37 Main St E
- 1st Bracebridge Santa Claus Parade
- 17 Christmas Magic, Charles W Stockey Centre, 2 Bay St Parry Sound

Get out and enjoy!



Remembrance Day

Honouring our veterans as well as the thousands who gave their lives.

- Buy a poppy.
- Attend a Remembrance Day service.
- Share in an online collaborative space or chat room, in a class driven group discussion about remembrance.

- Share essays, poems and creative writing about remembrance. Create a classroom blog, and then broadcast it up onto a screen at the front of the class or share stories on your school's website.
- Spread the word about Veterans' Week, Remembrance Day and

commemorative events with social media by using the mobile app Veterans Matter, by liking the Veterans Affairs Canada "Canada Remembers" Facebook page or by following Veterans Affairs Canada on Twitter.

"I generally avoid temptation unless I can't resist it."

~Mae West

"You only live once, but if you do it right, once is enough."

~Mae West

Bill of Rights

Courtesy, Respect and Freedom from Abuse. A person receiving a community service has the right to be dealt with by the service provider in a courteous and respectful manner and to be free from mental, physical and financial abuse by the service provider.

Privacy and Freedom to Make Your Own Decisions. A person receiving community service has a right to be dealt with by the service provider in a manner that respects the person's dignity and privacy and that promotes the person's autonomy.

Being an Individual. A person receiving community service has a right to be dealt with by the service provider in a manner that recognizes that persons' needs and preferences, including preference based on ethnic, spiritual, linguistic, familial and cultural factors.

Information and Answers. A person receiving community service has a right to information about the community services provided to him or her and to be told who will be providing the community services.

Participation in Their Care Decisions. A person applying to community services has a right to participate in the service provider's assessment of his or her requirements and a person who is determined under this Act to be eligible for a community service has the right to participate in the service provider's development of the person's plan of service, the service provider's review of the person's requirements and the service provider's evaluation and revision of the person's plan of service.

Control and Consent. A person has the right to refuse consent to provision of any community service.

Freedom to Speak Out. A person receiving community service has a right to raise concerns or recommend changes in connection with the community service provided to him or her in connection with policies and decisions that affect his or her interests to the service provider, government officials or any other person without fear of interference, coercion, discrimination or reprisal.

Knowing the Rules. A person receiving community service has the right to be informed of the laws, rules and policies affecting the operation of the service provider and to be informed in writing of the procedures for initiating complaints about the service provider.

Confidentiality. A person receiving community service has the right to have his or her records kept confidential in accordance with the law.

Resources

Eastholme Community Support Services

(Congregate Dining/Meals on Wheels/Volunteer Transportation) epscssp@ontera.net
705.724.6028 1.888.521.0000 www.eastholme.ca

West Parry Sound District

Community Support Services (Congregate Dining/Meals on Wheels/Volunteer Transportation)
705.746.5602 1.800.883.0058 belvedereheights.com
aholloway@belvedereheights.com

NE Home & Community Care

705.746.4602 1.800.440.6762
www.healthcareathome.ca/northeast

North Simcoe Muskoka

Home & Community Care
705.721.8010 Ext. 6100 Toll Free: 1.888.721.2222
Ex 6100 www.healthcareathome.ca/nsm

Alzheimer Society of Muskoka

Serving Muskoka & Parry Sound
1.800.605.2075
www.alzheimermuskoka.ca

Port Loring (Meals on Wheels & Volunteer Transport) 705.757.2530



Muskoka/Parry Sound Mental Health Services

www.mpscmhs.on.ca
Bracebridge: 705.645.2262 Fax 705.645.7473
Huntsville: 705.789.8891 Fax:705.789.3002
Parry Sound: 705.746.4264; Fax:705.746.1537 Toll Free:1.866.829.7049

Crisis Lines:

Muskoka and area: 1.888.893.8333
Parry Sound and area, incl. Sundridge:
1.800.461.5424

Ontario Renovates, District of Muskoka – Assistance for Accessibility Modifications 1.800.461.4210

Simcoe Muskoka District Health Unit – flu clinics/health information 1.877.721.7520

Walk in Clinic Bracebridge Medical Ctr.
705.646.7634

Scams and Frauds – Crime Stoppers –
1.800.222.8477

Senior's Programs & Services Muskoka
705.645.2100 ext.199

McConnell Foundation Muskoka – Financial Assistance for eye glasses/assistive devices/dentures/
dental 705.645.2412

Muskoka Senior's (Meals on Wheels, Transportation (Huntsville and area), Congregate dining)
705.789.6676

Red Cross - Transportation (South Muskoka) 705.721.3313 ext. 5602

Elder Abuse – Senior's Safety Line – call if you are being mistreated, bullied or neglected 1.888.299.1011

Assistive Device Exchange A.D.E. – Data base of devices for sale or free
www.Assistivedeviceexchange.com



THE FRIENDS

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FRIENDLY FEEDBACK

Please fill out the following and return it to the address below

- I would like to receive a copy of *The Friends* ' newsletter.
- annual subscription fee \$7
- I would like to receive more information about *The Friends* ' programs.
- I am interested in becoming a volunteer.
- I would like to make a contribution in the amount of \$
to support the ongoing work of *The Friends*.

Your donations help us:

- underwrite transportation/program cost for low income seniors
- pave the driveway at our Gravenhurst facility
- install an elevator to increase accessibility of The Friends apartments in Gravenhurst
- build Muskoka Accessible Supportive Housing

You can now donate online. Click on the Canada Helps logo on our website
www.thefriends.on.ca

Name: _____

Mailing address: _____

Telephone number: _____ Email: _____

Return to:

The Friends • 27 Forest St • Parry Sound
Ontario • P2A 2R2 • 1.888.746.5102
info@thefriends.on.ca

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POLICY UPDATE

October 23, 2023

Policy Update – Official Plans, Income Security and the Provincial Climate Change Impact Assessment

Unwinding Changes to Official Plans

Today, the province [announced](#) plans to reverse its official plan amendments made in the following select municipalities with housing targets: Barrie, Belleville, Guelph, Hamilton, Ottawa and the City of Peterborough, the Regional Municipalities of Halton, Niagara, Peel, Waterloo and York, as well as Wellington County. This includes winding back changes to urban boundaries, which some municipalities have said were not needed to build housing. The province will introduce legislation to enact the change. It is engaging the impacted municipalities on the reversal, recognizing projects and investments may have already been made.

AMO welcomes this change. In previous submissions to the legislature, AMO has highlighted that pervasive or indiscriminate provincial intervention in development risks undermining broader local planning efforts with implications for financing, timing and complete communities. AMO has urged the government to use Ministerial planning authorities, such as Municipal Zoning Orders (MZOs) only in collaboration with municipalities and in situations of extraordinary urgency.

Municipalities believe Ontario can build housing and grow faster, and that growth should dovetail with good planning and responsible environmental protection. The provincial government moved unilaterally in directions that it clearly regrets. AMO is pleased that it is changing course to work collaboratively with municipalities on housing.

Income Security for Housing and Homelessness

AMO continues to highlight the importance of improving Ontario's income support system to help address root causes of homelessness across the province. The following changes to the Ontario Disability Support Program

and the Ontario Works program can help those who are homeless to find permanent housing, and prevent more Ontarians from falling into homelessness:

- **Provide base shelter amount to unhoused people on Ontario Disability Support Program (ODSP) and Ontario Works (OW).** Currently, because unhoused individuals do not have shelter costs, they are not entitled to receive shelter benefits. Having enough income to pay rent is a critical part of moving out of homelessness.
- **Increase the amount of money individuals on OW can earn without impacts to monthly benefits (i.e., “earnings exemptions”).** Allowing workers to keep more of what they earn will help people on OW to afford rent while encouraging them to work.
- **Increase the cap on discretionary benefits administered by municipal system managers to 10% from 5%.** Giving municipalities more ability to help cover emergency costs can keep individuals and families’ from losing their homes.

Further, AMO is asking the government to realize the full potential and promise of social assistance transformation by better enabling municipalities to deliver the wrap around supports many individuals need to succeed in sustainable employment.

As part of our recommended income security changes, AMO is supporting calls for federal and provincial investments in enhanced housing subsidies outside the social assistance system to help people afford rent. There is a variety of tools for the municipal toolkit to work with, but more targeted ones are needed.

AMO is supporting the implementation of the proposal for a [Homelessness Prevention and Housing Benefit](#) developed by the Canadian Alliance to End Homelessness.

Significant Climate Impacts Foreseen in Provincial Report

The provincial government has published the final report of the [Provincial Climate Change Impact Assessment](#) (PCCIA). The PCCIA was originally launched by the provincial government in 2020 as part of its Made-In-Ontario Climate Change Plan. The Assessment examines regional impacts of climate change on Ontario to help the government forecast needed responses to ensure resilience for Ontario’s communities, residents, and environments.

The final PCCIA report lays out some significant impacts from a changing climate that will affect communities and residents. AMO has written to the Minister of Environment, Conservation and Parks to request that the government respond to the report and work with municipalities to develop

a climate resilience plan for the province. In the interim, municipalities are encouraged to review the report to understand regional changes.

*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.



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Email: rainyriver@tbaytel.net
Website: www.rainyriver.ca

Town of Rainy River

RESOLUTION

MOVED BY  DATE: **October 10, 2023**

SECONDED BY  RESOLUTION: **23-020**

“WHEREAS the Corporation of the Town of Rainy River is a small community in Northwestern Ontario with limited financial resources;

AND WHEREAS the Town of Rainy River owns and operates the water treatment facilities, water distribution facilities, wastewater treatment facilities and wastewater collection facilities which service the residents of the Town of Rainy River;

AND WHEREAS the Town of Rainy River requires Class II Water Treatment Operators for its facilities;

AND WHEREAS the Corporation of the Town of Rainy River attempts to provide training as prescribed by the Province of Ontario to obtain the necessary classification(s);

AND WHEREAS the Town of Rainy River has been fortunate in obtaining a full staff compliment eager to take on the responsibilities of water treatment and distribution and wastewater collection and treatment operations;

AND WHEREAS any new employees of the Town of Rainy River require certification;

AND WHEREAS training is becoming increasingly difficult to procure;

AND WHEREAS the Province of Ontario has implemented stringent review of water treatment plants to ensure compliance;

AND WHEREAS the Province of Ontario is promoting and providing an increased number of training opportunities for a variety of trades;

BE IT HEREBY RESOLVED that the Corporation of the Town of Rainy River petitions the Province of Ontario to expand water treatment training opportunities for communities within Ontario;

AND FURTHER the training be delivered in a method that is flexible and affordable;

AND FURTHER utilize existing networks, such as Contact North, for on-line exam preparation and exam supervision;

AND FURTHER the Council of the Corporation of the Town of Rainy River forward copies of this resolution to Premier Doug Ford, Minister of Environment, Conservation and Parks Andrea Khanjin, MPP Greg Rickford, Walkerton Clean Water Centre, Ontario Municipalities.”

ABSTAIN _____
AYES _____
NAYES _____

D. ARMSTRONG _____
D. EWALD _____
J. HAGARTY _____
B. HELGESON _____
N. IVALL _____
M. KREGER _____
G. PROST _____

CARRIED _____ ✓
DEFEATED _____


MAYOR OR ACTING MAYOR





The Corporation of the Town of Cobourg

Resolution

Township of McKellar
701 Hwy 124 P.O. Box 69
McKellar, ON P0G 1C0

VIA EMAIL:
deputyclerk@mckellar.ca

Town of Cobourg
55 King Street West,
Cobourg, ON, K9A 2M2
clerk@cobourg.ca

October 25, 2023

RE: Correspondence from Township of McKellar regarding Amendments to the
Legislation Act, 2006

Please be advised that the Town of Cobourg Council, at its meeting held on October 23, 2023, passed the following resolution:

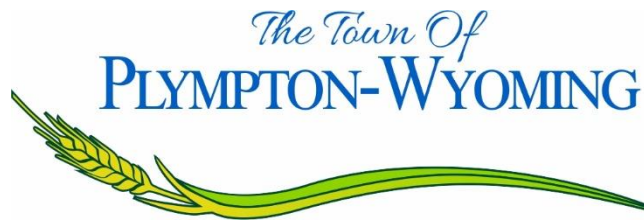
Moved by Councillor Brian Darling
Seconded by Councillor Adam Bureau

Resolution No: 344-2023
October 23, 2023

THAT Council support the correspondence from the Township of McKellar regarding Amendments to the Legislation Act, 2006.

Sincerely,

Kristina Lepik
Deputy Clerk/Manager, Legislative Services



Hon. Doug Downey
Attorney General
McMurtry-Scott Bldg 11th Flr, 720 Bay St.
Toronto, ON M7A 2S9

October 26th 2023

Sent via e-mail: doug.downey@ontario.ca

Re: Call for an Amendment to the Legislation Act, 2006

Dear Mr. Downey,

Please be advised that at the Regular Council Meeting on October 25th 2023, the Town of Plympton-Wyoming Council passed the following motion, supporting the attached resolution from the Township of McKellar regarding a Call for an Amendment to the Legislation Act, 2006.

Motion 10

Moved by Councillor Kristen Rodrigues

Seconded by Councillor John van Klaveren

That Council support item 'L' of correspondence from the Township of McKellar regarding a Call for an Amendment to the Legislation Act, 2006.

Carried.

If you have any questions regarding the above motion, please do not hesitate to contact me by phone or email at ekwarciak@plympton-wyoming.ca.

Sincerely,

Erin Kwarciak
Clerk
Town of Plympton-Wyoming

cc: Sent via e-mail
Paul Calandra, Minister of Municipal Affairs and Housing
Bob Bailey, MPP Sarnia-Lambton
The Association of Ontario Municipalities (AMO)
Neil Oliver, CEO & President, Metroland Media Group
All Ontario Municipalities



Township of McKellar

701 Hwy #124, P.O. Box 69, McKellar, Ontario POG 1C0

Phone: (705) 389-2842

Fax: (705) 389-1244

October 19, 2023

Hon. Doug Downey
Attorney General
McMurtry-Scott Bldg 11th Flr, 720 Bay St.
Toronto, ON M7A 2S9

Sent via email: Doug.Downey@ontario.ca

RE: Call for an Amendment to the *Legislation Act, 2006*

Dear Mr. Downey,

At the Regular Meeting of Council held on October 17, 2023, the Council of the Corporation of the Township of McKellar carried the following resolution:

Resolution No. 23-671

Moved by: Councillor Kekkonen

Seconded by: Councillor Zulak

WHEREAS Metroland Media Group has sought bankruptcy protection and will cease the print publication of its weekly community newspapers across Ontario, moving to an online-only model; and

WHEREAS Neil Oliver, Chief Executive Officer and President of Metroland Media Group, said the 71 Metroland community publications will be digital only going forward; and

WHEREAS the *Legislation Act, 2006* provides a definition of “newspaper” which applies to every Ontario Act and Regulation, as in a provision requiring publication, means a document that, (a) **is printed in sheet form**, published at regular intervals of a week or less and circulated to the general public, and (b) consists primarily of news of current events of general interest; (“journal”); and

WHEREAS Ontario Municipalities are required to follow publication and notice requirements for Provincial Acts and Regulations; and

WHEREAS communities such as the West Parry Sound Area cannot comply with publication requirements in Provincial Acts and Regulations as the Parry Sound North Star news publication is no longer being printed in sheet form and there are no other local news publications fitting the definition of “newspaper”; and

WHEREAS some small, rural, Ontario Municipalities may not have the means to bring an application to the Court to ask for directions and approval of an alternate manner of providing notice;

NOW THEREFORE BE IT RESOLVED THAT the Council of the Corporation of the Township of McKellar does hereby request the Provincial government to make an amendment to the *Legislation Act, 2006* to include digital publications as an acceptable means of publication and notice requirements for Provincial Acts and Regulations; and

FURTHER request the support of all Ontario Municipalities; and

FURTHER THAT this resolution be forwarded to the Minister of Municipal Affairs and Housing, Paul Calandra; Parry Sound-Muskoka MPP, Graydon Smith; The Association of Ontario Municipalities (AMO); CEO and President of Metroland Media Group, Neil Oliver and all Ontario Municipalities.

Carried

Regards,



Karlee Britton
Deputy Clerk
Township of McKellar
deputyclerk@mckellar.ca
(705) 389-2842 x5

cc:

Paul Calandra, Minister of Municipal Affairs and Housing
Graydon Smith, MPP Parry Sound-Muskoka
The Association of Ontario Municipalities (AMO)
Neil Oliver, CEO & President, Metroland Media Group
All Ontario Municipalities



Municipality of
Dutton Dunwich

MUNICIPALITY OF DUTTON DUNWICH

Council Meeting

Resolution Number 2023.20.19
Date: October 25, 2023

Moved by: K. Loveland
Seconded by: H. Dryfhout

THAT the Council of the Municipality of Dutton Dunwich supports the resolution of the Township of McKellar requesting the Provincial government to make an amendment to the Legislation Act, 2006 to include digital publications as an acceptable means of publication and notice requirements for Provincial Acts and Regulations

AND THAT a copy of this resolution be forwarded to Rob Flack, MPP, Karen Vecchio, MP and the Township of McKellar.

Motion: CARRIED



COMMUNIQUÉ

From: Georgian Bay Mnídoo Gamii Biosphere (GBMGB)
RE: Multiple UNESCO Designations within eastern Georgian Bay
Date: October 20, 2023

This communique is intended to provide some clarity about the “aspiring Geopark”.

Given the potential confusion about multiple UNESCO designations within the region, the Georgian Bay Mnídoo Gamii Biosphere Board of Directors wants to publicly clarify its role and thoughts at this time.

To be clear, the Georgian Bay Mnídoo Gamii Biosphere non-profit, charitable organization, with an office in Parry Sound, is **not** the proponent of the aspiring Geopark. Eastern Georgian Bay region was successfully designated as a UNESCO biosphere reserve in 2004, and joins a network of 19 biosphere sites in Canada.

As provided by the United Nations Educational Scientific and Cultural Organization (UNESCO), the following is a description of the general purpose of each of these two international designations:

- **Biosphere Reserves** stand for harmonised management and conservation of biological and cultural diversity, and economic and social development based on local community efforts and sound science.
- **Global Geoparks** foster international cooperation between areas with geological heritage of international value, through a bottom-up approach to conservation, local community support, promotion of heritage and sustainable development of the area.

At this time, GBMGB has not formally endorsed the aspiring Geopark. Staff have attended a public presentation in Midland, and the organization received a presentation.

The GBMGB Board’s letter of response to the aspiring Geopark’s request for endorsement that was sent on March 30, 2023 can be summarized as follows:

- 1) That the UNESCO Biosphere designation exists by the will and support of regional stakeholders and governments, and therefore our own endorsement of the aspiring Geopark would be contingent on regional stakeholder support, including municipal governments and First Nations, as well as other not-for-profits.

- 2) That application for UNESCO designation requires endorsement by affected First Nations, and as such, the aspiring Geopark should approach consultation and engagement with Indigenous groups and First Nations in a way that is consistent with the United Nations Declaration of Rights Indigenous Peoples.
- 3) That, as per the UNESCO guidelines for the coordination of Multi-International Designated Areas, GBMGB wants to ensure that there is strategic coordination between itself and the aspiring Geopark, including clearly defined governance terms, a clear purpose and scope, public communications and distinct brands, and that a collaboration plan be established jointly in order to avoid public confusion, duplication of effort, inefficient use of time and limited resources, and reduced competition for funds, among all the similar groups working in the area, and not just with GBMGB.

To help people interested in understanding the role and process for an aspiring Geopark, we have provided several resources linked below.

If stakeholders wish contact GBMGB about their thoughts or questions, while also letting the leadership group for the aspiring Geopark know, we welcome correspondence with:

Greg Mason, Director of Operations,
Georgian Bay Mnidoo Gamii Biosphere
gmason@georgianbaybiosphere.com
705-774-0978

Aspiring Georgian Bay Geopark
<https://georgianbaygeopark.com/>

Sincerely, from the Board and staff of the UNESCO Georgian Bay Mnidoo Gamii Biosphere,

Greg Mason
Director of Operations

Rebecca Pollock
Executive Director

Peter Ashmore
President

Geopark Resources

[Statutes and Operational Guidelines for UNESCO Global Geoparks](#)

[Application process for UNESCO Geoparks FAQ](#)

[How to become a UNESCO Geopark](#)

[Checklist for aspiring UNESCO Global Geopark](#)

[Checklist Explanatory Notes](#)

[Application dossier](#)

[Guidelines for UNESCO Global Geopark Field Inspection Missions](#)