



Electronic Council Communication Information Package

Friday, November 21, 2025

The Electronic Council Communications Information Package (ECCIP) is an electronic package containing correspondence received by Staff for Council's information. This is an information package only and is not a meeting agenda for Council or Committee.

In accordance with the Procedural By-law, please advise the Municipal Clerk at Clerks@Kitchener.ca, if you would like to include one of these items on the next regular agenda of the appropriate Standing Committee, along with the proposed resolution for disposition of the matter. Items will be added to the agenda if the Municipal Clerk is advised by Wednesday at noon the week prior to the appropriate meeting, otherwise the item will be included on the agenda for the next regularly scheduled meeting of the applicable Committee.

Accessible formats and communication supports are available upon request. If you require assistance to take part in a city meeting or event, please call 519-741-2345 or TTY 1-866-969-9994.

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November 19, 2025

Re: Impacts of Provincial Bill 60 on Tenants in Hamilton - REVISED

Hamilton City Council, at its meeting held on Wednesday, November 19, 2025, passed the following resolution:

Item 9.3 of the General Issues Committee Minutes 25-016:

9.3 Impacts of Provincial Bill 60 on Tenants in Hamilton - REVISED

WHEREAS, on October 23, the Provincial government introduced Bill 60, Fighting Delays, Building Faster, which seeks to weaken rent control and make rental tenure less secure;

WHEREAS, Council has introduced bylaws and policies to protect tenants from renovictions and to strengthen protections for tenants;

WHEREAS, Council has enacted new legislation to improve property standards, ensure health and safety in apartment buildings, and implement an Adequate Temperature Bylaw to address the impacts of extreme heat;

WHEREAS, the majority of residents living in Wards 1, 2, 3, 4, and 5 are tenants; approximately one third of all City residents rent their homes; and tenant populations in suburban and rural Wards are growing rapidly;

WHEREAS, through Ward 2 Tenant Town Halls, the Ward 2 Tenant Survey, and the Ward 2 Tenant Council, tenants have expressed anxiety about rental tenancy and rent control including the impacts they've faced since the Provincial government changed legislation in 2018 to eliminate it;

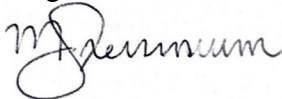
WHEREAS, the Provincial government has suggested it will backtrack on some parts of its proposed legislation but has not confirmed what the impact will be, what will be changed, or how this legislation will be implemented; and,

WHEREAS, a similar motion, entitled Impacts of Provincial Legislation that Weakens Rental Protections was passed by the City of Toronto's Executive Committee on November 4, 2025.

THEREFORE, BE IT RESOLVED:

- (a) That the Mayor, on behalf of City Council, inform the Government of Ontario and all Hamilton Members of Provincial Parliament of its opposition to changes to the *Residential Tenancies Act* in Bill 60 and the weakening of tenant rights including contemplated changes to “security of tenure” or a further weakening of rent control;
- (b) That the General Issues Committee direct the City Solicitor to work with the Hamilton Legal Clinic and report back in Q1 2026 through a Closed Session Information Report to review legal options and provide advice to protect renters and challenge the provisions of Bill 60, including potential Charter protections;
- (c) That staff from the Housing Services Division report back to the General Issues Committee, through an Information Report and presentation, on the potential impact of Bill 60 including changes to “security of tenure” and rent control, in Q4 2025; and
- (d) That this resolution be circulated to AMO, FCM and all Ontario municipalities.

Regards,



Matthew Trennum
City Clerk

cc.

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Federation of Canadian Municipalities (FCM) info@fcm.ca
All Ontario Municipalities
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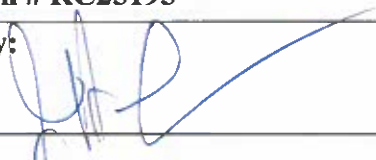


The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, November 18, 2025

Resolution # RC25195	Meeting Order: 7
Moved by: 	Seconded by: 

WHEREAS The Government of Ontario has passed Bill 5, Protect Ontario by Unleashing Our Economy Act, 2025, aiming to facilitate and accelerate resource development in Northern Ontario; and

WHEREAS Bill 5 presents far-reaching implications for municipalities, First Nations, and Indigenous communities across Northern Ontario—particularly affecting natural ecosystems and regions where women, Two-Spirit, and gender-diverse people have historically borne the brunt of unchecked development and continue to face systemic disparities and heightened risks tied to resource extraction; and

WHEREAS Women are too often included in economic and development decisions as an afterthought, rather than as proactive and central stakeholders, despite their increasing presence in leadership across municipalities, First Nations governments, community services, and economic development organizations; and

WHEREAS First Nations of Ontario women continue to be underrepresented at decision-making tables, despite significant leadership: as of recent reports, women hold over 35% of elected Chief positions in First Nations of Ontario, and significantly more leadership positions within community organizations, health, and education boards - positions that bring deep experience in balancing development with community well-being; and

WHEREAS The legacy of natural resource development in Northern Ontario has contributed to environmental degradation and social disruption, including clear links to the ongoing crisis of Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (MMIWG2S); and

WHEREAS The National Inquiry into Missing and Murdered Indigenous Women, Girls, and Two-Spirit People (MMIWG2S) identified extractive industries as a key contributor to increased vulnerability to violence, especially in isolated development zones lacking oversight and safeguards; and

Part 2...



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

WHEREAS Resource extraction has historically contributed to environmental degradation, increased cost-of-living, housing instability, and elevated levels of gender-based violence, particularly in rural and remote areas; and

WHEREAS Without gender-based and culturally informed planning, development under Bill 5 risks reproducing the same harmful patterns of exclusion, exploitation, and environmental harm that have characterized previous waves of resource development; and

WHEREAS Development under Bill 5 also presents opportunities for women's economic empowerment—including entry into skilled trades, environmental monitoring, and leadership roles in infrastructure and project planning—if such pathways are made intentional, accessible, and equitable; and

WHEREAS Environmental degradation is directly linked to the health and well-being of women and children, particularly in remote and Indigenous communities where access to clean water, healthy food systems, and cultural practices are tied to land-based knowledge; and

WHEREAS The Province of Ontario has an obligation to ensure that economic growth is not achieved at the expense of women's safety, human rights, or environmental integrity.

NOW, THEREFORE, BE IT RESOLVED THAT The Corporation of the Municipality of Wawa calls on the Province of Ontario to:

1. Ensure that women, Two-Spirit, and gender-diverse people—particularly from Indigenous and Northern communities—are actively engaged at the forefront of all planning, consultation, and implementation processes under Bill 5, from concept to completion;
2. Establish a dedicated Ministerial role or mandate for overseeing and safeguarding women's rights, safety, and economic opportunity throughout the resource development process, including authority to apply gender-based impact assessments to proposed projects;
3. Mandate gender-based and intersectional impact assessments be carried out on all developments enabled by Bill 5, particularly with regard to safety, housing, transportation, healthcare access, and cultural impacts on women and girls;

Part 3...



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

4. Ensure environmental protections are explicitly tied to community health outcomes, especially for women and children, by investing in environmental monitoring and enforcing strong environmental safeguards tied to traditional ecological knowledge and include community-led, land-based health indicators;

5. Invest in training, apprenticeship, and leadership programs to ensure women and girls—particularly those in remote, Indigenous, and underserved communities—can access opportunities in the skilled trades, environmental sciences, project management, and public service tied to resource development;

6. Recognize and act on the findings of the MMIWG2S Inquiry by implementing protective measures around development zones, including funding for shelters, safe transportation, trauma-informed care, community safety initiatives, and anti-violence strategies embedded in community agreements;

7. Publish annual, public-facing progress reports on the gendered impacts of development under Bill 5, including employment statistics, leadership inclusion, environmental outcomes, and indicators of community safety and wellness; and

BE IT FURTHER RESOLVED THAT This resolution be forwarded to the Premier of Ontario, the Minister of Energy and Mines, the Minister of Indigenous Affairs and First Nations Economic Reconciliation, the Associate Minister of Women's Social and Economic Opportunity, Minister of Municipal Affairs and Housing, and the Minister of the Environment, Conservation and Parks, FONOM, NOMA, as well as all Northern Ontario municipalities and First Nations governments.

RESOLUTION RESULT		RECORDED VOTE		
☒	CARRIED	MAYOR AND COUNCIL	YES	NO
☐	DEFEATED	Mitch Hatfield		
☐	TABLED	Cathy Cannon		
☐	RECORDED VOTE (SEE RIGHT)	Melanie Pilon		
☐	PECUNIARY INTEREST DECLARED	Jim Hoffmann		
☐	WITHDRAWN	Joseph Opato		

Disclosure of Pecuniary Interest and the general nature thereof.

☐ Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk: _____

MAYOR – MELANIE PILON	CLERK – MAURY O'NEILL



The Corporation of the Town of Bruce Mines

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MUNICIPAL ADMINISTRATOR: JUDY DAVIS

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November 10, 2025

City of Kitchener
Corporate Services Department
Kitchener City Hall, 2nd Floor
200 King Street West, PO Box 1118
Kitchener ON N2G 4G7

Attention: Amanda Fusco, Director of Legislated Services & City Clerk

Dear Ms. Fusco,

RE: Establish Fees for Paper Billing

Please be advised that the following resolution was passed at our regular council meeting of November 3, 2025:

MOTION NUMBER: 2025-257

MOVED BY: COUNCILLOR STOPES

SECONDED BY: COUNCILLOR MORIN

WHEREAS COUNCIL HAS RECEIVED CORRESPONDENCE DATED SEPTEMBER 26, 2025 FROM THE CITY OF KITCHENER REGARDING "PAPER BILLING";

AND WHEREAS THE COUNCIL OF THE CORPORATION OF THE TOWN OF BRUCE MINES SUPPORTS THE CITY OF KITCHENER AND THEIR REQUEST THAT THE PROVINCE OF ONTARIO AMEND THE MUNICIPAL ACT TO PERMIT MUNICIPALITIES THE ABILITY TO GRANDFATHER-OUT PAPER BILLING AS THE DEFAULT OPTION, AND TO PERMIT MUNICIPALITIES TO ESTABLISH FEES FOR PAPER BILLING FOR NEW ACCOUNTS THAT OPT FOR THIS METHOD OF DELIVERY; THEREFORE, BE IT RESOLVED THAT THE COUNCIL OF THE CORPORATION OF THE TOWN OF BRUCE MINES DIRECTS STAFF TO FORWARD THIS RESOLUTION OF SUPPORT TO: THE PREMIER OF ONTARIO AND THE MINISTRY OF MUNICIPAL AFFAIRS AND HOUSING. CARRIED.

Yours truly,

Tarra Lapensee,
Administrative Assistant

Legal and Legislative Services

November 18, 2025

The Honourable Doug Ford, Premier of Ontario
Legislative Building, Queen's Park
Toronto, ON M7A 1A1
premier@ontario.ca

Honourable and Dear Sir,

Re: City of Brampton – Provincial Decision on Automated Speed Enforcement (ASE)

Please be advised the Municipal Council of the Town of Fort Erie at its meeting of November 17, 2025 received and supported the resolution from the City of Brampton dated October 17, 2025 regarding the Province's decision to abruptly cancel Automated Speed Enforcement.

Attached please find a copy of the City of Brampton correspondence dated October 17, 2025.

Thank you for your attention to this matter.

Sincerely,



Peter Todd,
Manager, Legislative Services / Town Clerk

ptodd@forterie.ca

PT:dlk

Encl.

c.c. The Honourable Prabmeet Sarkaria, Minister of Transportation minister.mto@ontario.ca
Ontario Association of Chiefs of Police (ACP) contact@oacp.ca
Ontario Traffic Council traffic@otc.org
Association of Municipalities of Ontario amo@amo.on.ca
Niagara Region MPP's wgates-co@ndp.on.ca; JStevens-CO@ndp.on.ca; JBurch-QP@ndp.on.ca;
sam.oosterhoff@pc.ola.org
Sonya Pacheco, Legislative Coordinator, City of Brampton sonya.pacheco@brampton.ca
Ontario Municipalities

Mailing Address:

The Corporation of the Town of Fort Erie
1 Municipal Centre Drive, Fort Erie ON L2A 2S6

Office Hours 8:30 a.m. to 4:30 p.m.

Phone: (905) 871-1600 FAX: (905) 871-4022

Web-site: www.forterie.ca

October 17, 2025

Sent by email

See Distribution List on page 6

Re: Provincial Decision on Automated Speed Enforcement (ASE)

The following recommendation of the Committee of Council Meeting of October 1, 2025 was approved by Council on October 15, 2025, pursuant to Council Resolution C230-2025:

CW303-2025

Whereas the Province of Ontario filed enabling regulations in December 2019, to prescribe the locations, fines, and signage for municipalities to utilize Automated Speed Enforcement Cameras (ASE) as a tool to address speeding and improve public safety; and,

Whereas the Province's ASE legislative framework, together with provincial encouragement in 2019, has led municipalities such as Brampton - where auto-insurance rates remain among the highest in Ontario - to implement ASE technology to improve safety, reduce speeding, and prevent serious collisions and fatalities; and,

Whereas the Provincial government, through the Ministry of Transportation, is responsible for the legislation, regulations and program standards governing municipal ASE programs; and,

Whereas some cities have implemented ASE incorrectly, Brampton is part of the vast majority of municipalities who have implemented best practices endorsed by the Ministry of Transportation and the Ontario Traffic Council - including speed thresholds - that prioritize public safety, resulting in safer roads; and,

Whereas consistent with local, regional, national and international research by third parties including Sick Kids & Toronto Metropolitan University, the Canadian Automobile Association, the Ontario Association of Chiefs of Police, the Traffic Injury Research Foundation, and the Ontario Traffic Council; the City of Brampton's ASE program has resulted in significant reductions in speed, increased speed compliance in Community Safety and School Zones, and changes in driver behaviour as outlined in the September 10, 2025 Council report titled "Automated Speed Enforcement – Traffic Safety Update";

Whereas the average recorded speed for ticket issued is 15.7 km/h over the posted limit, demonstrating that Brampton's existing threshold is both reasonable and aligned with best practices; and

Whereas between twenty and thirty percent of ASE ticket revenue is collected by the Province of Ontario.

Whereas Brampton is working to improve road safety and uphold its commitment to Vision Zero, through its ASE program and complementary traffic-calming measures such as speedbumps/humps, roundabouts, road diets, and improved signage, in order to reduce speeds, prevent collisions, and promote lawful driving behaviour.

Whereas the City of Brampton has already implemented a significant number of speedbumps, likely the most in the province with 834 locations and anticipates installing an additional 33 individual locations this year, but because speedbumps cannot be deployed in all areas around schools, a comprehensive approach to traffic calming, including Automated Speed Enforcement, has proven effective in reducing vehicle speeds, changing driver behaviour, preventing fatal collisions, and enhancing public safety;

Whereas polling in Brampton demonstrates strong and consistent public support for ASE as a tool to reduce speeding, including: Mainstreet Research (Early September 2025) showing 65% overall support, and the City-led Telephone Townhall poll (July 2025) showing 86% of participants support for speed cameras near schools and parks to help curb speeding; and

Whereas despite clear evidence and proven results from cities like Brampton, municipalities were caught off guard by the Premier's sudden announcement to cancel ASE programs across the province, made without adequate notice and consultation;

Whereas a preliminary estimate of private sector investment by companies delivering ASE solutions indicates the creation of 62 jobs and \$14 million dollars of investment in the province; and

Whereas the Premier believes some municipalities have misused ASE; but that is no reason to shut down municipal ASE programs that have proven successful at changing driver behaviour and improving public safety; and

Whereas the Premier's concerns regarding ASE can be addressed through amendments to provincial legislation, regulations and program standards that enable municipalities to consistently utilize ASE, without an outright ban on the technology; and,

Whereas Brampton's ASE program is considered best-practice and rather than banning, the Premier should meet with Mayor Patrick Brown and other municipal leaders to develop improved provincial legislation, regulations and program standards related to the ASE program; and,

Whereas it is reckless to abandon what works, and essential to maintain a program that preserves public safety, and, especially, at a very minimum, safety in school locations; and,

Whereas should the ASE program be cancelled, the considerable municipal investments to implement this provincially shaped program must be reimbursed, and additional funding must be provided to implement alternate, although not necessarily as effective, traffic calming measures.

Therefore be it resolved:

1. That Brampton City Council formally opposes the Province's decision to abruptly cancel ASE, a public safety tool enabled through provincial regulations in December 2019; and,
2. That a letter from Council be sent to the Premier, the Minister of Transportation, and local MPPs outlining Brampton's position, calling for the continuation of ASE, and Brampton Council request that the Premier meet with Mayor Patrick Brown, and other municipal leaders to negotiate consistent implementation across municipalities that utilizes best practices to uphold the public safety benefits of ASE; and,
3. That the City of Brampton immediately implement the following ASE program enhancements to accommodate concerns and maintain the technology as an effective public safety tool:
 - a. Limit the use of ASE cameras to school locations
 - b. Maintain the existing threshold and implement variable threshold speeds:
 - Maintain existing speed threshold during peak hours around schools
 - Implement a higher speed threshold for non-peak hours to enforce excessive speeding & stunt driving
 - c. Develop and implement a process to limit the number of tickets that can be issued to a single license plate within a defined period of time, excluding excessive speeding or stunt driving
 - d. Prohibit the operation of an ASE camera for six months following a speed limit change
 - e. Require that surplus ASE revenues be reinvested in road safety-related infrastructure, initiatives, and education
 - f. Require that staff report annually to Council, through the budget process, on the allocation and use of surplus ASE revenues
 - g. Require that staff report annually to Council on outcomes of the ASE program (e.g., number of tickets, speed reductions, speed limit compliance, collisions, injuries/fatalities, etc.); and,

4. That the City of Brampton request the Provincial government to amend their legislation, regulations and program standards governing ASE as follows:
 - a. Restrict the use of ASE to School locations
 - b. Use of ASE in areas that do not contain schools must be approved by the Minister of Transportation, supported by data clearly demonstrating the need and a description of why alternative traffic calming measures are not suitable for the location.
 - c. Eliminate provincial fees and charges from ASE tickets, including:
 - MTO fee, currently \$8.25 per ticket, for providing registered license plate owner information
 - Victim surcharge fee ranging from \$10 to \$125 - or 25% of the fine for speeding offences greater than \$1,000
 - d. Develop a revised fee schedule for ASE tickets that reduces the cost for lower speed infractions while maintaining higher penalties for excessive speeding and stunt driving
 - e. Extend voluntary electronic notification (SMS and/or email) to license plate holders to reduce the notification period for ASE offences, similar to license plate renewal notifications
 - f. Develop new signage to include language indicating that the location is speed camera enforced
 - g. Develop more visible ASE signage that includes the speed limit
 - h. Require municipalities to reinvest surplus ASE revenue into road safety-related infrastructure, initiatives and education
 - i. Require greater transparency from municipalities by implementing the following reporting requirements:
 - Report annually to municipal Council on how surplus ASE funds are spent.
 - Require annual public reporting of program outcomes (e.g., number of tickets, speed reductions, speed limit compliance, collisions, injuries/fatalities, etc.).

- j. Establish program standards across all municipalities for key program elements - like speed thresholds - through a process led by the Ministry of Transportation and in consultation with municipalities to ensure consistency and transparency for all municipalities in Ontario.
 - k. That the Ministry of Transportation provide greater oversight and enforcement of Municipal ASE programs through regular audits; and
- 5. That, should the provincial government proceed with banning the use of ASE despite Brampton's immediate actions to address concerns and requests to work collaboratively with the Province and other municipalities to continue these programs, the Province must reimburse municipalities for all costs incurred to implement ASE program; and,
 - 6. Staff be directed to report back on potential impacts of an ASE ban on Brampton's road safety strategy and financial investments; and,
 - 7. That a copy of this resolution be sent to the Premier of Ontario, the Minister of Transportation, Brampton members of Provincial Parliament, local MPPs across the Region of Peel, all Ontario Municipalities, the Association of Municipalities of Ontario (AMO), the Ontario Association of Chiefs of Police (OACP), and the Ontario Traffic Council; and,
 - 8. That the City develop an advocacy campaign consistent with this motion.

Note: Item **RM 45/2025** has been added to the Referred Matters List for the report requested in clause 6 of the recommendation above, and assigned to Michael Kralt, Director, Automated Enforcement and Court Administration, Legislative Services.

Yours truly,

Sonya Pacheco

Sonya Pacheco
Legislative Coordinator, City Clerk's Office
Tel: 905-874-2178
sonya.pacheco@brampton.ca

(CW – 7.2)

Distribution List

The Honourable Doug Ford
Premier of Ontario and Minister of Intergovernmental Affairs
Premier@ontario.ca

The Honourable Prabmeet Sarkaria
Minister of Transportation
minister.mto@ontario.ca

Regional Municipality of Peel Members of Provincial Parliament (MPP):

The Honourable Charmaine Williams, MPP – Brampton Centre
Charmaine.Williams@pc.ola.org

The Honourable Prabmeet Singh Sarkaria, MPP - Brampton South
Prabmeet.Sarkaria@pc.ola.org

The Honourable Graham McGregor, MPP – Brampton North
Graham.McGregor@pc.ola.org

Hardeep Singh Grewal, MPP – Brampton East
Hardeep.Grewal@pc.ola.org

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The Honourable Sylvia Jones, MPP – Dufferin – Caledon
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The Honourable Nina Tangri, MPP – Mississauga – Streetsville
nina.tangri@pc.ola.org

Ontario Association of Chiefs of Police (OACP)
Contact@oacp.ca

Ontario Traffic Council
traffic@otc.org

Association of Municipalities of Ontario
amo@amo.on.ca;

All Ontario Municipalities

City of Brampton:

Mayor and Members of Council

Marlon Kallideen, Chief Administrative Officer

Laura Johnston, Commissioner, Legislative Services

Peter Pilateris, Commissioner, Public Works and Engineering

Michael Kralt, Director, Automated Enforcement and Court Administration, Legislative Services

Shane Loftus, Director, Road Maintenance, Operations and Fleet, Public Works and Engineering

Christopher Ethier, Director, Intergovernmental Affairs and Advocacy, Office of the CAO

Andrzej Hoffmann, Senior Advisor, Intergovernmental Affairs and Advocacy, Office of the CAO

Genevieve Scharback, City Clerk, Legislative Services



FORTFRANCES

RESOLUTION OF COUNCIL

Tuesday, October 14, 2025

ORAL MOTION

*Moved by Steven Maki, Seconded by Kaleb Firth,
Motion Carried by Council.*

THAT Council support and endorse the City of Dryden Resolution No. 14 urging the Government of Ontario, through the Ministry of Education, to incorporate mandatory water safety and Swim-to-Survive training into the elementary school curriculum for all Ontario students.

THE CORPORATION OF THE CITY OF DRYDEN

MOVED BY: Price

DATE: 22-Sep-25

SECONDED BY: Klewning

RESOLUTION NO.: 14

Whereas drowning is one of the leading causes of preventable deaths among children in Ontario and research by the Lifesaving Society of Ontario shows that most children who drown never intended to be in the water; and

Whereas evidence demonstrates that even basic swimming and water survival skills significantly reduce the risk of drowning; and

Whereas many children in Ontario do not have equitable access to swimming lessons outside of school due to financial, cultural or geographic barriers; and

Whereas several municipalities across Ontario have expressed strong interest in improving water safety education for children; and

Whereas the Ministry of Education has the authority to incorporate water safety and survival training into the regular elementary school curriculum as a universal, life-saving skill comparable to fire safety and road safety instruction;

Therefore, be it resolved that the Council of The Corporation of The City of Dryden respectfully urges the Government of Ontario, through the Ministry of Education, to incorporate mandatory water safety and Swim-to-Survive training into the elementary school curriculum for all Ontario students; and

Be it further resolved that a copy of this resolution be forwarded to The Honourable Minister of Education of Ontario, local Members of Provincial Parliament, the Association of Municipalities of Ontario and all Ontario municipalities, with a request for their endorsement.

RECORDED VOTE			DECLARATION UNDER THE MUNICIPAL CONFLICT OF INTEREST ACT	
			Councillors who have declared an interest, abstained from discussion and did not vote on this question.	
Council	Yes	No		
Councillor C. Klewning				
Councillor B. Latham				
Councillor M. MacKinnon				
Councillor R. Noel				
Councillor M. Price				
Councillor B. Tardiff				
Mayor J. Harrison				
TOTALS			Disposition of Resolution (Check One)	
			Carried X	Defeated

MAYOR: Harrison

Tuesday, November 18, 2025

Jessie Labonte
Administrative Assistant
Municipality of Wawa
P.O. Box 500, 40 Broadway Ave.
Wawa, Ontario
POS 1K0

SENT VIA EMAIL: jlabonte@wawa.cc

RE: Endorsement of the Municipality of Wawa's Resolution – Accessible and Effective Alcohol Container Return System in Ontario

Dear J. Labonte,

Please be advised of the following motion passed at the Monday, November 10, 2025, Goderich Town Council Meeting:

Moved By: Councillor Thompson

Seconded By: Councillor Carroll

That Goderich Town Council supports the resolution from the Municipality of Wawa regarding the Accessible and Effective Alcohol Container Return System in Ontario

CARRIED

If you have any questions, please do not hesitate to contact me at 519-524-8344 ext. 210 or afisher@goderich.ca.

Yours truly,



Amanda Banting

Deputy Clerk

/js

Enclosed: Municipality of Wawa's Resolution – Accessible and Effective Alcohol Container Return System in Ontario

The Town of Goderich
57 West Street
Goderich, Ontario
N7A 2K5
519-524-8344
townhall@goderich.ca
www.goderich.ca



Cc: The Honourable Doug Ford, Premier of Ontario, premier@ontario.ca
The Honourable Todd J. McCarthy, Minister of Environment, Conservation and Parks, `
todd.mccarthy@pc.ola.org
The Association of Municipalities of Ontario (AMO), resolutions@amo.on.ca
The Federation of Northern Ontario Municipalities (FONOM), fonom.infor@gmail.com
All Ontario Municipalities



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, October 21, 2025

Resolution # RC25170	Meeting Order: 8
Moved by: <i>L. K. Gots</i>	Seconded by: <i>M. Hayfield</i>

WHEREAS the Government of Ontario has introduced new regulations, effective January 1, 2025, requiring grocery stores with over 4,000 square feet of retail space to accept empty alcohol containers and return deposits as a condition of maintaining their liquor licenses; and

WHEREAS many large retailers have raised concerns about this obligation due to logistical challenges, including costs, space limitations, and insufficient infrastructure to manage high volumes of returned containers and local residents in Wawa are very upset that there will be no location in the community or area accepting empty alcohol containers; and

WHEREAS this change may negatively impact vulnerable populations, including low-income individuals who depend on bottle returns as a modest yet vital source of income and will increase the amount of waste being dumped at the municipal landfill; and

WHEREAS the ongoing privatization and deregulation of Ontario's previously effective bottle return program threaten to undermine decades of progress in sustainable waste management, environmental stewardship, and circular economy practices; and

WHEREAS the lack of a clear, accessible, and equitable alternative for recycling alcohol containers may place additional strain on municipal waste systems and contribute to increased environmental degradation;

Page 2...



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

NOW THEREFORE BE IT RESOLVED that the Council of the Corporation of the Municipality of Wawa supports the development of an accessible, province-wide, and publicly accountable alcohol container return system that:

1. Protects low-income earners and vulnerable residents who rely on bottle returns;
2. Closes gaps in the deposit-return cycle to reduce landfill waste and environmental harm;
3. Provides adequate infrastructure, training, and support to retailers participating in the return system;
4. Ensures strong, consistent enforcement and oversight of return program compliance;
5. Safeguards the public interest in recycling and waste diversion amid increasing privatization pressures;

AND BE IT FURTHER RESOLVED that the Council urges the Government of Ontario to collaborate meaningfully with municipalities, retailers, environmental organizations, and experts to implement a fair, effective, and inclusive solution that ensures the long-term success of Ontario's deposit-return and recycling systems;

AND BE IT FURTHER RESOLVED that a copy of this resolution be forwarded to the Premier of Ontario, the Minister of the Environment, Conservation and Parks, the Association of Municipalities of Ontario (AMO), the Federation of Northern Ontario Municipalities (FONOM), and all Ontario municipalities for their support and consideration.

RESOLUTION RESULT		RECORDED VOTE		
☒	CARRIED	MAYOR AND COUNCIL	YES	NO
☐	DEFEATED	Mitch Hatfield		
☐	TABLED	Cathy Cannon		
☐	RECORDED VOTE (SEE RIGHT)	Melanie Pilon		
☐	PECUNIARY INTEREST DECLARED	Jim Hoffmann		
☐	WITHDRAWN	Joseph Opato		

Disclosure of Pecuniary Interest and the general nature thereof.

- ☐ Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk: _____

MAYOR – MELANIE PILON	CLERK – MAURY O'NEILL

This document is available in alternate formats.



The Corporation of the Municipality of Wawa

REGULAR COUNCIL MEETING

RESOLUTION

Tuesday, July 15, 2025

Resolution # RC25121	Meeting Order: 8
Moved by: <i>Cathy Cannon</i>	Seconded by: <i>Joseph Opato</i>

WHEREAS The Beer Store has closed more than 70 of its store locations across the Province since the Ford Government made the decision to end its exclusivity agreement with The Beer Store and allowed other locations like convenience and grocery stores to sell beer, wine and mixed alcoholic drinks; and

WHEREAS many of the retail stores being closed are in small, northern communities such as Chapleau, Atikokan, Powassan and Blind River where The Beer Store is very important to the local community; and

WHEREAS the presence of The Beer Store in Northern Ontario communities and in Wawa, provides good paying jobs, convenient access to beer sales for tourists looking to purchase a variety of Canadian made beer products not carried in other locations and contributes to the local and provincial economy; and

WHEREAS The Beer Store closure in Wawa would lead to job losses in the community and negatively impact the local economy;

NOWHEREFORE Council of the Municipality of Wawa request that the Provincial Government take the steps necessary to preserve the presence of The Beer Store in small, rural and northern communities and that it request that The Beer Store reconsider its decision to close additional Beer Stores in Ontario, especially in small, northern communities.

AND FURTHER that a copy of this Resolution be forwarded to Premier Doug Ford, Honourable Peter Bethlenfalvy the Minister of Finance, Honourable Victor Fedeli the Minister of Economic Development, Job Creation and Trade, Bill Rosenberg the M.P.P. Algoma-Manitoulin, FONOM, NOMA, and AMO.

RESOLUTION RESULT	RECORDED VOTE	YES	NO
☒ CARRIED	MAYOR AND COUNCIL		
☐ DEFEATED	Mitch Hatfield		
☐ TABLED	Cathy Cannon		
☐ RECORDED VOTE (SEE RIGHT)	Melanie Pilon		
☐ PECUNIARY INTEREST DECLARED	Jim Hoffmann		
☐ WITHDRAWN	Joseph Opato		

Disclosure of Pecuniary Interest and the general nature thereof.

☐ Disclosed the pecuniary interest and general name thereof and abstained from the discussion, vote and influence.

Clerk: _____

MAYOR – MELANIE PILON	CLERK – MAURY O'NEILL
<i>M. Pilon</i>	<i>Maury O'Neill</i>

October 17, 2025

The Beer Store
Corporate Office | 2258 Coleraine Drive
Bolton, ON L7E 3A9

Attention: Roy Benin

Dear Mr. Benin.

The closing of The Beer Store is the final nail in the coffin for those of us in the town of Wawa who are interested in our environment and recycling. I am not a consumer of alcohol, but since 1992, I have picked up the sad, abandoned packaging others have thrown out on the sides of our roads.

As a volunteer, I have cleaned our outdoors of trash by the truckloads and most of it was made up of beer and wine containers. Having a European background and knowing that even pop cans have a deposit of 10 cents on them there, it is with tears in my eyes that I see the loss of a place to turn in recyclables.

I fought the bureaucracy, wrote to companies and ministers about the abuse of our environment and the renewable resources until finally a deposit was established here in Ontario. The program encourages people to turn in their recyclables rather than putting them in the landfill and the pennies add up.

Here in the north, we live in an "untouched" wilderness and try to promote this for tourism, hunting, and fishing. Often, one of the first stops in town is The Beer Store. Why is this now closed when the nearest store is over 200 km away and there is now no place to accept the empties? Our grocery store had beer and wine when that program was first introduced, but has now cut back as they don't want to accept the recyclables. The one convenience store is also not set up for recyclables and doesn't carry the selection of products The Beer Store did.

So, while it is still possible to purchase a limited selection in our town, the loss of the recycling program affects us deeply. Many organizations, such as skating clubs, hockey teams, Boy Scouts/Girl Guides and even retirees profit from the deposit through bottle drives. These assist the community and keep our outdoors clean to benefit the environment as well. Cans and bottles do not disintegrate in the outdoors. To the contrary, broken glass hurts people and wildlife both. Why are we going backwards on this important recycling project? Why are we in the North forgotten.

We will be drowning in beer cans without a recycling program. What is the solution? Please find one as it is you and this government that have made these changes.

Sincerely,



Karin Grundt
Garbologist
P.O. Box 1430
Wawa, ON P0S 1K0

Tuesday, November 18, 2025

Aaron Watt
Deputy Clerk
Tay Valley Township
217 Harper Road
Perth, Ontario
K7H 3C6

SENT VIA EMAIL: deputyclerk@tayvalleytwp.ca

RE: Endorsement of Tay Valley Township's Resolution – Collaborative Action on Sustainable Waste Management in Ontario

Dear A. Watt,

Please be advised of the following motion passed at the Monday, November 10, 2025, Goderich Town Council Meeting:

Moved By: Councillor Thompson
Seconded By: Deputy Mayor Noel
That Goderich Town Council supports the resolution from Tay Valley Township,
regarding Collaborative Action on Sustainable Waste Management in Ontario.

CARRIED

If you have any questions, please do not hesitate to contact me at 519-524-8344 ext. 210 or afisher@goderich.ca.

Yours truly,



Amanda Banting

Deputy Clerk
/js

Cc: Marit Stiles, Leader of the Official Opposition Party, mstiles-qp@ndp.on.ca
All Ontario Municipalities

The Town of Goderich
57 West Street
Goderich, Ontario
N7A 2K5
519-524-8344
townhall@goderich.ca
www.goderich.ca



Enclosed: Resolution – Municipality of Tweed – Collaboration Action Sustainable Waste
Management in Ontario



October 24, 2025

The Honorable Doug Ford
Premier of Ontario
Legislative Building, Queen's Park
Toronto ON M7A 1A1

Sent by Email

Dear: Honorable Doug Ford,

RE: Municipality of Tweed – Collaborative Action on Sustainable Waste Management in Ontario.

The Council of the Corporation of Tay Valley Township at its meeting held on October 21st, 2025 adopted the following resolution:

RESOLUTION #C-2025-10-22

MOVED BY: Fred Dobbie

SECONDED BY: Marilyn Thomas

“WHEREAS, the Council of the Corporation of Tay Valley Township Support the Municipality of Tweed’s resolution regarding waste incineration and a more Robust Recycling Program;

AND WHEREAS, It is incumbent upon the members of council, MPP's and MPs to make the decisions that will result in the most positive outcomes for now and future generations;

AND WHEREAS, with large urban centres now looking in rural areas of our province and entire country for lands to bury their garbage waste;

AND WHEREAS, a large landfill site owned by a large urban centre which receives 50% of their garbage at the present time is expected to be full by 2029 creating more environmental impacts;

AND WHEREAS, continuing to bury garbage in the ground will result in our future generations having lost potable groundwater as a result of garbage leachate rendering it unusable;

AND WHEREAS, burying garbage, particularly organic waste in landfills, leads to the production of methane a greenhouse gas, which escapes into the atmosphere and contributes to climate change causing more environmental destruction;

AND WHEREAS, we continue to destroy our environment jeopardizing our future generations;

AND WHEREAS, we have worldwide technology that will allow us the use of clean incineration and also produce much needed electric energy;

AND WHEREAS, the incineration of household and other municipal waste has a long tradition in Germany, which currently has 156 municipal thermal waste incineration facilities with an aggregate annual capacity of around 25 million tons;

AND WHEREAS, with a strong focus on community involvement, innovative infrastructure, and sustainable practices, Germany has set a high bar for municipal recycling programs that the rest of the world can learn from and emulate;

AND WHEREAS, at the present time, Germany recycles 66.1% of its garbage waste at a municipal level. This places the country as the most effective and prominent country when it comes to recycling in the entire world. This highlights the citizen's strength and motivation to deal with environmental issues on a daily basis;

AND WHEREAS, German schools often integrate recycling education into their curriculum. This early exposure to the importance of recycling instills a sense of responsibility in the younger generation, creating a culture of sustainability that transcends generations;

BE IT RESOLVED THAT, the Council of Tay Valley Township support the Municipality of Tweed in investigating the possibility of working together with Ontario Municipalities, Provincial and Federal Governments and manufacturing partners to form a working group to ensure that waste disposal issues can be resolved quickly, efficiently and effectively with the use of incineration, more robust recycling programs and sustainable practices, so that future generations will not suffer from our environmental mismanagement;

AND THAT, this support be sent to Premier Ford, Marit Stiles, Leader of the Official Opposition Party, and all Ontario Municipalities."

ADOPTED

If you require any further information, please do not hesitate to contact the undersigned at (613) 267-5353 ext. 130 or deputyclerk@tayvalleytwp.ca

Sincerely,



Aaron Watt, Deputy Clerk

cc: Marit Stiles, Leader of the Official Opposition Party,
All Municipalities in Ontario

Tuesday, November 18, 2025

Amanda McNeil
Legislative Coordinator
Town of East Gwillimbury
19000 Leslie Street
Sharon, Ontario
LOG 1V0

SENT VIA EMAIL: amcneil@eastgwillimbury.ca

RE: Endorsement of East Gwillimbury's Resolution – Opposition to Protect Ontario by
Unleashing Our Economy Act, 2025

Dear A. McNeil,

Please be advised of the following motion passed at the Monday, November 10, 2025, Goderich
Town Council Meeting:

Moved By: Councillor Thompson
Seconded By: Councillor Kelly
That Goderich Town Council supports the resolution from East Gwillimbury regarding
the Opposition to Protect by Unleashing Our Economy Act, 2025.

CARRIED

If you have any questions, please do not hesitate to contact me at 519-524-8344 ext. 210 or
afisher@goderich.ca.

Yours truly,



Amanda Banting

Deputy Clerk
/js

Enclosed: Town of East Gwillimbury Resolution Regarding EG's Opposition to the Protect
Ontario by Unleashing Our Economy Act, 2025

Cc: The Honourable Rob Ford, Premier of Ontario, premier@ontario.ca
The Honourable Rob Flack, Minister of Municipal Affairs and Housing,
rob.flack@pc.ola.org
The Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks,
todd.mccarthy@pc.ola.org
The Honourable Caroline Mulroney, Minister of Francophone Affairs, President of the
Treasury Board, and MPP for York–Simcoe, caroline.mulroney@pc.ola.org
The Association of Municipalities of Ontario (AMO) resolutions@amo.on.ca
All Ontario municipalities
The Rural Ontario Municipal Association (ROMA) roma@roma.on.ca
Donna Big Canoe, Chief of the Chippewas of Georgina Island First Nation,
donna.bigcanoe@georginaisland.com
Abram Benedict, Ontario Regional Chief (ORC) for the Chiefs of Ontario,
cos.julie@coo.org

October 28, 2025

SENT VIA EMAIL

The Honourable Doug Ford
Premier's Office
Room 281
Main Legislative Building, Queen's Park
Toronto, ON M7A 1A5

Dear Premier Ford,

Re: East Gwillimbury's Opposition to the *Protect Ontario by Unleashing Our Economy Act, 2025*.

For your information and records, at its meeting of Municipal Council held on October 21, 2025, the Council of the Town of East Gwillimbury enacted as follows:

WHEREAS on April 17, 2025, the Government of Ontario brought forth Bill 5: "Protect Ontario by Unleashing Our Economy", a broad omnibus legislation that introduces sweeping changes to multiple environmental and planning statutes, including the Environmental Assessment Act, Endangered Species Act, Ontario Heritage Act, and others; and

WHEREAS this legislation was passed through the legislature in 49 days, thus limiting opportunities to provide feedback; and

WHEREAS Bill 5 received Royal Assent on June 5, 2025; and

WHEREAS the "Protect Ontario by Unleashing Our Economy" Act, 2025 enables the creation of Special Economic Zones (SEZs), which allow the provincial cabinet to exempt projects from compliance with municipal bylaws, environmental protections, and Indigenous consultation obligations; and

WHEREAS lands under protection through various provisions, such as the Oak Ridges Moraine and the Greenbelt Protected Countryside, constitute 83% of the total EG area, which makes EG relevant in environmental stewardship for the Region and the Province; and

WHEREAS the Oak Ridges Moraine Conservation Plan and the Greenbelt Plan are foundational to protecting the ecological and hydrological integrity of the region, and the provisions in the Protect Ontario by Unleashing Our Economy Act, 2025 directly conflict with the objectives of these plans; and

Town of East Gwillimbury

19000 Leslie Street, Sharon, Ontario L0G 1V0 | 905-478-4282 | Fax: 905-478-2808
www.eastgwillimbury.ca

WHEREAS in alignment with the 2022 – 2024 Strategic Plan, EG Council declared a Climate Emergency in 2023 and approved the EG's Thinking Green Environmental Strategy in 2024, highlighting EG's commitments and efforts to preserve and restore the environment as EG grows; and

WHEREAS the Town of East Gwillimbury achieved 92% of its 2024 housing target, regardless of current environmental provisions, demonstrating that promoting sustainable growth is not only responsible but necessary;

THEREFORE BE IT RESOLVED THAT Council acknowledges the stated goals of economic growth and development in the Protect Ontario by Unleashing Our Economy Act, 2025, but expresses serious concerns with the Act as it interferes with local planning, limits public consultation, is inconsistent with the principles of free, prior and informed consent in consultation processes with Indigenous communities, and weakens protections to heritage and species, and formally opposes the Protect Ontario by Unleashing Our Economy Act, 2025 in its current form; and

THAT Council endorses the position of the Association of Municipalities of Ontario (AMO) in requesting that municipalities be included in the development of any regulatory frameworks related to Special Economic Zones; and

THAT Council directs staff to submit this resolution to:

- *The Honourable Doug Ford, Premier of Ontario*
- *The Honourable Rob Flack, Minister of Municipal Affairs and Housing*
- *The Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks*
- *The Honourable Caroline Mulroney, Minister of Francophone Affairs, President of the Treasury Board, and MPP for York-Simcoe*
- *The Association of Municipalities of Ontario (AMO)*
- *All Ontario municipalities for their awareness and consideration*
- *The Rural Ontario Municipal Association (ROMA)*
- *Donna Big Canoe, Chief of the Chippewas of Georgina Island First Nation*
- *Abram Benedict, Ontario Regional Chief (ORC) for the Chiefs of Ontario;*
and

THAT Council encourages residents to contact their MPPs to express concerns about the impacts of the Protect Ontario by Unleashing Our Economy Act, 2025, on local governance, environmental protection, and Indigenous rights..

If you have any further questions, feel free to contact the undersigned.

Yours truly,



Amanda McNeil, Hon. B.A., M.M.St.
Legislative Coordinator

CC:

The Honourable Rob Flack, Minister of Municipal Affairs and Housing
The Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks
The Honourable Caroline Mulroney, Minister of Francophone Affairs, President of the
Treasury Board, and MPP for York–Simcoe
The Association of Municipalities of Ontario (AMO)
All Ontario municipalities
The Rural Ontario Municipal Association (ROMA)
Donna Big Canoe, Chief of the Chippewas of Georgina Island First Nation
Abram Benedict, Ontario Regional Chief (ORC) for the Chiefs of Ontario



2021 Division Road North
Kingsville, Ontario N9Y 2Y9
Phone: (519) 733-2305
www.kingsville.ca

November 19, 2025

Honourable Doug Ford, Premier of Ontario
Via Email: premier@ontario.ca

Public Input Coordinator
Via Email: ca.office@ontario.ca

Dear Premier Ford,

Re: Opposition to Proposed Consolidation of Conservation Authorities

Please be advised that at its Regular Meeting held Monday, November 17, 2025, the Council of the Corporation of the Town of Kingsville passed the following resolution respecting the matter referenced in the above subject line:

195-11172025

Moved By: Councillor Neufeld

Seconded By: Councillor Patterson

Whereas the Conservation Authorities Act, 1990 (the "Act"), originally enacted in 1946, was established to allow municipalities to form conservation authorities that are equipped to develop and deliver local, watershed-based conservation, restoration and natural resource management programs on behalf of the province and municipalities;

And whereas there are thirty-six (36) conservation authorities in Ontario, each of which is distinct and reflects the unique environmental, geographic and community needs of its watershed;

And whereas on October 31, 2025, the Minister of the Environment, Conservation and Parks announced the Government's intention to introduce legislation which would amend the Act to create the Ontario Provincial Conservation Agency and consolidate Ontario's 36 conservation authorities into seven (7) regional conservation authorities.

Now therefore be it resolved that the Council of the Corporation of the Town of Kingsville:

- Wishes to formally state that it opposes the consolidation of Ontario's conservation authorities without knowing the full financial and operational impact to municipalities and the conservation authorities; and,

- Directs the Acting Clerk to forward a copy of this resolution to the Honourable Doug Ford, Premier of Ontario, the Honourable Minister of the Environment, Conservation and Parks, Todd McCarthy, the Honourable Rob Flack, Minister of Municipal Affairs and Housing, Anthony Leardi, MPP, Essex, Lisa Gretzky, MPP Windsor West, Andrew Dowie, MPP Windsor-Tecumseh, Trevor Jones, MPP Chatham-Kent-Leamington, AMCTO, AMO and all Ontario Municipalities.

Carried.

Please accept this correspondence as an official confirmation of Council's decision with respect to the same. Any questions may be directed to the undersigned.

Sincerely,



Angela Toole
Acting Manager of Municipal Governance/Clerk
519-733-2305 ext. 223
atoole@kingsville.ca

cc. Honourable Todd McCarthy, Minister of the Environment, Conservation and Parks
Honourable Rob Flack, Minister of Municipal Affairs and Housing
Anthony Leardi, MPP, Essex
Lisa Gretzky, MPP, Windsor West
Andrew Dowie, MPP, Windsor-Tecumseh
Trevor Jones, MPP, Chatham-Kent-Leamington
Essex Region Conservation Authority
Conservation Ontario
AMCTO
AMO
All Ontario Municipalities



THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL

NO. 2025 – 154

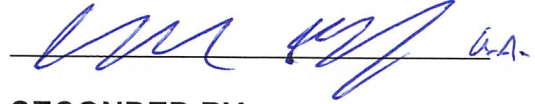
DIVISION LIST

YES NO

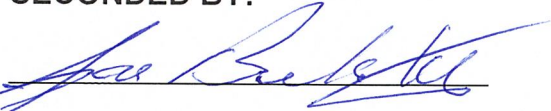
DATE: November 18, 2025

Councillor G. ASHFORD
Councillor J. BELESKEY
Councillor P. BORNEMAN
Councillor B. KEITH
Councillor D. McCANN
Councillor C. McDONALD
Mayor J. McGARVEY

MOVED BY:

 U.A.

SECONDED BY:



CARRIED: ☒ DEFEATED: ☐ Postponed to: _____

That Council of the Town of Parry Sound hereby supports the Town of Bradford West Gwillimbury's call on the Government of Canada to remove the GST/HST from all new homes purchased as primary residences, and to work in partnership with the Government of Ontario to ensure full elimination of the provincial portion as well; and

BE IT FURTHER RESOLVED that this resolution be circulated to the Prime Minister of Canada, Minister of Finance and the Minister of Housing, Infrastructure and Communities; and to the Premier of Ontario, the Ontario Minister of Finance, the Ontario Minister of Municipal Affairs and Housing, MP Scott Aitchison and MPP Graydon Smith, the Association of Municipalities of Ontario, and to all municipalities in Ontario.


Mayor Jamie McGarvey

October 27, 2025

The Right Honourable Mark Carney P.C., O.C., M.P.
Office of the Prime Minister of Canada
80 Wellington Street
Ottawa, ON K1A 0A2

The Honourable Doug Ford MPP
Premier of Ontario
Legislative Building
Queen's Park
Toronto, ON M7A 1A1

Dear Prime Minister Carney and Premier Ford:

Re: Removing HST/GST from New Homes to Support Housing Affordability

At its meeting of October 21, 2025, the Council of the Town of Bradford West Gwillimbury adopted the enclosed motion calling on the Governments of Canada and Ontario to remove the federal and provincial portions of the HST from new homes purchased as primary residences.

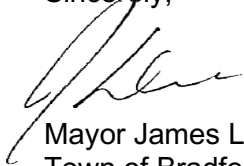
This measure would extend the relief already provided for purpose-built rental housing to families seeking to buy their first home. It represents a practical, immediate step toward improving affordability and supporting new housing supply.

For an average new home in our community, the 13 percent HST adds tens of thousands of dollars to the purchase price, a burden that directly undermines our shared goal of making homeownership affordable for working families and seniors. Removing that tax would provide meaningful relief.

Bradford West Gwillimbury is one of Ontario's fastest-growing municipalities, investing heavily in growth-related infrastructure while working to keep housing within reach. We urge both levels of government to work together on this change as part of a broader strategy to make homeownership attainable again for young Canadians. Simply put, cutting taxes in this way will help make life more affordable.

We would welcome the opportunity to contribute to any federal-provincial review of housing-related taxation and policy tools that can help deliver more affordable homes.

Sincerely,



Mayor James Leduc
Town of Bradford West Gwillimbury



Jonathan Scott
Councillor, Ward 2

encl.

cc:

Hon. François-Phillipe Champagne PC MP
Hon Peter Bethlenfavy MPP
Hon. Caroline Mulroney MPP
Federation of Canadian Municipalities (FCM)
All Ontario Municipalities

Hon. Gregor Robertson PC MP
Hon. Rob Flack MPP
Scot Davidson MP
Association of Municipalities of Ontario (AMO)

October 27, 2025

VIA EMAIL

Re: Removing HST/GST from New Homes to Support Housing Affordability

At its Regular Meeting of Council held on Tuesday, October 21, 2025, the Town of Bradford West Gwillimbury Council approved the following resolution:

Resolution 2025-343

Moved by: Councillor Scott

Seconded by: Councillor Duhaney

WHEREAS housing affordability is one of the most pressing issues facing Ontario families;

WHEREAS the federal government recently announced GST relief for first-time homebuyers on new homes, and the Province of Ontario removed the provincial share of HST on new purpose-built rental housing; and

WHEREAS the current HST rate on new homes in Ontario is 13%, which adds tens of thousands of dollars to the cost of a typical home, e.g. about \$117,000 on a \$900,000 home in Bradford before any existing rebates;

THEREFORE, BE IT RESOLVED that the Council of the Town of Bradford West Gwillimbury calls on the Government of Canada to remove the GST/HST from all new homes purchased as primary residences, and to work in partnership with the Government of Ontario to ensure full elimination of the provincial portion as well; and

BE IT FURTHER RESOLVED that this resolution be circulated to the Prime Minister of Canada, Minister of Finance and the Minister of Housing, Infrastructure and Communities; and to the Premier of Ontario, the Ontario Minister of Finance, the Ontario Minister of Municipal Affairs and Housing, our local MP and MPP, the Association of Municipalities of Ontario, and to all municipalities in Ontario.

CARRIED

Please find enclosed a letter from Mayor James Leduc and Ward 2 Councillor Jonathan Scott.

Thank you for your consideration of this request.

Regards,



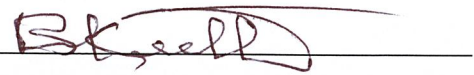
Tara Reynolds
Clerk, Town of Bradford West Gwillimbury
(905) 775-5366 Ext 1104
treynolds@townofbwg.com

CC: Hon. Mark Carney, Prime Minister of Canada
Hon. François-Philippe Champagne, Minister of Finance
Hon. Gregor Robertson, Minister of Housing, Infrastructure and Communities
Hon. Doug Ford, Premier of Ontario
Hon. Peter Bethenfalvy, Minister of Finance, Ontario
Hon. Rob Flack, Minister of Municipal Affairs and Housing, Ontario
Scot Davidson, MP New Tecumseth-Gwillimbury
Hon. Caroline Mulroney, MPP York-Simcoe
Federation of Canadian Municipalities (FCM)
Association of Municipalities of Ontario (AMO)
All Municipalities in Ontario



THE CORPORATION OF THE TOWN OF PARRY SOUND
RESOLUTION IN COUNCIL

NO. 2025 – 155

DIVISION LIST	YES	NO	DATE: November 18, 2025
Councillor G. ASHFORD	_____	_____	MOVED BY:
Councillor J. BELESKEY	_____	_____	
Councillor P. BORNEMAN	_____	_____	
Councillor B. KEITH	_____	_____	
Councillor D. McCANN	_____	_____	SECONDED BY:
Councillor C. McDONALD	_____	_____	  
Mayor J. McGARVEY	_____	_____	
CARRIED: <u>✓</u> DEFEATED: _____ Postponed to: _____			

That Council of the Town of Parry Sound hereby supports the letter from the Township of South-West Oxford in opposition to the Provincial decision on Automated Speed Enforcement (ASE) cameras and asks that this decision to ban ASE cameras be reconsidered, and that municipalities be permitted to continue using ASE cameras in school zones and urban areas where local councils deem them warranted; and

That this Resolution be sent to the Premier of Ontario, and copied to the Minister of Transportation, the Minister of Municipal Affairs and Housing, MPP Graydon Smith, Association of Municipalities of Ontario and all Ontario Municipalities.



Mayor Jamie McGarvey



November 6th, 2025

Sent via email.

The Honourable Doug Ford
Premier of Ontario
Legislative Building Queen's Park
Toronto, ON M7A 1A1
premier@ontario.ca

Dear Premier Ford:

Re: Automated Speed Enforcement (ASE) Cameras

At the Regular Council meeting on October 21st, 2025, the Council of the Township of South-West Oxford directed staff to write a letter in opposition to the Provincial decision on Automated Speed Enforcement (ASE) Cameras.

In December 2019, the Province of Ontario established regulations allowing municipalities to use ASE cameras to address speeding and enhance public safety. Following provincial encouragement, municipalities adopted ASE technology to reduce speeding, prevent collisions, and save lives.

Research at local, regional, and international levels supports the effectiveness of ASE programs, indicating a significant reduction in speeding, improved compliance in school and community safety zones, and positive changes in driver behavior. The suggestion that the Provincial government views the ASE program as a “cash grab” is entirely unfounded, as revenue generated through ASE arises solely from individuals who choose to disregard posted speed limits. If drivers comply with speed regulations and adjust their behaviour accordingly, there would be no generated revenue from ASE cameras.

Municipal councils are directly responsible for the health and safety of their communities and are therefore best positioned to determine the areas of greatest concern regarding local driving conditions. Each municipality understands the unique traffic patterns, school zones, and community safety issues within its jurisdiction. Furthermore, policing and traffic enforcement are municipal responsibilities, and as such, municipalities should have the autonomy to determine whether and how to deploy ASE technology in the most effective and efficient manner to protect residents and road users.

Following significant municipal investment across Ontario, the recent decision, made without consultation, to cancel Automated Speed Enforcement (ASE) programs has



TOWNSHIP OF SOUTH-WEST OXFORD
R. R. # 1, Mount Elgin, ON N0J 1N0
312915 Dereham Line
Phone: (519) 877-2702; (519) 485-0477
Fax: (519) 485-2932

raised serious concerns. Rather than an outright ban, adjustments to existing legislation and program standards would provide a more balanced and collaborative approach. Therefore, the Council of the Township of South-West Oxford respectfully requests that this decision to ban ASE cameras be reconsidered, and that municipalities be permitted to continue using ASE cameras in school zones and urban areas where local councils deem them warranted. At a time when police services are facing significant resource constraints that limit their capacity to enforce speed limits, ASE cameras remain a necessary tool to address community safety concerns.

Thank you for your consideration.

Yours truly,

A handwritten signature in black ink, appearing to read 'Denny Giles'.

Denny Giles
Manager of Legislative Services/Clerk
Township of South-West Oxford

cc. The Honourable Prabmeet Singh Sarkaria, Minister of Transportation
The Honourable Rob Flack, Minister of Municipal Affairs
All Ontario Municipalities

PRESCOTT

EST 1784
THE FORT TOWN

Regular Council November 3, 2025 2023 -2025

Moved by: T. Young

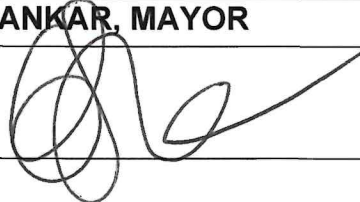
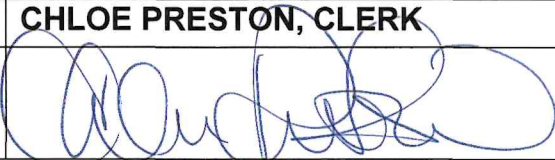
Seconded by: Burton

THAT Council support the Edwardsburgh
Cardinal resolution regarding Ontario
Community Infrastructure Fund (OCIF);

AND THAT Council direct staff to
circulate their support to all recipients
of the
original resolution

and
E/C

REQUESTED BY:		
RECORDED VOTE		
	YES	NO
Councillor Leanne Burton		
Councillor Mary Campbell		
Councillor Justin Kirkby		
Councillor Lee McConnell		
Mayor Gauri Shankar		
Councillor Ray Young		
Councillor Tracey Young		

GAURI SHANKAR, MAYOR	CHLOE PRESTON, CLERK
	

VIA EMAIL

Tuesday, October 14, 2025

The Honourable Doug Ford, Premier of Ontario
The Honourable Kinga Surma, Minister of Infrastructure
The Honourable Rob Flack, Minister of Municipal Affairs and Housing
The Honourable Francois-Phillipe Champagne, Minister of Finance
Association of Municipalities of Ontario (AMO)
Ontario Small Urban Municipalities (OSUM)
Federation of Canadian Municipalities (FCM)
The United Counties of Leeds and Grenville
All Upper- and Lower-Tier Municipalities in Ontario

Please be advised that at its Regular Council meeting held on Monday, September 29, 2025, the Council of the Township of Edwardsburgh Cardinal unanimously adopted the following resolution:

RESOLUTION: Ontario Community Infrastructure Fund (OCIF)

WHEREAS the Township of Edwardsburgh Cardinal acknowledges that municipal infrastructure—roads, bridges, water and wastewater systems—underpins public safety, economic vitality and quality of life in Ontario's rural and small urban communities;

WHEREAS the Ontario Community Infrastructure Fund (OCIF) was created in 2015 to assist small and rural municipalities facing infrastructure deficits that exceed their local revenue capacities;

WHEREAS in 2022 the Government of Ontario committed to increase the annual OCIF envelope from \$100 million to \$400 million over a five-year term, with that commitment scheduled to expire at the end of fiscal 2026;

WHEREAS fixed funding levels amid rising labour, materials and climate resilience costs have eroded the purchasing power of the \$400 million envelope, jeopardizing municipalities' ability to deliver and sustain essential services without incurring unsustainable debt;

WHEREAS predictable, multi-year funding indexed to real-world cost drivers is critical for municipalities to develop, finance and execute long-term asset management plans, reduce emergency repairs and leverage complementary federal and private infrastructure financing;

WHEREAS the Township of Edwardsburgh Cardinal requires a steadfast provincial partner to extend and enhance OCIF beyond 2026, ensuring infrastructure resilience, fiscal sustainability and equitable access for all small and rural municipalities;

NOW THEREFORE BE IT RESOLVED THAT

1. The Township of Edwardsburgh Cardinal calls upon the Government of Ontario to extend the annual OCIF envelope at not less than \$400 million beyond its current five-year term ending in 2026, with no reductions in subsequent provincial budgets.
2. The Province be requested to index the total annual OCIF envelope—and each individual municipal allocation—to the Ontario Consumer Price Index (CPI), calculated on a calendar-year basis and disbursed in the first quarter of each fiscal year.
3. The Ministry of Infrastructure establish a new five-year OCIF funding framework that guarantees annual envelopes and allocation percentages by municipality, enabling long-term capital planning and stable cash-flow management.
4. The Province undertake a formal review of the OCIF allocation formula at least once every four years, incorporating current municipal asset management data, demographic projections, climate resilience metrics and rural equity considerations.
5. A dedicated contingency reserve equal to 5 percent of the annual OCIF envelope be created within the fund to address extraordinary cost escalations, emergency repairs or project overruns without reallocating core funding.

6. The Ministry of Infrastructure publish an annual OCIF performance report—including program disbursements, allocation adjustments and reserve expenditures—in a transparent, publicly accessible online dashboard.
7. The Clerk of the Township of Edwardsburgh Cardinal forward this resolution to:
 - The Honourable Doug Ford, Premier of Ontario
 - The Honourable Kinga Surma, Minister of Infrastructure
 - The Honourable Rob Flack, Minister of Municipal Affairs and Housing
 - The Honourable Francois-Phillipe Champagne, Minister of Finance
 - Association of Municipalities of Ontario (AMO)
 - Ontario Small Urban Municipalities (OSUM)
 - Federation of Canadian Municipalities (FCM)
 - The United Counties of Leeds and Grenville
 - All upper- and lower-tier municipalities in Ontario

If you have any questions, please contact me at the email address below.

Sincerely,

A handwritten signature in blue ink, appearing to read 'N. Charette'.

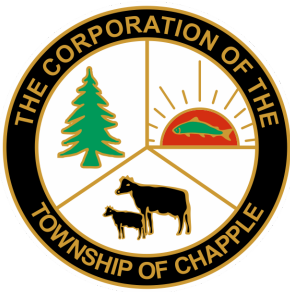
Natalie Charette
Interim Clerk
clerk@twpec.ca



EDWARDSBURGH CARDINAL

Phone: 613-658-3055
Fax: 613-658-3446
Toll Free: 866-848-9099
E-mail: mail@twpec.ca

P.O. Box 129,
18 Centre St.
Spencerville, Ontario
K0E 1X0



The Corporation of the Township of Chapple

P.O. Box 4, Barwick, Ontario P0W 1A0 CANADA

Phone: (807) 487-2354
www.chapple.on.ca

Fax: (807) 487-2406
CAO@chapple.on.ca

November 12, 2025

Sent via email: resolutions@amo.on.ca

Association of Municipalities of Ontario (AMO)
800 – 155 University Avenue
Toronto, ON M5H 3B7

RE: Elect Respect Pledge

Please be advised that at its Regular meeting on November 12, 2025, Council of the Township of Chapple passed the following resolution:

RES-173-2025

Moved by: Vaughan Wilson

Seconded by: Trish Neilson

Be it resolved that the correspondence from the Township of Southgate regarding the Elect Respect pledge; be received and supported as outlined below:

Whereas democracy is healthy when everyone is able to participate fully and safely and contribute to the well-being of their community; and

Whereas we are witnessing the dissolution of democratic discourse and respectful debate across all levels of government and in neighbouring jurisdictions; and

Whereas Ontario's municipally elected officials and municipal staff are dealing with increasingly hostile, unsafe work environments facing threats and harassment; and

Whereas social media platforms have exacerbated disrespectful dialogue, negative commentary, and toxic engagement which disincentivizes individuals, especially women and candidates from diverse backgrounds from running for office; and

Whereas better decisions are made when democracy is respectful and constructive and the voices of diverse genders, identities, ethnicities, races, sexual orientation, ages and abilities are heard and represented around municipal council tables; and

Whereas the Association of Municipalities of Ontario's Healthy Democracy Project has identified concerning trends with fewer people voting in local elections and running for municipal office; and

Whereas in 2024, female elected representatives from across Halton formed a group called H.E.R. (Halton Elected Representatives) which pledged to speak out against harassment and negativity in politics and called on elected officials to uphold the highest standards of conduct; and

Whereas H.E.R. Halton has launched a campaign called Elect Respect to promote the importance of healthy democracy and safe, inclusive, respectful work environments for all elected officials and municipal staff that encourages individuals to participate in the political process.

Now Therefore Be It Resolved That the Council of the Township of Chapple supports the Elect Respect pledge and commits to:

- Treat others with respect in all spaces—public, private, and online
- Reject and call out harassment, abuse, and personal attacks,
- Focus debate on ideas and policies, not personal attacks,
- Help build a supportive culture where people of all backgrounds feel safe to run for and hold office,
- Call on relevant authorities to ensure the protection of elected officials who face abuse or threats, and
- Model integrity and respect by holding one another to the highest standards of conduct; and

Be It Further Resolved That the Township of Chapple Council calls on elected officials, organizations and community members to support the Elect Respect campaign and sign the online pledge at www.electrespect.ca; and

Be It Further Resolved That a copy of this resolution be sent to the Association of Municipalities of Ontario, the Federation of Canadian Municipalities, MP Doug Shipley and MPP Hon. Doug Downey, the Ontario Provincial Police, and all Ontario Municipalities.

Cindy Nielson
CAO Clerk-Treasurer
Township of Chapple

November 12, 2025

The Honourable Doug Ford
Premier of Ontario
Legislative Building, Queen's Park
Toronto, ON M7A 1A1

via email: premier@ontario.ca

Dear Premier Ford,

Re: Curbside Recycling Eligibility for Non-Profit Organizations

At its regular meeting held on November 11th, 2025, the Council of the Township of Selwyn passed the following resolution:

Resolution No. 2025 – 223 – Curbside Recycling – Non Profits

Mayor Sherry Senis – Councillor Brian Henry –

Whereas the Province of Ontario designated producers to be responsible for collecting recycling in the Province; and

Whereas non-profit organizations, including our local food banks, have been deemed ineligible for producer blue box collection effective January 1st, 2026; and

Whereas food insecurity is a local, provincial and federal issue; and

Whereas food banks need to receive grocery items that are delivered in cardboard boxes and cartons which generate copious amounts of recyclable material; and

Whereas food banks are volunteer and donation based with no revenue collected to pay for services such as removal of recyclable materials;

Therefore be it resolved that the Council of the Township of Selwyn strongly urge the Province to re-instate the eligibility for curbside blue box collection as of January 1st, 2026, for non-profit organizations, such as food banks; and

That this motion be forwarded to Premier Doug Ford, Minister of the Environment, Conservation and Parks, MPP Dave Smith, County and City of Peterborough, Association of Municipalities of Ontario, Eastern Ontario Wardens' Caucus and Ontario Municipalities for support.

Carried.

Under the Province's producer-responsibility framework, food banks and similar non-profit organizations have been deemed ineligible for curbside blue box collection effective January 1, 2026. This change will place an unreasonable burden on these essential community services that rely entirely on volunteers and donations.

Food banks play a critical role in addressing food insecurity — an issue of local, provincial, and national importance. These organizations receive large quantities of grocery items packaged in cardboard and other recyclable materials, yet they have no sustainable means to manage the associated recycling costs once municipal collection ends.

The Township of Selwyn strongly urges the Province of Ontario to reinstate eligibility for curbside blue box collection for non-profit organizations, such as food banks.

Thank you for your attention to this matter.

Sincerely,



Megin Hunter
Office Assistant/ Receptionist
Township of Selwyn

Cc: Minister of the Environment Conservation and Parks
MPP Dave Smith
City of Peterborough
Peterborough County
Association of Municipalities of Ontario
Eastern Ontario Wardens' Caucus
Ontario Municipalities

Mailing Address
PO Box 270
Bridgenorth
Ontario K0L 1H0

Tel: 705 292 9507
Fax: 705 292 8964



United Counties of
Stormont, Dundas & Glengarry

RESOLUTION

MOVED BY Councillor Densham

RESOLUTION NO 2025- 159

SECONDED BY

DATE November 17, 2025

WHEREAS the Conservation Authorities Act (1946) enables municipalities to establish local conservation authorities, and when municipalities choose to form such authorities, they assume responsibility for governance and funding through the appointment of a Board of Directors and the provision of an annual levy to cover expenses;

AND WHEREAS the municipalities within Stormont, Dundas and Glengarry (SDG) established South Nation Conservation (SNC) in 1947 and the Raisin Region Conservation Authority (RRCA) in 1963;

AND WHEREAS local municipalities currently provide between 25% and 50% of total conservation authority funding, while the Province of Ontario provides approximately 3%;

AND WHEREAS municipalities have governed their respective conservation authorities for decades, tailoring programs and services to local watershed needs, maintaining accountable service standards, and ensuring fair and predictable costs for ratepayers;

AND WHEREAS conservation authorities collectively own and manage thousands of acres of land, much of which was donated by local residents and entrusted to conservation authorities as a personal legacy for long-term protection, stewardship, and the public good, with the expectation that such lands would be cared for by locally governed conservation authorities;

AND WHEREAS Bill 68 (Schedule 3) proposes the creation of the Ontario Provincial Conservation Agency, a Crown corporation that would assume governance responsibilities and consolidate Ontario's 36 conservation authorities into seven regional authorities, with municipal cost apportionment yet to be defined;

AND WHEREAS the Province already possesses the authority to establish overarching legislation, regulations, and standards through the Conservation Authorities Act and the Ministry of the Environment, Conservation and Parks;

NOW THEREFORE BE IT RESOLVED THAT the Council of the United Counties of Stormont, Dundas and Glengarry calls on the Government of Ontario to maintain local, independent, municipally governed, watershed-based conservation authorities to ensure strong local

representation in decisions related to municipal levies, community-focused service delivery, and the protection and management of conservation lands;

AND FURTHER THAT while the United Counties of SDG supports provincial goals for consistent permit approval processes, shared services, and digital modernization, imposing a new top-down agency structure without strong local accountability and governance risks creating unnecessary cost, red tape, and bureaucracy, thereby undermining efficiency and responsiveness to local community needs;

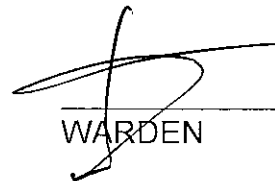
AND FURTHER THAT the United Counties of SDG supports efforts to balance expertise, capacity, and program delivery across the province, and requests that the Province work collaboratively with municipalities and local conservation authorities to determine the most effective level of strategic consolidation to achieve both provincial and local objectives.

AND FURTHER THAT a copy of this resolution be sent to the Ontario Minister of Environment, Conservation, and Parks, to the local MP and MPPs, the Association of Municipalities of Ontario, the Rural Ontario Municipal Association, and all municipalities and Conservation Authorities in Ontario.

☒ CARRIED

☐ DEFEATED

☐ DEFERRED



WARDEN

Recorded Vote:

Councillor Bergeron	_____
Councillor Broad	_____
Councillor Densham	_____
Councillor Fraser	_____
Councillor Guindon	_____
Councillor Landry	_____
Councillor MacDonald	_____
Councillor McDonald	_____
Councillor McGillis	_____
Councillor St. Pierre	_____
Councillor Williams	_____
Warden Lang	_____

AORS ADVANCE

FALL
2025

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

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Making History
at the Roadeo!

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Association of Ontario
Road Supervisors

Promoting knowledge ➔ Pursuing excellence

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AORS MUNICIPAL PUBLIC WORKS TRADESHOW

Proudly Hosted By



OXFORD COUNTY ROAD
SUPERVISORS ASSOCIATION

LOOKING BACK ON THE 2025 AORS TRADE SHOW AND WHAT LAYS AHEAD

SAVE THE DATE
2026 AORS TRADE SHOW
Renfrew County Road
Supervisors Association
JUNE 3-4, 2026

The 2025 AORS Municipal Public Works Trade Show, held June 4-5 at the Woodstock Fairgrounds in partnership with the Oxford County Road Supervisors Association, was the largest in the event's history. With over 300 exhibitors and well over 2,000 attendees from across Ontario and beyond, the show proved once again to be the premier gathering for municipal public works professionals, suppliers, and industry leaders.

Jim Borton, CRS-S, Trade Show Committee President, praised the collaborative effort that made the event such a success, "this year's trade show truly set a new standard. The energy on the show floor was incredible, and it was inspiring to see the exchange of ideas, the innovative products on display, and the connections being made. Thank you to every exhibitor, attendee, volunteer, and partner who helped make this AORS' biggest and best show yet."

The show featured live demonstrations, including the first-ever Battery Demonstration Booth showcasing cutting-edge equipment from STIHL, Greenworks, and Colvoy Equipment. Networking opportunities and product showcases kept the fairgrounds buzzing throughout the two-day event.

"This event is more than just an exhibition—it's where municipalities and suppliers come together to share knowledge, discover new technologies, and build lasting relationships. The

feedback from attendees and exhibitors has been overwhelmingly positive, and we are already looking forward to building on this momentum," says Dennis O'Neil, CRS-S, AORS Member Services Coordinator, who emphasizes the importance of the trade show to Ontario's municipal public works community.

AORS extends heartfelt thanks to everyone who attended, exhibited, and supported the 2025 show. Your participation is what makes this event a cornerstone of our association's calendar and a vital resource for our members.

The excitement is already building for the 2026 AORS Municipal Public Works Trade Show, hosted in partnership with the Renfrew County Road Supervisors

Association, taking place June 3-4, 2026, in Petawawa, Ontario.

Brad Faught, CRS-S, 2026 Trade Show Committee President, encourages everyone to mark their calendars saying "Petawawa is ready to welcome you! The 2026 show promises to be another outstanding event, with new features and the same great networking opportunities our attendees have come to expect. Save the date—June 3-4, 2026—and don't miss it!"

With over 80% of booth space already sold, exhibitors are encouraged to book early to secure their spot. For exhibitor information, contact the AORS office at admin@aors.on.ca.





2

Ross McKenzie Memorial Golf Tournament

This year, the Oxford County Road Supervisors Association hosted the 30th Anniversary of the Ross McKenzie Memorial Golf Tournament that is hosted annually with the AORS Municipal Public Works Trade Show at the beautiful Craigowan Golf Club in Woodstock, Ontario.

Ross McKenzie was a Roads Superintendent with the Township of Lobo and the Township of West Nissouri. He was AORS' very first full-time Executive Director, when he suddenly passed away in 1993. Ross, and Shirley Dufton, worked out of the AORS' office, at 160 King Street in Thorndale (Township of West Nissouri). Both split their time working for AORS and the township.

We were pleased to be joined at the event by Ross' family—his wife Gayle, his sons Cam and Brent, and his grandson Charlie. Shirley Dufton also attended the evening. Gayle was kind enough to bring along some memorabilia that we put on display during the reception and supper for guests to enjoy seeing the history of AORS during Ross' tenure and all enjoyed the evening sharing stories and memories of Ross.

Congratulations to the team from Innovative Surface Solutions who won the Golf Tournament!



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AORS
PROMOTING KNOWLEDGE PURSUING EXCELLENCE



OXFORD COUNTY ROAD SUPERVISORS ASSOCIATION

Thank You To Our Trade Show Sponsors!

Platinum



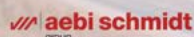
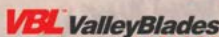
public entities



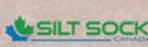
Gold



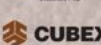
Silver



Bronze



In-Kind Sponsors



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Trade Show Committee

Ross McKenzie Family

Gerald Simpson and Mike Ward from Viking-Cives

Family and Innovative Solution Winners



2025 AORS ANNUAL TRUCK SAFETY RODEO

Ontario's Top Municipal Equipment Operator Crowned at Provincial Safety Truck Rodeo

The best of the best competed, and the results are in!

At the AORS Provincial Safety Truck Rodeo held on September 24 in Beckwith Township, Josh Cousins from the City of St. Thomas was crowned "Top Driver of the Year." Taylor Blackburn from Central Frontenac Township earned first runner-up, while Jeff Neilsen from the Municipality of Trent Hills took home second runner-up.

The Rodeo, co-hosted by the Association of Ontario Road Supervisors (AORS) and the Lanark County Road Supervisors Association (LCRSA), brought together elite municipal equipment operators from across Ontario. Competitors had each earned their place at the provincial level by first winning local competitions, proving

their skill and commitment to safety in their communities.

Participants were challenged to complete a series of driving and safety tests designed to mirror real-world scenarios faced on Ontario's roads. Precision maneuvering, obstacle navigation, and vehicle safety checks all tested their abilities under pressure, while showcasing the professionalism and dedication municipal operators bring to their work every day.

"This event celebrates the dedication and expertise of municipal equipment operators," said Karla Musso Garcia, CRS-I, President of AORS. "Congratulations to all competitors—your work keeps Ontario moving."

Local hosts were equally proud to welcome competitors, families, and supporters to Lanark County. "On behalf of the Lanark County Road Supervisors Association, I want to sincerely thank everyone who participated, volunteered, and helped make this year's Rodeo such a success," said Darwin Nolan, CRS-S, AORS Representative for LCRSA. "This event not only highlights the skills of our operators but also builds a sense of pride and camaraderie across municipalities."

The Rodeo is more than a competition—it's a celebration of the men and women who keep Ontario's roads safe, year-round. Congratulations to all participants on a job well done, and especially to this year's champions who have set the bar for excellence in municipal road operations.



Rodeo Champion Josh Cousins, City of St. Thomas





Rodeo Winners: Left to Right, Jeff Neilsen from the Municipality of Trent Hills (Second Runner-Up), Josh Cousins from the City of St. Thomas (Driver of the Year) and Taylor Blackburn from Central Frontenac Township (First Runner-Up)



MAKING HISTORY AT THE ROADEO!



On August 21, the Transportation Professionals of Waterloo Region (TPOWR) hosted their annual municipal equipment roadeo. Among the many skilled operators who put their abilities to the test, one competitor made history. Darby Lehmann, an equipment operator with the Region of Waterloo, secured second place and earned the honour of representing TPOWR at the 2025 AORS Provincial Roadeo in Beckwith Township this past September.

Darby's achievement is groundbreaking—she is the first female operator to compete at the provincial level in the long history of the AORS Roadeo. Her success not only highlights her own skill and dedication, but also serves as an inspiration to other women considering careers in municipal public works.

We had the opportunity to sit down with Darby to learn more about her career path, what she loves about her work, and what advice she has for others looking to follow in her footsteps.

Can you tell us a little about your background and how you first got into municipal public works?

I'm 26 and have been driving with a DZ commercial license since 2018. I began by delivering HVAC, plumbing and electrical supplies to different job sites, but after a few weeks of learning and driving around with a coworker, the company I worked for said I couldn't continue because I wasn't 25. I was too young to be covered by their insurance. That's when I started looking for a new opportunity that would allow me at 19 to drive a commercial vehicle and get more experience. I first got into municipal work with EMCON working on the highway.

What led you to pursue a role as an equipment operator with the Region of Waterloo?

I always wanted to work at the Region, ever since I was 16. It's an amazing workplace because there

are always new opportunities available, and the Region has provided me the support I need to grow as a person and as a professional.

Congratulations on your incredible finish at the TPOWR Roadeo! How did it feel to place second and be able to compete at the Provincials?

I'm excited to have this opportunity. TPOWR and AORS have done an amazing job organizing the roadeos. It is such a neat way to bring municipal workers together. I first heard about the roadeos from my dad, who competed in one 2 years ago and works for Bruce County. He is their grader operator in the summer and plow/patroller in the winter. To say he's proud of me for having come in second would be an understatement.

You're making history as the first female operator to compete at the AORS Provincial Roadeo. What does that mean to you personally, and what do you hope it means for other women in public works?

I'm excited to represent The Region of Waterloo at provincials alongside Kris, who took the top spot. I'm grateful to be representing not only the Region, but my colleagues, especially the other hard-working women. I'm hoping my accomplishment helps motivate other women in public works to try something new, challenge themselves and show everyone how capable they are.

Can you walk us through what it's like to compete in a Roadeo event? What's the most challenging part, and what do you enjoy most?

For me, the Roadeo is a friendly competition, but most importantly also a way to test myself. Yes, there may be



some bragging rights amongst coworkers. But the best part is the opportunity to meet new people from other yards and laugh and joke around and just have fun. It doesn't matter who you work for at the end of the day, we all do the same jobs and when it comes to plowing snow in the winter there is nothing more important than to know we all care for the public's safety when driving our roads.

What do you love most about your job as an equipment operator?

Personally, being 5'1 feet tall, it's fun to just drive a big piece of equipment, whether it's the loader or the plows. Instead of playing in a 4-by-4-foot sand box with Tonkas trucks, I actually get to live the real-life version of it.

What are some of the biggest challenges you face in your role, and how do you overcome them?

My past jobs have helped shape me and helped me adjust to working in this field. In the past, it was very difficult being a young, female driver. I was overlooked and told I can't do something because of my size, or my age, or because I'm a woman. This is changing. Stereotypes are fading, making work easier and more

welcoming, and allowing everyone to stand out and prove themselves. I think my ability to do my job well every day helps overcome these difficulties and I don't face these challenges or obstacles at the Region of Waterloo.

How has your team at the Region of Waterloo supported you in your career journey?

The Region does a great job of being inclusive and making opportunities available to everyone. Never once have I felt uncomfortable or that my ability was not good enough. I'm currently in the Operation Program at the Region, doing bridge washing in the spring and during the summer we are crack sealing on the roads. The people here who I see more than my actual family, have become a second family to me. To go home stress free and wake up in the mornings not dreading going to work is the best.

Why do you think more women should consider a career in municipal public works?

If other women are thinking about municipal work they should give it a shot. There are tons of different job options in municipal work. The Region and Cities have different opportunities,

so there are so many options to find your spot and something you enjoy. It's also a job with opportunities to grow, starting off as a worker to someday becoming a lead hand and then supervisor.

What advice would you give to young women or girls who may be considering a future in this field?

The advice I would give would be the same for anyone who is considering working as an equipment operator. Consider what you want out of a job, and how it can fit with your life. Come in with thick skin and a willingness to learn. Then show people what you can do and that you are good at it.

What does it mean to you to be a role model for other women entering the industry?

I am honoured to be a role model for women in the industry, but truthfully I wouldn't be here if it wasn't for the amazing women I already work with who have paved the way for me. I look forward to being the first of many to compete at provincials. All I can say is: anything is possible, if you're willing to go through with it. You are your biggest obstacle in life.

AORS update

ANNUAL GENERAL MEETING

March 31, 2025

- 1 **Brian Anderson, CRS** received his Long Term Service Award for his dedication to the road sector and the AORS Certification Board.
- 2 **Don Hamly, CRS-S**, received his Long Term Service Award with his retirement notice from the Township of Hamilton as the Foreman of Road Operations.
- 3 **Ron Cooper** retired from the Town of Hanover as the Director of Public Works, and received his Long Term Service Award.
- 4 **Mark Bennett** from the City of London received his PWLDP Certificate of Completion.
- 5 **Sanford Clause, CRS-S** from the Oneida Nation of the Thames received his PWLDP Certificate of Completion.
- 6 **James Lane, CRS-I** from the Town of Caledon received his PWLDP Certificate of Completion.
- 7 **Curtis O'Brien, CRS-I** from the United Counties of Leeds and Grenville received his PWLDP Certificate of Completion.
- 8 **Dax McAllister, CRS-S** from the City of Greater Sudbury received his PWLDP Certificate of Completion.
- 9 **Jamie Simpson, CRS** from the Municipality of Chatham-Kent received his PWLDP Certificate of Completion.
- 10 **Brad Wilson, Assoc R.S.** from the City of Belleville received his PWLDP Certificate of Completion.
- 11 **John Rivers** from Cedar Signs was awarded the Larry Maddeaux Volunteer of the Year Award for his dedication to local associations, including his work putting together trade show brochures like the one from the recent 2025 Oxford County trade show.
- 12 **Dave Lukezich, Assoc R.S.** was awarded the Marvin D. Halladay Education Award for having the highest mark in all eight modules of the Public Works Leadership Development Program (PWLDP).



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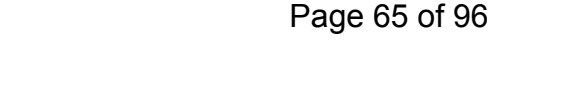
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Thank you to everyone who attended AORS Annual General Meeting in conjunction with the Good Roads Conference on Monday March 31, 2025. For the second year in a row, we had over 200 people in attendance! In addition to normal business, a number of members were recognized including the graduates of the Public Works Leadership Development Program (PWLDP), the winner of the Marvin D. Halladay Memorial Education Award, recipients of the Long Term Service Awards and the winner of the Larry Maddeaux Volunteer of the Year Award.



President Karla Musso-Garcia, CRS-I was joined by her husband, children, brother and parents to cheer for her as she was inducted as President!





YOUR AORS 2025 EXECUTIVE

At the AGM in March, your new AORS Executive was announced.

Your Executive L-R: Immediate Past President Joe Reid, CRS-S (District 8 Road Supervisors Association), 2nd Vice President Jim Borton, CRS-S (Oxford County Road Supervisor Association), President Karla Musso-Garcia, CRS-I (Simcoe County Road Supervisors Association) and 1st Vice President Cyrus Rife, CRS-I (Transportation Professionals of Waterloo Region).



At our 2025 Annual General Meeting, we took a meaningful step in ensuring that one such extraordinary volunteer is never forgotten. Moving forward, the AORS Volunteer of the Year Award will be known as the Larry Maddeaux Volunteer of the Year Award.

Larry Maddeaux, CRS-I is more than just a volunteer; he is a mentor, a leader, and a tireless advocate for AORS and the people behind it. His contributions to AORS are immeasurable, from mentoring new members, being the Spotlight Committee Co-Chair, to being the face of AORS at events that strengthened our network across Ontario. He embodies the very spirit of service that this award represents.

By renaming this award in his honor, we ensure that Larry's passion lives on—not just in name, but in the continued spirit of volunteerism he so deeply values. To every volunteer who follows in his footsteps, this award will serve as a reminder of what true dedication looks like.

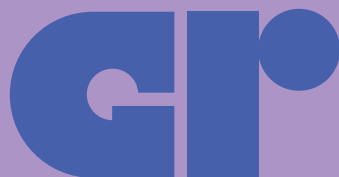
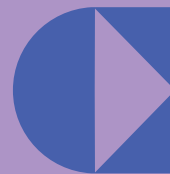
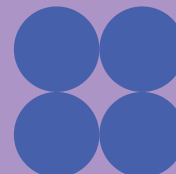
Thank you, Larry, for everything you have done. And thank you to all of our volunteers—past, present, and future—who help make AORS the strong and supportive organization it is today.



Good Roads
Conference 2026

Ideas. Inspirations.
Contacts.

March 29—
April 01, 2026



Good Roads

SPOTLIGHT

Get ready to start raking leaves and putting away all that summer lawn furniture you just pulled out, because fall is just around the corner and the campaign to launch the 40th edition of that most useful and trusting Municipal Magazine “Spotlight” has begun.

Yes, if you missed out renewing your ad in time to be entered into the draw that was held on Sept. 11th, you will probably be contacted by one of our professional and knowledgeable committee members very soon.

I would like to take a moment and congratulate Cornell Construction Limited, a dedicated Spotlight Supplier member since 1992, for renewing their ad at the 2025 Trade Show before it ended and successfully won the free Trade Show booth in next year's 2026 Show in Petawawa.

Again, this year Derek Scholten of Colvoy Equipment, my co-chair and I would be very disappointed if any of our loyal supplier members missed out on the opportunity to advertise their services and/or products in what I would like to believe is one of the most valuable pieces of equipment

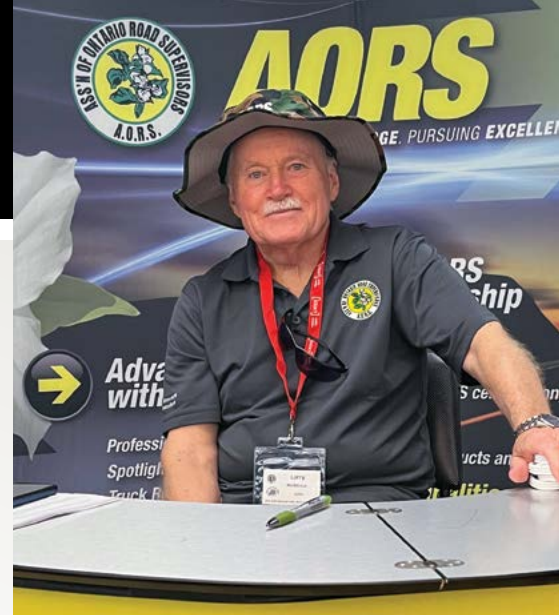
a Municipal employee needs in the office or their vehicle.

It is my sincere hope that this 40th edition will break the record for the number of ads, as we have a great team of very dedicated committee members. My call for new members at our last meeting did not fall on deaf ears.

Dan O'Brien from Creighton Rock Drill, Kyle Boulet from Amaco Construction (replacing Larry Andrews), Shawn Blackmore from Charles Jones Industrial, Chris Mantha CRS-S from Petawawa, and Mike Fletcher CRS-I from Niagara Region, all came on board as new committee members with Don Hamly CRS-S and Kyle Lewis stepping down. We thank Larry, Don, and Kyle for their support on the committee. Check out our full list of committee members in the front of the book as well as our special new advertiser's page.

November comes as quickly as summer disappeared, so get online and fill out our easy-to-use Fillable Spotlight Form and miss out on all the annoying emails and phone calls from our numerous committee members.

Remember you not only get your ad placed in a plastic spiral bound, 4000 copy, Canadian Produced and Printed, easily read, high quality, gloss hardcover magazine, at a very



**Larry Maddeaux , CRS-I
Spotlight Committee Co-chair**

reasonable price, but for no extra cost you get included in the Spotlight Searchable Online Directory and your ad placed in a very impressive online flipbook version on the AORS website. This online flipbook version has the look and feel of the hardcopy but with individual ads hyperlinked from the index pages. It also has a database, searchable by company name, product, or keywords.

In closing I would like to thank all our supplier members especially those that have been with Spotlight since 1987. Champion Equipment, Den-Mar Brines, Spriet Associates, Valley Blades, and Viking-Cives Group.

I only have a limited space so please take a moment and check the entire list of Long Term Advertisers in the front of the book and remember when dealing with any or all of our suppliers let them know- “YOU SAW THEIR AD IN THE NEWEST EDITION OF SPOTLIGHT”



Every September, we draw a prize for a \$1,000 gift card of your choice for any member who brings in a new Spotlight ad. This year, the winner was Larry Maddeaux! Spotlight Co-Chair Derek Scholton from Colvoy Equipment presented Larry with his gift card, so he can get a new BBQ! Remember, you don't need to be a Spotlight Committee member to be added to the draw—just make sure your name is listed as the AORS Representative on their Spotlight application!

MEET THE NEWEST AORS BOARD MEMBERS

Your AORS Representative brings forward your concerns, questions and ideas to the Board of Directors, so be sure to reach out to them! Welcome to our new Directors.



David Moncion, **CRS-I**

Public Works Supervisor
for the Township of
Sables-Spanish Rivers

David started his municipal career in 2007 as an intern Project Coordinator for the Township of Sables-Spanish Rivers and was first introduced to AORS for the first time participating in LA meetings with the Manitoulin & Northshore Road Supervisors Association. In 2007 he attained his OACETT C. Tech designation. From 2013 to 2019 he became Manager of Public Works for the Township of Larder Lake. In 2018 he achieved his CRS-I designation with AORS, and his CMM III with an Infrastructure Specialist enhancement with Ontario Municipal Managers Institute in collaboration with Ontario Good Roads. In 2024 he returned to where his municipal career had started, becoming the Public Works Supervisor for the Township of Sables-Spanish Rivers. In 2025 he was nominated President and AORS Representative for the Manitoulin & Northshore Road Supervisors Association.



Kate Walkom

Supervisor of Traffic
Safety & Operations for the
Town of Georgina

I'm the Supervisor of Traffic Safety & Operations for the Town of Georgina where I lead programs that focus on improving road safety, active transportation, and municipal operations. My journey in public works began over a decade ago as a university student working in Operations for the City of Pickering, and I've been passionate about municipal service ever since.

I hold a Masters degree in Bioenvironmental Monitoring & Assessment from Trent University and a Bachelor of Science in Environmental Sciences from the University of Guelph. I look forward to pursuing professional designations like CRS-I that will deepen my understanding of municipal operations and help me continue growing as a leader in traffic safety and public works.

I live in York Region with my husband and our three kids. Being part of the York Region Roads Supervisors Association as both Director and Secretary has been a great experience, and I'm excited to collaborate with Board Members across Ontario and contribute to the AORS team.



Ann Carr

Nipissing Road Association

My grandfather was on council in Monteagle Township, now Hastings Highlands, for 18 years. Although I did not expect to follow in his footsteps, my upbringing provided a deep-rooted sense of community.

I began my municipal career in the Township of Bonfield where I was given opportunity to learn the industry and the importance of working in my community. Eleven years later I am currently the Public Works Superintendent in the Municipality of Calvin. Working in Public Works in small communities such as Bonfield and Calvin, means that roads is not all I am responsible for. The position also entails waste management, parks and recreation, as well as cemeteries. Having the ability to manage diverse responsibilities provides a strong sense of community as well as an opportunity to be committed to public service.

I am proud to represent the Nipissing Road Association on the Board of Directors with AORS where I can contribute to advancing the professional standards and supporting public works professionals across the province of Ontario.

PRESIDENT'S Message

2025 President Karla Musso-Garcia, CRS-I ➤



After what felt like a never-ending winter, we shook off the cold, and before we knew it, we were deep in tree and road maintenance projects and are now already preparing for fall and winter again. With so many events along the way, summer seemed to pass in the blink of an eye. As we turn into fall, our members' focus is on ensuring our roads, equipment, and teams are ready for what's ahead.

Being a public works professional is more than a job, it is an important part of a community and in the current state of the daily news that can feel divisive and uncertain, our profession provides something steady: safety, stability, and connection to the communities we serve. We build, we maintain, we quietly hold communities together, often behind the scenes, out of the spotlight, but always making a real difference. And I know I would hear from Larry Maddeaux, CRS-I if I didn't clarify that you should be in SPOTLIGHT, remember to reach out to Larry for details!

As Past President Joe Reid, CRS-S said, we are "Public Works Superheroes." Not because we occasionally pull off what at times can feel like miracles when we are in the thick of it, but because what we do is essential and we lead our teams to do it with pride.

This year so far has been especially meaningful to me as AORS's first female president. I've had the privilege of seeing the association's strength and opportunities firsthand. Together, we've continued to lay a strong foundation through the development of a new constitution, a new Strategic Plan, Corporate processes reviews, enhanced outreach, and the continued focus on enhancing training programs all designed to support our members and ensure AORS thrives well into the future.

We've also celebrated milestones that reflect the growth in our industry and association. For the first time in our Provincial Rodeo, we had a female competitor, Darby Lehmann representing TPOWR competed at this year's

Provincial Rodeo. Her participation is not just a first, it is an inspiration, showing talent and opportunity within our association. Our board also now has three female directors including Ann Carr from Nipissing Road Association and Kate Walkom from York Region Road Supervisors Association. As well, we are growing and bringing on new local associations.

This year was filled with loss and legacy as we continue to honor those who paved the way. The leadership of past presidents, including the late Paul Dalton, Brian Kral, and Ross MacKenzie continues to be evident as they continue to guide us through our mentorships, collaboration, and strong foundation. Legacy was also felt at this year's AORS Tradeshow and events, held in Oxford County which was bursting with energy and the public works spirit. From being able to honour Ross MacKenzie again with his family present at the golf tournament, to the exchange of knowledge and ideas from vendors and students that will carry us well into the year ahead. Amazing record setting show from Jim Borton, CRS-S and the Oxford County Road Supervisors Association team!

My environmental mindset continues to be a key part of our work and partnerships. From highlighting the great products our vendor members provide, to the practices we use daily, to initiatives training and funding opportunities; we are maintaining sustainable communities with innovative grassroots problem solving our members are known for. And yes, after the ice storm this past spring that left so many communities

damaged, some of us got more "hands-on" environmental exposure than expected.

As a wonderful man once said, "The future is bright for AORS", and with trees constantly being on my mind as of late, I see our work like planting trees for the long term: we are not only planting the seeds, we are growing strong roots now, so that future generations can enjoy the shade, stability, and community we've built together. Programs like the Municipal Public Works Operator Program and the demand for these opportunities is overwhelming, and as our summer students return to school, remember we are already nurturing the next generation of professionals, bringing fresh ideas, energy, and enthusiasm to municipalities across Ontario.

We are entering a chapter full of growth, opportunity, and collaboration, where together as leaders in the industry, we're planting roots that will support our association and the public works community for years to come, roots so strong even the wildest ice storms can't knock them over. I'm proud to be part of this team and grateful for each of the public works professionals, the people who show up, roll up their sleeves, and make the tough jobs look easy. Public works isn't glamorous, but it matters every day to everyone, and I wouldn't want to do it with anyone else. Here's to keeping our roads safe, our teams strong, our trees growing, and our collaboration as neighbours, always along the way, cause we all know it's those small moments that make the biggest difference.

Sincerely,

Karla Musso-Garcia, CRS-I
President, Association of Ontario
Road Supervisors (AORS)

continued **AORS update**

AORS Board and Suppliers Gather in Waterloo Region for Annual Meeting and Networking

On September 11, the AORS Board of Directors, staff, and supplier members were warmly welcomed to the Transportation Professionals of Waterloo Region (TPOWR) area by 1st Vice President Cyrus Rife, CRS-I, for the Annual Supplier-Director Meeting and an afternoon of networking.

The day began with the Annual Past Presidents Advisory Committee Meeting, where AORS Past Presidents came together to reconnect, share their experience, and provide valuable guidance to the current Executive. Their continued engagement helps ensure that AORS remains strong and forward-thinking.

From there, the focus shifted to our valued Supplier members. The open dialogue allowed both AORS leadership and suppliers to explore how we can continue working together to better support our local associations and communities across Ontario.

After a productive morning, it was time to relax and network. Attendees enjoyed their choice of activities: a round of golf at the scenic Grey Silo Golf Club, or a guided bus tour with stops at some of Waterloo Region's highlights, including the St. Jacobs Farmers' Market, Murphy's Law Distillery, and Rural Roots Brewery.

Reflecting on the event, Cyrus Rife shared, "it was an absolute pleasure to host the AORS Board, staff, and suppliers here in the beautiful Waterloo Region. We are proud of everything our community has to offer, and it was wonderful to share that with colleagues while building relationships that strengthen AORS as a whole."

The day was a great reminder of the value of collaboration—bringing together the wisdom of our past leaders, the innovation of our suppliers, and the commitment of our Board and staff to support the future of municipal public works in Ontario.





During the Suppliers-Director meeting, Past-President Joe Reid, CRS-S and 1st Vice-President Cyrus Rife, CRS-I completed a 50/50 draw to raise money for The Food Bank of Waterloo Region. \$330 was donated, providing 660 meals to the Waterloo Region!



BY KELLY ELLIOTT,
MARKETING AND
COMMUNICATIONS
SPECIALIST

BEING AN ELECTED OFFICIAL IS NOT A SHIELD TO PERPETRATE ABUSE

On July 2, 2025, I appeared before the Ontario Standing Committee for Heritage, Infrastructure and Cultural Policy to speak in favour of Bill 9 on behalf of our AORS members. While the need for Bill 9 has become increasingly important, the Bill presented by the Minister of Municipal Affairs and Housing Rob Flack, does not go far enough to protect municipal staff. Below you will find the comments I provided to the Standing Committee with our recommendations.

Good afternoon Chair and Members of the Committee,

Thank you for the opportunity to speak with you today regarding Bill 9. My name is Kelly Elliott, and I am speaking to you representing the Association of Ontario Road Supervisors. I am here to voice strong support for this Bill on behalf of AORS, and to advocate for the critical improvements still needed to protect municipal staff across Ontario.

I would first like to extend my thanks to the Honourable Minister of Municipal Affairs and Housing for once again bringing forward legislation to strengthen codes of conduct for municipal elected officials. This is not the first time legislation has been introduced, and the persistence to address this longstanding issue is appreciated.

But let me be clear: the municipal employees across Ontario that AORS represents, do not have the same rights to a safe and respectful workplace as any other worker in this province does. They are expected to work under the authority of elected officials—mayors, councillors, reeves—who can commit acts of abuse,

harassment, or discrimination without meaningful consequences.

Unlike in the private sector or broader public service, there is no mechanism for removal of elected officials whose behaviour is egregious or violent. There is no protection from retaliation for those who report misconduct, and there is no safety net for staff trying to do the right thing by speaking up.

Right now, the only consequence for an elected official who retaliates against a staff member for filing a complaint is... another Integrity Commissioner complaint. There are no real safeguards, no whistleblower protection, and no assurance that their jobs, their mental health, or that their safety will be preserved. This is unacceptable.

Bill 9 takes an important step in recognizing that gaps exist. But it must go further, particularly when it comes to enabling the removal of officials found to have committed serious acts of harassment or violence.

Previous versions of this legislation proposed a judicial review process, which added a layer of independence and fairness. That safeguard is missing in Bill 9. Instead, the current version returns the decision to municipal councils—many of which

are rife with political alliances or fear of setting precedent.

If Council is to retain this authority, then at a minimum, the threshold for removal should be changed from unanimous consent to two-thirds support. Otherwise, a single colleague can shield an abuser from consequences.

Beyond that, having the decision for removal to go back to Council is not best practice. We believe the government must establish a provincial Integrity Commissioner Panel—an independent body of qualified professionals who can oversee the most serious cases with transparency and objectivity instead of only the Provincial Integrity Commissioner. This distributes power at this level, helping to support a fair and balanced expert recommendation on any Code violation. Council should be removed completely, as relying on local councils to be the last standing tier for the adjudication the most severe breaches of conduct is neither fair to victims nor effective in delivering accountability.

In addition, we urge the Committee to consider these nine critical recommendations:



1. **Whistleblower protection:** Municipal employees must be able to report misconduct without fear of losing their jobs or being targeted. Protection must be embedded in the legislation.
2. **A duty to report:** Safe workplaces are everyone's responsibility. All municipal officials and staff should be required to report known or suspected abuses.
3. **Include workplace discrimination** as a specific violation in Codes of Conduct. Discrimination—whether based on gender, race, disability, or any other protected ground—is a form of abuse, and must be treated as such.
4. **Prioritize egregious acts** of violence, harassment, and abuse that create a hostile workplace and pose a safety risk to others. These cases must move to the front of the line and be resolved swiftly.
5. **Strengthen penalties:** Any councillor removed for a serious code violation should be ineligible to run again for at least two full terms, and must disclose their prior removal when seeking future office.
6. **Expand penalty options:** If removal isn't actioned, there must be a menu of alternative penalties available—greater than simple reprimands or suspensions of pay. Consequences must be proportionate and enforceable.
7. **Dismissal of frivolous complaints:** Integrity Commissioners must have clear authority with specific provisions to dismiss frivolous or vexatious complaints, so the process remains focused and fair.
8. **Minimum standards for Integrity Commissioners:** All ICs should be required to meet consistent professional qualifications and training to ensure consistent application of the code and public trust.
9. **Automatic leave for criminal charges:** If a councillor is charged with assault, they should be placed on leave—just like we expect for police officers, firefighters, teachers, or any other public servant. If convicted, removal should be automatic. It's a basic standard of integrity for holding public office.

In closing, the role of a councillor is a privilege. It is not a shield for the perpetration of abuse. Municipal employees deserve dignity, safety, and respect—just like every other worker in this province. Let's not allow loopholes, politics, or outdated processes to prevent that any longer.

Thank you for your time.

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MARKETPLACE | EVENTS



FROM FACTORY FLOOR TO MUNICIPAL FLEET

Central Elgin Tours Trackless Vehicles Plant

BY **MONIKA PINEDA**,
COMMUNICATIONS MANAGER,
MUNICIPALITY OF CENTRAL ELGIN

The Municipality of Central Elgin recently toured the Trackless Vehicles plant in Courtland, Ontario, to see first-hand how the Municipality's recently purchased Trackless MT7 municipal tractor was built.

For Central Elgin, Trackless equipment is more than machinery; it powers the daily services residents rely on. These versatile units are used year-round for winter sidewalk plowing, sweeping, mowing around guardrails, and even managing invasive phragmites. When our 2010 Trackless sidewalk machine, with 2,500 operating hours, began experiencing significant engine issues, it became clear the unit had reached the end of its service life. Since most machines last 10 to 15 years, depending on maintenance and operating conditions, replacing the 2010 unit was timely and necessary.

Purchasing a new municipal tractor is a major investment. During the plant tour, Mayor Andrew Sloan and staff gained valuable insight into how the equipment is built and the rigorous quality standards behind each unit.

Trackless Vehicles Manufacturing Facility

The Courtland plant spans 110,000 square feet on 28 acres and has been operating since 2002. It features

CNC machines, robotic welding, laser cutting, and an in-house paint line to ensure precision and quality. The assembly line is designed for both safety and productivity, and a 500-horsepower Cummins generator maintains uninterrupted operations during power outages. Trackless Vehicles continues to invest in its infrastructure, including a 10,000-square-foot warehouse expansion in 2017 to support growth and production capacity. Seeing the production process firsthand helps staff make informed decisions about fleet maintenance, replacement cycles, and long-term investments.

Ensuring Value in Municipal Fleet Investments

This kind of due diligence reflects our broader responsibility as stewards of public funds. Every dollar we invest in fleet replacement must balance fiscal responsibility with service reliability. Residents may only see the final product and the service provided—the plow clearing a sidewalk after a winter storm or the tractor mowing roadside grass—but behind that service is a long chain of decisions, partnerships, and factors that influence cost and availability.

In today's climate, those factors increasingly extend beyond Canadian borders. International trade agreements and tariffs have added new layers of complexity to equipment procurement.

Pictured (Left-Right): Joe Lampert, Sales Representative, Work Equipment Ltd.; Cindy Vermeer, Senior Engineering Technologist, Municipality of Central Elgin; Alex Piggott, Manager of Water, Wastewater and Roads Operations, Municipality of Central Elgin; Andrew Sloan, Mayor of Central Elgin; and Kevin Luckhardt, Sales Representative & Factory Support, Trackless Vehicles.

Even when prioritizing Canadian-made products, specialized machinery often relies on globally sourced components, making it essential for public works professionals to understand how these supply chains function and how they can affect local budgets.

Central Elgin's investment in a new Trackless MT7 not only ensures reliable service delivery but also supports a local Ontario-based manufacturer. It's an example of how municipalities can balance the immediate needs of their community with long-term planning, global awareness, and financial stewardship.

For public works, equipment is about trust. Trust that sidewalks will be safe in winter, roads will be maintained in summer, and tax dollars are spent wisely. By understanding the equipment we purchase and the facilities that produce it, we reinforce that trust, ensure fiscal responsibility, and maintain the dependable public services our communities expect.

It's Time to Harmonize How We Build Roads in Canada



BY **STEVEN CROMBIE**, SENIOR
DIRECTOR OF PUBLIC AFFAIRS AT
THE ONTARIO ROAD BUILDERS'
ASSOCIATION.

As we prepare for another winter and another pothole season that will set in, Canadians will once again find themselves questioning the state of our roads. While the freeze-thaw cycle is a natural culprit, the inconsistency in how we design and build roads across our cities is a problem entirely of our own making.

In Canada, every municipality is responsible for its own road design specifications. This might seem like a technical nuance, but it has real and costly consequences. Contractors bidding on public works projects must constantly adjust to unique local specifications, even when working just a few kilometres apart. What's worse, these micro-differences create barriers to trade and mobility not just between provinces—but within them. In no other sector do we tolerate this level of fragmentation.

Compare that to the United States, where state departments of transportation (DOTs) set standardized design frameworks. Municipalities build within them. This alignment fosters competition, creates efficiencies, and reduces costs—an approach we would do well to emulate.

One of the clearest examples is asphalt design. In Ontario alone, municipalities use varying standards for mix types, materials, and performance expectations. By harmonizing asphalt specifications across

jurisdictions, we can unlock measurable cost savings for cities and better value for taxpayers. Contractors would no longer need to retool operations for every municipal job, saving time and money. Material producers could achieve economies of scale. And most importantly, roads would be built to consistent, high-performance standards that stand up better over time.

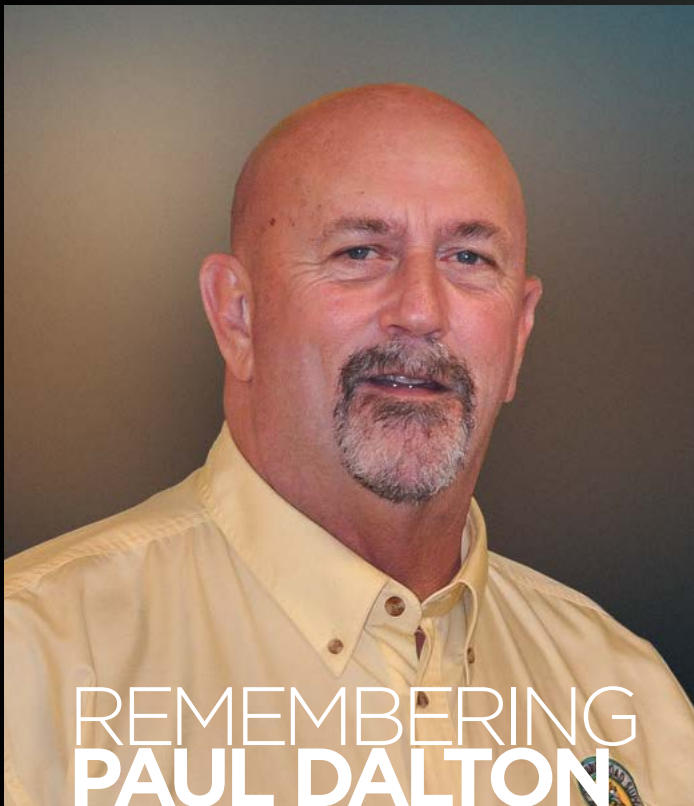
There's also a broader economic benefit. In a global environment increasingly shaped by volatility—think supply chain disruptions and tariffs under Trump-era trade policy—Canada must look inward to improve productivity and reduce self-imposed inefficiencies. Harmonizing road design is low-hanging fruit.

The potential payoff is significant. A standardized approach would support job creation by making it easier for contractors to operate across municipal borders. It would increase project completeness and delivery speed by reducing

confusion and design rework. It would allow municipal staff to focus more on asset management and less on custom engineering. And critically, it would stretch limited infrastructure dollars further at a time when cities across the country are facing mounting fiscal pressures.

We're not talking about handing all authority over to upper levels of government. Municipalities should retain control over priorities and investments. But when it comes to how we design the roads themselves, adopting shared technical standards—just like we do with the national building code—is simply common sense.

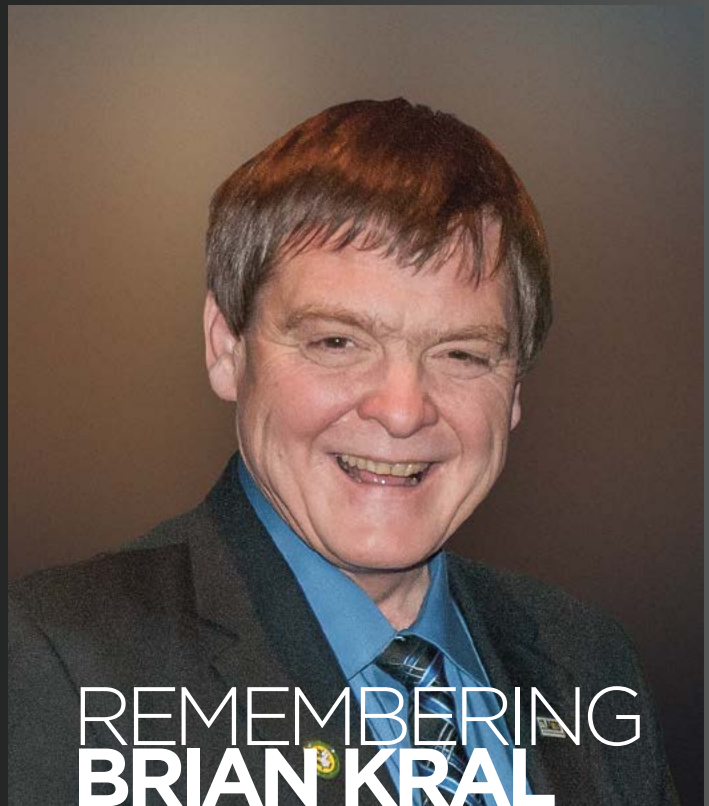
Canadians deserve durable roads, efficient use of their tax dollars, and a construction sector that is built to compete. As another winter gives way to the cracks and craters of spring, let's not just patch our roads—let's fix the way we build them in the first place.



Paul joined the AORS Board of Directors representing Lambton County Road Supervisors Association in 2000, and served as their representative until 2023. Paul served as the President for two consecutive years in 2004 and 2005.

Paul worked at the Township of Dawn-Euphemia for over 45 years and dedicated himself to the residents. "He was more than just a colleague to his work family—he was a trusted friend, a local legend, and someone who would drop everything to lend a hand. He was well known for his colorful expressions and sharp sense of humor, always bringing laughter and light to those around him. His absence leaves a void not only in the Township but in the hearts of all who had the honor of knowing him," says Mayor Alan Broad from the Township of Dawn-Euphemia.

Paul passed away suddenly on April 16, 2025.



Brian Kral served as President of the Association of Ontario Road Supervisors in 2013, and was a dedicated Director on the Board.

Brian dedicated his career to public service with the City of Thunder Bay, where he worked in Public Works for over 30 years, ultimately as Supervisor of Maintenance Operations, Roads North before retiring in 2016. He was known for his professionalism, mentorship, and commitment to strengthening Ontario's municipal public works community.

As President of AORS, Brian championed training, collaboration, and the value of the Certified Road Supervisor designation, inspiring others to take pride in their profession.

EXECUTIVE DIRECTOR'S MESSAGE

Family and Community

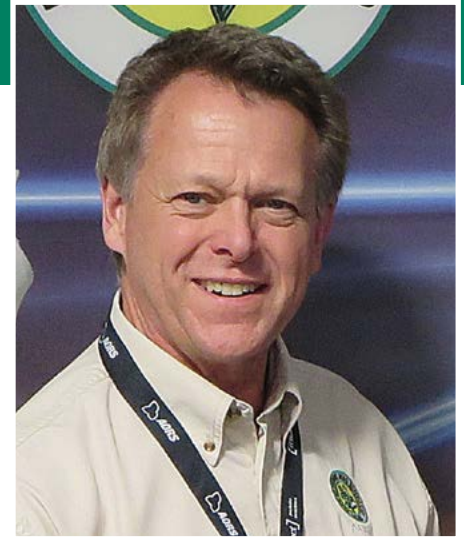
As I previewed the articles for this edition of the newsletter, I noticed a recurring theme: the importance of family and community. In the 13 years that I've been Executive Director of AORS, I've been reminded many times of the importance of community and family. Not just in general terms, but specifically as it applies to our members. The men and women who make it their mission to ensure the roads and other critical infrastructure that their communities depend upon are constructed and maintained to standards that ensure a level of safety and quality of life that so many of us take for granted. As populations age and as they migrate from urban to rural municipalities, expectations change. So do the demands on our members.

They, and their staff, would not be able to deliver these services if it wasn't for the support and sacrifices of their own families. The long hour and the 3 a.m. call-ins. The extreme weather events and the emergency declarations. Not to mention the casual encounters at the grocery store with concerned citizens who expect better service.

This is the third year that AORS has been participating in the Level Up Skilled Trades Career Fairs across Ontario. Not to mention other local

career fairs hosted by municipalities. I've participated in several, and I'm always surprised at how many young people who stop at our booth have no idea what public works is, let alone the critical role it plays in making their communities livable. What can we do to ensure the communities where we work and live understand and appreciate the important roles our members play? And how do we convince families to instill that passion in their children, and encourage them to pursue a career in public works?

While each of us has our immediate family to lean on, we also belong to families in the broader sense, such as the municipality or company that you work for, or the Local Association you belong to. In my case that includes the AORS staff, a small but dedicated team that works diligently to support our members. It also includes the AORS Board of Directors, a devoted group of volunteers who commit their own personal time to represent their Local Association members at the provincial level, and provide leadership and oversight on behalf of their members. And of course, all AORS members are part of a large family that supports one another, whether it means sharing best practices or sharing resources.



As families and communities grow, they become more diverse. AORS is no exception. While most of our members share many common roles and responsibilities, they vary based on several factors, such as large vs small municipalities, rural vs urban, northern vs. southern, and different demographics. How does AORS find the common ground that brings our members together? At their September meeting, the AORS Board of Directors approved a new Strategic Plan for 2026-2030: named *The Future is Bright for AORS*, a phrase frequently used by the late Paul Dalton. The plan was developed by bringing our directors and members from across the province together, to share and prioritize their concerns and challenges, and brainstorm strategies to deal with them.

In closing, family and community are the drivers for so much of what our members do. And I'm honoured to be part of the AORS family.

John Maheu
Executive Director

“As families and communities grow, they become more diverse. AORS is no exception. While most of our members share many common roles and responsibilities, they vary based on several factors, such as large vs small municipalities, rural vs urban, northern vs. southern, and different demographics.”



DESLUDGING IN NORTH MIDDLESEX

The Municipality of North Middlesex is currently completing the Parkhill Lagoon Desludging Project, an important investment in the community's water and wastewater infrastructure.

This preventative maintenance project involves removing built-up sludge from the lagoon system to improve efficiency, protect local waterways, add additional housing capacity, and ensure reliable long-term service for residents. By acting now, North Middlesex is taking proactive steps to safeguard the environment and extend the lifespan of critical infrastructure.

"I want to thank the Canada Mortgage and Housing Corporation for their support, as well as our contractor, consultant, and the entire project team for their hard work in making the Parkhill Lagoon Desludging Project a success. By maintaining the lagoon today, we're protecting our local waterways and making sure Parkhill residents can count on reliable service for years to come, while doing our part to support

ongoing housing development." Said Samuel Shannon, Director of Infrastructure and Operations.

"Routine desludging is essential to maintaining the efficiency and longevity of our infrastructure. It not only prevents blockages and environmental hazards but also ensures safe and reliable service for our communities." Said Faishal Diwan, Manager of Infrastructure. Work is nearly completed at the Parkhill Lagoon, with minimal disruption expected for local residents. Regular lagoon maintenance projects such as this one play a key role in ensuring that municipal wastewater systems continue to operate effectively and meet environmental standards.

Protecting The Environment in Seguin Township

BY **TOM MCLEOD**, DIRECTOR OF PUBLIC WORKS, SEGUIN TOWNSHIP

Seguin Township is a thriving municipality located in the regional district of Parry Sound with a deep commitment to prioritizing the environment. Seguin has a strong working relationship with the UNESCO designated Georgian Bay Mniidoo Gamii Biosphere (GBB) and Generations Effect, the consulting social enterprise of GBB. Generations Effect (GenE) offers services that advance ecosystem health, collaborative partnerships, climate and energy solutions, and contributes to the financial sustainability of GBB as a non-profit registered charity.

One of the most successful collaborations to date was inspired by events related to the pandemic, when grassy areas at Seguin Township transfer stations became overgrown, revealing an abundance of native wildflowers. Ratepayers, known to have a passion for the natural features of Seguin Township, did not complain about the overgrowth. In fact, the Township received compliments from ratepayers and others in response to this 'return to nature.' This happy discovery inspired collaboration on a robust native species planting project!

Seguin Township, like all municipalities, must cut back roadside growth to enhance visibility and safety.

Unfortunately, this work causes significant wildflower loss. Inspired by the wildflower growth at transfer sites, Generations Effect and Seguin Township launched a planting project that for the last two years, has led to native species plantings at several of Seguin's transfer sites, cemeteries and other public spaces in the spirit of keeping strong wildflower stock present. One benefit of these designated areas is the higher quality milkweed for monarch butterflies that can grow in these protected spots. Milkweed on roadsides can often get covered in dust and calcium and draws monarchs closer to threats of collision with cars.

Native plants matter because they occur naturally in a region, having co-adapted to local conditions alongside other native species, such as pollinators, that rely on them. Across Ontario there are thousands of pollinator species that play a vital role in supporting the overall health of ecosystems and other species, as well as producing many different food crops that people depend upon. But pollinator species are in serious decline, in part due to habitat loss. Native plants are the safest bet when it comes to creating habitat for pollinators!

For the Seguin projects, native plants were sourced by GenE from Grow Wild, a native plant nursery in



Ontario (<https://www.nativeplantnursery.ca/>). Species were selected based on hardiness (ensuring minimal water is needed to get established), and a variety of bloom types and timing, serving both aesthetic and pollinator needs.

Hundreds of individual flowers, ferns, and shrubs have been planted, such as: asters, milkweeds, wild columbine, black-eyed Susan, and dogwoods. After planting, the sites are staked and small signs put in place. Already success is visible as mature plants establish and flower each year!

GBB provides a number of free resources to support natural habitat in the Biosphere region, along the eastern shores of Georgian Bay, such as a "Best for the Biosphere" list, and a "Planting for Pollinators" guidebook available online (<https://georgianbaybiosphere.com/conservation-guides/#plants>).

For more information, visit:

- » www.seguin.ca
- » www.georgianbaybiosphere.com
- » www.generationseffect.com





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A FAMILY LEGACY IN THE AORS LOCAL ASSOCIATIONS A FATHER AND SON'S JOURNEY THROUGH THE AORS COMMUNITY

BY **MIKE FLETCHER CRS-I**
NIAGARA ROADS SUPERVISOR
ASSOCIATION (INCLUDING
HIS DAD, **JOHN FLETCHER—**
BRANT COUNTY ROAD
SUPERVISORS ASSOCIATION)

It's not often you find both a father and son actively involved in different local road associations, but for my Dad and me, it's been a unique and meaningful part of our professional lives. What makes it even more special is the way he's passed the torch, not just in terms of career experience, but in his passion for the connections and camaraderie that come from being involved in organizations like AORS.

Growing up, I watched my Dad build strong relationships through the courses, trade shows, and events held by his local association. He often talked about how valuable those connections were not just for learning and development, but for sharing ideas, solving common challenges, and being part of a community that truly understands the demands of the job.

Now, as he is near retirement, I find myself walking a similar path. Being involved in my own association has given me the chance to experience firsthand the benefits he always spoke about. Whether it's golf tournaments, technical training, or trade shows, these events are more than just dates on a calendar, they're opportunities to grow, collaborate, and carry on a tradition that's served our industry well for generations.

What makes this journey even more meaningful is getting to spend time together on a personal level, doing what we both love on a professional level. Sharing that common passion has brought us even closer, and created memories that go beyond the job itself.

My Dad has always believed in giving back and helping the next group of public works professionals feel welcomed and supported. That's a value I intend to carry forward. It's been a privilege to continue what he started, and I'm proud to be part of a new generation working to build on the foundation he and so many others helped establish.

SUBMIT
YOUR LA NEWS OR
ANNOUNCEMENTS

to be featured in the
newsletter and/or on
AORS social media

CONTACT
kellyelliott@aors.on.ca



AORS Winner

Aaron Hatton, CRS was the winner of the YETI cooler at the AORS Hospitality Suite during the Good Roads Conference. Aaron is presented the cooler by 2nd Vice-President Jim Borton, CRS-S. A huge thank you to Jeff Convey from Superior Road Products who donated the cooler to giveaway!

Lambton County Road Supervisors Association

Michael Cumming, CRS receives his Long Term Service Award at the Lambton County Road Supervisors Association meeting in June. Michael retired from the Township of Enniskillen as the Road Superintendent.



Our 34 Local Associations (LA) are the basic 'close to home' organizational element of AORS.

AORS  **COMMUNITY** 

They offer our members immediate, easy and cost-effective opportunities to:

- » Participate in activities and events
- » Utilize their right to vote and hold office
- » Attend educational programs
- » Network with colleagues and peers in a professional setting
- » Exchange public works technologies/trends with colleagues, and
- » Help support and promote our Association.

These stories are the best examples of the LA contribution to our Association and to our communities!

Niagara Region Road Supervisors Association

Michael Fletcher, CRS-I and Brandon Brisson, CRS-I receive their PWLDP Certificate of Completion from AORS Training and Programming Coordinator Christie Little at a Niagara Region Road Supervisors Association meeting.



York Region Roads Supervisors Association

Andrew Saltes, Assoc. R.S. from Aurora and Michael Szajner from Vaughan were the top drivers at the York Region Roads Supervisors Association's local roaddeo.

Essex County Municipal Supervisors Association

Essex County Municipal Supervisors Association had over 30 drivers out to compete and made it through the "100 degree heat"!



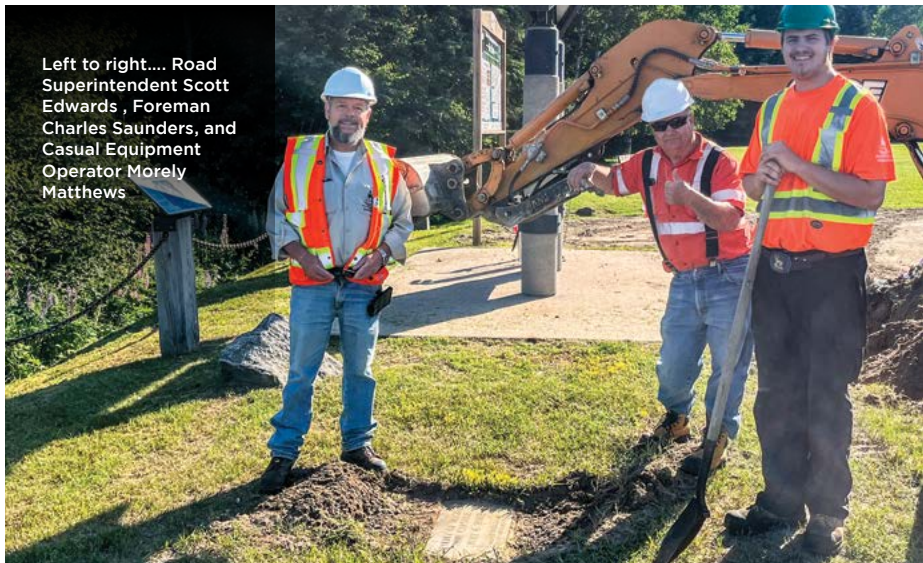
District 8 Retiree Coffee Social

AORS Past President Darrell Townsend, CRS-I was the driving force behind District 8 Road Supervisors Association's first-ever Retiree Coffee Social back in April at the Loyalist Township Works Garage.

The event was a warm and casual gathering, providing a great opportunity for past and present members to reconnect. It was our way of keeping in touch with the retirees who helped shape roads and communities—and to show appreciation for the years of service they dedicated to the profession and re-connect. About 35 were in attendance for the inaugural event!

20 Year Award

Larry Maddeaux, CRS-I presented Walker Industries with their 20 Year Award for advertising in Spotlight and thanked them for being a dedicated partner of AORS.



Left to right.... Road Superintendent Scott Edwards, Foreman Charles Saunders, and Casual Equipment Operator Morely Matthews

Finding Buried Treasure in Magnetawan!

The Municipality of Magnetawan had a Time Capsule buried 25 years ago and had since lost the maps and location, but it was to be opened during the festivities at the 2025 Canada Day Weekend. The task was given to the Roads Department to find and unearth the time capsule. By using old aerial photos, they were able to determine changes in the landscape and soils and chose a location to do the last "kick at the can" dig. As luck would have it, we found it with dedicated staff and team work!



AORS hosted LA Workshop

AORS hosted a successful LA Workshop in June at Horseshoe Valley Resort where we developed the framework for the 2026-2030 Strategic Plan. Thank you to all of those who attended the workshop!



Building Relationships

The District 8 Road Supervisors Association gathered at the Mohawk Community Centre on the Tyendinaga Mohawk Territory for a special opportunity to learn more about their neighbours, the Mohawks of the Bay of Quinte. Members were welcomed to hear about the culture, history, and traditions of the community, as well as the many programs and services that support their members. A highlight of the day was the delicious lunch, prepared and served by students from the Ohawase Education Centre, showcasing both talent and hospitality.

“This was an incredible opportunity to connect and learn,” said Joe Reid, CRS-S, AORS Representative for District 8 and AORS Past President. “It’s so important for our local associations to build and grow relationships with the First Nations communities in our regions. Understanding their perspectives and celebrating their culture strengthens our partnerships and helps us work better together.”

UPCOMING EVENTS

You can find AORS at these upcoming events:

- » **LEVEL UP CAREER FAIRS**—
Barrie (Oct 1-Oct 2), Sudbury (Oct 8-9), Timmins (Oct 14-6), Windsor (Oct 29-30), Hamilton (Nov 5-6), London (Nov 11-13), Oshawa (Nov 18-20), Mississauga (Nov 25-28), Kingston (Dec 2-3) and Ottawa (Dec 10-12)
- » **WESTERN ONTARIO WARDENS CAUCUS CONFERENCE**—
October 17, London, ON
- » **ONTARIO ONE CALL CONFERENCE**—October 22-24, Blue Mountains, ON
- » **LANDSCAPE ONTARIO**—
January 6-8, International Centre, Mississauga, ON (Use the code ASSO5 when registering to get your complimentary admission!)
- » **DSAO/LICO CONFERENCE**—
January 20-22, London, ON, Lamplighter Inn
- » **AORS ANNUAL GENERAL MEETING**—March 30, Fairmont Royal York, Toronto, ON
- » **GOOD ROADS CONFERENCE**—
March 29-April 1, Fairmont Royal York, Toronto, ON
- » **TRUCK WORLD**—April 16-18, International Centre, Mississauga, ON
- » **NATIONAL HEAVY EQUIPMENT SHOW**—Apr 23-24, International Centre, Mississauga, ON



Public Works Academy Training + Professional Certification

TRAINING UPDATE

Investing in Training

Shaping Winter-Ready and Leadership-Capable Public Works Teams

As 2025 transitions toward winter, this fall is an essential time to highlight how investing in education directly correlates with safer, more effective public works operations—and building a robust leadership pipeline for the future.



Winter-Ready and Safety First

Winter presents high stakes for public works crews—from unpredictable weather to intensive equipment use. Our NEW! Winter Maintenance Safety Review offers a practical, engaging approach that blends theory with hands-on application, including a pre-trip inspection of a snowplow. Offered in compact half-day or full-day formats, it ensures staff are both confident and compliant on the road.

This valuable new offering complements AORS's traditional Winter Maintenance School and the full Winter Operations Training Series, designed to build deep competence across supervisors, operators, and patrollers.



BY **CHRISTIE LITTLE**, AORS PROGRAMMING & TRAINING COORDINATOR AND **DENNIS O'NEIL**, AORS MEMBER SERVICES COORDINATOR

REAL VOICES REAL IMPACT

“The Almaguin Road Superintendents Association put together the AORS Winter Maintenance Safety Review at the Municipality of Magnetawan Roads Yard and had an excellent turnout. The instructor was both knowledgeable and had real life experiences that made the open discussion engaging and a great interaction.”

— **SCOTT EDWARDS CRS-S**, PUBLIC WORKS SUPERINTENDENT, MUNICIPALITY OF MAGNETAWAN

THE AORS VALUE PROPOSITION

To all those invested in public works training and professional development, AORS aims to meet the needs of our members by providing the following:



- » 60+ training courses designed and delivered through a variety of options/formats
- » Cooperative Local Association/LA (i.e. close-to-home) programs to reduce fees for courses, seminars and professional development programs
- » Customized adult 'peer to peer' learning experiences to accommodate specific needs
- » Strategic cooperative agreements with other professional and private sector organizations (e.g. Good Roads, SWANA) to deliver a wide range of cost-effective, high-quality programs
- » Volunteer Education Committee and Certification Board to organize and approve all training and professional development programs
- » Professional training and human resource development staff committed to quality control and on-going improvement
- » Public works career professional development paths with clear guidelines to ensure verification of public works expertise and improved employability

Cultivating Leadership The PWLDP



Building strong leadership starts now. The Public Works Leadership Development Program (PWLDP) supports current and emerging leaders—managers, supervisors, and even administrative staff—in developing essential skills to guide Ontario’s public works operations into the future.

Why the PWLDP Stands Out

» Comprehensive, modular learning:

Eight focused modules (Local Government, Customer Service, Leadership & Supervision, Financial Management, Talent Management, Process Management, Continuous Improvement, Communications), each aligning with levels of the Certified Road Supervisor (Assoc. R.S., CRS, CRS-I, CRS-S) designations.

» Flexible delivery:

Offered in both in-person and live webinar formats, allowing municipalities to train staff effectively within budget and scheduling constraints.

» Engaging learning format:

Each module emphasizes experiential, interactive learning—case studies, group discussions, simulations—led by seasoned municipal professionals.

» Career-building credential:

Completion of all eight modules earns a PWLDP Certificate of Completion, which satisfies the leadership training requirement for all three CRS designations. Modules can also be taken individually to meet specific needs or timelines.

» Provincially recognized pathway:

The CRS is the only designation for public works supervisors recognized under Ontario legislation (Association of Ontario Road Superintendents Act, 1996). The PWLDP provides a direct, sanctioned route toward achieving this credential.

» Networking opportunities:

Each session brings together peers from municipalities across Ontario, creating valuable opportunities to share experiences, exchange best practices, and build connections that last long after the course ends.

REAL VOICES REAL IMPACT

“The Public Works Leadership Development Program is a valuable addition to my skill set... highly transferable... helps us to better serve the public and the team.”

— KIM PAYEUR, ASSOC. R.S.,
CITY OF BELLEVILLE
(ADMINISTRATIVE
PROFESSIONAL)

“Just wanted to thank you for the recent PWLDP courses. I wasn’t sure what to expect but was pleasantly surprised by both the material and the instructors. The Customer Service course was the best I’ve ever taken, and the leadership training provided the foundation I’ve been looking for. I’ve even pulled a few pages from the handouts to review each morning to help calibrate my mindset in how I interact with the public and my coworkers.”

— JEFF WOLFE, TOWN OF ST. MARYS, INFRASTRUCTURE SERVICES MANAGER

60⁺

TRAINING
PROGRAMS



1900⁺

MEMBERS IN
ONTARIO



SAVE

ON TRAINING
& EDUCATION



A Call to Action for Fall Budget Planners

Municipal councils and decision-makers: elevate training from the sidelines to the centerpiece of fall budgeting. Programs like the Winter Maintenance Safety Review and PWLDP are investments in operational excellence, community safety, and long-term resiliency.

“Investing now—in safety and leadership—means being ready for every road and every season to come.”

Ready to Learn More or Book?

Explore upcoming sessions and register through the AORS Education portal:
<https://aors.on.ca/education>

For tailored training or bookings contact:

Dennis O’Neil, Member Services Coordinator,
dennisonel@aors.on.ca

Christie Little, Programming & Training Coordinator,
christielittle@aors.on.ca

1900+
TOTAL CERTIFIED
TO AUGUST 2025 (including Associate Members)

Certified At Certification Board Meeting February 21, 2025

Eric Armstrong	Mun.of Marmora and Lake	Assoc. R.S.
Ryan Baker	Twp. of Wellesley	CRS
Giancarlo Barranca	City of Brampton	Assoc. R.S.
Shawn Bromley	Mun.of Huron East	Assoc. R.S.
Alexander Kevin Bryson	Reg. Mun.of Niagara	Assoc. R.S.
Dennis Caddick	City of Belleville	Assoc. R.S.
Rob Camelon	Mun.of Dysart et al	CRS-S
Jeffrey Cawker	Mun.of Port Hope	CRS-I
Sanford Clause	Oneida Nation of the Thames	CRS-S
John Collison	Twp. of Dawn-Euphemia	CRS-I
Stephen Cooper	City of Hamilton	CRS
Jamie Davis	County of Oxford	CRS
Josh Decoste	Twp. of North Glengarry	Assoc. R.S.
Paul Dobias	Town of Gravenhurst	CRS
Travis French	City of Vaughan	Assoc. R.S.
John Gleeson	Mun.of Mississippi Mills	CRS-S
Joseph Gratton	Loyalist Twp.	CRS
Philip Heinen	Town of Grimsby	Assoc. R.S.
Greg Hodgson	Mun.of Chatham-Kent	Assoc. R.S.
James Levac	Twp. of South Glengarry	Assoc. R.S.
Tom Lewis	Town of Ajax	CRS
Adam Ling	Town of Halton Hills	CRS
Matthew MacKay	City of Mississauga	CRS
Javier Marcos	County of Brant	Assoc. R.S.
Greg Maxwell	Twp. of Limerick	CRS-I
Dax McAllister	City of Greater Sudbury	CRS-S
Shawn McGilchrist	Reg. Mun.of Peel	Assoc. R.S.
Allan McLeod	Mun.of York Region	Assoc. R.S.
Ethan Mosley	Reg. Mun.of Niagara	Assoc. R.S.
Kimberly Payeur	City of Belleville	Assoc. R.S.
Stephen Preston	City of Brampton	CRS
Trevor Prevost	Mun.of Tweed	CRS
Ryan Reid	Mun.of Tweed	CRS
Gregory R. Robinson	County of Haliburton	CRS
Daniel Sepe	City of Vaughan	CRS
Paul Spoelstra	City of Hamilton	CRS
Shaun Thomson	Mun.of Bluewater	CRS-I
Shane Timmermans	Mun.of South Huron	CRS-I
Evan Whillans	City of Brampton	Assoc. R.S.
James William Wilkinson	Town of Smiths Falls	Assoc. R.S.

The Provincially recognized designation of Certified Road Supervisor (CRS) is well recognized and respected throughout the public works industry in Ontario. Each quarter the AORS Certification Board considers applications from public works professionals to obtain their CRS designation. The various levels of certification require a specific number of years of roads related supervisory experience as well as designated courses. AORS, in cooperation with Good Roads, have strived to make these courses available through the pandemic, to allow individuals to continue to pursue their CRS certification or to advance to various levels of designation. The following lists represent those individuals who have been granted certification or reclassification over the last year. **Congratulations to all!!**

Certified At Certification Board Meeting May 23, 2025

Jonathan Angrove	City of Markham	CRS
Mike Dakin	City of Welland	CRS-I
Ryan Deer	Mun. of Kincardine	CRS
Mike Fletcher	Reg. Mun. of Niagara	CRS-I
Scott Hodgson	City of Kawartha Lakes	CRS-I
Robert Douglas Hutchinson	County of Simcoe	CRS-I
Ryan Johnston	Mun. of Middlesex Centre	CRS
Kyle Labbett	Loyalist Twp.	CRS-I
Rejean Lacroix	City of Woodstock	CRS
Steven Lewis	City of Kawartha Lakes	CRS-I
Lance Martens	Haldimand County	CRS
Paul Nicol	Town of New Tecumseth	CRS
Anthony Vani	Reg. Mun. of Niagara	CRS-I
Ken Young	County of Grey	CRS
Jean-Luc Boucher	The Nation Municipality	Assoc. R.S.
Adam Dobson Dobson	Town of New Tecumseth	Assoc. R.S.
Brian Lidster	Town of New Tecumseth	Assoc. R.S.
Tyler Rumble	Town of New Tecumseth	Assoc. R.S.
Phil Dominas	Reg. Mun. of Waterloo	Assoc. R.S.
Robert Fitzsimmons	The Town of The Blue Mountains	Assoc. R.S.
Cody Hannan	Town of New Market	CRS
John Kirk	Twp. of Oro-Medonte	CRS
Ryan Love	City of Thunder Bay	CRS
David Alphonse Moncion	Twp. of Sables-Spanish Rivers	CRS-I
Curtis Neuman	Loyalist Twp.	CRS
Joshawa Ostertag	County of Simcoe	Assoc. R.S.
Jason Pavao	City of Hamilton	CRS
Deanna Ridgley	City of Belleville	Assoc. R.S.
Andrew Saltes	Town of Aurora	Assoc. R.S.
Blake Sceppacerqua	Reg. Mun. of Niagara	CRS
Niall Stocking	Town of Georgina	CRS
Daryl Teeter	Mun. of Grey Highlands	CRS
Matthew Vriens	City of St. Thomas	CRS-S
Scott Wonch	Twp. of Carling	Assoc. R.S.

Certified At Certification Board Meeting August 21, 2025

Dave Lukezich		CRS-S
Bill Finley	Mun. of North Grenville	CRS
John Marshall	City of Brockville	CRS

Dan Rose	Reg. Mun. of Waterloo	CRS
Gregory Paul Dalton	County of Lambton	CRS
Timothy Morris	Twp. of Severn	CRS
James Lane	Town of Caledon	CRS-S
Brandon Brisson	Reg. Mun. of Niagara	CRS-S
Warren Waugh	City of Woodstock	CRS-S
Gary Medeiros	City of Burlington	CRS-I
Dwayne Gregson	Reg. Mun. of Peel	CRS-S
Adam Knapp	Twp. of Horton	CRS-S
Ryan Day	City of Hamilton	CRS-S
Martin Clouthier	Mun. of French River	CRS-I
John Costabile	City of St. Catharines	CRS-I
Ryan Newton	Town of Grimsby	CRS-I
Ronald Klingenberg	Mun. of Central Manitoulin	CRS-I
Andy Dickie	Town of Innisfil	CRS-I
Evan Bancroft	Twp. of South Frontenac	CRS
Alex Brown	County of Oxford	CRS-I
Nigel Bruneau	Town of Bracebridge	Assoc. R.S.
Mary Cutting	Town of New Tecumseth	Assoc. R.S.
Jason Flemming	City of Orillia	Assoc. R.S.
Caroline J. Kirkpatrick	Town of Gravenhurst	CRS
James Knight	Town of Essex	Assoc. R.S.
Kevin Laube	Twp. of Adjala-Tosorontio	Assoc. R.S.
Brett Leggett	Twp. of Wainfleet	Assoc. R.S.
Paul Leonard	District Mun. of Muskoka	Assoc. R.S.
Tyler Pearce	District Mun. of Muskoka	Assoc. R.S.
Mckinley Skrypetz	District Mun. of Muskoka	Assoc. R.S.
Karen Levesque	Town of Caledon	CRS
Dale Lockridge	Twp. of Tyendinaga	CRS
Ryan Ondusko	Town of Orangeville	CRS
John Piccinin	City of Thunder Bay	CRS
Cory Plumadore	U.C. of Stormont, Dundas and Glengarry	Assoc. R.S.
Alexander Saldana	Town of Aurora	Assoc. R.S.
Brian Scott	U.C. of Leeds and Grenville	CRS
Johnathan Spidaleri	County of Essex	Assoc. R.S.
Greg Turnbull	Mun. of South Bruce	CRS
Evan Zinn	City of Kitchener	Assoc. R.S.
Taylor Thomson	City of Markham	CRS
James W. Wilkinson	Town of Smiths Falls	CRS

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER >

5

BENEFITS OF BEING A REGULATED PROFESSION



- 1 Confirms the importance of the profession
- 2 Increases public trust in the profession
- 3 Increases career opportunities in the marketplace
- 4 More consultation by government on related policy issues
- 5 More credibility as public works experts



PROFESSIONAL DEVELOPMENT PROGRAM

The Certified Road Supervisor (CRS) is a legislated, widely recognized and highly successful professional public works accreditation. The CRS program is designed to raise professional standards, improve individual performance, and identify professionals who demonstrate the knowledge vital to public works management.

AORS has the exclusive right to use the CRS designation. Our accreditation program is recognized under provincial statute law.



Who is eligible for the CRS?

If you are an employee within the private/municipal sector hired to supervise construction, rehabilitation or maintenance of core civil public works infrastructure, you are eligible to apply for AORS CRS public works professional development accreditation.

5 STEPS TO CERTIFICATION

1. Gain hands-on supervisory experience in the public works industry
2. Expand your experience with training
3. Decide which certification applies to you: complete the application
4. Display your CRS certificate and Code of Ethics
5. Progress to the next level of certification

SORRY, You Can't Have That Find Another Way!



BY **GREGG FURTNEY**, CRS, CAO OF THE TOWN OF MINTO, **DARREN MACKENZIE**, DIRECTOR OF OPERATIONS FOR THE TOWN OF NIAGARA ON THE LAKE, AND **STEVE GRUBER** AND **SHANE MCCAUSLAND**, COFOUNDERS OF GRUMAC INC.

Collaborating for Smarter Budgets

The Municipal Shared Equipment Model

Budget season always seems to arrive sooner than expected. For municipalities, it brings not just financial analysis and spreadsheets, but also the shared responsibility of balancing fiscal prudence with the expectations of residents. Every department feels the weight of this task—from Corporate Services/Treasury to Public Works and beyond. Communities expect reliable services and strong infrastructure, but no resident is eager to see their tax bill climb.

The Challenge of Capital Costs

For Public Works directors and managers, budgeting can feel like navigating a maze of constraints. Requests for equipment upgrades are often met with a firm, “Sorry, you can’t have that—find another way.” These words, whether from a Treasurer, CAO, or council, reflect a common reality: capital budgets are usually the first to face reductions.

Rising costs only add to the challenge. Inflation, tariffs, and supply chain pressures push prices higher every year. A motor grader now exceeds \$550,000. A tractor starts at \$150,000. Even used equipment, while cheaper, rarely delivers the reliability municipalities need. Yet, who dares propose spending half a million dollars on a machine that may sit idle for months at a time?

Clearly, municipalities need another approach—one that respects taxpayer dollars while still ensuring communities receive high-quality services.

A Collaborative Solution

As Plato once noted, “Necessity is the mother of invention.” Innovation often emerges when constraints demand it. In that spirit, municipalities are embracing a new idea: the Municipal Collaborative Equipment Model.

The concept is straightforward. Municipalities, conservation authorities, utilities, and even educational institutions own expensive equipment that often sits unused for long stretches. Why not share these resources? With short-term lease agreements, one organization can generate revenue from underutilized machinery, while another gains access without shouldering the burden of a large capital purchase.

To simplify the process, a dedicated online marketplace—grushare.com, managed by GruMac Inc.—connects organizations looking to lease out equipment with those in need. The Lessor benefits by turning idle assets into revenue streams, often adding to reserves or funding new projects. The Lessee gains the equipment necessary to maintain or enhance service delivery. It’s a win-win solution, strengthening fiscal responsibility while promoting inter-agency collaboration.

A Tale of Two Towns

This model is already proving effective. Take the partnership between the Town of Niagara-on-the-Lake (NOTL) and the Town of Minto.

Minto needed a motor grader but couldn’t justify the steep capital cost of buying one. Through the collaborative model, they leased the equipment from NOTL, saving significant taxpayer dollars. Meanwhile, NOTL needed a tractor for seasonal work. Instead of buying one outright, they leased from Minto, generating revenue for Minto while ensuring their tractor avoided long idle periods.

These agreements, vetted by municipal legal teams, showcase fiscal responsibility, creativity, and collaboration. Both towns benefited financially and strengthened their partnership in the process.

The Bigger Picture

The Municipal Collaborative Equipment Model won’t solve every budget challenge, but it provides one more tool in the municipal toolkit. By generating revenue, reducing unnecessary capital expenditures, and maximizing the use of existing assets, municipalities can continue serving residents while demonstrating responsible stewardship of public funds.

At its heart, this initiative is about more than money—it is about innovation, collaboration, and leadership. When municipalities work together, they stretch every dollar further, strengthen relationships, and inspire confidence among council members, staff, and residents alike.

That is a story worth celebrating.



Association of
Ontario Road
Supervisors

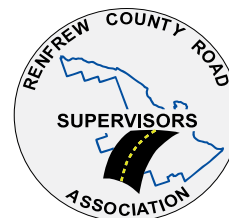
2026 AORS MUNICIPAL PUBLIC WORKS TRADESHOW



➤ JUNE 3-4, 2026
PETAWAWA CIVIC CENTRE



➤ PROUDLY HOSTED BY



YOUR PROFESSIONAL ASSOCIATION

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AORS

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Association of Ontario
Road Supervisors

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November 21, 2025

SENT VIA EMAIL - minister.mecp@ontario.ca

The Honourable Todd J. McCarthy
Minister of Environment, Conservation and Parks
College Park, 5th Floor
777 Bay Street
TORONTO, Ontario
M7A 2J3

Dear Minister McCarthy:

On October 31, 2025, the Ontario Ministry of Environment, Conservation and Parks (MECP) announced proposed amendments to the *Conservation Authorities Act* (CAA), to establish the Ontario Provincial Conservation Agency (OPCA) to provide leadership, governance, and strategic direction to Conservation Authorities (CAs). The agency will be responsible for:

- Developing a single digital permitting platform;
- Streamlining and standardizing service delivery by setting provincewide performance, standards
- as well as maintaining centralized data and updated floodplain mapping; and
- Overseeing the consolidation of Conservation Authorities.

The Ministry of Environment, Conservation and Parks are proposing that the agency would require the local Conservation Authorities to pay for the costs of the Ontario Provincial Conservation Agency.

Additionally, the MECP has introduced an amendment to the Conservation Authorities Act that outlines the proposed boundaries for establishing Regional Conservation Authorities. The proposed consolidation will entail, including reducing the number of Conservation Authorities from 36 to 7.

MECP has indicated that they plan to consult with stakeholders, municipalities, conservation authorities, and Indigenous communities. This consultation includes a policy proposal notice period posted on the Environmental Registry of Ontario for 45 days, inviting feedback on the

proposed boundaries and criteria for the regional consolidation of Ontario's 36 CAs with a deadline of December 22, 2025.

The Town understands that the timelines for the proposed CAA amendments are as follows:

- Consultation occurs throughout the Q1 2026;
- Conservation authorities operate within current governance structure until after the 2026 Municipal election; and
- Changes come into force January 1, 2027.

The Town of Goderich has identified several concerns relating to the proposed CAA amendments:

- What is the cost of establishing and operating the proposed Ontario Provincial Conservation Agency (OPCA)? The OPCA would require significant resources while local watershed advisory boards would still be needed to guide priorities and provide oversight.
- What is the anticipated total cost of consolidating the 36 Conservation Authorities to 7?
- As a local organization, the Maitland Conservation is responsive to community needs. Municipalities, landowners and community partners drive the services and priorities of the organization. A move to the OPCA, and the consolidation of Conservation Authorities, would mean less municipal input on service priorities, yet member municipalities currently financially contribute over 80% of the MVCA's operating budget, while the Province provides approximately 2%.
- Will the needs of rural communities and the agricultural sector will be adequately recognized and prioritized in this consolidation? Particularly since the lead Conservation Authority, for each of the 7 new regional conservation authorities, is expected to be in an urban setting in each region.
- A core priority for Maitland Valley Conservation Authority is reducing the risk of loss of life and community damage caused by flooding and erosion. MVCA are responsible for approving development in or near natural hazard areas, ensuring that new construction and additions are not at risk from flooding or erosion in floodplains or along the Lake Huron shoreline.
- MVCA's permitting process is efficient and consistent. In 2024, the average time to process all types of permits was just 5.7 days. The average time for reviewing and issuing permits by all conservation authorities is 12.5 business days.

- From start to finish, MVCA staff work closely with landowners, emphasizing customer service and helping them identify safe building locations outside hazardous areas. Will the proposed digital permitting platform be able to match MVCA's turnaround times and maintain this high level of customer experience? Additionally, what will the costs be for developing, implementing and maintaining this new platform?

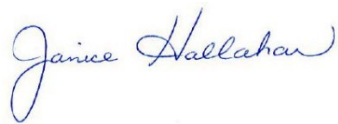
The Town of Goderich encourages the Provincial government to partner with the current Conservation Authorities to build capacity and support local solutions to watershed issues. This will require a multi-year commitment to reinvesting in Conservation Authorities.

In order to protect Ontario's prosperity, the Town would like to see an emphasis placed on developing and protecting the health of watersheds. They are the foundation of not only our economic prosperity but our life support system as well. Clean water, diverse forests and healthy soils directly support key sectors like tourism, forestry and agriculture, which in turn support economically strong local communities.

Healthy Lake Huron (HLH) is a model of collaboration between federal, provincial and county agencies, 5 Conservation Authorities and several community groups. HLH has been successful in supporting stewardship initiatives aimed at improving water quality along the Lake Huron shoreline. Using this collaborative approach across all the watersheds in Ontario to build healthy watersheds would result in effective, cost-efficient results.

Working seamlessly together, we can achieve superior results.

Respectfully,



Janice Hallahan
Chief Administrative Officer

Cc: The Honourable Doug Ford, Premier of Ontario
The Honourable Lisa Thompson, Minister of Rural Affairs, and MPP for Huron-Bruce
The Honourable Rob Flack, Ministry of Municipal Affairs and Housing
Association of Municipalities of Ontario
Environmental Registry of Ontario
Ed McGugan, Chair of the Maitland Valley Conservation Authority