

Agenda

Regular Meeting of Council

Corporation of the Township of The North Shore

Wednesday, September 4th, 2024

6:00 PM

Township of the North Shore is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://us02web.zoom.us/j/82075822737?pwd=tUU9NUN3dW0lOzuTarkshHqXo4Yjb2.1>

Meeting ID: 820 7582 2737

Passcode: 766399

This meeting is being held in a Hybrid setting. Attendees may choose to attend via ZOOM or in person in the Municipal Office Council Chambers located at 1385 Highway 17, Algoma Mills.

1. CALL TO ORDER
2. APPROVAL OF AGENDA
3. DISCLOSURES OF PECUNIARY INTEREST
4. PRESENTATIONS/DELEGATION
5. ADOPTION OF MINUTES
 - a) Minutes of the Special meeting of August 9th, 2024
 - b) Minutes for the Regular meeting of August 14th, 2024
 - c) Minutes of the Special Meeting of August 16th, 2024
 - d) Minutes of the Special Meeting of August 29th, 2024
6. COUNCIL MEMBERS REPORT
7. REPORTS AND MOTIONS OF MUNICIPAL STAFF, COMMITTEES, AND COMMUNICATIONS
 - a) Employee Right to Disconnect Policy
 - b) Proclamation - Child Care Worker and Early Childhood Educator Appreciation Day 2024
 - c) Donation of Withheld Council Remuneration
 - d) Legal Fees to be Paid - Invoice #964987
 - e) Staff and Council as Volunteer Firefighters Policy
 - f) Ministry of Labour Field Visit Report dated August 19th, 2024
 - g) Resolution of Support - Women of Ontario Say No
 - h) Recommendations to council from cemetery committee - community war memorial funding application for grant and purchase of war memorial

Consent Agenda

- a) Hydro One North Shore Link Project Community open house invitation information
- b) Letter from the Office of the Deputy Minister and Commissioner of Emergency Management regarding the Community Emergency Preparedness Grant Round 2 launching late September 2024

8. OLD BUSINESS (INCLUDES THE FOLLOWING WRITTEN LETTERS/REPORTS) - Nil

9. INTRODUCTION, READING AND CONSIDERATION OF BY-LAWS

10. NOTICES OF MOTION

11. QUESTION PERIOD

12. CLOSED SESSION

To move to Closed Session pursuant to Section 239 (3.1) of the Municipal Act, to consider:

- ii. (b) personal matters about an identifiable individual, including municipal or local board employees
- iii. (c) a proposed or pending acquisition or disposition of land by the municipality or local board
- v. (e) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board
- vi. (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose
- viii. (h) information explicitly supplied in confidence to the municipality or local board by Canada, a province or territory or a Crown agency of any of them
- xi. (k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board

Closed session meeting attendance by: Township of The North Shore Municipal Council, Clerk

For the purpose of legal matters

13. REPORT FROM CLOSED SESSION

14. CONFIRMATORY BY-LAW

By-law 24-45 being a by-law to confirm the proceedings of Council at its meeting held September 4th, 2024, be read a first, second and third time enacted and passed.

15. ADJOURNMENT



Minutes

Special Council Meeting
Township of the North Shore
Friday, August 9th, 2024
3:00 p.m.
Hybrid Meeting

ATTENDANCE

Council: Tony Moor - Mayor
Robin Green - Councillor at Large - telephone
Len Menard - Ward 2
Tracey Simon - Ward 3

Absent: Richard Welburn - Ward 1

Staff: Rachel Jean Schneider, Municipal Clerk/Deputy Treasurer
Matt Simon, Public Works Manager/Fire Chief

CALL TO ORDER

The Mayor called the meeting to order at 3:00 p.m.

APPROVAL OF AGENDA

RESOLUTION #24-221

Moved by: T. Simon

Seconded by: L. Menard

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the agenda as circulated

CARRIED

DISCLOSURES OF PECUNIARY INTEREST

PRESENTATIONS/DELEGATION

- a) PUC - Walkerton Clean Water Centre Pilot Testing Proposal - Ion Exchange - Serpent River Water Treatment Plant

RESOLUTION #24-222

Moved by: T. Simon

Seconded by: L. Menard

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approve the Walkerton Clean Water Centre Pilot Testing Proposal, as presented by PUC at the August 9th, 2024, Special meeting, and that Council approve the project start date of August 13th, 2024, at a cost of \$14,001.93 for Phase 1 and for Phase 2.

CARRIED

ADOPTION OF MINUTES

COUNCIL MEMBERS REPORT

REPORTS AND MOTIONS OF MUNICIPAL STAFF, COMMITTEES AND COMMUNICATION

OLD BUSINESS

INTRODUCTION, READING, AND CONSIDERATION OF BY-LAWS

NOTICES OF MOTION

CLOSED SESSION

REPORT FROM CLOSED SESSION

CONFIRMATORY BY-LAW

RESOLUTION # 24-223

Moved By: T. Simon

Seconded By: L. Menard

BE IT RESOLVED: That the Council of the Corporation of the Township of The North Shore hereby approve By-Law No. 24-38, Being a By-Law to Confirm the Proceedings of Council at its Special meeting held August 9th, 2024, be read a first, second and third time, enacted and passed.

CARRIED

ADJOURNMENT

RESOLUTION # 24-224

Moved By: L. Menard

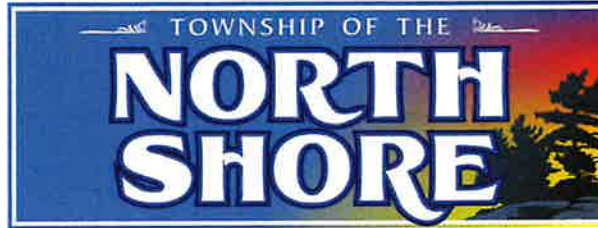
Seconded By: T. Simon

BE IT RESOLVED: That the Corporation of the Township of The North Shore Special Council meeting of August 9th, 2024, do now adjourn at _____ p.m. to meet again on the 14th day of August 2024 at 6:00 p.m., or at the call of the Chair.

CARRIED

Tony Moor, Mayor

Rachel Jean Schneider, Clerk/Deputy Treasurer



Minutes

Regular Council Meeting
Township of the North Shore
Wednesday, August 14th, 2024
6:00 p.m.
Hybrid Meeting

ATTENDANCE

- Council: Tony Moor - Mayor
Robin Green - Councillor at Large
Richard Welburn - Ward 1
Len Menard - Ward 2
Tracey Simon - Ward 3 - electronic
- Staff: Matt Simon, Public Works Manager/Fire Chief - *left meeting at 7:33 PM*
Rachel Schneider, Municipal Clerk/Deputy Treasurer
Craig Davidson - Deputy Treasurer - *left meeting at 7:17 PM*
- Guest: Tony Fleming, Integrity Commissioner - Cunningham Swan

CALL TO ORDER

The Mayor called the meeting to order at 6:00 p.m.

APPROVAL OF AGENDA

RESOLUTION #24-225

Moved by: R. Welburn

Seconded by: R. Green

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the agenda as circulated

CARRIED

DISCLOSURES OF PECUNIARY INTEREST

PRESENTATIONS/DELEGATION

Cunningham Swan - Integrity Commissioner Reports dated July 4th, 2024

RESOLUTION #24-226a

Moved by: R. Green

Seconded by: T. Simon

BE IT RESOLVED: That Council of the Corporation of the Township of the North Shore approves to make the Integrity Commissioner reports, as presented to Council by Cunningham Swan at the August 14th, 2024, Regular Council meeting, available to the public by adding the reports to the Township's website

CARRIED

RESOLUTION #24-226b

Moved by: R. Welburn

Seconded by: R. Green

BE IT RESOLVED: That Council of the Corporation of the Township of the North Shore approves to make the Integrity Commissioner reports, as presented to Council by Cunningham Swan at the August 14th, 2024, Regular Council meeting, available to the public by providing a copy of the report upon written request.

CARRIED

RESOLUTION #24-227

Moved by: R. Green

Seconded by: T. Simon

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the recommendations for penalty sanctions outlined in the Integrity Commissioner report dated July 4, 2024, involving the Councillor of Ward 1 Richard Welburn

CARRIED

RESOLUTION #24-228

Moved by: R. Welburn

Seconded by: L. Menard

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the recommendations for penalty sanctions outlined in the Integrity Commissioner report dated July 4, 2024, involving the Deputy Mayor/Councillor of Ward 3 Tracey Simon

CARRIED

ADOPTION OF MINUTES

- a) Special meeting minutes of July 16th, 2024

RESOLUTION #24-229

Moved by: R. Welburn

Seconded by: L. Menard

BE IT RESOLVED: That Council of the Corporation of the Township of the North Shore adopts the Special meeting minutes of July 16th, 2024.

CARRIED

- a) Regular meeting minutes of July 17th, 2024

RESOLUTION #24-230

Moved by: L. Menard

Seconded by: T. Simon

BE IT RESOLVED: That Council of the Corporation of the Township of the North Shore adopts the Regular meeting minutes of July 17th, 2024.

CARRIED

- a) Special meeting minutes of July 24th, 2024

RESOLUTION #24-231

Moved by: L. Menard

Seconded by: T. Simon

BE IT RESOLVED: That Council of the Corporation of the Township of the North Shore adopts the Special meeting minutes of July 24th, 2024.

CARRIED

COUNCIL MEMBERS REPORT

- a) Councillor Simon - Women of Ontario Say No

RESOLUTION #24-232

Moved by: L. Menard

Seconded by: R. Welburn

BE IT RESOLVED: That Council of the Corporation of The North Shore receive the Councillor Report from Councillor Tracey Simon regarding the Women of Ontario Say No for information purposes

CARRIED

- b) Councillor Simon - Recreation Committee

RESOLUTION #24-233

Moved by: L. Menard

Seconded by: R. Green

BE IT RESOLVED: That Council of the Corporation of The North Shore receive the Councillor Report from Councillor Tracey Simon regarding the Recreation Committee for information purposes

CARRIED

REPORTS AND MOTIONS OF MUNICIPAL STAFF, COMMITTEES AND COMMUNICATION

- a) Workplace Anti-Violence, Harassment and Sexual Harassment Policy

RESOLUTION #24-234

Moved by: R. Green

Seconded by: T. Simon

BE IT RESOLVED: That Council of the Corporation of The North Shore receive the staff report and attached letter from Weaver Simmons for consideration, and that Council approve the Workplace Anti-Violence, Harassment and Sexual Harassment Policy as presented per the Order from the Ministry of Labour received May 10th, 2024.

CARRIED

- b) Yellow Plow Truck

RESOLUTION #24-235

Moved by: R. Welburn

Seconded by: L. Menard

BE IT RESOLVED: That Council direct Staff to use existing equipment other than the Plow Truck for winter events with additional equipment hired as required, and further that Staff continue a search for a reasonable replacement unit for the plow truck.

CARRIED

- c) Dockage at Cookhouse Boat Launch

RESOLUTION #24-236

Moved by: R. Welburn

Seconded by: L. Menard

BE IT RESOLVED: That Council receive the secondary report regarding the Cookhouse boat launch in Algoma Mills, and that Council direct Staff to follow Policies L-3 and P-6 and By-Law 15-32, with the addition of day use parking in launch areas, and those with more than day use being referred to local businesses as appropriate.

DEFERRED

d) Township of The North Shore - Third Clean-Up Week

RESOLUTION #24-237

Moved by: R. Green
Seconded by: R. Welburn

BE IT RESOLVED: That Council receive the report as presented, and that Council approve adding a "Free Tipping Ticket" to the Interim tax bills each year, which would allow Township rate payers to bring items to the Landfill free of charge any day of the year when the Landfill is scheduled to be open.

CARRIED

e) Recommendations from Recreation Committee meeting dated July 30th, 2024 - Recreation Committee Terms of Reference

RESOLUTION #24-238

Moved by: R. Welburn
Seconded by: L. Menard

BE IT RESOLVED: That Council of the Corporation of The North Shore approve the recommendation from the July 30th, 2024, Recreation Committee meeting to approve the proposed Terms of Reference

CARRIED

f) Recommendations from Recreation Committee meeting dated July 30th, 2024 -

RESOLUTION #24-239

Moved by: L. Menard
Seconded by: R. Green

BE IT RESOLVED: That Council of the Corporation of The North Shore approve the recommendation from the July 30th, 2024, Recreation Committee meeting to install speakers at the Spragge Recreation Area within the Rink

CARRIED

Consent Agenda

a) Hydro One - Project information - Class Environmental Assessment for new 230 kilovolt transmission line between Sault Ste. Marie and Wharncliffe

RESOLUTION #24-240

Moved by: R. Green
Seconded by: L. Menard

BE IT RESOLVED That Council receive item a of the August 14th, 2024, Consent Agenda for information purposes.

CARRIED

OLD BUSINESS

INTRODUCTION, READING, AND CONSIDERATION OF BY-LAWS

a) By-Law 24-39 being a by-law to amend the Procedural By-Law No. 19-13 (Question Period)

RESOLUTION #24-241

Moved by: L. Menard
Seconded by: T. Simon

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore hereby approve By-Law 24-39 being a by-law to amend the Procedural By-Law 19-13 be read a first, second and third times, enacted and passed

CARRIED

NOTICES OF MOTION

a) Councillor Simon - Notice of Motion - Women of Ontario Say No Support Resolution

RESOLUTION #24-242

Moved by: T. Simon

Seconded by: L. Menard

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore direct staff to bring the proposed Resolution of Support, as submitted by Councillor Simon, to the September 4th, 2024, Regular Council meeting.

CARRIED

CLOSED SESSION

RESOLUTION #24-243

Moved by: R. Welburn

Seconded by: T. Simon

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore move to Closed Session pursuant to Section 239 (2) of the Municipal Act, to consider items 1-11, specifically:

To move to Closed Session pursuant to Section 239 (3.1) of the Municipal Act, to consider:

- ii. (b) personal matters about an identifiable individual, including municipal or local board employees
- v. (e) litigation or potential litigation, including matters before administrative tribunals, affecting the municipality or local board
- vi. (f) advice that is subject to solicitor-client privilege, including communications necessary for that purpose
- viii. (h) information explicitly supplied in confidence to the municipality or local board by Canada, a province or territory or a Crown agency of any of them
- xi. (k) a position, plan, procedure, criteria or instruction to be applied to any negotiations carried on or to be carried on by or on behalf of the municipality or local board

Closed session meeting attendance by: Township of The North Shore Municipal Council, Clerk, Public Works Manager

For the purpose of legal matters

The Mayor called a Recess at 7:17 PM

C. Davidson left the meeting at 7:17 PM

M. Simon exited Council Chambers at 7:17 PM

L. Menard exited Council Chambers at 7:17 PM

R. Green exited Council Chambers at 7:17 PM

R. Welburn exited Council Chambers at 7:17 PM

T. Moor exited and returned to Council Chambers at 7:23 PM

T. Moor exited Council Chambers at 7:23 Pm and returned at 7:24 PM

M. Simon returned to Council Chambers at 7:24 PM

L. Menard returned to Council Chamers at 7:24 PM

R. Green returned to Council Chambers at 7:24 PM

R. Welburn returned to Council Chambers at 7:25 PM

The Mayor resumed the meeting at 7:25 PM

M. Simon left the meeting at 7:33 PM

L. Menard exited Council Chambers at 7:38 PM and returned at 7:39 PM

REPORT FROM CLOSED SESSION

RESOLUTION #24-244

Moved by: L. Menard

Seconded by: T. Simon

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore arise from Closed Session at 7:39 PM and report as follows: Council gave direction to the Mayor and Clerk regarding the legal matters

CARRIED

CONFIRMATORY BY-LAW

RESOLUTION # 24-245

Moved By: R. Welburn

Seconded By: L. Menard

BE IT RESOLVED: That the Council of the Corporation of the Township of The North Shore hereby approve By-Law No. 24-40, Being a By-Law to Confirm the Proceedings of Council at its Regular meeting held August 14th, 2024, be read a first, second and third time, enacted and passed.

CARRIED

ADJOURNMENT

RESOLUTION # 24-26

Moved By: R. Green

Seconded By: L. Menard

BE IT RESOLVED: That the Corporation of the Township of The North Shore Regular Council meeting of August 14th, 2024, do now adjourn at 7:41 PM to meet again on the 4th day of September 2024 at 6:00 p.m., or at the call of the Chair.

CARRIED

Tony Moor, Mayor

Rachel Schneider, Clerk/Deputy Treasurer



Minutes

Special Council Meeting
Township of the North Shore
Friday, August 16th, 2024
10:15 AM
Hybrid Meeting

ATTENDANCE

Council: Tony Moor - Mayor
Robin Green - Councillor at Large
Richard Welburn - Ward 1
Len Menard - Ward 2
Tracey Simon - Ward 3 - telephone

Staff: Rachel Jean Schneider, Municipal Clerk/Deputy Treasurer
Matt Simon, Public Works Manager/Fire Chief

CALL TO ORDER

The Mayor called the meeting to order at 10:15 AM

APPROVAL OF AGENDA

RESOLUTION #24-252

Moved by: L. Menard

Seconded by: R. Green

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the agenda as circulated

CARRIED

DISCLOSURES OF PECUNIARY INTEREST

PRESENTATIONS/DELEGATION

ADOPTION OF MINUTES

COUNCIL MEMBERS REPORT

REPORTS AND MOTIONS OF MUNICIPAL STAFF, COMMITTEES AND COMMUNICATION

OLD BUSINESS

INTRODUCTION, READING, AND CONSIDERATION OF BY-LAWS

- a) By-Law 24-42 being a by-law to adopt the Workplace Anti-Violence, Harassment and Sexual Harassment Policy for the Corporation of the Township of The North Shore

RESOLUTION #24-253

Moved by: R. Green
Seconded by: L. Menard

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approve By-Law 24-42 being a by-law to adopt the Workplace Anti-Violence, Harassment and Sexual Harassment Policy for the Corporation of the Township of The North Shore be read a first, second and third time enacted and passed.

CARRIED

NOTICES OF MOTION

CLOSED SESSION

REPORT FROM CLOSED SESSION

CONFIRMATORY BY-LAW

RESOLUTION # 24-254

Moved By: R. Green
Seconded By: L. Menard

BE IT RESOLVED: That the Council of the Corporation of the Township of The North Shore hereby approve By-Law No. 24-43, Being a By-Law to Confirm the Proceedings of Council at its Special meeting held August 16th, 2024, be read a first, second and third time, enacted and passed.

CARRIED

ADJOURNMENT

RESOLUTION # 24-255

Moved By: R. Green
Seconded By: L. Menard

BE IT RESOLVED: That the Corporation of the Township of The North Shore Special Council meeting of August 16th, 2024, do now adjourn at 10:17 AM to meet again on the 4th day of September 2024 at 6:00 p.m., or at the call of the Chair.

CARRIED

Tony Moor, Mayor

Rachel Jean Schneider, Clerk/Deputy Treasurer



Minutes

Special Council Meeting
Township of the North Shore
Thursday, August 29th, 2024
1:00 p.m.
Hybrid Meeting

ATTENDANCE

- Council: Tony Moor - Mayor
Robin Green - Councillor at Large
Richard Welburn - Ward 1
Len Menard - Ward 2
Tracey Simon - Ward 3
- Staff: Matt Simon, Public Works Manager/Fire Chief/By-Law Enforcement
Rachel Schneider, Municipal Clerk/Deputy Treasurer
Angel Pilon, Admin
- Guest: Enrique Paraco, MMAH Municipal Advisor
Sarah Cormier, MMAH Municipal Advisor

CALL TO ORDER

The Mayor called the meeting to order at 1:00 p.m.

ADDITIONS TO THE AGENDA

RESOLUTION #24-256

Moved by: L. Menard

Seconded by: R. Green

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore approves the agenda as circulated

CARRIED

DISCLOSURES OF PECUNIARY INTEREST

PRESENTATIONS/DELEGATION

ADOPTION OF MINUTES

COUNCIL MEMBERS REPORT

CLERK'S REPORT

REPORTS AND MOTIONS OF MUNICIPAL STAFF, COMMITTEES AND COMMUNICATION

OLD BUSINESS

INTRODUCTION, READING, AND CONSIDERATION OF BY-LAWS

NOTICES OF MOTION

CLOSED SESSION

RESOLUTION #24-257

Moved by: R. Green

Seconded by: T. Simon

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore move to Closed Session pursuant to Section 239 (3.1) of the Municipal Act, to consider:

A meeting of a council or local board or of a committee of either of them may be closed to the public if the following conditions are both satisfied:

1. The meeting is held for the purpose of educating or training the members.
2. At the meeting, no member discusses or otherwise deals with any matter in a way that materially advances the business or decision-making of the council, local board or committee.

Closed session meeting attendance by: Township of the North Shore Municipal Council, Clerk, Public Works Manager/Fire Chief, Receptionist/Office Assistant, and Ministry of Municipal Affairs and Housing advisors

For the purposes of MMAH education and training.

CARRIED

The Mayor called a Recess at 2:28 PM

T. Simon exited Council Chambers at 2:28 PM

L. Menard exited Council Chambers at 2:28 PM

M. Simon exited Council Chambers at 2:28 PM

R. Green exited Council Chambers at 2:28 PM

A. Pilon exited Council Chambers at 2:28 PM

R. Schneider exited Council Chambers at 2:29 PM and returned at 2:30 PM

T. Simon returned to Council Chambers at 2:30 PM

T. Simon exited Council Chambers at 2:30 PM

R. Welburn exited Council Chambers at 2:31 PM

M. Simon returned to Council Chambers at 2:32 PM

T. Simon returned to Council Chambers at 2:34 PM

R. Welburn returned to Council Chambers at 2:34 PM

M. Simon exited Council Chambers at 2:34 PM and returned at 2:35 PM

A. Pilon returned to Council Chambers at 2:36 PM

R. green returned to Council Chambers at 2:36 PM

T. Simon exited Council Chambers at 2:36 PM and returned at 2:37 PM

A. Pilon exited Council Chambers at 2:37 PM and returned at 2:38 PM

L. Menard returned to Council Chambers at 2:38 PM

The Mayor resumed the meeting at 2:38 PM

REPORT FROM CLOSED SESSION

RESOLUTION #24-258

Moved by: L. Menard

Seconded by: R. Green

BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore arise from Closed Session MMAH training at 3:49 p.m.

CARRIED

CONFIRMATORY BY-LAW

RESOLUTION # 24-259

Moved By: R. Welburn

Seconded By: T. Simon

BE IT RESOLVED: That the Council of the Corporation of the Township of The North Shore hereby approve By-Law No. 24-44 Being a By-Law to Confirm the Proceedings of Council at its Special meeting held August 29th, 2024, be read a first, second and third time, enacted and passed.

CARRIED

ADJOURNMENT

RESOLUTION # 24-260

Moved By: L. Menard

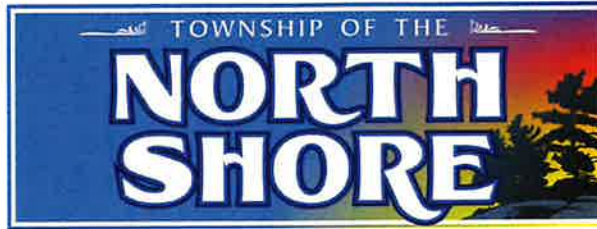
Seconded By: T. Simon

BE IT RESOLVED: That the Corporation of the Township of The North Shore Special Council meeting of August 29th, 2024, do now adjourn at 3:50 p.m. to meet again on the 4th day of September 2024 at 6:00 p.m., or at the call of the Chair.

CARRIED

Tony Moor, Mayor

Rachel Schneider, Municipal Clerk/Deputy Treasurer



August 12, 2024

Meeting of September 4th, 2024

Council Report

SUBJECT: EMPLOYEE RIGHT TO DISCONNECT POLICY

RECOMMENDATION: That Council receive the staff report as presented for consideration, and that Council approve the Employee Right to Disconnect Policy.

On December 2nd, 2021, the Provincial Government of Ontario passed Bill 27 – Working for Workers Act, 2021.

Ontario Bill 27 defines disconnecting from work as “not engaging in work-related communications, including emails, telephone calls, video calls or sending or reviewing other messages, so as to be free from the performance of work.”

The Township of The North Shore does not currently have an Employee Right to Disconnect Policy as it is not a Provincial requirement to have one due to the number of Township employees.

Although there is currently a requirement for employers of 25 employees or more to have a written policy in place regarding disconnecting from work for employees, employee health and well-being are priorities, and it is important that the Township of The North Shore shows it is committed to increasing overall employee health and wellness and providing employees with a better work–life balance.

Please see attached the proposed Employee Right to Disconnect Policy for Council's review.

Prepared and Submitted by: Rachel Jean Schneider, Municipal Clerk/Deputy Treasurer

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

POLICY MANUAL

POLICY TITLE:
Employee Right to Disconnect

SUBJECT:
Employee Health, Safety and Wellness

POLICY SECTION:
E

POLICY NO:
4

EFFECTIVE DATE:
September 4, 2024

ENACTED BY:
Resolution

Employee Right to Disconnect Policy

Intent

The Township of The North Shore understands that due to work-related pressures, the current landscape of work, or an employee's work environment or location, employees may feel obligated or choose to continue to perform their job duties outside their normal working hours. Work-related pressure and the inability to disconnect from the job can lead to stress and deterioration of mental health and overall well-being. This policy has been established to support employee wellness, minimize excessive sources of stress, and ensure that employees have the right to disconnect from their work outside their regularly scheduled hours.

For this policy, "regularly scheduled hours" means an employee's specific working hours during which an employee is expected to perform their job duties and/or attend Council or Committee meetings, including to attend when required by the Clerk, per the Township of The North Shore Procedure By-Law.

Guidelines

An employee's time outside working hours is meant for employees to recharge and spend time as they wish and should not be used to complete work-related tasks; however, there may be a lack of separation between home and work that makes it difficult for employees to truly disconnect. Because work is more accessible, employees may end up continuing to work even after their workday is done. Using personal time to work can make an employee feel as though they are "always on" or obligated to continue working or respond to communication.

Employees who do not fully disconnect from their work at the end of the day may experience stress and other mental health issues. Stress and poor mental health are associated with many of the leading causes of disease and disability, can lead to burnout, negatively affect performance, mood, and attendance, and personal and professional relationships.

Employee health and well-being are priorities while working and while away from work. The Township of The North Shore is committed to increasing overall employee health and wellness and providing employees with a better work-life balance.

The Right to Disconnect

Employees have the right to disconnect from their job and any work-related tasks or communication outside of working hours without fear of reprisal.

Employees are encouraged to set clear boundaries between work and their personal lives.

The right to disconnect means that employees:

- Can and should stop performing their job duties and work-related tasks when they are not expected to work
- Are not required to take work home with them to complete outside of regular working hours
- Are not expected or required to respond to work-related communication outside their regular working hours, while on break, or during any paid or unpaid time off
- Should take and use all of their scheduled breaks and time off entitlements for non-work-related activities
- Will not face repercussion or be penalized for not communicating or continuing to work outside of their regular working hours

Employees must also be respectful of others' right to disconnect and should not expect their co-workers to respond, communicate, or complete work when not working.

Workload and Productivity

The Township of The North Shore understands that employees may want or need to work outside their normal hours to meet a time-sensitive deadline, to attend to an urgent matter, or due to unforeseen circumstances; however, employees should not regularly or frequently work outside their scheduled hours to complete or catch up on work.

Employees who cannot manage their workload during their regularly scheduled hours should meet with their direct manager to evaluate the current workload, priorities, and due dates.

Managers will work with employees to come up with a solution to ensure:

- The current workload does not result in the employee working excess hours or contribute to additional stress and burnout
- Normal job duties can be completed during working hours
- Employees can remain productive and meet goals and objectives

Working additional hours does not always equate to higher productivity. Employees can maximize their productivity during their workday by using time management tactics, such as:

- Blocking off periods in their schedule and calendar to complete specific tasks or address communication
- Working with their manager to organize work in order of priority or importance
- Breaking down projects and tasks into manageable chunks
- Minimizing interruptions by setting their online status to "busy" or "do not disturb"
- Trying to have at least one dedicated workday per week without meetings (where possible)
- Setting goals to work continuously for a specified period before taking a break or responding to communication (for example, the Pomodoro technique).

Communication

Employees may feel obligated to send or respond to messages from other employees or Council when they are not working. The Township of The North Shore staff or Council may on occasion send general communication to employees when they are not working, such as on an employee's day off or scheduled vacation but will do their best to ensure that they are not sending communication that requires an immediate response from employees. Employees are not expected to respond to any company communication when not at work, except for unforeseen circumstances, such as an emergency. In the case of unforeseen circumstances or an emergency, the employee will be contacted directly by the Clerk and/or the Mayor.

Employees must also respect others and avoid direct communication like sending e-mails, messages (through their phone or other communication and messaging apps) or calling other employees outside their regularly scheduled working hours, during breaks, or during an employee's time off, such as their regular day off or vacation time.

The Township of North Shore understands that it may be necessary to send communication to a group of employees or forward important information to an employee who is not working. If employees or Council members do send communications to others who are not at work, they should not expect a response until the other employee returns. If the matter is urgent or an emergency and requires an immediate response, employees must reach out to their manager and/or the Clerk.

Employees who do not reply to work-related communications outside normal working hours will not face negative effects on their employment.

Set communication boundaries by:

- Setting clear expectations for e-mail response time
- Logging off for the day or setting your online status to "away," "out of office," "do not disturb," or "offline" when not working
- Scheduling any breaks or time off in your calendar
- Ensuring that all employees and members of Council are familiar with this policy and any other policy referencing communication, such as the Council-Staff Relations Policy, the Code of Conduct, and the Employee Code of Conduct
- Avoiding using work e-mail for unrelated communication, such as newsletters, coupons, or personal correspondence.

If employees or members of Council send communication outside working hours, others are more likely to feel obligated to respond or assume the employee sending the communication will be available during those hours. If it is necessary to compose messages or communicate outside regular working hours, use a scheduling tool to send the e-mail at a specified time during work hours, such as the start of the next workday.

Time Off

The Township of The North Shore understands the importance for its employees to have personal time off. Employees are encouraged to use their accrued paid vacation time in full every year for rest, relaxation, and personal pursuits. Employees are expected to complete any time-sensitive projects and meet any deadlines before going on vacation. If work can be attended to when the employee returns, they can resume their duties where they left off before taking vacation. Managers will work with employees to delegate job-specific duties that must be completed while the employee is on vacation to maintain workflow and productivity. Employees should not be reluctant to take vacation due to workload, unless there are limitations or restrictions because of a due date, project priority, scheduling conflict, or unforeseen circumstance that prevent an employee from taking a vacation at a specific time requested.

Overtime

Hours worked outside an employee's standard hours may lead to overtime hours. The Township of The North Shore allows employees to work overtime. Overtime may be requested or required in certain situations to ensure work is completed; however, employees should not work overtime unless directed by their manager. Please see the employee policy for guidelines on overtime.

Mental Health Support

The Township of The North Shore recognizes that the workplace plays a significant role in managing and supporting mental health and understands that deterioration of mental health and wellness can be triggered by excess pressures at work or at home and result in lowered work performance and harm to one's physical and mental condition.

The Township of The North Shore will support mental health by:

- Minimizing work-related sources of stress
- Addressing internal factors that contribute to burnout
- Regularly assessing workload, productivity, and expectations
- Promoting work–life balance
- Helping employees recognize the signs and symptoms of mental health issues
- Having an open-door policy for communication and ensure employees are comfortable talking to their manager about mental health concerns
- Treating mental health with the same level of importance as physical health and safety

Acknowledgement and Agreement

I, _____, have received a copy of the Corporation of the Township of The North Shore *Right to Disconnect Policy*. My signature, below, confirms that I have read or have had the policy read to me and I fully understand the contents of the policy.

Name: _____

Signature: _____

Date: _____

Witness: _____

Date: _____



August 12, 2024

Meeting of September 4, 2024

Council Report

SUBJECT: Child Care Worker and Early Childhood Educator Appreciation Day - October 24, 2024.

RECOMMENDATION: That Council proclaim October 24, 2024, as Child Care Worker and Early Childhood Educator Appreciation Day.

Child Care Worker and Early Childhood Educator Appreciation Day recognizes the commitment, hard work and dedication of Early Childhood Educators and staff who work with young children. Each year, the day is proclaimed by The Ontario Coalition for Better Child Care (OCBCC), the Canadian Union of Public Employees (CUPE), municipalities and school boards across Ontario, and is marked by hundreds of childcare centres, unions, allies.

It is being requested that Council once again make a proclamation and participate in Child Care Worker and Early Childhood Educator Appreciation Day in 2024, on October 24th, 2024.

PROCLAMATION

24th ANNUAL CHILD CARE WORKER AND EARLY CHILDHOOD EDUCATOR APPRECIATION DAY

OCTOBER 24th, 2024

- WHEREAS** years of research confirms the benefits of high-quality early learning and childcare for young children's intellectual, emotional, social and physical development and later life outcomes; and
- WHEREAS** childcare promotes the well-being of children and responds to the needs of parents and the broader community by supporting quality of life so that citizens can fully participate in and contribute to the economic and social life of their community; and
- WHEREAS** trained and knowledgeable Registered Early Childhood Educators and childcare staff are the key to quality in early learning and childcare programs; and
- WHEREAS** Registered Early Childhood Educators and childcare workers will be vital to the success of the Canada-Wide Early Learning and Child Care system; and
- THEREFORE, BE IT RESOLVED** that Council for the Corporation of the Township of The North Shore proclaim that October 24th, 2024, be designated the 24th annual "Child Care Worker & Early Childhood Educator Appreciation Day" in recognition of the education, dedication and commitment of childcare workers to children, their families and quality of life of the community.

Tony Moor, Mayor

Date : September 4th, 2024



June 25, 2024

Re: 24th Annual Child Care Worker and Early Childhood Educator Appreciation Day, October 24, 2024

To Ontario mayors and councils,

We are writing to ask that you and your council proclaim and participate in Child Care Worker & Early Childhood Educator Appreciation Day on Thursday, October 24, 2024. This day recognizes the commitment, skills and hard work of Early Childhood Educators (ECEs) and staff who work with young children. Each year, the day is proclaimed by the Ontario Coalition for Better Child Care (OCBCC), the Canadian Union of Public Employees (CUPE), municipalities and school boards across Ontario, and is marked by hundreds of child care centres, unions, and allies.

This year's Child Care Worker and Early Childhood Educator Appreciation Day **theme is WORTH MORE, as part of our continuing campaign for decent work and pay for the early years and child care workforce!**

To fulfil the promise of the Canada-Wide Early Learning and Child Care system we need to ensure high quality spaces for every family who needs it. We have seen how affordable child care is life-changing for many families, but we need to make that possible *for all*. To make that vision a reality we need to expand access to child care by building new programs – but most importantly we must ensure that we retain, re-attract and recruit ECEs and child care workers with decent work and fulfilling careers to lead these vital, educational programs.

We will be sharing these messages on Appreciation Day and we need your help to make it happen by making an official proclamation.

If your council does not issue official proclamations, there are many alternative ways for your municipality to participate in celebrating this important day:

- Organize a public announcement;
- Flag raising or purple light display;
- Display our posters and distribute our buttons; and
- Organize events and contests for the day or have councilors or the mayor participate in events hosted by child care centres.

A sample proclamation and document outlining additional ways to recognize this important day is attached.

We would love to acknowledge municipalities who choose to celebrate child care workers and ECEs across Ontario on October 24, 2024. Please let us know how your municipality is participating in the appreciation day and we will add you to our list of proclamations and celebrations.

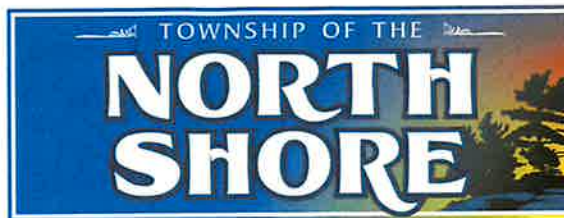
Please direct any correspondence on proclamations and/or celebration activities to the attention of Carolyn Ferns, by mail: Ontario Coalition for Better Child Care, PO Box 73034 Wood Street PO Toronto, ON M4Y 2W5, or by email at: carolyn@childcareontario.org.

Thank you for your consideration.

Christa O'Connor
President, OCBCC

Fred Hahn
President, CUPE Ontario Division

7c)



August 16, 2024

Meeting of September 4th, 2024

Council Report

<u>SUBJECT:</u> Donation of Withheld Council Remuneration
<u>RECOMMENDATION:</u> That Council direct Staff to provide a donation to the Blind River Emergency Food Bank in an amount equal to the remuneration withheld as a result of Council accepting the recommendation of the Integrity Commissioner.

At the Meeting of Council of August 14, 2024, Council received reports from the Integrity Commissioner. Council accepted all the penalties recommended by the Integrity Commissioner at that meeting. At that time, there was a request to donate any funds withheld to a local food bank and a further request to donate any funds withheld to the Recreation Committee. The penalties approved by Council related to the request to have funds donated to the local food bank.

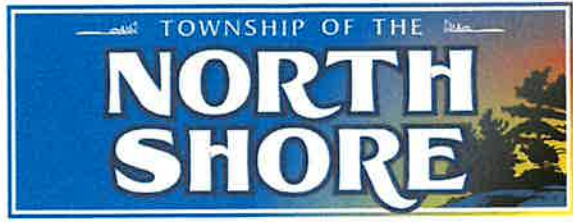
To effect this, Staff are requesting direction from Council to donate an amount equal to the remuneration withheld to the Blind River Emergency Food Bank. For Council's information, the amount is \$456.08.

Respectfully Submitted

Craig Davidson, Deputy Treasurer

Reviewed by: Rachel Jean Schneider, Municipal Clerk/Deputy Treasurer

7d)



August 19, 2024

Meeting of September 4th, 2024

Council Report

SUBJECT: LEGAL FEES TO BE PAID – Invoice #964987
RECOMMENDATION: That Council review the attached Invoice #964987 from Weaver Simmons, for information purposes.

Please find attached to this report an invoice dated July 18th, 2024, (received on August 19th, 2024) that was issued to the Township of The North Shore from Weaver Simmons for services rendered and disbursements incurred for the period ending July 18th, 2024, regarding reviewing the Township’s Workplace Anti-Violence, Harassment and Sexual Harassment Policy.

At the June 5th, 2024, Regular Council meeting, Council passed the following Resolution:

“ a) *Workplace Anti-Violence, Harassment and Sexual Harassment Policy*
RESOLUTION #24-153
 Moved by: R. Welburn
 Seconded by: T. Simon
BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore receive the staff report for consideration, and that Council approve the proposed Workplace Anti-Violence, Harassment and Sexual Harassment Policy as presented to be in compliance with the Order from the Ministry of Labour received May 10th, 2024, and Council further recommends referral of document to Legal Counsel

CARRIED”

The Township of The North Shore Legal Counsel Services Consultation and Expenditures Policy states the following:

- “3.1 *Legal Counsel Services Consultation or expenditures may be commenced by the Clerk or designated Clerk if the amount of legal fees remains within the year’s budgeted amount for Legal Services*
- 3.2 *No Legal Counsel Services Consultation or expenditures may be commenced unless prior approval is obtained from the Township of the North Shore Council by means of resolution if the amount of legal fees exceeds what is left in the year’s budget.*
- 3.3 *Any consultation or expenditure commenced will be brought to the attention of Council at the next scheduled meeting of Council, under the relevant section of the agenda.”*

Although Council passed a Resolution to refer the Policy to Legal Counsel for review, it is still a requirement of the Policy that the invoice be brought to the attention of Council at the next scheduled meeting of Council.



WEAVER·SIMMONS^{LLP}

Barristers, Solicitors, Notaries

James C. Simmons, K.C.
 P. Berk Keaney*
 Geoff Jeffery
 Marc A.J. Huneault
 R. Martin Bayer
 Kathleen Stokes
 Scott T. Croteau
 Rose Muscolino
 Michael J.N. Haraschuk
 P. Peter Diavolitsis
 Michael J. Venturi*
 Richard R.F. Nolin
 Michel R. Carré
 Matthew Leef
 Dhiren R. Chohan
 Stephanie A. Farrell
 Zachary T. Courtemanche
 Brianna K. Johns
 Matthieu M. Butler
 Devan J. Munch
 Marissa M. Sarrazin
 Natalie D. Schryer
 Puneet Mehta
 Gabrielle C. Pellerin
 Sara Balagh

Associated as Counsel
 Matti E. Mottonen**
 Stephen Vrbanac
 Kevin J. Kovalchuk
 Jack Braithwaite

* Certified By The Law
 Society Of Ontario As A
 Specialist In Criminal Law

** Certified By The Law
 Society Of Ontario As A
 Specialist In Family Law

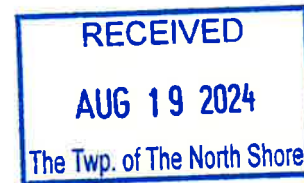
Please reply to: *Kathleen Stokes*
 Direct Line: [REDACTED]
kstokes@weaversimmons.com

PRIVILEGED AND CONFIDENTIAL

VIA REGULAR MAIL

July 30, 2024

Ms. Rachel Jean Schneider
 Municipal Clerk/Deputy Treasurer
 Township of the North Shore
 1385 Hwy 17
 P.O. Box 108
 Algoma Mills, ON P0R 1A0



Dear Ms. Schneider:

Re: Account

Please find attached our account for services rendered and disbursements incurred for the period ending July 18, 2024.

Reply To:

SUDBURY OFFICE:
 Brady Square
 233 Brady Street
 Suite 400
 Sudbury, ON, P3B 4H5
 tel: 705.674.6421
 fax: 705.674.9948

NORTH BAY OFFICE:
 116 McIntyre Street W.
 North Bay, ON, P1B 2Y6
 tel: 705.497.1900
 fax: 705.497.1700

CHAPLEAU OFFICE:
 20 Pine Street W.
 Chapleau, ON, P0M 1K0
 tel: 705.864.1505
 (by appointment)

We trust that you will find the attached satisfactory.

Yours truly,



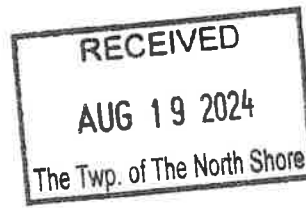
Kathleen Stokes

/eb

encl.

Weaver Simmons LLP
 233 Brady Street
 Suite 400
 Sudbury, ON P3B 4H5 Canada

Township of the North Shore
 1385 Hwy 17
 P.O. Box 108
 Algoma Mills, ON
 P0R 1A0 Canada



Date: 7/18/2024
 Matter #: 93920
 Inv #: 964987

RE: Township of the North Shore - Labour General

Date	Initials	Description of Service	Hours	Amount
06/17/24	KS	Reviewing e-mail from R. Aube; reviewing and responding to e-mails from R. Schneider;	0.20	75.00
06/18/24	KS	Drafting e-mail to client; reviewing Policy;	0.80	300.00
07/10/24	SB	Reviewing Workplace Anti-Violence, Harassment, and Sexual Harassment Policy; reviewing Code of Practice to address workplace harassment;	2.70	675.00
07/11/24	SB	Revising Workplace Anti-Violence, Harassment, and Sexual Harassment Policy;	2.90	725.00
07/14/24	KS	Revising policy and forwarding revised Policy to client;	1.20	450.00
07/15/24	KS	Reviewing e-mail from client;	0.20	75.00
07/18/24	KS	Reviewing and responding to email from client; reviewing response;	0.40	150.00
	SB	Receipt and review of correspondence from R. Schneider regarding Harassment Policy;	0.60	150.00
		Total Fees	9.00	\$2,600.00
		Total HST on Fees		338.00
		Total Fees, Disbursements and HST		\$2,938.00

Balance Now Due

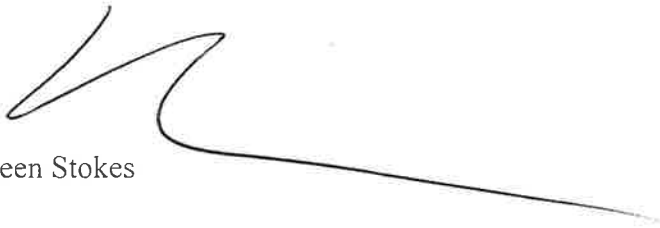
\$2,938.00

TAX ID Number 12169 9714 RT0001

THIS IS OUR ACCOUNT HEREIN

Weaver Simmons LLP

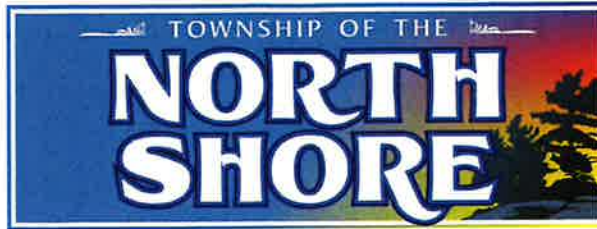
per: Kathleen Stokes
E. & O. E.



WHEN REMITTING PAYMENT OF THIS ACCOUNT, PLEASE QUOTE OUR MATTER NUMBER ABOVE
(E-Transfer is available for payment of accounts. please inquire for details).

Accounts are payable upon receipt and if not paid within thirty (30) days hereof interest shall be charged at the rate of
6% in accordance with the provisions of the Courts of Justice Act. Overdue accounts may be
assessed in accordance with the provisions of the Solicitors' Act and the Rules of Civil Procedure.

7e)



August 23, 2024

Meeting of September 4, 2024

Council Report

SUBJECT: Staff and Council as Volunteer Firefighters Policy

RECOMMENDATION: That Council receive the staff report as presented for consideration, and that Council approve the Staff and Council as Volunteer Firefighters Policy.

The Township of The North Shore "Township of The North Shore Employees as Volunteer Firefighters" Policy has been reviewed. The effective date of this Policy was January 16, 2019.

The Policy has been reviewed to be up to date and the only proposed amendment is to change the name of the policy to "Township of The North Shore Staff and Council as Volunteer Firefighters". The reason for this is due to the fact that the policy speaks to and provides operational guidelines for both staff and Council members acting as Volunteer firefighters.

Prepared and Submitted by: Rachel Jean Schneider, Municipal Clerk/Deputy Treasurer

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

POLICY MANUAL

POLICY TITLE:

SUBJECT:

Township of The North Shore Staff and Council as Volunteer Firefighters

Operational Guideline

POLICY SECTION:

POLICY NO:

F

2

EFFECTIVE DATE:

January 16, 2019

ENACTED BY: Resolution

REVIEWED:

September 4, 2024

ENACTED BY: Resolution

1.00 Purpose

The purpose is to establish a guideline as to the activities of fire fighters acting on behalf of the fire department who also serve in another capacity with the Township of The North Shore. The Township of The North Shore Fire Department requires volunteers, but the priority of tasks, monetary compensation and department administration are areas of potential conflict.

2.00 Scope

- 2.01 This guideline outlines the activities of a Municipal employee who is a volunteer fire fighter with the Township of The North Shore Fire Department.
- 2.02 This guideline outlines the activities of Township of The North Shore elected officials who are a volunteer fire fighter with the Township of The North Shore Fire Department.

3.00 Municipal Employee as a Fire Fighter

- 3.01 The Township of The North Shore Fire Department provides emergency services to the residents and the public passing through the Municipality. In the event of an emergency, the Township of The North Shore Municipal employee during his or her normal work schedule can respond immediately as a fire fighter to the scene of the emergency.
- 3.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the operating guideline with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC). The Township of The North Shore Fire Department fire fighter who is a Municipal employee arriving on the scene first shall be the OIC or IC until such time as a senior officer or other fire fighter agrees to assume this responsibility.
- 3.03 Monetary compensation for the Township of The North Shore Municipal employee responding to an emergency will be determined by the Township of The North Shore Clerk based on the difference in a fire fighter's compensation responding to an emergency versus compensation paid to a fire fighter for a training exercise or extra duty.
- 3.04 The Township of The North Shore Fire Department fire fighter who is a Municipal employee shall participate in training and other exercises similar to other fire fighters. Training is typically outside Municipal work schedule and compensation shall be as a fire fighter attending a training session.

- 3.05 The Township of The North Shore Fire Department fire fighter who is a Municipal employee may be assigned extra duty that can be done outside the Township of The North Shore work schedule. The Fire Chief shall assign extra duty based on the following considerations in order of priority: a fire fighter has the necessary skills or knowledge; willing to complete the assigned work; and rotational basis among all fire fighters. Extra duty outside the employee's Municipal work schedule shall be compensated at a similar rate to a fire fighter attending a training session.

4.00 Municipal Employee as Fire Chief

- 4.01 The Township of The North Shore Fire Department provides emergency services to the residents and the public passing through the Municipality. In the event of an emergency, the Township of The North Shore Municipal employee during his or her normal work schedule can respond immediately as a Fire Chief to the scene of the emergency.
- 4.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the operating guideline with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC).
- 3.03 Monetary compensation for the Township of The North Shore Municipal employee responding to an emergency as Fire Chief during normal working hours will be the regular pay for both positions. Reasoning for this is that the Fire Chief position is an annual salary determined by the duties carried out throughout the year and council feels that a Municipal employee with a highly valuable skill set should not lose wages for their service to the community.
- 3.04 The Township of The North Shore Fire Chief who is a Municipal employee shall participate in training and other exercises similar to other fire fighters. Training is typically outside Municipal work schedule and compensation shall be as a Fire Chief attending a training session.
- 3.05 The Township of The North Shore Fire Department Fire Chief who is a Municipal employee may be assigned extra duty that can be done outside the Township of The North Shore work schedule. Extra duty is assigned based on the following considerations in order of priority: a fire fighter has the necessary skills or knowledge; willing to complete the assigned work; and rotational basis among all fire fighters. Extra duty outside the employee's Municipal work schedule shall be compensated at a similar rate to the Fire Chief attending a training session.

5.00 Elected Municipal Official as a Fire Fighter

- 5.01 An elected Municipal official is able to respond to an emergency that will not likely interfere with his or her other duties related to the Township of The North Shore. The Township of The North Shore elected official can respond immediately as a fire fighter to the scene of the emergency.
- 5.02 All Township of The North Shore Fire Department fire fighters at the scene of an emergency shall follow the guidelines with respect to the chain of command by following instructions of the Officer-in-Charge (OIC) or Incident Commander (IC). The Township of The North Shore Fire Department fire fighter who is an elected official arriving on the scene first shall be the OIC or IC until a senior officer or other fire fighter agrees to assume this responsibility.
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- 5.06 The Township of The North Shore Fire Department fire fighter who is also an elected Municipal official shall not be expected to compromise his or her responsibilities to the Township of The North Shore Council. His or her role as a fire fighter and an elected official are to be kept separate, unless otherwise appointed as the official representative to the Township of The North Shore Fire Department by the Township of The North Shore Council.

6.00 Responsibility

It is the responsibility of all fire fighters to behave ethically with the Township of The North Shore Fire Department.

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

POLICY MANUAL

POLICY TITLE:	SUBJECT:
Township of The North Shore Employees as Volunteer Firefighters	Operational Guideline
POLICY SECTION:	POLICY NO:
F	2
EFFECTIVE DATE:	ENACTED BY:
January 16, 2019	Resolution

1.00 Purpose

The purpose is to establish a guideline as to the activities of fire fighters acting on behalf of the fire department who also serve in another capacity with the Township of The North Shore. The Township of The North Shore Fire Department requires volunteers but the priority of tasks, monetary compensation and department administration are areas of potential conflict.

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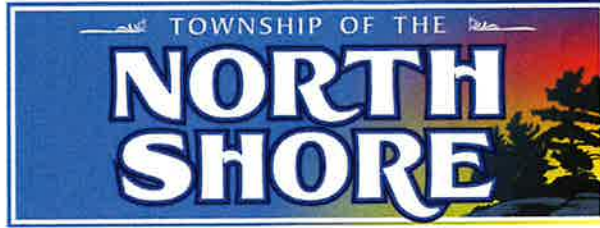
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6.00 Responsibility

It is the responsibility of all fire fighters to behave ethically with the Township of The North Shore Fire Department.



August 20th, 2024

Meeting of September 4th, 2024

Council Report

SUBJECT: MINISTRY OF LABOUR – FIELD VISIT REPORT - AUGUST 19, 2024

RECOMMENDATION: That Council receive the staff report regarding the Ministry of Labour Field Visit Report for August 19th, 2024, for information purposes.

At the May 15th, 2024, Regular Council Meeting, Council passed the following Resolution regarding the Ministry of Labour Field Visit Report and Orders dated May 10th, 2024:

“ a) *Ministry of Labour Report*

RESOLUTION #24-142

Moved by: T. Simon

Seconded by: R. Green

BE IT RESOLVED: That Council of the Corporation of The North Shore direct staff to add the Ministry of Labour report to the Municipality’s website

CARRIED”

The Ministry of Labour attended the Municipal Office on August 19th, 2024 for a follow up visit and provided a new report (attached to staff report).

Within the report, the MOL Inspector states:

“The township has been in regular contact, explaining the delays in achieving compliance and ultimately has now complied with this order”

Based on the Resolution passed by Council on May 15th, the follow up Field Visit Report dated August 19th, 2024, has been added to the Township’s website, Facebook page, and in the hallway on the bulletin board by the front door of the Municipal Office.

COPY

Occupational
Health and Safety

Field Visit Report

Page 1 of 1

OHS Case ID: **02844TJPM01**
Field Visit no: **02844TJPM015-2844-FV002** Visit Date: **2024-AUG-19** Field Visit Type: **FOLLOW-UP**

Workplace Identification: **NORTH SHORE, TOWNSHIP OF** Notice ID:
PO BOX/RR 108 ALGOMA MILLS, ON CA P0R 1A0

Telephone: **(705) 849-2213** JHSC Status: **Active** Work Force #: **6** Completed %:

Persons Contacted: **Tony Moor - Mayor, Rachel Schneider - Municipal Clerk**

Visit Purpose: **Follow up on orders issued May 10, 2024**

Visit Location: **Township Office**

Visit Summary: **The workplace has an updated Workplace Anti-Violence, Harassment, and Sexual Harassment Policy. Training is on-going. See details below.**

Detailed Narrative:

On May 10, 2024 the township was issued an order to review and update their workplace harassment policy. The township has been in regular contact, explaining the delays in achieving compliance and ultimately has now complied with this order.

The policy was reviewed and meets the requirements of OHSA.

The employer was also issued an order to train workers on the contents of the townships updated policy. Since the policy was only recently approved, workers are now being provided with the information and instruction related to this policy.

The employer will contact this inspector once all staff have received this training.

Recipient	Inspector Data	Worker Representative
Name: <u>Tony Moor</u>	MARK GRBICH O.H.S.A. & B.O.S.T.A. INSPECTOR PROVINCIAL OFFENCES OFFICER 480-70 Foster Dr. Sault Ste Marie, ON P6A 6V4 SSMMOLReporting@Ontario.ca Tel: (705) 254-9802 Fax: (705) 949-9796	Name: <u>Rachel Jean Schneider</u>
Title: <u>Mayor</u>		Title: <u>Municipal Clerk Deputy Treas</u>
Signature: <u>Tony Moor</u>	Signature: <u>[Handwritten Signature]</u>	Signature: <u>[Handwritten Signature]</u>

You are required under the Occupational Health and Safety Act to post a copy of this report in a conspicuous place at the workplace and provide a copy to the health and safety representative or the joint health and safety committee if any. Failure to comply with an order, decision or requirement of an inspector is an offence under Section 66 of the Occupational Health and Safety Act. You have the right to appeal any order or decision within 30 days of the date of the order issued and to request suspension of the order or decision by filing your appeal and request in writing on the appropriate forms with the Ontario Labour Relations Board, 505 University Ave., 2nd Floor, Toronto, Ontario M5G 2P1. You may also contact the Board by phone at (416) 326-7500 or 1-877-339-3335 (toll free), mail or by website at <http://www.oltb.gov.on.ca/> for more information.

The Government of Ontario wants to hear from you. You can provide feedback on this visit at 1-888-745-8888

7.9)



August 28, 2024

Meeting of September 4, 2024

Council Report

SUBJECT: Resolution of Support – Women of Ontario Say No

RECOMMENDATION: That Council show support for the proposed Resolution of Support regarding the Women of Ontario Say No, Bill 5 and Bill 207

At the August 14th, 2024, Regular meeting, Council passed the following Resolution:

a) *"Councillor Simon - Notice of Motion - Women of Ontario Say No Support Resolution
RESOLUTION #24-242
Moved by: T. Simon
Seconded by: L. Menard
BE IT RESOLVED: That Council for the Corporation of the Township of The North Shore direct staff to bring the proposed Resolution of Support, as submitted by Councillor Simon, to the September 4th, 2024, Regular Council meeting.*

CARRIED'

Please find attached to this report, Bill 5 (Stopping Harassment and Abuse by Local Leaders Act, 2022), Bill 207 (Municipal Accountability and Integrity Act, 2024) and a Resolution of Support dated August 30th, 2024 passed by the Council of the City of Brantford.

Prepared and submitted by: Rachel Jean Schneider, Clerk/Deputy Treasurer

Legislative
Assembly
of Ontario



Assemblée
législative
de l'Ontario

1ST SESSION, 43RD LEGISLATURE, ONTARIO
71 ELIZABETH II, 2022

Bill 5

**An Act to amend various statutes with respect to
workplace violence and harassment policies in codes of conduct
for councillors and members of local boards**

Mr. S. Blais

Private Member's Bill

1st Reading August 10, 2022
2nd Reading
3rd Reading
Royal Assent



EXPLANATORY NOTE

The Bill amends the *Municipal Act, 2001* and the *City of Toronto Act, 2006*.

The amendments require the code of conduct for municipal councillors and members of local boards to include a requirement for those councillors and members to comply with workplace violence and harassment policies.

The amendments also permit municipalities and local boards to direct the Integrity Commissioner to apply to the court to vacate a member's seat if the Commissioner's inquiry determines that the member has contravened the code of conduct by failing to comply with the workplace violence or harassment policies. These applications may not be made during regular elections. Where a member's seat on the council of a municipality or a local board is vacated, the amendments contemplate restrictions on the member's ability to subsequently stand for election and be reappointed to the council of the municipality or the local board.

**An Act to amend various statutes with respect to
workplace violence and harassment policies in codes of conduct
for councillors and members of local boards**

Her Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Municipal Act, 2001

1 Section 223.2 of the *Municipal Act, 2001* is amended by adding the following subsection:

Required content

(1.1) The codes of conduct for members of the council of the municipality and of its local boards must include a requirement for the members to comply with the policies with respect to workplace violence or harassment that are established by the municipality or its local boards under section 32.0.1 of the *Occupational Health and Safety Act*.

2 Section 223.4 of the Act is amended by adding the following subsection:

Workplace violence or harassment

(6.1) In addition to imposing either of the penalties set out in subsection (5), the municipality or local board may direct the Commissioner to make an application to vacate the member's seat in accordance with section 223.4.0.1 if the Commissioner reports that, in their opinion, the member has contravened the code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence or harassment.

3 The Act is amended by adding the following section:

Workplace violence or harassment application

223.4.0.1 (1) If directed to do so by a municipality or local board under subsection 223.4 (6.1), the Commissioner shall apply to a judge of the Superior Court of Justice for a determination of whether a member of the council of the municipality or local board has contravened the municipality's or local board's code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence or harassment.

No application during regular election

(2) No application shall be made under this section during the period of time starting on nomination day for a regular election, as set out in section 31 of the *Municipal Elections Act, 1996*, and ending on voting day in a regular election, as set out in section 5 of that Act.

Contents of notice of application

(3) The notice of application shall state the grounds for finding that the member contravened the municipality's or local board's code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence or harassment.

Penalty

(4) If the judge determines that the member has contravened the code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence or harassment, the judge may declare the member's seat vacant.

Same

(5) A member whose seat on the council of a municipality or on a local board has been vacated under subsection (4) is ineligible to stand as a candidate at any subsequent elections respecting the council of the municipality or the local board or to be appointed to the council of the municipality or the local board during the period beginning on the day on which the member's seat is declared vacant and ending on the day of the second subsequent regular election.

City of Toronto Act, 2006

4 Section 157 of the *City of Toronto Act, 2006* is amended by adding the following subsection:

Required content

(1.1) The code of conduct for members of city council and of local boards (restricted definition) must include a requirement for the members to comply with the policies with respect to workplace violence or harassment that are established by the City or local board under section 32.0.1 of the *Occupational Health and Safety Act*.

5 Section 160 of the Act is amended by adding the following subsection:**Workplace violence or harassment**

(6.1) In addition to imposing either of the penalties set out in subsection (5), the City council or local board (restricted definition) may direct the Commissioner to make an application to vacate the member's seat in accordance with section 160.0.1 if the Commissioner reports that, in their opinion, the member has contravened the code of conduct by failing to comply with the City's or local board's policies with respect to workplace violence or harassment.

6 The Act is amended by adding the following section:**Workplace violence or harassment application**

160.0.1 (1) If directed to do so by City council or a local board (restricted definition) under subsection 160 (6.1), the Commissioner shall apply to a judge of the Superior Court of Justice for a determination of whether a member of City Council or of the local board (restricted definition) has contravened the City's or local board's code of conduct by failing to comply with the City's or local board's policies with respect to workplace violence or harassment.

No application during regular election

(2) No application shall be made under this section during the period of time starting on nomination day for a regular election, as set out in section 31 of the *Municipal Elections Act, 1996*, and ending on voting day in a regular election, as set out in section 5 of that Act.

Contents of notice of application

(3) The notice of application shall state the grounds for finding that the member contravened the City's or local board's code of conduct by failing to comply with the City's or local board's policies with respect to workplace violence or harassment.

Penalty

(4) If the judge determines that the member has contravened the code of conduct by failing to comply with the City's or local board's policies with respect to workplace violence or harassment, the judge may declare the member's seat vacant.

Same

(5) A member whose seat on city council or on a local board has been vacated under subsection (4) is ineligible to stand as a candidate at any subsequent elections respecting the city council or local board or to be appointed to the city council or the local board during the period beginning on the day on which the member's seat is declared vacant and ending on the day of the second subsequent regular election.

Commencement

7 This Act comes into force on the day it receives Royal Assent.

Short title

8 The short title of this Act is the *Stopping Harassment and Abuse by Local Leaders Act, 2022*.

Legislative
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Assemblée
législative
de l'Ontario

1ST SESSION, 43RD LEGISLATURE, ONTARIO
2 CHARLES III, 2024

Bill 207

**An Act to amend the Municipal Act, 2001 and the City of Toronto Act, 2006
with respect to conduct of councillors and members of local boards**

Mr. J. Burch

Private Member's Bill

1st Reading June 5, 2024
2nd Reading
3rd Reading
Royal Assent



EXPLANATORY NOTE

The Bill amends the *Municipal Act, 2001* and the *City of Toronto Act, 2006*. Here are some of the highlights:

1. Requirements relating to workplace violence, workplace harassment and workplace discrimination are added with respect to codes of conduct.
2. A requirement to review codes of conduct and establish a framework for codes of conduct is added to both Acts.
3. The *Municipal Act, 2001* is amended to require the Minister to establish a Board of Integrity Commissioners.
4. Both Acts are amended to allow the Commissioner to make an application for judicial review to vacate a member's seat and impose prescribed penalties if the Commissioner is of the opinion that the member has made certain contraventions of the code of conduct.
5. Provisions are added to both Acts to allow the Commissioner to apply to a judge of the Superior Court for confirmation of certain determinations.

**An Act to amend the Municipal Act, 2001 and the City of Toronto Act, 2006
with respect to conduct of councillors and members of local boards**

His Majesty, by and with the advice and consent of the Legislative Assembly of the Province of Ontario, enacts as follows:

Municipal Act, 2001

1 Section 223.2 of the *Municipal Act, 2001* is amended by adding the following subsections:

Workplace violence, harassment and discrimination

(2.1) A code of conduct established pursuant to this section must require members of the council of the municipality and of its local boards to,

- (a) comply with the policies with respect to workplace violence, workplace harassment and workplace discrimination established by the municipality or its local boards under section 32.0.1 of the *Occupational Health and Safety Act*; and
- (b) report contraventions of the code of conduct to the municipality or local board, as the case may be.

Same, training

(2.2) The municipality or local board, as the case may be, shall ensure that members of its council are provided with annual, mandatory training provided by a third party provider regarding the policies with respect to workplace violence, workplace harassment and workplace discrimination.

Same

(2.3) A member who attends the training referred to in subsection (2.2) shall provide the municipality or local board, as the case may be, with a written attestation that they have attended the training.

2 The Act is amended by adding the following sections:

Code of conduct review

223.2.1 (1) Within one year after section 2 to the *Municipal Accountability and Integrity Act, 2024* comes into force, the Minister shall conduct a review of the codes of conduct established pursuant to section 223.2 of this Act.

Framework

(2) Within 6 months after conducting the review, the Minister shall establish a framework for codes of conduct that shall include the following:

1. A list of standard provisions that must be included in every code of conduct.
2. A list of standards that a code of conduct must include, including standards with respect to workplace violence, workplace harassment and workplace discrimination.
3. Requirements for training members of a council of a municipality and local board regarding the code of conduct.
4. A range of penalties to be applied for contraventions of a code of conduct.
5. Standard processes for inquiries and investigations into alleged contraventions of a code of conduct.
6. Mechanisms for protecting individuals from reprisals for alleging contraventions of a code of conduct.
7. Maximum timelines for inquiries and investigations and a process for prioritizing claims of a contravention based on the nature of the contravention.
8. Standards regarding support and indemnification for members of a council of a municipality and local board, as the case may be, and for their staff.
9. Mechanisms for ensuring that complaints are addressed through a trauma-informed process.
10. Mechanisms for addressing complaints that are frivolous or vexatious.
11. A process for informal resolution of appropriate complaints.

12. Such other matters as the Minister considers appropriate.

Implementation

(3) The Minister shall establish a plan and schedule for each municipality and local board to implement the framework code of conduct.

Board of Integrity Commissioners

223.2.2 The Minister shall establish a Board of Integrity Commissioners that shall meet the following requirements:

1. The Board shall form part of the Office of the Integrity Commissioner of Ontario.
2. The role of the Board shall be to adjudicate all claims regarding workplace violence, workplace harassment and workplace discrimination.
3. The prescribed number of members of the Board shall be appointed in consultation with governing bodies.
4. Members of the Board shall meet and retain the licensing and good character requirements established by the Law Society of Ontario.
5. The mandate of the Board shall be ensuring access to justice.

3 Section 223.4 of the Act is amended by adding the following subsection:

Contravention re workplace violence, harassment or discrimination

(6.1) In addition to any penalties imposed under subsection (5), if the Commissioner is of the opinion that the member has contravened the code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence, workplace harassment or workplace discrimination, the Commissioner may,

- (a) make an application for judicial review to vacate the member's seat in accordance with section 223.4.0.1; and
- (b) impose any prescribed penalties in the prescribed circumstances, and such penalties are binding.

4 The Act is amended by adding the following section:

Application re workplace violence, harassment or discrimination

223.4.0.1 (1) If the Commissioner determines in an inquiry under section 223.4 that a member of a council of the municipality or its local board has contravened its code of conduct by failing to comply with its policies with respect to workplace violence, workplace harassment or workplace discrimination, the Commissioner may apply to a judge of the Superior Court for confirmation of the Commissioner's determination.

No application during regular election

(2) No application shall be made under this section during the period of time starting on nomination day for a regular election, as set out in section 31 of the *Municipal Elections Act, 1996*, and ending on voting day in a regular election, as set out in section 5 of that Act.

Contents of notice of application

(3) The notice of application shall state the grounds for finding that the member contravened the municipality's or local board's code of conduct by failing to comply with the municipality's or local board's policies with respect to workplace violence, workplace harassment or workplace discrimination.

Penalty

(4) If the judge determines that the member has contravened the code of conduct by failing egregiously to comply with the municipality's or local board's policies with respect to workplace violence, workplace harassment or workplace discrimination, the judge may declare the member's seat vacant.

Same

(5) A member whose seat on the council of a municipality or on a local board has been vacated under subsection (4) is ineligible to stand as a candidate at any subsequent elections respecting the council of the municipality or the local board or to be appointed to the council of the municipality or the local board during the period beginning on the day on which the member's seat is declared vacant and ending on the day of the second subsequent regular election.

City of Toronto Act, 2006

5 Section 157 of the City of Toronto Act, 2006 is amended by adding the following subsections:

Workplace violence, harassment or discrimination

(2.1) A code of conduct established pursuant to this section must require members of city council and of local boards (restricted definition) to,

- (a) comply with the policies with respect to workplace violence, workplace harassment and workplace discrimination established by the municipality or its local boards under section 32.0.1 of the *Occupational Health and Safety Act*; and
- (b) report contraventions of the code of conduct to the City or local board (restricted definition) as the case may be.

Same, training

(2.2) The City shall ensure that members of its council are provided with annual, mandatory training provided by a third party provider regarding the policies with respect to workplace violence, workplace harassment and workplace discrimination.

Same

(2.3) A member who attends the training referred to in subsection (2.2) shall provide the City with a written attestation that they have attended the training.

6 The Act is amended by adding the following section:

Code of conduct review

157.1 (1) Within one year after section 6 to the *Municipal Accountability and Integrity Act, 2024* comes into force, the Minister shall conduct a review of the codes of conduct established pursuant to section 157 of this Act.

Framework

(2) Within 6 months after conducting the review, the Minister shall establish a framework for codes of conduct that shall include the following:

1. A list of standard provisions that must be included in every code of conduct.
2. A list of standards that a code of conduct must include, including standards with respect to workplace violence, workplace harassment and workplace discrimination.
3. Requirements for training members of the City council and local boards (restricted definition) regarding the code of conduct.
4. A range of penalties to be applied for contraventions of a code of conduct.
5. Standard processes for inquiries and investigations into alleged contraventions of a code of conduct.
6. Mechanisms for protecting individuals from reprisals for alleging contraventions of a code of conduct.
7. Maximum timelines for inquiries and investigations and a process for prioritizing claims of a contravention based on the nature of the contravention.
8. Standards regarding support and indemnification for members of a council of the City and for their staff.
9. Mechanisms for ensuring that complaints are addressed through a trauma-informed process.
10. Mechanisms for addressing complaints that are frivolous or vexatious.
11. A process for informal resolution of appropriate complaints.
12. Such other matters as the Minister considers appropriate.

Implementation

(3) The Minister shall establish a plan and schedule for the City to implement the framework code of conduct of its council and local boards (restricted definition).

7 Section 160 of the Act is amended by adding the following subsections:

Contravention re workplace violence, harassment or discrimination

(6.1) In addition to any penalties imposed under subsection (5), if the Commissioner is of the opinion that the member has contravened the code of conduct by failing to comply with the City's or local board's (restricted definition) policies with respect to workplace violence, workplace harassment or workplace discrimination, the Commissioner may,

- (a) make an application for judicial review to vacate the member's seat in accordance with section 160.0.1; and
- (b) impose any prescribed penalties in the prescribed circumstances, and such penalties are binding.

Decision of Commissioner

(6.2) The Commissioner may impose the prescribed remedies and sanctions in the prescribed circumstances, and such remedies and sanctions are binding.

8 The Act is amended by adding the following section:

Application re workplace violence, harassment and discrimination

160.0.1 (1) If the Commissioner determines in an inquiry under section 160 that a member of a council of the City or local board (restricted definition) has contravened its code of conduct by failing to comply with its policies with respect to workplace violence, workplace harassment or workplace discrimination, the Commissioner may apply to a judge of the Superior Court for confirmation of the Commissioner's determination.

No application during regular election

(2) No application shall be made under this section during the period of time starting on nomination day for a regular election, as set out in section 31 of the *Municipal Elections Act, 1996*, and ending on voting day in a regular election, as set out in section 5 of that Act.

Contents of notice of application

(3) The notice of application shall state the grounds for finding that the member contravened the City's or local board's code (restricted definition) of conduct by failing to comply with the City's or local board's (restricted definition) policies with respect to workplace violence, workplace harassment or workplace discrimination.

Penalty

(4) If the judge determines that the member has contravened the code of conduct by failing egregiously to comply with the City's or local board's (restricted definition) policies with respect to workplace violence, workplace harassment or workplace discrimination, the judge may declare the member's seat vacant.

Same

(5) A member whose seat on city council or on a local board (restricted definition) has been vacated under subsection (4) is ineligible to stand as a candidate at any subsequent elections respecting the council of the City or the local board (restricted definition) or to be appointed to the council of the City or the local board (restricted definition) during the period beginning on the day on which the member's seat is declared vacant and ending on the day of the second subsequent regular election.

Commencement

9 This Act comes into force on the day it receives Royal Assent.

Short title

10 The short title of this Act is the *Municipal Accountability and Integrity Act, 2024*.



August 30, 2024

Doug Ford
Premier of Ontario

Sent via email: premier@ontario.ca

Dear Honourable Doug Ford:

Please be advised that Brantford City Council at its meeting held August 27, 2024 adopted the following:

12.2.4 Legislative Amendments to Improve Municipal Codes of Conduct and Enforcement

WHEREAS all Ontarians deserve and expect a safe and respectful workplace; and

WHEREAS municipal governments, as the democratic institutions most directly engaged with Ontarians, need respectful discourse; and

WHEREAS several incidents in recent years of abuse and workplace harassment have occurred amongst members of municipal councils; and

WHEREAS these incidents seriously and negatively affect the people involved and lower public perceptions of local governments; and

WHEREAS municipal Codes of Conduct are helpful tools to set expectations of Council members' behaviour; and

WHEREAS legislation would hold both accountable and protect all municipal offices; and

WHEREAS municipal governments do not have the necessary tools to adequately enforce compliance with municipal Codes of Conduct and support appropriate accountability when it comes to perpetrating violence and harassment in the workplace; and

WHEREAS the fundamental underlying principle of broadening diversity, equity and inclusion in politics rests on the assumption the workplace is safe; and

WHEREAS government legislation would require Councillors to comply with the workplace violence and harassment policies, establish a process for removing individuals in substantiated cases of egregious violence or harassment, as well as

prevent officials whose seats have been vacated for such reasons from seeking immediate or subsequent re-election; and

WHEREAS the aforementioned elements are consistent with previously developed legislation, as well as current legislation tabled (Bill 207, Municipal Accountability and Integrity Act, 2024).

NOW THEREFORE BE IT RESOLVED:

- A. THAT the Corporation of the City of Brantford supports the call of the Association of Municipalities of Ontario (AMO), Rural Ontario Municipal Association (ROMA), Ontario Municipal Administrators Association (OMAA), Association of Municipal Managers, Clerks and Treasurers of Ontario (AMCTO), and more than 207 municipalities, for the Government of Ontario to introduce legislation to strengthen municipal Codes of Conduct and compliance with them in consultation with municipal governments; and
- B. THAT the legislation encompasses:
- i. Updating municipal Codes of Conduct to account for workplace safety and harassment;
 - ii. Creating a flexible administrative penalty regime, adapted to the local economic and financial circumstances of municipalities across Ontario;
 - iii. Increasing training of municipal Integrity Commissioners to enhance consistency of investigations and recommendations across the province;
 - iv. Amending the Municipal Act, 2001 to require the establishment of a Board of Integrity Commissioners;
 - v. Amending both, the Municipal Act, 2001, and the City of Toronto Act, 2006, to allow a Commissioner of the Board of Integrity Commissioners to make an application for judicial review to vacate a member's seat and impose prescribed penalties if the Commissioner is of the opinion that the member has made certain contraventions of the Code of Conduct;
 - vi. Adding provisions to both Acts to allow the Commissioner to seek confirmation of certain determinations from a judge of the Superior Court;
 - vii. Introducing provisions to prohibit a member who has been removed from office from running in the election for the remainder of the term and the subsequent term; and
- C. THAT a copy of this resolution BE FORWARDED to the Premier of Ontario, Doug Ford; Minister of Municipal Affairs and Housing, Paul Calandra; Attorney General, Doug Downey; Charmaine Williams, Associate Minister of Women's

Social and Economic Opportunity; Will Bouma, Member of Provincial Parliament; Larry Brock, Member of Parliament; the Association of Municipalities of Ontario (AMO); and Ontario municipalities.

I trust this information is of assistance.

Yours truly,



Chris Gauthier
City Clerk, cgauthier@brantford.ca

cc Minister of Municipal Affairs and Housing, Paul Calandra
Attorney General, Doug Downey
Charmaine Williams, Associate Minister of Women's Social and Economic Opportunity
Will Bouma, Member of Provincial Parliament
Larry Brock, Member of Parliament
Association of Municipalities of Ontario (AMO)
Ontario municipalities



August 29, 2024

Meeting of September 4, 2024

Council Report

SUBJECT: RECOMMENDATIONS TO COUNCIL FROM CEMETERY COMMITTEE – COMMUNITY WAR MEMORIAL FUNDING APPLICATION FOR GRANT AND PURCHASE OF WAR MEMORIAL

RECOMMENDATION: That Council considers and approves to change the location of the requested Monument to the front yard of the Municipal Office on the existing basketball net concrete, that Council direct staff to apply for the Community War Memorial Funding with received information from the Cemetery Committee, and that Council consider and provide staff with further direction regarding the recommendation from the Cemetery Committee to purchase a 48” wide x 54” high x 8” with a 60” long base at the cost of \$9,650 plus HST.

The Cemetery Committee met in Council Chambers at 10AM of Thursday, August 22nd, 2024.

The Cemetery Committee and Chair are asking Council to consider the following recommendation (see attached Resolutions from meeting):

“BE IT RESOLVED: That the Cemetery Committee discuss the information provided by Elliot Lake Monuments.

The Cemetery Committee recommends to Council to purchase the 48wide x 54high x 8 inch thick with 60inch long base at the cost of \$9,650 plus HST.

The wording on the monument will now read “In memory of those who served their country”

The Committee has reviewed and provided the Clerk with an email stating costs regarding the monument, but an official quote has not yet been received as of the time of this report, but is being provided, as required. Photos of the monument the Committee is requesting the Township purchase are attached to this report.

The Clerk has also been provided with the previously requested information in order to apply for the Commemorative Partnership Program, which includes a new location for the monument in the front of the Municipal Office on the existing Basketball net concrete. Council is being asked to consider the new location.

The application process for the Commemorative Partnership Program has not yet been started as further direction is needed from Council.

Applications for funding up to \$10,000 are accepted year-round.

The application deadline for funding up to \$25,000, for projects occurring between 1 April 2025 and 31 March 2026, is 1 December 2024.

Prepared by/Submitted by: Rachel Schneider, Municipal Clerk/Deputy Treasurer



COPY

Resolution # _____

PO Box 108, Algoma Mills, ON P0R 1A0
(705) 849-2213 (705) 461-1821

CEMETERY COMMITTEE MEETING

MEETING DATE: August 22, 2024

AGENDA ITEM(S):

5d

MOVED BY:

Joyce

SECONDED BY:

Dan

BE IT RESOLVED : That the Cemetery Committee discuss the Information provided by Elliot Lake Monuments.

The Cemetery Committee recommends to Council to purchase the 48 wide x 54 ~~wide~~ ^{high} x 8 inches thick with 60 inch long base at the cost of \$9650.00 plus hst
The wording on the monument will now read
"In Memory of those who served their country"

HP

CARRIED

DEFEATED _____

CHAIR Heather Pelkey

RECORDED VOTE:

DECLARATION OF CONFLICT OF INTEREST:

From: **danny bouchard** <e.l.monuments@gmail.com>
Date: Wed, Aug 14, 2024 at 9:22 AM
Subject: Re: quote for the veteran respect monument
To: <rcharby@gmail.com>

see attached a rough layout of what i think would work great but to me if you go that way 54 inch high like in my drawing would be best but should work just fine with 48 inch high i just think 54 inch would stand out way nicer and better
please keep in mind this is just a rough drawing to show you that i think the middle part should be a higher part and the leaf should go there carved into the stone in the bottom right corner i show you the leaf that is used for veterans danny

On Wed, Aug 14, 2024 at 8:53 AM danny bouchard <e.l.monuments@gmail.com> wrote:
hi veronica

see below quote

once or if you decide to order a proper layout for the shape and design of the leaf carved into the stone would be sent to you for approval

im writing 2 separate prices

monument in the nicer light grey all polished

with the leafs carved not just sandblasted but carved like the veterans monument in cemeteries

with lettering in front per our discussion

monument size 48 wide x 48 high x 8 inch thick

with a 54 inch x 14 inch x 8 inch high margin matching base

8500.00 plus hst

if you want to set a larger base like 60 inch long then add 350.00

if you think maybe going to 48 wide x 54 high just to have a bit more height where the leaf will be add 800.00 extra to the quote

so example 48 wide x 54 high x 8 thick with 54 long base 9300.00

then 48 wide x 54 high x 8 inch thick with 60 inch long base

9650.00

prices are plus hst

price are delivered and install on your cement area at township location and also include lettering per our conversation and carved leaf

this of course would be granite

and doesn't matter to me what you would order but if you want my opinion i think the 48x54 high would be just perfect

the 2 pieces would need to be ordered together to get match of granite also please note this is a quote for now cannot guarantee this for next year unless i lock in the order with the way the world is you just never know

on the 48x48x8 the weight just for the monument is roughly

2000.00lbs so it's not a issue for me to unload

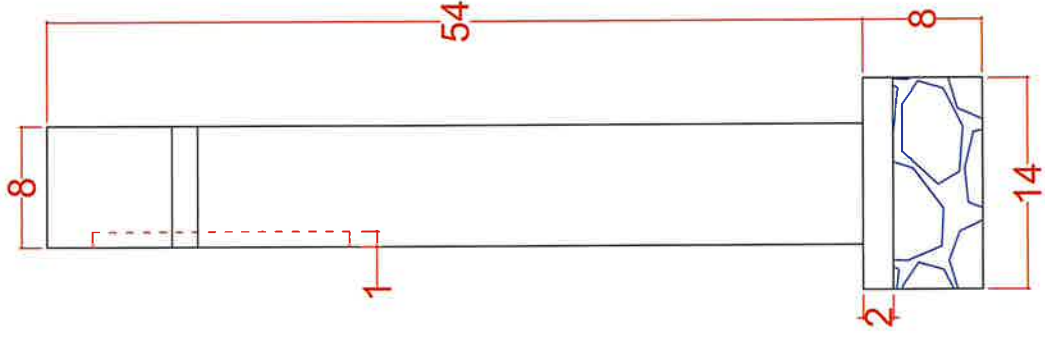
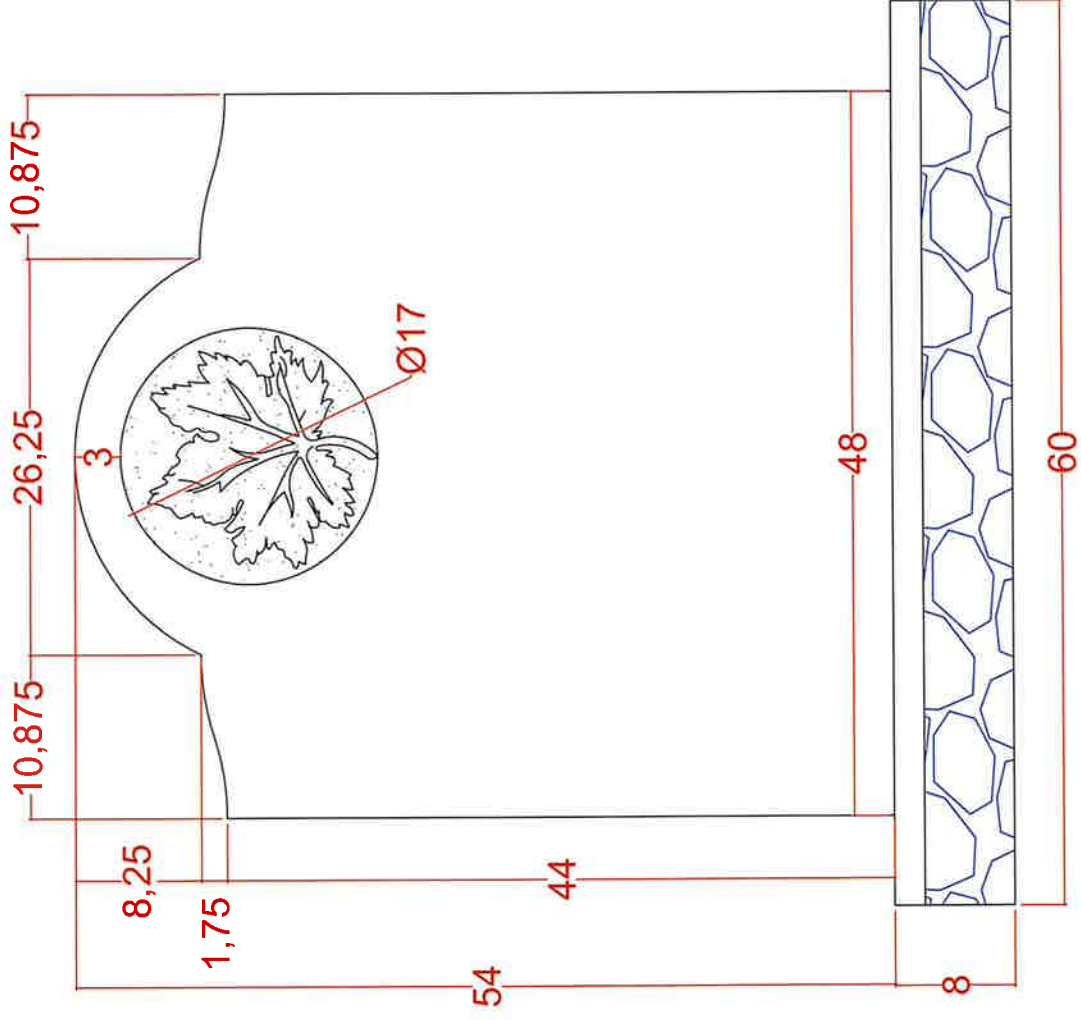
the 54 inch might add 4 to 500 lbs still no problem for my truck

the granite base would be roughly 700 lbs again no problem with my big trailer

please confirm you have received email and if you have any questions sorry took me 2 days to get to you so many customers from the sault and manitoulin since other dealers not returning

peoples calls and not following up on orders properly i dont know how clients put up with lack of customer service danny

Date: Aug.29th 2024

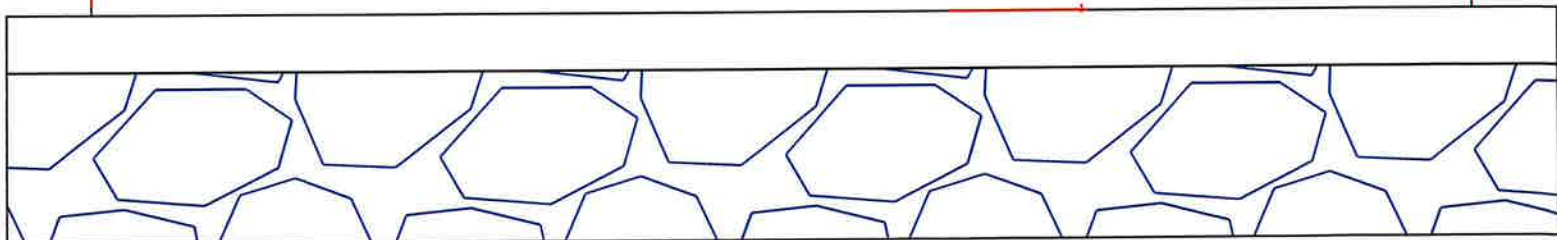


Die:48x8x54 p5 with veteran maple leaf
Base:60x14x8 2" pol. margin,BRP



**LETTERING ALL INCLUSIVE
IN ENGLISH ,FRENCH
AND NATIVE LANGUAGE
OF THE 3 LINES DISCUSSED**

**MONUMENT 48 WIDE X 54 HIGH X 8 THICK
GRANITE BASE 54 LONG IN THIS EXAMPLE
BUT COULD GO TO 60**



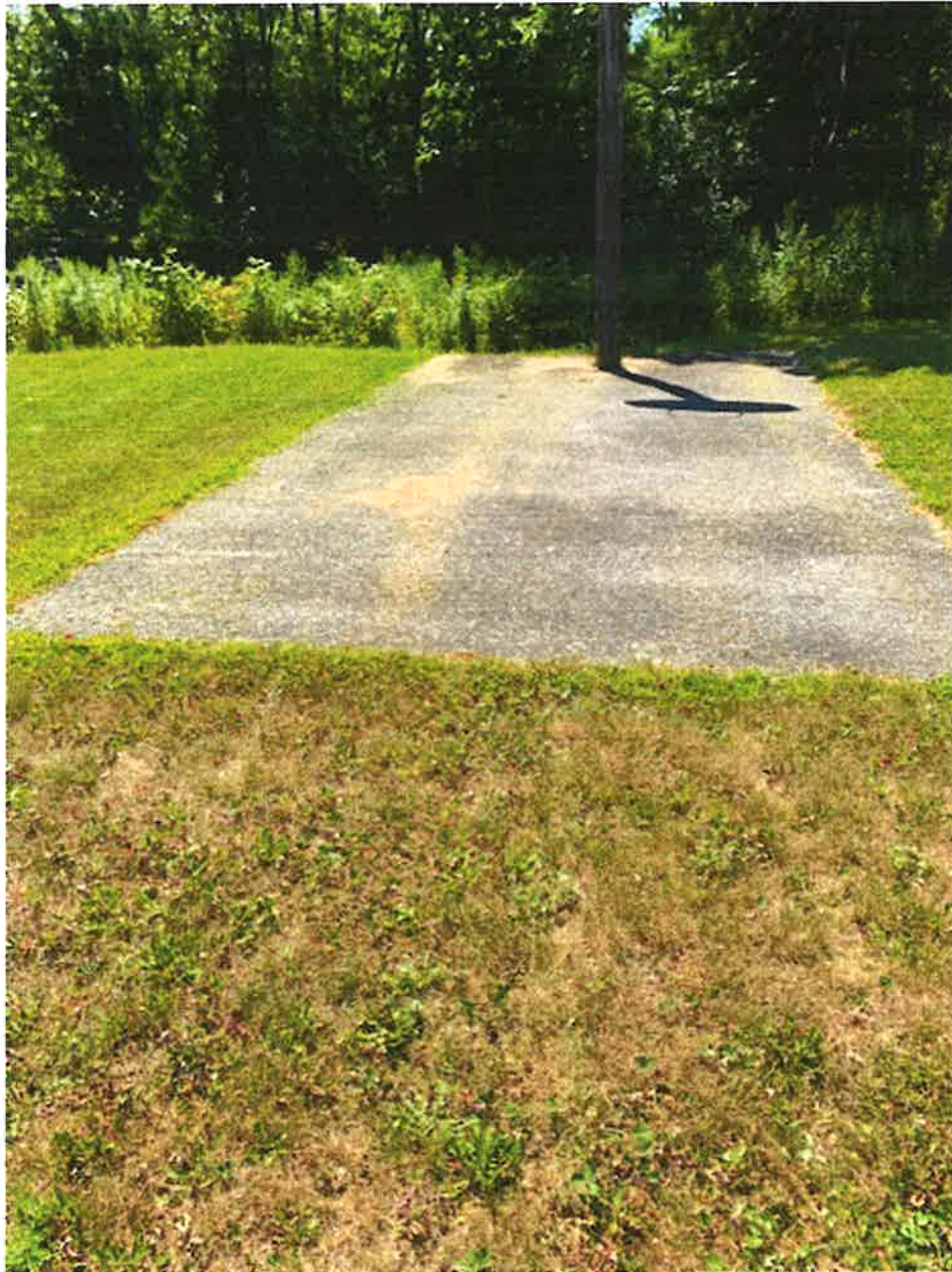


LETTERING ALL INCLUSIVE
IN ENGLISH FRENCH
AND NATIVE LANGUAGE
OF THE 3 LINES DISCUSSED

MONUMENT 48 WIDE X 54 HIGH X 8 THICK
GRANITE BASE 34 LONG IN THIS EXAMPLE
BUT COULD GO TO 50







24'

121



CA

North Shore Link Project

You're Invited

Join us at a Community Open House in your community to learn more about Hydro One's North Shore Link project

September 2024

Please join us at one of our drop-in Community Open House sessions to meet with Hydro One team members and learn about the North Shore Link project. This project will help meet growing electricity needs in the region, strengthen the connection between the northeast and the northwest, and improve the overall resiliency of the northern Ontario transmission network.

Project description

In July 2024, Hydro One initiated a Class Environmental Assessment (Class EA) to construct a new double-circuit 230 kilovolt transmission line between Mississagi Transformer Station (TS), located near Wharnccliffe, and Third Line TS, located in the City of Sault Ste. Marie. As part of the Class EA, Hydro One has identified alternative routes as shown in the attached map. These alternative routes will be studied and evaluated to ultimately select a preferred route for the new line.

This project involves work at the connecting stations to facilitate the new transmission line, including an expansion at Mississagi TS. In addition, to support the overall operation of the transmission system, an expansion at Algoma TS, located east of Algoma Mills, will be required to accommodate additional station equipment.

To learn more about the Class EA process and view an interactive map of the alternative routes and project study area, visit HydroOne.com/NSL.

We want to hear from you

Early, meaningful, and open engagement is a top priority for Hydro One. Receiving feedback from Indigenous communities, members of the public, businesses, government agencies, and other interested parties will be instrumental to inform the Class EA process, route selection and overall project planning.

Freedom of Information and Protection of Privacy Act: All personal information included in your request – such as name, address, telephone number and property location – is collected, under the authority of section 30 of the *Environmental Assessment Act* and is collected and maintained for the purpose of creating a record that is available to the general public. As this information is collected for the purpose of a public record, the protection of personal information provided in the *Freedom of Information and Protection of Privacy Act* (FIPPA) does not apply (s.37). Personal information you submit will become part of the available public record unless you request that your personal information remain confidential



See reverse for map



Community Open House locations and details

Sault Ste. Marie

Tuesday, September 17th

2:00 p.m. – 7:00 p.m.

Fairfield Inn and Suites
633 Great Northern Rd,
Sault Ste. Marie

Searchmont

Wednesday, September 18th

4:00 p.m. – 7:00 p.m.

Searchmont Community Centre
734 Hwy 532
Searchmont

Echo Bay

Thursday, September 19th

4:00 p.m. – 7:00 p.m.

Echo Bay Elks Lodge
96 Church St.
Echo Bay

Contact Us

We're listening and we'd like to hear from you. If you have any questions or would like to be added to the project contact list, please reach out to us at:

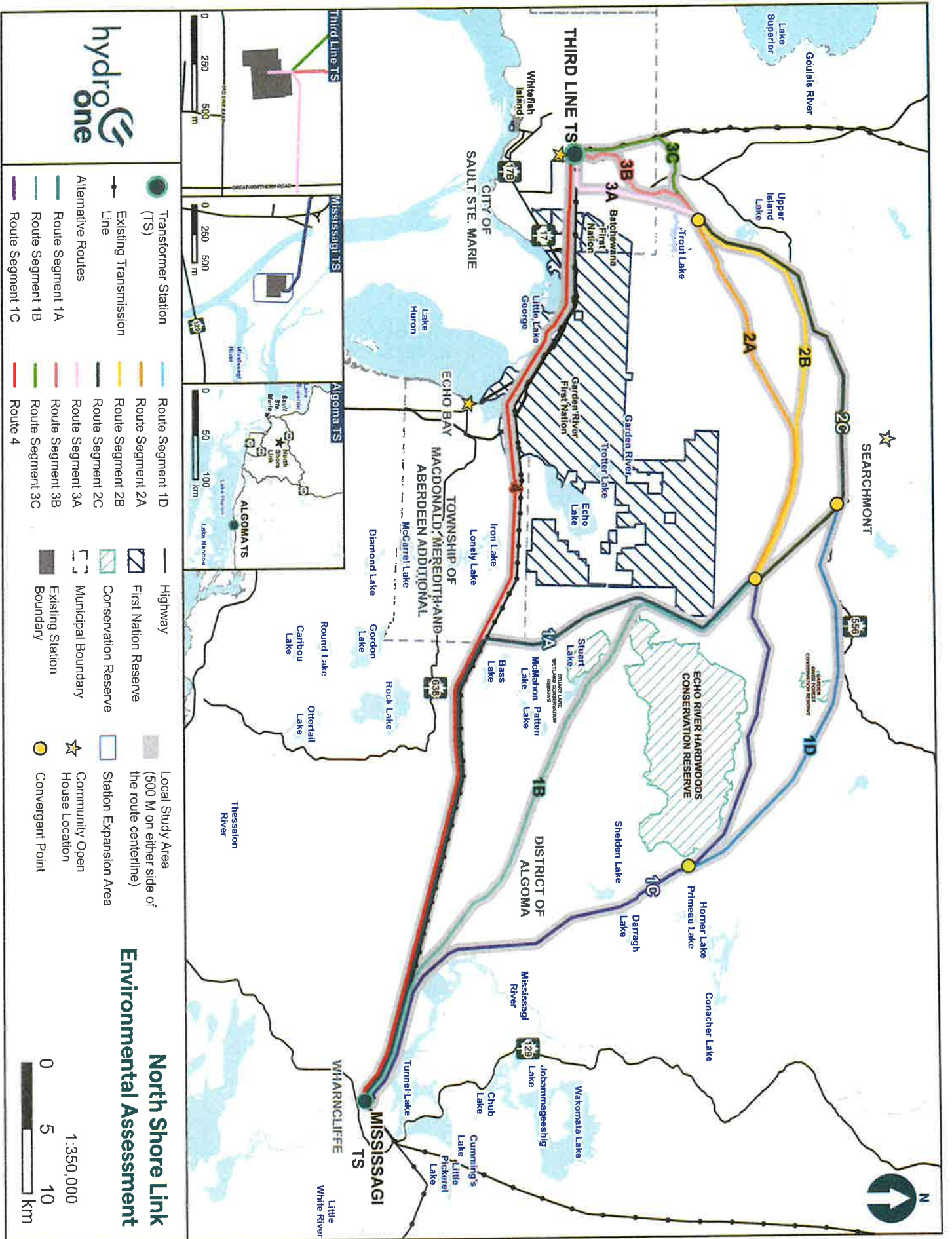


1.877.345.6799



Community.Relations
@HydroOne.com

HydroOne.com/NSL



- Transformer Station (TS)
- Existing Transmission Line
- Alternative Routes
- Route Segment 1A
- Route Segment 1B
- Route Segment 1C

- Route Segment 1D
- Route Segment 2A
- Route Segment 2B
- Route Segment 2C
- Route Segment 3A
- Route Segment 3B
- Route Segment 3C
- Route 4
- Highway
- First Nation Reserve
- Conservation Reserve
- Municipal Boundary
- Existing Station
- Boundary

- Local Study Area (500 M on either side of the route centerline)
- Station Expansion Area
- Community Open House Location
- Convergent Point

North Shore Link Environmental Assessment

1:350,000



Treasury Board Secretariat
Office of the Deputy Minister and
Commissioner of Emergency
Management
2nd Floor, 25 Morton Shulman Ave
Toronto ON M3M 0B1
Telephone: 416-325-1607

Secrétariat du Conseil du Trésor
Bureau du sous-ministre et
Commissaire à la gestion des
urgences
2^e étage, 25, avenue Morton
Shulman
Toronto (Ontario) M3M 0B1
Téléphone: 416 325-1607

DATE: August 16, 2024

MEMORANDUM TO: Community Emergency Management Professionals
Ministry Emergency Management Coordinators

SUBJECT: Community Emergency Preparedness Grant Round 2
launching in September 2024

I am pleased to share that Emergency Management Ontario (EMO) will be launching a second round of the [Community Emergency Preparedness Grant](#) through an additional \$5 million investment. This will increase local resilience and provide communities and organizations across the province with the resources and equipment they need to prepare for natural disasters and emergencies.

The application period is expected to begin late September 2024. Like Round 1, small- and medium-sized municipalities, local services boards, First Nations communities, Indigenous organizations and non-governmental organizations with mandates in emergency management are eligible to apply. The grant will allow recipients to purchase critical supplies and equipment and deliver training and services to improve local emergency preparation and response. Please note, recipients who received funding as part of Round 1 will be ineligible to apply. This will allow other communities and organizations to benefit from this program as well.

Once the application window opens, EMO will host information sessions to help guide applicants through the process. More information will be communicated in the coming weeks on the [Community Emergency Preparedness Grant webpage](#).

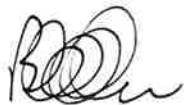
The Community Emergency Preparedness Grant is part of the government's \$110 million commitment to strengthen emergency preparedness in Ontario. These targeted investments are another step the government is taking to provide communities with the resources they need. For any questions, please reach out to EMOCommunityGrants@ontario.ca.

.../2

-2-

I look forward to continuing to work together to keep our province safe, practiced and prepared.

Best always,

A handwritten signature in black ink, appearing to read 'Bernie Derible', with a stylized, cursive script.

Bernie Derible
Deputy Minister and Commissioner of Emergency Management
Treasury Board Secretariat

Cc:

Lisa Priest, Assistant Deputy Minister, Emergency Management Preparedness, Programs and Planning Division, Emergency Management Ontario, Treasury Board Secretariat

BY-LAW 24-45

THE CORPORATION OF THE TOWNSHIP OF THE NORTH SHORE

**Being a bylaw to confirm the proceedings of Council
at its Regular Council Meeting of September 4th, 2024.**

The Council of the Corporation of the Township of The North Shore hereby enacts as follows:

WHEREAS Section 5(3) of the *Municipal Act, 2001, S. O. 2001, c.25*, as amended requires municipal Council to exercise a municipal power including a municipality’s capacity, rights, powers and privileges under Section 9, by by-law unless the municipality is specifically authorized to do otherwise;

AND WHEREAS the Corporation of the Township of the North Shore deems it desirable to confirm the proceedings of Council at its Regular Council Meeting of September 4th, 2024.

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

1. That each motion, resolution, and other action passed and taken by the Council at its Regular Council meeting of September 4th, 2024, is hereby adopted, and ratified and confirmed.
2. The Head of Council and the proper officers of the Corporation of the Township of the North Shore are hereby authorized and directed to do all things necessary to give effect to the said action or to obtain approval where required and except where otherwise provided, the Mayor and the Clerk, or if absent, the designate, are hereby directed to affix the Corporate Seal of the Municipality to all such documents.

**READ A FIRST, SECOND AND THIRD TIME ENACTED AND FINALLY PASSED
THIS 4th DAY OF SEPTEMBER 2024.**

Tony Moor, Mayor

Rachel Jean Schneider, Clerk/Deputy Treasurer