



COUNCIL INFORMATION PACKAGE

SUMMARY

FEBRUARY 26, 2021

1. **C-069-2021**
Correspondence dated February 19, 2021 from the Township of Archipelago respecting a request to Minister Clark to provide amendments to the Municipal Elections Act regarding adding names to the voters' list.
2. **C-070-2021**
Correspondence dated February 16, 2021 from the Township of South Glengarry respecting a resolution of support for the Township of South-West Oxford correspondence to the Premier of Ontario regarding automatic speed enforcement.
3. **C-071-2021**
Correspondence dated February 16, 2021 from the Township of South Glengarry respecting a resolution of support for the Township of Guelph/Eramosa correspondence to the Ministry of Municipal Affairs and Housing advocating for MFIPPA legislation reform.
4. **C-072-2021**
Correspondence dated February 23, 2021 from the Town of Fort Erie respecting a resolution of support for the Town of Lincoln correspondence requesting Niagara Region to explore options for securing recycling bin contents.
5. **C-073-2021**
Correspondence dated February 24, 2021 from the City of Port Colborne to the Premier of Ontario requesting the Province of Ontario to reverse their decision to close the Ontario Fire College Campus in Gravenhurst.
6. **C-074-2021**
Correspondence dated February 19, 2021 from the Township of Archipelago respecting a resolution requesting the Province of Ontario reverse their decision to close the Ontario Fire College.
7. **C-075-2021**
Correspondence received February 26, 2021 from the Niagara Peninsula Conservation Authority respecting Board of Directors meeting highlights for the February 18, 2021 meeting.

8. **C-076-2021**
Correspondence dated February 18, 2021 from the City of Thorold to the Minister of Health respecting a resolution of support of the Niagara Police Services Board correspondence pertaining to medical cannabis grow operations and public safety concerns.

9. **C-077-2021**
Correspondence dated February 17, 2021 from the Wainfleet resident, Andrew Watts respecting Council's decision regarding PSR-002/2021 - Request for Extension to Draft Approval – File No. P01/2014W Lakewood Beach Properties Ltd.

10. **C-078-2021**
Correspondence dated February 26, 2021 from the City of St. Catharines respecting a Living Wage Employer Application to the Ontario Living Wage Network.



Township of The Archipelago

9 James Street, Parry Sound ON P2A 1T4

Tel: 705-746-4243/Fax: 705-746-7301

www.thearchipelago.on.ca

February 19, 2021

Received February 22, 2021

C-069-2021

21-033

**Moved by Councillor Manners
Seconded by Councillor Andrews**

RE: Request that Minister Clark review the Municipal Elections Act and provide amendments to provide clearer, stronger wording to assist Municipal Clerks in addressing issues to allow for a more definitive decision to be made when adding names to the voters' list

WHEREAS the Township of The Archipelago recognizes that the current language in the Municipal Elections Act with regards to non-resident electors, is weak and ambiguous;

AND WHEREAS the Township of The Archipelago wishes to ensure the integrity of the election process;

NOW THEREFORE BE IT RESOLVED that Council of the Corporation of the Township of The Archipelago hereby request that the Minister of Municipal Affairs and Housing, the Honourable Steve Clark, initiate a review of the Municipal Elections Act and make amendments to provide such clearer, stronger wording, to assist Municipal Clerks in addressing issues related to non-resident electors, and to allow for a more definitive decision to be made when adding names to the voters' list;

AND FURTHER BE IT RESOLVED that Council of the Corporation of the Township of The Archipelago request that the Minister of Municipal Affairs and Housing, the Honourable Steve Clark, ensure that there is a clear and accessible way to enforce the rules described in the Municipal Elections Act;

AND FURTHER BE IT RESOLVED that this resolution be sent to the Premier of Ontario, the Minister of Municipal Affairs and Housing, Norm Miller MPP, all Ontario Municipalities and the Association of Municipalities of Ontario.

Carried.



Received February 22, 2021
C-070-2021

CORPORATION OF THE TOWNSHIP OF SOUTH GLENGARRY

MOVED BY Stephanie Jaworski

RESOLUTION NO 55-2021

SECONDED BY Lyle WARDEN DATE February 16, 2021

BE IT RESOLVED THAT the Council of the Township of South Glengarry hereby supports the letter by the Township of South-West Oxford, attached hereto, in support of the use of Automatic Speed Enforcement (photo radar) by municipalities and that this resolution be sent to Premier Doug Ford, MPP Ernie Hardeman, AMO and all Ontario municipalities.

CARRIED DEFEATED POSTPONED

Frank Prevost
Mayor Frank Prevost

Recorded Vote:	Yes	No
Mayor Prevost	—	—
Deputy Mayor Warden	—	—
Councillor Lang	—	—
Councillor Jaworski	—	—
Councillor McDonell	—	—



312915 Dereham Line
R. R. # 1, Mount Elgin, ON N0J 1N0
Phone: (519) 877-2702; (519) 485-0477;
Fax: (519) 485-2932
www.swox.org

January 11, 2021

Premier Doug Ford
Legislative Building, Queens Park
Toronto, ON M7A 1A1

Dear Premier Ford:

Speeding on provincial, county and municipal roadways continues to put the lives of Ontarians at risk. While we have access to several tools to help mitigate speeding traffic, the one tool that is currently not fully available to us is Automatic Speed Enforcement (ASE) (aka Photo Radar). Over the past decade, in South West Oxford the vast majority of charges laid are for drivers travelling well in excess of the posted speed limit. The cost of providing police time for something that could be done through the use of technology is disturbing to our council. The Council feels that it would be far more effective to have police concentrate on other problems such as Break and Enters, illegal drugs and domestic problems.

We need a way to address the poor behaviours and habits that are putting our citizens at risk and tying up much needed first responder resources that could be better utilized to improve the well-being of our communities. Speeding, particularly through our small villages, creates community concerns for the safety and wellbeing of our children and other vulnerable members. We need your help.

In keeping with this The Council of the Township of South-West Oxford duly moved and carried the following resolution at the regular meeting held on January 5, 2021:

...RESOLVED that the Council of the Township of South-West Oxford provide direction to the Clerk to send a letter to the Premier, MPP Ernie Hardeman, AMO and all Ontario municipalities in support of the use of Automatic Speed Enforcement (photo radar) by municipalities.

Please help municipalities in the Province by passing the necessary regulations for municipalities to use ASE (if they choose) that will bring about the driving behavioural changes we need.

We look forward to your help with this issue.

Yours truly,

A handwritten signature in cursive that reads 'Mary Ellen Greb'.

Mary Ellen Greb, CAO

c.c. AMO, Honourable Ernie Hardeman, Ontario Municipalities

CORPORATION OF THE TOWNSHIP OF SOUTH GLENGARRY

MOVED BY Martin Lang

RESOLUTION NO 56-2021

SECONDED BY Lyle WARDEN

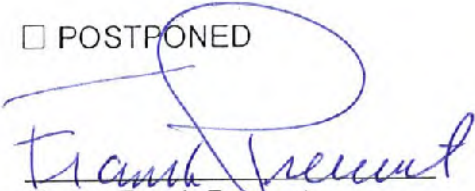
DATE February 16, 2021

BE IT RESOLVED THAT the Council of the Township of South Glengarry hereby supports the resolution passed by the Township of Guelph/Eramosa, attached hereto, and urges the Ministry of Government and Consumer Services to review the Municipal Freedom of Information and Protection of Privacy Act and consider the recommendations as presented by the Township of Guelph/Eramosa and furthermore that this resolution be forwarded to MPP Jim McDonell, Hon. Lisa Thompson, Minister of Government and Consumer Services, the Information and Privacy Commissioner of Ontario and all Ontario municipalities.

CARRIED

DEFEATED

POSTPONED


Mayor Frank Prevost

Recorded Vote:	Yes	No
Mayor Prevost	___	___
Deputy Mayor Warden	___	___
Councillor Lang	___	___
Councillor Jaworski	___	___
Councillor McDonell	___	___

February 8, 2021

Ministry of Municipal Affairs and Housing

17th Floor, 777 Bay Street
Toronto, ON
M7A 2J3

Attention: The Hon. Steve Clark

Re: Advocacy for Reform – MFIPPA Legislation

At the Township of Guelph/Eramosa's Regular Meeting of Council held on Monday February 1, 2021, the following resolution was put forward and passed:

Be it resolved that the Council of the Township of Guelph/Eramosa has received Clerk's Department Report 21/03 regarding Advocacy for Reform – MFIPPA Legislation; and

That that the following motions be passed in support of a request to review and reform of the Municipal Freedom of Information and Protection of Privacy Act:

WHEREAS the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990 (MFIPPA) dates back 30 years;

AND WHEREAS municipalities, including the Township of Guelph/Eramosa, practice and continue to promote open and transparent government operations, actively disseminate information and routinely disclose public documents upon request outside of the MFIPPA process;

AND WHEREAS government operations, public expectations, technologies, and legislation surrounding accountability and transparency have dramatically changed and MFIPPA has not advanced in line with these changes;

AND WHEREAS the creation, storage and utilization of records has changed significantly, and the Municipal Clerk of the Municipality is responsible for records and information management programs as prescribed by the Municipal Act, 2001;

AND WHEREAS regulation 823 under MFIPPA continues to reference antiquated technology and does not adequately provide for cost recovery, and these financial shortfalls are borne by the municipal taxpayer;

AND WHEREAS the threshold to establish frivolous and/or vexatious requests is unreasonably high and allows for harassment of staff and members of municipal councils, and unreasonably affects the operations of the municipality;

AND WHEREAS the Act fails to recognize how multiple requests from an individual, shortage of staff resources or the expense of producing a record due to its size, number or physical location does not allow for time extensions to deliver requests and unreasonably affects the operations of the municipality;

AND WHEREAS the name of the requestor is not permitted to be disclosed to anyone other than the person processing the access request, and this anonymity is used by requesters to abuse the MFIPPA process and does not align with the spirit of openness and transparency embraced by municipalities;

AND WHEREAS legal professionals use MFIPPA to gain access to information launch litigation against institutions, where other remedies exist;

AND WHEREAS there are limited resources to assist administrators or requestors to navigate the legislative process;

AND WHEREAS reform is needed to address societal and technological changes in addition to global privacy concerns and consistency across provincial legislation;

BE IT RESOLVED THAT the Ministry of Government and Consumer Services be requested to review the MFIPPA, and consider recommendations as follows:

1. That MFIPPA assign the Municipal Clerk, or designate to be the Head under the Act;
2. That MFIPPA be updated to address current and emerging technologies;
3. That MFIPPA regulate the need for consistent routine disclosure practices across institutions;
4. That the threshold for frivolous and/or vexatious actions be reviewed, and take into consideration the community and available resources in which it is applied;
5. That the threshold for frivolous and/or vexatious also consider the anonymity of requesters, their abusive nature and language in

requests to ensure protection from harassment as provided for in Occupational Health and Safety Act;

6. That the application and scalability of fees be designed to ensure taxpayers are protected from persons abusing the access to information process;
7. That administrative practices implied or required under the Act, including those of the IPC, be reviewed and modernized;
8. That the integrity of the Act be maintained to protect personal privacy and transparent governments.

Please accept this for your information and any necessary action.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jenni Spies', with a stylized flourish at the end.

Jenni Spies
Deputy Clerk

Cc. Ted Arnott, MPP Wellington-Halton Hills
Michael Chong, MP Wellington-Halton Hills
Minister of Consumer Services
Information and Privacy Commissioner of Ontario
Association of Municipalities of Ontario
Association of Clerks and Treasurers of Ontario
Ontario Clerks



Received February 23, 2021
C-072-2021

Community Services

Legislative Services

February 23, 2021

File #120203

Sent via email: ann-marie.norio@niagararegion.ca

Ann-Marie Norio, Regional Clerk
Niagara Region
1815 Sir Issac Brock Way
Thorold, ON L2V 4T7

Dear Ms. Norio:

Re: Niagara Region to Conduct Research Regarding the Feasibility of a Pilot Project to Assist with the Securing of Recycling Bin Contents and Share Results from the 2019 Study

Please be advised the Municipal Council of the Town of Fort Erie at its meeting of February 22, 2021 received and supported the Town of Lincoln's correspondence dated February 8, 2021 requesting that the Niagara Region continue to conduct research regarding the feasibility of a pilot project to assist with the securing of recycling bin contents and share results from the 2019 study, including an analysis of the related operational considerations, and also considering funding options such as identifying a local corporate community sponsor.

Attached please find a copy of the Town of Lincoln's correspondence dated February 8, 2021.

Thank you for your attention to this matter.

Yours very truly,

Carol Schofield, Dipl.M.A.
Manager, Legislative Services/Clerk
cschofield@forterie.ca

CS:dlk

Attach

c.c. Local Area Municipalities

Mailing Address:

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

Office Hours 8:30 a.m. to 5:00 p.m. Phone: (905) 871-1600 FAX: (905) 871-4022

Web-site: www.forterie.ca

// A //

// A //



4800 SOUTH SERVICE RD
BEAMSVILLE, ON L0R 1B1
905-563-8205

RECEIVED
FEB 22 2021
BY COUNCIL

February 8, 2021

SENT VIA EMAIL

Region of Niagara
1815 Sir Isaac Brock Way
P.O. Box 1042
Thorold, ON L2V 4T7

Attention: Ann-Marie Norio, Regional Clerk

RE: Town of Lincoln Council Resolution - Explore Options for Securing Recycling Bin Contents.

Please be advised that Council for the Corporation of the Town of Lincoln at its Special Council Meeting held on February 8, 2021 passed the following motion:

Moved by: Councillor Dianne Rintjema; Seconded by: Councillor J.D. Pachereva

WHEREAS The Council of the Town of Lincoln has as one of the four pillars of its overarching Community Vision, a priority of ensuring that the Town of Lincoln remain a resilient community through initiatives such as championing environmental stewardship and smart growth by continuing to build public awareness and understanding of its shared responsibility to conserve and protect the environment;

AND WHEREAS There have been numerous consistent concerns in recent years from residents regarding items escaping recycling bins particularly on windy days, ultimately littering local private and public property including fields, woodlands, and lakes and streams and as a result having long term, far reaching negative environmental/health and related financial impacts;

AND WHEREAS The Regional Municipality of Niagara recently successfully implemented changes to its waste collection program with goals of diverting away from landfills those items that can be recycled or composted, saving natural resources, and reducing impact on climate change;

AND WHEREAS The Council of the Town of Lincoln, through its established strategic priority of championing environmental stewardship and commitment to conserving and protecting the environment, aims to and build on the success of the initiatives undertaken by the Regional Municipality of Niagara by looking into measures that will not only protect the natural environment by securing recycling bin contents, but that will also have the effect of assisting with the diversion of recyclable items from our landfills.

THEREFORE, BE IT RESOLVED THAT Council of the Town of Lincoln request that the Niagara Region continue to conduct research regarding the feasibility of a pilot project to assist with the securing of recycling bin contents and share results from the 2019 study, including an analysis of the related operational considerations, and also considering funding options such as identifying a local corporate community sponsor.

CARRIED

Regards,

Julie Kirkelos
Town Clerk
jkirkelos@lincoln.ca

cc: Local Area Municipalities



PORT COLBORNE

Corporate Services Department
Clerk's Division

Municipal Offices: 66 Charlotte Street
Port Colborne, Ontario L3K 3C8 • www.portcolborne.ca

T 905.835.2900 ext 106 F 905.834.5746
E amber.lapointe@portcolborne.ca

Received February 24, 2021
C-073-2021

February 24, 2021

Sent via E-mail: premier@ontario.ca

The Honourable Doug Ford, Premier of Ontario
Legislative Building, Queen's Park
Toronto, ON M7A 1Y7

Dear Premier Ford:

Re: Resolution – Ontario Fire College Closure

Please be advised that, at its meeting of February 22, 2021, the Council of The Corporation of the City of Port Colborne resolved as follows:

WHEREAS the Ontario Fire College Campus has been in operation in Gravenhurst since 1958; and

WHEREAS the Ontario Fire College Campus is one of the primary sources of certified training for Ontario Firefighters; and

WHEREAS the Ontario Fire College Campus has built a reputation of integrity, credibility, and reliability in providing some of the best training to our Fire Services within the Province of Ontario; and

WHEREAS the Ontario Fire College Campus has been used to train and certify both Volunteer, Part-Time and Career firefighters throughout Ontario; and

WHEREAS the Regional Training Centers are not all created equal and similar in function to the Ontario Fire College Campus; and

WHEREAS the Ontario Fire College Campus gives Ontario Firefighters another option other than Regional Training Centers to obtain National Fire Protection Association (NFPA) certifications; and

WHEREAS the Ontario Fire College Campus is the most cost-effective method for municipalities to certify Firefighters to NFPA Standards in Ontario; and

...2

WHEREAS the Ontario Government enacted and revoked O. Reg. 379/18: Firefighter Certification in 2018; and

WHEREAS when the Ontario Government revoked O. Reg. 379/18: Firefighter Certification, it was made known by the Office of the Solicitor General that the act would be amended and brought back in the future; and

THEREFORE, BE IT RESOLVED THAT the City of Port Colborne requests that the Province of Ontario reverse their decision to close the Ontario Fire College Campus in Gravenhurst as the OFC is one of the best and most cost-effective methods for municipalities to train their firefighters which assists us in protecting our residents; and

BE IT FURTHER RESOLVED THAT this Resolution is forwarded to the Honourable Doug Ford Premier of Ontario, the Honourable Sylvia Jones; Ontario Solicitor General, the Honourable Steve Clark, Minister of Municipal Affairs and Housing, the Ontario Fire Marshal; Jon Pegg, and all municipalities within the Province of Ontario.

Your favourable consideration of this request is respectfully requested.

Sincerely,



Amber LaPointe
City Clerk

ec: Honourable Sylvia Jones, Ontario Solicitor General
Honourable Steve Clark, Minister of Municipal Affairs and Housing
Jon Pegg, Ontario Fire Marshal
Association of Municipalities of Ontario (AMO)
Ontario Municipalities



Township of The Archipelago

9 James Street, Parry Sound ON P2A 1T4

Tel: 705-746-4243/Fax: 705-746-7301

www.thearchipelago.on.ca

February 19, 2021

Received February 26, 2021

C-074-2021

21-036

**Moved by Councillor Andrews
Seconded by Councillor Barton**

RE: Ontario Fire College – Planned Closure

WHEREAS Council has received a request for support of a resolution enacted by the Town of Parry Sound regarding the planned closure of the Ontario Fire College in Gravenhurst;

NOW THEREFORE BE IT RESOLVED that Council for the Township of The Archipelago supports the resolution enacted by the Town of Parry Sound, and hereby requests that the Province of Ontario reverse their decision to close the Ontario Fire College as the OFC is one of the best and most cost-effective methods for municipalities to train their firefighters which assists us in protecting our residents; and

FURTHER BE IT RESOLVED that a copy of this resolution be forwarded to the Honourable Doug Ford, Premier of Ontario; the Honourable Sylvia Jones, Ontario Solicitor General; Norm Miller, Member of Parry Sound Muskoka; Jon Pegg, Ontario Fire Marshal, District of Parry Sound municipalities, ROMA, OSUM and AMO.

Carried.

CC



Sent via Email

February 11, 2021

RE: TOWN OF GRAVENHURST RESOLUTION – ONTARIO FIRE COLLEGE

At the Town of Gravenhurst Committee of the Whole meeting held on February 9, 2021 the following resolution was passed:

**Moved by Councillor Lorenz
Seconded by Councillor Murray**

WHEREAS the site of the Ontario Fire College has been in institutional use since 1902 as the Muskoka Free Hospital for Consumptives and the site of many heritage buildings that require protection;

AND WHEREAS the Town of Gravenhurst has been home to the Ontario Fire College since 1957, providing world-class training and camaraderie to thousands of Firefighters from across the Province in a unique setting;

AND WHEREAS the Ontario Fire College has established the reputation to certify both Volunteer and Career firefighters in a cost effective manner, offering top-tier training to all Fire Departments in Ontario;

AND WHEREAS there is concern from several municipalities and firefighters across the Province that the closure is detrimental to their training and that downloading of training is simply too expensive for municipalities and not included in their 2021 budgets;

AND WHEREAS the Fire Marshal has a duty (F.P.P.A.S 9.2(e)) to operate and maintain a central fire college and that regional training facilities are unproven and the closure of the Ontario Fire College was implemented with no stakeholder consultation;

AND WHEREAS the community of Gravenhurst has benefitted from the employment opportunities that the Ontario Fire College has provided;

AND WHEREAS the closure of the facility will result in significant job losses and would be a detriment to the broader community;

THEREFORE BE IT RESOLVED THAT the Province of Ontario reconsider the closure of the Ontario Fire College;

AND THAT if the closure occurs, the facility and site in the Town of Gravenhurst be considered to be the location of a Regional Training Centre for Fire and Emergency Services, for all the people of Ontario;

AND THAT the Province engage the Town of Gravenhurst and community partners to use the site in a matter that fosters growth of the community in a responsible way;

AND FINALLY THAT this motion be forwarded to the Honourable Doug Ford, Premier of Ontario, the Honourable Sylvia Jones, Ontario Solicitor General, the Honourable Steve Clark, Minister of Municipal Affairs and Housing, MPP Norm Miller, the Ontario Fire Marshal, Jon Pegg and all Ontario Municipalities.

CARRIED

Sincerely,



Kayla Thibeault
Director of Legislative Services / Clerk
Town of Gravenhurst

Board of Directors Meeting Highlights – February 18th, 2021

On Thursday, February 18th, 2021, the Board of Directors of the Niagara Peninsula Conservation Authority (NPCA) held its regular monthly meeting electronically. Highlights from the meeting included:

2021 Meeting Schedule:

The Board of Directors approved its 2021 meeting calendar for all regular NPCA Board and Committee meetings, directing that the meeting dates be publicized on its website and circulated to the participating and local area municipalities. Also of particular note, the schedule provided for the Board's regular monthly meetings to move to Friday mornings for the duration of 2021.

Floodplain Mapping Updates and Formal Adoption:

The Board formally approved the Richardson Creek Floodplain Mapping Study along with the Grimsby and Lincoln Floodplain Mapping Update for use in the administration of Ontario Regulation 155/06 intended to reduce the negative impacts of natural hazards including flooding.

Progress Update - 2018 Special Audit of the Niagara Peninsula Conservation Authority

The Board received a staff update on the implementation of recommendations from the Auditor General's 2018 Special Audit of the NPCA. In response to one of the Auditor General's observations, the Board requested a report back on comments that its new policy regarding development near wetlands may be more permissive than the direction set out in the regulation under the Act.

NPCA Public Advisory Committee - Member Appointment

The Board appointed Cindilee Ecker-Flagg to its Public Advisory Committee noting her strong connections to the local community and various indigenous organizations. With prior experience on advisory and other multi-stakeholder committees, it was acknowledged that Ms. Ecker-Flagg was a resident of Niagara Region for over 50 years and had held leadership roles related to education, tourism, health, Indigenous knowledge sharing and cultural teachings.

Bill 229 - Implications of (February, 2021) Proclamation of Various Provisions

The Board received a staff report stating that various amendments to the Conservation Authorities Act (“CAA”) through Bill 229, Protect, Support and Recover from COVID-19 Act (Budget Measures) had been proclaimed on February 2, 2021 with implications to the NPCA. As a result, the Board requested that partner municipalities initiate the process of determining NPCA Board composition and associated appointments in time for NPCA’s January 2023 Annual General Meeting (AGM).

The Board also acknowledged that it would consider reconfirmation of Chair and Vice Chair term for the remainder of 2021 at the June 2021 AGM with the matter referred to the Governance Committee for further discussion in consultation with member municipalities.

Links to Agendas, Minutes and Video:

<https://npca.ca/administration/board-meetings>



Where Ships Climb The Mountain...

Thorold

Received February 18, 2021
C-076-2021

February 18, 2021

Honourable Patty Hajdu
Minister of Health
House of Commons
Ottawa, ON K1A 0A6

Patty.Hajdu@parl.gc.ca

Honourable Minister Hajdu:

Re: Medical Cannabis Grow Operations - Public Safety Concerns

Please be advised Thorold City Council, at its February 16, 2021 meeting, adopted the following resolution:

That the correspondence received from the Regional Municipality of Niagara Police Services Board pertaining to Medical Cannabis Grow Operations – Public Safety Concerns attached as Appendix A; be received and supported.

CARRIED

Yours truly,

Donna Delvecchio
City Clerk

cc: M. Dilwaria, Chief Administrative Officer

Hon. Bill Blair, Minister of Public Safety and Emergency Preparedness, Bill.Blair@parl.gc.ca

Hon. David Lametti, Minister of Justice and Attorney General of Canada,
David.Lametti@parl.gc.ca

Hon. Christine Elliott, Provincial Minister of Health, christine.elliott@pc.ola.org

Hon. Doug Downey, Attorney General, doug.downey@pc.ola.org

Hon. Sylvia Jones, Minister of the Solicitor General, sylvia.jones@pc.ola.org

Vance Badawey, MP, Niagara Centre, vance.badawey@parl.gc.ca

Jeff Burch, MPP, Niagara Centre, JBurch-QP@ndp-on.ca

Ann-Marie Norio, Clerk, Region of Niagara, Ann-Marie.Norio@niagararegion.ca

Bryan R. MacCulloch, Chief of Police, Niagara Region Police Service

William C. Steele, Acting Board Chair, Niagara Region Police Service Board
Niagara Area Municipalities

City of Thorold

P.O. Box 1044, 3540 Schmon Parkway, Thorold, Ontario L2V 4A7

www.thorold.ca

Tel: 905-227-6613



REGIONAL MUNICIPALITY OF NIAGARA
POLICE SERVICES BOARD

5700 VALLEY WAY, NIAGARA FALLS, ONTARIO L2E 1X8

Tel: (905) 688-4111 Fax: (289) 248-1011
E-mail: psb@niagarapolice.ca
Website: www.niagarapolice.ca

November 4, 2020

DELIVERED BY EMAIL

The Honourable Patty Hajdu
Minister of Health
patty.hajdu@parl.gc.ca

Dear Minister Hajdu:

RE: Medical Cannabis Grow Operations - Public Safety Concerns

We are writing on behalf of the Regional Municipality of Niagara Police Services Board and the Niagara Regional Police Service to request Health Canada address proper regulation of the cannabis industry, specifically with designated medical growers who are operating outside of their medical designations.

The *Federal Cannabis Act* controls the production, distribution, sale and possession of cannabis in Canada, including the application and licensing of personal and commercial medical cannabis production, which should be compliant with local municipal by-laws according to criteria set out for applicants in the process administered by Health Canada as the agency responsible for approval of cannabis production facilities.

Our concerns are for the significant number of operations growing for personal medical use under the certificate/registration system set up by Health Canada. Under the legislation, an adult individual is eligible to produce cannabis for their own medical purposes. The amount permitted to grow for personal use is contingent upon the maximum daily amount prescribed by a medical practitioner and whether or not the plants are going to be grown inside, outside or a combination of both. Health Canada's regulations govern the growing of medical cannabis and allow an individual to designate another individual to grow it on their behalf.

A maximum of four (4) certificates for growing medical cannabis for personal purposes are permitted per property. As a result, a significant amount of medical cannabis may be grown on a property for personal medical use. Designated growers are permitted to grow up to 500 plants per individual license, or potentially 2,000 plants. Further, Health Canada treats the certificates as medical information and as such, operators are not required to provide their certificates to municipalities or police, which prevents municipalities or the police from determining if an operation is legally permitted or not. This is exacerbated by minimal oversight or concern from Health Canada.

Police enforcement efforts across southern Ontario, including Niagara, indicate that many growers are producing well in excess of the maximum licensed number of plants. It has become clear that the excess being produced by designated growers is being funneled to the illicit market which is mostly controlled by organized crime.

This was well documented during a large-scale, multijurisdictional illicit cannabis growing investigation in August of this year, where police seized over an estimated \$42 million in drugs, equipment, weapons and other items. This included 101,049 illegal cannabis plants; 1,921 pounds of illegal cannabis bud; 21 pounds of illegal cannabis shatter and three pounds of illegal cannabis hash.

Unfortunately, this is not an uncommon occurrence. In July 2020, Niagara Regional Police made arrests and seizures at a large illicit cannabis operation in the City of St. Catharines with over 17,000 plants. The investigation resulted in the arrest of eleven people, with an estimated \$34 million in cannabis plants. In 2018, Niagara Regional Police arrested one individual for growing over 1,000 plants at an estimated worth of over \$1 million. In 2017, Niagara Regional Police busted two large medical grow operations that were operating under fraudulent Health Canada medical licenses for personal or designated use. In 2016, an individual was arrested with 500 plants and in 2015 the Niagara Regional Police arrested another person with over 1,000 plants that was also valued at just over one million dollars.

It is apparent that criminal enterprises are abusing the Health Canada registration, using it as a loophole to grow well over the allotted amount. These organized crime groups have been exploiting Health Canada medical, personal and designate cannabis production, instead growing the plants to sell illegally. Health Canada has strict rules governing licensing, odour, security, light pollution, chemical contamination, fire hazards and the like for federally-licensed grow facilities, however; no such oversight applies to personal and designated growers.

We are therefore urging the Federal Government to expand the legislative framework to provide greater oversight to address public safety concerns with the personal and designated medical growers who are operating outside the boundaries of their medical designations.

These unlicensed operations have become a significant concern for residents in the Niagara Region and our local municipalities from both a health and safety lens as well as from a land use and building code situation. Local municipal governments have responsibility for the enforcement of local by-laws and ensuring life-safety compliance with fire and building code regulations, but Health Canada has no process in place to share licensing information with local authorities about the location of medical cannabis production facilities. **By way of copy, we are calling on Niagara's MPs and MPPs for support, and urging the Niagara Region and Councils of its 12 local municipalities to call on the Federal Government to put in place the needed controls and oversight permissions that will provide safety, health and personal comfort to all residents of Niagara.**

Minister, we need your help to get these issues under control. We are asking that Health Canada take action against operations that cross the line into criminality. Police resources are stretched and the need to establish criminality limits police ability to respond to these operations that are causing such concern. Police enforcement is an important tool but we need other ways to manage the growing problems these unlicensed operations are creating. We need Health Canada to implement practices that will improve the sharing of information regarding cannabis certificates with police and municipalities, outline requirements for compliance with municipal zoning by-laws, include appropriate monitoring and inspections, and consider the need to revisit the formula for determining the maximum number of plants permitted under a certificate.

The Board and Police Service would certainly be willing to further engage with Ministry personnel in an effort to share our experiences and work collaboratively to increase the effectiveness of the legislation and enhance public safety.

Your consideration of the concerns raised in this letter would be greatly appreciated and we look forward to your response.

Yours truly,



William C. Steele
Acting Board Chair



Bryan R. MacCulloch, M.O.M.
Chief of Police

Copies to:

The Honourable Bill Blair, Minister of Public Safety and Emergency Preparedness
The Honourable David Lametti, Minister of Justice and Attorney General of Canada
MP Dean Allison, Niagara West
MP Chris Bittle, St. Catharines
MP Tony Baldinelli, Niagara Falls
MP Vance Badawey, Niagara Centre

President Micki Ruth, Canadian Association of Police Governance
Chief of Police Bryan Larkin, President, Canadian Association of Chiefs of Police


The Honourable Christine Elliott, Deputy Premier and Minister of Health
The Honourable Doug Downey, Attorney General
The Honourable Sylvia Jones, Minister of the Solicitor General

MPP Sam Oosterhoff, Niagara West
MPP Jennie Stevens, St. Catharines
MPP Wayne Gates, Niagara Falls
MPP Jeff Burch, Niagara Centre

Chair Patrick Weaver, Ontario Association of Police Services Boards
Chief of Police Paul Pedersen, President, Ontario Association of Chiefs of Police

Regional Chair Jim Bradley and Members of Council, Niagara Region
Mayor Dave Bylsma and Members of Council, Town of West Lincoln
Mayor Frank Campion and Members of Council, City of Welland
Mayor Jim Diodati and Members of Council, City of Niagara Falls
Mayor Betty Disero and Members of Council, Town of Niagara-on-the-Lake
Mayor Sandra Easton and Members of Council, Town of Lincoln
Mayor Kevin Gibson and Members of Council, Township of Wainfleet
Mayor Jeff Jordan and Members of Council, Town of Grimsby
Mayor Marvin Junkin and Members of Council, Town of Pelham
Mayor Wayne Redekop and Members of Council, Town of Fort Erie
Mayor Walter Sendzik and Members of Council, City of St Catharines
Mayor Bill Steele and Members of Council, City of Port Colborne
Mayor Terry Ugolini and Members of Council, City of Thorold

Board Members, Niagara Police Services Board

rec'd
2021-02-22


Copy

Received February 17, 2021
C-077-2021

Mayor Gibson and Councilors,

I don't recall a single one of you campaigning on supporting any and all new development in Wainfleet, however inappropriate and contrary to all existing planning policies they may be.

I do recall all of you pretending to support protecting Wainfleet's agricultural and rural character by only approving limited development that fitted in with that rural character.

I guess that makes you all either liars or hypocrites? I leave you to choose which you prefer?

Since the 'Lakewood Saga' began in 2005 all Wainfleet's planners have consistently denied the well documented planning fact that our Lake Erie shoreline is subject to extreme flooding and coastal erosion. You should find the time to take a look at the public beach in Reeb's Bay, just across from Quarrie Road. The fallen trees hide the collapse of the bank just a few metres away from Lakeshore Road. This is 'extreme' beach erosion, and all occurring within the past year.

You ALL know there is a problem as you can't possibly ignore the storm damage suffered by many lakeside residents only during this current winter? Or perhaps you can?

At last night's Council Meeting you voted unanimously to approve giving the Lakewood developer an additional year to cobble together all the necessary 'approvals' to satisfy those 'silly and unreasonable' 61 Conditions?

Before that Planning Staff Report you had all listened to a Delegate making a clear and well informed argument to consider at best, rejecting a 12 months extension, or at worst, at least including additional conditions that would show some intention of requiring good planning policies be considered.

After the Delegate presented some of you actually thanked her for a well balanced presentation and even suggested that Council should consider the arguments put forward when discussing the Planning Staff Report.

In the event, nothing your resident brought to you was even mentioned and instead you all bent over backwards to approve this 12 month extension without a single or relevant question being asked or a single, relevant concern being addressed. Instead you all voted your planner a 'blank check' to come to an agreement with the developer directly to see just how soon within the next 12 months the Lakewood condo could be given the go ahead by a Council only too willing to ignore any of the many serious planning issues that have and will be ignored.

By doing that you are clearly ignoring all the provincial, regional and municipal planning policies in place that clearly stated that if the Lakewood developer had not completed all the necessary planning policy requirements, including ALL the 61 Conditions, by December 2020 then a completely new planning application would have to be submitted.

1. How can you possibly justify approving a request that directly conflicts with existing planning policy statutes?

When a former Council approved the Lakewood development, by a 3 to 2 vote, their then planner, now your planner, went public and stated quite clearly that if such a planning application had been made when that vote was cast it could not be approved because it did not comply with existing planning policy. Additionally, the 'consultant' that Wainfleet's taxpayers paid for also publicly acknowledged that at that time the proposed Lakewood condominium did not meet planning policy.

2. Your planner has already stated that the Lakewood condo development is bad planning because it does not meet planning policy requirements. On what grounds can you, as a Council and supposedly the township's sole Planning Authority, elected to protect Wainfleet's best interests, agree to ignore very clear, existing planning policies?

And finally:

You, an elected Council, are supposedly committed to protecting the best interests of Wainfleet and all its residents.

3. Why then do all your planning decisions make it quite clear that rather than protecting those who elected you, your only planning function appears to be as a part of a Niagara Region development lobby group?

You are not alone in your singular choice to ignore those you promised to serve.

Recent planning stories regarding Welland show an equal disregard for the interests of their own citizens. One can only hope that this Wainfleet Council have not yet embarked on any move to expropriate land owned by a family for 150 years? Just to hand it over to developers, maybe full of promises, but without any track record to indicate that any developer could care less about the future of the families who will be negatively impacted.

You had an easy and legitimate choice, to protect the agricultural and rural identity and character of your municipality and your community as you all promised during your election campaigns. Instead you chose to support bad planning and developers who, after 15 years, have still failed to meet the most basic planning policy requirements and whose proposed development still does not meet current planning policies.

Who do you serve? It certainly isn't your own community or even legitimate planning policies.

Andrew Watts
10810 Rathfon Road
RR#2
Wainfleet
L0S 1V0
905-834-2278

Andrew Watts 17/02/21

cc: CAO, Planner

bcc: Various concerned and interested residents

February 26, 2021

Jeff Dixon
General Manager
Meridian Centre
1 David S. Howes Way
St. Catharines, ON L2R 0B3
Sent via email: jdixon@meridiantcentre.com

Graham Morrison
General Manager
St. Catharines Transit Commission
2012 First Street Louth
St. Catharines, ON L2S 3V9
Sent via email: gmorrison@yourbus.com

Colleen Smith
Executive Director
FirstOntario Performing Arts Centre
250 St Paul St.
St. Catharines, ON L2R 3M2
Sent via email: csmith@firstontariopac.ca

Ken Su
Chief Executive Officer
St. Catharines Public Library
54 Church St.
St. Catharines, ON L2R 7K2
Sent via email: qksu@myscpl.ca

**Re: Living Wage Certification Application
Our File 10.10.99**

Dear Mr. Dixon, Mr. Morrison, Ms. Smith and Mr. Su,

At its meeting held on February 22, 2021, St. Catharines City Council approved the following motion:

That Council approve the submission of the Living Wage Employer Application to the Ontario Living Wage Network; and

That the Director of Corporate Support Services be directed to execute the Certification License Agreement; and

That the City Clerk be directed to make the necessary notifications; and

That the motion be circulated to the boards of the FirstOntario Performing Arts Centre, St. Catharines Transit and St. Catharines Library for consideration; and

Further, that the motion be circulated to the local area municipalities.
FORTHWITH

A copy of Report CSS-024-2021, Living Wage Certification Application, is enclosed for your reference.



If you have any questions, please contact the Office of the City Clerk at extension 1524.

A handwritten signature in black ink, appearing to read "Bonnie Nistico-Dunk".

Bonnie Nistico-Dunk, City Clerk
Legal and Clerks Services, Office of the City Clerk
:em

cc Anne Coleman, Program Manager, Ontario Living Wage Network, manager@ontariolivingwage.ca
Lori Kleinsmith, Niagara Poverty Reduction Network, lori.kleinsmith@bridgeschc.ca
Jeanette Pillitteri, Director of Corporate Support Services
Cindy Pfeffer, Organizational Development Consultant
Niagara Area Municipalities

Encl Report CSS-024-2021 - Living Wage Certification application

Report from: Corporate Support Services, Human Resources

Report Date: February 9, 2021

Meeting Date: February 22, 2021

Report Number: CSS-024-2021

File: 10.10.99

Subject: Living Wage Certification application

Strategic Pillar:

This report aligns with the following St. Catharines Strategic Plan pillars: social



Recommendation

That Council approve the submission of the Living Wage Employer Application to the Ontario Living Wage Network; and

That staff be directed to execute the Certification License Agreement; and

That the City Clerk be directed to make the necessary notifications. FORTHWITH

Summary

The City currently meets the requirements to become a Living Wage Employer at the Supporter level. To become certified the City must commit to a deadline when it will achieve the other levels. Following consultation with the Ontario Living Wage Network, staff will submit the City's application with a target date of December 31, 2024 to meet both the Leader and Champion levels.

Failure to meet this deadline could result in the removal of the City's Living Wage Employer status.

Relationship to Strategic Plan

Ensuring employees of the City of St. Catharines and employees of businesses that provide services in City facilities are paid a living wage supports the Social strategic goal of building and supporting strong, inclusive neighbourhoods that provide high quality of life for residents of all ages.

Background

At its meeting of November 10, 2020, City Council received report [CSS-161-2020](#) on becoming a Living Wage Employer. At the same meeting, City Council approved the following motion:

That staff be directed to develop a comprehensive compensation strategy for full-time and part-time non-union employees, which shall include achievement of Living Wage rates of pay for part-time non-union employees; and

That staff be directed to seek certification at the "Supporter" level of becoming a Living Wage Employer; and

That staff be directed to invite the Niagara Poverty Reduction Network to present before Council in Q1 2021. FORTHWITH

Report

Following Council's direction, staff have prepared the application to become a certified Living Wage Employer (Appendix 1).

As all of the City's full-time staff are currently paid the living wage, the City of St. Catharines is already compliant with the requirements of the Supporter level. The current living wage for Niagara is \$18.12.

There are two other levels of certification:

- **Leader** – All part-time employees are paid the living wage
- **Champion** – Require all businesses who provide services in City facilities pay employees a living wage.

Moving from Supporter to Champion by 2024

As part of the Living Wage certification application process, the City must provide a timeline for when the Leader and Champion levels will be achieved. The Ontario Living Wage Network (OLWN) has indicated an acceptable timeline is between three and four years.

Based on this, the application sets December 31, 2024 as the target to meet the Champion level. By this date, all part-time employees must be paid the living wage and all new service contracts must contain a requirement that employees working in City facilities are paid the living wage.

Not meeting target may lead to removal of certification

Should the City fail to meet the 2024 deadline, OLWN may remove the City's name from its list of Living Wage employers and will require to City to stop using the Living Wage Employer branding and logo.

In cases where there are extenuating circumstances, it may be possible to extend the target past the 2024 date. However, OLWN has indicated it is ramping up efforts to remove employers who are not making progress in an effort to keep the certification meaningful.

Financial Implications

A detailed plan on how to move all part-time positions to the living wage will be part of the comprehensive compensation strategy for full-time and part-time non-union employees, which staff anticipate will not be completed until the end of 2021.

The estimated cost to achieve living wage status, while addressing compression issues by increasing directly related positions, would be a \$566,500 increase to the base operating budget. This would be in addition to the cost of addressing below market non-union salaries, which is estimated to be an additional \$1.5 to \$1.9 million to the base operating budget.

Over and above the costs associated with raising wages, there will also likely be increased costs related to the requirement that service contractors pay their staff a living wage. This requirement would impact only new contracts or existing contracts when they come up for renewal.

The largest of these would be the City's contract with ASM Global (formerly SMG) to operate the Meridian Centre. Further investigation to inform financial estimates and impacts on the City will be required.

Environmental Sustainability Implications

There are no environmental impacts as a result of the recommendations in this report.

Notifications

Jeff Dixon, Meridian Centre General Manager, ASM Global

Prepared by

Cindy Pfeffer

Organizational Development Consultant

Natalie Kung

Human Resources Representative

Submitted by

Don Breedon

Manager, Human Resources

Approved by

Jeanette Pillitteri

Director, Corporate Support Services

Appendices

1. Appendix 1 - Ontario Living Wage Network Employer Certification Agreement



Ontario Living Wage Network Employer Certification Licence Agreement

AGREEMENT INFORMATION	
Agreement between:	
1. ONTARIO LIVING WAGE NETWORK ("Licensor")	
2. Company name	The City of St Catharines
Incorporated and registered in	St Catharines, Ontario
Company/charitable number	11936 6813
Whose registered office is at	St Catharines, Ontario
("Licensee")	

Background

ONTARIO LIVING WAGE NETWORK (OLWN) conducts its activities as a project of LIVING WAGE CANADA, a federally incorporated non-profit organization. The OLWN is responsible for the program under which employers can apply for Living Wage Employer Certification, to indicate that the company has adopted an equitable employment policy in relation to its staff in accordance with the minimum standards set out in this Agreement.

1. Interpretation

- 1.1 “the Agreement Date” - *the date on which both parties have signed this Agreement;*
 - 1.2 “Branding Guidelines” - *the Licensor’s branding guidelines in relation to the Trade Mark and/or the Program as amended from time to time;*
 - 1.3 “Employee” - *all employees of the Licensee excluding the allowed number of trainee positions;*
 - 1.4 “Fee” - *the applicable fee payable by the Licensee according to the fee structure in Schedule 2;*
 - 1.5 “Living Wage” - *the Living Wage rate as set by the Ontario Living Wage Network*
 - 1.6 “Program” - *the Living Wage employer certification program run by the Licensor as outlined in this Agreement;*
 - 1.7 “Trade Mark” - *the trade mark set out in Schedule 1 and any marks which incorporate or are confusingly similar to them;*
 - 1.8 “Term” - *the term commencing on the Agreement Date and continuing until termination under clause 6;*
 - 1.9 Direct Employees – *permanent employees and contract staff who are on the payroll of the employer.*
 - 1.10 Indirect Employees or Externally Contracted staff – *staff that many businesses use to provide services including contractors working on their own account and staff of a business contracted to do regular work for the organization on site.*
 - 1.11 Full-Time Employee – *Any employee working 35 hours per week or more*
 - 1.12 Part-time Employee – *Any employee working less than 35 hours per week*
 - 1.13 Trainee – *A position where there is added benefit above and beyond the wage compensation. Threshold of no more than 10% of total staff team (20% for small non-profit organizations).*
-

2. Licence

- 2.1 In consideration of the Fee and the Licensee’s obligations under this Agreement the Licensor provides the Licensee with a non-exclusive, non-transferable license to use the Trade Mark for the Term to promote its adherence to the Program.

- 2.2 The Licensee agrees and acknowledges that all intellectual property rights in the Trade Marks and/or in any mark or phrase produced in furtherance of the terms of this Agreement belong to the Licensor.
- 2.3 The Licensee shall not use any other trade marks confusingly similar to the Trade Marks and shall not use the Trade Marks as part of its publicity and/or corporate trading name except as authorised under this Agreement.
- 2.4 The Licensee shall comply strictly with any Branding Guidelines and all other reasonable directions of the Licensor regarding the form and manner and application of the Trade Marks.
- 2.5 The Licensee shall not do anything that brings the Licensor, the Program or the Trade Marks into disrepute.
- 2.6 The Licensor warrants that:
 - 2.6.1 it owns the rights in the Trade Mark, is free to enter into this Agreement and has the right to grant the Licensee the rights granted in it; and
 - 2.6.2 the Licensee's use of the Trade Mark as contemplated under this Agreement will not infringe the rights of any third party.

3. Fee

Employer fees support the OLWN in their work to encourage employers in Ontario to pay a living wage and to highlight employers who have made the living wage commitment. The OLWN will keep an up-to-date employer directory, share employer certifications through various media and regular newsletters. The OLWN will continue to build a strong branding so that the OLWN logo is widely recognized and of benefit to employers who have become certified.

- 3.1 The Licensee shall pay the Fee in accordance with Schedule 2 and this clause 3.
- 3.2 The Fee shall be paid annually and will be payable within 28 days of receiving an invoice from the Licensor.

4. Licensee's Obligations

Living Wage Supporter Level

- 4.1 The Licensee shall meet the milestones set out in Schedule 3.
- 4.2 *From the date of this Agreement, and subject to any amendments made to these conditions by the Licensor from time to time, the Licensee shall for all direct full-time employees:*
 - 4.2.1 *pay employees not less than the living wage rate; and*
 - 4.2.2 *increase the amount which it pays to affected Employees by the same amount as any increase to the appropriate Living Wage, within 6 months of the date on which any increase in the Living Wage is officially announced; and*
 - 4.2.3 *begin to raise the pay of all part-time, direct employees to the Living Wage.*

Living Wage Leader Level

- 4.3 *From the date of this Agreement, and subject to any amendments made to these conditions by the Licensor from time to time, the Licensee shall for all direct full-time and part-time employees:*
- 4.3.1 *pay employees not less than the Living Wage; and*
 - 4.3.2 *increase the amount which it pays to affected Employees by the same amount as any increase to the appropriate Living Wage, within 6 months of the date on which any increase in the Living Wage is officially announced; and*
 - 4.3.3 *begin to assess all third-party service contracts for externally contracted (third party) employees that provide it with service on a regular basis to include a living wage clause ensuring employees are earning not less than the Living Wage.*

Living Wage Champion Level

- 4.4 *From the date of this Agreement, and subject to any amendments made to these conditions by the Licensor from time to time, the Licensee shall for all direct and indirect employees excluding the allowed percentage of trainee positions:*
- 4.4.1 *pay employees not less than the Living Wage; and*
 - 4.4.2 *increase the amount which it pays to affected Employees by the same amount as any increase to the appropriate Living Wage, within 6 months of the date on which any increase in the Living Wage is officially announced.*
 - 4.4.3 *The Licensee shall ensure to the extent permitted by law that any of its contractors which supply an employee (other than a 'trainee') who provides a service to or on behalf of the Licensee involving 120 or more hours of work in a year on:*
 - 4.4.3.1 *the Licensee's premises; and/or*
 - 4.4.3.2 *property owned or occupied by the Licensee (including where the Licensee is a tenant and is provided building-related services through a Lease); and/or*
 - 4.4.3.3 *land which the Licensee is responsible for maintaining or on which it is required to work.*
 - 4.4.5 *shall adopt the measures set out in clause 4.2 and 4.3 in relation to such individuals as if they were the Licensee's employees in respect of that employee's work for the Licensee.*

5 Records and Compliance

- 5.1 *The Licensee undertakes to provide the Licensor on reasonable request any information necessary for the Licensor to confirm that the Licensee is complying with its obligations under clause 4.*
- 5.2 *If the Licensor is not satisfied with the information provided by the Licensee under clause 4.4 or has good reason to doubt whether the Licensee is complying with its obligations under clause 4 the Licensor shall be entitled to:*

- 5.2.1 Require that the Licensee provides reasonable evidence that clauses 4.2 and 4.34 are enforceable under all contracts of employment of directly employed staff (other than an apprentice or intern) and implemented by any Contractor to which clause 4.4 applies.
- 5.2.2 Contact and meet with any trade unions representing the Licensee's or its contractor's employees in order to establish that the Licensee and/or its contractors have complied with the obligations in clause 4; and
- 5.2.3 Contact and meet with the Licensee's employees and/or contractors in order to establish that the Licensee and/or its Contractors have complied with the obligations in Clause 4.

6 Termination

- 6.1 Either party may terminate this Agreement upon written notice effective immediately if the other party has committed a material breach of this Agreement and where such a breach is capable of remedy the other has failed to remedy such breach within 28 working days of receiving notice specifying the breach.
- 6.2 The Licensor may terminate this Agreement upon written notice effective immediately if:
 - 6.2.1 the Licensee ceases or threatens to cease complying with Clause 4 or such other terms as the Licensor may reasonably stipulate from time to time as applying to all licensees of the Living Wage Employer mark;
 - 6.2.2 the Licensor and/or the trustees of the Licensor in their sole discretion considers that any action taken by the Licensee brings or may bring the Licensor and/or any of its affiliates, members or group organisations, the Programme or the Trade Marks into disrepute;
 - 6.2.3 the Program ceases or is withdrawn or modified.
- 6.3 Either party may terminate this Agreement without cause at any time upon 3 month's written notice.

7 Consequences of Termination

- 7.1 On termination of this Agreement under clause 6.3 or by the Licensee under clause 6.1 the Licensee shall:
 - 7.1.1 within one month cease to use the Trade Mark on any materials in electronic form including on any websites.
 - 7.1.2 within six months of the termination date cease all other use of the Trade Mark including on printed materials and at the request of the Licensor either return or destroy all the materials bearing the Trade Mark;
 - 7.1.3 immediately cease to print any materials bearing the Trade Mark; and

- 7.2 The Licensor shall refund the Fee pro-rata in respect of the period of time in which the Licensee is no longer entitled to use the Trade Mark.
- 7.3 On termination of this Agreement by the Licensor under clause 6.1 or 6.2 by the Licensor the Licensee shall:
 - 7.3.1 within one month cease to use the Trade Mark; and
 - 7.3.2 at the request of the Licensor either return or destroy all the materials bearing the Trade Mark.

8 Licensor's Obligations

- 8.1 The Licensor will keep an updated online directory and map of all employers in the Program.
- 8.2 The Licensor will recognize employers certified in the Program through various social media platforms and media alerts.
- 8.3 The Licensor will ensure the Living Wage is calculated on an annual or bi-annual basis.
- 8.4 The Licensor will continue to evaluate the impact of the Living Wage for employers, workers and communities in Ontario.
- 8.5 The Licensor will protect the integrity and reputation of the living wage employer certification program to the extent of its abilities.

9 Assigning and Sub-Licensing

The Licensee shall not assign charge licence sub-licence or otherwise part with possession of the benefit or burden of this Agreement without the prior written consent of the Licensor.

10 Non-Waiver

- 11 No failure or delay on the part of either party to exercise any right or remedy under this Agreement shall be a waiver of such right or remedy.

12 Variation

- 13 This Agreement may only be amended in writing signed by authorised representatives of the Licensor and Licensee.

14 Entire Agreement

- 15 This Agreement represents the entire agreement between the parties concerning the subject matter of this Agreement, and supersedes all prior agreements, arrangements, negotiations and/or understandings between the parties.

Ontario Living Wage Network Employer Certification Licence Agreement Schedule 1 – 6

Schedule 1 – Trade Mark



Schedule 2 – Certification Fees

FEE (please place single tick where applicable)			
Organisation type	Size of organisation*	Annual Charge**	
Private sector	501 or more	\$1,000	<input type="checkbox"/>
	251 to 500	\$800	<input type="checkbox"/>
	51 to 250	\$400	<input type="checkbox"/>
	11 to 50	\$200	<input type="checkbox"/>
	10 or less	\$100	<input type="checkbox"/>
Non-Profit and Public Sector	251 or more	\$400	<input checked="" type="checkbox"/>
	51 to 250	\$200	<input type="checkbox"/>
	11 to 50	\$100	<input type="checkbox"/>
	10 or less	\$50	<input type="checkbox"/>

* Sum total of all permanent full-time, part-time and contract staff. Does not include temporary or seasonal workers.

** HST is not charged, as per Canada Revenue Agency rules regarding non-profits corporations.

Schedule 3 – Phased-in Implementation

This section is relevant for employers who are undertaking phased implementation. Phased implementation means an employer is rolling the Living Wage out across contracts as they come up for renewal.

	Milestone	Target Date Using Reasonable Endeavours	Final Delivery Date
17	Incorporate living wage clause into Procurement Policy.	12/31/24	
18	All part-time staff earn the living wage.	12/31/24	
19			
20			
21			

Schedule 4 – Living Wage Impact Monitoring

It is important for us to be able to measure the impact of the Living Wage. This information will always be anonymised.

General questions		Full-Time	Part-Time	Trainee
1.	How many employed staff members in each category does your organisation have in Ontario?	619.0	223.0	
2.	How many employed staff members in each category earn at least the Living Wage?	619.0	97.0	

Impact on directly employed staff	
3.	How many full time directly employed staff members have had their wages increased as a result of the decision to implement the Living Wage?
Total:	
0.00	

4.	How many part time directly employed staff members have had their wages increased as a result of the decision to implement the Living Wage?		
Total:			0.00
5.	Before implementing the Living Wage what was the lowest hourly rate of pay for these staff members?		
Total:			14.25

Impact on third party contracted and subcontracted staff			
6.	How many contracted or subcontracted staff members have had or will have their wages increased as a result of the decision to implement the Living Wage?		
	Full time staff members	6	Part time staff members
			254

Schedule 5

CONTACT DETAILS			
Please provide details of the primary contact in your organisation. We will send this person confirmation of your certification and your receipt of payment. This person will also receive news and updates from us. We will not share your details with anybody else.			
Name	Natalie Kung		
Job title	Human Resources Representative		
St. address	50 Church St, PO Bx 3012		
Postal code	L2R 7C2	City	St Catharines, Ontario
Phone number	905.688.5601 x1769	Email	nkung@stcatharines.ca
In what region is your headquarters located?	Niagara		
Do you have more than one office in Ontario?	No		
How should your organisation's name appear on any public lists:	The City of St Catharines		

Signature of persons authorized on behalf of LICENSEE Date

Print name Role

Signature of persons authorized on behalf of LICENSOR Date

Print name Role

Head of Your Organization	
Please provide contact details for the Head of your organisation here, if different from above. We will use this for communications from the Program Manager and invitations to events.	
Name	Shelley Chemnitz
Job title	Chief Administrative Officer
Email	schemnitz@stcatharines.ca
Phone number	905.688.5601 x1541

FINANCE/RENEWALS	
Please provide contact details for the person we should contact about the renewal of your certification in 12 months' time, if different from above.	
Name	
Job title	
Email	
Phone number	

YOUR COMPANY LOGO
Please return a high resolution image/vector file of your logo with this licence. We will add this to the Employers section of our website and other promotional materials where appropriate.

Schedule 6 – Employer Webpage / Directory Listing and Social Media Accounts

Certified living wage employers can, for the duration their certification remains active and up-to-date, be listed publicly in the following locations:

- Certified Living Wage Employer Directory at www.ontariolivingwage.ca/living_wage_employers_directory
- Google map of all certified living wage employers [LINK](#)
- Public Twitter list of all certified living wage employers [LINK](#)
- A profile page at www.ontariolivingwage.ca/yourname

Un-check any public listing **in which you do not** wish to be included.

Addresses

We can include only your registered address as provided to us on this licence, or we can include all your operating location addresses.

Please send a spreadsheet document to craig@ontariolivingwage.ca with following column headings:

Branch Name*	Branch email*	Branch tel*	Street Address	City	Postal code
--------------	---------------	-------------	----------------	------	-------------

*Items with an asterisk are not mandatory for inclusion.

Please note, new certifications may take up to two weeks to appear on the interactive employer map.

Profile Page Slug

Indicate your desired web address for your profile page with us. All lowercase, no spaces, and no special characters aside from underscore:

[www.ontariolivingwage.ca/ cityofstcatharines](http://www.ontariolivingwage.ca/cityofstcatharines)

Your profile page can include a description of your business or organization. You may reuse copy from your own website, or provide new content relating to your living wage certification as well.

The City of St. Catharines strives to recognize and meet the diverse needs of its citizens, making the Garden City a great place to live for young and old, families and individuals alike.

St. Catharines is a city that offers many amenities and opportunities to its residents. It is a place known for its friendliness, charm and pride - characteristics that stem from its identity as The Garden City.

We recognize that our residents are our strength, contributing countless volunteer hours and other efforts to enhance the quality of life for their families and neighbours. The City of St. Catharines also shares in that commitment to make our community an inviting, progressive and desirable place to be.

Social Media accounts

twitter.com/ st_catharines

facebook.com/ cityofstcatharines

website: www.stcatharines.ca

Other accounts you'd like listed:

https://www.youtube.com/user/citystcatharines
https://www.linkedin.com/company/cityofstcatharines/
https://www.instagram.com/cityofstcatharines/