



**Town of Arnprior  
Regular Meeting of Council: October 12, 2021**

**Correspondence Package No. I-21-October-17**

**Recommendation:**

That the Correspondence Package No. I-21-October-17 be received as information and filed accordingly.

**General Information Items:**

- 1. Correspondence from the Province of Ontario**
  - a) Ontario Making Cyber Security a Forefront Priority
  - b) Ontario Supporting Non-Profits Through the Community Building Fund
  - c) Targeted COVID-19 Rapid Antigen Screening to Keep Students Safe
  - d) Ontario Taking Additional Steps to Protect Long-Term Care Home Residents
  - e) Ontario Senior Achievement Award Recipients
  - f) Ontario Recommends the Use of Pfizer-BioNTech COVID-19 Vaccine for Individuals Aged 18-24 Years Old
  - g) Ontario To Strengthen Mandatory Indigenous Learning in School Curriculum
  - h) Ontario Improving Access to Mental Health Services
  - i) Ontario Strengthening Commitment to Athlete Safety on Rowan's Law Day
  - j) Ontario Helping Protect Communities Against Racism and Hate
  - k) Ontario Adding New Resources to Protect Workers

- l) [Ministry of Municipal Affairs and Housing – Expiry of Temporary Regulations \(130/20 and 131/20\) Limiting Municipal Authority to Regulate Construction Noise](#)
2. **Correspondence from Renfrew County And District Health Unit (RCDHU)**
    - a) [RCDHU Confirms Two Students at Two Schools Test Positive for COVID-19](#)
    - b) [COVID-19 Vaccine Roll Out At A Glance](#)
    - a) [RCDHU Confirms One Student at St. Thomas the Apostle Catholic School Tests Positive for COVID-19](#)
    - b) [COVID-19 Proof of Vaccination Differs for Canadian Armed Forces Members](#)
    - c) [COVID-19 Case Summary – October 1, 2021](#)
  3. **Correspondence from Association of Municipalities of Ontario (AMO)**
    - a) [Watch File – September 23, 2021](#)
    - b) [Watch File – September 29, 2021](#)
  4. **Correspondence from Ottawa Valley Business**
    - a) [October 5, 2021](#)
  5. **Correspondence from Renfrew County**
    - a) [Warden’s Community Service Awards Now Accepting Nominations](#)

## STATEMENT

# Ontario Committed to Making Cyber Security a Forefront Priority

October 05, 2021

[Government and Consumer Services](#)

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TORONTO — Today, Ross Romano, Minister of Government and Consumer Services, issued the following statement:

“In recognition of October being Cyber Security Awareness Month, I am proud that our government is making great strides in protecting Ontarian’s privacy and security online, while advancing a bold agenda to improve digital access to more services.

Our government is committed to safeguarding the data of the people and businesses of Ontario and enhancing our current cyber practices. We have implemented a comprehensive government-wide cyber security program to help ministries safeguard and maintain their information and operations. This includes continuous monitoring of the government’s network, rapid response to security incidents, ongoing support in the event of cyber-attacks, and expert advice on developing and maintaining secure technology solutions.

Every member of the Ontario Public Service (OPS) plays a role in safeguarding the government’s data. We continually increase awareness of cyber threats and promote measures employees can take to protect their organizations. Our government is also working closely with our partners in the broader public sector (BPS), such as the hospital and education sectors, on ensuring that we strengthen cyber resiliency and secure Ontario public services and programs for the people of Ontario.

As part of Ontario's Cyber Security Strategy, the government has appointed a ten member Expert Panel to help modernize cyber security across Ontario’s public sector. Members of the panel will provide advice to government on addressing sector-specific issues and risks to the BPS in a final report due early next year.

I am proud of the support shown by all parts of government in their duty to keep the information and data about Ontario’s people, businesses, and organizations safe.

Cyber Security Awareness Month is also a perfect opportunity for Ontarians to consider their own digital footprints and online activity. I encourage all Ontarians to learn more about the steps they can take to better protect themselves at [Cyber Security Centre of Excellence](#), where they will find helpful tips and best practices for protecting their data and privacy.”

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## NEWS RELEASE

# Ontario Supporting Non-Profits through the Community Building Fund

Operating grants to benefit 648 organizations across the province

October 05, 2021

[Heritage, Sport, Tourism and Culture Industries](#)

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TORONTO — The Ontario government is providing more than \$46 million to support 648 non-profit tourism, culture, sport and recreation organizations experiencing significant financial pressures due to COVID-19. Funding is being delivered through the Community Building Fund's Operating stream to help these non-profits operate their facilities so they can provide much-needed programs and services in their communities.

Details were provided today by Lisa MacLeod, Minister of Heritage, Sport, Tourism and Culture Industries, at the Toronto Botanical Garden, where she was joined by Harry Jongerden, Interim Executive Director of the Toronto Botanical Garden, and Charlie Johnstone, CEO of The Royal Agricultural Winter Fair.

"Since the beginning of the COVID-19 pandemic, our government has been supporting those struggling the most," said Minister MacLeod. "The Community Building Fund was designed with this in mind – to enhance the quality of life for Ontarians and support local jobs. These grants will help non-profit organizations sustain operations – providing funding so they can adapt to the pressures of the pandemic and continue to deliver programming that is critical to the economic and social well-being of communities across the province."

The Community Building Fund launched earlier this year as a part of the [2020 Budget, Ontario's Action Plan: Protect, Support, Recover](#). The fund is administered by the Ontario Trillium Foundation (OTF) through two streams: Operating and Capital. Applications for the Operating stream closed on June 1, 2021, and the funding is providing organizations across the province with support for:

- Essential expenditures, such as staff salaries and fixed operational costs, including utilities, rent, lease, telephone and communication lines/services
- Equipment costs, programs, services, and adapting to public health measures due to the COVID-19 pandemic, such as equipment for changing technology, health and safety, and personal protective equipment
- Innovation, digital and mobile web/virtual costs for the delivery of products and experiences.

For a full list of Community Building Fund Operating stream recipients, please visit the [Ontario Trillium Foundation's website](#).

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## Quick Facts

- The [Ontario Trillium Foundation](#) is an agency of the Ministry of Heritage, Sport, Tourism and Culture Industries, working to build healthy and vibrant communities across Ontario through investments of local grants to non-profit organizations. Its programs support the arts, culture, heritage, sports and recreation, human and social services, and environment sectors across the province.
  - For organizations interested in applying for the Community Building Fund, OTF will provide support through information sessions and one-on-one application coaching calls. More information about eligibility requirements, deadlines for applications and OTF supports is available at [otf.ca](#).
  - As announced in the [2021 Budget](#), Ontario is investing more than \$400 million over the next three years in new initiatives to support tourism, culture, sport and recreation sectors. This builds on investments of \$225 million announced earlier, bringing the total support for these sectors to more than \$625 million since the pandemic began.
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## Additional Resources

- [Support for the Community Building Fund](#)

- [2021 Budget - Ontario's Action Plan: Protecting People's Health and Our Economy](#)
  - [News Release: Ontario Supports Tourism, Culture, Sport and Recreation Organizations](#)
  - Visit Ontario's [website](#) to learn more about how the province continues to protect Ontarians from COVID-19.
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## Related Topics

### Arts and Culture

Learn more about the live performances, cultural institutions and creative grants the province has to offer. [Learn more](#)

### Government

Learn about the government services available to you and how government works. [Learn more](#)

### Travel and Recreation

Learn more about hunting and fishing, provincial parks, festivals and events, and visiting Ontario. [Learn more](#)

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## NEWS RELEASE

# Targeted COVID-19 Rapid Antigen Screening to Keep Students Safe

Government Increasing Access to Rapid Antigen Screening to Keep Students Learning In-Person and Child Care Centres Open

October 05, 2021

[Education](#)

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TORONTO — Ontario is improving access to local targeted COVID-19 rapid antigen screening by making it available for students through participating public health units where risk of transmission is high. By expanding access to rapid antigen screening, the Ontario government is helping to keep schools and licensed child care settings open and safe for children and students.

The program will support access to voluntary, rapid asymptomatic screening for unvaccinated children and students. This will help identify and prevent transmission in schools and licensed child care settings, as identified by local medical officers of health based on local epidemiological circumstances. This school-based program is in keeping with current provincial guidance for rapid antigen screening and based on advice from Public Health Ontario, the Ontario COVID-19 Science Advisory Table, and Ontario's Testing Strategy Expert Panel and is focused on screening of children in public health units with the highest risk of transmission.

Routine rapid antigen screening of fully vaccinated individuals and children is not currently recommended given the effectiveness of the COVID-19 vaccines as well as the risks posed to the disruption of learning as a result of false positives.

"By improving ventilation in Ontario schools and taking further action through the introduction of a targeted rapid antigen screening program, we are helping to keep schools safer and open," said Stephen Lecce, Minister of Education. "We are following updated advice from the Chief Medical Officer of Health by introducing a targeted testing program, at the direction of local medical officers of health, in areas where rates of transmission are high. Ontario's plan is focused on minimizing disruption and maximizing safe, in-class learning, supported by major improvements in mechanical ventilation and 70,000 HEPA and other ventilation devices in learning spaces."

While vaccines and existing classroom prevention strategies – such as masking, cohorting and daily symptom screening measures – remain key defences against COVID-19, screening and testing remain important tools in protecting against the spread of COVID-19. In addition, in September 2021, the Ministry of Education launched a targeted, PCR-based self-collection pilot for vaccinated high school students identified as high-risk close contacts of a confirmed case of COVID-19 to support testing participation and a timely return to school. Limiting the spread of COVID-19 is critical to ensuring that schools and child care centres remain safe and open to support working families.

"Targeted asymptomatic screening has the potential to detect cases in schools earlier and reduce the risk of outbreaks and closures, particularly in communities across the province that have a high prevalence of active COVID-19 cases," said Dr. Kieran Moore, Chief Medical Officer of Health. "Expanding access to rapid antigen screening may be another way to help keep schools safer and students in the classroom. I continue to encourage everyone who has yet to get their first or second dose of the COVID-19 vaccination to do so as soon as you can to increase our level of community immunity and protect our students and young Ontarians who are not yet eligible to receive the vaccine."

COVID-19 rapid antigen screening for child care and school age children will proceed as follows:

- Based on the guidance of the Chief Medical Officer of Health, local Medical Officers of Health will continue to monitor local COVID-19 transmission and vaccination rates to identify when to implement rapid antigen screening in parts of their region based on local factors and needs.
- Rapid antigen screening will be used only for unvaccinated asymptomatic students and children who are not high-risk contacts. Symptomatic or high-risk contacts should continue to access lab-based PCR testing available at assessment centres and other collection centres.

- Where the local public health unit has identified schools or child care centres that would benefit from this screening, rapid antigen screening tests will be made available. Parents will be able to choose if their unvaccinated asymptomatic children will participate in this screening offered by their schools or licensed child care settings.
- Unvaccinated children participating in the program will be able to conduct the rapid antigen screening at home with instructions.
- Children who receive a positive result will be required to seek a confirmatory lab-based PCR test at a local assessment centre or specimen collection centre and isolate until the result of that lab-based PCR test is known. Children who receive a negative result on a rapid antigen screening test will be able to continue in-person learning. More detailed information including duration and frequency will follow.

The Ministry of Education will continue to work with the Chief Medical Officer of Health and local public health units to assess key indicators, such as vaccination rates and community transmission, to inform and update provincial guidance for schools and child care as needed.

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## Quick Facts

- Widespread use of asymptomatic screen testing is not recommended since best evidence and current guidance suggest that asymptomatic screen testing is only effective in limited circumstances, such as with high community COVID-19 transmission.
- More than 81 per cent of youth aged 12 to 17 have received a first dose of the COVID-19 vaccine and 73 per cent have received a second dose.
- Ontario [issued a preferential recommendation](#) of the use of Pfizer-BioNTech vaccine for individuals aged 18 to 24 years old. The province will continue using the Pfizer vaccine for youth ages 12 to 17 (including those turning 12 in 2021).
- On August 16, 2021, the [Ontario government announced](#) that it is working with public health units and publicly funded school boards to plan and host vaccination clinics for educators and staff in or nearby schools to continue to fight COVID-19.
- In 2021-22, [Ontario will continue to provide temporary COVID-19 funding](#) of more than \$1.6 billion to school boards throughout the year. This will provide schools with a wide range of supports for student mental health, the hiring of additional staff, school-focused nurses in public health units, remote learning technology, and health and safety measures in student transportation.
- Ontario is also making available [\\$85.5 million for learning recovery and renewal](#) to help schools across the province mitigate the effects of learning disruptions as a result of COVID-19. This investment will support student mental health and well-being, reading and math for young learners, and student re-engagement.
- Testing is available in 202 assessment centres or community labs, 211 pharmacies, mobile sites and other locations across the province. Ontario can process over 100,000 lab-based PCR tests per day if needed.
- Anyone with symptoms or who is a known close contact of someone with COVID-19, and other groups that meet provincial testing eligibility criteria, should make an appointment at an assessment centre, participating pharmacy, or specimen collection centre. Please visit [Ontario.ca/covidtest](#) to find a testing location and for eligibility criteria to be tested.
- High risk contacts are individuals who are identified by public health units as a close contact of a confirmed COVID-19 case.
- Parents and caregivers who have questions about COVID-19 vaccines for children and youth can visit [www.sickkids.ca/vaccineconsult](#) to book a confidential phone appointment with a SickKids clinician.

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## Additional Resources

- [Asymptomatic Screen Testing of Students who are Vaccine-Ineligible by Age for the 2021-22 Academic Year](#)
- [Using your Vaccination Receipt: Frequently Asked Questions](#)
- [Ontario Working with Public Health Units to Run COVID-19 Vaccination Clinics in Schools](#)
- [COVID-19: Keeping schools safe](#)
- [COVID-19 school and child care screening](#)
- [Get the latest on COVID-19 in Ontario](#)
- [Reopening Ontario](#)

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## Related Topics

### Education and Training

Learn about Ontario's early years, education and training systems. Includes information on child care, elementary schools, secondary schools, colleges, universities, skills training and financial aid. [Learn more](#)

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## NEWS RELEASE

# Ontario Taking Additional Steps to Protect Long-Term Care Home Residents

Mandatory vaccines for all long-term care home staff the latest tool to protect against outbreaks

October 01, 2021

[Long-Term Care](#)

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TORONTO — As part of the government's plan to protect long-term care residents and staff during the Delta-driven fourth wave, Ontario is taking further action with an additional suite of tools. This includes making COVID-19 vaccinations mandatory for all in-home staff, support workers, students, and volunteers by November 15, 2021, unless a staff member has a valid medical exemption, as well as expanded inspections of homes and redirecting provincial resources to enhance and audit existing testing in homes.

"We know that long-term care residents have been disproportionately impacted by COVID-19. As new variants continue to spread, we are seeing a growing number of outbreaks in long-term care homes where the risk to those most vulnerable remains high," said Rod Phillips, Minister of Long-Term Care. "This enhanced suite of measures, including mandatory vaccinations for those working in the homes of long-term care residents, is one more way we will provide them the greatest level of protection possible."

Vaccination rates of staff in many homes are not high enough in the face of the risk posed by the Delta variant, and this is putting vulnerable residents at risk. To ensure the health and safety of staff and residents, mandating vaccination for in-home staff has now become essential, and homes are now required to meet the following requirements:

- Staff, support workers, students, and volunteers will have until November 15, 2021 to show proof that they have received all required doses of a COVID-19 vaccine, or to show proof of a valid medical exemption.
- Staff who do not have all required doses or a valid medical exemption by the deadline will not be able to enter a long-term care home to work.
- Newly hired staff will be required to be fully vaccinated before they begin working in a home unless they have a valid medical exemption.
- Homes will begin randomly testing fully vaccinated individuals, including staff, caregivers and visitors, to help detect possible breakthrough cases of COVID-19 as early as possible.

In addition to adding randomized testing of vaccinated individuals, homes will continue to regularly test individuals who are not fully vaccinated. The ministry will leverage provincial testing resources to inspect and audit these results by sending testing teams into homes to validate the results that homes have been reporting to the province. The ministry will also step up rigorous inspections of homes' infection, prevention and control measures.

These new measures are the latest tools among a suite of actions the Ministry of Long-Term Care has taken to protect residents in long-term care, including:

- rigorous inspections to reinforce infection prevention and control
- regularly testing all individuals who are not fully vaccinated
- providing a COVID-19 vaccine promotion toolkit available in 12 languages
- organizing mobile clinics at homes with lower vaccination rates and homes experiencing outbreaks
- providing homes with support so they can administer vaccines themselves in a timely manner
- working to increase the hours of direct care for residents to an average of four hours per day by 2024-25
- collecting more accurate vaccination data at the home level
- offering third doses to long-term care residents. As of September 30, 64 per cent of residents have already received their third dose.

Fully vaccinated staff will continue to be able to work in more than one long-term care home, retirement home or other health service provider setting.

Homes will continue to be required to track and report on the implementation of their policies, including overall staff immunization rates. To promote transparency, the Ministry of Long-Term Care is publicly posting [long-term care home staff vaccination rates](#). To protect staff privacy, individual immunization status is not shared with the province.

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## Quick Facts

- As of August 31, 2021, about 44 per cent of long-term care homes had staff vaccination rates below 90 per cent.
  - Ontario has already undertaken several steps to promote immunization rates in long-term care home staff, including an education first, voluntary approach to immunization policies, a publicly available, free [COVID-19 Vaccine Promotion Toolkit](#), and provisions that allow staff to use paid sick leave to get vaccinated or recover from symptoms resulting from vaccination.
  - Third doses are now being offered to long-term care home residents to boost the primary series of COVID-19 vaccinations. As of September 30, 2021, 64 per cent of residents have received a third dose.
  - According to home-level data collected by the Ministry of Long-term Care, about 90 per cent of staff have received at least their first dose provincewide, however there is variation among homes.
  - As part of the fall pandemic preparedness plan, the government is providing \$4.5 million to extend the use of the Specialized Care Centre located at the Toronto Congress Centre from December 31, 2021 until March 31, 2022. This will extend the availability of an innovative and modern solution to surge capacity for both long-term care residents and hospital patients across the Greater Toronto Area should the need arise.
  - The government has provided prevention and containment funding so homes can hire temporary staff if they need to and deployed Secure Mobile Enhancement and Support Teams to work with homes facing critical staffing shortages until they are able to hire new or temporary staff.
  - All Ontarians, including all staff, visitors, and residents in long-term care homes, must continue to practice public health measures including screening at entry, masking, physical distancing, hand hygiene, and staying at home when they are sick. While COVID-19 immunizations have been demonstrated to be very effective, it is important for Ontarians to not let their guard down in the ongoing fight against the pandemic, in particular with the Delta variant.
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## Additional Resources

Visit Ontario's [website](#) to learn more about how the province continues to protect Ontarians from COVID-19.

[Emergency information and orders](#)

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## Related Topics

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## BACKGROUND

# Ontario Senior Achievement Award Recipients

October 01, 2021

[Seniors and Accessibility](#)

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The Ontario Senior Achievement Awards recognize people who have made outstanding contributions to their communities through voluntary or professional activities after the age of 65.

The 15 recipients are:

**Beverly Baxter** of Lindsay, a retired registered nurse known for her compassion and caring, continues to put her professional skills to good use in the community through her work to establish a local palliative care program and by volunteering at monthly blood pressure clinics. Beverly received a 25-year service award from the City of Kawartha Lakes Community Care in 2016.

**Leo Blindenbach** of Newcastle, known for his environmental stewardship, he is a member of the Samuel Wilmot Nature Area Management Advisory Committee. Leo also organized a local community watch program and most recently created an online group to liven community spirit safely during the COVID-19 pandemic. This group now has more than 1,100 members.

**Michele Boniface** of Stratford is a tireless supporter of the arts through her work with the Off-the-Wall Stratford Artists Alliance, which gives students the opportunity to learn, earn and collaborate with artists involved in the Stratford Festival. Michele is also a member of the Kiwanis Festival of the Performing Arts Advisory Committee and has contributed to numerous projects involving arts and music, civic beautification and environmental awareness.

**Joan M. Goldsmith** of Oro-Medonte, has been a volunteer for more than 45 years, including more than 450 hours at Trillium Manor Long Term Care, where she has organized many successful fundraising events and trained other volunteers. As a member of the Army, Navy, Air Force Veterans in Canada, unit 400, Joan ensures every veteran that moves into Trillium Manor receives a special door plaque and a large poppy.

**Donald "Donny" Hishon** of Kitchener, was also a recipient of the local Senior of the Year Award in recognition for his more than 17 years of community service. Donny was the lead facilitator for Narcotics Anonymous and Alcoholics Anonymous meetings at the Grand Valley Institution for Women. He also volunteered with reintegration programs to help female offenders prepare for a better future and trains new volunteers.

**Pat Kolb** of Bolton, has been a dedicated community volunteer for more than 30 years. She has delivered meals on wheels and when that was not possible due to the pandemic, she transitioned to doing weekly telephone wellness checks for seniors and people with disabilities. Pat also volunteers with youth through her work with Peel 4-H. In addition, she is a passionate advocate for farm and agricultural issues and volunteers with the Albion-Bolton Fall Fair.

**David A. Longstaff** of Hamilton, has been a committed volunteer at Shalom Village for 14 years. David's volunteer work began when his mother moved into the seniors residence and continues although she passed in 2012. David is an integral member of the team due to his tireless energy in running entertainment programs, gardening, fundraising, taking residents to appointments, and so much more.

**George Lowes** of Iron Bridge, is a member of the local Lions club where he serves as Treasurer. During tax season, George uses his financial skills to help people in need complete their tax returns at no cost. In addition, he volunteers with youth, and assists at flu and diabetic clinics. On Remembrance Day, George wears his Royal Canadian Air Force uniform, recalling his time in the Reserve RCAF working with cadets for more than 25 years.

**Lawrence Martin** of London, has been volunteering for more than 40 years. His upbeat personality comforts patients at Victoria Hospital and entertains visitors at Fanshawe Pioneer Village. Lawrence is an active member of Trinity United Church and regularly pitches in to perform building repairs, including acting as a volunteer general contractor for a multi-year renovation project.

**Darrel O'Shaughnessy** of Arnprior, uses his considerable energy and organizational skills to advocate for seniors through his role as Chair of the Greater Arnprior Seniors Council (GASC), his involvement in forming the local Seniors Active Living Centre (SALC), the creation of a local Men's Shed, and founding of a local Dragon Boat group, to name just a few of his many projects that enrich community life for older residents.

**Dr. Sally Elizabeth Palmer, Professor Emeritus** of Dundas, is a retired professor in the McMaster University Faculty of Social Sciences and a 26-year member of the Children in Limbo Task Force. Serving on many committees and volunteering her time for more than 45 years, she is a social justice advocate, an Indigenous ally and founder of the Good Food Box program which provides fresh produce to low income Ontarians.

**Janice Preiss** of Beeton, is a pioneer in the benefits of pet therapy. A lifelong dog lover, she started a pet therapy program for senior residents at Simcoe Village and Manor 33 years ago and has since trained many volunteers, while also serving as a member of the local St. John Ambulance Therapy Dog program. Janice also raises funds for many community initiatives and has received several awards for community service.

**Thomas Shura** of Kenora, is a generous community volunteer who has been known to take money of his own pocket when local fundraising drives fall short of donation targets. Tom also organizes clothing drives for local First Nations and others in need of winter wear. For many years, he has put his construction skills to good use by building homes for Habitat for Humanity to help low-income families own their own home.

**Sonja Elizabeth Smith** of Bracebridge, is a volunteer with over 60 years of experience contributing to community life. She regularly assists residents of the Pines Long Term Care Home on bus trips and organizes evening entertainment. In addition, Sonja has been a member of the South Muskoka Memorial Hospital Auxiliary for 25 years, assisting in the gift shop. She delivers meals on wheels and for the past six years has been a volunteer at the local Intergenerational group for the young and young at heart.

**Touran Vakilzadeh** of North York, emigrated from Iran in 1990 with her five children. Back home, she was a school principal and studied to gain accreditation to teach in Ontario. She later started the Persian Avicenna Learning Centre which became a focal point of the Iranian diaspora in Toronto. Touran remains a pillar of her community and continues to give back through a charitable fund for oppressed women and children in rural Iran.

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## Additional Resources

- [Ontario Recognizes Accomplishments of 15 Outstanding Seniors](#)
- Please visit [Senior Achievement Award](#) for more information on how to recognize an exceptional individual.

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## Related Topics

### Home and Community

Information for families on major life events and care options, including marriage, births and child care. Also includes planning resources for municipalities. [Learn more](#)

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## STATEMENT

# Ontario Recommends the use of Pfizer-BioNTech COVID-19 Vaccine for Individuals Aged 18-24 Years Old

September 29, 2021

[Health](#)

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TORONTO — Today, Dr. Kieran Moore, Chief Medical Officer of Health, issued the following statement on COVID-19 vaccines for individuals aged 18-24 years old:

“Health Canada authorized COVID-19 vaccines are safe, effective and significantly reduce the risk of infection and serious illness, including hospitalization.

Out of an abundance of caution, Ontario is issuing a preferential recommendation of the use of Pfizer-BioNTech vaccine for individuals aged 18-24 years old effective immediately based on the current available analysis from Ontario’s adverse events following immunization (AEFI) surveillance system.

This recommendation was based on the advice of Ontario’s Children COVID-19 Vaccine Table, Ontario Vaccine Clinical Advisory Group, and Public Health Ontario and is due to an [observed increase in Ontario of the very rare heart condition called pericarditis/myocarditis](#) following vaccination with Moderna compared to Pfizer in the 18 to 24 year old age group, particularly among males. The majority of reported cases have been mild with individuals recovering quickly, normally with anti-inflammatory medication. Symptoms have typically been reported to start within one week after vaccination, more commonly after the second dose.

This decision is also based on the increased and reliable supply of the Pfizer vaccines and the fact that individuals who received Moderna for their first dose can safely take the Pfizer-BioNTech vaccine for their second dose. Mixing vaccines is safe and effective, and full vaccination with two doses of the mRNA vaccine offers the greatest protection you can have against COVID-19 and the Delta variant.

Based on the significantly higher risks of COVID-19 hospitalizations, ICU admissions and death among the unvaccinated, those who received a first dose of the Moderna vaccine absolutely did the right thing to protect themselves, their loved ones and communities. Vaccination is the best way to protect against COVID-19 related complications, and the risk of contracting myocarditis and other serious adverse events including pericarditis, arrhythmia, deep-vein thrombosis, pulmonary embolism, myocardial infarction, intracranial hemorrhage and thrombocytopenia is 18 times higher among patients with COVID-19. Should individuals aged 18 to 24-year old wish to receive Moderna they can continue to do so with informed consent. The province will continue using the Pfizer vaccine for youth ages 12-17 (including those turning 12 in 2021).

The health and safety of Ontarians remains our top priority, and we will continue to monitor the latest available data regarding the use of Moderna for this population moving forward.

As Ontario continues to respond to the fourth wave driven by the highly transmissible Delta variant, we encourage all eligible Ontarians to sign up to receive their first and second dose of the COVID-19 vaccine today.”

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## Related Topics

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## NEWS RELEASE

# Ontario To Strengthen Mandatory Indigenous Learning in School Curriculum

## New Funding and Curriculum Reaffirms Ontario's Commitment to Reconciliation

September 29, 2021

[Education](#)

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TORONTO — Working with Indigenous partners, Elders, Knowledge Holders and education stakeholders, the Ontario government announced a plan to expand First Nation, Métis and Inuit content and learning in the elementary curriculum. The province announced that these changes will further strengthen mandatory learning on residential schools and foster greater understanding within the province's education system of the intergenerational legacy borne by Indigenous families. This work builds on Ontario's first phase of curriculum revisions in response to the [Truth and Reconciliation Commission's Calls to Action](#), which were implemented in 2018. In addition, in 2021-22, the ministry is providing \$23.96 million in Indigenous Education funding to support First Nations, Métis and Inuit students as part of a broader government commitment to reconciliation. The Ontario government built on this commitment with the announcement this week to continue expanding multi-year funding to support sustainability in partner organizations.

Stephen Lecce, Minister of Education, and Greg Rickford, Minister of Indigenous Affairs, made the announcement at Native Child and Family Services of Toronto joined by Traditional Knowledge Keeper Vivian Roy, James Marsden, Chiefs of Ontario Education Portfolio Holder and Anishinabek Nation Southeast Regional Deputy Grand Council Chief, and Joanne Meyer, Chief Operating Officer of the Métis Nation of Ontario.

The Ontario government's work will ensure that First Nation, Métis and Inuit perspectives are reflected throughout the province's curriculum. Currently, the province's curriculum includes mandatory learning in Social Studies, Grades 4-6, and History in Grades 7, 8, and 10, including mandatory learning on residential schools in Grades 8 and 10, introduced in 2018.

The Ministry of Education announced a commitment to complete the full spectrum of learning across this elementary curriculum, addressing the current gap in Grades 1 and 3 by September 2023. This timeline and the curriculum development process is being co-developed with Indigenous partners to reflect meaningful collaboration while recognizing the urgency of this content in learning.

Ministers Lecce and Rickford outlined Ontario's education plan to strengthen Indigenous learning through a meaningful co-development process with Indigenous partners, Elders and Knowledge Holders, including:

- Mandatory Indigenous-focused learning added to the Social Studies, Grades 1-3 curriculum, including exploring opportunities for new learning on:
  - The role of family and resilience in First Nations, Métis and Inuit communities and nations
  - First Nations, Métis and Inuit historical and contemporary realities
  - Indigenous peoples' interrelationship and connection with the land
  - The residential school system and the reclamation and revitalization of identity, language, culture and community connections.

This commitment ensures that all students, Indigenous and non-Indigenous, are enriched by learning about the histories, cultures, perspectives and contributions of First Nation, Métis and Inuit individuals and communities in Canada. These efforts further Ontario's commitment to work with Indigenous partners to advance reconciliation and to implement the [Truth and Reconciliation Commission of Canada's Calls to Action](#).

"We are committed to recognizing the contributions of First Nations, Métis, and Inuit individuals, communities and nations to our province and country while learning their histories and cultures," said Minister Lecce. "Including Indigenous content and voices in Ontario's curriculum – along with mandatory learning on residential schools – is a meaningful way that we can address issues of racism, Indigenous student well-being and advance reconciliation with Indigenous peoples. We are also investing more to support Indigenous students, with the aim of boosting graduation rates and enabling economic opportunity for the next generation of Indigenous students."

To this end, the ministry is investing \$23.96 million from the [Priorities and Partnerships Funding](#) in targeted supports for First Nation, Métis and Inuit students, in addition to the existing funding for school boards in the 2021-22 school year. These investments will allow Indigenous partners, school boards and other education stakeholders to produce high-impact supports that provide supportive, culturally appropriate and safe education opportunities for Indigenous students, while strengthening Ontario's education system and well-being for all learners in the province. In addition, the province is supporting Indigenous language revitalization and reconciliation by offering Inuktitut as a language of instruction within Ontario's Indigenous languages curricula.

In addition, the Ministry of Education recently approved sustainable, multi-year funding agreements for an investment of \$3.19 million over three years to strengthen existing partnerships with the Chiefs of Ontario and First Nation Provincial Territorial Organizations (PTOs) and provide stable funding for the length of the agreement. This investment will support reconciliation and student success with the goal of promoting higher graduation rates and transitions into post-secondary and employment opportunities for First Nation students.

The Métis Nation of Ontario is also receiving \$850,000 in 2021-22 towards collaborating with school board administrators and educators in the learning of Métis knowledge and the integration of this knowledge into Indigenous education programs and initiatives, as well as multi-year funding for three years starting in 2020-21 for a total of \$406,000 for the River Program, an alternative secondary school program that provides academic and cultural supports to Métis students.

"We are investing in culturally appropriate learning for Indigenous students and enhancing opportunities for all learners to increase their knowledge of First Nation, Inuit and Métis histories and cultures to help all Ontarians gain a better understanding and respect for Indigenous perspectives," said Minister Rickford. "Our government continues to work in collaboration with Indigenous partners to co-develop this curriculum to ensure Indigenous voices are at the centre of this important work."

The Ontario government is committed to ensuring every Indigenous student across the province is supported with access to culturally safe learning opportunities. The government will continue to support targeted initiatives to improve outcomes for Indigenous students and to build the knowledge of all students and educators regarding Indigenous histories, cultures, perspectives and contributions.

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## Quick Facts

- The implementation of a mandatory curriculum on the residential school system, treaties and Indigenous peoples' historical and contemporary contributions to Canada is in response to Nos. 62 and 63 of the [Truth and Reconciliation Commission's Calls to Action](#).
- Since 2019, the Ontario government has met with Indigenous partners, including PTOs, individual First Nations, the Métis Nation of Ontario, education groups and service providers, like the Ontario Federation of Indigenous Friendship Centres and Tungasuvvingat Inuit, to co-develop an approach for additional curriculum revisions to strengthen Indigenous content and learning.
- Social Studies, Grades 4-6, and History, Grades 7, 8 and 10, underwent Indigenous-focused curriculum revisions in 2018. These revisions were made in collaboration with Indigenous and education partners.
- The revised First Nations, Métis, and Inuit Studies, Grades 9-12 curriculum was implemented in 2019 to provide opportunities for students to learn about Indigenous perspectives, cultures and contributions in areas such as art, literature, law, humanities, politics and history. This curriculum was revised in collaboration with Indigenous partners and education stakeholders.
- In 2021-22, the Indigenous Education Grant in the Grant for Student Needs is \$96.7 million, with the following allocations:
  - Indigenous Languages Allocation (\$14.7 million): Supports elementary and secondary Indigenous language programs from Junior Kindergarten to Grade 12.
  - First Nations, Métis, and Inuit Studies Allocation (\$59.6 million): Supports secondary First Nations, Métis, and Inuit Studies courses.
  - Board Action Plans Allocation (\$22.4 million): Funds the implementation of programs and initiatives that support the academic success and well-being of Indigenous students, as well as build the knowledge of all students and educators on Indigenous histories, cultures, perspectives and contributions.
- In May 2021, the Ontario government, Grand Council Treaty #3 and Canada signed a memorandum of understanding on First Nation education. In 2020-21, the ministry provided \$299,042 to Grand Council Treaty #3 to ensure access to meaningful supports, improve overall outcomes and increase graduation rates for Grand Council Treaty #3 students.
- The Reciprocal Education Agreement, which came into effect in September 2019, was designed in collaboration with First Nation partners and education stakeholders to improve access to education, strengthen parent and guardian



choice and improve First Nation student transitions between provincially funded and First Nation-operated or federally funded schools in Ontario.

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## Quotes

"We are very pleased with the announcement that our request for multi-year funding agreements has been approved by the Ministry of Education. This will assist us in retaining the expertise required to ensure the educational priorities of First Nation communities are addressed in the provincial education system in a timely manner. We also look forward to establishing a robust and meaningful collaborative process with the Ministry of Education to ensure the experience and knowledge of First Nations in Ontario is accurately reflected throughout the province's curriculum. While we welcome additional funding for school boards to produce supports that better meet the needs of First Nation learners, we ask for continued efforts to ensure school boards co-develop these supports with their local First Nation partners through all phases of development – from concept to implementation and ongoing evaluation"

- Glen Hare  
Ontario Regional Chief

"Education is a critical component to reconciliation, and we look forward to a collaborative partnership with Ontario that will allow us to develop, strengthen and prioritize Indigenous content and learning within Ontario schools. Curricula that feature Métis-specific content benefits both Métis students and their peers, and we commend the Ontario Ministry of Education for their continued commitment to reconciliation through impactful and meaningful partnerships."

- Joanne Meyer  
Chief Operating Officer, Métis Nation of Ontario

"Tungasuvvingat Inuit is extremely grateful to be an active contributor to the Inuit content and learning for the elementary curriculum. As a mom of school-aged children, it is important for any Inuk child in Ontario to see themselves reflected in the curriculum. Through the important work of the Uqausilirijiit Circle and support from the province, we are extremely proud to include Inuktitut as an available option under the Native Languages curriculum."

- Amanda Kilabuk  
Executive Director, Tungasuvvingat Inuit

"This is a step forward toward greater reconciliation in Ontario. It is important to ensure that all students are learning about the histories and contributions of Indigenous people throughout Ontario's K-12 curriculum. What we will need to see is true collaboration with Indigenous leaders, at every stage of the process, to ensure our cultures and perspectives are properly reflected. There is much work to be done, but I'm hopeful the progress announced today will become a catalyst towards an ongoing conversation that leads to real action in the years ahead."

- Elaine Johnston  
Chair, Indigenous Trustees' Council, Ontario Public School Boards' Association

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## Additional Resources

- [Improving Outcomes for Indigenous Students in Ontario](#)
- [Historic Level of Public Education Funding With Additional Supports to Keep Students and Staff Safe](#)
- [Ontario Supporting the Identification and Commemoration of Indian Residential School Burial Sites](#)
- [Ontario Provides Additional Support to Help Indigenous Students Succeed](#)
- [Ontario Takes Action to Improve Access to Education for First Nation Students](#)
- [Ontario's Indigenous Education Strategy](#)
- [Social Studies, History and Geography elementary curriculum](#)

- [First Nations, Métis, and Inuit Studies secondary curriculum](#)
  - [Native Languages elementary curriculum](#)
  - [Native Languages secondary curriculum](#)
  - [Treaties Teaching and Learning Resources](#)
  - [Indigenous Canada Massive Open Online Course](#)
  - [National Centre for Truth and Reconciliation](#)
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## Related Topics

### Education and Training

Learn about Ontario's early years, education and training systems. Includes information on child care, elementary schools, secondary schools, colleges, universities, skills training and financial aid. [Learn more](#)

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## NEWS RELEASE

# Ontario Improving Access to Mental Health Services

## September is Recovery Month Across Ontario

September 29, 2021

[Health](#)

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TORONTO —The Ontario government is investing over \$34.6 million to support upgrades and the addition of new facilities at the Centre for Addiction and Mental Health (CAMH) so they can continue to provide high-quality care and better address the unique mental health needs of patients.

“Investing in projects like the redevelopment of CAMH’s forensic mental health unit is one more way our government is delivering on our commitment to build a comprehensive mental health and addictions system for all Ontarians,” said Christine Elliott, Deputy Premier and Minister of Health. “This investment will give patients access to high-quality care and services that meets their unique needs in a safe, recovery-oriented environment.”

CAMH’s forensic mental health program currently operates out of an old, institutional building that was not built for modern concepts of forensic health care. The expansion includes upgrades to the existing forensic services facility and additional indoor and outdoor support spaces. Once completed, the newly renovated space will include dedicated family visitation areas in the inpatient units, enclosed outdoor areas to support recovery, outpatient services, security and building support services.

The redevelopment of CAMH’s forensic mental health program is the fourth and final part of the hospital’s broader redevelopment project. This new funding brings the province’s total investment in the project to over \$37 million.

“Since the release of [Roadmap to Wellness](#) last year, our top priority has been to continue making critical investments that will fill urgent gaps in mental health and addictions care and ensure that Ontario’s most vulnerable populations have targeted and reliable access to the support they need,” said Michael Tibollo, Associate Minister of Mental Health and Addictions. “The redevelopment of CAMH’s forensic mental health program will ensure that individuals who need emergency mental health support receive the most appropriate care, in a specialized setting where they are fully supported.”

In addition, the Ontario government is taking further action to support CAMH during the COVID-19 pandemic by increasing the hospital’s operating funding for the third straight year, with over \$13.9 million in additional operating funding in 2021/22. This represents an increase of approximately 4.5 per cent from 2020/21.

“This is a significant milestone as we enter the fourth and final phase of CAMH’s ambitious redevelopment project,” said Tracey MacArthur, President and CEO of CAMH. “The new building will bring to life our vision of secure recovery. This is based on the idea that for recovery to take place, patients need access to rehabilitative programming, an environment of trust, and the ability to develop relationships with those providing their care. All patients deserve to receive care in dignified spaces that promote healing and recovery.”

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### Quick Facts

- Forensic mental health services are provided when a court determines a patient’s mental illness caused them to commit the offence. In these cases, the individual is typically ordered to a hospital with a forensic mental health program like CAMH to receive mental health care.
- Throughout the planning and design of the expanded forensic mental health unit, CAMH will be working closely with the community to keep stakeholders and the public informed. This will include consultations with community members and key stakeholders.
- The [2021 Budget](#) outlined a total of \$1.8 billion in additional investments for hospitals in 2021-2022, ensuring the province’s health care system is prepared to respond to any scenario. This includes funding to create more than 3,100 additional hospital beds, as well as an increase of \$778 million in operational funding to ensure all publicly funded hospitals receive a minimum 1 per cent increase to help them keep pace with patient needs and to increase access to high-quality care for patients and families across Ontario.

- The government is investing more than \$22 billion in capital grants over the next 10 years for hospital projects across Ontario that will lead to \$30 billion in hospital infrastructure. Ontario's Action Plan: Protecting People's Health and Our Economy, brings total investments to \$16.3 billion to protect people's health and \$23.3 billion to protect our economy. Ontario's COVID-19 action plan supports now total \$51 billion.

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## Additional Resources

- [Ontario Unveils Plan to Build Mental Health and Addictions System](#)
- [Ontario Supporting Children and Youth with Complex Mental Health and Addictions Needs](#)
- [Ontario Increasing Mental Health and Addictions Services](#)
- [2021 Budget - Ontario's Action Plan: Protecting People's Health and Our Economy](#)
- Visit Ontario's [COVID-19 vaccine web page](#) to view the latest provincial data and information on COVID-19 vaccines.
- Visit Ontario's COVID-19 information [website](#) to learn more about how the province continues to protect the people of Ontario from the virus.
- For public inquiries call ServiceOntario, INFOLine at 1-866-532-3161 (Toll-free in Ontario only)

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## Related Topics

### Government

Learn about the government services available to you and how government works. [Learn more](#)

### Health and Wellness

Get help navigating Ontario's health care system and connecting with the programs or services you're looking for. [Learn more](#)

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## NEWS RELEASE

# Ontario Strengthening Commitment to Athlete Safety on Rowan's Law Day

Province investing in mental health support, healthy sport culture

September 29, 2021

[Heritage, Sport, Tourism and Culture Industries](#)

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**TORONTO** — The Ontario government is investing up to \$125,000 in partnership with the Canadian Mental Health Association, Ontario Division to continue building on the international success of Rowan's Law, which has created a safer environment for athletes to play sports. The funding will help raise awareness of the impact of sports-related injuries on mental health and provide educational resources to coaches and parents to help them recognize the symptoms of stress, anxiety and depression to ensure young athletes receive the essential supports they need to thrive.

"This year, we mark the fourth-annual Rowan's Law Day as sports safely return in our communities and schools," said Lisa MacLeod, Minister of Heritage, Sport, Tourism and Culture Industries. "As a world leader in concussion safety, it is imperative that Ontario continues to raise awareness around concussions and its lingering impacts on an athlete's physical, emotional and mental health. Rowan's Law remains the cornerstone of our commitment to building a safe sport culture for all athletes. No athlete should be subject to physical or mental harm when participating in sport."

The Canadian Mental Health Association will use the funding to expand its educational programs promoting the mental health of young athletes and will include:

- Interactive e-learning modules for coaches
- Educational videos for young athletes tailored to specific age groups and specific content such as mental health vs mental wellness and dealing with stress, anxiety and depression
- A Mental Health and Amateur Sport microsite to serve as entry point to modules, videos and downloadable resources/social media assets.

The government today also released the [third Rowan's Law progress report](#), profiling the province's leadership in the field of concussion safety. The report outlines the successful implementation of the majority of recommendations from the Rowan's Law Advisory Committee.

To date, Ontario has completed 13 of the 21 recommendations put forward by the Rowan's Law Advisory Committee, with an additional four recommendations set to be implemented by March 2022.

"Half of Ontario's population will have or have experienced a mental health challenge by the age of 40, with approximately 70 per cent of mental health challenges having their onset during childhood or adolescence," said Michael Tibollo, Associate Minister of Mental Health and Addictions. "I am committed to working with Minister MacLeod to ensure our children, youth and their parents have access to the highest quality mental health supports, while also having the important conversations regarding concussion awareness and education."

"Ontario created mandatory learning on the risks of head injuries and concussion awareness to honour Rowan Stringer's legacy and to save lives," said Stephen Lecce, Minister of Education. "As students return to more normal learning this year – with sports, physical education, and other activities – this is a timely reminder of our shared obligation to student safety in the classroom, the playground, and sports field."

"The Canadian Mental Health Association has a proud history of supporting the mental health of athletes through our partnerships with junior hockey, post-secondary athletics and minor sports," said Camille Quenneville, CEO of CMHA Ontario. "We're excited to work with the government to provide further mental health supports for the amateur sport community, providing athletes life skills they can use on or off the rink, court or field of play."

*Rowan's Law (Concussion Safety), 2018*, was passed with unanimous support in the Ontario Legislature in March 2018. The law designates the last Wednesday in September as "Rowan's Law Day" in honour of the memory of Rowan Stringer, a 17-year-old Ottawa rugby player who died in the spring of 2013 from a condition known as Second Impact Syndrome, or a

catastrophic swelling of the brain. Ontario is honouring Rowan's legacy by making sport safer for everyone.

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## Quick Facts

- Concussions represent more than 20 per cent (or more than 1 in 5) of Ontario student injuries treated by a physician or nurse practitioner. Ontario students who report a head injury are more than twice as likely to report high emotional distress and less success in academics.
  - In 2020, the government invested \$200,000 toward a documentary being developed by the Concussion Legacy Foundation Canada to highlight the impacts of concussions in amateur sport and showcase Rowan Stringer's life. The documentary is scheduled for release in 2022.
  - Beginning January 1, 2022, Rowan's Law will require amateur sport organizations to establish removal-from-sport and return-to-sport protocols to ensure an athlete is immediately removed from sport if they have sustained a concussion or are suspected of having sustained a concussion. The law will also require athletes to get medical clearance from a physician or nurse practitioner before they are permitted to return to training, practice or competition.
  - As of July 1, 2019, athletes, parents, coaches, team trainers and officials have been required to review the concussion awareness resources and their sport organization's concussion code of conduct, where applicable.
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## Additional Resources

[Ontario's plan for improving concussion safety | ontario.ca](#)

[Concussion Awareness Resources](#)

[Concussion Safety](#)

[Coaches Association of Ontario](#)

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## Related Topics

### Arts and Culture

Learn more about the live performances, cultural institutions and creative grants the province has to offer. [Learn more](#)

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## NEWS RELEASE

# Ontario Helping Protect Communities Against Racism and Hate

New grant program supporting community-based anti-racism and anti-hate initiatives

September 28, 2021

[Citizenship and Multiculturalism](#)

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TORONTO — The Ontario government is helping protect communities against racism and hate through the province's new \$1.6 million Anti-Racism Anti-Hate Grant Program. Eligible organizations, including community-based, not-for-profit organizations, can apply for grants of \$40,000 over two years for independent projects, or \$100,000 over two years for partnerships between two or more organizations.

"Recent events, such as the horrific Islamophobic attack in London, and the rise in anti-Asian hate and antisemitism continue to remind us that racism cannot simply be relegated to Canada's history books," said Parm Gill, Minister of Citizenship and Multiculturalism and Minister Responsible for Anti-Racism. "By empowering those on the frontlines of tackling hate in our communities, we can make significant progress in stamping out hate in all its forms."

Developed collaboratively with community partners across Ontario, the Anti-Racism Anti-Hate Grant supports community-led initiatives that will help build capacity, connect communities and deepen understanding to address the impacts of racism and hate.

The following organizations are eligible to apply for funding:

- Community-based, not-for-profit organizations
- First Nations
- Tribal Councils
- Provincial Territorial Organizations
- Indigenous not-for-profit organizations.

A simplified application process makes it easy for organizations to access information quickly and apply easily. Interested organizations should submit their application no later than November 15, 2021 at 11:59 p.m., Eastern Daylight Time (EDT). More information about eligibility, application requirements and how to apply can be found on [our website](#).

Under the new Ministry of Citizenship and Multiculturalism, our government is strengthening its commitment to Ontario's Anti-Racism Strategy and advancing the mandate of the Anti-Racism Directorate (ARD).

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## Quick Facts

- In July 2020, the provincial government announced a \$1.6 million investment over two-years to create the [Anti-Racism Anti-Hate Grant Program](#).
  - The Grant program supports [Ontario's Anti-Racism Strategy](#) to fight and prevent systemic racism in government decision-making, programs and services.
  - The Ontario government has also invested up to \$2.5 million through the [Safer and Vital Communities \(SVC\) grant](#) to help communities combat hate-motivated crime.
  - Organizations that apply for the [Anti-Racism Anti-Hate Grant Program](#) are not excluded from applying if they have received other government grants for separate purposes such as the Safer and Vital Communities Grant, and the Student and Family Advocate Grant.
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## Additional Resources

[Anti-Racism Anti-Hate Grant Program](#)

[Ontario Working with Multi-Sector Leaders to Improve Diversity in the Workplace](#)

[Annual progress report 2021: Ontario's Anti-Racism Strategic Plan](#)

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Information for families on major life events and care options, including marriage, births and child care. Also includes planning resources for municipalities. [Learn more](#)

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## NEWS RELEASE

# Ontario Adding New Resources To Protect Workers

Safety plan builder and 100 new health and safety inspectors will be crucial in educating businesses and keeping people safe from COVID-19

September 27, 2021

[Labour, Training and Skills Development](#)

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**TORONTO** – The Ontario government is continuing to protect workers and people from COVID-19 by providing businesses with new tools and educational resources, including a new safety plan builder and additional inspectors. More than 100 new health and safety inspectors are graduating today and will be visiting workplaces in construction, industrial and health care settings. With the support of provincial offences officers, the inspectors will be deployed to help educate workers and businesses about the newly-launched vaccine certificate.

“As we fight the fourth wave of COVID-19, we need all hands on deck,” said Monte McNaughton, Minister of Labour, Training and Skills Development. “With 100 more inspectors, these boots on the ground across our province will help keep workers safe and support businesses to remain open. Our government’s inspectors will be patient, lead with education, and be reasonable to business owners and frontline workers implementing the vaccine certificate.”

The addition of these graduates means Ontario now has a total of 507 labour inspectors, the largest ever number in provincial history. Over the coming weeks, in consultation with local public health units, Ministry of Labour, Training and Skills Development inspectors and other provincial offences officers will continue conducting inspection and education campaigns to ensure businesses are following COVID-19 safety requirements.

To help businesses stay on top of health and safety guidance, the province has also launched the new [Workplace Safety Plan Builder](#), a free interactive tool making it easier for workplaces to create and update their COVID-19 safety plans. The tool was developed specifically to support small businesses and was designed with their input.

The safety plan builder will lead employers through an easy process to create and update an online safety plan that is right for their workplace. It also allows for easy customization and employers who sign up for updates will be notified when information is changed, allowing them to stay up to date with current guidance and requirements.

“Running a small business during COVID-19 is a challenge unlike any other,” continued Minister McNaughton. “Our safety plan builder is here to help our local merchants and shopkeepers create and adjust their plans with the click of a button, having confidence they’re following the latest health and safety measures for their employees and customers.”

Having a written safety plan is mandatory for businesses permitted to be open under the *Reopening Ontario Act*.

Since March 2020, provincial inspectors have conducted more than 65,000 COVID-related workplace inspections, issuing 79,200 orders and stopping unsafe work 102 times. Data from the most recent visits, conducted over the summer, shows the education assistance provided by inspectors helped double the number of businesses who were fully compliant with their responsibilities under the *Reopening Ontario Act*.

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## Quick Facts

- The addition of the new inspectors will enable the Ministry of Labour, Training and Skills Development to reach thousands of additional workplaces each year to promote workplace health and safety.
- Ontario is continuing to promote health and safety in the workplace, led by Joel Moody, newly appointed as Chief Prevention Officer.
- Businesses can also access free training for their health and safety representatives through Ontario’s [Small Business Health and Safety Training Program](#). Small businesses will be reimbursed \$150 for the representative’s training time.
- Any worker who feels they are working in unsafe conditions should report their concerns to their employer or supervisor, local joint health and safety committee or health and safety representative. If concerns remain, a complaint

can be filed online. See [Filing a workplace health and safety complaint](#) or by calling Ontario's Health and Safety Contact Centre, at 1-877-202-0008.

- These actions are part of Ontario's commitment to protect and support workers and contribute to a prosperous and stable economy as part of the province's *2021 Budget*, [Ontario's Action Plan: Protecting People's Health and Our Economy](#).

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## Quotes

"The Safety Plan Builder is an easy tool to help put an effective COVID-19 safety plan together. It keeps us all accountable, and it gives staff and patrons assurances that we are doing our best as a business to keep them safe during these uncertain times."

- Eoin Mac Gearailt  
General Manager, Saulter Street Brewery

"As a new inspector, the training has been fulsome and very informative which has set me up for future success in my role with the Ministry of Labour, Training and Skills Development. Our Divisional Learning Unit specialist, incumbent inspectors and online training provided us with a diverse, broad scope of all aspects of becoming a successful inspector and ensuring safety of the workers in Ontario."

- Brent Ford  
Occupational Health & Safety Inspector, Industrial Health & Safety, Windsor (Western Region)

"This pandemic has proven our flexibility and adaptability. Remote learning can be challenging, but the Divisional Learning Unit, Regional Program Co-ordinators and our managers worked together to provide comprehensive training that was seamless. The training has equipped me with the knowledge and confidence to transition into the field."

- Abbey Alonzo  
Occupational Health & Safety Inspector, Kitchener-Waterloo (Western Region)

"Throughout these informative months, the training, which was presented in such an enthusiastic and engaging way, has definitely strengthened my knowledge in occupational health and safety. Not only have I become more confident in my role as an inspector and as a worker in identifying the unique challenges and hazards in our workplaces, I can now communicate the ministry's mandate to the people of Ontario more effectively and assist on how to promote well-being in the workplace. This training has exceeded my expectations thanks to the trainers sharing their wealth of knowledge and experience!"

- Karen Jacobe  
Occupational Health & Safety Inspector, Industrial Health and Safety (Central West Region)

"The new inspector training was very interactive and prepared me to deal with complex workplaces. As an experienced compliance officer from other ministries, it built on my existing knowledge and gave me the technical skills to be successful in the position."

- Kirk Dillabough  
Occupational Health & Safety Inspector, Sault Ste. Marie (Northern Region)

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## Additional Resources

- [Resources to prevent COVID-19 in the workplace](#)

- [Screening for COVID-19: Guidance for employers](#)
  - [COVID-19 safety checklist for workplaces](#)
  - [COVID-19 self-isolation and return to work](#)
- 

## Related Topics

### Business and Economy

Information about Ontario's economy and how to do business here. Includes economic development opportunities, research funding, tax credits for business and the Ontario Budget. [Learn more](#)

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Affaires municipales  
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Bureau du ministre  
777, rue Bay, 17<sup>e</sup> étage  
Toronto ON M7A 2J3  
Tél. : 416 585-7000



234-2021-4356

September 29, 2021

**SUBJECT: Expiry of Temporary Regulations (130/20 and 131/20) Limiting  
Municipal Authority to Regulate Construction Noise**

Dear Head of Council:

As you may know, as part of the Province's measures to respond to COVID-19, in April 2020, our government introduced temporary limits on municipal authority to regulate noise from construction to help support expedited construction of healthcare and other projects. I am writing to update you that **these changes are scheduled to expire on October 7, 2021.**

The temporary measures have supported construction of critical healthcare-related infrastructure, while helping to protect the health and safety of construction workers throughout the pandemic.

From October 7 onwards, municipalities will again have the authority to regulate construction noise in their communities at all times of day and night. Should there be priority projects that a municipality wishes to help expedite, as before, municipalities can explore addressing those projects through their local noise bylaws. If your municipality has any questions on these changes, I would encourage you to contact your local [Municipal Services Office](#).

Thank you for your continued support and collaboration throughout the COVID-19 emergency. I look forward to continuing to work together to support Ontario's communities.

Sincerely,

A handwritten signature in blue ink that reads "Steve Clark".

Steve Clark  
Minister of Municipal Affairs and Housing

- c: The Honourable Monte McNaughton, Minister of Labour, Training and Skills  
Development  
Municipal Chief Administrative Officers and Clerks  
Kate Manson-Smith, Deputy Minister of Municipal Affairs and Housing  
Brian Rosborough, Executive Director, Association of Municipalities of Ontario



Renfrew County and District Health Unit  
"Optimal Health for All in Renfrew County and District"

## For Immediate Release

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(Pembroke, Ontario, 2:45 p.m., September 27, 2021)

### **RCDHU Confirms Two Students at Two Schools Test Positive For COVID-19**

Today, Renfrew County and District Health Unit (RCDHU) in collaboration with the Renfrew County Catholic District School Board (RCCDSB) is confirming that one student from Our Lady of Fatima Catholic School and one student from St. Joseph's High School have tested positive for COVID-19.

RCDHU is working closely with the RCCDSB to ensure necessary measures continue to be in place within both facilities. RCDHU staff are actively investigating the cases and all high-risk contacts have been notified that they have recently been exposed to COVID-19. The schools remain open for in-person learning.

**For more information on what you should do if you have been notified that you are a high-risk contact based on vaccination status, visit [RCDHU's Management of High-Risk Contacts and Their Household Members](#).**

To book a COVID-19 test with Renfrew County Virtual Triage Assessment Centre (VTAC) visit <https://rcvtac.ca/>. If you cannot book online call VTAC at 1-844-727-6404.

RCDHU is reminding residents to complete the [COVID-19 self-assessment tool](#) or [COVID-19 school and child care self-assessment tool](#) **daily** before going to work, school or daycare, to monitor for symptoms and proper guidance.

For more information, visit RCDHU's website at <https://www.rcdhu.com/novel-coronavirus-covid-19-2/> or call 613-732-3629 or 1-800-267-1097.

- 30 -

Renfrew County and District Health Unit  
Fax: 613-735-3067  
[media@rcdhu.com](mailto:media@rcdhu.com)  
[www.rcdhu.com](http://www.rcdhu.com)

# Renfrew County and District (RCD) COVID-19 Vaccine Rollout at a Glance

Updated: September 29, 2021



## Key Messages

- You must be fully vaccinated and provide proof of vaccination and personal identification to access certain indoor businesses and settings. For more details, visit <https://covid-19.ontario.ca/proof-covid-19-vaccination>.
- **Pop-up clinics are available for your COVID-19 vaccine doses.** To see the latest schedules, visit <https://www.rcdhu.com/novel-coronavirus-covid-19-vaccine-rollout/> or stay tuned to Renfrew County and District Health Unit's (RCDHU) social media. **You can also check with your primary care provider or a local participating pharmacy.**
- **To obtain proof of your COVID-19 vaccination(s), please visit the following link:** <https://covid19.ontariohealth.ca/>. Ensure you have your health card with you.

## Local Snapshot

As of 8:00 a.m. September 27, 2021

Total doses administered to date\* **151,069**

Percentage of population (12+) with at least 1 dose\*\* **86.2%**

Percentage of population (12+) with 2 doses\*\* **81%**

## Eligible people who can book COVID-19 vaccination appointments:

- ✓ Anyone **born in 2009 or earlier (turning 12 years of age or older in 2021)** or those who had an mRNA vaccine (Pfizer or Moderna) at least 28 days ago.

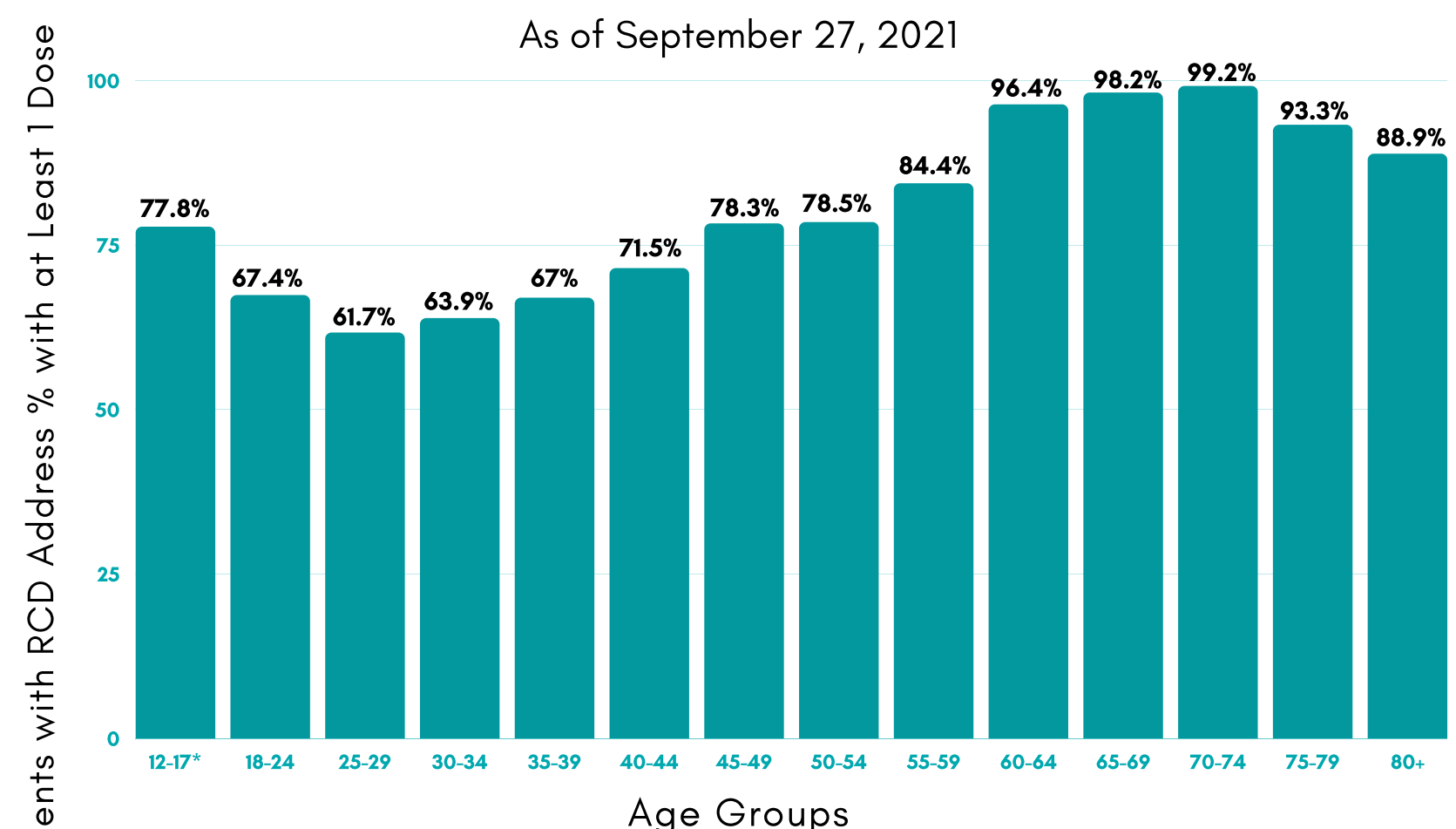


**It is important to be fully vaccinated as quickly as possible, as this is the best way to protect yourself from COVID-19 and variants of concern.**

\*Does not include the number of doses that have been administered to Canadian Armed Forces (CAF) members.

\*\*Includes Canadian Armed Forces (CAF) members residing in RCD, according to Garrison Petawawa medical services. Also includes residents born in 2009.

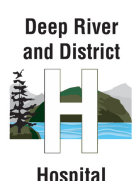
## Percentage of RCD residents that have received at least 1 dose of the COVID-19 vaccine, by age groups



Notes: This age demographic breakdown does not include Canadian Armed Forces (CAF) members residing in RCD.

\*Includes individuals born in 2009.

**To get the latest COVID-19 vaccine information visit:  
www.rcdhu.com or call 613-732-3629 or 1-800-267-1097 Ext. 200**



Arnprior & District  
Family Health Team





Renfrew County and District Health Unit  
"Optimal Health for All in Renfrew County and District"

## For Immediate Release

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(Pembroke, Ontario, 3:30 p.m., September 30, 2021)

### **RCDHU Confirms One Student Tests Positive For COVID-19 – Another Student is a Probable Case**

Today, Renfrew County and District Health Unit (RCDHU) in collaboration with the Renfrew County Catholic District School Board (RCCDSB) is confirming that one student from St. Thomas the Apostle Catholic School has tested positive for COVID-19, and one student from St. Joseph's High School is reported as a probable case of COVID-19. RCDHU is awaiting test results for the probable case.

RCDHU is working closely with the RCCDSB to ensure necessary measures continue to be in place within both facilities. RCDHU staff are actively investigating the cases and all persons identified as high-risk contacts will be notified of their recent exposure to COVID-19. The schools remain open for in-person learning.

**For more information on what you should do if you have been notified that you are a high-risk contact based on vaccination status, visit [RCDHU's Management of High-Risk Contacts and Their Household Members](#).**

To book a COVID-19 test with Renfrew County Virtual Triage Assessment Centre (VTAC) visit <https://rcvtac.ca/>. If you cannot book online call VTAC at 1-844-727-6404.

RCDHU is reminding residents to complete the [COVID-19 self-assessment tool](#) or [COVID-19 school and child care self-assessment tool](#) **daily** before going to work, school or daycare, to monitor for symptoms and proper guidance.

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- 30 -

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Renfrew County and District Health Unit  
"Optimal Health for All in Renfrew County and District"

## For Immediate Release

---

(Pembroke, Ontario, 2:05 p.m., September 28, 2021)

### **COVID-19 Proof of Vaccination Differs for Canadian Armed Forces Members**

Renfrew County and District Health Unit (RCDHU) is notifying businesses and facilities that proof of vaccination looks different for military members. While non-CAF members must show government documentation accompanied by picture identification (ID), military members are required to show their CAF-issued vaccination booklet along with their military ID. ***Please note that proof of vaccination for CAF members can be in the form of an entry in a vaccination booklet, a sheet of paper or a card.***

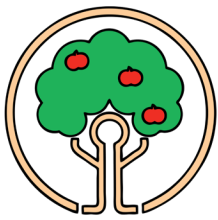
The authenticity of these documents can be confirmed by verifying that the name and service number on the document matches those on the individual's military identification card.

Businesses that require proof of vaccination can refer to [COVID-19 vaccines for Defence Team members - Canada.ca](https://www.rcdhu.com/novel-coronavirus-covid-19-2/), for examples of military issued ID and what to look for.

For more information, visit RCDHU's website at <https://www.rcdhu.com/novel-coronavirus-covid-19-2/> or call 613-732-3629 or 1-800-267-1097.

- 30 -

Renfrew County and District Health Unit  
Fax: 613-735-3067  
media@rcdhu.com  
www.rcdhu.com



# Renfrew County and District Health Unit

## COVID-19 Case Summary

October 01, 2021

<p><b>Total Confirmed Cases in Renfrew County and District (RCD):</b> <b>803</b> (287 cases have screened positive for variants of concern [VOC])</p> <p><b>Cases Reported in the Last 7 Days:</b> <b>14</b></p> <p><b>Incidence Rate<sup>a</sup> in the Last 7 Days:</b> <b>12.9 per 100,000 individuals</b></p>	<p><b>Current Status of Cases in RCD</b></p> <p><b>Self-Isolation: 8</b></p> <p><b>Hospitalized: 1</b></p> <p><b>Hospitalized in Intensive Care Unit: 0</b></p> <p><b>Resolved: 784</b></p> <p><b>Deceased: 10</b></p>																							
<p><b>Residents of Long-Term Care/Retirement Homes:</b> <b>13</b></p> <p><b>Health Care Workers (HCWs):</b> <b>71</b> (17 HCWs employed outside of RCD)</p> <p><b>Community Cases:</b> <b>663</b></p> <p><b>School Cases (Including Daycares):</b> <b>Staff=11 Students=45</b></p>	<table border="1"> <thead> <tr> <th>Outbreak Setting</th> <th>Cumulative Number of Outbreaks</th> <th>Active Number of Outbreaks</th> </tr> </thead> <tbody> <tr> <td>Community</td> <td>4</td> <td>0</td> </tr> <tr> <td>Hospital</td> <td>1</td> <td>0</td> </tr> <tr> <td>Long-Term Care Home/ Retirement Home</td> <td>15</td> <td>0</td> </tr> <tr> <td>School (all levels)</td> <td>7</td> <td>0</td> </tr> <tr> <td>Workplace</td> <td>10</td> <td>0</td> </tr> <tr> <td><b>Total</b></td> <td><b>37</b></td> <td><b>0</b></td> </tr> </tbody> </table>			Outbreak Setting	Cumulative Number of Outbreaks	Active Number of Outbreaks	Community	4	0	Hospital	1	0	Long-Term Care Home/ Retirement Home	15	0	School (all levels)	7	0	Workplace	10	0	<b>Total</b>	<b>37</b>	<b>0</b>
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<b>Total</b>	<b>37</b>	<b>0</b>																						
<p><b>Total Number of tests completed for RCD residents:</b> <b>115,015</b></p>	<p><b>Percent Positivity<sup>b</sup> of tests completed for RCD residents (September 18-September 24, 2021)</b> <b>0.3%</b></p>																							
<p><b>RCDHU has responded to 41,306 COVID-19 inquiries from residents and community partners since March 18, 2020.</b></p>																								

<sup>a</sup> Incidence rate is calculated by dividing the total number of confirmed cases in a 7-day period by the population size, and then multiplying by 100,000. It takes into account the size of the population, and can be compared to other regions. It's trend (increasing or decreasing) suggests the trajectory of transmission within a region. Data source: Population Projection of Renfrew County and District Health Unit [2020], Ontario Ministry of Health, IntelliHEALTH Ontario

<sup>b</sup> Percent positivity is calculated by dividing the number of tests with a positive result by the total number of tests processed during the same time frame, and then multiplying by 100. A higher percent positivity suggests higher community transmission and that there are likely more people with COVID-19 in the community who haven't been tested yet. Data source: Ontario Ministry of Health, Ontario Laboratory Information System (OLIS), Visual Analytics Hub.

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Add [Communicate@amo.on.ca](mailto:Communicate@amo.on.ca) to your safe list



September 23, 2021

### **In This Issue**

- Municipal Modernization Program open for applications.
- Municipal Cyber Security Forum.
- Accessibility and year-end deadlines.
- Register today: Virtual Risk Management Symposium.
- Spaces remain for in demand Human Rights & Navigating Conflict Relations training.
- Energy reporting deadline extended to October 15.
- Canoe procurement webinar: Supply chain update.
- LED upgrades save real municipal dollars!
- Come on a treasure hunt to find energy savings!
- Get fleets ready for winter with new tires.
- Join the virtual Waterloo Innovation Summit on September 28.
- Careers and RFP: Niagara Region, MEDJCT, Quinte West and Goderich.

### **Provincial Matters**

Municipalities can apply for intake three of the Municipal Modernization Program until October 19, 2021. Funding will support digital modernization, service integration, streamlined development approvals and shared services/alternative delivery models. Visit [www.Ontario.ca/getfunding](http://www.Ontario.ca/getfunding) for complete details. Webinars to assist with applications will be announced shortly.

Infrastructure Ontario launched a new competitive procurement process to support accelerated broadband expansion in the province. For more information on the Request for Qualifications (RFQ) and Ontario Connects program, click [here](#).

### **Eye on Events**

On October 14, AMO and the Municipal Information Systems Association of Ontario are co-hosting our second virtual Municipal Cyber Security Forum. Learn from leading cyber experts about the shared responsibility of cyber security and how you can build cyber security resiliency across your municipality and organization. \$50 plus HST. [Register today!](#)

The December 31, 2021 deadline is quickly approaching for the *Accessibility for Ontarians with Disability Act*. Is your municipality compliant? On October 7 at 12.30 pm, [join AMO and eSolutionsGroup](#) to learn about year-end requirements and what help is available to meet the deadline.

The [Virtual Risk Management Symposium](#) will feature discussions on emergency preparedness, tools, strategies, and financial planning to assist municipalities as they plan for and manage our new climate realities. The entire Symposium will be recorded and available for 30 days to all registrants.

AMO has developed [training to support](#) its members in some of the most sensitive and

current issues including human rights and equity and developing skills in navigating conflict relationships. A few spaces are still available for fall sessions.

## **LAS**

Did you miss the [O.Reg. 507/18](#) annual energy reporting deadline? The Ministry of Energy will [accept 2019 consumption data](#) up to October 15. Please email [BPSsupport@ontario.ca](mailto:BPSsupport@ontario.ca) if you have any questions about the regulation.

The pandemic has impacted supply chains around the world, and these impacts are being felt by municipalities when procuring supplies and equipment. Join representatives from [Canoe Procurement Group](#) and some of our key vendors on October 6 at 10am to learn what to expect as you prep your 2022 budgets. [Register here](#).

Older lighting technology accounts for appx. 20 - 30% of energy cost in facilities. With over 65 LED upgrade projects, municipalities are now collectively saving over \$1 million annually through [LAS' Facility Lighting Service](#). Contact [Christian Tham](#) for a free proposal just in time for your 2022 budget.

[LAS Energy Training workshops and Treasure Hunt](#) have found significant energy savings opportunities. With more than 300 attendees over 54 workshops, many have found savings in their own buildings worth tens of thousands dollars. Contact [Christian Tham](#) to book your custom workshop this fall and start saving money.

Get your fleets ready for winter with new tires through the [Canoe Procurement Group](#). Simply contact one of our four vendors ([Michelin](#), [Goodyear](#), [Kal Tire](#), [Tirecraft](#)) and request the Canoe pricing. Got questions? [Contact Tanner](#) today.

## **Municipal Wire\***

The Waterloo Innovation Summit is back on September 28, 9 a.m. to lead a 90-minute virtual discussion with business and policy leaders on the imperative to recalibrate policies and models in response to dramatically shifting innovation ecosystems. Hosted by the University of Waterloo. [Register today](#).

## **Careers**

[Associate Director, Traffic Systems & Operations, & Associate Director, Transportation Operations - Niagara Region](#). The Associate Director Traffic Systems & Operations is responsible for the overall management of the Traffic Systems and Operations section. The Associate Director Transportation Operations is responsible for the overall management of the Transportation Operations unit. Apply online by visiting our 'Careers' page at [www.niagararegion.ca](http://www.niagararegion.ca).

[Senior Program Advisor - Ministry of Economic Development, Job Creation and Trade](#). Are you interested in supporting the Province's investment attraction efforts and promoting economic development in Ontario by working with global investors considering Ontario for their next expansion? If so, the Site Selection Unit at MEDJCT is currently hiring 3 Senior Program Advisors. Interested applicants are invited to apply [here](#).

[Director of Community Services and Strategic Partnerships - City of Quinte West](#). Reporting to the Chief Administrative Officer (CAO), the position is responsible for the efficient and effective planning, administration, maintenance and operation of all services, activities, programs and facilities in the City of Quinte West. Qualified applicants are invited to apply [online](#) by October 3, 2021.

Director of Corporate Services - City of Quinte West. Reporting to the CAO, the position is responsible to the CAO and Council on all statutory, operational and custodial matters affecting the corporate services of the municipality. Qualified applicants are invited to apply online by October 3, 2021.

Director of Financial Services - City of Quinte West. Reporting to the Chief Administrative Officer (CAO), the position is responsible for performing the statutory duties of the Treasurer for the City of Quinte West and for providing advice on fiscal, financial and accounting matters to the CAO and Council. Qualified applicants are invited to apply online by October 3, 2021.

RFP - Affordable/Attainable Housing Community Improvement Plan - Town of Goderich. The Town of Goderich is seeking the services of a qualified consulting team with experience in Community Improvement planning and project facilitation to undertake the development of a Community Improvement Plan. All proposals must be submitted electronically in PDF format to [afisher@goderich.ca](mailto:afisher@goderich.ca) and copied to [apiskorski@goderich.ca](mailto:apiskorski@goderich.ca). Proposal Closing October 8, 2021.

### About AMO

AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](https://twitter.com/AMOPolicy) on Twitter!

### AMO Contacts

AMO Watch File Tel: 416.971.9856

Conferences/Events

Policy and Funding Programs

LAS Local Authority Services

MEPCO Municipal Employer Pension Centre of Ontario

ONE Investment

Media Inquiries Tel: 416.729.5425

Municipal Wire, Career/Employment and Council Resolution Distributions

### AMO's Partners



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September 29, 2021

### **In This Issue**

- Report out on September 24, 2021 AMO Board meeting.
- Distributed Energy Resources discussion paper now posted.
- AMO's participation in the provincial Climate Change Impact Assessment.
- Municipal Modernization Program open for applications.
- Municipal Cyber Security Forum.
- Accessibility and year-end deadlines.
- Risk Management Symposium: Register now.
- Spaces remain for in demand Human Rights & Navigating Conflict Relations training.
- Free asset management on-demand webinar series.
- Energy reporting deadline extended to October 15.
- Canoe procurement webinar: Supply chain update.
- A Canoe launch event is coming!
- Blog: A Walk Down Environmental Lane.
- ONE Investment podcast: Fixed Income Investing & Changing Interest Rates.
- Careers: City of Guelph.

### **AMO Matters**

*NOTE: AMO will be closed on September 30 in observance of a National Day for Truth and Reconciliation.*

AMO President Graydon Smith [recaps the highlights](#) of the September 24, 2021 AMO Board meeting.

AMO is pleased to provide a [discussion paper](#) on the impacts of Distributed Energy Resources (DERs) on municipalities. This is the fourth paper released as part of [AMO's Climate Change Series Papers](#).

### **Provincial Matters**

AMO is pleased to be participating in the province's first-ever multi-sector climate change impact assessment. Work is underway now, and more info can be found [here](#).

Municipalities can apply for intake three of the Municipal Modernization Program until October 19, 2021. Funding will support digital modernization, service integration, streamlined development approvals and shared services/alternative delivery models. Visit [www.Ontario.ca/getfunding](http://www.Ontario.ca/getfunding) for complete details. Webinars to assist with applications will be announced shortly.

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On October 14, AMO and the Municipal Information Systems Association of Ontario are co-hosting our second virtual Municipal Cyber Security Forum. Learn from leading cyber experts about the shared responsibility of cyber security and how you can build cyber security resiliency across your municipality and organization. \$50 plus HST.

## Register today!

The December 31, 2021 deadline is quickly approaching for the *Accessibility for Ontarians with Disability Act*. Is your municipality compliant? On October 7 at 12.30 pm, [join AMO and eSolutionsGroup](#) to learn about year-end requirements and what help is available to meet the deadline.

There is only one week left until the virtual [Risk Management Symposium](#). If you attend live, you will have the opportunity to ask our presenters questions. As a bonus, we're recording all sessions, which you can access for 30-days.

AMO has developed [training to support](#) its members in some of the most sensitive and current issues including human rights and equity and developing skills in navigating conflict relationships. A few spaces are still available for fall sessions.

The asset management webinar series will introduce tools and templates piloted with a group of municipalities in partnership with FCM's [Municipal Asset Management Program](#). First webinar on "Leadership and Governance in Asset Management" is on Friday, October 08 at 1:00 p.m. EST. [Click here to Register](#).

## **LAS**

Did you miss the [O.Reg. 507/18](#) annual energy reporting deadline? The Ministry of Energy will [accept 2019 consumption data](#) up to October 15. Please email [BPSsupport@ontario.ca](mailto:BPSsupport@ontario.ca) if you have any questions about the regulation.

Budget season is coming soon and it may be challenging to figure out COVID-19 impacts. Join representatives from [Canoe Procurement Group](#) and some of our key vendors on October 6 at 10 am to learn what to expect from current supply chain challenges and how to manage them. Register [here](#).

The [Canoe brand](#) launched this past spring. Now there's an opportunity to attend an event dedicated to all things Canoe. Learn more about this valuable buying program on October 27 from 11 am - 5 pm alongside your peers from other municipal associations all across Canada with this one-day event. [Register now](#) and save the date.

LAS' customer service representative writes about [how the environment changed before her eyes](#), from youth to present. She ponders the question: Is it too late to do something about it?

## **ONE Investment**

Podcast: [Main Street to Bay Street: Fixed Income Investing and Changing Interest Rates](#) - Listen to ONE Investment team talk about the optimal fixed income strategy during the current low interest rate environment. How can investors position their portfolios in response to the rate changes?

## **Careers**

[Manager of Court Operations - City of Guelph](#). Reporting to the General Manager of Legal, Realty and Court Services/City Solicitor, this position will manage the Court Operations Section of the City's Court Services Division including court administration, in-court support functions, court-related financial operations and fine enforcement activities. Apply [online](#) by October 17, 2021.

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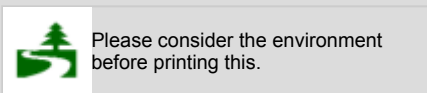
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## Business Group Urges Enforcement Caution Mandating vaccines could be different for small business

By: Jennifer Layman  
[jenn@ovbusiness.com](mailto:jenn@ovbusiness.com)

The Canadian Federation of Independent Business (CFIB) has provided information to small businesses regarding vaccine passports, customers and employees. The following is from the CFIB website:

After months of lockdowns and restrictions, the vast majority of Canada's small businesses are finally open to the public once again. This is good news, and we are working hard to ensure governments create "stay open" strategies to face any further waves or variants without resorting to lockdowns or capacity restrictions on businesses.

While some business owners may welcome the use of a vaccine credential with employees and/or customers as an alternative to lockdowns, CFIB has several significant concerns and wants you to understand the risks. There are serious privacy and human rights considerations involved, and a



business could face an expensive legal process just as they are getting on their feet. We are also concerned about the ability of small businesses to effectively implement a process to check credentials. For example, asking a young retail clerk or restaurant host to ask about someone's health records would put them in an incredibly delicate position.

### Can a business require employees or customers to get vaccinated?

CFIB has worked with a law firm to create a vaccine policy

template that can help business owners talk about vaccines with employees. We do not recommend businesses impose a requirement that employees or customers be vaccinated.

We are starting to see governments mandate vaccines for certain sectors. However, these announcements do not change the legal risks for small businesses, who should still tread carefully if considering requiring staff or customers to be vaccinated.

### Can I mandate that my employees get vaccinated?

Although governments and some larger employers have begun mandating vaccination for their employees, there remain many legal risks for small businesses, who should tread carefully if considering requiring staff or customers to be vaccinated. Legal advice is strongly recommended if you wish to make vaccination mandatory for your employees. The topic of vaccination in the workplace raises four main issues that must be carefully considered: health and safety, human rights, privacy and employment and labour relations. The debate has pitted these considerations against each other. Until there is an actual legal precedent set, it is difficult to know how the courts will balance them. From a legal standpoint, the debate as to whether employers can mandate their employees be vaccinated has not yet been settled.

*Continued on Page 3*



Learn more at  
[www.work-matters.ca](http://www.work-matters.ca)

Work Matters is an Employment Ontario funded project designed to bring together job seekers, incumbent workers, employers, and community partners to develop and improve Human Resources and recruitment practices in Lanark and Renfrew Counties.



# Ottawa Valley BUSINESS

## ABOUT US

Ottawa Valley Business (OVB) publishes on the first and third Tuesday of every month. OVB covers business news and events throughout Renfrew, Lanark and Pontiac counties as well as the surrounding areas. OVB is published by Forward Thinking Marketing Agency.

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## CONTENT & SUBMISSIONS

Submissions on items related to business are welcome. This includes news, events, new hires, tender and letters to the editor. Content will be edited to fit the space available. If you have an event that is not business-related, please consider 101 Things To Do in the Valley at a cost of \$25. [101things@travelourbackyard.com](mailto:101things@travelourbackyard.com)

## CONTACT US

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## MAILING ADDRESS

2113 Petawawa Boulevard,  
Pembroke, Ontario K8A 7G8

## Events

### October 12, 2021

Video Conferencing for Business. Decide which video conferencing solution is best for your work and business (Zoom, Teams, Google Meet). 11:00am-12:00pm. Free. Hosted by Invest Ottawa. Register at <https://tinyurl.com/4ftwdxc>

### October 13, 2021

Teeny Tiny Summit. 10:00am. Welcoming newcomers to teeny tiny places. Free webinar. [www.ontarioeast.ca](http://www.ontarioeast.ca)

### October 19, 2021

Social Media for Your Business. Online webinar by Digital Main Street. 10:00am-11:30am. Free. Register online at: <https://tinyurl.com/yrw39cw5>

### October 20, 2021

Instagram 101 (beginners). 10:00am-11:30am. This webinar will focus on developing the skills and knowledge you need to effectively manage your

business' Instagram presence as well as creating engaging content. Small Business Advisor Centre. 613-283-7002 ext.108 or [cjames@smallbizcentre.ca](mailto:cjames@smallbizcentre.ca)

### October 21, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 1 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### October 22, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 2 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### October 26, 2021

Fostering a Hybrid Work Environment. This webinar will focus on optimizing opportunities for workforce productivity by developing work remote strategies and integrating wellness principles into your workplace. 10:00am-11:00am. Free. Hosted by Invest Ottawa. Register at <https://tinyurl.com/jayhcc>

### October 27, 2021

Instagram 201 (intermediate). 10:00am-11:30am. This webinar will focus on developing the skills and knowledge you need to effectively create engaging content, including Instagram stories and reels. Small Business Advisor Centre. Phone: 613-283-7002 ext.108 or [cjames@smallbizcentre.ca](mailto:cjames@smallbizcentre.ca)

### October 28, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 3 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### October 29, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 4 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### November 2, 2021

eCommerce 101: What, why and how. Online webinar by Digital Main Street. 10:00am-11:30am. Free. Register at: <https://tinyurl.com/35nmmtx4>

### November 4, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 5 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### November 5, 2021

Training and Learning Centre Soft Skills Solutions. In-class and online live training. Class 6 of 6. Complete all six classes for a certificate. 10:00am-3:00pm. In Eganville. 613-628-1720 or [trainingandlearningcentre@gmail.com](mailto:trainingandlearningcentre@gmail.com)

### November 30, 2021

Social Media for Your Business. Online webinar by Digital Main Street. 10:00am-12:30am. Free. Register online at: <https://tinyurl.com/yrw39cw5>

### December 1, 2021

Teeny Tiny Summit. Free webinar. 10:00am. Teeny Tiny Resurgence with Peter Kenyon, Bank of IDEAS. Register at: [www.ontarioeast.ca](http://www.ontarioeast.ca)

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By Jennifer Layman  
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# CFIB Answers Key Questions

## Employees, customers and privacy concerns

*Continued from Page 1*

This means it's possible that the vaccination mandate of these employers is illegal.

Governments and large corporations have legal teams and the financial stability to fight any legal claim that may be brought by an employee – things most small businesses just do not have. Similarly, the requirement by certain large events for attendees to be vaccinated may not be legally valid, but until a case is brought before the courts and a precedent is set, it is impossible to know where the decision will fall.

### Can I ask my employees if they have been vaccinated?

Vaccination is health information, and as such an employee is not obligated to reveal their vaccination status. You should first consider why you want to ask the question, and if you feel you have a bona fide reason for asking, we recommend using our vaccination policy template to open the conversation. Opening the door this way will allow you to gauge your employees' comfort level in discussing the vaccine – and will give you an answer of sorts. If an employee reveals they are not vaccinated



or does not wish to reveal their vaccination status, this will indicate you need to keep stringent health and safety measures in the workplace.

### Can I require non-vaccinated employees to wear a mask?

No. Similar to dress codes, which cannot be discriminatory, a mask policy cannot single out any employees. You can require all employees to wear a mask or none, but you cannot limit it to only non-vaccinated employees. Doing so would reveal an employee's vaccination status, which is something an employer cannot do, and an employee is not obligated to do. If you have even just one employee who is not vaccinated or does not want to divulge their vaccination status, it is recommended to maintain a mandatory mask policy in your workplace and apply it to everyone, including customers. Alternatively, the only other option to avoid

highlighting just one segment of your staff is to include the non-vaccinated employees with the ones who don't want to disclose. But this would only work with a larger group of employees.

### Can I require customers to be vaccinated?

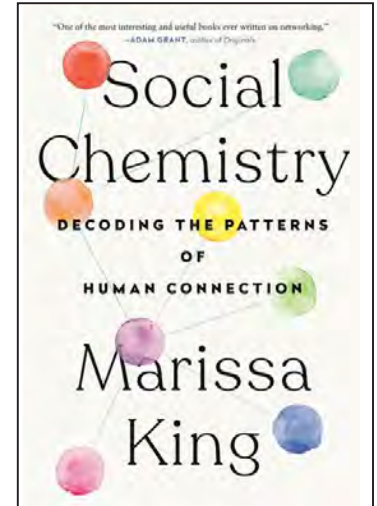
There are significant privacy and human rights issues at play, and to date, none of this has been tested in court. A customer could take a case to the Human Rights Tribunal if they were refused service based on their vaccination status. Even if the business ultimately won, you could face massive costs.

### What do I do if a customer asks if my staff is fully vaccinated?

Customers are not entitled to the private health information of your staff, so you would need to advise the customer that you cannot share that information. You can, however, highlight all the measures you have put in place to keep staff and customers safe, for example: requiring masks, increased cleaning and sanitation, maintaining physical distancing, online ordering and offering curbside pick-up and delivery.

The CFIB has resources on their website regarding this discussion. Visit: [www.cfib-fcei.ca](http://www.cfib-fcei.ca)

## Book Club



*Social Chemistry* will utterly transform the way you think about networking. Understanding the contours of your social network can dramatically enhance personal relationships, work life, and even your global impact. Yale professor Marissa King shows how anyone can build more meaningful and productive relationships based on insights from neuroscience, psychology, and network analytics.

Conventional wisdom says it's the size of your network that matters, but social science research has proven there is more to it. King explains that the quality and structure of our relationships has the greatest impact on our personal and professional lives.

High-quality connections in your social network strongly predict cognitive functioning, emotional resilience and work satisfaction. A well-structured network is likely to boost the quality of your ideas and your pay. Beyond the office, social connections are the lifeblood of our health and happiness. The compiled results from dozens of previous studies found that our social relationships have an effect on our likelihood of dying prematurely - equivalent to obesity or smoking.

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# Business News Around The Valley

## Pontiac Election Dates

Regional County Municipality of Pontiac polling day is November 7, 2021. Advance polling day is October 31, 2021.

## DNE Open House

Drummond North Elmsley is hosting a Ferguson's Falls Community Hall redevelopment open house on Sunday, October 17 from 1:00pm to 3:00pm. It will be held at the Ferguson's Fall Community Hall, 1362 Ferguson's Falls Road. The open house will discuss either the renovation of the community hall or the construction of a new community hall. Proof of vaccination will be required to attend.

## New Detachment Commander

Lanark County OPP and the Lanark County police service boards have announced that Inspector Karuna Padiachi has been selected as the permanent OPP Detachment Commander of Lanark County.

Inspector Padiachi began his career with the OPP in 1994 in Iroquois Falls. He went on to work in various areas, including Sebringville, Kemptville and Lanark County. He was also part of the Royal Canadian Mounted Police in Ottawa. He has been the acting commander, Lanark County Detachment, since September 2019.

## New Municipal Building In NAW

The Township of North Algona Wilberforce is opening a new municipal building on October 6. A ceremony will be held from 10:00am to 2:00pm at 11038 Highway 60. As part of the event, tours will also be available of the newly renovated Golden Lake fire hall. The municipal building will be open to the public on Wednesdays starting October 13.

## Perth Considering Eliminating Ward Boundaries

Perth council intends to consider a by-law to dissolve the existing

ward boundaries. As members of council are all elected at large and not by ward, these ward boundaries are no longer relevant. Perth residents are invited to provide their comments, which will be received by council at the committee of the whole meeting on October 19.

## Municipality Contributes to Community Project

The Township of Madawaska Valley has committed \$10,000 per year for three years to the Valley Manor Re-development Project. The project is being led by the St. Francis Valley Healthcare Foundation.

## Perth Contributes \$500K To Community Groups

The Town of Perth annually distributes amounts to other organizations in the municipality to support their charitable or community improvement activities or undertakes activities that support other individuals and organizations in the

municipality. In 2021, \$552,000 was contributed by the municipality, ranging from \$3,000 to \$130,000 for community initiatives ranging from seniors, youth, business and cultural requests.

## Building Permits

Greater Madawaska has issued 130 building permits as of August 31, 2021 for a total value of \$21,909,165. This is an increase of eight permits and nearly \$6 million over the same period in 2020.

## People News

Dan Laverdure is the Township of Laurentian Valley's acting community development officer. Laverdure replaces Katie Tollis-Flabbi who is on maternity leave. Laverdure was previously employed by Western Financial Group. Shane Atkinson has been appointed the Chief Building Official for Tay Valley Township.

*Continued on page 5*

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# Business News Around The Valley

*Continued from Page 4*

## ATV Trail Changing in Renfrew County

Teresa Hebb, president of the Renfrew County ATV Club, has released a notice that the CN B Trail has been sold to private property developers. Unfortunately, there is no workaround or detour in place, due to the Muskrat River. This closure will impact riders in all directions from and to Whitewater, Cobden, Petawawa and Pembroke. The closure of the B Trail breaks access to the Algonquin Trail and the remaining leased CN "B Trail". RCATV continues to work with the County of Renfrew, City of Pembroke and Laurentian Valley for a permanent solution to open the Algonquin Trail to ATV-ORV use in support of rider recreation, businesses and tourism throughout the Valley for the 2022 riding season. RCATV will continue to inform

you on decisions that impact trail tourism, outdoor recreation, and rider and trail safety by proceeding with efforts to have the Algonquin Trail made available to all trail users. Riders should access [www.quadon.ca](http://www.quadon.ca), [www.renfrewcountyatv.ca](http://www.renfrewcountyatv.ca) or download the QuadON app for the most recent trail closures and impacts. The Board of Directors and volunteers of RCATV continue to prioritize their efforts and resources to bring value to its members, volunteers, business partners, and community. RCATV has invested significantly in promoting the trails throughout the Ottawa Valley as a premier destination and have increased trail offerings to support diversity in trail tourism.

## Barry's Bay Outfitters Closes

After more than 20 years in business, Barry's Bay Outfitters has closed. The business sold kayaks, canoes, paddleboards and accessories. The business

was owned by Eric and Shannon Taylor. The owners are retiring in order to travel.

## Free Logo for MB

During the 2021 budget deliberations, McNab Braeside council included a provision of \$100,000 in the capital budget to undertake a rebranding exercise, marketing and website revamp. Staff engaged the services of Carole McLachlin with McLachlin Designs to undertake the process of creating a new logo and creating a new slogan. McLachlin agreed to provide those services pro-bono.

## Perth Recognizes Employees

The Town of Perth has recognized employees for years of service. They include Jeff Williams (30 years), Josh Mahon (15 years) and Aaron Watt (15 years). In the fire department, four individuals were recognized: Derek Popplewell (25 years), Keith Fielding and Colin Anderson (20 years) and Stefan Deachman (10 years).

## Arnprior Man Receives Provincial Honour

The Ontario Senior Achievement Awards recognize people who have made outstanding contributions to their communities through voluntary or professional activities after the age of 65. Darrel O'Shaughnessy of Arnprior, uses his considerable energy and organizational skills to advocate for seniors through his role as Chair of the Greater Arnprior Seniors Council (GASC), his involvement in forming the local Seniors Active Living Centre (SALC), the creation of a local Men's Shed, and the founding of a local dragon boat group, to name just a few of his many projects that enrich community life for older residents.

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## It's A Fact

### Ontario 2020-21 Spending By Ministry

<b>\$62,967,406,720</b> Health	<b>\$1,313,690,160</b> Heritage, Sport, Tourism and Culture Industries
<b>\$33,345,516,852</b> Education	<b>\$600,010,303</b> Agriculture, Food and Rural Affairs
<b>\$17,729,520,153</b> Children, Community and Social Services	<b>\$552,067,694</b> Infrastructure
<b>\$13,194,786,837</b> Finance	<b>\$525,473,852</b> Natural Resources and Forestry
<b>\$9,722,212,149</b> Transportation	<b>\$349,132,582</b> Environment, Conservation and Parks
<b>\$7,139,239,439</b> Energy, Northern Development and Mines	<b>\$257,538,253</b> Indigenous Affairs
<b>\$6,563,383,508</b> Colleges and Universities	<b>\$207,130,964</b> Seniors and Accessibility
<b>\$6,180,150,324</b> Long-Term Care	<b>\$166,380,537</b> Office of the Assembly
<b>\$3,894,721,399</b> Economic Development, Job Creation and Trade	<b>\$49,847,936</b> Office of the Chief Electoral Officer
<b>\$3,878,788,186</b> Municipal Affairs and Housing	<b>\$36,189,402</b> Cabinet Office
<b>\$3,195,081,560</b> Solicitor General	<b>\$24,992,103</b> Office of the Auditor General
<b>\$2,163,117,420</b> Attorney General	<b>\$23,080,167</b> Ombudsman Ontario
<b>\$1,747,824,490</b> Labour, Training and Skills Development	<b>\$6,352,894</b> Francophone Affairs
<b>\$1,724,046,325</b> Treasury Board Secretariat	<b>\$2,292,274</b> Office of the Premier
<b>\$1,406,068,634</b> Government and Consumer Services	<b>\$1,503,866</b> Office of the Lieutenant Governor

Source: Government of Ontario  
[www.ontario.ca/page/public-accounts-ontario-2020-21](http://www.ontario.ca/page/public-accounts-ontario-2020-21)

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**BUSINESS**

# Employment Issues, Pandemic Program Deadlines: CPA Canada Canada Revenue Agency still to provide key information

Source: CPA Canada  
[www.cpacanada.ca](http://www.cpacanada.ca)

The following is an update as of September 21 from CPA Canada. This information is available on their website.

### Key Employment Issues Highlighted to CRA

As the pandemic continues to evolve, there are a number of employment issues on which the CRA needs to provide guidance.

#### Will the pandemic rules apply for 2021?

The CRA will need to provide clarity on whether the pandemic rules provided in 2020 will apply in 2021 and if so, how. For example, will the CRA's guidance on employer-provided benefits and allowances apply to 2021 and does the \$500 policy for home equipment apply for 2021? If so, will a separate \$500 limit apply for 2021?

#### How will the home office expense deduction work for a hybrid work environment?

Many employers have re-opened their offices and are allowing their employees to work from home and the office. Under this hybrid work model, employers aren't necessarily requiring their employees to work from home, rather they are allowing them to choose based on various considerations. These issues pose various interpretative and administrative issues including:

- Can employers attest in an employee T2200 that they are required by their employment contract to maintain a workspace in their home where the employer and employee reach a mutual agreement? If yes, how will the CRA determine whether the employee worked principally from their home office?

- Will the CRA continue to allow a flat rate method similar to the 2020 calculation?

- Will there again be a need for employers to issue two T2200s where an individual is working at home due to the pandemic but has other unrelated expenses requiring the regular T2200?  
*Will 2021 be notionally split in a manner similar to 2020?*

The CRA will need to consider whether these employment issues should be dealt with under a combination of "normal rules" and "pandemic rules." It seems to CPA Canada that determining a specific end to the pandemic may be difficult and it may make sense to apply "pandemic rules" to the full year.

*Continued on Page 7*

## Know<sup>the</sup> Signs of Stroke



[www.heartandstroke.ca](http://www.heartandstroke.ca)

# Pandemic Programs Continued

## Filing deadlines for CERS, CEWS and CRHP

*Continued from Page 6*

### CERS, CEWS and CRHP Deadlines

Given the significant workload this past year for practitioners, it is possible to lose sight of deadlines that are arising for three key COVID-19 programs: The Canada Emergency Rent Subsidy (CERS), the Canada Emergency Wage Subsidy (CEWS) and the Canada Recovery Hiring Program (CRHP). These deadlines are

unlike most others in terms of what day they fall on and the implications of missing a deadline.

A CEWS, CRHP and CERS application must be filed no later than 180 days after the end of a claim period. The deadline to amend your application or increase the claim amount is also 180 days after the end of the claim period. Reductions can be requested after the deadline. The CRA also announced that they would allow certain late-filed

claims and amendments. The CRA has indicated the conditions for accepting late CRHP applications are the same as CEWS. Note that CPA Canada recommended to both the CRA and Finance Canada that the CRA should be allowed to use powers similar to those under the Taxpayer Relief program for late-filed CERS and CEWS claims. Unfortunately, there has been no legislative response to this request.

CERS Claim period*	CEWS Claim Period*	CRHP Claim Period	4-week claim period	Deadline
7	14	N/A	March 14 to April 10, 2021	Thursday October 7, 2021
8	15	N/A	April 11 to May 8, 2021	Thursday November 4, 2021
9	16	N/A	May 9 to June 5, 2021	Thursday December 2, 2021
10	17	17	June 6 to July 3, 2021	Thursday, December 30, 2021
11	18	18	July 4 to July 31, 2021	Thursday, January 27, 2022
12	19	19	August 1 to August 28, 2021	Thursday, February 24, 2022
13	20	20	August 29 to September 25, 2021	Thursday, March 24, 2022
14	21	21	September 26 to October 23, 2021	Thursday, April 21, 2022
**	**	22	October 24 to November 20, 2021	Thursday, May 19, 2022

\* CEWS claim periods 1 to 13 and CERS claim periods 1 to 6 are closed.

\*\* Period 21 is currently the last claim period for the CEWS. The CRHP operates on its own for period 22. Period 14 is currently the last claim period for the CERS.

## Biz Quiz

- 1) This federal party leader resigned on September 27.
- 2) This provincial legislation states there is no minimum age to provide informed consent for vaccination, and a child does not need external permission to receive one. Therefore, many schools are providing COVID vaccinations in the school to children aged 12 and older without parental consent. What is the legislation?
- 3) Facing labour shortages and increased pandemic pressures, Restaurants Canada CEO Todd Barclay estimates that this many restaurants have already closed.
- 4) This company, which owns Instagram, has put a hold on developing a version for children under age 13 due to concerns raised by some child-safety advocates.
- 5) On September 23, two former executives of this company were charged with fraud and forgery for bribes paid in exchange for obtaining contracts.
- 6) The European Union is considering legislation that would require a single charging method for all mobile devices. What is their reason?
- 7) The continued work-from-home option has resulted in the highest commercial vacancy rate since 1994. What is the rate?
- 8) This company will be the exclusive Olympic outfitter for Team Canada until 2028.
- 9) What did Meng Wanzhou admit to in order to be free to return to China?
- 10) What company is removing content that falsely alleges that approved vaccines are dangerous and cause chronic health effects?

*Answers on Page 10*

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# Boudens BOOKKEEPING

# Ontario Government News In Brief

## Funding programs, increase in inspectors and public accounts

### Skills Development Fund Reopens

The Ontario government is providing an additional \$83 million towards the Skills Development Fund to support training projects that up-skill workers and prepare job seekers for work. The second round of funding and is expanding its eligibility to a wider range of organizations that can also receive funding to accommodate trainees and workers with disabilities. This includes travel costs for people who require mobility support, including site-to-site job travel for both participants and support persons. Employers can receive up to \$5,000 per job placement to support a trainee with a disability. Proposals will be given special consideration if they support post-secondary and high school graduates with disabilities or those experiencing mental health challenges. Funding applications will be accepted for as long as funds are available or until the fiscal year ends on March 31, 2022.

Organizations can apply here: <https://tinyurl.com/2f246sj6>

### Mandatory Vaccinations For Long-Term Care Staff

COVID-19 vaccinations will become mandatory for all in-home staff, support workers, students and volunteers in long-term care homes by November 15, 2021, unless a staff member has a valid medical exemption. Staff without all required doses or a valid medical exemption by the deadline will not be able to enter a long-term care home to work. Homes will begin randomly testing fully vaccinated individuals, including staff, caregivers and visitors, to help detect possible cases of COVID-19 as early as possible. Fully vaccinated staff will continue to be able to work in more than one long-term care home, retirement home or other health service provider setting.

### Agriculture Funding

Applications are being accepted under the Canadian Agricultural Partnership to support projects that will help the food and beverage manufacturing industry

improve labour and production efficiency and waste reduction. Funding is available to agri-food businesses that are ready to implement advanced manufacturing technology. Applications will be accepted until October 20, 2021. Approved projects must be completed by September 30, 2022. For information, visit <https://tinyurl.com/3brfnubu>, email [ag.info.omafra@ontario.ca](mailto:ag.info.omafra@ontario.ca) or call 1-877-424-1300.

### Tourism Recovery Program Opens

The Ontario Tourism Recovery Program will support tourism businesses that have experienced a loss of at least 50 per cent of eligible revenue in 2020-21 compared to 2019. Successful recipients will have the flexibility to apply funds to any eligible expenses and do what makes the most sense for their businesses. Expenses could include costs such as staff salaries and maintenance, health and safety measures for visitors and workers, tourism product and experience development, or

marketing. Applications open on October 13, 2021. For information, visit <https://tinyurl.com/sfxn39ya>

### Most Provincial Inspectors Ever in Ontario

More than 100 new health and safety inspectors graduated on September 27 and will be visiting workplaces in construction, industrial and health care settings. With the support of provincial offences officers, the inspectors will be deployed to help educate workers and businesses about the newly-launched vaccine certificate. The addition of these graduates means Ontario now has a total of 507 labour inspectors, the largest ever number in provincial history. Over the coming weeks, in consultation with local public health units, Ministry of Labour, Training and Skills Development inspectors and other provincial offences officers will continue conducting inspection and education campaigns to ensure businesses are following COVID-19 safety requirements. Having a written safety plan is mandatory for businesses permitted to be open under the Reopening Ontario Act. Businesses can access free training for their health and safety representatives through Ontario's Small Business Health and Safety Training Program (<https://tinyurl.com/4pczh2kt>). Small businesses will be reimbursed \$150 for the representative's training time. To help businesses stay on top of health and safety guidance, the province has also launched the new Workplace Safety Plan Builder (<https://tinyurl.com/8sbd2su8>), a free interactive tool making it easier for workplaces to create and update their COVID-19 safety plans.

## Have You Heard?

Work Matters is hosting various **roundtable discussions** focused on worker attraction and retention practices in **Early Childhood Education** and the **Skilled Trades**.

Join us this October in discussing the successes and challenges you have experienced with your business. Have your voice heard, help drive solutions, and improve your communities!



Scan this code or visit [www.work-matters.ca/roundtables/](http://www.work-matters.ca/roundtables/) to register.

Can't make it? Or are a student, job seeker, or incumbent in either of these fields? Complete the survey most relevant to you at [www.work-matters.ca/surveys/](http://www.work-matters.ca/surveys/) to have your voice heard!





# Tender Results Around The Region

## Construction of the Swinging Bridge Improvements. Renfrew.

Bonnechere Ex. - \$292,627.06  
Dalcon Contract. - \$416,970.00

## Winter Sand and Salt. Mattawa.

Compass Minerals - \$6,489.18  
Bruman Const. - \$29,445.00  
A. Miron - \$18,800.00

## Culverts and Collars. Mattawa.

Wilson's Builders - \$10,388.00  
E.S. Hubbell - \$10,641.45

## Tender PW17-2021 Tandem Cab & Chassis with Sand and Salt Spreader. Greater Madawaska.

Only one bid was received.  
Rush Truck Cent. - \$253,388.52

## Concrete Work in Buildings. Defence Construction Canada.

Awarded to Do All Construction of Pembroke in the amount of \$18,450.00.

## RFP 2021-33 - Roads Joint Operational Review. Whitewater Region, Admaston Bromley and Greater Madawaska.

Dillon Consulting - \$98,342.98  
Matrix Consulting - \$44,570.88  
WCSC Consult. - \$79,372.80

## Replace Exterior Doors. Defence Construction Canada.

Awarded to Frecon Construction of Pembroke in the amount of \$15,300.00.

## RFP 2021-32 Growth Readiness, Zoning Update, Development Standards. Whitewater Region and Greater Madawaska.

Ecovue Consult. - \$157,259.90  
JLR Richards - \$96,163.20

## 21-PW-018 Beckwith Street Reconstruction Phase 2. Smiths Falls.

Cavanagh Con. - \$4,720,000.00  
Aecon Const. - \$4,738,949.48  
RW Tomlinson - \$4,797,612.75  
C. McDonald - \$5,418,039.14  
Coco Paving - \$5,434,997.36  
Louis W. Bray - \$ 5,575,890.08  
AWD Contract. - \$11,188,504.39

## Structural Study in Various Towers. Defence Construction Canada.

Awarded to Architecture49 Inc. of Ottawa in the amount of \$70,664.00.

## Diagnose and Repair Single Phase Issue. Defence Construction Canada.

Awarded to Panke Electric of Petawawa in the amount of \$4,664.00.

## Remove Skylights in Building G1010. Defence Construction Canada.

Awarded to Wade General Contracting of Petawawa in the amount of \$45,650.00.

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*For full tenders and results, visit*  
[www.ovbusiness.com](http://www.ovbusiness.com)

## Tenders

### EXPRESSION OF INTEREST

APN – Petawawa Construction Program for FY 2021-2022 with Security Requirements

### FOR SALE

Sale of Land  
Lake Dore Range 1  
-----

Sale of Land  
Lake Dore Range 2  
-----

Sale of Land  
174 Market Street

### REQUEST FOR PROPOSAL

RFP-Housing 21-11 & 21-14 Window Replacement  
-----

RFP SSRF Phase 2-03 Privacy Fence Installation  
-----

MV2021-12 Water Meter Installation, Inspection and Maintenance Services  
-----

RFP Supply and Delivery of Professional Engineering Services  
-----

RFP Hydrogeological Review Maberly Pine Subdivision  
-----

Proposal No. P-21-11 Supply & Delivery of One Current Year Articulated Four-Wheel Drive Front End Loader with Plow and Wing

### REQUEST FOR QUOTATION

RFQ Snow Removal Pembroke 10 Various Locations

### TENDERS

Tender 2021-37 Grinding of Bush, Leaf and Yard Waste and Clean Lumber Piles  
-----

One Complete Undercarriage Replacement (Supply and Install) for a 2014 John Deere 655K Crawler Loader  
-----

10-2021 Snow Hauling Dozer Rental for Pushing Snow Grader  
-----

Tender ES-2021-23 Adjustments to Tay River Rocky Ramps  
-----

Rewire on 10 Residential Housing Units – Petawawa  
-----

#2202-01 MUA Replacement – Fellowes High School  
-----

2021-37 Woodwaste Grinding Ross Landfill  
-----

W0107-19M048/A – Cable TV Services  
-----

*For full tender listings and results, visit our website:*  
[www.ovbusiness.com](http://www.ovbusiness.com)

# Business Signage: Ideas and Solutions

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**Sneeze Guards - Exit Signs**

**Arrows - Window Graphics**

**Indoor Signage - Vehicle Graphics**

**Business Cards - Banners**

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# Beliefs And Your Business

## How to balance the roles of person and proprietor



MARKETING

**By: Jennifer Layman**  
jenn@fwdthink.net

Many years ago, I was approached to work on an election campaign. It was a new experience for me and I was interested in learning more about what was involved in an election campaign. My role was to provide the design work for signage, social media and the like, under the direction of the campaign manager.

One day an issue emerged where the candidate and the campaign manager didn't share the same viewpoint. They had a significant discussion on it but could not resolve the difference of opinion on how to talk about the issue with the public. The campaign manager came to me and asked me to design some flyers with a message on the issue that supported their stance, and which was contrary to that of the candidate. I asked if the candidate had approved the

message and was told to do what I was asked. I struggled with that request because I felt the candidate should know what was being promoted in their name. I informed the campaign manager that I wasn't comfortable moving forward with the work without the candidate's approval. The campaign manager fired me and took the work to someone else who did it without challenge.

Every business owner probably has a story like this; when personal values seem to be competing with what is being asked of you. I have heard some of those stories, I have written about some of these stories and I have consulted on some of these stories. In some cases, there was a significant financial impact attached to the business owner's decision and in other situations, the struggle was all but unnoticeable to the public. But no matter the result, the decision to stand for what one believes to be right has never been a decision that failed the person who had to make it.

As humans, we all have personal beliefs that guide our decision-making in life. Those beliefs are shaped by our experiences and influenced by the people we trust and respect. As business owners, we

recognize that our personal thinking has a place in our business, but it is one factor amongst many (ie: financial, legal, staffing, etc.) to consider. What may be a straightforward "right or wrong" position personally may not be such a straightforward position in the business.

When you're facing that situation, it may be difficult for anyone else to appreciate unless they have also been in that position themselves. Even if it is not the exact same situation, or if the business owner made a different choice than you might end up making, it never hurts to learn from someone else's experience. It's often not the result of knowing that experience that will be helpful to you, but how the owner came to make the decision.

While we go through a lot as competitors in business, there are also times when we are each other's best resource.

*Jennifer is the president of Forward Thinking Marketing Agency. Her column appears in every issue.*

## Deadlines

### OTTAWA VALLEY BUSINESS

Publishes: October 19, 2021  
Deadline: October 13, 2021

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Publishes: November 2, 2021  
Deadline: October 16, 2021

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Publishes: November 16, 2021  
Deadline: November 10, 2021

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Publishes: December 7, 2021  
Deadline: December 1, 2021

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Publishes: December 21, 2021  
Deadline: December 16, 2021

### 101 THINGS TO DO IN THE VALLEY

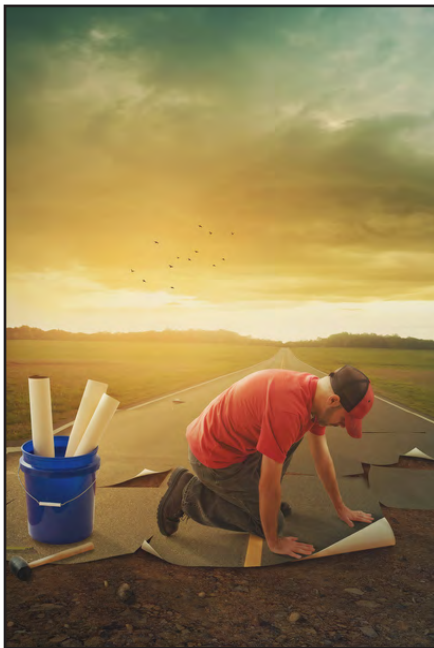
November-December 2021  
Publishes: October 19, 2021  
Deadline: October 15, 2021

### HEALTH MATTERS

Fall 2021 Edition  
This issue will be available for distribution the week of October 20, 2021

## Biz Quiz Answers

- 1) Annamie Paul, Green Party
- 2) Health Care Consent Act
- 3) 10,000
- 4) Facebook
- 5) SNC Lavalin
- 6) To cut down on 11,000 metric tons of electronic waste
- 7) 15.7%
- 8) Lululemon
- 9) That she misled BSBC Holdings about Huawei's business with Iran, in violation of US sanctions on Iran
- 10) YouTube (owned by Google)



## Do you need some new options for marketing your business?

Sometimes, the things you have always done to market your business reach a point where they just don't move you forward anymore. Some new ideas can boost your marketing for the future.

**forwardthinking**  
MARKETING AGENCY

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jenn@fwdthink.net



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Media Relations

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**MEDIA RELEASE**

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**October 6<sup>th</sup>, 2021**

## **WARDEN'S COMMUNITY SERVICE AWARDS NOW ACCEPTING NOMINATIONS**

**PEMBROKE ON:** The annual County of Renfrew Warden's Community Service Awards are a meaningful way to recognize and thank an Individual, a Not-for-profit business, and For-profit Business.

**Individuals** in our community step up in many ways to improve and strengthen the quality of life we enjoy here in the Ottawa Valley. From participating in and organizing community initiatives, devoting their time and energy to politics, supporting social responsibility, mentoring or inspiring children and youth, and celebrating our culture and heritage. Nominate an outstanding individual from your community.

**For-profit Businesses** are significant contributors to community well-being. Many for-profit-businesses sponsor sports teams and youth groups, support charities, or contribute to the arts and culture. This is your opportunity to have these valuable corporate citizens recognized and acknowledged for their good deeds. You can nominate a local for-profit business that makes a difference in the county.

**Not-for-profit Business** organizations in Renfrew County contribute to and assist community members facing a wide range of challenges, and often these organizations offer services and support to those most in need. Do you know a not-for-profit that is a community champion? Nominate them for this year's award.

"These annual awards are a formal recognition of the outstanding efforts made by Individuals and organizations for their active roles in promoting social responsibility and positivity in our community. I would encourage citizens to nominate individuals and organizations that they feel really make a difference in making life in Renfrew County better for all. I look forward to celebrating the excellence of these organizations and individuals for their contributions and efforts in making such selfless contributions," shared Warden Debbie Robinson.

Each year, a Selection Review Committee comprised of the County of Renfrew Warden, Chief Administrative Officer, and one member of County Council select the award recipients.

Nominees are considered in each of the three categories: **Individual Person, Not-for-profit**

**Business, and For-profit Business.** All nominees are considered on the basis of criteria as to how they contribute to the County of Renfrew's Quality of life.

For More Information on nominating a For-profit Business, Not-for-profit Business, or an Individual for a Community Service Award visit the [County of Renfrew Website](#). or Call 613-735-7288 and we can fax or mail you nomination documents. Deadline for submission is Friday November 5<sup>th</sup>. Awards will be presented at County Council, Wed, November 24<sup>th</sup>, 2021.

For media inquiries please contact:

Craig Kelley	Director of Development and Property, County of Renfrew	613-735-7288
Michael Barber	Media Relations/Grants Coordinator, County of Renfrew	613-735-7288