



**Town of Arnprior
Regular Meeting of Council: May 9, 2022**

Correspondence Package No. I-22-MAY-09

Recommendation:

That the Correspondence Package No. I-22-MAY-09 be received as information and filed accordingly.

General Information Items:

- 1. Correspondence from the Province of Ontario**
 - a) [Canada and Ontario Invest in Community and Recreation Infrastructure](#)
 - b) [Government Protecting Moose Populations](#)
 - c) [Ontario Attracting More Skilled Newcomers to Strengthen Economy](#)
 - d) [Ontario Investing \\$1 Billion More to Expand Home Care](#)
 - e) [Ontario Working for Workers by Expanding Training to More People](#)
 - f) [Ontario's Plan to Build](#)
 - g) [Ontario Election to be Held on June 2, 2022](#)
- 2. Correspondence from Renfrew County & District Health Unit**
 - a) [COVID-19 Case Summary – April 28, 2022](#)
- 3. Correspondence from Employment and Social Development Canada**
 - a) [Message from the Minister for Seniors – Kamal Khera](#)
- 4. Correspondence from the Sienna Senior Living**
 - a) [Sienna News – Spring 2022](#)

5. Correspondence from Ottawa Valley Business

a) [May 3, 2022](#)

6. Correspondence from Association of Municipalities of Ontario (AMO)

a) [Watch File – April 28, 2022](#)

NEWS RELEASE

Canada and Ontario Invest in Community and Recreation Infrastructure

April 29, 2022

[Infrastructure](#)

OTTAWA — Investments in key infrastructure projects ensure thriving and healthy communities across Canada. From roads and community centres to public transit and water reservoirs, reliable infrastructure provides communities with opportunities to grow and develop today so that they can be resilient in the face of tomorrow.

Today, Chandra Arya, Member of Parliament for Nepean, on behalf of the Honourable Dominic LeBlanc, Minister of Intergovernmental Affairs, Infrastructure and Communities; the Honourable Lisa MacLeod, Ontario's Minister of Heritage, Sport, Tourism and Culture Industries, on behalf of the Honourable Kinga Surma, Ontario's Minister of Infrastructure; and Jan Harder, Councillor for Ward 3 Barrhaven, on behalf of His Worship Jim Watson, Mayor of the City of Ottawa, announced joint funding for 12 community and recreation infrastructure projects across Ontario.

The Government of Canada is investing more than \$20.8 million in these projects through the Community, Culture and Recreation Stream of the Investing in Canada Infrastructure Program. The Government of Ontario is providing over \$17.3 million, while recipients and partners are contributing over \$13.8 million in total.

Among the projects announced today is the construction of the Barrhaven Town Centre in Nepean. This new cultural hub will include the construction of a 15,000-square-foot cultural centre, a 3,000-square-foot seniors' space, and an over 25,000 square-foot library. Once complete, this project will provide residents in Ottawa with a cultural hub that will foster social interactions and community engagement for years to come.

Additional funding announced today will support recreation and community infrastructure projects in Ajax, Brantford, London, Kitchener, Kingsville, Perth East, Cramahe, Howick, Clarence-Rockland, Madoc, and Lambton Shores. These projects include improvements to local community centres and facilities, theatres, playgrounds, rinks, outdoor courts, and pools.

Quick Facts

- Under the Investing in Canada Plan, the federal government is investing more than \$180 billion over 12 years in public transit projects, green infrastructure, social infrastructure, trade and transportation routes, and Canada's rural and northern communities.
 - Over the past 6 years, the Government of Canada has invested more than \$18.7 billion in over 4,200 infrastructure projects across Ontario.
 - During that period, over \$45 billion has been invested in communities by Infrastructure Canada across the country to support world-class infrastructure projects, including over \$1.8 billion for culture and recreation infrastructure projects.
 - Infrastructure Canada helps address complex challenges that Canadians face every day—ranging from the rapid growth of our cities, to climate change, and environmental threats to our water and land.
 - For its part, Ontario is investing over \$10.2 billion to improve public transit; community, culture and recreation; green infrastructure as well as other priority infrastructure, including across rural and northern communities.
 - Over the next 10 years, Ontario has planned overall investments of more than \$158.8 billion to support access to quality, reliable high-speed internet, and the construction, rehabilitation and modernization of new schools, hospitals, public transit, roads and bridges.
 - Getting shovels in the ground on critical infrastructure projects is part of the Ontario government's plan to build strong and resilient communities, stimulating job creation and boosting economic growth while protecting health and safety of people across the province.
-

Quotes

"Cultural infrastructure is vital in ensuring community development and wellbeing. Today's investment will provide thousands of Barrhaven residents access to a modern, welcoming space where they can come together to enjoy cultural events, learn, and socialize. This fills a big gap we had in Barrhaven for many years."

- Chandra Arya

Member of Parliament for Nepean, on behalf of the Honourable Dominic LeBlanc, Minister of Intergovernmental Affairs, Infrastructure and Communities

"Over the past 16 years, I've worked hard to ensure that our roads, bridges and schools have kept up with the fast pace of growth in Barrhaven. Being able to deliver on the Barrhaven Town Centre, therefore is doubly meaningful for me as the local MPP and the Minister responsible for public libraries, culture and performance arts. Today, Nepean will benefit from a \$38 million project that will deliver a world class facility to our high growth community, which will benefit families for years to come."

- The Honourable Lisa MacLeod

Ontario's Minister of Heritage, Sport, Tourism and Culture Industries and Member of Provincial Parliament for Nepean, on behalf of the Honourable Kinga Surma, Ontario's Minister of Infrastructure

"The new Barrhaven Town Centre will be an iconic cultural hub featuring flexible spaces for community engagement, performances and recreational activities. This investment of more than \$38 million is a significant contribution to community development and wellbeing and I want to thank our federal and provincial funding partners for your commitment to the residents of our community."

- City Councillor Jan Harder, on behalf of Ottawa Mayor Jim Watson

Additional Resources

- [Canada and Ontario invest in community and recreation infrastructure](#)
- [Federal infrastructure investments in Ontario](#)
- [Investing in Canada: Canada's Long-Term Infrastructure Plan](#)
- [Ontario Builds Project Map](#)
- [Read Ontario's report: Building Ontario: Getting Shovels in the Ground](#)

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BULLETIN

Government Protecting Moose Populations

April 29, 2022

[Northern Development, Mines, Natural Resources and Forestry](#)

The Ontario government is safeguarding the province's moose population by ensuring hunters have licences and hunt ethically.

Jonathon Parrino, of Kenora, pleaded guilty to shooting a calf moose during the closed season and unlawfully shooting the moose while it was swimming. Parrino was fined \$7,500 and had his hunting licence suspended for one year.

The court heard that on October 8, 2020, Parrino shot a bull calf moose while it was swimming on Heathcote Lake during the closed season for calf moose hunting, as determined by conservation officers' investigation. Parrino claimed the bull calf moose was shot under his adult cow moose tag.

Justice of the Peace Shiree Scribner heard the case in the Ontario Court of Justice, Kenora, on March 16, 2022.

Conservation officers remind everyone that by respecting seasons, sanctuaries, bag and possession limits, we all help ensure our natural resources stay healthy. To report a natural resource problem or provide information about an unsolved case, members of the public can call the ministry TIPS line toll free at 1-877-847-7667. You can also call Crime Stoppers anonymously at 1-800-222-TIPS. For more information about unsolved cases, please visit ontario.ca/mnrftips.

Related Topics

Law and Safety

Ontario's laws and related information about our legal system, emergency services, the Ontario Provincial Police and victim services. [Learn more](#)

Rural and North

Information about the province's Far North and rural communities. Get connected to business improvement organizations and learn more about funding and programs that support rural, northern and Indigenous communities. [Learn more](#)

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NEWS RELEASE

Ontario Attracting More Skilled Newcomers to Strengthen Economy

New investment will grow program and help province fill generational labour shortage

April 27, 2022

[Labour, Training and Skills Development](#)

BRAMPTON — The Ontario government is working for workers by investing an additional \$15.1 million over three years to improve and expand the Ontario Immigrant Nominee Program (OINP). The investment builds on the recently-launched entrepreneurship pilot and will allow Ontario to attract the skilled immigrants needed to fill labour gaps when local workers are not available.

"Newcomers are crucial to growing our economy and building a stronger future for all of us," said Monte McNaughton, Minister of Labour, Training and Skills Development. "We're lowering the barriers they face and have called on our partners in the federal government to double the number of newcomers Ontario can select in 2022. By investing in the future success of this program, we're not resting until everyone in Ontario who wants to earn a paycheque is able to do so."

This new investment will allow the program to grow, enhance security and fraud detection and other IT updates to ensure the system can handle increased capacity now and in the future. Nominating newcomers to work in Ontario helps meet the needs of our growing economy, by filling jobs in health care, computer programming, web development and trucking.

While almost 120,000 economic class immigrants to Canada arrived in 2021, only 9,000 newcomers were nominated through the Ontario Immigrant Nominee Program in that year. An increased nomination allocation would allow Ontario to fill targeted labour market gaps across the province and drive overall economic growth. This is why Minister McNaughton continues to call on federal Immigration officials to double Ontario's allocation for the coming year.

This announcement follows changes the government made this winter and fall, such as launching a new [entrepreneur pilot](#) to attract 100 international entrepreneurs to start or grow businesses in regions outside of the Greater Toronto Area. Applications received through the pilot project will be processed on an expedited basis to help fast track job creation opportunities. Ontario is also [removing discriminatory barriers](#) that prevent foreign-trained professionals from working in the sectors they were trained in, such as engineering, law, accounting and skilled trades.

Quick Facts

- There are currently more than 300,000 jobs in Ontario going unfilled.
 - Ontario's OINP allocation from the federal government has increased from 6,500 in 2017 to 9,000 in 2021.
 - The OINP allows the province to nominate, for permanent residence, individuals who have the skills and experience to contribute to Ontario's economy. With an Ontario nomination, individuals then apply to the federal government, through Immigration, Refugees and Citizenship Canada for permanent residence.
 - This work builds on the government's efforts to attract top talent and investment to the province by:
 - improving the nomination process for applicants to the Ontario Immigrant Nominee Program with an [expression of interest system](#)
 - helping businesses in small and rural communities [attract and retain skilled workers](#).
-

Quotes

"At Achēv we are seeing first hand the impact that labour shortages are having on employers across Ontario as hundreds of thousands of positions go unfilled. We thank the Ontario government for their increased investment in the Ontario Immigrant Nominee Program, which will help Ontario employers access the skilled workers they need to flourish."

- Tonie Chaltas
Chief Executive Officer, Achēv

Additional Resources

- [Ontario Immigrant Nominee Program](#)
- [Ontario Bridge Training Program for internationally-trained immigrants](#)
- [Resources to improve English and French](#)
- [Free programs and services for job seekers, workers and employers](#)

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](#)

Jobs and Employment

We've got the resource and supports to help connect job seekers with employers. [Learn more](#)

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NEWS RELEASE

Ontario Investing \$1 Billion More to Expand Home Care

More Ontarians will receive care from the comfort of their home

April 25, 2022

[Health](#)

[Finance](#)

WHITBY — As part of the Ontario government's plan to stay open, and to help seniors and recovering patients stay in the homes they love, the Ontario government is investing \$1 billion more over the next three years to further expand home care. This funding will benefit the nearly 700,000 families who rely on home care annually, preventing unnecessary hospital and long-term care admissions and shortening hospital stays. Expanding home care will provide Ontarians with the choice to stay in their home and help with hospital capacity to keep the province open.

"Since the beginning, our government has been taking action to deliver a patient-centred health care system that provides Ontarians with more choice," said Christine Elliott, Deputy Premier and Minister of Health. "This significant investment will ensure Ontarians can receive the care they need in the comfort of their own homes and alleviate unnecessary pressure on our hospitals helping to keep our province open."

This funding will support expanded home care services, while recruiting and training more home care workers. It builds on the \$548.5 million over three years to expand home care services that was announced in [Ontario's 2021 Fall Economic Statement](#).

Expanding home care will bolster Ontario's [Plan to Stay Open](#) by allowing patients to receive the care they need in the comfort of their own home, preserving hospital beds for those who need them most. This is in addition to other measures the government is taking to keep the province open including:

- Investing \$142 million to launch the new "Learn and Stay" grant. The program will start with \$81 million over the next two years to expand the Community Commitment Program for Nurses for up to 1,500 nurse graduates each year to receive full tuition reimbursement in exchange for committing to practice for two years in an underserved community. Starting in Spring 2023, applications will open for up to 2,500 eligible students each year who commit to stay in their region working in an underserved community for up to two years after graduating. Students will be eligible to receive full, upfront funding for tuition, books and other direct educational costs.
- Investing \$764 million over two years to provide Ontario's nurses with a retention incentive of up to \$5,000 per person.
- Training more doctors through the largest expansion of medical school education in over 10 years by adding 160 undergraduate seats and 295 postgraduate positions over the next five years.
- Shoring-up domestic production of personal protective equipment (PPE) and critical supplies and equipment (CSE) through first-of-its-kind-in-Canada legislation that requires the province to maintain an ongoing supply of PPE and CSE to protect Ontario's public services and its critical frontline workers who provide essential services.
- Building hospital beds through more than 50 major capital expansion projects that would add 3,000 new beds over 10 years and additional investments to support the continuation of over 3,000 acute and post-acute beds in hospitals and alternate health care facilities, and hundreds of new adult, paediatric and neonatal critical care beds.

"Our government has a plan to deliver quality of care for patients where and when they choose, while building our health care capacity to ensure Ontario will stay open," said Peter Bethlenfalvy, Minister of Finance. "By investing up to \$1 billion in home care and providing tax credits to make homes safer and more accessible, our government is helping Ontario's seniors and patients stay in the homes that they love."

Quick Facts

- Home care provides personal support services, nursing and other professional services to seniors and people of all ages who need care to stay at home or recover from a hospital stay.
- In 2021-22, Ontario's total investment in home and community care was \$4.5 billion.

- Ontario is also helping to make homes safer and more accessible for seniors through the [Seniors' Home Safety Tax Credit](#) for 2021 and 2022. The credit, worth 25 per cent of up to \$10,000 in eligible expenses, helps cover the costs of handrails, stair lifts and other modifications to make homes safer for seniors. The maximum credit is \$2,500 for each year.
- The Seniors' Home Safety Tax Credit will provide an estimated \$65 million in support over 2021 and 2022. It is expected to support about 32,000 people in 2022.
- On May 1, 2022, the Home Care and Community Services Act, 1994 and its regulations will be repealed and Bill 175, Connecting People to Home and Community Care Act, 2020 and a first set of new home and community care regulations will be proclaimed into force. This new legislation and regulations will provide a modernized framework for the delivery of home and community care services by Ontario Health Teams within an integrated health care system.

Quotes

"Today's announcement is good news for the hundreds of thousands of people who rely on home care every day. The COVID-19 pandemic caused a crisis in home care. We have seen nurses, PSWs and therapy professionals leaving the sector by the thousands, impacting care for people in every corner of the province. With today's historic funding announcement, the government has taken a major step to stabilize home care from the effects of COVID-19. We are extremely grateful to Deputy Premier Elliott, Minister Bethlenfalvy and Premier Ford for listening to our calls for support."

- Sue VanderBent
CEO, Home Care Ontario

"OCSA commends the province for their significant investment into home care services. This much needed funding will play a crucial role in helping the sector continue to deliver services, and reduce the growing pressure on hospital capacity. Home and community care service agencies continue to play an essential role in the system by supporting vulnerable Ontarians and maintaining their independence at home. A strong community care sector is the bedrock to a sustainable health system."

- Deborah Simon
CEO of the Ontario Community Support Association (OCSA)

Additional Resources

- [Ontario Introduces a Plan to Stay Open](#)
- [Seniors' Home Safety Tax Credit](#)
- For public inquiries call ServiceOntario, INFOline at 1-866-532-3161 (Toll-free in Ontario only)

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 Working for Workers by Expanding Training to More People

Better Jobs Ontario will offer up to \$28,000 for learning skills needed to earn bigger paycheques

April 25, 2022

[Labour, Training and Skills Development](#)

PETERBOROUGH — The Ontario government is working for workers by launching a new training program, [Better Jobs Ontario](#). Anyone looking to train for in-demand work, including those on social assistance, who are self-employed, gig workers, youth, and newcomers to the province, can apply to start learning the skills they need to earn bigger paycheques for themselves and their families.

“To build a stronger Ontario, we need all hands on deck. Our government is on a mission to help everyday people earn bigger paycheques and we’re leaving nobody behind,” said Monte McNaughton, Minister of Labour, Training and Skills Development. “Whether you are a young person struggling to break into the job market, a gig worker hustling to make ends meet, or unemployed and on social assistance, our government is here to give you a hand up to building a better life and stronger province for us all.”

Starting this Friday, Better Jobs Ontario will pay up to \$28,000 in tuition and other costs for short-duration training programs that allow job seekers to match their skills with the needs of hiring employers in the community. Expanding on the current Second Career program, more applicants will now be eligible for up to \$500 per week in financial support for basic living expenses.

“Better Jobs Ontario is an innovative program that provides important opportunities for individuals seeking meaningful employment in their communities,” said Dr. Merrilee Fullerton, Minister of Children, Community and Social Services. “I encourage individuals on social assistance to pursue this incredible program if they can, with the certainty that they will not lose their health benefits while enrolled.”

“This funding opens doors for underemployed workers, new students and anyone looking to pursue a new career that requires a specific skillset,” said Fleming College President Maureen Adamson. “It expands job training and education to those who need it the most.”

Concurrent to launching this new training program, the government is continuing to transform the Employment Ontario services in York, Halton and Stratford-Bruce Peninsula to improve outcomes. Each month, only one per cent of people leave Ontario Works for a job, demonstrating the current system is failing those who need it most. The changes will help unemployed and underemployed people find meaningful careers in the community and support local businesses struggling to find workers.

The expansion of the employment services transformation builds on the success of the first three integrated regions in Peel, Hamilton-Niagara and Muskoka-Kawarthas, where 87 per cent of clients completing their employment plans have found jobs and 81 per cent are working more than 20 hours a week.

These efforts build on the government’s ongoing efforts to attract, support, and protect workers, making Ontario the top place in the world to work, live and raise a family.

Quick Facts

- The Better Jobs Ontario program funds tuition for training programs of 52 weeks duration or less, including eligible college and some university courses, micro-credential programs, and other vocational training programs.
- Since January 2021, 5,168 people have started training through the program to get the hand up they need into in-demand long-term jobs in their communities.

- Through Better Jobs Ontario, additional support applicants may also receive disability-related supports, childcare, or accommodation near their training, depending on their circumstances.
 - The number of people unemployed in Ontario was 429,800 in March 2022.
 - Employment Ontario is supported through labour market transfer agreements between the Government of Canada and the Government of Ontario.
-

Additional Resources

- [Better Jobs Ontario: Grant funding to help people pay for tuition and living expenses](#)
 - [Employment Ontario: Free employment services and training programs for job seekers, workers and employers](#)
-

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](#)

Jobs and Employment

We've got the resource and supports to help connect job seekers with employers. [Learn more](#)

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NEWS RELEASE

Ontario's Plan to Build

2022 Budget supports a plan for better jobs and bigger paycheques, building highways, transit and hospitals, and lower costs for families

April 28, 2022

[Finance](#)

TORONTO — Today, Minister of Finance Peter Bethlenfalvy released the 2022 Budget. *Ontario's Plan to Build* has five pillars:

1. Rebuilding Ontario's Economy
2. Working for Workers
3. Building Highways and Key Infrastructure
4. Keeping Costs Down
5. A Plan to Stay Open

The government's plan will seize the opportunities in critical minerals, batteries and electric and hybrid vehicle manufacturing, help deliver better jobs and bigger paycheques for workers, help keep costs down for families, and get shovels in the ground for highways, transit, hospitals and other key infrastructure. Supported by a plan to stay open, the government is building Ontario.

"The people of Ontario deserve a government that has a real plan to build," said Minister Bethlenfalvy. "Our government's Budget is Premier Ford's vision and our plan to cut through the excuses and act right away on the priorities of the people of Ontario."

The *2022 Budget* continues the government's track record of strong fiscal management. The plan includes increases to base program spending at an average annual rate of about five per cent over the next three years. The Budget also presents a recovery plan that will eliminate Ontario's deficit two years earlier than projected in the *2021 Budget*.

"Our government has a plan, and that plan is working," said Minister Bethlenfalvy. "But the work is not over, and the job is not done. We are ready to get it done for the people of Ontario."

Rebuilding Ontario's Economy is the first pillar of the government's plan. While Ontario lost 300,000 manufacturing jobs between 2004 and 2018, the government has a plan to help create jobs and build prosperity everywhere, for everyone.

Highlights include:

- Seizing Ontario's critical minerals opportunity begins in the North. Critical minerals will become part of the future of clean steel, batteries and hybrid and electric vehicles as the next generation of automobiles are built in Ontario, by Ontario workers and sold across North America and the world. The government's plan includes up to \$1 billion for legacy infrastructure, such as all-season roads to the Ring of Fire, building the corridor to prosperity. The plan is also supported by a Critical Minerals Strategy and \$2 million in 2022–23 and \$3 million in 2023–24 to create a Critical Minerals Innovation Fund.
- Helping create good manufacturing jobs as Ontario becomes a North American leader in building the vehicles of the future. As of early April 2022, Ontario has seen more than \$12 billion in new investments for vehicle production mandates and battery manufacturing over the past 18 months. Ontario is also supporting investments to help make the province a world-leading producer of clean, low-emission steel to help build automobiles in the province.
- Working to bring jobs at provincial agencies to communities across Ontario to help spur economic growth. This begins with exploring the relocation of the headquarters of the Workplace Safety and Insurance Board (WSIB) to London, working in close partnership with the agency and other partners, and identifying main street communities to headquarter new government agencies.
- Investing nearly \$107 million over the next three years to help the province compete with jurisdictions in a global race to develop and own critical technologies.
- Nearly \$4 billion to support high-speed internet access to every community in Ontario by the end of 2025.

Working for Workers is the second pillar of the government's plan. Ontario workers deserve a government that works as hard as they do for Ontario. That's why the government has a plan to support better jobs and bigger paycheques.

Highlights include:

- Increasing the general minimum wage to \$15.50 per hour on October 1, 2022, while guaranteeing digital platform workers the general minimum wage and new, first-in-Canada protections.
- Investing \$1 billion annually in employment and training programs to help people retrain and upgrade their skills as the province continues to support better jobs and opportunities for Ontario workers.
- Investing an additional \$114.4 million over three years in its Skilled Trades Strategy to break the stigma associated with the skilled trades and simplify the system.
- Expanding college degree granting to help build a pipeline of job-ready graduates in applied fields and allow students to gain the education, experience and skills to enter the workforce faster.
- Providing \$268.5 million over three years in additional funding through Employment Ontario to strengthen the government's skills training and employment programs, including pandemic recovery initiatives.
- Relaunching the Second Career program as Better Jobs Ontario to support a larger, more diverse range of Ontario workers with \$5 million in new funding in 2022–23, in addition to the nearly \$200 million invested over the last three years. Better Jobs Ontario helps laid-off unemployed workers access the training they need to become qualified for in-demand, well-paying jobs and connects local employers with the high-skilled workers they need.
- Attracting newcomers with a plan that includes an additional \$15.1 million over three years in the Ontario Immigrant Nominee Program (OINP), which nominates applicants for permanent residence who have the skills and experience that match Ontario's labour market needs.

Building Highways and Key Infrastructure is the third pillar in the government's plan. For too long, the people of Ontario have been stuck in gridlock, with thousands of hours wasted on packed trains, or behind the wheel in bumper-to-bumper traffic, costing billions to the province's economy. This has to change. The government is getting shovels in the ground to build highways, transit and other infrastructure projects to fight gridlock, boost the economy and create jobs.

Highlights include:

- Planning one of the most ambitious capital plans in the province's history, with planned investments over the next 10 years totalling \$158.8 billion, including \$20 billion in 2022–23.
- Investing \$25.1 billion over the next 10 years to support the planning and construction of highway projects across the province, including:
 - Building Highway 413
 - Building the Bradford Bypass
 - The first steps to enable the future widening of Highway 401
 - Improving the QEW Garden City Skyway
- Continuing the next phase of construction for the new Highway 7 between Kitchener and Guelph
- Reconstructing Highway 101, the Timmins Connecting Link
- Investing \$61.6 billion over 10 years for public transit, including:
 - Breaking ground on the Ontario Line
 - Advancing planning work for the Sheppard Subway Extension
 - Planning and design work for the Eglinton Crosstown West Extension to Toronto Pearson International Airport
 - The Bowmanville GO Rail Extension
 - Weekday GO Rail trips between London and Union Station in Toronto
 - Passenger rail service to Northeastern Ontario.

Investing about \$14 billion in capital grants over the next 10 years to build and renew schools and child care spaces.

See [A Capital Plan for Building Ontario](#) for further details.

Keeping Costs Down is the fourth pillar in the government's plan. When costs go up, it has a direct impact on families, seniors, workers and the economy. That's why the government has a plan to help keep costs down by increasing housing supply, making it less expensive to drive or take transit, and by providing relief on everything from child care to taxes.

Highlights include:

- Implementing a long-term plan to address the housing crisis, informed by the Housing Affordability Task Force's recommendations. This includes supporting the creation of all types of housing by speeding up approvals to get more

shovels in the ground faster, prioritizing Ontario homebuyers over foreign speculators, cracking down on unethical developers, and committing to introduce a housing supply action plan every year for the next four years.

- Making it less expensive to drive by eliminating and refunding licence plate renewal fees for passenger vehicles, light-duty trucks, motorcycles and mopeds, cutting the gas tax by 5.7 cents per litre for six months beginning July 1, 2022, and removing tolls on Highway 418 and 412.
- Proposing to provide an additional \$300 in Personal Income Tax (PIT) relief, on average, to about 1.1 million taxpayers by enhancing the Low-income Individuals and Families Tax Credit.
- Lowering child care fees for parents and securing a fair deal for Ontario by signing a \$13.2 billion agreement with the federal government in an important step towards achieving an average of \$10-a-day child care by September 2025.

A Plan to Stay Open is the fifth pillar in the government's plan. With more than 32 million vaccine doses administered and more than 90 percent of people aged 12 and over fully vaccinated, Ontario has fared better than many jurisdictions during the COVID-19 pandemic. The province has cautiously lifted restrictions, and the economy is recovering. To meet the challenges that may lie ahead, the government is making significant investments in its plan to stay open.

Highlights include:

- Expanding Ontario's health care workforce by:
 - Launching the new Learn and Stay Grant for up to 2,500 eligible postsecondary students who enrol in priority programs, such as nursing, and work in underserved communities in the region where they studied after graduation.
 - Helping retain nurses across the health sector and stabilize the current nursing workforce by investing \$764 million over two years to provide Ontario's nurses with a retention incentive of up to \$5,000 per person.
 - Building on the 8,600 health care workers added to the system since March 2020, investing \$230 million in 2022–23 to enhance health care capacity.
 - Investing \$42.5 million over two years beginning in 2023–24 to support the expansion of 160 undergraduate and 295 post-graduate positions, including at the new medical schools in Brampton and Scarborough.
- Shoring up domestic production of critical supplies and ensuring Ontario is prepared for future emergencies by committing, as of April 2022, more than \$77 million of the Ontario Together Fund to leverage almost \$230 million in investments to support manufacturing of Ontario-made personal protective equipment (PPE).
- Embracing the opportunity to become a global hub for biomanufacturing and life sciences and making a strategic investment of \$15 million over three years in a new Life Sciences Innovation Program to develop and scale up the commercial potential of therapeutics and medical and digital technologies.
- Building and improving hospitals by investing more than \$40 billion over the next 10 years in hospital and health care infrastructure supporting more than 50 major hospital projects that would add 3,000 new beds over 10 years.
- Making historic investments in hospitals with an additional \$3.3 billion in 2022–23, bringing the total additional investments in hospitals to \$8.8 billion since 2018–19. The government is also investing \$3.5 billion over three years to support the continuation of over 3,000 hospital beds put in place during the pandemic and \$1.1 billion over three years to support the continuation of hundreds of new adult, pediatric and neonatal critical care beds added during COVID-19.
- Making additional investments in home care by planning to invest up to an additional \$1 billion over the next three years. The government is also proposing a new, refundable Ontario Seniors Care at Home Tax Credit to help seniors aged 70 and older with eligible home care medical expenses to help people stay in their homes longer.

Quick Facts

- Ontario's real gross domestic product (GDP) increased 4.3 percent in 2021, and employment rose by 344,800 net jobs in 2021 or 4.9 percent, the strongest annual pace of job growth on record.
- Ontario is projected to return to a surplus position by 2027–28, two years earlier than forecast in the *2021 Budget*. Over the medium term, the government is projecting steadily declining deficits of \$19.9 billion in 2022–23, \$12.3 billion in 2023–24, and \$7.6 billion in 2024–25, representing a significant improvement since the *2021 Budget*.
- The net debt-to-GDP ratio is projected to be 40.7 percent in 2021–22, 8.1 percentage points lower than the 48.8 percent forecast presented in the *2021 Budget*. Over the medium-term outlook, Ontario's net debt-to-GDP ratio is now forecast to be 41.4 percent in 2022–23 and 2023–24, and declining to 41.3 percent in 2024–25.
- Legislative amendments proposed as part of *Ontario's Plan to Build* would, if passed, help to create seamless transit services across Toronto municipal boundaries, crack down on auto insurance fraud, and remove the requirement for the WSIB head office to be located in Toronto.

Additional Resources

- [2022 Budget: Ontario's Plan to Build](#)
 - [Highlights of the 2022 Budget: Ontario's Plan to Build](#)
 - [A Capital Plan for Building Ontario](#)
 - [Economic and Fiscal Overview](#)
-

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NEWS RELEASE

Ontario Election to be Held on June 2, 2022

May 03, 2022

[Office of the Premier](#)

TORONTO – Premier Doug Ford today confirmed that the Honourable Elizabeth Dowdeswell, Lieutenant Governor of Ontario, has accepted the premier's advice to sign a proclamation dissolving the 42nd Parliament of the Province of Ontario, effective as of 4:00 p.m. today.

Pursuant to the provisions of the Election Act, the Lieutenant Governor also called for the issuance of writs for the general election to be issued May 4, 2022 and naming June 2, 2022 as the date of Ontario's next general election.

Related Topics

Government

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

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Renfrew County and District Health Unit

COVID-19 Case Summary

April 28, 2022

<p>Total Confirmed Cases in Renfrew County and District (RCD): 4383</p> <p>Cases Reported in the Last 7 Days: 159</p> <p>Incidence Rate^a in the Last 7 Days: 146.4 per 100,000 individuals</p>		<p>Current Status of Cases in RCD</p> <p>Self-Isolation: 202</p> <p>Hospitalized: 14</p> <p>Hospitalized in Intensive Care Unit: 1</p> <p>Resolved: 4125</p> <p>Deceased: 41</p>	
Outbreak Setting	Cumulative Number of Outbreaks	Active Number of Outbreaks	
Hospital	8	0	
Long-term care home	22	3	
Retirement home	17	2	
Congregate living facility	16	1	
Other ^c	38	0	
Total	101	6	
<p>Total Number of tests completed for RCD residents: 145,425</p>		<p>Percent Positivity^b of tests completed for RCD residents (April 14, 2022-April 20, 2022) 13.9%</p>	

^a 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

^b 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.

^c Includes school/education/child care, workplaces, and other community outbreak settings. In alignment with Provincial guidance, RCDHU has shifted focus to mitigate outbreaks and transmission to vulnerable individuals in highest-risk settings such as hospitals, long-term care homes, retirement homes, and congregate living facilities.

For more information on COVID-19 variants of concern in Ontario, please visit:

<https://www.publichealthontario.ca/en/laboratory-services/test-information-index/covid-19-voc>



Message from the Minister

April 22, 2022

Hello,

Canada owes seniors a great deal, and the Government of Canada continues to take significant action to support them. I want to share some of the highlights for seniors in [Budget 2022](#), the Government of Canada's plan to make life more affordable for all Canadians.

Please take a moment to share this link with friends and colleagues so that they can [sign up to receive my updates](#).

Thanks for reading and sharing.

The Minister of Seniors,
Kamal Khera



Important information for seniors

Expanded New Horizons for Seniors Program

We know that older Canadians want to stay active and engaged in their communities as they age. The [New Horizons for Seniors Program](#), which has supported more than 33,500 projects in hundreds of communities across Canada since 2004, helps them do so.

In Budget 2022, we are proposing \$20 million over two years, beginning in the 2022 to 2023 fiscal year, for an expanded New Horizons for Seniors Program. This will support more projects that improve the quality of life for seniors and help them continue to fully participate in their communities.

Doubling the Home Accessibility Tax Credit

Seniors and persons with disabilities deserve the opportunity to live and age at home, but renovations and upgrades that make homes safe and accessible can be costly. The [Home Accessibility Tax Credit](#) provides support to offset some of these costs.

Budget 2022 proposes to double the qualifying expense limit of the Home Accessibility Tax Credit to \$20,000 for the 2022 and subsequent tax years. This will mean a tax credit of up to \$3,000—an increase from the previous tax credit of up to \$1,500—for important accessibility renovations or alterations. This will help make significant alterations and renovations more affordable including:

- the purchase and installation of wheelchair ramps, walk-in bathtubs and wheel-in showers;
- widening doorways and hallways to allow for the passage of a wheelchair or walker;
- building a bedroom or a bathroom to permit first-floor occupancy; and
- installing non-slip flooring to help avoid falls.

Aging at home

Many seniors prefer to stay in their own homes for as long as possible. That's why, in Budget 2022, we have proposed the creation of an expert panel to study the idea of an Aging at Home Benefit. The panel will report to the Minister of Seniors and the Minister of Health. More details will be provided in the months to come.

Making housing more affordable

Everyone should have a safe and affordable place to call home. Increasing our housing supply will be key to making housing more affordable for everyone. Budget 2022 proposes to advance \$2.9 billion in funding, on a cash basis, under the [National Housing Co-Investment Fund](#). This will accelerate the creation of up to 4,300 new units and the repair of up to 17,800 units for Canadians who

need them most, such as seniors and persons with disabilities.

As part of its broader efforts to make life more affordable for Canadians, the Government recognizes that many are in need of additional assistance. To support those struggling with housing costs, Budget 2022 proposes to provide \$475 million in the 2022 to 2023 fiscal year to provide a one-time \$500 payment to those facing housing affordability challenges.

Multigenerational Home Renovation Tax Credit

To support families across the country who have different generations living together, Budget 2022 proposes to introduce a Multigenerational Home Renovation Tax Credit, which would provide up to \$7,500 in support for constructing a secondary suite for a senior or an adult with a disability.

Starting in 2023, this refundable credit would allow families to claim 15% of up to \$50,000 in eligible renovation and construction costs incurred in order to construct a secondary suite.

Connecting senior workers to good jobs

The Government intends to engage with experts on the role that a Career Extension Tax Credit could play in boosting the labour force participation of seniors who want to continue to work later in life.

Dental care for Canadians

Seeing a dentist is important for our health, but it can be expensive. Budget 2022 proposes to provide funding of \$5.3 billion over five years, starting in the 2022 to 2023 fiscal year, and \$1.7 billion ongoing, to Health Canada, to provide dental care for Canadians. This will start with children under 12 in 2022, and then expand to children under 18, seniors, and persons living with a disability in 2023, with full implementation by 2025. The program would be restricted to families with an income of less than \$90,000 annually, with no co-

pays for those earning under \$70,000 annually in income.

Improving Canada's dementia and brain health research

An estimated one in four Canadian seniors over the age of 85 are diagnosed with dementia. The effects on both those living with dementia and those who care for them can be devastating.

Budget 2022 proposes to provide \$20 million over five years, starting in the 2022 to 2023 fiscal year, for the Canadian Institutes of Health Research to ramp up efforts to learn more about dementia and brain health, to improve treatments and outcomes for persons living with dementia, and to evaluate and address mental health consequences for caregivers and different models of care.

Budget 2022 proposes to provide \$30 million over three years, starting in the 2022 to 2023 fiscal year, to the Public Health Agency of Canada for the Centre for Aging and Brain Health Innovation to help accelerate innovations in brain health and aging.

Supporting mental well-being with the Wellness Together Canada portal

Since April 2020, more than 2 million people across Canada have accessed free information and support through the [Wellness Together Canada](#) portal. Budget 2022 proposes to provide \$140 million over two years, starting in the 2022 to 2023 fiscal year, to Health Canada for the Wellness Together Canada portal so it can continue to provide Canadians with tools and services to support their mental health and well-being.

Federal health care support during the pandemic

Since the start of the pandemic, the federal government has invested more than \$69 billion, with more funding to be rolled out in future years, to lead a coordinated federal, provincial and territorial response to fight COVID-19 and protect the health and safety of

Canadians. For example, we provided up to \$4 billion through the 2020 Fall Economic Statement and Budget 2021 for provinces and territories to help keep seniors safe in long-term care.

Spread the word:

I hope you will take a minute to ensure that this message reaches as many older adults (and the people who support them) as possible. Please share it with your networks through social media, email or your newsletter. You can now sign up and invite others to [sign up for the newsletter online](#).

For regular updates, please follow:

Twitter: [@ESDC_GC](#)

Facebook: [Seniors in Canada](#)

If you would no longer like to receive updates from the Minister or if you would like to add another email address to this distribution list, please reply to nc-stakeholder_relations_intervenants-gd@hrsdc-rhdcc.gc.ca.

Sienna

SENIOR LIVING

Spring 2022



Sienna on The Globe's Women Lead Here

Benchmark

Sienna Senior Living is proud of its commitment to gender diversity, and this year Sienna has been recognized with a place on [The Globe and Mail's 2022 Report on Business Women Lead Here](#) list.

Out of 500 Canadian companies, 74 earned the 2022 Women Lead Here seal, including Sienna. We have a strong female workforce, with approximately 85% of our team members being women. The high percentage of our female workforce is also reflected in our senior leadership positions, with approximately 80% of the company's 380 leadership positions being held by women.

Sienna Appoints Dr. Hugh Boyd as Chief Medical Officer



Dr. Hugh Boyd is a care of the elderly physician practicing in Hamilton and Guelph, Ontario. He currently serves as the medical director of two long-term care communities, the chief of staff at St. Joseph's Health Centre Guelph, a post-acute hospital, and as an adjunct assistant clinical professor at McMaster University.

Dr. Boyd is a past chair of the Ontario Medical Association section on Long-Term Care / Care of the Elderly, and a past president of the Ontario Long-term Care Physicians. Through his advocacy with the Ontario Long-term Care Clinicians, the Provincial Geriatrics Leadership Organization and several government advisory

committees he has strived to modernize quality inspections, quality indicators, person-centered care and clinician wellness in long-term care.

We are thrilled to have Dr. Boyd join our team at this important time of growth and evolution, particularly as we continue the development and implementation of Sienna's new Long-Term Care Platform. Dr. Boyd began his position with Sienna on April 18, 2022.

Sienna Continues to Grow in Saskatchewan

Sienna has announced that it has entered into an agreement to acquire a 50% ownership interest in [The Village at Stonebridge](#), a retirement residence consisting of 186 high-quality, private-pay suites in Saskatoon, Saskatchewan..

Pending approvals, Sienna will acquire the asset in partnership with Sabra Health Care REIT, Inc., who is acquiring the other 50% interest of the asset, with Sienna acting as the manager of the property.

This is in addition to [Sienna's recent partnership with Sabra](#) to jointly purchase Extendicare's Retirement Residence portfolio (Esprit Lifestyle Communities), bringing the total number of Sienna's retirement homes in Saskatchewan to five.



Owen Hill executive director Lenka Fousek, residents' council president Phyllis Wilhelm, and Ontario MPP Doug Downey.

Redevelopment of Owen Hill in Barrie

Sienna and local Ontario government officials recently announced 104 new beds and the upgrading of 152 beds at an event in Barrie, to replace an existing care community in the city.

“Owen Hill Care Community has been an integral part of Barrie for over 50 years,” noted Sienna President and CEO Nitin Jain. “As part of Sienna’s \$600 million redevelopment plan, we will transform Owen Hill into a larger, modern care community that will support our residents in all aspects of lifestyle and care needs.”

Two more Sienna care communities in Toronto also received approval from the Ontario government for redevelopment, bringing the total number of long-term beds approved for redevelopment in the province to more than 1,500.

About Sienna Senior Living

Sienna Senior Living Inc. (TSX:SIA) offers a full range of seniors’ living options, including independent living, assisted living, long-term care, and specialized programs and services. Sienna’s approximately 12,000 team members are passionate about helping residents live fully every day. For more information, please visit www.siennaliving.ca.

Sienna Senior Living, 302 Town Centre Blvd, Suite 300, Markham, ON L3R 0E8, (905) 477-4006

[Unsubscribe](#) [Manage preferences](#)



Your Organization's Hiring Practices

Some tips to recruit people and make needed changes

By: Jennifer Layman
jenn@ovbusiness.com

The Myers-Briggs Company has produced a report with hiring information that could be helpful to employers looking to fill open positions. Here are some highlights of the *People First For Organizational Fitness* report.

Unforeseen Trends

Despite evidence for their effectiveness and cost-benefit, businesses do not use objective assessment methods. These include short-term concerns about cost, lack of knowledge about what tests can do, concerns about legality, and resistance to change. Even those that apply the paradigm to recruitment might not do so for high-level jobs, yet, good or bad performance in these roles has the most impact on the business.

Numerous trends are affecting selection and recruitment. Here are the main ones.

Talent Shortage

Organizations need to be more attractive to potential employees,



and this needs to be built into every stage of the selection process. Evidence suggests an applicant's reaction to their assessment experience will affect how likely they are to pursue the job, accept an offer or recommend the job to others.

Employee Mobility

People change jobs more frequently and have more information about jobs. Before social media, people had to make a conscious effort to find a new job. Now, anyone who subscribes to business

networking sites receives job suggestions regularly. Employee mobility may be a defining factor for the millennial generation. A recent Gallup report suggests that only half of them strongly agree that they will work for their current organization in a year's time.

Faster Recruitment Cycles

Few people have a job for life. With people changing jobs more quickly, recruitment needs to increase. In a talent shortage, employers need to choose the best candidate and make an offer

quickly before that candidate goes elsewhere.

Artificial Intelligence (AI)

The rise of AI means that the required skills in future jobs will be different. The exact shape of these jobs is uncertain but AI will probably do many intellectually-challenging tasks. Researchers at the University of Oxford, explored how susceptible 702 different occupations were to computerization. They found the jobs with the lowest risk of becoming obsolete were those requiring creativity, social and interpersonal skills. These are the areas that future recruitment will need to focus on.

VUCA

Many organizations today operate in a volatile, uncertain, complex and ambiguous (VUCA) environment. Jobs must adapt to this fast-changing environment by becoming more fluid, which makes recruitment more complex.

Continued on page 4

Looking to make positive changes to our healthcare system? Join us today!



The Ottawa Valley Ontario Health Team (OHT) Patient, Family and Caregiver Network (PFaC) is looking for new members who have first-hand experience with local health and mental health services to join our dedicated team of patients, families and caregivers. Work in partnership with doctors, hospitals, community health organizations and others to help improve the quality of care for all.

Share your story. Join a project team. Help create.

For more information, please contact Jama Watt at jwatt@countyofrenfrew.on.ca or 613-281-2248

Ottawa Valley BUSINESS

ABOUT US

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

WHO READS US

Ottawa Valley Business is delivered by email to 3,600 subscribers in businesses, organizations and local and regional government.

HOW TO SUBSCRIBE

Subscriptions are free. Send an email to jenn@ovbusiness.com to be added to our distribution list.

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1/8 Page	\$75
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2/3 Page	\$325
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Graphic design is included in the price of your ad. If submitting artwork, please request our ad dimensions.

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

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Events

May 4, 2022

Board Governance 101. 9:30am-12:00pm. During this workshop, with practical applications and discussion we will discuss roles and responsibilities of boards, contributing to organizational culture, the role of committees, assessing tasks and time commitment, what to expect in an orientation manual and addressing risk. Good to attend for board members, volunteer managers, executive directors who recruit board members. \$145. www.volunteertottawa.ca

May 5, 2022

Optimizing the Customer Journey. Increase leads, generate more sales and create brand evangelists. Free webinar with Mickey Anderson. 10:00am-11:00am. Hosted by Small Business Advisory Centre. Register with www.smallbizcentre.ca/events

May 5, 2022

The Top Ten Insurance Threats Facing Businesses in 2022. Biggest insurance risks for small businesses, common types of commercial insurance and more. Presented by Cowan Insurance. 11:00am-12:00pm. Free webinar. www.investottawa.ca/events

May 5, 2022

How An Online Store Can Boost Your Business. Hosted by Digital Main Street. 11:30am-12:30pm. www.digitalmainstreet.ca

May 6-7, 2022

The Franchise Expo - Ottawa. Meet face-to-face with representatives from top franchises and businesses. 11:00am-5:00pm each day. EY

Centre, 4899 Uplands Drive, Ottawa. Call 905-477-7872, info@nationalevent.com or www.franchiseshowinfo.com/ottawa-visitor

May 10, 2022

Sales for Small Businesses: How to increase sales, maximize revenue, and improve customer satisfaction. 10:00am. Free online webinar. www.smallbizcentre.ca/events

May 10, 2022

Public Speaking For Not For Profit Leaders. Speak confidently, find the right words, and radiate a presence that is powerfully authentic. \$145. education@volunteertottawa.ca or www.volunteertottawa.ca

May 10, 2022

eCommece 101: What, why and how. Digital Main Street online webinar. 10:00am-11:30am. Register at www.digitalmainstreet.ca/events

May 16, 2022

Starting Your Business Information Session. Have a business idea but don't know where to start? Attend this information session to learn the basic rules and regulations you will be required to follow. 10:00am-11:30pm. Free webinar. www.investottawa.ca/events

May 17, 2022

Adding Movement to Social Media with Videos from Canva. Three-part series. Part 3 of 3. Jennifer Baker, presenter. 9:00am-10:00am. Free online webinar. Register with www.smallbizcentre.ca/events

May 17, 2022

The Small Business Information Expo. Organized by the Government of Canada with a focus on financing, hiring, innovation and doing business with the government. Women-owned or led small businesses will find programs specific to them. 12:00pm-4:00pm. Virtual platform. Call 873-355-9796. www.investottawa.ca/events or

May 19, 2022

Doing Business with the Government of Canada. Free webinar. 12:00pm-2:00pm. Hosted by Procurement Assistance Canada, formerly the Office of Small and Medium Emprises. Call 873-355-9796. www.investottawa.ca/events

May 31, 2022

Systems and Processes You Can Use To Manage Your Business Effectively. Planning, delegating, operations and procedures manual, how to automate processes, using checklists and standardizing your customer experience. Speaker is Andrew Patricio of BizLaunch. 10:00am-11:30am. Hosted by Small Business Advisory Centre. Register with www.smallbizcentre.ca/events

May 31, 2022

Deadline to apply for the Summer Company program. Earn \$3,000 to start and run your own business. Locally hosted at your Enterprise Centre. For youth aged 15-29. Visit www.ontario.ca/summercompany

June 7, 2022

Cash Flow Management Strategies For Small Business. The main causes of cash flow problems, cash flow management tips, strategies to keep cash flowing in your business and more. Speaker is Andrew Patricio of BizLaunch. 10:00am-10:30am. Hosted by Small Business Advisory Centre. Register with www.smallbizcentre.ca/events

June 15, 2022

Self-employment tax deadline. If you owe money on your self-employment tax return, it is due by May 2, 2022.

 Submit your business event to admin@ovbusiness.com

Deadlines

Ottawa Valley BUSINESS

Publishing: May 17, 2022
 Deadline: May 10, 2022

 Publishing: June 7, 2022
 Deadline: May 31, 2022

 Publishing: June 21, 2022
 Deadline: June 14, 2022

 Publishing: July 5, 2022
 Deadline: June 28, 2022

101 Things To Do in the Valley

FOUR ISSUES PER YEAR

Summer Edition

Publishing: July 5, 2022
 Deadline: June 28, 2022

Fall Edition

Publishing: October 4, 2022
 Deadline: September 27, 2022

HealthMatters

Spring Edition

This edition will be distributed in May.

Summer Edition

Deadline: July 1, 2022
 Publishing: July 21, 2022

Fall Edition

Deadline: September 30, 2022
 Publishing: October 20, 2022

Business News Around The Valley

Arnprior Earns Grant

The Town of Arnprior has benefited from a federal grant. The federal government has approved a grant under the Investing in Canada Infrastructure Program, for the Arnprior Water Filtration Plant Clearwell replacement. The federal government is supporting up to 40% in total eligible costs up to a maximum of \$1 million, and the provincial government is supporting 33.3% in total eligible costs up to a maximum of \$833,250.

OVTA Awards Finalists

Finalists for the Ottawa Valley Tourist Association awards are Marilyn Alexander Tourism Champion of the Year: Cindy Jamieson and Ron Moss; Business of Distinction: Braiding Rivers and Ottawa Valley Creative Arts Open Studio and Special Event of the Year: Bonnechere Caves' Picnic Area Concert Series, BORCA's Fall Poker Ride and Tour de Bonnechere.

Lanark County Updates

Lanark County has launched a new Lanark County Economic Development brand and website in partnership with Valley Heartland. The website will support the county's economic competitiveness and future economic development work. Visit www.investlanarkcounty.ca

or www.trapintolanarkcounty.ca or @lanarkcountycdev on Facebook and Instagram.

Building Permits

Horton Township has issued 11 building permits so far this year with five added in March. The total permit value is \$2,718,200. Greater Madawaska has issued a total of 26 building permits with a total value of \$8,368,000.

Arnprior Waives Patio Fees

Arnprior council is considering waiving the licence fee for outdoor sidewalk patios for 2022. The licenses range from \$500 to \$1,000.

Killaloe BIA Update

The Killaloe BIA is prepared to move forward in the next steps to designate Ward 1 commercial properties as a Business Improvement Area. The group has a preliminary budget of \$2,000 for 2022 to be recovered as a special area rate described as BIA tax special area rate.

Arnprior

Manufacturing News

Arnprior Mayor Walter Stack provided his council with an overview of a new business known as Anjac Health and Beauty has bought the Pillar5 Pharma facility, equipment, and will be maintaining the entire company staff. This company is a large cosmetics conglomerate of 14 companies based in France. There are talks that they

will be expanding in the future and will be providing more jobs in Arnprior as well. IN addition, Plaintiff Systems has acquired Elmire Stove Works.

NAW Mayor on Shaw Woods

On April 22, 2022, at the Shaw Woods Education Centre Board meeting, the Ontario Trillium Community Building Grant of \$48,300.00 was announced. This grant will assist in the development of online learning tools and an education outreach program to enable a virtual experience fostering responsible stewardship. This was welcome news as the pandemic caused the cancellation of the majority of school visits. On April 25, 2022, Renfrew County Paramedics conducted a search and rescue certification training at the Shaw Woods Education Centre. This certification of Renfrew County paramedics will be the first in Ontario.

CNL Annual Industry Day

County of Renfrew Business Development Officer David Wybou participated in a meeting with members of the Canadian Nuclear Laboratories organizing team for CNL's annual Industry Day. This year's event will take place on June 2, 2022 at CNL's new logistics building at the entrance to the Chalk River Laboratories. Renfrew County businesses will have the

opportunity to participate with a booth at no charge. Trades contractors and manufacturers will find this business development opportunity of particular interest.

Arnprior Considers Keeping Additional Council Remuneration

The Town of Arnprior is reviewing the additional council remuneration expenses that are provided to their elected officials. They include monthly stipends (\$50 for internet costs, \$35 for cell phone costs, \$30 for mileage in-town costs), CRA mileage rates for out-of-town travel, a laptop for the term of council, current drug and health care benefits, \$750 per year for a health care spending account (HCSA), insurance, coverage for life of AD&D, meal allowance for expenses incurred in accordance with CRA rates, current out-of-town per diem, with a half-day being defined as an event that is 3.5 hours in duration or less, and a full day is defined as an event that extends beyond 3.5 hours in duration. The councillor salary for the 2022-2026 term be set at \$19,592 and be adjusted annually for cost of living adjustment (COLA). The mayor's salary will be set at \$48,980.

KHR Board Members For Housing

Council for the Township of Killaloe, Hagarty and Richards approved the appointment of the following board members to the Board of Directors Killaloe & District Housing: Dan Harrington, Mary Crnkovich, Glenn Allen, Miriam Biernacki, Andrew Murray, Doug Welk and Eileen Walsh.

Grove Can't Staff New Beds

The Grove Nursing Home in Arnprior has 30 beds available but they cannot open them due to staffing shortages. As they have been unable to recruit personal support workers, nurses and registered practical nurses, they cannot support the extra beds available.

Ontario Provincial Election Update

LOCAL CANDIDATES

Conservative Party:

John Yakabuski

Green Party:

Anna Dolan

Liberal Party:

No candidate registered

NDP:

Kurt Stoll

Ontario Party:

Kade MacWilliams

None of the Above:

Mark Dickson

Candidate nomination papers must be filed by May 4, 2022

There are 23 registered political parties in Ontario. Visit www.electionsontario.on.ca. Choose political entities then political parties

Register to vote for the June 2, 2022 election by ensuring you are on the voter registration database. Visit www.elections.on.ca

Recruiting Checklist: Things To Consider

Diversity, technology and staying ahead of the curve

This leads to faster recruitment cycles, recruiting for generalist competencies that can be applied to a range of tasks, and using contractors or specific tasks. One McKinsey study identified that 20–30% of the labour force in both the U.S. and 15 European countries is already made up of independent workers.

Focus On Diversity

Avoiding bias and increasing diversity has been a goal of recruitment for many years. Statistical techniques and procedures for achieving this exist, yet diversity (gender, age, ethnicity and personality) is still an issue. Diversity of personality may also be important for keeping the organization fresh and innovative.

Technology and New Recruitment Methods

Most types of selection assessment have been around for

a long time. Online delivery reduced travel and personnel costs, computerized scoring and reporting saved time and effort, and telephone or Skype interviews could replace some face-to-face interviews.

Workplace selection tools need to be accurate at an individual level. Automated recruitment systems have become the standard for collecting and storing applicant information. Potentially, this helps recruitment to be quicker and fairer. However, systems that are too rigid or poorly designed can result in good candidates being rejected. Other candidates, perhaps those interested and skilled in the interpersonal arena, may be discouraged by the lack of human contact. Organizations need to balance using technology with investing in the applicant experience.

Stay Ahead of the Curve

Here are some tips on how to keep your recruiting current.

Understand what you are dealing with

Do you recognize any of the general trends listed here? Which is affecting you right now? Which could affect you in six months, a year, two years etc. as the world changes?

What is the brand image of your organization? What do people say about you? How do your potential applicants view your organization, and are you getting the calibre of applicants that you should? If the answer to any of these questions is not as positive as you want, are you willing to change the image of your company? Remember that for many jobs, there is a labour shortage. Candidates can pick and choose.

Put yourself in the candidate's shoes. Look at your website, emails and communications you send out. Is it clear what you are offering them, both short-term and long-term? You might know that your business is a great place to work, but is it obvious?

Review your selection process

Are you recruiting for the right qualities? Do you know what the job entails now, and have you thought about what will be needed in the future? What was needed and recruited for in the past may no longer be relevant.

Speed up the process. You may

want to decrease the number of stages or the time it takes to come to a decision. This can also help to retain good candidates. Technology can make the process quicker but try to have at least some element of human contact relatively early.

Ask uninvested, outside parties to evaluate a selection process. This guards against any biases.

Create a positive experience for unsuccessful applicants as they can share positive or negative views of your organization with other candidates via social media. In the longer term they could be your customer, client, or a prospective candidate for another role. Treat them like human beings, keep them informed and offer feedback.

Don't stand still

Keep your selection process under review. Adapt and change it as conditions change.

Finding the right fit today isn't easy, but it is possible. You can use these tools in other situations too. Objective assessment methods can be used to select teams of suppliers for large infrastructure projects. It's all about getting the right people, whether they're individuals, teams or companies, to deliver the best job.

To access the full, free report, visit www.themyersbriggs.com/en-US/Resources/2019-Trends-Report

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Business News Around Canada, Ontario

Wendy's, Corona Canada, Canadian Trucking Alliance, CRHP and more

Wendy's Expands To Offer Breakfast

Wendy's restaurants are offering breakfast as of May 2, 2022. Breakfast at Wendy's will be available nationwide and include breakfast baconator, frosty-cchino, seasoned potatoes, classic sausage, bacon, egg or cheese sandwich, biscuits, croissants and a new blend of coffee.

Corona Canada Launches 0% Beer

Corona Canada is announcing the worldwide launch of Corona Sunbrew 0.0%. This non-alcoholic beer contains 30 per cent of the daily value of vitamin D per 330 mL serving and is 60 calories. The desire for non-alcoholic beverage options nationally in 2021 is up 12%. Canadians will be the first in the world to experience Sunbrew 0.0% and provide insights for future global rollouts.

Used Trucks Increase In Value

According to Canadian Trucking Alliance, Canada's used truck tractors are commanding values 50% higher than those paid a year ago, according to Ritchie Bros. Prices in the U.S. were up 58% year over year, and pricing was strong regardless of the manufacturer, reports Today's Trucking. Large earthmoving equipment saw prices rise 11% on this side of the border, while used medium earthmoving equipment prices were up 31%.

CRHP Open For Businesses

With 10% Revenue Losses
CFIB is reporting that businesses can still get money to help cope with the increasing payroll costs. Businesses do not need to be in the hardest-hit sectors, in tourism or hospitality to be eligible for this wage subsidy. The program ends on May 7,

2022, but it is retroactive.

Applications are accepted up to 180 days after the end of a period (November 3 is the last day you can apply for the last period). The Canada Recovery Hiring Program CRHP requires a revenue loss of at least 10%. Wages eligible include new hires and increased hours or wages of existing employees. A subsidy is available of up to 50% of the remuneration that exceeds the remuneration you paid during the reference period (March 14 to April 10, 2021). Search Canada Recovery Hiring Program in Google and choose the CRA link.

Square Loans

Expanding To Canada

BNN Bloomberg is reporting that Block Inc., the digital-payments firm run by Jack Dorsey, is expanding its small-business loans service to

Canada. The program, known as Square Loans, will make offers to eligible users and deliver funds as soon as the next day. The loans come with one upfront fee, and borrowers pay the money back over time as a set percentage of daily card sales with Square. Square entered Canada nine years ago and has increased the number of larger business clients - those with multiple locations - by an average annual rate of 44 per cent since 2016. Square Loans was introduced in the U.S. in May 2014 and Australia in April 2021. During that time, Square has provided more than US\$9 billion in loans to more than 460,000 businesses, with an average loan size of US\$6,750, according to the company.



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JOB POSTING TIP

How much information about your job opening should you post in your ad? You want to give the job seeker enough information to know if it is the right kind of position for them. Consider creating a minimum of five lines of description of the role, and five key qualifications that you want the person to bring to the job. Job descriptions can be available on request.

Provincial, Federal Government News In Brief

Training, legislation, immigration, Emergency Act, cannabis and more

Ontario News

Gas Relief Coming in July

The *Tax Relief at the Pumps Act, 2022* received Royal Assent on April 14, meaning gas and fuel taxes in Ontario will be cut starting July 1. The gas tax will be cut by 5.7 cents per litre and the fuel tax by 5.3 cents per litre for six months.

Ontario Expands Training to More People

The Better Jobs Ontario program will help people obtain training for in-demand work. These include people on social assistance, the self-employed, gig workers, youth, and newcomers. The program will pay up to \$28,000 in tuition and other costs for training programs. More applicants will be eligible for up to \$500 per week in financial support for basic living expenses. The program funds tuition for training of 52 weeks or less, including eligible college and some university courses, micro-credential and vocational training programs.

Ontario Training For Plumbing and Piping Careers

The Ontario government is investing over \$11.6 million to help nearly 1,500 apprentices

and journeypersons upgrade their skills in plumbing, welding, steamfitting, sprinkler fitting, and refrigeration trades. Eligible apprentices will receive income support while attending full-time schooling. They can also apply for financial incentives (basic living allowance, commuting allowance and dependent care.)

Ontario Passes Blockade Legislation

On April 14, the Ontario government passed the *Keeping Ontario Open for Business Act, 2022*, to prevent international border crossings from unlawful obstructions that disrupt the economy or interfere with public safety. The legislation provides police officers with additional enforcement tools to impose roadside suspension of drivers' licences and vehicle permits, seize licence plates when a vehicle is used in an illegal blockade and remove objects making up an illegal blockade.

More Money For Immigrant Workers

The Ontario government is investing an additional \$15.1 million over three years to improve and expand the Ontario Immigrant Nominee Program (OINP). While almost 120,000 economic class immigrants

arrived in Canada in 2021, only 9,000 were nominated through the OINP that year. An increased nomination allocation would allow Ontario to fill labour market gaps. The investment builds on the entrepreneurship pilot to attract 100 international entrepreneurs to start or grow businesses in regions outside of the Greater Toronto Area.

Federal News

Recession Looming?

On April 25, Bank of Canada Governor Tiff Macklem yesterday acknowledged missing repeated inflation targets and warned higher interest rates may risk driving the economy back into recession. Inflation is currently at 6.7%.

Emergency Act Inquiry

Paul Rouleau, a Liberal-appointed federal judge, yesterday was named by cabinet to lead an inquiry into the use of emergency powers. Rouleau was previously a partner in a Montréal law firm whose associates included Pierre Trudeau.

\$576 Billion in Deficits

Parliamentary Budget Officer Yves Giroux has said that one-third of the federal government's COVID borrowing had nothing

to do with COVID. Giroux noted that \$371.5 billion (65%) relates to the government's COVID-19 Response Plan and \$204.5 billion (35%) is for non-COVID measures. Interest payments on debt totalled \$20.4 billion in 2021. They are projected to rise to \$42.9 billion by 2027.

Federal Cyber Incidents

A report by the Treasury Board showed that there were 308 cyber incidents reported in the federal government in 2021.

Educating Families on Cannabis Poisonings

Families Minister Karina Gould told cabinet on April 27 that the government must educate parents on how to avoid cannabis poisoning of young children. Poisonings rose sharply after cannabis was legalized in 2018. The Public Health Agency in a 2020 report said marijuana poisonings accounted for more non-fatal hospitalizations than opioids.

Media Stories Relied Upon For Emergencies Act

Attorney General David Lametti testified on April 26 that cabinet relied on CBC stories to justify using emergency powers against the Freedom Convoy. Lametti said he invoked the Emergencies Act after CBC News falsely reported foreigners bankrolled the protest. CBC corrected two false stories claiming there was foreign interference in the Freedom Convoy.

Mendicino Repeats False Claims

On April 26, Public Safety Minister Marco Mendicino last night repeated false claims Freedom Convoy protesters attempted to burn down an Ottawa apartment building. Conservative MP Glen Motz made a point of order that Ottawa Police Services on April 6 confirmed two men charged with arson in the case were both Ottawans who had no connection to the convoy.

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Tender Results Around The Valley

Tender PW04-2022 Culvert Replacement on Hydro Dam Road. Greater Madawaska.
Recommended award to JWK Contracting from Pembroke, for \$31,896 plus HST.

Tender PW 05-2022 Granular "M" - Various Roads, Group #1 - Calabogie Area. Greater Madawaska.
Recommended award to Bonnechere Excavating Inc. for \$86,309.40 inclusive of HST.

Tender PW 05-2022 Granular "M" - Various Roads, Group #2 - Griffith Area. Greater Madawaska.
Recommended award to R.J. Selle for \$51,522.35 inclusive of HST.

Tender PW 07-2022 Diesel Plate Packer. Greater Madawaska.
Recommended award to Valley Rent Rite Ltd for \$20,479.22 inclusive of HST.

PWC-2022-56 – Rehabilitation of County Structure B203 (Petawawa River Bridge). County of Renfrew.
Bonnechere Ex. - \$1,806,574.00

McNab Centre Park Building. McNab Braeside.
MB Ford Const. - \$588,494.39
Jean Daoust - \$619,900.00

Asphalt Patching – 2022 Tender No. T-22-04. Pembroke.
Recommended award to H&H Construction in the amount of \$218,600.00.

Concrete Works – 2022 Tender No. T-22-05. Pembroke.
Recommended award to Greenwood Paving in the amount of \$188,178.30.

Asphalt Road Resurfacing – 2022 Tender No. T-22-02. Pembroke.
Recommended award to Greenwood Paving in the amount of \$316,534.60.

Supply and Delivery of Treated Bulk Coarse Highway Salt – 2022-2023 and 2023-2024 Winter Seasons Tender No. T-22-07. Pembroke
Cargill Salt - \$658,800.00
Compass Minerals - \$731,250.00

Supply & Delivery of Current Year Multi Purpose Sidewalk Tractor Tender Contract No. T-22-09. Pembroke.
Joe Johnson Equipment
Two units - \$357,674.00
Single unit - \$175,512.00
Cubex Ltd.
Two units - \$369,815.49
Single unit - \$174,529.92

Tender PW-09-2022, Reconstruction of Albert Street Phase 1. Petawawa.
Bonnechere Ex. - \$2,663,295.16
Do-All Const. - \$1,980,605.80
H & H Const. - \$2,101,529.79

Tender PW-11-2022, Renfrew Street Pumping Station Upgrades. Petawawa.
Black/McDonald - \$587,643.95
Jumec Const. - \$465,174.00
RGT Clouthier - \$472,850.00

RFP RCHC-22-05 Window Replacement at 1030-1106 Lea Street. County of Renfrew.
Valley Window - \$214,534.00
11425579 Canada - \$284,694.85
Renovco Ottawa - \$293,819.72

PWC-2022-57 – Rehabilitation of County Structure B057 (Mount St. Patrick Bridge). County of Renfrew.
Coco Paving - \$686,698.00
Bonnechere Ex. - \$754,760.00
GMP Contracting - \$772,019.87

PW-20-07 Thompsonhill Rehabilitation. Horton.
Bonnechere Ex. - \$1,972,140.54
Eastway Cont. - \$2,074,980.41
B. R. Fulton - \$2,202,915.45
H&H Const. \$2,213,931.26

Nick Smith Centre Rink Dehumidification Improvements. Arnprior.
Recommended award to Cimco Refrigeration, for a total of \$313,386.00 (plus HST).

PWO-2022-01 Light Duty Pick-Up Trucks. County of Renfrew.
Surgenor Chevrolet - \$432,318
Urban Ford - Rejected

PWC-2022-18 – Rehabilitation of County Structure B319 (Bucholtz Bridge). County of Renfrew.
GMP Contracting - \$835,495.47
Bonnechere Ex. - \$845,159.00
Dalcon Const. - \$847,000.00
Coco Paving - \$976,544.50
Urban Links - \$1,008,000.00
Willis Kerr - \$1,274,758.60

Close-Cut Clearing along County Road 512 (Foymont Road). County of Renfrew.
Six Nations/Aecon- \$151,477.44

PWC-2022-65 Rehabilitation of County Road 65 (Centennial Lake Rd). County of Renfrew.
Greenwood - \$1,143,330.89
R.G.T. Clouthier - \$1,230,524.00
H&H Const. - \$1,309,292.92
Bonnechere Ex. - \$1,445,357.88
Eastway Cont. - \$1,454,272.82

Tender No. PW-2022-08 – 2022 Road Reconstruction. Arnprior.
Recommended award to Cavanagh Construction for \$3,083,000.00 and the contract administration and inspection services to Jp2g Consultants for a total of \$194,455.00.

PWC-2022-04 Rehabilitation of County Road 517 (Dafoe Road). County of Renfrew.
Greenwood - \$943,818.01
R.G.T. Clouthier - \$984,994.00
Bonnechere Ex. - \$1,096,283.78
H&H Const. - \$1,196,858.64

Tender PW-12-2022, Repair of Grit Tank #1. Petawawa.
William Sons - \$399,435.00

PWO-2022-02 Pavement Marking. County of Renfrew.
Provincial Road - \$657,003.00
Almon Equipment - \$754,777.35
Trillium Pavement - Incomplete
Northside Pave. - Incomplete

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Explaining Lame Duck Council

Greater Madawaska: what a “lame duck” council is and how it impacts operations in an election year

When Ontario municipal elections are scheduled, you hear the term "lame duck" council. In a recent council package, the Township of Greater Madawaska describes two periods in which council may be restricted in its ability to act in certain situations.

Dates For Restrictions

The first period commences on August 19, 2022 (nomination day) and runs until October 24, 2022 (Election Day). Council is considered to be in a lame duck position if less than 75% of the current council members are running for the new council. For example, the council of Greater Madawaska will be in a lame duck position if less than four current members are running in the election.

The second period commences on October 25, 2022 and runs until November 14, 2022 (the last day of the current term). Council of Greater Madawaska will be in a lame duck position if the newly elected council for the November 15, 2022, to 2026 term, is composed of less than 75% (less than four) of the previous council members.

Human Resources Restrictions

There are two human resources restrictions that exist in a lame duck position. First, no appointment or removal of any officer of the municipality (a position appointed by by-law, a department head, a statutory position or an accountability officer.) Retirements or resignations are permitted during a lame duck period. The second is no hiring or dismissal of any municipal employee. Hiring or dismissal of any employee by council includes full-time, part-time, temporary and volunteer firefighters. These restrictions do not apply if the power is delegated by council before entering a lame duck position.

Contracts, Budgets and Expenditures Restrictions

There are two restrictions that exist when a council is in a lame duck position. First, no disposition of property valued at more than \$50,000. Second, no expenditures or liabilities are taken valued at more than \$50,000, that were not previously in the budget. If the amount of a tender or bid

exceeds the amount included in the budget, council is not able to award the contract.

The chief administrative officer can assume certain powers to ensure the smooth functioning of the municipality. A municipality can close a real estate transaction while in a lame duck position only if the council has passed a by-law approving the execution of the agreement of purchase and sale in advance of the start of the lame duck position.

The restrictions do not apply if the expenditure is in the approved annual current or capital budget. The budget must be approved before the start of a lame duck position. The legislation does not prevent a municipality from taking any action in the advent of an emergency. However, it is important to remember what an emergency is; for example, failure to pass a by-law prior to July 27th may not constitute an emergency. An emergency is defined in the procedural by-law and the emergency management plan.

It's A Fact

Opioid Related Harms

Source: Government of Canada

26,690

Opioid toxicity deaths between January 2016 and September 2021

95%

Increase in opioid toxicity deaths in the first year of the pandemic (7,224 deaths)

5,368

Opioid toxicity deaths so far in 2021 (20 deaths/day)

7

Opioid toxicity deaths per day prior to the pandemic

88%

Opioid toxicity deaths that occurred in BC, Alberta or Ontario

74%

Male opioid toxicity deaths in January-September 2021

86%

Opioid toxicity deaths that involved fentanyl in 2021

5,599

Increase in opioid-related poisonings needing hospitalization in 2021

17

Opioid-related poisoning hospitalizations per day in 2021

20-49

Age of most accidental opioid poisoning hospitalizations and most accidental stimulant related poisoning hospitalizations




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Tenders

EXPRESSION OF INTEREST

APN_Base Program 2022-23

Design Drawings for Indigenous Healing Circle

FOR SALE

Sale of Land – Brudenell, Lyndoch and Raglan

REQUEST FOR PROPOSAL

RFP Planning Departmental Review LC-2022-05

Lanark Lodge Departmental Review LC-2022-04

2022-PW-006 – Electric Vehicle

RFP# 22-FIN-01 Financial Auditing Services

RFP Melissa Bishop Park Canteen

DP-2022-02 (Reissued) – Climate Change Action Plan

CS-2022-03 Town Flowers

Almonte Daycare Kitchen RFP #22-05

Development of a Concept Plan for the Development of Barry's Bay Lakeshore Park – MV-2022-02

DP-2022-03 Architectural Services and Construction Administration Management Services

2022-ED-01 Redevelopment of 25 Old Mill Road (Former Water Treatment Plant)

Website: Brudenell, Lyndoch and Raglan

REQUEST FOR QUOTATION

Painting the Exterior of the Golden Lake Community Centre, PW2022-07

RFQ – Portable Toilet Services & Rental

TENDERS

AMTS Foxtrot Range – Berm Slippage Repair – Petawawa

Prime Consultant Services Replace HVAC at P105 – Petawawa

Repair Parking Lots at H112, Phase 2 – Petawawa

2022-11 – AHU Replacement at MVDHS

2022-05 Rehabilitation of Cameron Street, Earl Street, and Vera Crescent

2022-RF-001 – Rehabilitation of the Penny Grand Tennis Court

Asphalt Resurfacing (Hot Mix Paving) of McRae/Hay Lake Road SA2022-03

Pavement Marking Program Contract# 22-PW-005

Tender # PW-13-2022 Kramer Avenue Phase 2 Culvert Replacement

Museum Site Electrical Modifications

Fence Build and Install at Annie's Park Project No.2022-02

MV 2022-08 Double Surface Treatment

MV 2022-07 Railway Station Siding Replacement

LVPW-2022-09 – Tandem Truck & Plow Unit

PW-2022-05 Hot Mix Paving of Various Roads in Lanark Village

Request for Tender Revised – PWO-2022-11 – Service Truck – Public Works & Engineering

Request for Tender – PWC-2022-11 Rehabilitation of County Road 1 (River Road)

Road Construction Tenders

Operation of Refreshment Vehicles at Annie's Park

MV 2022-07 Railway Station Siding Replacement

MV 2022-05 Crushed A Gravel

COR-2022-01 Janitorial Services – Lanark Highlands Municipal Office

RFQ PW 2022-05 Public Works Office Renovation, Garage Lighting and Air Exchange Upgrades

4-Wheel Drive 1/2 Ton Double Cab

4-Wheel Drive 1/2 Ton Crew Cab Turbo Diesel

W0107-19M048/A – Cable TV Services

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Email Communication 101

A few tips for professional correspondence



MARKETING

By: Jennifer Layman
jenn@fwdthink.net

Oftentimes, my inspiration for this column comes from an experience I have had or that someone has shared with me. Today, it is both and it involves how to communicate with customers by email. Here are some top challenges in email responses and how to handle them in a way that reflects more positively on your business.

Include Names

When you are composing or replying to an email, start by using the sender's name. Compose your message and then end by including your name. When you hit "reply" and then type an answer with no acknowledgement of the person, it comes across as rude and as if you are barking an order at them. When you don't include your name, it gives the impression of no accountability for the response. I have had a response

on this from people who say it is obvious who the email is to and from when you are replying, so names aren't necessary. They aren't necessary for addressing purposes, but they are to let the person feel acknowledged, and that can go a long way in future communications.

Be Certain of Information

If you don't know the answer, don't guess at what you think it might be. Get the right answer first and then compose your response. If it going to take you a while to get the answer, respond to let them you will be working on getting them an answer, and be sure to follow up with it.

Stay Away From All Caps

When you write something in capital letters, it comes across harshly and can elicit a negative response from the reader. Use your regular language to stress the importance of something.

Always Be Polite

Whether you need something urgently or you are replying to a negative comment, always be polite. If you're emotional about something that has been said in an email, give yourself some time to write a polite response. You never know if someone is

just having a bad day or they don't realize they are coming across in a negative way and being polite can turn the conversation around. Plus, your own stress will be alleviated if you choose to be polite.

Additional Tips

Here are some additional tips for professional email writing:

- 1) Don't use slang, emojis, a creative font or lots of colours.
- 2) Be concise for the best chance for someone to respond.
- 3) Reread the email before you send it to catch any errors you might have made.
- 4) Choose a meaningful subject line. This can help track communications down the road.

Talk To Staff

So much of our communication happens by email today that it's important to know that your employees are responding and writing in a way that is helpful. Ask your staff if they have any situations they need help responding to and make a cheat sheet for everyone to use to ensure positive and consistent communications.

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

Work Wellness

Organize Your Work Self

Whether it is a dedicated workspace or making sure you follow a schedule to get to work on time, make a conscious effort to be organized from week to week or day-to-day. Notice the things that make you unorganized and find solutions for them. You can reduce stress by knowing you are on schedule and have the things you need to start your workday.

The Origin of Sayings: By and large

Many everyday phrases are nautical in origin. Phrases such as "taken aback," "loose cannon" and "high and dry" all originated at sea. Perhaps the most surprising example is the common saying "by and large." As far back as the 16th century, the word "large" was used to mean that a ship was sailing with the wind at its back. Meanwhile, the much less desirable "by," or "full and by," meant the vessel was travelling into the wind. Thus, for mariners, "by and large" referred to trawling the seas in any and all directions relative to the wind. Today, sailors and landlubbers alike now use the phrase as a synonym for "all things considered" or "for the most part."

Quotable

"Your life does not get better by chance, it gets better by change."
- Jim Rohn

"And the most successful people are those who accept, and adapt to constant change. This adaptability requires a degree of flexibility and humility most people can't manage."
- Paul Lutus

"Those who cannot change their minds cannot change anything."
- George Bernard Shaw

Time to go in a new direction?

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April 28, 2022

In This Issue

- Call for Nominations to AMO Board of Directors.
- PJ Marshall Awards - Call for submissions for 2022 now open.
- Decision on temporary suspension of Excess Soil Regulations to January 1, 2023.
- Ontario announces pilot of electric-assisted large quadricycles on Ontario roads.
- AMO Conference registration - early bird available until May 13.
- Sponsorship and exhibitor opportunities for AMO 2022 - Live and in-person.
- The Hybrid Office - Blog.
- Annual Energy Reports due in two months.
- Canoe vendor spotlight: Fieldturf.
- Celebrate Doctor's Day on May 1.
- Careers:

AMO Matters

Please be advised that in accordance with the Association's governing by-law, the Secretary-Treasurer is requesting nominations to the 2022-2024 AMO Board of Directors. [Nomination package available here.](#)

Every year at the AMO Conference the [PJ Marshall Awards](#) recognize municipal excellence and innovation in capital projects, operating efficiencies, and new approaches to service delivery. If you have something you are proud to share, the deadline for [2022 submissions](#) is May 27, 2022.

Provincial Matters

The Ministry of the Environment, Conservation and Parks [has temporary suspended](#) the need to comply with the requirements under O. Reg. 406/19: On-Site and Excess Soil Regulation that came into effect on January 1, 2022, until January 1, 2023.

A new [regulation](#) sets out pilot parameters to allow electric large quadricycles on roads in Ontario beginning April 21, 2022. Municipalities must opt-in to the pilot program. More information is available [here](#).

Eye on Events

The AMO Conference registration is officially open! [Register here](#) before May 13 for your early bird rates. Haven't booked your room yet? [The AMO conference website](#) contains all the hotel information you need. Questions: contact events@amo.on.ca.

AMO 2022 is a premier educational event for Ontario's municipal sector. Become a conference sponsor or exhibitor and make face-to-face communications with over 3000 delegates, promoting your products or services. View unparalleled opportunities to support municipalities [here](#).

LAS

As restrictions eased, many organizations have returned to the office, adopting a hybrid model. LAS have experienced this work schedule for one month. How does it really feel to be back in the office after all this time cooped up in our homes? [Read our latest blog](#).

The Ministry of Energy is now accepting annual energy reports under [O. Reg. 507/18](#). Reporting is for energy used in 2020 and due by July 1, 2022. Ministry hosted reporting webinars will be from 11 am - 12 pm on [June 7](#) and [21](#). For questions, email BPSsupport@ontario.ca.

The [Canoe Procurement Group](#) is excited to welcome Fieldturf to the program, offering turf and court equipment to keep your sports facilities ready for use. Use the Canoe contract to save time and money on your purchases. [Contact Simon](#) to learn more.

Municipal Wire*

[Doctors' Day](#) happens every May 1 for Ontarians to show their appreciation for the extraordinary doctors who have been on the front lines during the COVID-19 pandemic. For the last two years, various landmarks, city halls and other municipal centres have lit up blue to celebrate physicians and we hope this year will be the biggest yet, from the CN Tower to Niagara Falls. Mark the occasion on your social media platforms, recognizing the efforts of Ontario doctors with the hashtag #DoctorsDay.

Careers

[Manager, Employee Services Operations - Niagara Region](#). Position has a key role in building and maintaining client relationships, and operationalizing strategic HR priorities. Apply to arthur@wmc.on.ca by May 22.

[Development Permit Administrator - Town of Oakville](#). Role is responsible for the administration of the review, approval and inspection processes and requirements are followed and legal aspects of current By-laws are met. [Apply online](#) by May 5.

[Manager of Finance - City of Sault Ste. Marie](#). Manage the preparation of periodic financial reporting for management and Finance Committee; ensuring reliability and accuracy. Apply to human.resources@cityssm.on.ca by May 6.

[Business Support Analyst - City of Kingston](#). Communicates with the business community in collaboration with other organizations involved in business support. [Apply online](#) by May 9.

[Supervisor, Public Works, Roads - City of Kingston](#). Responsible for the prioritization of work assignments, condition assessments, site inspections, asset management, contract administration and financial management tasks. [Apply online](#) by May 6.

[Supervisor, Public Works, Parks and Sports Fields - City of Kingston](#). Provides leadership and guidance to unionized employees and is responsible for the safe and efficient delivery of Public Works maintenance operations. [Apply online](#) by May 6.

[Operations Manager, Public Works - City of Kingston](#). Responsible for providing leadership in areas related to roads & sidewalks, parks & sports fields maintenance, and horticulture & forestry. [Apply online](#) by May 6.

[Director, Corporate Projects, Policy and Liaison - City of Brampton](#). Provides collaborative oversight and leadership of multi-discipline teams, on development and delivery of corporate projects. Apply to arthur@wmc.on.ca by May 22.

Vice President, Operations - Ontario Clean Water Agency. You will provide executive leadership, vision and direction for the management of water and wastewater facilities. Apply online by May 11.

Director of Finance - South Nation Conservation. Seeking an experienced professional, with the knowledge, skills, and abilities to provide financial leadership and risk management. Apply to careers@nation.on.ca by May 26.

Director, Black Equity Branch - Treasury Board Secretariat. As Director, you will lead a team of professionals focused on delivering and coordinating OPS-wide strategies and programs to eliminate anti-Black racism in the OPS, through the removal of systemic barriers. Apply online by May 16.

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 Watchfile Tel: 416.971.9856

Conferences/Events

Policy and Funding Programs

LAS Local Authority Services

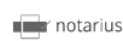
MEPCO Municipal Employer Pension Centre of Ontario

ONE Investment

Media Inquiries

Municipal Wire, Career/Employment and Council Resolution Distributions

AMO's Partners



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