



ARNPRIOR

Town of Arnprior
Regular Meeting of Council: November 27th, 2023
Correspondence Package No. I-23-NOV-20

Recommendation:

That the Correspondence Package No. I-23-NOV-20 be received as information and filed accordingly.

General Information Items:

1. Correspondence from the Government of Ontario

- a) Ontario Taking Action to Support Injured Workers and Firefighters
- b) Ontario To Ban Requirements for Canadian Work Experience in Job Postings
- c) Ontario Investing in Critical Infrastructure
- d) Ontario Strengthening Penalties for Landfill Facilities that Contravene Environmental Laws
- e) Ontario Strengthening Wage Protections for Restaurant Workers
- f) Premier Ford's Statement on Installation of Lieutenant Governor Edith Dumont
- g) Minister Calandra Introduces Planning Statute Law Amendment Act, 2023
- h) Ontario Announces Comprehensive Strategy to Boost Child Care Workforce and Protect Children
- i) Ontario Investing in Free Training for Racialized and Indigenous Entrepreneurs

2. Correspondence from the Association of Municipalities of Ontario

- a) Watch File – November 9th, 2023
- b) Watch File – November 16th, 2023

Ontario Taking Action to Support Injured Workers and Firefighters

Province will also consult on a new job-protected leave for critical illnesses like cancer

November 08, 2023

[Labour, Immigration, Training and Skills Development](#)

WELLAND — The Ontario government will soon introduce legislation that would, if passed, support injured workers by enabling “super indexing” increases to Workplace Safety and Insurance Board (WSIB) benefits above the annual rate of inflation. For an injured worker who earns \$70,000 a year, a two per cent increase could mean an additional \$900 annually on top of cost-of-living adjustments, which were 6.5 per cent in 2023.

“Our government has heard loud and clear that injured workers need more support, which is why we’re taking action,” said David Piccini, Minister of Labour, Immigration, Training and Skills Development. “Whether it is an injured worker struggling to get by, a firefighter who served their community with distinction, or a young parent fighting a sudden diagnosis, we have your back.”

Ontario is also improving cancer coverage for firefighters and fire investigators by lowering the duration of employment needed to receive presumed (automatic) compensation prior to diagnosis with esophageal cancer from 25 to 15 years. This means a firefighter with 24 years of service would no longer have to contest that their esophageal cancer was work-related, giving them faster access to WSIB benefits and other critical services.

“Esophageal cancer is a highly fatal cancer that is rarely detected until the cancer is in its advanced stage, recent research has shown that the appropriate latency period should be 15 years,” said Greg Horton, President of the Ontario Professional Firefighters Association. “We thank Ontario’s elected leaders for recognizing that the legislation requires updating to ensure that firefighters, such as Welland Captain Craig Bowman, don’t slip through the cracks, and that they and their families receive fair treatment should they become ill, disabled or die because of their occupation and service to the public.”

To help workers dealing with a critical illness, the government will be launching consultations on a new, job-protected leave to match the length of federal Employment Insurance sickness benefits, which is 26 weeks. A job-protected leave could ensure employees who receive a diagnosis of cancer or other diseases will have the peace of mind that their job will be waiting for them while they seek treatment.

“Ontarians should be able to focus on their cancer treatment without worrying about what it means for their job or how their family will pay their bills,” said Hillary Buchan-Terrell, Advocacy Manager for the Canadian Cancer Society. “We look forward to engaging with the government during this consultation to ensure the perspectives and concerns of cancer patients in Ontario are heard.”

On Monday, the government announced that it will soon introduce legislation that would, if passed require employers to disclose salary ranges and AI use in hiring, along with consultations to restrict the use of Non-Disclosure Agreements in cases of workplace sexual misconduct. These proposed changes are part of a larger package that, if passed, would expand on the ground-breaking actions introduced in the [Working for Workers Acts, 2021, 2022](#) and [2023](#), which will be unveiled in the coming days to protect workers, help them earn bigger paycheques, and help newcomers contribute to building Ontario.

Quick Facts

- Approximately 5,000,000 workers and 325,000 employers are covered by the *Workplace Safety and Insurance Act, 1997*.
- The current number of worker and survivor WSIB claims that are indexed to inflation each year is 134,000.
- The proposed “super-indexing” amendments to the *Workplace Safety Insurance Act, 1997* would, if passed and proclaimed into force, enable the Lieutenant Governor in Council to make regulations setting out additional indexation increases to WSIB benefit payments and the maximum earnings cap and set out the dates on which they are to be imposed.
- The government also intends to bring forward a regulation under the *Workplace Safety and Insurance Act, 1997* that would, if approved, add poisonings by chlorine, ammonia and hydrogen sulfide to the list of presumed occupational diseases, making it easier and faster for workers in certain occupations to obtain compensation from the WSIB.
- Ontario recently announced the creation of an [Occupational Illness Leadership Table](#), which will include some of the province’s foremost voices on occupational illness.

- In June of this year, the government, by regulation, [expanded presumptive occupational cancer coverage](#) for firefighters and fire investigators to include thyroid and pancreatic cancer, making it faster and easier for them to get the compensation they deserve from the WSIB .

Quotes

"If someone gets hurt or sick from their work, we want to help them safely recover so they can get back to what matters. These changes will mean better, easier and faster services and support for people who need the WSIB."

- Jeff Lang

President & CEO, Workplace Safety and Insurance Board

Additional Resources

- [The Workplace Safety and Insurance Act.](#)
- Information on [Workplace Exposure and Illnesses](#)
- [Prevention Works – Ontario’s 2021-2025 Occupational Health and Safety Strategy.](#)
- [Supporting Ontario’s Safe Employers](#)
- [WSIB Scientific Advisory Table on Occupational Disease](#)

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Media Contacts

Sydney Dubin

Minister's Office

Sydney.Dubin@ontario.ca

Communications Branch

mlitsdmedialine@ontario.ca

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Ontario To Ban Requirements for Canadian Work Experience in Job Postings

Proposed changes would help qualified newcomers fill labour shortages in health care and other in-demand industries

November 09, 2023

[Labour, Immigration, Training and Skills Development](#)

TORONTO — The Ontario government will soon introduce legislation that, if passed, would make it the first province in Canada to help even more internationally-trained immigrants work in the fields they've studied in by banning the use of Canadian work experience as a requirement in job postings or application forms. This change would help more qualified candidates progress in the interview process and follows [historic legislation](#) to prohibit regulated professions from requiring discriminatory Canadian work experience requirements in licensing for more than 30 occupations, which comes into effect December 2023.

“For far too long, too many people arriving in Canada have been funnelled toward dead-end jobs they're overqualified for. We need to ensure these people can land well-paying and rewarding careers that help tackle the labour shortage,” said David Piccini, Minister of Labour, Immigration, Training and Skills Development. “When newcomers to Ontario get a meaningful chance to contribute, everyone wins.”

This year, Ontario will nominate 16,500 immigrants for permanent residence through the Ontario Immigrant Nominee Program (OINP) in various critical sectors such as health care and the skilled trades. To ensure the Province is selecting the best candidates available, the government is also proposing changes that would increase the number of international students in Ontario eligible to apply to the OINP by revising eligibility requirements for hundreds of one-year college graduate certificate programs around the province. The Province has also communicated to the federal government that Ontario should have significantly more influence in selecting the economic immigrants coming to Ontario.

“Ontario is a global leader in welcoming newcomers from a wide array of backgrounds, cultures and faiths around the world,” said Michael Ford, Minister of Citizenship and Multiculturalism. “By banning Canadian work experience

requirements in job postings, Ontario, through Premier Ford and Minister Piccini's leadership, is leading the country in breaking down barriers to make it easier for internationally-trained immigrants to find meaningful work and contribute to building Ontario. This change will help support families as they start their journey in their new homes, create more vibrant communities and help ensure businesses have the talent they need."

The government is also proposing changes to improve oversight and accountability of how regulated professions like accountants, architects and geoscientists use third-party organizations to assess international qualifications to ensure assessments are done in a way that is fast, transparent and fair. Ontario welcomes more immigrants than any other province each year and research has shown that helping internationally-trained newcomers work in the professions they studied for could increase the province's GDP by up to \$100 billion over five years.

The legislative changes are part of a larger package that will expand on the ground-breaking actions introduced in the [Working for Workers Acts, 2021, 2022](#) and [2023](#), which will be unveiled in the coming days to protect workers, help them earn bigger paycheques and help newcomers contribute to building Ontario.

Quick Facts

- There have been over 162,000 immigrants arriving in Ontario from January to September 2023.
- Ontario is investing \$100M in 2023-24 in services that help newcomers learn English or French, settle, access training and find jobs. This also includes additional funding for 2023-24 to enhance the Ontario Bridge Training Program and Ontario Bridging Participant Assistance Program to expand access to foreign qualification recognition supports.
- Ontario was the first province in Canada to ban the use of discriminatory Canadian work experience requirements in regulated professions under *the Fair Access to Regulated Professions and Compulsory Trades Act, 2006*.
- Earlier this year, [Professional Engineers Ontario](#) were the first regulated profession to remove the requirement for Canadian experience from their registration criteria since the government took action and Professional Geoscientists Ontario recently did as well, potentially helping thousands of otherwise qualified professionals find jobs.
- Once introduced, and if passed, this new legislation will mean Ontario would be the first in Canada to include provisions on Canadian experience in employment standards legislation.

- There are over 900 programs offered across Ontario colleges that award an Ontario College Graduate Certificate and most are one-year programs.
- At request of the Province, the OINP's allocation from the federal government will more than double from 9,000 in 2021, to over 18,000 by 2025.

Quotes

"Canadian experience continues to be one the most prominent barriers faced by many newcomers in their search for meaningful employment. Introducing legislation to ban the Canadian experience requirements from job postings and ads is a big leap forward in the right direction to eliminate systemic barriers facing newcomers, and to facilitate pathways to their labour market inclusion. We thank the Ministry for their continued efforts towards creating inclusive labour market legislation and practices."

- Sara Asalya

Executive Director, Newcomer Women's Services Toronto

"JVS Toronto, serving as a pillar of support for newcomers settling into Canada since 1947, firmly believes that a lack of Canadian work experience should never hinder someone's pursuit of meaningful employment in their new home. We applaud the Ontario government's move to eliminate this barrier, enabling more newcomers in regulated professions to contribute their talents to our vibrant and diverse province."

- Allison Steinberg

Chief Executive Officer, JVS Toronto

"We are pleased to see these additional measures being introduced to further address the unfair barriers internationally-trained immigrants face in the job market. Removing discriminatory Canadian work experience requirements is a necessary step towards creating a more inclusive labour force."

- Tonie Chaltas

CEO, Achēv

"This unprecedented and historic legislation, if approved, not only clears the tremendous backlog of skillful workers, but it will also benefit all the major job sectors in Ontario. A prosperous Ontario is what everyone deserves."

- Phil Mendoza
President of Compass Careers Canada

"If we want to attract immigrants to Ontario to fill vacant jobs in a competitive landscape and help meet the needs of our growing economy, we have an obligation to remove the barriers to finding work in their areas of expertise once they arrive in Canada. The removal of the requirement for Canadian work experience is a big step forward in ensuring newcomers have the opportunity to contribute meaningfully to our economy and reach their potential. This legislation also speaks to the desire of our regulated professions to create a more inclusive and supportive environment for newcomers."

- Elise Herzig
Executive Director, JIAS Toronto

"Removing requirements for Canadian work experience in job postings will help immigrants to enter the Canadian job market with an increased likelihood of finding meaningful work that is a good match for their skills and experience. Many newcomers are welcomed to Canada because of their education and experience, yet face significant challenges when trying to further their career path after they arrive. We see this every day with the people we serve at Matthew House Ottawa, and we look forward to seeing this legislation passed."

- Allan Reesor-McDowell
Executive Director, Matthew House Ottawa

"We salute the Government of Ontario for continuously finding ways to extend a welcome hand to new immigrants and newcomers to Canada with international diplomas, training and extensive work experience from the homeland. The passing of this historic legislation will herald the province of Ontario as the favoured province for newcomers and immigrants based on inclusivity, fairness and respect for human rights."

- Teresa M. Torralba

Executive Director for Philippine Legacy and Cultural Alliance (PLACA)

Additional Resources

- [Ontario Immigrant Nominee Program](#)
- [Newcomer Settlement Program](#)
- [Adult Language Training](#)
- [Ontario Bridge Training Program for Internationally-Trained Immigrants](#)
- [Work in your profession or trade: Resources for Ontario workers who were trained outside of Canada](#)

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Media Contacts

Sydney Dubin

Minister's Office

Sydney.Dubin@ontario.ca

Communications Branch

mlitsdmedialine@ontario.ca

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Ontario Investing in Critical Infrastructure

Province supporting municipal water projects to help build more housing and spur economic growth

November 09, 2023

[Infrastructure](#)

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MISSISSAUGA — The Ontario government is investing \$200 million over three years to help municipalities repair, rehabilitate and expand critical drinking water, wastewater and stormwater infrastructure. The new funding will support the province's rapidly growing population, unlock more housing opportunities and spur economic growth.

"We have heard time and time again that municipalities need more options for funding to meet the growing demand for infrastructure in their communities," said Kinga Surma, Minister of Infrastructure. "We are listening and taking action by launching a new Housing-Enabling Water Systems Fund to build stronger, more prosperous communities. At the same time as the province is moving forward with our own program, we continue to call on the federal government for new federal-provincial infrastructure funding to address significant unmet infrastructure needs."

Ontario's new Housing-Enabling Water Systems Fund will support growing communities, helping municipalities build critical water infrastructure that would not otherwise get built and bringing the province one step closer to the government's goal to build at least 1.5 million homes by 2031.

"We know that to build homes faster, municipalities need to service those homes. That's why our government has been stepping up, giving our partners the tools that they need to build housing-enabling infrastructure," said Paul Calandra, Minister of Municipal Affairs and Housing. "Programs like the Housing-Enabling Water Systems Fund are just one of several ways we are working with municipalities to help build more homes."

As announced in [Ontario's 2023 Fall Economic Statement](#), the government is also introducing additional measures to help build critical infrastructure faster and smarter. This includes launching the new [Ontario Infrastructure Bank](#) and the building of more rental homes by taking steps to [remove the full eight per cent](#) provincial portion of the Harmonized Sales Tax (HST).

“Ontario is facing a housing crisis like never before and our government will continue to work with partners at every level of government to get shovels in the ground to build more housing,” said Peter Bethlenfalvy, Minister of Finance. “We will continue building a strong Ontario together through our responsible, targeted approach to get more critical infrastructure built while laying a strong fiscal foundation for future generations.”

The Housing-Enabling Water Systems Fund is part of the Ontario government’s most ambitious capital plan in the province’s history to invest in infrastructure that will support growing communities and ensure that infrastructure is built for today and for generations to come. Eligible municipalities will be able to nominate housing-enabling water and wastewater projects through the Housing-Enabling Water Systems Fund in early 2024.

Quick Facts

- Much of Ontario’s infrastructure was built in the 1950s and 1960s and requires critical repairs.
 - The Housing-Enabling Water Systems Fund complements the recently announced [Building Faster Fund](#), a new three-year \$1.2 billion fund that supports municipalities in achieving their housing targets, including housing-enabling infrastructure and other related costs that support community growth.
 - Ontario is also exploring additional tools to help fund municipal water infrastructure to support housing growth, such as providing improved flexibility for municipalities to access loans under the [Infrastructure Ontario Loan Program](#).
 - To support the future of Ontario, the government is investing over \$185 billion over the next 10 years in hospitals, long-term care homes, highways, public transit, and other key public infrastructure.
 - The [2023 Ontario Economic Outlook and Fiscal Review: Building a Strong Ontario Together](#) continues the government’s responsible, targeted approach, providing the flexibility needed to help address ongoing economic uncertainty and build critical infrastructure in growing communities while laying a strong fiscal foundation for future generations.
-

Quotes

"New provincial investments in water and wastewater infrastructure are a helpful step towards supporting communities to grow and add housing. The Association of Municipalities of Ontario (AMO) hopes the federal government will recognize the urgent demands in Ontario and help to fund."

- Colin Best
Association of Municipalities of Ontario (AMO) President, Halton Regional Councillor

"Lack of housing-supportive infrastructure is a significant obstacle to delivering the 1.5 million new homes required in Ontario to add supply, balance the market and improve affordability. The industry applauds the Province of Ontario for making this crucial investment to enable the unlocking of additional housing in areas like the Regions of Halton and York, and municipalities like Markham, Whitchurch-Stouffville and Collingwood, where infrastructure constraints are limiting, delaying or preventing the addition of new homes. We call on the federal government to match this investment to address the generational challenge of housing supply and affordability."

- Dave Wilkes
President and CEO, Building Industry and Land Development Association (BILD)

"The Ontario Municipal Water Association would like to thank the Ontario government for its dedication and commitment to funding Water, Wastewater and Stormwater infrastructure initiatives in the province of Ontario. This funding is critical to the communities of Ontario to ensure the delivery of safe and reliable drinking water as well as upgrades to wastewater treatment and collection systems."

- Justin Pulleyblank
President, Ontario Municipal Water Association

"It is clear with this announcement that Premier Ford and the Ontario government remain focused on building homes faster. Water, sewer and stormwater infrastructure are the most critical infrastructure assets necessary in the residential construction process. This is the first step in building new residential developments, so without these assets being built, homes can't get built. The government's commitment to provide municipalities with \$200 million to build housing enabling infrastructure will have a direct, positive impact on the communities that are experiencing the housing crisis most acutely and will support thousands of high paying employment opportunities in our industry. We appreciate the government's action on getting such a critical piece of the housing supply chain built."

- Patrick McManus

Executive Director, The Ontario Sewer and Watermain Construction Association

"The Residential and Civil Construction Alliance of Ontario (RCCAO) welcomes the Ontario government's focussed \$200 million investment in critical water infrastructure. Premier Ford's leadership to solve the housing crisis recognizes that 1.5 million new homes will need the supporting critical infrastructure. Water, wastewater, and stormwater infrastructure are essential to accommodate growth and keep existing systems flowing smoothly."

- Nadia Todorova

Executive Director, Residential and Civil Construction Alliance of Ontario

Additional Resources

- [2023 Ontario Economic Outlook and Fiscal Review: Building a Strong Ontario Together](#)
- [Ontario Builds: our infrastructure plan](#)
- [Ontario connects: making high-speed internet accessible in every community](#)

Media Contacts

Andrea Chiappetta

Minister's Office

Andrea.Chiappetta@ontario.ca

Ministry of Infrastructure Media Line

Communications Branch

moi.media@ontario.ca

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Ontario Strengthening Penalties for Landfill Facilities that Contravene Environmental Laws

Province holding polluters accountable through strong enforcement

November 09, 2023

[Environment, Conservation and Parks](#)

TORONTO — The Ontario government is strengthening regulations to clamp down on landfill site owners who contravene environmental laws. The changes will allow the province to take stronger action against illegal activity by giving enforcement officials the ability to issue monetary penalties. Without this type of penalty available, the ministry must take violators to court – a lengthy and costly process that can often take years to get results.

“Our government takes environmental violations very seriously, and we are committed to holding polluters accountable,” said Andrea Khanjin, Minister of the Environment, Conservation and Parks. “By expanding environmental penalties to landfill facilities, this regulation gives us the ability to take stronger actions to protect Ontarians through swift financial consequences for breaking the law.”

The environmental penalties will range from \$1,000 per day for less serious violations to \$100,000 per day for the most serious violations. The funds collected from these penalties will be reinvested in impacted communities through the [Ontario Community Environment Fund](#) to support activities such as shoreline cleanups or tree planting.

These local projects are in addition to other actions companies may have been ordered to do to repair harm caused by a violation of environmental laws, such as taking steps to prevent discharges of contaminants, including odour, that cause an adverse effect.

“This is welcome news for people in my community who have had to endure an intolerable odour from a nearby landfill,” said Donna Skelly, MPP for Flamborough-Glanbrook. “This move will help ensure all landfills are in compliance with laws that help protect and preserve our air, land and water.”

The ministry has successfully used environmental penalties to support enforcement of violations at industrial plants that emit pollution or discharge effluent directly to land and surface waters, and petroleum facilities that discharge sulphur dioxide into the air. Over the past three years, more than 95 per cent of facilities issued penalties were able to demonstrate actions to prevent or mitigate the violation and/or for having an environmental management system in place.

Quick Facts

- The new regulation amends [Ontario Regulation 222/07](#) under the *Environmental Protection Act* to expand the application of environmental penalties to landfills.
 - Anyone who witnesses a pollution incident is encouraged to report it immediately to the Spills Action Centre at ontario.ca/reportpollution or by calling 1-866-663-8477. This could include (but is not limited to):
 - industrial or commercial noise or odour pollution
 - waste being dumped into the natural environment
 - improper disposal of commercial waste
-

Additional Resources

[Read the new regulation](#)

Related Topics

Environment and Energy

Learn more about how Ontario protects and restores wildlife and the environment. Includes information on conservation and the electricity system. [Learn more](#)

Media Contacts

Daniel Strauss

Minister's Office

Daniel.Strauss@ontario.ca

Gary Wheeler

Communications Branch

gary.s.wheeler@ontario.ca

[416-314-6666](tel:416-314-6666)

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Ontario Strengthening Wage Protections for Restaurant Workers

Proposed changes would halt pay deductions for dining and dashing and unpaid trial shifts

November 14, 2023

[Labour, Immigration, Training and Skills Development](#)

TORONTO —The Ontario government is introducing legislation that, if passed, would put in place ground-breaking protections for more than 400,000 people in the restaurant and hospitality industry. The *Working for Workers Four Act, 2023*, includes updates to the province's *Employment Standards Act*, which would ban unpaid trial shifts and make clear that employers can never deduct an employee's wages in the event of a dine and dash, gas and dash, or any other stolen property.

"It is unacceptable that any worker in our province should have their wages deducted or see themselves put in harm's way because of someone else's criminal activity," said David Piccini, Minister of Labour, Immigration, Training and Skills Development. "Under the leadership of Premier Ford, our government is continuing to stand up for those in Ontario's service industry to ensure workers keep their hard-earned money."

Studies have shown as many as one in 20 diners has left a restaurant without paying, while gas thefts cost Ontario businesses over \$3 million in 2022. While Ontario's laws generally require employees to be paid for all hours worked and prohibit pay deductions, unpaid trial shifts and punitive deductions are still common in the restaurant and service industries.

The government is also proposing changes that would require employers to post in the workplace if they have a policy of sharing in pooled tips – something that is only allowed if they perform the same work as their staff. This would help ensure service workers are paid what they are owed, and that they understand how their tips are calculated and distributed.

In response to the rise of digital payment platforms in the service industry, which can include fees for workers to access their funds, as well as technical and security issues, the proposed changes would also require employers who pay tips using

direct deposit to allow their employees to select the account tips are to be deposited into. This would help workers avoid fees they didn't agree to so they may access their tips in full when needed.

Also included in the *Working for Workers Four Act, 2023*, are proposed changes to [promote salary transparency and privacy in the workplace](#), [increase benefits for injured workers and firefighters](#) and [supports for newcomers](#).

These changes are part of a larger package that, if passed, would expand on the ground-breaking actions in the *Working for Workers Acts, 2021, 2022* and *2023*, which are already helping millions of people in the province earn bigger paycheques and help newcomers contribute to building Ontario.

Quotes

"These changes to the Employment Standards Act give restaurant employees the protection they deserve. They will reduce costs for employees around their gratuities, ensure their earnings are safeguarded from patrons who dine and dash and reinforce that our employees' hard-earned paycheques are their own. These positive changes simply reflect what is already practiced by the vast majority of those in our industry."

- Kelly Higginson
President and CEO of Restaurants Canada

"We welcome these measures which allow for greater transparency by holding employers in the restaurant and hospitality industry accountable. The challenges endured by workers in this industry on a daily basis should be a driving force for the employers to create a safe and healthy workplace environment."

- Guled Warsame
President, UNITE HERE Local 75

"The announced changes today support clear messaging and transparent procedures for both restaurant operators and employees, ensuring fair practices are in place."

- Tony Elenis

President and CEO, Ontario Restaurant Hotel and Motel Association

Additional Resources

- [Working For Workers Four Act, 2023](#)
- [Guide to the Employment Standards Act](#)
- [Working for Workers Act, 2021](#)
- [Working for Workers Act, 2022](#)
- [Working for Workers Act, 2023](#)

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Sydney Dubin

Minister's Office

Sydney.Dubin@ontario.ca

Communications Branch

mlitsdmedialine@ontario.ca

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Working For Workers Four Act, 2023

November 14, 2023

[Labour, Immigration, Training and Skills Development](#)

The Ontario government is introducing new legislation to continue leading the country in ground-breaking protections for workers. These proposed changes expand on the historic measures in the *Working for Workers Acts*, [2021](#), [2022](#) and [2023](#), which are helping millions of people in Ontario earn bigger paycheques and supporting newcomers in building the province.

Today, the government is introducing the *Working for Workers Four Act, 2023*, which if passed, would:

- [Help workers make informed decisions in their career search](#) by requiring employers to disclose salary ranges in job postings and if artificial intelligence (AI) is used during the hiring process.
- [Support injured workers](#) by enabling “super indexing” increases to Workplace Safety and Insurance Board (WSIB) benefits above the annual rate of inflation to increase pay for injured workers, along with improving cancer coverage for firefighters.
- Make Ontario the first province in Canada to [ban the use of Canadian work experience](#) as a requirement in job postings or application forms, so more qualified candidates progress in their job search.
- [Strengthen wage protections for restaurant and hospitality workers](#) by banning unpaid trial shifts, making clear employers can never deduct an employee’s wages in the event of a dine and dash, gas and dash, or any other stolen property and protecting their hard-earned tips.

The government will also be launching consultations to:

- Restrict the use of Non-Disclosure Agreements (NDAs) in the settlement of cases of workplace sexual harassment, misconduct or violence.
 - Create a new, job-protected leave for critical illnesses (like cancer) to match the length of the 26-week federal Employment Insurance sickness benefits.
-

Additional Resources

- [Ontario Strengthening Wage Protections for Restaurant Workers](#)
- [Working for Workers Act, 2021](#)
- [Working for Workers Act, 2022](#)
- [Working for Workers Act, 2023](#)
- [Guide to the Employment Standards Act](#)
- [Ontario Immigrant Nominee Program](#)
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Media Contacts

Sydney Dubin

Minister's Office

Sydney.Dubin@ontario.ca

Communications Branch

mlitsdmedialine@ontario.ca

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Premier Ford's Statement on Installation of Lieutenant Governor Edith Dumont

November 14, 2023

[Office of the Premier](#)

TORONTO — Today Doug Ford, Premier of Ontario, released the following statement regarding the incoming 30th Lieutenant Governor of Ontario:

"On behalf of the people of Ontario, it is an honour to congratulate Edith Dumont on being installed as the 30th Lieutenant Governor of Ontario and the first ever Francophone Lieutenant Governor in our province's history.

As the representative of The King in Ontario, the Lieutenant Governor plays a key role in our system of government, upholding our constitutional framework and promoting our collective history, culture and achievements in Ontario, Canada and the world.

Her Honour brings with her an impressive record of community service and advocacy for Francophone communities here in Ontario and across Canada. She is also a respected educator and was the first woman to lead the Conseil des écoles publiques de l'Est de l'Ontario, where she worked for 30 years. Recently, she has served as vice-president of partnerships, communities and international relations at the Université de l'Ontario français in Toronto.

On behalf of the people of Ontario, I want to thank Edith Dumont for accepting this important responsibility. I look forward to working with her to build a brighter future for all Ontarians. Félicitations!"

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Media Contacts

Caitlin Clark

Premier's Office

Caitlin.Clark2@ontario.ca

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Minister Calandra Introduces Planning Statute Law Amendment Act, 2023

November 16, 2023

[Municipal Affairs and Housing](#)

TORONTO — Today, Paul Calandra, Minister of Municipal Affairs and Housing, released the following statement:

“Last month, I announced that we would reverse certain decisions related to official plans and official plan amendments because I did not have confidence that decisions were made in a way that supported our goal of building at least 1.5 million homes in a way that maintains and reinforces public trust. [Today’s legislation](#) makes that commitment real.

Since announcing this wind back, I’ve heard from many mayors and heads of council who agree that we need to be more ambitious. I look forward to receiving feedback from our municipal partners about changes to the original official plans and amendments. As they prepare this feedback, and in the spirit of being more ambitious, I am urging our municipal partners to prioritize increasing density, especially near transit.

For our part, we will do the same. While I acknowledge that time and attention lately have been focused on ensuring we’re living up to the standards people expect of us, with this legislation, now is the time to refocus and redouble our efforts on building more homes faster. Whether it’s through the coming provincial planning statement to guide future home building and community growth across Ontario or our next housing supply action plan, I will be working with municipalities with every intention of implementing in full or in principle the remaining recommendations from the Housing Affordability Task Force. The recent feedback we received from mayors and heads of council on these recommendations, as well as the discussion we’ll have with municipalities and other stakeholders at the provincial housing forum later this month, will be important inputs into this work.

The good news is we aren’t starting from scratch. The work we now do together will build on the steps our government has taken to get more homes built, including previous housing supply action plans and removing the [provincial portion of the](#)

[HST](#) on new purpose-built rentals.

Working in close partnership with municipalities and the federal government, Ontario will continue to implement an ambitious plan that will build the homes the people of our province need and deserve.”

Related Topics

Government

Learn about the government services available to you and how government works.

[Learn more](#)

Home and Community

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

Media Contacts

Alexandru Cioban

Minister's Office

Alexandru.Cioban@ontario.ca

Communications Branch

MMA.media@ontario.ca

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Planning Statute Law Amendment Act, 2023

November 16, 2023

[Municipal Affairs and Housing](#)

The *Planning Statute Law Amendment Act, 2023* would, if passed, reverse provincial changes made in November 2022 and April 2023 to official plans and official plan amendments in 12 municipalities: the cities of Barrie, Belleville, Guelph, Hamilton, Ottawa, and Peterborough, Wellington County, and the regional municipalities of Halton, Niagara, Peel, Waterloo and York. The reversal includes changes to urban boundaries while maintaining protections for the Greenbelt.

The reversal of the official plan decisions made by the province would be retroactive to the original date that they were made (either November 4, 2022 or April 11, 2023).

Construction that has already received a building permit would be able to continue. Applications already in-progress seeking planning permissions (e.g., zoning by-law amendments, plans of subdivision) would continue to be processed and would be required to conform to the municipality's official plan as approved under the *Planning Statute Law Amendment Act, 2023*.

Opportunity for municipal feedback

Recognizing that in some cases more than a year has passed since the plans were first approved, the affected municipalities have been given until December 7, 2023 to submit information about circumstances or projects that are already underway and on any changes that the municipality would like to see made to the official plan based on the original modifications.

Proposed changes might include, for example, modifications that help boost housing supply or support priority projects such as a long-term care home or a [transit-oriented community](#).

Following the December 7th deadline, the province would review any proposed changes and explore, in consultation with municipalities, the most effective way to implement – through further legislative solutions or other tools – any changes to the official plans that municipalities would like to keep.

Prioritizing environmental and public health protections

Through the province's review of the official plans, a limited number of provincial changes are proposed to be maintained under the legislation.

These instances include changes the province made to protect the Greenbelt, protect public health and safety and to align with existing provincial legislation and regulations.

Below is a summary of the key provincial changes being maintained in official plans through the proposed legislation. More detail on the provincial changes to be kept under the proposed legislation can be found on the [Environmental Registry of Ontario](#), where the *Planning Statute Law Amendment Act, 2023*, has been posted for 30 days for public input.

Protecting the Greenbelt

For the cities of Hamilton and Belleville, the regions of York, Niagara and Peel and the County of Wellington.

Provincial changes to be retained in official plans address instances where elements of a municipally-adopted official plan would have been in conflict with Greenbelt policies. For example, an urban boundary may encroach into the Greenbelt, or an official plan might permit the extraction of sand or gravel, or a waste disposal site in a particular area, when in fact it is part of the Greenbelt and these activities are prohibited under the Greenbelt Plan. Maintaining these provincial changes will ensure those activities will continue to be prohibited.

Strengthening Indigenous relations

For Hamilton, Belleville and the County of Wellington.

Provincial changes to be retained in official plans include ensuring that where a marked or unmarked cemetery or burial place is found, Indigenous communities with a known interest in the area are notified. Provincial changes are also being kept to ensure that planning approval authorities coordinate and engage with Indigenous communities with Aboriginal and treaty rights regarding cultural heritage and archaeological resources.

Sharing built-up areas – compatible land uses

For the cities of Hamilton and Peterborough and the regions of York and Niagara Region.

Provincial policies set out rules for how sensitive land uses, such as for homes or long-term care facilities, and other uses such as industrial lands or sewage treatments facilities should be planned for when in proximity to each other.

Several provincial changes that would be retained in official plans in this category ensure these uses are appropriately separated to avoid any negative impacts from odour, noise and other contaminants.

Safe drinking water

For the regions of Peel and York and the cities of Barrie, Belleville and Peterborough.

To protect drinking water, the province has rules that prohibit certain land uses and activities surrounding drinking water sources. Provincial changes ensure these rules are reflected in municipal official plans.

Preparing for Highway 413

For Halton and Peel regions.

Major infrastructure projects such as Highway 413 require years of planning, which includes important environmental assessments. Once potential future corridors are identified, they need to be considered in official plans as it would be unwise, for example, to permit new housing or industrial development on a tract of land being considered for a new highway.

The province made certain changes to both the Peel Region and Halton Region official plans for the protection of the Highway 413 corridor.

Legal protections

The proposed legislation would introduce immunity provisions to help mitigate legal risk for municipalities and the province resulting from this legislation. The legislation would also amend the *Planning Act* to introduce immunity provisions related to the making, amending or revoking of minister's zoning orders (MZOs). While no specific changes to MZOs are currently being made, this provision would help mitigate risk should revocations be necessary as the ministry reviews a use it or lose it policy.

Media Contacts

Alexandru Cioban

Minister's Office

Alexandru.Cioban@ontario.ca

Communications Branch

MMA.media@ontario.ca

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Ontario Announces Comprehensive Strategy to Boost Child Care Workforce and Protect Children

Major enhancements to wages and working conditions supporting greater access to affordable and safe child care

November 16, 2023

[Education](#)

BRAMPTON — The Ontario government is launching the most significant and comprehensive Child Care Workforce Strategy in the province's history. Supported by funding through the Canada-Ontario Canada-wide Early Learning and Child Care Agreement, Ontario's plan will deliver increased wages to Registered Early Childhood Educators (RECEs) and a multipronged strategy to recruit and retain qualified educators.

The government of Ontario is also taking action to further protect the safety of children by requiring all licensed child care operators to implement a *Safe Arrival and Dismissal Policy* by January 1, 2024. This will ensure that when a child does not arrive at the licensed child care program or is not picked up as expected, parents will be informed in line with existing protocols within Ontario's publicly funded schools. This closes a gap that will protect children from exceptional and preventable tragedies.

"Following the heartbreaking tragedy of the loss of a child, we have the responsibility and obligation to enhance the safety of our youngest learners in child care," said Stephen Lecce, Minister of Education. "Every day, Early Childhood Educators make a tremendous difference in the growth and development of children, which is why our government is unveiling the most comprehensive workforce strategy to recruit and retain child care workers. By hiring more ECEs, our government will continue with our plan to keep reducing fees for parents and increasing access to affordable and safe child care for parents."

"If we are to succeed in building an early learning and child care system for families across the country, we need a well-compensated and valued early childhood workforce," said Jenna Sudds, Canada's Minister of Families, Children and Social Development. "Early childhood educators are highly skilled professionals who do

incredible work in caring for our children, and that work needs to be valued and recognized here in Ontario, and right across the country. Today's announced strategy is an important step in ensuring that Ontario can recruit, retain and recognize this vital workforce."

After extensive consultation, the province has developed a workforce strategy that responds to the issues and priorities of the sector. Starting in 2024, initiatives in the strategy include:

- Increasing the starting wage for RECEs employed by child care operators enrolled in the Canada-wide Early Learning and Child Care (CWELCC) system to \$23.86/hour in 2024 from the planned \$20/hour
- Extending the eligibility ceiling for a \$1/hour increase so more RECEs can benefit
- Supporting entry into the profession and career development
- Cutting red tape for employers and providing more flexibility in staffing their programs
- Launching a promotional campaign to bolster awareness and value of the child care profession

This wage enhancement builds on actions taken by the province through the introduction in 2022 of a new wage floor for RECEs working in settings participating in the CWELCC system which includes annual \$1/hour wage increases beginning in 2023.

The announcement builds on Ontario's leadership having already delivered on a multitude of commitments to Ontario families under the CWELCC system, including a 50 per cent reduction on average in child care fees representing \$6,000 to \$10,000 in savings per child, the ongoing creation of 86,000 new licensed spaces, and support for parental choice in child care.

Investments from the Government of Ontario and the Government of Canada in the child care and early years system for 2024 will total nearly \$4 billion. Funding will support the implementation of previously announced fee reductions, workforce supports, and other measures. This investment represents a significant increase of \$42 million over 2023 and will ensure Ontario is providing competitive starting wages for RECEs in Canada, demonstrating an ongoing commitment to further valuing and ultimately retaining this critical workforce.

The province remains committed to ensuring the safety of Ontario's youngest learners and the success of the CWELCC system. We will continue to work with municipalities and the sector to ensure affordable child care is available in

communities where it is needed most. As the strategy rolls out, Ontario will track and monitor the strategy's impact on RECE recruitment and retention.

Quick Facts

- In [March 2022](#), Ontario secured a six-year, \$13.2-billion agreement with the federal government which will lower fees for families to an average of \$10 a day. Ontario aims to reach that target by September 2025. In [December 2022](#), as part of that agreement, Ontario announced a targeted plan to create thousands of new licensed child care spaces, with a focus on increasing access to Ontario families.
 - The province continues to invest \$203 million per year through the Wage Enhancement Grant/Home Child Care Enhancement Grant to support higher staff wages – including RECEs working in settings that have opted-out of CWELCC and non-RECEs.
 - The Ontario government has streamlined the application process for new child care operators. When they apply for a licence, they will learn about their eligibility for CWELCC funding before investing heavily in becoming licensed. The applicants will also have to submit key municipal approvals with their application.
 - There are currently more than 5,500 licensed child care centres, 145 licensed home child care agencies, and around 473,000 licensed spaces in Ontario.
-

Quotes

"A child care workforce strategy is something YMCAs in Ontario have long advocated for and we're excited to see the government of Ontario recognize the value of educators and commit to new funding for compensation and retention efforts. This is a positive step to help address long-standing workforce shortages across the child care sector. We look forward to continuing to work together with the province to achieve our collective goal of providing more families with access to affordable, sustainable, high-quality child care."

- Lesley Davidson
President of YMCA Ontario and President & CEO of YMCA of Greater
Toronto

"The College of Early Childhood Educators is pleased to see the government's workforce strategy recognizes that qualified, professional educators are essential to high-quality early learning and care programs, and to the safety and well-being of children. We are encouraged that the strategy seeks to address some of the long-standing systemic challenges that contribute to attrition in the profession and the current workforce crisis in child care. As the independent public-interest body responsible for registering and regulating RECEs in Ontario, we look forward to learning more about the details of the workforce strategy, and to supporting the successful implementation of the Canada-wide Early Learning and Child Care Program in the interests of children and families across Ontario."

- Beth Deazeley

Registrar and CEO, College of Early Childhood Educators

"We recognize the tireless dedication of our child care professionals, whose unwavering commitment shapes our children's formative years. Our strategy for increased compensation aims to recognize their efforts, valuing their crucial role in early childhood development and ensuring they feel appreciated and supported."

- Patrice Barnes

MPP for Ajax and Parliamentary Assistant to the Minister of Education

"Today's announcement marks a substantial improvement for child safety in the province of Ontario and reinforces our government's dedication to ensuring the safety and welfare of our children while supporting parents with reduced child care fees. Our government remains steadfast in its commitment to building a brighter future for families by expanding child care spaces in areas that need them the most and ensuring the safety of children across the province."

- Lorne Coe

MPP for Whitby and Parliamentary Assistant to the Premier

"The Safe Arrival and Dismissal Policy will ensure children are safe, while giving parents and caregivers peace of mind. This extra layer of protection will go a long way toward protecting children and keeping our communities safe."

- Brian Riddell
MPP for Cambridge

"Having a child can impact a woman's earnings, career choices and access to leadership positions. Access to high-quality child care plays a key role in supporting families' economic prosperity and increasing avenues for women to help grow Ontario's economy. I'm proud that today's expansion of the Canada-wide Early Learning and Child Care program is supporting women's success by increasing our participation in the workforce and building a stronger Ontario. Because when women succeed, Ontario succeeds. "

- Charmaine Williams
MPP for Brampton Centre and Associate Minister of Women's Social and Economic Opportunity

Additional Resources

- [Supporting Child Care in Ontario](#)
- [College of Early Childhood Educators](#)
- [Dual Credit programs](#)
- [Canada-wide Early Learning and Child Care Agreement](#)
- [ECE Qualifications Upgrade Program - Ontario ECE Grants](#)

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](#)

Media Contacts

Isha Chaudhuri

Minister's Office

isha.chaudhuri@ontario.ca

Ingrid Anderson

Communications Branch

ingrid.e.anderson@ontario.ca

[437-225-0321](tel:437-225-0321)

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Supporting Child Care in Ontario

November 16, 2023

[Education](#)

The Ontario government is launching a multipronged Child Care Workforce Strategy to address existing workforce shortages in the licensed child care sector and provide more affordable and accessible child care to families.

Increased Wages

As of January 2024, starting wages for Registered Early Childhood Educators (RECEs) within the Canada-wide Early Learning and Child Care (CWELCC) system will be raised to \$23.86/hour from the planned \$20/hour. This 19.3 per cent increase will apply to all new hires and current employees getting paid less than \$23.86/hour. This new hourly rate will bring them in line with the starting wages of school board-employed RECEs, helping to narrow the gap and create interest in the profession. The strategy also calls for RECE supervisors and home child care visitors to see a wage increase from \$22/hour to \$24.86/hour. Starting wages will increase by \$1/hour each year through to 2026.

Also beginning January 2024, RECE program staff making less than \$26/hour will be eligible for the existing annual increase of up to \$1/hour, helping to support wage progression throughout their career. In 2025, eligibility will be expanded to include those earning less than \$27/hour, and in 2026 for those earning less than \$28/hour. Currently, only RECEs earning less than \$25/hour are eligible for this increase. RECE supervisors and home child care visitors earning less than \$29/hour in 2024, less than \$30/hour in 2025, and less than \$31/hour in 2026 will also be eligible for the annual increase. These wage increases build upon the previously implemented wage floor for all RECEs to ensure Ontario is recruiting qualified educators across the province.

These wage enhancements will provide RECEs working in Ontario with a competitive salary and will benefit 75 per cent of current program staff, while also attracting more individuals to become early childhood educators.

More Learning, Training and Labour Mobility

Other key measures to further support recruitment and retention of RECEs in child care settings across the province include:

- Investing \$18.5 million per year to fund a dedicated PD day to strengthen training, including in areas of mental health
- Enhancing funding for the *Early Childhood Educator (ECE) Qualifications Upgrade Program* to help more students with at least six months of experience to obtain their ECE diploma with administrative costs covered
- Continuing to support the Dual Credit program in secondary schools so students can get early exposure and earn credits towards a career as an early childhood educator
- Creating an Innovation Fund to establish regional ECE school-to-work planning partnerships from municipalities to school boards to employers and support local solutions to workforce challenges
- Working with sector partners to support ECE career pathways and training opportunities
- Collaborating with Federal, Provincial and Territorial (FPT) partners on inter-provincial/territorial mobility and foreign credential recognition for RECEs to ensure seamless movement of qualified staff across Canada and from around the world

Cutting Red Tape

The strategy will also help reduce administrative burden by:

- Providing child care operators with greater flexibility to staff programs for children aged six and up by broadening the qualified staff requirements
- Clarifying that it is permissible for ECE students to complete their placements at their place of work in a licensed child care centre

Promoting the Profession

The Child Care Workforce Strategy also aims to build the profile of the profession by launching a promotional campaign to raise awareness about the ECE profession, the value and impact of their work, and help attract talented individuals from across Canada.

Ongoing Monitoring and Assessment of Progress

As the strategy rolls out, Ontario will track and monitor key indicators to measure the impact on RECE recruitment and retention.

Additional Resources

- [Ontario Announces Comprehensive Strategy to Boost Child Care Workforce and Protect Children](#)

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](#)

Media Contacts

Isha Chaudhuri

Minister's Office

isha.chaudhuri@ontario.ca

Ingrid Anderson

Communications Branch

ingrid.e.anderson@ontario.ca

[437-225-0321](tel:437-225-0321)

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Ontario Investing in Free Training for Racialized and Indigenous Entrepreneurs

Province helping over 1,200 Indigenous, Black and other racialized entrepreneurs prepare for success.

November 17, 2023

[Citizenship and Multiculturalism](#)

TORONTO — Ontario is investing an additional \$15 million over three years in the Racialized and Indigenous Supports for Entrepreneurs (RAISE) program to provide free access to business coaching, training and grants. The program will prepare more than 1,200 Indigenous, Black and other racialized entrepreneurs, including 450 entrepreneurs in 2023-24, launch and grow successful businesses, creating great jobs for Ontarians, providing goods and services people need and fostering vibrant and inclusive communities.

"Small businesses are the backbone of Ontario. Indigenous, Black and other racialized entrepreneurs make important contributions to our economy; however, many continue to face systemic barriers in starting and growing their businesses," said Michael Ford, Minister of Citizenship and Multiculturalism. "As we continue to build a stronger, more inclusive Ontario, our investment into the RAISE program will ensure the next generation of diverse entrepreneurs have the tools, resources and capital they need to transform their passions and innovative ideas into successful and competitive businesses."

The RAISE program is designed to reduce and remove barriers to economic opportunities experienced by Indigenous, Black and other racialized entrepreneurs. The government is now accepting applications for the 2023-24 intake which will provide eligible entrepreneurs with online business development training, culturally responsive coaching, networking supports and a one-time grant of \$10,000.

Online training includes modules about business financials, cash flow management, business operations, marketing and public relations strategies, and digital transformation. In partnership with DMZ at Toronto Metropolitan University, the program also provides one-on-one and small group business coaching, as well

as networking opportunities, to assist entrepreneurs in developing and achieving their business action plans, building networks, connecting to market opportunities and accessing information and services.

“Our government recognizes that when small businesses have the confidence to start and grow their operations, the surrounding communities can expand and prosper as a result,” said Greg Rickford, Minister of Indigenous Affairs. “Our investments in the RAISE program mean Indigenous entrepreneurs will have access to online business tools, leading to enhanced economic development opportunities in every corner of Ontario.”

Initially launched as a pilot in 2022, with an investment of \$5 million, the RAISE program supported more than 400 Indigenous, Black and other racialized entrepreneurs.

Quick Facts

- Interested entrepreneurs can learn more about the program and apply at Ontario.ca/RAISE.
- To be eligible for the grant, businesses must be registered/incorporated, based in Ontario and owned by an Indigenous, Black or other racialized individual.
- In April 2022, Ontario launched the new Ontario.ca/business website to create a single window to make it easier for business owners and entrepreneurs to access the information and services they need.

Quotes

"Seed NanoTech applauds the Ontario government for its continued support for diverse entrepreneurs and commitment to driving innovation, growth and connectedness. As a participant in the pilot program, the RAISE program was critical in helping the company expand, enhance its research capacity, strengthen its global research network and boost its digital presence. The grant enabled us to invest in cutting-edge equipment, critical components and software, as well as launch an international research event."

- Dr. Conrad Rizal
Director at Seed NanoTech International Inc.

"This investment in the RAISE program will help more entrepreneurs launch and grow successful businesses that contribute to building a stronger economy. Racialized and Indigenous entrepreneurs, including women, face disproportionate barriers in starting a business due to systemic racism and gender bias. Our government is breaking down barriers, helping entrepreneurs grow their businesses and building Ontario as the best province to do business in and racialized and Indigenous people are an integral part of that."

- Charmaine Williams
MPP for Brampton Centre

"Our government is ensuring Ontario's entrepreneurs and small businesses have the supports they need to start-up or scale-up their business. That means removing obstacles for members of Indigenous, Black and other racialized communities so we can build bridges to economic success, growth and opportunity. I'm proud that our government is leading by example and providing the RAISE program to support entrepreneurs who will contribute to creating strong, vibrant communities and good jobs."

- Nina Tangri
Associate Minister of Small Business, Ontario

Additional Resources

- [Ontario Expanding Economic Opportunity for Entrepreneurs](#)
- [Building a Stronger and More Inclusive Ontario: Ontario's Anti-Racism Strategic Plan](#)

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](#)

Government

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

Media Contacts

Mark Pelayo

Minister's Office

mark.pelayo@ontario.ca

Media Relations

Communications Branch

media.mcm@ontario.ca

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November 9, 2023

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- Ministry finds six species at risk of endangerment.
- ROMA Conference: *Closer to Home* - Request for delegation meetings.
- ROMA Conference: Exhibitor & sponsorship opportunities going fast.
- Important new training: Understanding Competing Human Rights, Dec. 12.
- New training: Navigating Conflict as an Elected Official 2.0 - Complex Situations.
- Indigenous Community Awareness Training - New dates.
- 4S Webinar: Double WSIB rebates for Municipal Health & Safety Programs.
- Blog: LAS Natural Gas Program price change notice.
- Plan now for a 2024 road/sidewalk assessment.
- Webinar: LED Lighting Success Stories.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
- Canoe Fall webinar series: Registration open!
- Fleming College seeking municipal partnership projects.
- Careers: AMO/LAS, Durham, Asphodel-Norwood, Rainy River DSSAB, Hamilton.

AMO Matters

Have you run for municipal office, or considered running for municipal office in Ontario? If so, we would love to hear from you! [By filling out this short survey](#), you will help AMO improve our understanding of diverse candidates running for office in Ontario, informing how we create new programs, resources, and advocacy strategies.

AMO is conducting a survey of Ontario municipal employees to learn about their work experience. [Click here](#) for the survey link and resources to share with your colleagues and staff.

Encourage postsecondary students in your orbit who are interested in local government, policy development, good governance, and healthy democracy to apply to be one of three [2024 AMO Youth Fellows](#). Fellows are mentored, participate in AMO Board and Taskforce meetings, and engage in AMO's Healthy Democracy Project. [Applications](#) are due **on or before November 13 at 10 p.m.**

Provincial Matters

Ontario has announced \$5 million through an application-based program to help increase emergency preparedness. Municipalities under 100,000 are eligible to apply. [Applications are due November 30.](#)

Is your jurisdiction participating in a pilot vehicle program for e-scooters, cargo e-bikes, large quadricycles, electric low-speed vehicles, or golf carts? If so, the Ministry of Transportation [needs your input!](#)

The Ontario Fire Marshal is conducting an [online survey](#) for volunteer firefighters and fire chiefs to inform their understanding on recruiting and retaining volunteer firefighters.

On October 25, the province [posted](#) policy on actions to protect and recover six species at risk in Ontario: Fawnsfoot, Lilliput, Threehorn Wartyback, Shagreen, Toothed Globe and White-rimmed Shingle Lichen.

Eye on Events

ROMA is pleased to share that the opportunity to submit your delegation requests for the 2024 ROMA Annual Conference is now open. Registered municipal officials can submit meeting requests with Provincial Ministers and their staff on local matters. To submit your delegation requests [click here](#).

Don't be disappointed! Book your trade show booth today to ensure your participation in the 2024 ROMA Conference. Limited spaces available. Download the [exhibitor package](#) or [sponsorship package](#) today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training [here](#).

Building on AMO's in demand training, *Navigating Conflict Relationships as an Elected Official, Advanced Strategies for Elected Officials to Master Conflict Relationships* (NCR 2.0), will take you to the next level of negotiating one of the more difficult aspects of local leadership: relationships. If you completed NCR 1.0 and are ready for the next steps in advancing your management of conflict relationships, this workshop is for you, this training is for you. Mark March 20 - 21, 2024 in your calendar and [watch here](#) for registration details.

OFIFC and AMO are offering training to build indigenous cultural competency in municipal government. Through a self-paced learning module and live virtual component, this training will provide knowledge and tools to utilize in moving improved and stronger Indigenous-municipal relations forward in Ontario. [Register today](#) for this sell out training opportunity.

AMO's Health and Safety Program Management partner, [4S Consulting](#), is hosting a webinar on November 14 at 8:30am ET on the double rebate offering from WSIB for municipal health and safety programs. [Register and learn](#) more on how to create sustainable health and safety programs.

LAS

The LAS Natural Gas Procurement Program has [secured prices for the new term](#) that are lower than current utility rates. [Contact us](#) if you would like a report comparing your rates to our hedged price.

The [LAS Road & Sidewalk Assessment](#) service is a great tool for managing some of your most important assets. Better data and the tools for planning will save you money and improve service levels. Contact [Tanner](#) for a quote to include in your 2024

budget.

Want to find out how to save time and money with your LED lighting upgrade? Join our webinar on **November 22 at 10:00am** where West Lincoln and Georgina Township will share their success stories from using the [LAS Facility Lighting Service](#). Don't wait - [register today](#).

Our fall webinar series showcasing [Canoe Procurement Group](#) technologies is on now until December 7. Join us for educational webinars covering a range of topics from electric vehicles and charging systems to drones. [Check out our Events page](#) for all the registration details.

SaveOnEnergy is offering free training webinars for municipal energy/facility managers and directors. Learn how to integrate energy management principles, identify savings, and reduce cost in your municipal facilities. [Register today](#).

Municipal Wire*

[Fleming College](#) is seeking municipal environmental land-use planning and management projects to be implemented by students in the [Environmental Land Management](#) program. Contact [Emily Markovic](#) to discuss partnership opportunities.

Careers

[Business Development Manager - LAS | AMO Business Services](#). Apply to hr@amo.on.ca by November 22.

[Senior Economist - Region of Durham](#). [Apply online](#) by November 26.

[Chief Administrative Officer/Clerk - Township of Asphodel-Norwood](#). Apply to recruitment@antownship.ca by November 17.

[Municipal Treasurer - Township of Asphodel-Norwood](#). Apply to recruitment@antownship.ca by November 27.

[Chief Administrative Officer - Rainy River District Social Services Administration Board](#). Apply to jocelyn.nielson@rrdssab.ca by December 6.

[Director, Indigenous Relations - City of Hamilton](#). [Apply online](#) by November 22.

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](#) on Twitter!

AMO Contacts

[AMO Watchfile](#) Tel: 416.971.9856

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[Policy and Funding Programs](#)

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200 University Ave. Suite 801, Toronto ON Canada M5H 3C6
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November 16, 2023

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- Complete and share our Municipal Employee Survey.
- Community Emergency Preparedness Grant.
- Pilot vehicle questionnaire now open.
- ChargeON funding webinars.
- Volunteer firefighter recruitment and retention.
- ROMA Conference: Delegation requests deadline is November 20, 4pm.
- ROMA Conference: Exhibitor & sponsorship opportunities are going fast.
- Important new training: Understanding Competing Human Rights, Dec. 12.
- Elevate your skills: Navigating Conflict as an Elected Official 2.0 Complex Situations.
- Indigenous Community Awareness Training - new dates.
- ONE Investment webinar: Equity Investing.
- LAS webinar: LED Lighting Success Stories.
- ClearRisk risk management webinar for AMO members.
- SaveOnEnergy Energy Management and Efficient Electrification webinars.
- Canoe Fall webinars: Navistar, Uncrewed vehicles.
- Upcoming event by CAMH's Provincial System Support Program.
- Funded assistance for accessibility and disability management.
- Enbridge Gas' Integrated Resource Planning regional webinars.
- Fleming College seeking municipal partnership projects.
- Careers: AMO/LAS, Toronto, MoECP, Peterborough and ORFA.

AMO Matters

AMO is conducting a survey of Ontario municipal employees to learn about their work experience. [Click here](#) for the survey link and resources to share with your colleagues and staff.

Provincial Matters

Ontario has announced \$5 million through an application-based program to help increase emergency preparedness. Municipalities under 100,000 are eligible to apply. [Applications are due November 30.](#)

Is your jurisdiction participating in a pilot vehicle program for e-scooters, cargo e-bikes, large quadricycles, electric low-speed vehicles, or golf carts? If so, the Ministry of Transportation [needs your input!](#)

The [ChargeON Program](#) will provide up to 75% provincial funding for municipalities to install Electric Vehicle charging stations. Join webinars hosted by Canoe Procurement Group partner Flo on [November 29](#) and the Ministry of Transportation on [November 30](#) to learn more.

The Ontario Fire Marshal is conducting an [online survey](#) for volunteer firefighters and

fire chiefs to inform their understanding on recruiting and retaining volunteer firefighters.

Education Opportunities

Submit your ROMA delegation requests by **November 20, 4pm**. Municipal officials registered for the 2024 ROMA Conference can submit meeting requests with Provincial Ministers and their staff on local matters. To submit your delegation requests [click here](#).

Don't be disappointed! Book your trade show booth today to ensure your participation in the 2024 ROMA Conference. Limited spaces available. Download the [exhibitor package](#) or [sponsorship package](#) today.

AMO and Hicks Morley have developed training to support municipal elected officials and council in understanding their obligations related to human rights and understanding how to manage seemingly competing human rights. You can register for this important training [here](#).

Building on AMO's in demand training, *Navigating Conflict Relationships as an Elected Official, Advanced Strategies for Elected Officials to Master Conflict Relationships* (NCR 2.0), will take you to the next level of negotiating one of the more difficult aspects of local leadership: relationships. If you completed NCR 1.0 and are ready for the next steps in advancing your management of conflict relationships, this workshop is for you, this training is for you. Mark March 20 - 21, 2024 in your calendar and [watch here](#) for registration details.

OFIFC and AMO are offering training to build indigenous cultural competency in municipal government. Through a self-paced learning module and live virtual component, this training will provide knowledge and tools to utilize in moving improved and stronger Indigenous-municipal relations forward in Ontario. [Register today](#) for this sell out training opportunity.

ONE

It's municipal budget time and many of you focused on your 2024 finances, and making every dollar count is important. Over the long term, the growth from equity investments can help fund capital projects and municipal needs. [Register for the November 30 webinar](#) to learn more.

LAS

LAS' turn-key Facility Lighting Service has been helping municipalities upgrade to LED lights for several years. Join our webinar on **November 22 at 10:00am** to hear West Lincoln and Georgina Township share their experience with this cutting edge program. Don't wait - [register today](#).

[Join us November 30](#) for a ClearRisk webinar to review their comprehensive risk management information system to streamline management and analysis of claims, incidents, policies, exposures, assets and more.

The [LAS/Canoe Procurement Group](#) Fall webinar series is coming to a close! Join us on November 23 for a presentation by Navistar on their plans for a sustainable transportation future - [register here](#). On December 7 we'll hear from Aerospace and Deep Trekker, two new vendors in the Uncrewed Vehicles category - [register here](#).

SaveOnEnergy is offering free training webinars for municipal energy/facility

managers and directors. Learn how to integrate energy management principles, identify savings, and reduce cost in your municipal facilities. [Register today](#).

Municipal Wire*

A naturally occurring retirement community (NORC) is a regular residential building that has become home to a high density of older adults. Could NORCs help older adults age in place? In this [webinar](#), November 28, 12:00 – 1:00 p.m. EST you will learn why they matter. This webinar will be of interest to policymakers, administrators and clinicians who provide care to older adults in health care or social service settings in Ontario.

Limited spots remain available for a free and confidential Workplace Disability Management Assessment. For details and an application form, visit the National Institute of Disability Management and Research [website](#).

[Sign up](#) for Enbridge Gas' Integrated Resource Planning Fall webinars to learn more about the IRP process, system needs, and potential projects that have been identified in your region.

[Fleming College](#) is seeking municipal environmental land-use planning and management projects to be implemented by students in the [Environmental Land Management](#) program. Contact [Emily Markovic](#) to discuss partnership opportunities.

Careers

[Business Development Manager - LAS | AMO Business Services](#). Apply to hr@amo.on.ca by November 22.

[Project Director, Business Transformation - City of Toronto](#). [Apply online](#) by November 28.

[Director, Species at Risk Branch - Ministry of the Environment, Conservation and Parks](#). [Apply online](#) by November 27.

[Program Manager, Facilities Preventive Maintenance - City of Peterborough](#). Apply to recruiting@peterborough.ca by November 20.

[Information and Skills Development Coordinator - Ontario Recreation Facilities Association](#). [Apply online](#) by December 15.

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](#) 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](#)

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Association of Municipalities of Ontario
200 University Ave. Suite 801, Toronto ON Canada M5H 3C6
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