AORS ADVANCE

SPRING 2024

THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

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2024 TRADESHOW EDITION

Association of Ontario Road Supervisors

Promoting knowledge → Pursuing excellence

PRESIDENT'S Message

It has been a whirlwind of a year, and it's hard to believe that my year as AORS President is coming to a close soon. I am incredibly proud of the work that AORS has done, especially over the past year, and I am confident that 1st Vice-President, Joe Reid, will carry the baton and represent us well in the upcoming year.

In January 2023, AORS hired two new employees—Christie Little and Kelly Elliott—with Kelly's Marketing and Communications Specialist position being a brand-new position in AORS. What we have seen over the past year is that hiring Christie and Kelly is likely the start of the most important step AORS has taken since the inception of the CRS Program. Alongside the already great staff we have—Executive Director John Maheu, Member Services Coordinator Dennis O'Neil and Cheryl Leitch and Nita Chambers in the office—AORS is in an exceptional position to continue what we have already started. We have a small, but mighty, staff that surpass our expectations in the work they have—and we continue to give them!

The advocacy we have done to not only work on behalf of our members, but increase the awareness of AORS, has been ten-fold. The work we did to advocate against Enbridge's proposal to charge for locates has paid off as the provincial government included prohibiting charging for locates in Bill 153, which has been tabled in legislature.

In terms of AORS brand awareness, 2023 was the first year that AORS hosted a hospitality suite in Good Roads, and it worked. We had incredible conversations with elected officials, both municipally and provincially, about the work we do. We also had delegations with OMAFRA, Ministry of Labour and Ministry of Education to show the province the work we are doing. We will be hosting a hospitality suite again in April at the Good Roads conference, and we hope to see you there, as well encourage you to bring your Senior Administration and elected officials so they can learn more about AORS.

Also, during the Good Roads Conference, please attend—and bring your Senior Administration and elected officials—to the AGM on Monday April 22nd with registration beginning at 1:00 pm. This is a phenomenal opportunity to learn more about AORS, show support for Public Works Heroes from your municipality and others and also acknowledge your peers with the Long Service Awards, PWLDP Certificates of Completion and award the 2024 Volunteer of the Year.

One of the most exciting opportunities that Kelly and Christie have worked on is the Municipal Equipment Operator course. This is something that as an organization have been talking about for the last few years, and to see it starting to come to life is amazing. Through a partnership with Fanshawe College, AORS has applied for funding to design and implement a course that will give students the basic knowledge to begin working in a municipal entry level position. Not only will the students graduate with a micro-certification from Fanshawe College and AORS, but students will also graduate with their DZ license. Through the Skills Development Fund, this will be a fully funded project that will not cost students to participate. Our goal with the first year is to send 36 students through the program. We are expecting an announcement at the end of March for awarding funding, and I am hopeful Kelly and Christie can make a BIG announcement about this!

Due to the COVID pandemic, the AORS Executive during this time stayed the same for 2 extra years. Because of this, it allowed the Executive Committee to focus and bring forward the changes to make all of this happen, and I am very proud and honoured to have been part of that team. I would like to thank 2nd Past President Phil Wilson CRS-S, Past President Bill Wilson CRS, 1st Vice-President Joe Reid CRS-S and 2nd Vice-President Karla Musso-Garcia CRS-I, for all their work and passion in representing all of you.

I can't go without acknowledging and thanking our Board of Directors that have supported both the Executive and Staff and kept things on track with all of the positive improvements happening. This dedicated group of our peers represent each of our local associations, bringing forward meaningful dialogue, ideas and action items that make the municipal public works industry better.

Being on the AORS Executive, and serving as President, has been one of the most fulfilling accomplishments in my lifetime. I am proud to have served as your AORS President and I could not be passing the torch to a more dedicated, ambitious, and capable Public Works Hero, Joe Reid CRS-S. I would encourage anyone wanting to get more involved in your local association to do so, volunteer to serve as your local AORS Rep on the Board of Directors and take the opportunity to serve on the AORS Executive. It is something you will not regret.

MEET YOUR 2023–2024 EXECUTIVE

2023 President Mike Alcock

> **A career in public works provides a high rate of job satisfaction, allows you to live where you want to play while receiving a competitive salary with benefits and a secure retirement future.**

From left to right are, Second Vice-President Karla Musso-Garcia CRS-I representing Simcoe County RSA, First Vice President Joe Reid CRS-S representing District 8 RSA, President Mike Alcock representing Huron County RSA, and Past President Bill Wilson CRS representing Perth County RSA.

AORS MUNICIPAL PUBLIC WORKS TRADESHOW

Proudly Hosted By

EASTERN ONTARIO ROAD SUPERVISORS ASSOCIATION

Over 200 Outdoor & Indoor Vendors

TRADE SHOW 2024

JUNE 5–6, 2024
CORNWALL

We look forward to seeing you in Cornwall in June!

The planning is well underway for the 2024 AORS Annual Municipal Works Trade Show being held in Cornwall on June 5-6th at the Cornwall Civic Complex.

The Eastern Ontario Road Supervisors Association last hosted the AORS Municipal Works Trade Show was in 2002, and they are excited to welcome you back again. The Municipal Trade Show is the perfect time to meet with many suppliers, check out the latest technologies and products and network with public works professionals from across the province.

> **"This would not have come together without the support from all our volunteers, sponsors, suppliers and AORS attending members, and I personally want to thank each of you for making this show such a huge success."**
>
> — TOMMY SAUVE, PRESIDENT OF THE EASTERN ONTARIO ROAD SUPERVISORS ASSOCIATION AND CHAIRPERSON OF THE TRADE SHOW COMMITTEE

There are still exhibitor spaces available, as well as sponsorship opportunities, if you want to get your product or service in front of over one thousand operators, managers and decision-makers from across Ontario and Quebec.

Being recognized as the 2024 Municipal Public Works Trade Show Ambassador is Ewen MacDonald CRS-S. Ewen began his public works career in 1992 as the Road Superintendent of Charlottenburgh Township. Throughout his career, Ewen has generously volunteered his time to various organizations across Ontario including AORS, TAC, Good Roads, ARFA and PRO. Ewen retired after 29 years of municipal service in 2021, however he remains an active member of EORSA, as well as continues to be an Instructor in the AORS Public Works Leadership Development Program. Ewen lives in Glengarry with his wife Audrey, and they have three boys. Ewen enjoys playing the bagpipes and guitar.

“I also hope that you take some time during your visit to enjoy our beautiful and vibrant city, filled with unique restaurants and shops, arts and culture, and outdoor activities. If you are looking for any specific recommendations, I know our Cornwall Tourism staff would be happy to assist you.”

City of Cornwall Mayor Justin Towndale

SAVE THE DATE

2025 AORS ANNUAL MUNICIPAL WORKS TRADE SHOW

Hosted by
The Oxford County Road Supervisors Association

June 4-5, 2025

AORS update

ANNUAL GENERAL MEETING

April 22, 2024

A reminder that the AORS General Meeting will be held on Monday April 22nd, 2024 at the Fairmont Royal York (Imperial Room) at 1:30 pm during the Good Roads conference.

Consider bringing along your CAO, Senior Staff and Council Members with you so they can have a better understanding of AORS and everything we offer to your municipality, as well as how to best support their public works departments (and you!).

We look forward to seeing everyone there!

UPCOMING **EVENTS**

Find AORS at these upcoming events:

- **Solid Waste Association of North America (SWANA) Conference**—April 3-5,2024—Niagara Falls, Ontario
- **National Heavy Equipment Show**—April 11-12, 2024—Mississauga, Ontario (Register for free compliments of AORS using the promo code: NHES1011)
- **Truck World—April 18-20, 2024**—Toronto, Ontario
- **Good Roads Conference**—April 21-24, 2024—Toronto, Ontario

E-Blast SUBSCRIPTION

The AORS e-newsletter is the perfect way to stay up to date with all things public works, including job opportunities, upcoming training, advocacy updates and announcements. Scan this QR code to get signed up to have all this information fall right into your inbox! And of course, you can unsubscribe at any time.

SPOTLIGHT

Larry Maddeaux, CRS-I
Spotlight Co chair

As I was sitting eating breakfast, I received an email from my good friend Kelly Elliott, one of AORS' newest employees. She reminded me that the AORS Spring newsletter was in the works and wanted my Spotlight Report. I was taken back that it was that time of year again.

Yes, the 38th edition of Spotlight was going to press as I wrote this, and one of the 4000 printed editions of the best Municipal Suppliers magazine you will ever need has now been delivered to your mailbox by the time you read this.

Our dedicated and loyal committee members worked extremely hard throughout the year following up with existing suppliers and seeking out numerous leads on new suppliers. New suppliers bring new products and services to the Municipal landscape—products and services which you will only find in our latest edition of Spotlight. All our supplier's members bring the newest and most up to date technology to the table, which enables our Municipal members to carry out their duties and services in a professional and safe manner.

This year I'm pleased to announce the 38th edition of Spotlight will consist of 134 pages of advertising compared to last year's 120 pages. Unfortunately, 23 ads were not renewed for one reason or another, but that is offset by the good news which saw 37 new suppliers come on board with their products and services. The total advertisers last year were 206 and this year we totaled a high of 220 advertisers.

We have redesigned the yellow pages to make them more streamlined and we are going to a plastic spiral binding instead of the wire binding used in previous years. Due to some complaints of damage during the mailing process we will be mailing Spotlight out in a bubble envelope instead of the plain white envelope, which should reduce the risk of damage.

My co-chair Derek Scholten of Colvoy Equipment and I are always looking for new members, Municipal and/or Suppliers to join our Team. All you need is a little time, a phone and a computer. If interested give AORS head office a call or reach out to any of our committee members.

When contacting a supplier member let them know that you got their name and/or product info from the hardcopy or our new up to date online flip book of Spotlight.

In closing I would like to thank our Spotlight Committee members for all their hard work and dedication over this past year and a special shout out to all those long-term, existing and new Supplier Members who have been instrumental in helping to make Spotlight a very professional and successful tool over the last 37 years.

Flashback to 2018

Larry Maddeaux CRS-I presented Jeff Conway from Superior Road Products a plaque recognizing their 20 years of support of AORS.

HOST A LOCAL ROADEO

If you have any questions or need help organizing, contact Dennis O'Neil, Member Services Coordinator, at dennisoneil@aors.on.ca.

A local roadeo is a great chance to give your municipal operators the opportunity to showcase their skills in a friendly competition and network with colleagues from neighbouring municipalities to learn from each other.

The information sharing and networking opportunities at events like your local Roadeo are invaluable. You can also look to have your supplier members in attendance to display ands showcase their products and services so that the participants can view, and in some cases, even try out these products.

More local associations are organizing local roadeos and it would be our goal to see all local associations' give your operators to compete at the local level. Remember, the top two drivers from each association qualify to compete at the provincial competition.

If your local association is not able to host their own dedicated roadeo, consider partnering up with a neighbouring local association to share the workload of organizing. Either way, you won't regret the opportunity to participate or help organize your local roadeo.

Len Phillippi Trophy Presentation

President Mike Alcock attended the Municipality of Arran-Elderslie, where something is in the water for excellent municipal equipment operators! President Alcock presented the 2023 Driver of the Year, Len Phillippi, with the John Gloor Memorial Trophy, and recognized the runner-up, Casey Hiller! Included in the photo is Mayor Steve Hammell.

SAVE THE DATE

AORS ANNUAL PROVINCIAL SAFETY TRUCK Roadeo

2024 AORS ANNUAL TRUCK SAFETY ROADEO

September 25, 2024

Hosted by County of Peterborough and City of Kawartha Lakes Public Works Association

continued

AORS update

> Competition at local roadeos is always friendly and one can always pick up some new skills and tips.

> Helping to organize a local roadeo in your area or LA will reengage your membership and help reignite your local association.

> Drivers who attend local roadeos learn new skills, pick up or reinforce many safety tips throughout the day and get to network with neighboring drivers!

ZORRA MAINTENANCE FACILITY

In this edition is the new Zorra Maintenance Facility in Zorra Township with questions answered by Steve Oliver, Director of Public Works. Zorra Township is a lower-tier municipality in Oxford County with a population of 9,300.

When was this project completed?
The ZMF (Zorra Maintenance Facility) was completed in September 2023.

What was the total budget for the project?
Total Budget for this build was $10,084,600.00 and the actual cost $10,074,240.10.

Why was this project needed (renovation/replacement/other)?
The Public Works department in Zorra Township were reporting to two separate shops, one in Embro and the other near Kintore. Both shops were built in the late 70's and were undersized and outdated for the current needs of the Public Works staff and fleet. More land was purchased at the Kintore Shop location and the new ZMF was constructed there, allowing the used of the existing Kintore shop for storage of off-season equipment, tires, and sign inventory, etc.

What was the timeline for the project (first approved until completion date)?
The ZMF was approved in December 2020, construction began spring 2021 and was completed in the Fall of 2023.

How many staff work out of the new build?
Fifteen fulltime staff are currently working out of the ZMF.

The new garage is a zero-carbon design and uses geothermal power versus natural gas—why was this important for the Twp of Zorra's Council to incorporate?
Zorra Township has a previously existing commitment to use 100% renewable energy by 2040. What that practically means is that, at a minimum every asset we acquire that will serve past 2040 must use 100% renewable energy. That being said, Council has a robust debate about the advantages, disadvantages, and payback of the solar/geothermal vs natural gas options. In the end the environmental advantages, cost payback within the life of the building, and energy independence made this the right choice.

What features does the Maintenance Garage have?
- Full geothermal heating and cooling system
- Maintenance pit.
- 5 tonne overhead remote operated crane over two of the bays
- Wash bay equipped with double pressure washers.
- Radiant in-floor heating
- Roof rainwater is collected into a cistern for the supply of the wash bay.
- Fire suppression system and cistern that also provides water supply for local fires for use by the fire department.
- A 10,000-tonne capacity Sand/salt storage building with indoor loading and unloading.
- Roof mounted solar panels with enough capacity to supply 85% of the buildings yearly electrical demands.
- Fully equipped kitchen/lunch room.

From your lessons learned—what are some key pieces of advice you would offer another municipality looking to build a zero-carbon design?
Find architects, engineers, and general contractors (and subcontractors) who have experience with this type of building. It is not a risky project, but experience reduces risk.

Hindsight is always 20/20—are there things looking back you wish you did now that you are moved in?
Plan for the equipment you will need for your new building—things such as used oil handling systems, more tools, rolling benches, and oil drum dollies to mention a few. Include these types of equipment within the build contract and costs—though these items may seem small—they add up in cost and once your staff moves in you want to be able to use the building at its full potential and intended use immediately instead of waiting an additional budget year to expense these types of equipment.

> Zorra Township has a commitment to use 100% renewable energy by 2040. What that practically means is that, (at a minimum) every asset we acquire that will serve past 2040 must use 100% renewable energy. That being said, Council had a robust debate about the advantages, disadvantages, and payback of the solar/geothermal vs natural gas options for the new Zorra Maintenance Facility (ZMF). In the end the environmental advantages, total life cycle cost of the building, and energy independence made this the right choice. While we have previously installed roof top solar on both recreation facilities, the new ZMF is a turning point for Zorra in purpose built sustainable infrastructure. The new Zorra Municipal Centre (ZMC) in Thamesford (expected to be complete in spring 2024) will have solar panels on the roof and is intended to be Net Zero. These buildings cost residents less to build and operate, and means we are doing our part to fight pollution and climate change."
>
> — MAYOR MARCUS RYAN, TOWNSHIP OF ZORRA (WARDEN, OXFORD COUNTY)

Are there plans to incorporate more zero-carbon designs in Township in the future?
As mentioned, Zorra Township has a previously existing commitment to use 100% renewable energy by 2040. As an example, the new Zorra Municipal Office in Thamesford, expected to be complete in spring 2024, will have solar panels on the roof and is intended to be Net Zero.

Is there anything else you would like to add?
We had quite a mild fall and up until the second week of January we really didn't know how well the geothermal heating system would keep up to the heating demand of such a large open space.

Furthermore, the additional intent of this building was that equipment would be shut down indoors instead left running outside, thus reducing idle time, costs, and environmental impacts.

Our concerns were that in extreme cold temperatures and high winds with doors being opened and closed coupled with cold equipment covered with snow and ice that the heating would not keep up, equipment would not thaw out.

Much to our delight during the cold snap in January the shop maintained 65 degrees and the floor heating system melted and dried the equipment between every shift.

Here at AORS we have started a new feature in ADVANCE that allows municipalities to showcase a new project in their municipality they are proud of and would like to share with other members. If you have a project you would like featured, send an email to Kelly Elliott, Marketing and Communications Specialist at kellyelliott@aors.on.ca.

PROTECTING MUNICIPAL STAFF FROM ABUSE AND HARRASSMENT

BY **KELLY ELLIOTT**, MARKETING AND COMMUNICATIONS SPECIALIST

Did you know that municipal Councillors fall outside of the employer-employee relationship? This means if, or when, they are found to have violated Codes of Conduct, imposing sanctions can be impossible.

In 2018, the Ontario Municipal Administrators' Association released a poll of their members that showed the real extent of the problem—77% of respondents reported harassment and bullying by elected officials with 76% stating that had personally been at the receiving end of harassment by a member of council. We are confident in sharing that these statistics have not resolved. As there are no consequences for their actions, the mistreatment of staff by some only continues.

Municipal staff should have the right—as any other worker in Ontario—to a safe and respectful workplace environment. Abuse and harassment come from the public at alarming rates, and municipal staff should have the support of elected officials to turn to, not more abuse and harassment. Additionally, at a time when we are experiencing labour shortages and trying to attract more people into municipal public works, this is just another challenge we face when showing the benefits the municipal sector showcases.

A non-partisan group has called "'The Women of Ontario Say No' has been working to bring to light this issue, and its advocacy has brought over 220 municipalities to pass a resolution supporting the need for legislation. The Women of Ontario Say No is a formal advocacy effort, was borne out of a real situation that negatively impacted real people. The Women of Ontario Say No's founder, Emily McIntosh says, "the good news is, this IS an issue we can address. However, it needs to be prioritized by government to get it done. The liability is live presently and the examples of why it is needed only grows. Zero tolerance for violence and harassment can't simply be something we say- we need to come together as a larger community to ensure violence and harassment has no place in the workplace- irrespective of positions of power. We are all people. We should all be held to the same standard of how we treat each other. When we do this, everyone wins."

On behalf of the Executive Committee and Board of Directors, AORS submitted a letter to the Minister of Housing and Municipal Affairs calling on the Province of Ontario to enact legislation that protects municipal staff from the abuse and harassment by elected officials, and that has the ability to provide meaningful sanctions that can be imposed to those municipal elected officials who are found to violate codes of conduct with their actions. With this letter, we join other municipal associations such as Association of Municipal Treasurers and Clerks of Ontario (AMTCO), Association of Municipalities of Ontario (AMO) and more, as well as having motions passed by over two hundred municipal Councils across the province.

AORS has extended the offer to work with the Ministry of Housing and Municipal Affairs as a stakeholder in the development and future implementation of this legislation. We will keep our members informed on how the Province of Ontario moves forward with this.

Emily McIntosh
Founder, Women of Ontario Say No

EXECUTIVE DIRECTOR'S MESSAGE

Every month or so, Dennis O'Neil, Christie Little, Kelly Elliott and I get together to review the upcoming Local Association meetings and other events on the AORS Calendar and decide who will attend what. While it's not always feasible, we try to have someone from AORS be present at all Local Association meetings.

With 30+ LAs, and many other events to cover, that can be challenging. We try to rotate so we each get to experience as many different LAs as possible. It may seem redundant when each LA has a representative who sits on the AORS Board of Directors, and they are very capable of reporting to their members what's happening at the provincial level. Just as they are very effective at representing their LA members on the AORS Board. But it's not all about reporting. It's about engaging.

We use the ADVANCE newsletter, our weekly e-newsletter, and regular social media posts to keep our members updated on upcoming events, training opportunities, important deadlines, career opportunities, and other topics of interest. Yes, these are still variations of "reporting", the one-direction transfer of information. And not everyone has the time to read these, assuming they actually get delivered to your mailbox or inbox. But when you're in the same room as someone, you're much more inclined to listen. I often get the most useful information from the informal conversations over lunch, or a roundtable discussion after the official business of the meeting has concluded. I find it's also easier to retain this information when I can put faces to the names and the voice.

So what's my point? We all have heard about and understand the importance of networking. Yet when we get bogged down with the endless emails, paperwork and deadlines, it's easy to justify skipping that non-mandatory LA meeting and just keep our nose to the grindstone. But is that really what will help in the long run? So often at an LA meeting I hear members exchange information about how they dealt with an issue that no doubt others are also struggling with. There will be discussions about sharing resources, working together to find efficiencies. If nothing else, relationships are established that members can lean on when something comes up in the future. So even if there's nothing on the agenda that seems that important right now, attending your LA meetings will pay dividends down the road.

Networking isn't limited to your LA meetings. It can also happen at training sessions, trade shows, your local and the provincial Roadeos. You just have to show up. And engage.

And while an online meeting or training session is a distant second to in-person when it comes to networking, you can still try to make the best of it. Turn your camera on. Exchange contact info with other participants you seem to have something in common with. And follow up.

If you are a manager or supervisor, I recommend you also approve your staff to attend meetings and events and encourage them to network with their peers.

If you're not a member of a Local Association but would like to be, contact the office and we'll work with you to see if we can get one established in your area. Or point you in the right direction.

I hope to see you at a meeting or other event in the near future. Plan to attend the AORS Municipal Public Works Trade Show in Cornwall on June 5-6, and be sure to stop at the AORS booth to say hello.

John Maheu
Executive Director

"We all have heard about and understand the importance of networking. Yet when we get bogged down with the endless emails, paperwork and deadlines, it's easy to justify skipping that non-mandatory LA meeting and just keep our nose to the grindstone. But is that really what will help in the long run?

INTERNATIONAL WOMEN'S DAY
MARCH 8TH

On March 8th, AORS celebrated International Women's Day on our social media, and our weekly e-newsletter. The campaign theme for International Women's Day 2024 was Inspire Inclusion. Much of the work that AORS has done advocating youth to consider careers in public works is inspiring them with everything public works offers. With that, when we inspire others to understand and value women's inclusion, we forge a better world. And when women themselves are inspired to be included, there's a sense of belonging, relevance, and empowerment.

If you have young girls in your lives who have interests that include public works opportunities, show them examples of trailblazers, like the women shown here, and that they do belong in this industry. Collectively, let's forge a more inclusive world for women in public works!

Visit our website for more examples of women in public works! Did you celebrate IWD in your municipality or company? Send photos to Kelly Elliott, Marketing and Communications Specialist, at kellyelliott@aors.on.ca to be featured in the next newsletter.

Karla Musso-Garcia
CRS-I

Manager, Operations,
Township of Oro-Medonte
(2nd Vice-President, AORS)

"I enjoy working in Public Works because we are responsible for the well-being of the communities we serve. As a part of Public Works, we have a direct impact on the environment people live in, and we strive to ensure that the communities are safe for everyone. It's vital that we encourage more women to consider a career in Public Works and help shape the services provided in their communities."

Chantal Robertson

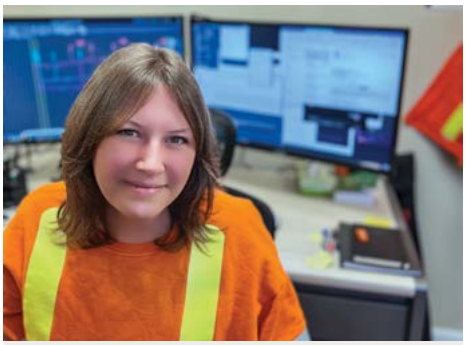
Patrol Supervisor,
Miller Maintenance,
The Miller Group

"If men can do it, so can we. I grew up in mechanic shops working on cars since I was a little girl, always getting my hands dirty and that's when I knew I wasn't afraid to take up some space out in the field. I couldn't wait to challenge myself, break barriers, defy the stereotypes, and leave my mark on the world. Women are strong, resourceful, and JUST as capable. Don't be afraid to feel different, be extraordinary!"

Kristi Van Kessel **CRS**

Senior Project Manager
GTA, Miller Maintenance–
Durham

"I started in this industry 24 years ago because I loved the idea that I was helping keep people safe on the roads. Every day is different and whether it's plowing snow, cutting grass or fixing signs—we are the reason people get where they need to go and that's a pretty amazing thing to be able to do. I've seen this industry change a lot since I joined and it's becoming more and more welcoming for women to be a part of and I have met so many amazing people that have become friends along the way. I hope to continue to inspire and encourage young women to consider this as a career because it is very satisfying and what we do matters—not to mention it's a lot of fun too!"



Rose Lauder

Engineering Technologist, Town of Saugeen Shores

“Public works is the best place to work as I do what I love while making a positive difference to the community and I get to see the results of my work every day.”

Taylor Marshall

Operator/Winter Works Coordinator, Miller Maintenance, The Miller Group

“Don’t be afraid to go against the grain. I’ve learned to be the exception and to embrace the challenges of working in a male-dominated field. My job poses new, exciting challenges every single day; no task is the same as the one before, but I tackle every one with the same attitude: go big or go home. Being a woman in a male-dominated field is about more than just your gender; it’s the collaboration of unique and powerful women from all walks of life, empowering industries to challenge the status quo.”

Marianne Tikky CRS-S

Senior Manager of Roadways/Parks, City of Niagara Falls

“As I was once uplifted by the unwavering support of women in my profession, I now make it my mission to extend that same support and encouragement to other women. I encourage women to embrace the power within you and join the insurgence of women in public works, where we dismantle barriers and construct opportunities for all of us.”

Alison Kelly

Operations Analyst, Technical & Stormwater Operations, City of Barrie

“Over the last 10 yrs I have been happy to see the number of women in traditionally ‘male dominated roles’, especially in the PW sector, increase and it make me happy for what the future holds for women. Especially my teen girls. A strong woman raised me and may I guide, support and raise strong women in return.”

Jamie McCarthy CRS

Supervisor—Engineering and Development, Town of Saugeen Shores

“I have always enjoyed working in Public Works, seeing new development and reconstruction of roads and utility systems play a significant role in improving the community. Public Works is a fulfilling career for any woman to get into because there are so many avenues to move around within this important service. I strongly believe that having a female voice brings new insights and fosters growth in the public works sector.”

Melissa Abercrombie

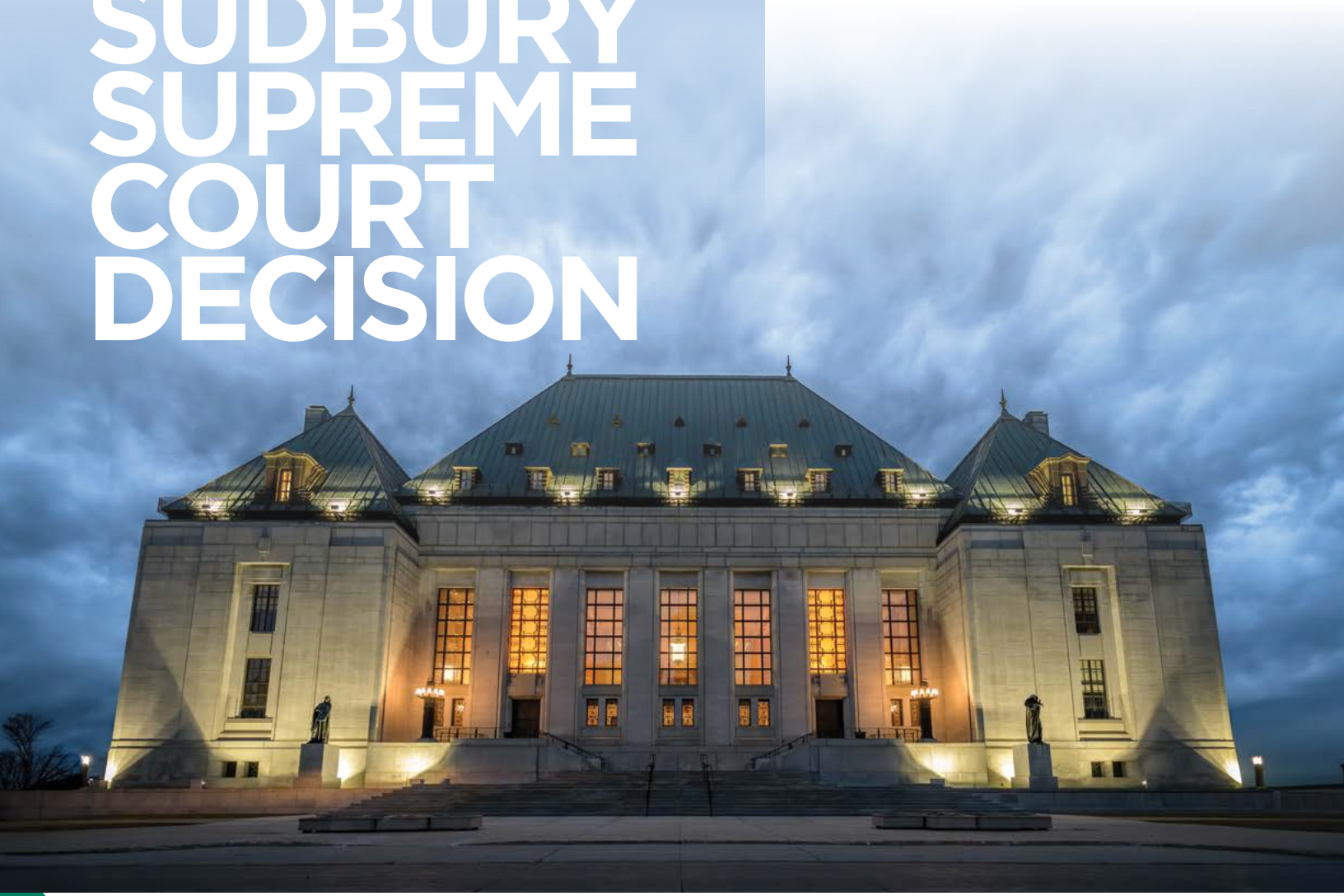
Manager of Engineering Services, Public Works, Oxford County

“Empowering women’s voices in all aspects of Public Work’s environments is important to enhancing the quality of services delivered and the projects constructed, fostering innovation, inclusivity, and sustainable progress for our communities.”

BY **KELLY ELLIOTT**,
MARKETING AND
COMMUNICATIONS
SPECIALIST

IMPLICATIONS OF THE SUDBURY SUPREME COURT DECISION

The Supreme Court of Canada published the long-awaited decision of R. v. Greater Sudbury (City) on November 10, 2023. This landmark decision has a significant impact on how projects are managed in Ontario municipalities by changing the framework, and the liabilities, of "owners," "employers," and "constructors", on municipal projects.



On January 23rd, AORS in collaboration with BFL Canada, hosted an online webinar to discuss the implications of this decision on Ontario municipalities and how to mitigate risks moving forward. We were pleased to be joined by Eric Labelle (City Solicitor and Clerk, City of Greater Sudbury), Jolene Ingribelli (Public Sector Risk Manager, BFL Canada) and Thomas Durcan (Partner, Lloyd Burns McInnis LLP) as panelists who provided their expert opinions and advice to those who joined the webinar.

Key details of the case include:

1. The City of Greater Sudbury put out a tender for a construction project for road and water main repairs. The general contractor agreed to serve as the "constructor" for the project, therefore, assuming control over day-to-day management of the project. As is very typical in municipal tenders such as this, the contract between the City and the general contractor called for minimal involvement from the City.
2. In September 2015, a grader operated by an employee of the contractor struck and killed a pedestrian. The contractor was charged and prosecuted as the "constructor"; however, the City was also charged for breaching its obligations as a "constructor" under the OHSA, and more notably, breaching its obligations as the "employer", despite its involvement on the project being limited to occasional visits by the City's contract compliance inspector.
3. The Provincial Offenses Court judge acquitted Sudbury, stating that it was not an "employer" in the project, and therefore, had acted with due diligence. The Ministry of Labour appealed to the Provincial Offenses Appeal Court, which upheld the decision. The Ministry of Labour then appealed to the Provincial Court of Appeal, which overturned the decision, finding in fact that the City was an "employer".
4. The City then appealed to the Supreme Court of Canada, and the case was argued a year ago. The decision released showed a 4/4 split of the judges, resulting in a rejection of the appeal. This means, the Supreme Court of Canada has found that the City is in fact an "employer" in relation to the project, and therefore charged and prosecuted by the Ministry of Labour.

The R. v. Greater Sudbury (City) will bring about a significant shift in how Ontario municipalities will need to approach their operations, particularly in terms of managing contractors involved in projects. For decades, municipalities have successfully managed risks associated with OHSA violations by ceding the control of projects to reputable general contractors. However, the Supreme Court decision defies that practice now.

> **"This decision highlights the importance and need for municipalities to have a strong risk management plan in place. We suggest this includes a review of your municipality's current contract templates with legal counsel to ensure there is a clear division of responsibilities between parties and expectations of the vendor with respect to occupational health and safety regulations."**

The decision essentially places a greater responsibility on municipalities to proactively assess and manage the safety practices of contractors, suggesting a more hands-on and vigilant role in overseeing projects to prevent incidents like the one described in the case. It also underscores the importance of legal considerations in shaping safety management programs, recognizing the potential legal consequences for municipalities if safety standards are not met.

These operational changes collectively underscore a shift toward a more proactive and preventative approach to safety management. Municipalities should consider implementing a stringent process for selecting, monitoring, and if necessary, disciplining contractors to create a safer working environment and mitigate legal risks.

Jolene Ingribelli, Public Sector Risk Manager for BFL Canada, explains "(f)rom a risk management perspective, this decision highlights the importance and need for municipalities to have a strong risk management plan in place. We suggest this includes a review of your municipality's current contract templates with legal counsel to ensure there is a clear division of responsibilities between parties and expectations of the vendor with respect to occupational health and safety regulations. It will be important for procurement to ensure their processes are being followed, such that vendor contracts or purchase orders are in place with your municipality's terms and conditions including appropriate insurance requirements, WSIB, indemnification clauses etc. We also recommend that your municipality revisit their internal training and that staff are appropriately trained on established policies and procedures. If your municipality does not currently have a Vendor Management Program or similar system in place, consideration needs to be given to implementing this type of program that ensures there is appropriate vendor pre-qualification, and monitors vendor performance e.g. violations or safety breaches and that corrective actions were taken. Municipalities need to exercise a level of due diligence with respect to on site health and safety which is commensurate with their level of resources and experience. Record keeping becomes increasingly important to show that your municipality took all reasonable precautions to protect the health and safety of workers and to establish a due diligence defence, if needed."

If you would like a copy of the webinar and/or slide-deck from the webinar, please contact kellyelliott@aors.on.ca.

LOCATES UPDATE

BY **KELLY ELLIOTT**, MARKETING AND COMMUNICATIONS SPECIALIST

On November 22, 2023, The Ministry of Public and Business Service Delivery tabled Bill 153, Building Infrastructure Safety Act, 2023 with proposed changes that included most substantially, the prohibition of underground owners/operators from charging for locates. Currently, the One Call Act does not explicitly authorize or prohibit charging for locates, however, the proposed changes would make it clear and prohibit these charges.

Here at AORS, we would like to thank you for your support in advocating for this issue, and having your elected officials pass motions supporting this endeavour.

Also included in Bill 153 will be a better alignment of Ontario One Call powers and responsibilities with other administrative authorities, removing duplicative recourse provision (Section 17(1)c) and enhancing regulation-making authority and make consequential amendments.

On February 12, 2024, AORS appeared before the Standing Committee on Justice Policy for the provincial government to speak in favour of Bill 153 and again, share the support of our members for prohibiting the charges for locates.

It is important to note that outside and separately from the Building Infrastructure Safety Act, 2023, the Ministry will be proposing multiple changes to provide more flexibility and enhance efficiencies in locate deliveries. An example of this was included in our November 14th e-blast update to members where the Ministry is proposing the longer time limit to address stakeholder concerns with meeting standard locate time limits from five business days to ten business days for large projects. The Ministry is also proposing regulatory changes to establish process obligations for excavators when submitting large project locate projects.

In order to stay up to date with all advocacy updates, please sign up for the e-newsletter and follow us on social media! If you have any questions or concerns, or have an issue or concern you believe AORS should advocate for, please contact Kelly Elliott, AORS Marketing and Communications Specialist at kellyelliott@aors.on.ca, or have your AORS Representative bring it to the next Board of Directors meeting.

JOHN PARSONS

John Parsons, CRS, retired as the Division Manager of Road Operations in the City of London in 2023, and will be receiving his Long Service Award during the Annual General Meeting held on April 22nd at 1:30pm during the Good Roads Conference. John is also the out-going President of Good Roads.

Q Thank you, John, for taking the time to talk to us. Much of our advocacy at AORS has been attracting youth to consider a career in public works. How did you get started in your career and what led you to the municipal sector?

A I attended Fanshawe College for Civil Engineering Technology. During that time, I was fortunate to work for the City of London during the summers with the Road Operations group. Once I received my diploma, I moved to Sudbury for 2 years and worked for a consultant as an Engineering Technologist. I gained experience as a construction inspector; help build Maintenance Management systems and honed my computer aided drafting skills. That experience led me to apply for a position at the City of London as an Operations Technologist in the Public Works Division, which then led to a career in Road Operations management. I was happy to move home to London and help my community.

Q What has been the most rewarding part of your career?

A I was fortunate that the City of London supported continuous improvement through educational courses, conferences, and volunteering with Associations. The most rewarding part was managing winter operations. I believe that there have been more technology advancements in the last two decades than the last century. With the support of City Council, London endorsed and implemented the latest technology and technics including, automated spreader controls, salt management plan, winter liquids, training and communicating our winter maintenance plans through social media. It was rewarding to not only implement these changes, but to also speak about them at conferences across North America and share London's experiences.

Q What advice would you give to someone getting started in their municipal career, or looking to start a municipal career?

A Have a look at what you can learn from associations like AORS and Good Roads to help develop your career. Attend workshops, equipment trade shows (like the AORS Public Works Trade Show) and network with anyone and everyone that you can. A municipal career is most rewarding- you are helping your community by providing essential services that are used and relied on daily to make your community safe and protected.

Q You have your Certified Road Supervisor designation. Why was it important for you to get your CRS?

A CRS designation defines you as a public works professional. The courses and experience that are required for this designation give you a substantial knowledge base in the Public Works sector.

Q Other than most leadership positions requiring (or recommending) a CRS designation when applying, what other reasons would benefit those looking at starting their CRS?

A The CRS designation is an important part of the qualifications for Road Operations Supervisors at the City of London. The designation adds credibility to the role. We also encourage staff that are pursuing advancement to join as an associate and continue to learn by progressing through the levels. For example, some courses provide hands on skills and real-life experiences that you won't find at college.

Q You have always been a proponent of education and training, both at Good Roads and AORS. What advice do you have for public works managers and supervisors when it comes to training for their staff?

A At college you learn theory, but through Good Roads and AORS you learn practical and tested processes from highly qualified instructors that have experience in real life scenarios. The instructors provide you with strategies to work through issues that may not be "textbook" problems, and help you think outside the box for solutions.

Q One of the biggest hurdles when it comes to education and training is budgets—it's usually the first line item to take a cut during Council deliberations! How have you handed this in your career?

A Budget pressures will always exist. I believe that what you learn from courses and conferences can save more than the cost of attending those events. For example, applying new technologies for winter salt use has saved our municipality money. The transfer of knowledge that happens between attendees and relationships that are built while attending courses and conferences benefits the municipal department and the taxpayers and that can be highlighted to Council during budget deliberations.

Q Do you have any last parting advice for those in municipal public works?

A I was fortunate to work for the City of London with a team that provided daily services like, winter maintenance, street sweeping, traffic control, road, sidewalk and all other surface 'right of way' maintenance requirements. Embrace the work and services that your team does and thank them for providing the necessary every day services for a safe and vibrant community. I'm thankful I was able to do my piece and keep London moving.

LA News

SUBMIT YOUR LA NEWS OR ANNOUNCEMENTS

to be featured in the newsletter and/or on AORS social media

CONTACT
kellyelliott@aors.on.ca

City of Cornwall

Tommy Sauve CRS speaks to a class of kids who came on a class trip to learn more about public works in the City of Cornwall!

Niagara Road Supervisors Association

At AORS, we have seen some local associations struggle to come back after the pandemic to the thriving local association they used to be, and for various reasons. In 2023, Niagara Road Supervisors Association put in their notice to AORS that they would officially be folding the local association. However, in working with the region, we are thrilled to say that on Tuesday January 30th, 2024, the Niagara Road Supervisors Association made a comeback with a meeting that over 60 people attended. Even more, the new local association easily filled all of their Executive positions.

AORS is here to support our local associations, and if you would like assistance reviving your local association, or starting a local association in an area where one does not exist, contact Dennis O'Neil, Member Services Coordinator at dennisoneil@aors.on.ca.

Lambton County Road Supervisors Association

Glen Hamill, CRS, LCRSA Treasurer presented a cheque to the Inn of Good Shepard as a donation from the LCRSA during the holiday season. The Inn of Good Shepard in Sarnia provides a Food Bank, Soup Kitchen, Rent & Utility Assistance for Lambton County residents, The Haven (a short-term shelter for young adults between the ages of 16-21), The Good Shepard's Lodge (emergency shelter for the unhoused), and more! They rely on donations like this one from the LCRSA to operate.

Our 32 Local Associations (LA) are the basic 'close to home' organizational element of AORS.

AORS COMMUNITY

They offer our members immediate, easy and cost-effective opportunities to:

- Participate in activities and events
- Utilize their right to vote and hold office
- Attend educational programs
- Network with colleagues and peers in a professional setting
- Exchange public works technologies/trends with colleagues, and
- Help support and promote our Association.

These stories are the best examples of the LA contribution to our Association and to our communities!

Elgin and Middlesex Joint Meeting

There was an excellent turn-out to the Oxford, Elgin and Middlesex Joint Meeting in November. Here, City of St. Thomas Mayor Joe Preston greets attendees.

1

2

PWLDP Certificates of Completion

1 AORS President Mike Alcock presents Ryan DeSutter CRS with his PWLDP Certificate of Completion.

2 AORS President Mike Alcock presents Matthew Teeple CRS-I with his PWLDP Certificate of Completion.

3 AORS President Mike Alcock presents Steve Adams CRS with his PWLDP Certificate of Completion

4 AORS President Mike Alcock presents Richard Daniel CRS-S with his PWLDP Certificate of Completion

3

4

Huron-Perth Joint Meeting

AORS President Mike Alcock brings greetings at the Huron-Perth Joint Meeting in September.

Quinte West 'Touch the Truck' Community Event

BY **CHRIS ANGELO**, DIRECTOR, PUBLIC WORKS & ENVIRONMENTAL SERVICES, CITY OF QUINTE WEST

Quinte West 'Touch the Truck' gives kids, families and community members the chance to get up-close to many vehicles and heavy equipment that provide important services in our community.

This free community event takes place beside Quinte West City Hall in July each year, and is planned by the City of Quinte West Public Works and Environmental Services Department and the Quinte West Public Library (QWPL). Together with community partners including CFB 8 Wing Trenton, Hydro One, Quinte West Fire, Quinte West OPP, and Quinte Transit, the event features over 40 vehicles and heavy equipment including backhoes, a bucket truck, cranes, dump trucks, loaders, snow plows and tractors, an ambulance, fire truck, police car, motorcycle and boat, military vehicles, transit busses, vacuum trucks, and more!

The annual event is a community favourite, welcoming more than 1,800 attendees over five hours, and provides the City with a valuable engagement opportunity to connect with children and youth, and raise awareness for public service career opportunities and jobs in the City's operations division. Kids have the chance to climb in or onto many of the vehicles, and City staff and representatives from the community partner organizations are on hand to answer questions and share information about services they provide to the community.

The 2023 event also featured an RCAF airplane flyover and parachute jumps by Canadian Forces Search and Rescue (SAR) technicians, and information booths hosted by Quinte West Tourism, the QWPL, and other community organizations. This year's 'Touch the Truck' event is tentatively scheduled for July 24, 2024.

Middlesex County Road Supervisors Association

President Jarett Hoglund and Middlesex County Warden Aina DeViet presented cheques to various charities through donations from the profits of the 2023 AORS Annual Public Works Trade Show hosted by MCRSA in Strathroy, Ontario. The MCRSA donated a total of $38,500 to 7 different charities.

MCRSA would like to thank all of the exhibitors, sponsors, volunteers and attendees for a successful trade show!

SUMMER JOB POSTINGS

Are you hiring a summer student position? New this year to coincide with all the work AORS is doing for promoting careers in public works to our youth, we are offering job postings AT NO CHARGE to municipalities who have members in good standing with AORS.

If you would like to have your summer student position promoted on our website and social media, contact Kelly Elliott, Marketing and Communications Specialist, at kellyelliott@aors.on.ca.

JOB POSTINGS

Does your Human Resources department, or those responsible for job postings, know that AORS provides its members an opportunity to promote career opportunities across the province in municipal public works? These positions can include roads, engineering, construction, parks and recreation, water and wastewater, and more!

In addition to advertising your job posting on our online Job Board, we also include it in our weekly e-newsletters and on our social media platforms. We offer this service at a reduced rate for municipalities who have employee(s) who are good standing AORS members, and at a much lower cost in comparison to other municipal associations!

If you have a job posting you would like advertised with AORS, email the office at admin@aors.on.ca

PWAzone

Public Works Academy Training + Professional Certification

TRAINING UPDATE

BY **CHRISTIE LITTLE**, AORS PROGRAMMING & TRAINING COORDINATOR AND **DENNIS O'NEIL**, AORS MEMBER SERVICES COORDINATOR

Our 2024 AORS education programs have kicked off to an excellent start, receiving positive responses from participants. As we move forward into the spring season, the momentum shows no sign of slowing down. Our upcoming schedules are quickly filling up, indicating a strong demand. Even bookings for our very popular Book 7 Traffic Control course which hit a new record in 2023 at over 1,000 trainees continues to be strong into spring of 2024.

We're thrilled to announce that this year we've expanded our location offerings for in-person PWLDP modules in addition to online options, a commitment we made in 2023 to getting back on track and serving our members better than ever. Moreover, we're excited to unveil our module revisions. While not a major overhaul of content, these revisions represent a refresh in style, language, and incorporation of current best practices. We're dedicated to ensuring that our programs not only meet but exceed industry standards, providing participants with the most relevant and up-to-date information available.

The addition of the new ½ day Chipper Training course and the Book 7 "Unplanned Events" have been well received with many municipalities and fire departments engaging in these courses. As we present the Unplanned Events course to first responders across the province, we are hearing from participants how important proper traffic control is in emergency situations and they are very positive about this offering.

We are excited to announce some new additions courtesy of our partners at SWANA. Alongside existing offerings like Landfill Fire Safety, Landfill Operations Basics, and Household Hazardous Waste Operator, they're introducing Operations of Collection Systems and Transfer Station Operator which can be found in the AORS Training & Professional Development Program or their website: **https://swanaontario.org/education**.

As always, we appreciate the continued positive reception and remain dedicated to delivering high-quality programs that meet the evolving needs of our members. With each event, we aim to foster learning, collaboration, and innovation within the AORS community. With the everchanging scope of legislation, if you have suggestions on courses or workshops you would like to see offered from AORS, we are always happy to consider your needs and encourage you to contact AORS staff, AORS Member Services Coordinator, Dennis O'Neil, dennisoneil@aors.on.ca or AORS Programming & Training Coordinator, Christie Little, christielittle@aors.on.ca.

THE AORS VALUE PROPOSITION

To all those invested in public works training and professional development, AORS aims to meet the needs of our members by providing the following:

AORS EXPERTISE

- 60+ training courses designed and delivered through a variety of options/formats
- Cooperative Local Association/LA (i.e. close-to-home) programs to reduce fees for courses, seminars and professional development programs
- Customized adult 'peer to peer' learning experiences to accommodate specific needs
- Strategic cooperative agreements with other professional and private sector organizations (e.g. OGRA, SWANA) to deliver a wide range of cost-effective, high-quality programs
- Volunteer Education Committee and Certification Board to organize and approve all training and professional development programs
- Professional training and human resource development staff committed to quality control and on-going improvement
- Public works career professional development paths with clear guidelines to ensure verification of public works expertise and improved employability

Municipal Equipment Operator Course

BY **CHRISTIE LITTLE**, PROGRAMMING AND TRAINING COORDINATOR AND **KELLY ELLIOTT**, MARKETING AND COMMUNICATIONS SPECIALIST

Note: *In writing this article, we have yet to hear any announcements regarding the Skills Development Fund. We are hopeful and cautiously optimistic that during the time of sending the newsletter to print and it arriving in your hands, we will have a definitive answer as to whether or not we were successful in obtaining the grant.*

The need for a Municipal Equipment Operator course has been discussed long before our arrival at AORS, however, we were excited to take on the opportunity when the Board of Directors expressed interest in moving this project forward.

We were excited to jump at the opportunity to work with Gary Danner and Heather Carey at Fanshawe College's Corporate Training Solutions to brainstorm exactly what we were looking for, and that led us to the application through the Skilled Development Fund to put everything to paper. Through the survey we completed in September 2023, we had a good understanding of the core training pieces that municipalities are looking for when it comes to entry-level positions and the challenges that municipalities face. We know having someone come to your municipality already with their DZ license is one of the biggest challenges, so we knew we would have to find a solution. Because of that is why we partnered with Fanshawe College on this project, as they are they only publicly-funded post-secondary institution who can not only do the DZ training, they are qualified through the Ministry of Transportation to administer the road tests—making them a one-stop shop in getting your DZ license. Having students graduate from the program with their DZ license is a huge opportunity that opens the municipal doors for the students.

In addition to their DZ license, our proposal has students being trained on the operation of municipal heavy equipment such as a grader and snow plow, basic equipment maintenance, relevant municipal and provincial legislation, Book 7 training, chain saw safety training, soft core skills such as conflict resolution and working with the public, and more. Our application proposes sending a total of 36 students (3 cohorts of 12 students) through the program. It will be an intense 8-10 week program for the students, but we are confident they will come out prepared to work in any of our municipalities.

As mentioned, we partnered with Fanshawe College because of their ability to administer DZ training and licensing. While it is not the most convenient location for everyone in the Province, our grant application must ensure that there is no cost to the students. Therefore, the grant would cover the accommodations, travel and food for a student to travel to London, ON to complete the course. Furthermore, should we have significant interest from the Northern or Eastern Ontario to run an entire cohort in a conveniently located area for all the students, we would look at offering the program in those areas specifically and having instructors travel.

As part of the funding if we are successful, AORS will undertake hiring a contract Project Coordinator to oversee the development of the course, overseeing the administration of the project as well as doing all of the reporting to the Ministry.

This is an extremely important program and we are cautiously optimistic to have the support of the Minister of Labour, Training, Immigration and Skilled Trades in approving our application.

Watch for more information as this project progresses. If you have any questions or concerns, please contact Christie Little (christielittle@aors.on.ca) or Kelly Elliott (kellyelliott@aors.on.ca).

1941 TOTAL CERTIFIED
TO DECEMBER 2023

The Provincially recognized designation of Certified Road Supervisor (CRS) is well recognized and respected throughout the public works industry in Ontario. Each quarter the AORS Certification Board considers applications from public works professionals to obtain their CRS designation. The various levels of certification require a specific number of years of roads related supervisory experience as well as designated courses. AORS, in cooperation with Good Roads, have strived to make these courses available through the pandemic, to allow individuals to continue to pursue their CRS certification or to advance to various levels of designation. The following lists represent those individuals who have been granted certification or reclassification over the last year.

Congratulations to all!!

Certified At Certification Board Meeting December 1, 2023		
Renzo Baldassi	City of Barrie	Assoc. R.S.
Stephen Banic	City of Mississauga	CRS
Jason Condon	Twp. of Douro-Dummer	CRS-I
Michael Cordi	City of Mississauga	CRS
Mike Dakin	City of Welland	CRS
Richard Daniel	Reg. Mun. of Niagara	CRS-S
Matthew Dow	City of Toronto	CRS-I
Daniel Ferrari	Town of Caledon	CRS
Al Foster	Township of Norwich	CRS
Kyle Goss	Twp. of Centre Wellington	CRS
Donald Hastings	County of Huron	CRS
Paul Hawkes	City of London	CRS-S
Nathan Herrington	City of Cambridge	CRS-S
Dustin Howard	Township of Horton	Assoc. R.S.
Dana King	Town of Milton	CRS
Alex Laros	City of Woodstock	CRS-S
Dave McCarthy	Town of Deep River	CRS
Robbie McClure	County of Huron	CRS
Christopher Moffat	City of Hamilton	Assoc. R.S.
Andrew Reynolds	County of Simcoe	Assoc. R.S.
Dan Rose	Reg. Mun. of Waterloo	Assoc. R.S.
David Shirreffs	Town of Halton Hills	Assoc. R.S.
Andrew Sleegers	Mun. of Central Elgin	CRS-S
Kris St. Thomas	Mun. of South Dundas	CRS
Paul Stevenson	Twp. of Southgate	CRS-I
Matt Teeple	Twp. of Malahide	CRS-I
Mike Timmins	Township of Minden Hills	CRS-I
James Turnbull	Town of Midland	CRS
Darren Umpherson	County of Lanark	CRS-I
Dan Wood	Mun. of Lambton Shores	CRS-I
Amber Zarzycki	City of Guelph	Assoc. R.S.

START YOUR CERTIFICATION

Associate Road Supervisor

- Successfully completed T.J. Mahony Road School courses (Construction and Maintenance) **OR**
- Three (3) years of significant roads related supervisory experience but has not completed T.J. Mahony Road School courses.

CRS Certified Road Supervisor (CRS)

- Successfully completed both sections of T.J. Mahony Road School (Construction and Maintenance) OR successfully taken the challenge exam through AORS; **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Local Government, Leadership and Customer Service (or approved equivalent modules e.g. Loyalist College Municipal Leadership); **AND**
- A minimum of three (3) years significant roads related supervisory experience.

CRSI Certified Road Supervisor—Intermediate (CRS-I)

- Satisfied the CRS requirements; **AND**
- Successfully completed two mandatory C.S. Anderson School Courses: Managing Human Resources **OR** Effective Management **AND**
- Successfully completed Municipal Health and Safety or approved equivalent program; **AND**
- Successfully completed one approved specialized course of your choice; **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Financial Management and Talent Management (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- A minimum of five (5) years significant roads related supervisory experience.

CRSS Certified Road Supervisor—Senior (CRS-S)

- Satisfied the CRS and CRS-I requirements; **AND**
- Successfully completed mandatory course: Basic Report Writing and Presentation Skills (C.S. Anderson Road School) (or an approved equivalent); **AND**
- Successfully completed the PWLDP modules (minimum passing grade 70%): Process Management, Continuous Improvement and Communications (or approved equivalent program modules e.g. Loyalist College Municipal Leadership); **AND**
- Successfully completed two other approved Technical/Management courses of your choice; **AND**
- A minimum of seven (7) years significant roads related supervisory experience.

PWAzone

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER

5 BENEFITS OF BEING A REGULATED PROFESSION

CRS

1. Confirms the importance of the profession
2. Increases public trust in the profession
3. Increases career opportunities in the marketplace
4. More consultation by government on related policy issues
5. More credibility as public works experts

CRS PROFESSIONAL DEVELOPMENT PROGRAM

education+experience

The Certified Road Supervisor (CRS) is a legislated, widely recognized and highly successful professional public works accreditation. The CRS program is designed to raise professional standards, improve individual performance, and identify professionals who demonstrate the knowledge vital to public works management.

AORS has the exclusive right to use the CRS designation. Our accreditation program is recognized under provincial statute law.

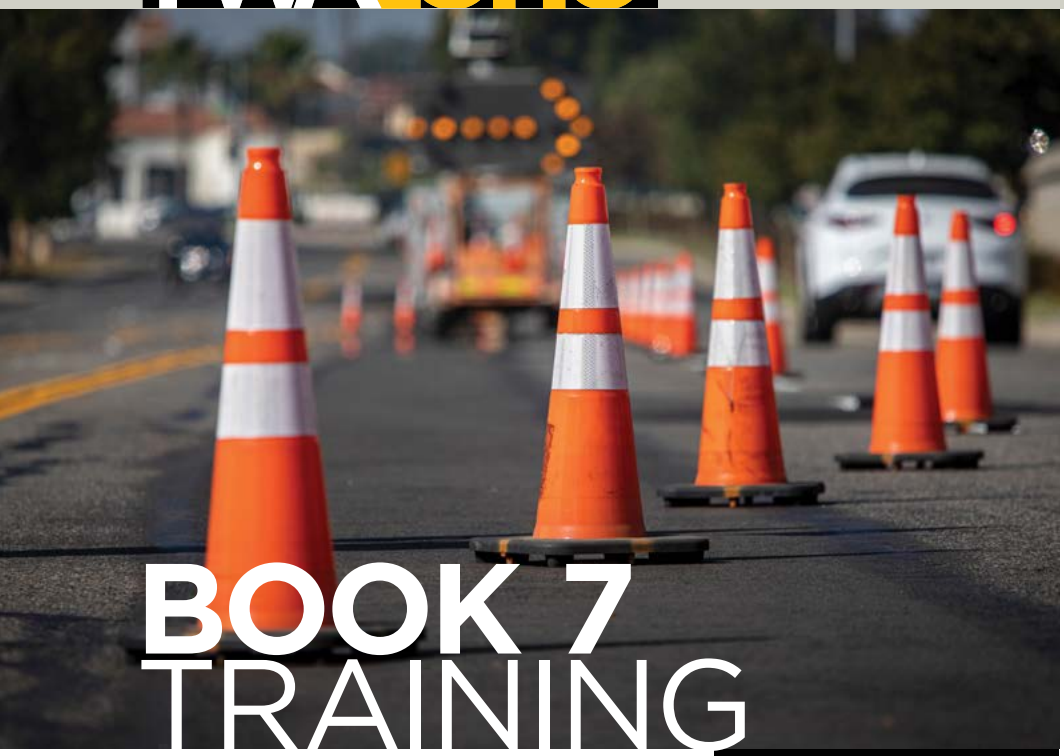
Who is eligible for the CRS?

If you are an employee within the private/municipal sector hired to supervise construction, rehabilitation or maintenance of core civil public works infrastructure, you are eligible to apply for AORS CRS public works professional development accreditation.

5 STEPS TO CERTIFICATION

1. Gain hands-on supervisory experience in the public works industry
2. Expand your experience with training
3. Decide which certification applies to you: complete the application
4. Display your CRS certificate and Code of Ethics
5. Progress to the next level of certification

PWAzone



BOOK 7 TRAINING

Traffic Control and Protection course is designed for all public works employees and contractors who will be responsible for installing, maintaining and removing traffic control devices during construction and maintenance activities.

Online webinar dates have been posted on the AORS website, and are open for registrations! The online sessions are great for municipalities who have a small number of people to train. Additionally, the May dates are great for preparing your student hires for their summer duties. AORS would be glad to send our trainer to your locations for in-person training with the minimum of 20 participants. Dates in the spring months are filling up fast so contact Dennis O'Neil, Member Services Coordinator, if you would like to book an open date!

WEBINAR DATES

April 16: 8:00 am
May 7: 8:00 am
May 8: 8:00 am

PWLDP modules

PWLDP modules are available both in-person and online, and dates are now available with registrations open!

PWLDP modules are pre-requisites for Certified Road Supervisor designations, as well as they are open to any member of your Public Works team to take to enhance their career. For example, the Local Government, Customer Service and Leadership & Supervision are all excellent opportunities for your administration team members to take to better serve both the public and the department.

Visit the AORS website to see all available dates for all modules. If you have any questions about the modules or registration, contact Christie Little, Training and Programming Coordinator, at christielittle@aors.on.ca.

YOUR PROFESSIONAL ASSOCIATION

LEARN MORE ABOUT AORS AT OUR WEBSITE www.aors.on.ca

AORS

RECYCLED PAPER

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