THE NEWSLETTER FOR ONTARIO'S PUBLIC WORKS PROFESSIONALS

ADVANCE

AORS Promoting knowledge ⇒ Pursuing excellence

FALL 2017

PRESIDENT'S MESSAGE

Kevin Boucock, CRS-S, Supervisor of Roads and Drainage Services, Town of Fort Erie, Niagara Road Supervisors Association, has done an outstanding job of getting around the province and attending Local Association meetings and events. As President of AORS Kevin has certainly demonstrated his deep commitment to the organization. With 75% of his term behind him we caught up with Kevin and asked a few questions.

You travelled to many Local Association meetings over the past year. What have you seen at these meetings that encourages you about AORS? Where do you see some room for improvement?

I see a trend to younger supervisors. AORS needs to work hard to get them engaged in the association, listen to their ideas, and to help them to appreciate the benefits of being an active AORS member. I also see suppliers wanting to get more involved at both the local and provincial levels which in turn helps feed information to AORS membership.

I certainly encourage more joint meetings as I believe this will encourage faster and more widespread sharing of information. AORS must also continue to strive to help Local Associations by providing up to date information and supporting them where possible.

Is there one thing you would like to accomplish in the remainder of your term, or is there anything you will continue to work on with the next president?

There are going to be some significant changes to the Public Works Leadership Development Program and I would like to remain involved in the implementation of the renewed courses. I believe it is very important to keep our members updated and continue to provide this integral part of our training program. The delivery of the eight modules in this program is critical to all our members, both the newer younger members and the more seasoned members. I believe where and when we deliver these modules is also quite important to our membership. We need to continue our policy of training close to home. I will make myself available to Rod Cameron, AORS' next President, for whatever assistance he needs.

PRESIDENT'S MESSAGE continued on page 20

> **"AORS needs to work hard to get them engaged in the association, listen to their ideas, and to help them to appreciate the benefits of being an active AORS member.**

INSIDE

2 AORS UPDATE

10 LOCAL ASSOCIATION NEWS

12 PWA ZONE

19 LEGISLATION/REGULATIONS AFFECTING PUBLIC WORKS

Kevin Boucock, CRS-S
AORS President

Association of Ontario Road Supervisors

AORS update

AORS 2017 MUNICIPAL PUBLIC WORKS TRADESHOW WRAP-UP

1 The 2017 Trade Show dignitaries enter the Milverton site on a traditional horse drawn wagon on day one of the show.

(L-R): Joe Reid, CRS-S, Chair of the upcoming 2018 Trade Show in Belleville; AORS President Kevin Boucock, CRS-S; Bob McMillan Perth East Mayor; Bill Wilson, CRS, 2017 Trade Show Chair; Teri White, office of Wellington MP; Randy Pettapiece, MPP Perth County; Mert Schneider Perth County Warden; 2017 Trade Show ambassador John Gloor and Jerry Smith; Milverton Ward Councilor

AORS 2017 MUNICIPAL PUBLIC WORKS TRADESHOW

"It should be noted that PCRSA was incredibly satisfied and humbled by the opportunity to host the Trade Show and to showcase our local pride to the rest of our colleagues and public works industry suppliers. The trade show has strengthened our Association and has provided us with a renewed stability."

2017 Chair Bill Wilson, CRS

2 2017 Ross McKenzie Golf Tournament. Pictured **LEFT TO RIGHT:** Gord Schermerhorn, Mayor of Greater Napanee; Chris Wager, Manager of Roads, Lennox & Addington County; Vern Amey, retired Public Works Director of Greater Napanee; Bill Wilson, CRS, 2017 Trade Show Chair (in the background); Kevin Boucock, CRS-S, AORS President; Dan Fencott, G.D. Jewell Engineering. Gord, Chris, Vern and Dan were the winning foursome.

3 The winner of the 2017 Trade Show best inside booth was Trackmatics. Pictured from left to right are Kevin Boucock, CRS-S, AORS President; Trackmatics President Jay VanRossum; Bill Wilson, CRS, 2017 Trade Show Chairman; and Dallas Rees of Trackmatics.

4 The winner of the 2017 Trade Show best outdoor booth was CRS Contractors Rental Supply. Pictured here from left to right Kevin Boucock CRS-S, AORS President, Scott Jarmuth from CRS, and Bill Wilson, CRS, 2017 Trade Show Chair.

5 AORS Presidents past and present reminisced with retiring AORS Administrative Assistant Shirley Dufton during a luncheon in their honour on Wednesday June 7th at the Trade Show in Milverton.

FRONT (L-R): Current President Kevin Boucock, CRS-S; former Executive Director Bryan Clarke (1997); Lyle Morris (1998); Neil Murray (1978); Dave Weaver (1984); Shirley Dufton; Don Dean (1988 also a past Executive Director); John Cane, CRS-I (2014); and Ralph Campbell (1990).

BACK (L-R): Dennis O'Neil, CRS-S (2009); Darrell Townsend, CRS-S (2015); Paul Dalton, CRS-S (2004-2005), Gary Williamson (1994); Lloyd Nelson (2000), Ken Lauppe (2006); Larry Maddeaux (2007); Ewen McDonald, CRS-S (1999 & 2011); Greg Demers, CRS-S (2016); John Ferguson (2001).

continued

AORS update

2017 TRADE SHOW BY THE NUMBERS

6

1900+ Two-day attendance

139 inside booths

129 outside booths

152 Ross McKenzie Memorial Tournament golfers

10% Perth County Road Supervisors Association will retain 10% of the revenues from the show for future training needs of its members. The remainder of the funds will be donated to local community groups such as the Stratford-Perth Community Foundation, the Perth East Recreation Centre located in Milverton, Lions Club and Optimist Club.

7

"Our Trade Show Committee has been working diligently to provide a great show for everyone. The social events prior to the show will be amazing, Ross McKenzie Golf Tournament, as well as a PRO/AM Style Walleye Tournament in partnership with the QUINTE FISHING SERIES—surely you won't want to miss!"

Dan Chant, CRS-S, District 8 President and TS committee member

6 Delegates visit booths in the main arena floor area.

7 Delegates visiting the 129 outdoor booths were greeted by perfect weather.

SPOTLIGHT 2018
MUNICIPAL DIRECTORY OF PRODUCTS & SERVICES

By mid-January we will print more than 4000 copies of the Spotlight and mail 2000+ copies to members/contacts across Ontario.

The 32nd edition of this popular publication includes:

- 90+ public works supplier product and service categories
- 33 local association (LA) key municipal contact directories
- 33 LA's secretary contact information
- Hundreds of Ontario and Canadian supplier advertisements listed alphabetically and by product category
- Important AORS historical information
- Long-term advertiser lists 5, 10, 15, 20, 25, 30 plus years.

The spotlight committee would like to let suppliers know that the purchase of any add in the spotlight hardcopy magazine will also include the same ad in an electronic version on the AORS website.

As we wrap up another Spotlight campaign, I would like to take this opportunity to thank the Spotlight Committee and staff members for their dedication and hard work in helping to promote and produce another edition of this most informative municipal publication.

With the continuing support all of our knowledgeable and professional suppliers we are able to supply our municipal employees the most current and up to date products and services the industry has to offer.

Remember the success of Spotlight does not rely solely on this committee or supplier support, but the support of the AORS membership as well. Therefore, we encourage all our members to communicate with the suppliers when purchasing product and let them know "You saw their ad in the Spotlight Magazine". And if you're approached by a supplier who doesn't advertise in Spotlight, point to the yellow pages and show them all the potential customers they're missing.

Larry Maddeaux, Co-chairman of the Spotlight Committee

The 2018 Provincial Truck Roadeo will be hosted by Grey County Public Works Association at the Bayshore Community Centre in Owen Sound.

AORS 2017 Provincial Safety Truck Roadeo Wrap-Up

This year's event was hosted by the Eastern Ontario Road Supervisors Association in Cornwall at their beautiful Civic Complex on the St. Lawrence Seaway. Paul Rochon, CRS, and his committee did a fantastic job of hosting the event and the weatherman cooperated fully.

Driver of the year was Coulter Cahill (Township of Adelaide Metcalfe / Middlesex County Public Works Association) with a score of 364 points out of a possible 370. Close behind him was first runner up Evan Shaw (City of St. Catharines / Niagara Road Supervisors Association) with 356 points and second runner up Jerry Henry (Bruce County / Bruce County Road Supervisors Association) with 355 points.

It is amazing to see the precision and skill of all the drivers participating and they all should be congratulated for advancing to the provincial level.

2017 driver of the year Coulter Cahill (Township of Adelaide Metcalfe / Middlesex County Public Works Association) centre, is flanked by first runner up Evan Shaw (City of St. Catherines / Niagara Road Supervisors Association) on the left and Jerry Henry (Bruce County / Bruce County public works association) on the right.

LOCAL ASSOCIATION ROADEOS

Many Local Association Roadeos are held throughout Ontario over the course of the spring and summer. They are a great way to provide driver training and networking in your area. Here are just a couple groups that ran Roadeos in 2017.

1 Pictured here are the participants of the Northumberland County, Peterborough County, City of Kawartha Lakes Truck Roadeo.

2 Top finishers in the Region of Waterloo Truck Roadeo are from left to right, third place finisher Jordan Martin from Region of Waterloo, Greg Mudford of Wilmot Township, first place and Ben Godin, City of Waterloo, second place.

3 Drivers listen intently as Al Barker, Truck Roadeo Master conducts a drive/walk through of the course. Competition is fierce between these talented drivers and they pick up any pointers they can.

There were 39 drivers from 19 Local Associations who participated in the 24th annual AORS Provincial Truck Roadeo.

continued

AORS update

- **Suppliers Meeting:** AORS Directors met with 31 supplier members on September 21, followed by a friendly game of golf. They received a presentation on the new online version of Spotlight. Suppliers are generally pleased with the services AORS provides, and congratulated Perth County Road Superintendents Association, hosts of the 2017 Trade Show, for a job well done. They offered suggestions for increasing traffic at the Trade Show and raising the profile of AORS among municipal leaders. Supplier members were invited to join a standing committee that will organize bus trips to the annual trade shows, targeted at helping smaller Local Associations that don't have sufficient members to organize their own trips. Anyone interested in getting involved should contact John Maheu.
- **2018 Trade Show Report:** On behalf of the District 8 Trade Show Organizing Committee, Darrell Townsend, CRS-S, reported that planning for the 2018 Trade Show in Belleville is progressing well. Booth sales have been stronger than expected, with more than 76% sold. More outdoor booths were added to meet demand. Members were urged to register for the Ross McKenzie Memorial Golf Tournament, or the fishing derby, since both are expected to sell out. Be sure to block off June 5–7.
- **Education Committee:** The number of students trained so far this year is below that from last year, as are education revenues. Meanwhile training expenses are proportionally higher because more training is being delivered further afield. Requests for proposals for the 4th quarter are strong, but it's unlikely that Q4 training will close the gap.
- **Finance Committee:** Finances to August 31, 2017 were reported. While Spotlight and Trade show revenues were above budget and higher than last year, the drop in Education revenues has resulted in reduced revenues overall. LA Secretaries are reminded to submit complete membership lists with their payments so AORS has up-to-date records and can communicate with all members, both municipal and suppliers.
- **Nominations and Appointments:** Bill Wilson, CRS, Perth County Road Superintendents Association, was nominated for the position of 2nd Vice President, to take effect at the AGM next February.
- **Committees:** The Board reviewed and approved the memberships of its various standing committees. While membership on some committees is predefined in their mandates, others are open to any Director or member-at-large. Anyone interested in serving on a committee should contact John Maheu.
- **Items of interest:** Several topics of interest to Public Works professionals were discussed, including:
  - Reforming the Municipal Class Environmental Assessment process is under discussion.
  - Municipal Class EA reform is critical to prevent it from being a barrier to municipalities from receiving infrastructure funding.
  - MTO is phasing in new Knowledge/Vision tests for Class D license renewals. This could be a deterrent to some older drivers renewing their licenses, which could shrink the pool of seasonal drivers available to municipalities during peak winter operations.
- **Upcoming Meetings:**
  - The Certification Board next meets on December 6, 2017. Members are reminded to submit applications for new certifications or reclassifications no later than November 22 for them to be considered at this meeting. The next

HIGHLIGHTS OF **SUPPLIERS AND BOARD OF DIRECTORS MEETINGS**

September 21 & 22, 2017, Best Western Plus, Perth

meeting of the Board of Directors will be held on Sunday, February 25, 2018 at the Royal York Hotel, in conjunction with the OGRA conference. The AGM will be on Monday, February 26. Watch your OGRA conference agenda for times.

- The Board will also meet on June 21–22, 2018 (Barrie), and September 27–28, 2018 (Grey County).
- Local Associations are urged to avoid these dates when scheduling their own meetings and events, and coordinate with neighbouring associations to pick dates that accommodate supplier members who travel to attend several meetings. Directors are encouraged to attend all Board meetings or send a representative from their Local Association.
- Other dates to avoid:
  - The week of June 4, 2018 (AORS Trade Show)
  - September 12, 2018 (likely date for the Provincial Safety Truck Roadeo).

1 Another excellent turnout at the June board meeting held in Barrie. There were 31 Directors in attendance to hear reports from all committees.

2 AORS directors met with 31 supplier members on September 21, 2017 to discuss the Trade Show, Spotlight and Local Association issues and the need for improvements or additional services AORS could provide. Most discussions were very positive and suppliers are generally happy with the Association. Pictured here, Kevin Boucock, CRS-S, AORS President addresses board members and suppliers.

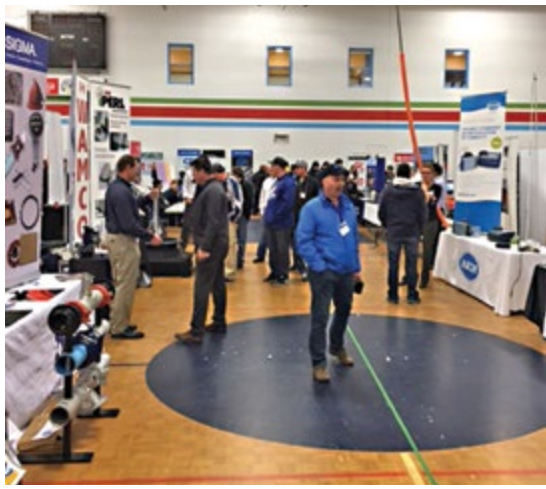
3 Rod Cameron, CRS-S 1st Vice President, (Municipality of Mississippi Mills, Lanark County) was an excellent host for the 2017 fall meetings in Perth.

4 The Board of Directors meet once again on September 22nd in Perth with very productive discussions taking place.

LA News

Northeastern Ontario Public Works Association (NEOPWA)

On April 26, 2017 the Northeastern Ontario Public Works Association (NEOPWA) held their annual spring meeting and trade show in Timmins. The day was well attended and included several speakers, a morning trade show with approximately 25 vendors and an education component in the afternoon. This event was very well organized and informative.



Second Annual Joint Meeting

The second annual joint meeting of the County of Peterborough, City of Kawartha Lakes, Northumberland Road Builders, Haliburton County, and Bancroft District Associations was held at the North Kawartha Community Centre in Apsley on October 5th. This year's attendance of more than 125 people was outstanding. There were many vendor booths set up and very informative presenters.

Congratulations to Mike Ward from Viking Cives and all those who persisted and worked hard to make this meeting take place.

Great job everyone!

Our 33 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!

Lanark County Road Supervisors Association

Lanark County Road Supervisors Association hosted another successful joint meeting with Renfrew County Road Supervisors Association in Pakenham on September 14th. There were several vendors set up with booths and each was given the opportunity to present to the audience.

Pictured above is Fahad Shuja of OGRA explaining the Winter Web App to District 8 RSA.

District 8 RSA

District 8 RSA was pleased to have OGRA's Fahad Shuja attend their meeting and present information about their Winter Web App, and the Weather Add-On. In 2013, OGRA began the Winter Web Application and in 2017, OGRA launched the Weather Tracker Add-On, with the intention to help municipalities consistently document weather as per MMS requirements. The Weather Tracker Add-On has been built from the ground up to give member municipalities the opportunity to replace the manual activities associated with daily compliance with MMS's weather monitoring clause.

District 8 RSA appreciates OGRA staff doing a presentation about this exciting opportunity.

PWAzone

Public Works Academy Training + Professional Certification

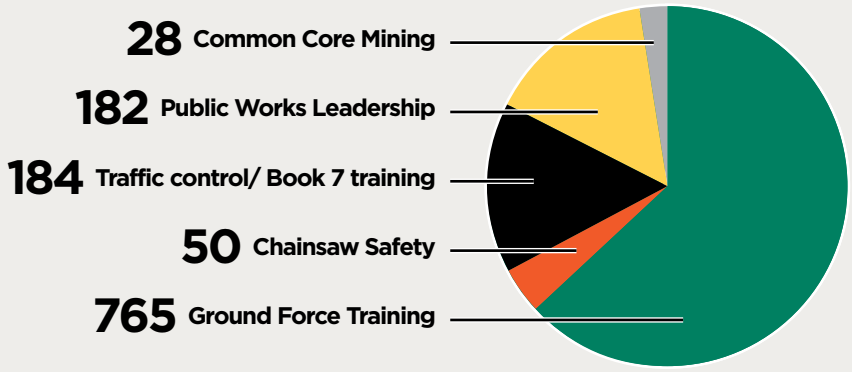
2018 TRAINING PROGRAMS

- Equipment Operator Safety & Skills
- Winter Operations
- Public Works Technical Schools
- Rural Road Maintenance
- Gravel Road School
- Operator Supervisor Series
- Driver Safety Series
- Legislation/Safety Series

AORS will send a copy of the 2008 Training & Professional Development Program to all municipal members, with at least 2 copies to every municipality.

NUMBER OF STUDENTS UP TO AUGUST 2017
AORS Training Programs

1,209



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

- 50+ 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, OPWA) 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

PUBLIC WORKS LEADERSHIP DEVELOPMENT PROGRAM UPDATE

For the past 11 years Wood Sloan has delivered the eight modules of the Public Works Development Program modules on behalf of AORS. This team of Ainslie Wood, Barry Malmsten and Ian Cook has done an outstanding job of delivering these courses however, AORS has been notified that 2017 will be the final year for this firm to deliver this training.

Your education committee is committed to continue to deliver this very important program which is part of the CRS certification process. Work is currently under way to ensure that the material will continue to be delivered in a very professional manner with an emphasis on Municipal leadership content. Staff is investigating possible methods of delivery and will be reporting to the Education Committee in the near future. The program will continue to be delivered in 2018 but at this point dates are not available.

Watch for further updates from AORS or through your local representatives.

PWLDP

"The AORS Public Works Leadership Development program is a very informative series of courses. The instructors are extremely knowledgeable with a broad range of experience in the municipal world. I enjoyed all the courses and have used the skills taught in my current position as Manager of Operations"

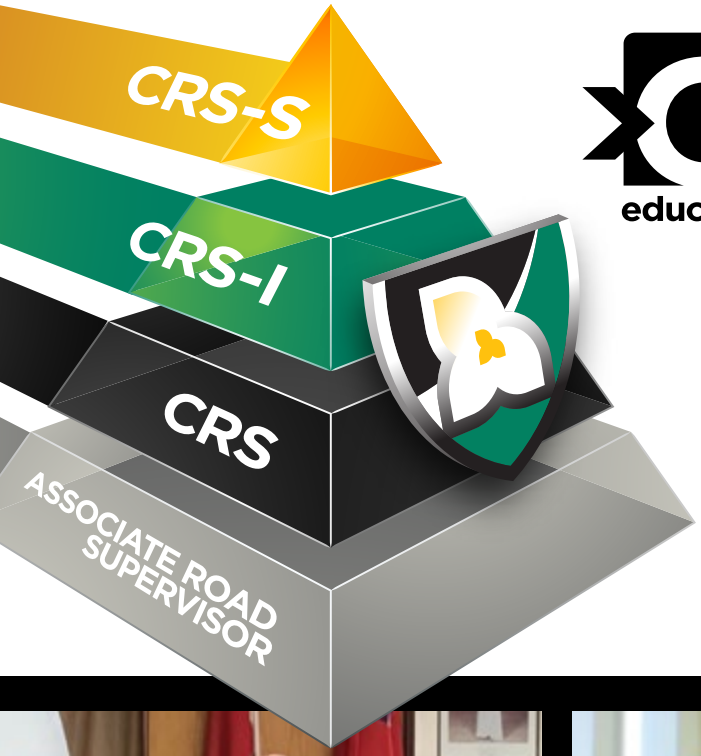
Scott Martin, Dufferin County

50+ TRAINING PROGRAMS

1600+ MEMBERS IN ONTARIO

$ SAVE ON TRAINING & EDUCATION

ALL LANES OPEN TO YOUR PUBLIC WORKS CAREER



CRS PROFESSIONAL DEVELOPMENT PROGRAM

education+experience

The Certified Road Supervisor (CRS) is a legal, widely recognized and highly successful professional public works accreditation. The CRS program 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.

Chris Mantha receives recognition from the City of Pembroke with Mayor Mike Lemay to his left and Councillor Les Scott to his right

"Achieving the CRS-Senior designation was a personal goal, and I am proud to have reached this milestone. The courses required for this certification have greatly helped me in my growth as a Roads Supervisor for the City of Pembroke."

Chris Mantha, CRS-S City of Pembroke

Craig Nicolucci achieved his CRS-S designation at the September Certification Board meeting.

"Made it!! "I'm truly excited to learn I have achieved the Senior designation. The entire CRS process continues to properly prepare and qualify me, and all Public Works professionals. The PWLDP stays current and challenges all who attend to be better at all of our day to day activities."

Craig Nicolucci, CRS-S from Halton Hills

Scott LOOS also achieved his CRS-S designation at the September Certification Board meeting

"Receiving my CRS-S designation is something I am very proud of. All the courses have been invaluable and a great foundation for my career. I would highly recommend these courses to any public works staff. They are great courses provided by great people."

Scott Loos, CRS-S, Superintendent of Public Works, Town Of Laurentian Hills

CERTIFIED AT CERTIFICATION BOARD MEETING on June 22, 2017

RECLASSIFICATIONS

Brent Zok Hopkins
(County of Grey).....CRS

Chris Fenlong
(Township of Athens).....CRS-I

Scott Edwards
(Town of Georgina).....CRS-I

W. Greg Demers
(County of Brant).....CRS-S

Mitchell Carman Molnar
(County of Oxford).....CRS-I

Christopher M. Mantha
(City of Pembroke).....CRS-S

Brad Faught (Canadian Nuclear Laboratories).....CRS-I

Clayton King (Six Nations of the Grand River).....CRS

NEW

George Thomson
(County of Simcoe).....CRS

Joel Newman
(Township of Clearview).....CRS

Ryan Dumesnil
(City of Brantford).....CRS

Harry Kaak
(Township of Ramara).....CRS

Rick Pickett (Municipality of Central Huron).....Associate Road Supervisor

Frank Himburg (Township of Tay).....CRS

Doug Eden (Town of Fort Erie).....Associate Road Supervisor

Tony Auburger (Town of Orangeville).....Associate Road Supervisor

Jamie Morgan
(Township of Chatsworth).....CRS

Steve Turcott (County of Peterborough).....CRS-I

Scott McDonald (County of Brant).....Associate Road Supervisor

1528
TOTAL CERTIFIED
TO SEPTEMBER 2017
(including Associate Members)

The next meeting of the Certification Board is in December, 2017. The Board Secretary must receive your application by Wednesday, November 22, 2017 (Cheryl Leitch, admin@aors.on.ca). Failure to meet the deadline may result in your application being deferred to the next meeting.

CERTIFIED AT CERTIFICATION BOARD MEETING on September 6, 2017

RECLASSIFICATIONS

Tony Lombardi
(City of Vaughan).....CRS

Norman Nussio
(Town of Essex).....CRS

Tom (Thomas) Robinson
(Town of New Tecumseth).....CRS

Craig Nicolucci
(Town of Halton Hills).....CRS-S

Scott Loos (Town of Laurentian Hills).....CRS-S

Cory Friars (County of Simcoe)...CRS-I

NEW

Travis Walker
(County of Wellington).....CRS

Brad Swift (Township of Centre Wellington).....CRS

David Lembke (City of Kawartha Lakes).....Associate Road Supervisor

Daryl Pollard (City of Dryden).....CRS

Ian Hudman (City of Guelph).....CRS

Jason Drummond (United Counties of Leeds & Grenville).....CRS

Barry Wells (United Counties of Leeds & Grenville).....Associate Road Supervisor

Scott Toebes (Municipality of Powassan)..Associate Road Supervisor

Jacque Couture
(Reg. Municipality of Waterloo).....Associate Road Supervisor

Colin J. Brake
(City of Brampton).....CRS

The CRS Certificate is a professional accreditation that validates your competency with public works technologies and solutions. The AORS Code of Ethics validates your public works principles.

Certified Road Supervisors are distinctive from other public works personnel. They've demonstrated undeniable expertise in the Public Works industry to co-workers, employers and—most importantly—to themselves.

Association of Ontario Road Supervisors

AORS 2018 MUNICIPAL PUBLIC WORKS TRADESHOW

See you in Belleville!

- JUNE 6-7, 2018 AT THE QUINTE SPORTS AND WELLNESS CENTRE

- PROUDLY HOSTED BY

DISTRICT 8 ROAD SUPERVISORS ASSOCIATION

STAFFING CHANGES

EXECUTIVE DIRECTOR'S MESSAGE

In the last edition of Advance, I talked about the impact of technology on our Association, how our members operate and how we communicate with each other. I invited you to participate in a workshop in June to help guide AORS in how we should adapt to these changes to make sure we remain relevant to our existing members and a new generation of public works managers moving up the ranks.

The turnout was great, and we heard lots of suggestions on where to focus our energies in this ever-changing landscape. It will be an ongoing exercise, but some changes are already in place. We've become more active in social media, and hope to expand our networks through Facebook, Twitter and LinkedIn. Be sure to connect with us if you are active on any of these platforms. We've made enhancements to the website to improve the information available and make it easier to find. Dennis or I would be happy to give you a short demo at one of your upcoming meetings. One of the new features is the online version of Spotlight. We will continue to print this invaluable directory, but for those of you inclined or willing to use your computer, tablet or smartphone to search for info, Spotlight is now with you wherever you go.

Of course, technology isn't the only source of change. As many of you are experiencing in your municipalities and organizations, we are in the midst of a massive demographic shift, with baby boomers retiring in record numbers. While this does open up opportunities for the next generation of leaders with fresh ideas and optimism, it also represents a massive loss of knowledge and experience. It's critical that we plan for a smooth succession to transfer as much of that knowledge as possible. We've experienced some of this firsthand at AORS. At the end of June, Shirley Dufton retired after 26 years with AORS, to become a full-time farmer. In many ways Shirley was the brains of the operation, and we're doing our best to fill the void. In May, we welcomed Sharyl King as our new Administrative Assistant, to job shadow Shirley for a few weeks. She's now working alongside Cheryl Leitch, our Administrative Coordinator. That's right, instead of Shirley or Cheryl answering your call, it's now Cheryl or Sharyl.

Another new face at AORS is Michelle Poirier, who joined us in October as our new Support Services Coordinator, representing AORS in Eastern Ontario. Michelle brings with her a wealth of experience in adult training, and will provide some welcome relief to Dennis and me as we travel the province.

So join me in welcoming Sharyl and Michelle to the ranks, and thanks everyone for your ongoing support and patience as we adapt to never-ending change.

John Maheu
Executive Director

Shirley Dufton bids farewell

Pictured here with Shirley are the three Executive Directors with whom Shirley worked. Shirley started out in 1991 with Don Dean who is to her left, then Bryan Clarke who is to her right and finished her career with John Maheu who is standing behind her.

Shirley was hired by Don Dean as a part time Administrative Assistant on January 1st 1991. She shouldered all office responsibilities until 2004 when increasing education activities necessitated some casual part time help.

If you wanted to know something about AORS or our programs Shirley was the one to call. She always answered the phone with a very positive tone and could usually answer your question on the spot but if not, she would always find you an answer.

Shirley's title changed in 2010 from Administrative Assistant to Administrative Coordinator. In 2011, with the education program continuing to expand, Cheryl Leitch was hired as a permanent part time assistant. The two continued to provide professional administrative support to the organization and guided such programs as the Public Works Leadership Development Program, Certification applications, education programs and day to day activities until September of 2015 when Shirley and Cheryl exchanged roles in an effort to ensure a smooth transition into Shirley's retirement.

Shirley always put the interest of AORS first in her work and ensured that the organization was supported to the best of her ability.

In May of 2016 Shirley cut back to 3 days a week so she could spend more time with her family and working with her husband Murray on the family farm. She fully retired at the end of June 2017. Shirley will be missed by the staff and AORS membership, but all wish her a very happy and long retirement.

Keep those furrows straight Shirley!

Sharyl King joined AORS staff in May of 2017, quickly learning the ropes from Shirley Dufton who retired in June. Sharyl has spent her whole career in an office environment, having spent 20 years working for a fuel supplier in the dispatch and service area. From there she moved on to a contract position with the University of Western Ontario and so has a great deal of experience in the administrative field.

Sharyl lives with her husband and young daughter just a few miles from the Thorndale office. Sharyl is looking forward to working with staff and the Board of Directors at AORS.

Welcome aboard Sharyl.

SHARYL KING

Michelle Poirier completed a 3-year Business Administration – Management program at St. Lawrence College, then began her professional career with Transport Canada as a Flight Service Specialist (FSS), ensuring aviation safety from the tower at the Kingston airport. Over the next 10 years, Michelle gained experience as a FSS while transferring to different locations throughout Ontario. In 2001, Michelle made a move to the training facility in Cornwall and accepted a position as FSS Instructor. Over the next 10 years Michelle took on increasingly progressive roles within the company including Course Director, Supervisor, Manager of FSS Training, and in 2008 Michelle made a move to Winnipeg as Manager of Training for the central region of Canada. In 2012, Michelle retired from NAV Canada, a not-for-profit corporation that owns and operates Canada's civil air navigation system. She completed a 2-year Teacher/Trainer of Adults certificate from Conestoga College and learned to teach Yoga to children. She has travelled, learned to ride a horse, delivered mail for Canada Post, managed rental properties and done event planning for various charities. Michelle, who is currently living in the Kingston area has recently accepted the AORS Support Services Coordinator position for Eastern Ontario and is looking forward to bringing her diverse skill set to the job. Staff is excited to have Michelle on board and look forward to working with her. Welcome Michelle!

MICHELLE POIRIER

Like AORS, OGRA is experiencing staffing changes. As long-time Education Department Manager Heather Crew retires, Janelle Warren brings some new enthusiasm to their program.

Hired by Sheila Richardson in 1992 Heather was responsible for coordination of the Ontario Good Roads education program. She worked diligently over the years developing and nurturing the program as well as instructing the Anderson Report Writing Course at Guelph Road School for many years. Heather was very involved in the development of the Mahony and Anderson courses. Heather was always an advocate for roads managers and their legislative responsibilities. She retired in June of 2017 after 25 years with OGRA.

Janelle Warren will replace Heather.

Janelle started with OGRA in July 2013 as the Curriculum Coordinator. She became Manager, Professional Development and Training in August 2017. Prior to joining OGRA, she worked for the Canadian Red Cross as a subject matter expert in First Aid, Swimming, and Water Safety. Janelle is a member of the Professional Association of Volunteer Leaders. Outside of her full-time work Janelle's interests include certification training for first aid, lifeguards, and swim instructors.

Janelle considers herself a life-long learner and holds a Bachelor of Education in Adult Education from Brock University, an Honours Bachelor of Arts from the University of Toronto in Philosophy, and Political Science, and is certified in Management Leadership, Computer Applications and Culinary Arts. She also volunteers with the Red Cross as part of a disaster management team and a water safety spokesperson.

AORS staff look forward to working with OGRA and Janelle.

HEATHER CREW

JANELLE WARREN

Legislation/Regulations Affecting Public Works

NOVEMBER 14, 2016

SNOWPLOW GUIDELINES AROUND HORSE DRAWN CARRIAGES

Below is a copy of a flyer that was printed and distributed to all Amish/Mennonite buggy operators in Ontario in November of 2016 in efforts to train them on how to operate the buggy and direct the horse when a plow is coming up behind them. This has been developed by Safety representatives of all Ontario Amish/Mennonite communities in collaboration with the MTO and OPP and Perth/Grey/Huron Health Units.

Also see the information from the MTO that aligns with this and provides direction on what the plow operator should do.

The objective is to have all buggy operators follow this practice for this winter and have all municipal/provincial plow operators trained with this information for next winter season in Ontario.

Best management guidelines for safe winter road maintenance operations with horse drawn carriages include an understanding and respect for the operations and limitations of both vehicle types.

Winter Maintenance Equipment Operators Should:

- Always err on the side of caution.
- Be aware that
  - Horse drawn carriages are slow, tend to travel towards the right hand side of the road and on the shoulder where possible.
  - Be aware of the surrounding area when approaching a horse and buggy.
  - The horses wear blinds restricting their vision
  - The horses are easily startled by approaching snowplows.
  - Horses are a flight or fight animal and may dart either into the ditch or out onto the roadway.
  - Horses have difficulty with curbs, including mountable curbs, which can cause them to fall and sustain injuries.
- When undertaking winter operations
  - Do not make any sudden motions.
  - Do not use the horn.
  - When approaching a horse drawn carriage
    - Slow or gear down without the heavy use of braking or the use of engine brakes.
    - Approaching from head on: slow down and stay to the right
  - Approaching from behind:
    - Stay well back from the horse drawn carriage until they are able to pull off the road and the snowplow can pass safely
    - Continue plowing and spreading operations

Horse drawn carriage operators should:

- Always err on the side of caution.
- Be aware that
  - Snowplows are large, heavy vehicles travelling in extreme winter conditions.
  - Snowplows cannot change their speed or direction quickly.
  - Winter maintenance operations typically create flying snow and reduced visibility around the snowplow for the snowplow operator, horse drawn carriage operator, the horse and other vehicles on the road.
- Pull off the road as soon as possible and allow the winter maintenance equipment to pass
- Visibility of the horse drawn carriage is critical. Head lights, tail lights and conspicuity tape help the snowplow operator to see the horse drawn carriage and take appropriate action.

Please be aware that these are "guidelines" only but were put together in an effort to create an expected reaction when a horse drawn carriage and a snowplow encounter one another.

PRESIDENT'S MESSAGE continued from page 1

As AORS President and Chairman of the Strategic Planning Committee how do you feel we are doing with the current strategic plan?
I see we are working on the needs of our organization and following through with our goals and objectives set out in the strategic plan. We have launched the new website and expanding use of social media. I feel this will help us get information out faster and make it more appealing for new members. We have also been working to find better ways to engage members and keep lines of communication open between the Local Associations, staff and the Board of Directors.

How are the preparations going for the 2018 Trade show in Belleville?
I have seen District 8 and Joe Reid, CRS-S, really put themselves out there and moving forward. Booth sales are at a record level and they are working on some new initiatives to make next year's show in Belleville a great one. One thing District 8 has always been very good at is organizing bus trips to the AORS Trade Show. They are now working on assisting other Local Associations to organize similar trips to the 2018 show. Watch for information about bus transportation from your area. They have been reaching out and making sure they are in the spotlight for all to see and talk about. I wish them all the best and I am very confident that they will put together a great show.

AORS training program is doing well but requires continued support from its members. Your Local Association (Niagara Region) has always been an avid supporter of it. What would you say to other Local Associations to encourage them to consider AORS training?
I have heard more associations talking about training at meetings. In recent years some have used revenue from the Trade Show, or established funds to help offset the cost of training to local municipalities and enabled more training to be done. I think if training was put on the agenda for every Local Association meeting this would encourage discussion about the type of training needed. It would also allow the Associations to look into possible cost savings by training in larger groups. AORS has supplied a great deal of training for our Niagara Association and its many municipalities and we have found it to be very professional and cost-effective. I would encourage any municipality to contact your AORS coordinators and get a proposal for your training needs.

Can you talk a little bit about your experience as AORS President? What advice would you pass on to Rod Cameron, CRS-S, the First Vice President?
It has been a great venture so far as President. I am meeting a lot of members and hearing a lot of different ideas that I can either bring back to my municipality or share with others who are looking for ideas. There is never enough time to do it all and be everywhere, but I have tried to get to as many meetings or events as I could. Plans are always changing with new challenges that arise and changing your course of direction. The main thing is always being able to have someone to ask when you are not sure. Just like Past President Greg Demers, CRS-S, has been a great help to me, I am hoping to be able to do the same for Rod whenever he needs it.

Legislation/Regulations Affecting Public Works

Ontario Reg. 366/09

Staff has made numerous inquiries to the Ministry Of Transportation office in an effort to garner information regarding Ontario Reg. 366/09 (hands free devices). The current exemption is set to expire on January 1, 2018. AORS along with many other organizations and many municipalities has written to the ministry representatives and expressed the opinion that this exemption should become permanent for public works departments, the same as it is for other municipal services. Staff has contacted ministry officials again recently and as of press time has been told "a final decision on next steps will be publicly communicated in the near future, prior to the January 1, 2018 expiry". AORS will contact members with any update we may receive.

Changes to the requirements for Class DZ licenses

All municipal managers should be aware of the changing requirements for testing and medical reports required for Class DZ licenses beginning in July of 2018. All drivers will be notified as to when they are required to be tested which will coincide with license renewals. Further information can be obtained through the MTO website.

YOUR PROFESSIONAL ASSOCIATION

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

AORS

RECYCLED PAPER

Circulation: 1300 copies

Published by
Association of Ontario Road Supervisors (AORS)

ATTENTION READERS:
Please send comments, new ideas or suggestions to: **Education Committee**

Chairman: Joël Yusko, CRS
Members: Mike Alcock; Kevin Boucock, CRS-S; John Cane, CRS-I; Greg Demers, CRS-S, Kevin Englehart, CRS-S; Glenn Harding, CRS; Peter Koppisch, John Maheu, Dennis O'Neil, Darrell Townsend, CRS-S; and Michelle Poirier.

AORS
P.O. Box 129, Thorndale
Ontario N0M 2P0
Phone (519) 461-1271
Fax (519) 461-1343
www.aors.on.ca
e-Mail: **admin@aors.on.ca**

Association of Ontario Road Supervisors