AORS

PROMOTING **KNOWLEDGE**. PURSUING **EXCELLENCE**.

December 20, 2024

Dear Minister Calandra,

On behalf of the Association of Ontario Road Supervisors (AORS), I want to express our gratitude for the government's commitment to protecting municipal staff from harassment and abuse through the introduction of this important legislation. This bill represents a significant step toward ensuring safe and respectful workplaces for those who dedicate their careers to serving their communities. We commend your leadership in addressing this pressing issue.

AORS has long advocated for greater enforcement measures to hold municipally elected officials accountable for breaches of conduct. We were proud to add our voice to those calling for enhanced protections, including the potential removal of councillors who engage in serious misconduct. Your willingness to bring this matter to the forefront demonstrates your dedication to fostering accountability and integrity in municipal government.

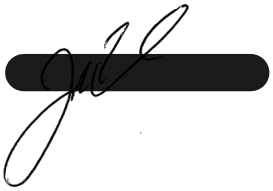
However, we share the concerns raised by The Women of Ontario Say No and the Association of Municipal Managers, Clerks, and Treasurers of Ontario (AMCTO) regarding the enforcement mechanism outlined in the proposed legislation. Specifically, we do not believe that the decision to remove a councillor from office should rest solely with a unanimous municipal council vote. This approach risks inconsistencies in application and opens the process to potential influence by political alliances. All it takes is one individual aligned with the councillor in question to undermine the integrity of the decision.

We strongly urge the government to consider an alternative process that places the final decision with the municipal and provincial integrity commissioners. Integrity commissioners possess the expertise and impartiality necessary to evaluate these situations fairly and consistently, ensuring that all municipalities adhere to the same high standards of accountability.

Minister, your leadership in introducing this legislation has been invaluable, and we believe that addressing this concern will further strengthen its impact. AORS remains committed to supporting efforts that protect municipal staff and promote ethical governance. We stand ready to collaborate with your office and other stakeholders to refine this legislation to ensure its success.

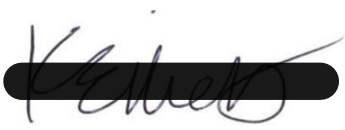
Thank you once again for your dedication to this critical issue. We look forward to continuing to work together to advance the interests of municipal employees and communities across Ontario.

Yours sincerely,



Joseph Reid, CMO, CRS-S, CET
President, AORS

John Maheu
Executive Director, AORS



Kelly Elliott
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