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

April 24, 2025

Honourable Rob Flack, MPP
Minister of Municipal Affairs & Housing
777 Bay Street, 17th Floor
Toronto, ON M7A 2J3

Dear Minister Flack,

Congratulations on your appointment as Ontario's Minister of Municipal Affairs and Housing. Your record of public service and commitment to strong, accountable local government will serve our municipalities well, and the Association of Ontario Road Supervisors (AORS) looks forward to working with you in this new role.

Over the past two years, AORS has joined the *Women of Ontario Say No* coalition, more than 100 municipalities, AMO and AMCTO in calling for provincial legislation that will protect municipal employees and elected officials from harassment and abuse by Council members who are found guilty through an Integrity Commissioner investigation. While earlier efforts—Bill 5 (2019) and Bill 207 (2023)—did not reach final reading, the urgent need remains:

- **Harassment undermines safe, respectful workplaces** and drains municipal capacity at a time when every skilled employee is essential.
- **Municipal codes of conduct lack meaningful penalties**; Councils cannot remove or disqualify perpetrators, leaving victims exposed and public trust eroded.
- **Consistency across Ontario is critical.** A patchwork of local sanctions creates unequal protection for municipal staff and uncertainty for Councils.

AORS is ready to be an active stakeholder in drafting and implementing legislation that:

1. Empowers Integrity Commissioners to recommend removal from office or suspension of remuneration for confirmed code-of-conduct violations involving harassment or violence.
2. Establishes clear provincial standards so every municipal employee enjoys the same protection, regardless of where they work.
3. Provides training and resources to councils and staff to support prevention, reporting, and early resolution.

Our members—public-works professionals in every corner of Ontario—see firsthand how respectful workplaces translate into better, safer roads and infrastructure for the communities we serve. We stand prepared to share operational insights, data, and constructive feedback as the ministry crafts legislation that is fair, enforceable, and effective.

Minister Flack, we would welcome an opportunity to meet with you and your officials at your earliest convenience to discuss how AORS can contribute to this vital initiative. Thank you for your leadership, and please accept our best wishes as you begin your mandate.

Respectfully,

Karla Musso-Garcia, CRS-I
President, Association of Ontario Road Supervisors

John Maheu, P.Eng.
Executive Director, AORS

Kelly Elliott
Marketing & Communications Specialist, AORS

cc: Women of Ontario Say No Coalition

Association of Municipalities of Ontario (AMO)

Association of Municipal Clerks and Treasurers of Ontario (AMCTO)