



The Corporation of the Town of Tecumseh

November 3, 2017

The Honourable Kevin Flynn
Minister of Labour
14th Floor
400 University Avenue
Toronto, Ontario M7A 1T7

Subject: Bill 148 *Fair Workplaces, Better Jobs Act*

Dear Minister Flynn:

Today we write to express our concerns over the impacts of Bill 148 on municipalities and request the Government of Ontario exempt municipalities from this legislation. Bill 148 will have unintended consequences for our municipalities, the services we offer and the ability to keep residential tax rates at manageable levels.

At the October 24, 2017 regular meeting of Tecumseh Council, Council unanimously approved a request to the Government of Ontario to exempt municipalities from the *Fair Workplaces, Better Jobs Act*. While the focus of the proposed initiative is aimed at non-municipal sectors, municipalities provide most of the needs of daily life as well as emergency services to our communities.

Municipal employers will be disproportionately impacted given municipalities' large range of mandated services.

Like private businesses, Ontario's municipalities also hire part-time, seasonal and contract employees to perform work on behalf of the businesses and residents. Unlike private businesses, we operate with funds provided by residents and businesses who expect us to be smart with their money. This legislation will have serious impacts on our ability to continue to provide high quality services with limited tax increases. Increases to the cost of delivering services immediately translates into increased property taxes and diminishes the ability to provide other programs and services, or investment in capital infrastructure.

Specifically we are asking for the following key amendments:

- Exempt municipal and local board employees who are required to be on call to provide statutory public safety services – including supervisory and managerial staff.
- Exempt volunteer firefighters for matching pay to full-time firefighters.
- Specifically reference that Bill 148 requirements do not override other statutory obligations that municipal governments are required to provide public safety.

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Tecumseh is aware that the Association of Municipalities of Ontario has met with you several times as well as other MPPs on the need for these critical Bill 148 amendments. During these meetings, municipalities have been told that municipal governments are not the intended targets for this bill. We are asking you to make the necessary changes to the legislation that will protect municipalities, if you do not, most—if not all—municipalities will surely face bankruptcy. Potential costs of \$1 million to 2 million are too high for us and the communities we serve.

We strongly urge you to exempt municipalities from this legislation and seriously consider the unintended circumstances this legislation will have on our municipalities.

Yours truly,



Gary McNamara
Mayor of Tecumseh



Tony Haddad
Chief Administrative Officer

cc: The Honourable Kathleen Wynne, Premier of Ontario
The Honourable Bill Mauro, Minister of Municipal Affairs
The Honourable Yasir Navqi, Attorney General of Ontario
Patrick Brown, Leader, Official Opposition
Andrea Horwath, Leader, New Democratic Party
Ernie Hardeman, Critic, Municipal Affairs and Housing
Cindy Forster, Critic, Labour, Fairness and Work
Percy Hatfield, Critic, Municipal Affairs and Housing
John Yakabuski, Critic for Labour and Training
Lynn Dollin, President, Association of Municipalities of Ontario
Monika Turner, Director of Policy, Association of Municipalities of Ontario
Onorio Colucci, Chief Administrative Officer, City of Windsor
Tom Touralias, Chief Administrative Officer, Town of Lakeshore
Kevin Miller, Chief Administrative Officer, Town of LaSalle
John Miceli, Chief Administrative Officer, Town of Amherstburg
Peggy Van Mierlo-West, Chief Administrative Officer, Town of Kingsville
Eric Rennie, Clerk, Standing Committee on Finance and Economic Affairs