**Employee FAQ   
Inquiries & Responses**

**May 15, 2024**



**Employee FAQ Inquiries and Responses**

We remain committed to open and transparent communication throughout the Province’s Efficiency Review and will continue to provide opportunities for staff to openly ask questions and share concerns.

There are **26 inquiries in total.**

**EMPLOYEE FAQ INQUIRIES AND RESPONSES**

**Transition Board**

1. **Why was Public Works chosen to continue with this transition?**

In the Minister of Municipal Affairs and Housing’s January 2024 [mandate letter](https://peelregionca.sharepoint.com/sites/I42/Shared%20Documents/Forms/AllDocuments.aspx?id=%2Fsites%2FI42%2FShared%20Documents%2F234%2D2023%2D6072%20Livey%20Minister%27s%20Letter%20SIGNED%2Epdf&parent=%2Fsites%2FI42%2FShared%20Documents), it was shared that the Transition Board would recalibrate their focus to finding efficiencies and reducing duplication in local government for Peel Region residents and taxpayers. To that end, the Transition Board is reviewing the following services currently operated by Peel Region for potential transfer to the lower-tier municipalities: land use planning, water and wastewater, roads, and waste management – all of which fall under Public Works.

The Minister expects to receive the Transition Board’s recommendations regarding these services in the Spring 2024. We continue to advocate for timely updates and will share more information as soon as we are able.

1. **Financially this doesn't make sense. Why is the Transition Board continuing with this review?**

The Transition Board was appointed by the Minister of Municipal Affairs and Housing to focus on making the local government in Peel Region more efficient and responsive to the needs of residents and taxpayers. This means recognizing the importance of value for money, financial sustainability and high-quality services delivered in an efficient manner. The Transition Board continues to work with its consultants on recommendations to be submitted to the Ministry of Municipal Affairs and Housing by Spring 2024.

1. **Can the Transition Board’s review extend past Spring 2024?**

The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board in the Spring 2024.  We do not know if the Transition Board’s recommendation dates will extend past Spring 2024. Until then, we will continue to advocate for clarity and timely communication for our staff.

1. **Do the municipalities have a different relationship and more power with the Transition Board than Peel?**

The Transition Board manages their relationship with the four municipalities.

1. **Who is holding the Transition Board accountable for the costs/staff time/effort of this process?**

The Transition Board is accountable to the Minister of Municipal Affairs and Housing for costs incurred throughout this process. Regional Council passed a [motion](https://pub-peelregion.escribemeetings.com/filestream.ashx?DocumentId=33118) on May 9 to seek reimbursement for the costs incurred.

1. **Once the recommendations go to the Minister, who announces the final decision(s)? Will there be new legislation?**

Any required legislative changes will be determined by the Minister. We do not have information regarding new legislations or subsequent legislative processes. Before a Bill becomes law, it must go through several readings. We continue to advocate for timely updates and will share more information as soon as we are able.

1. **Will the Transition Board’s recommendations be made public?**

The Minister of Municipal Affairs and Housing will decide whether the Transition Board’s recommendations will be made public. We continue to advocate for clarity and transparency.

**Continuing Projects/Budget Planning**

1. **Do we need to slow down on projects that include public engagement?**

Peel Region Commissioners are working with Directors to determine next steps on public engagement projects based on alignment with current priorities. Please consult with your team leadership if you have questions.

**Employee Communication**

1. **Operationally, planning continues as transition discussions are taking place; however, this creates confusion as the local staff think decisions have been made even though they haven’t. How do we ensure they understand that recommendations are being worked on and that no decisions have been made?**

Per the [Minister’s January 24th letter](https://peelregionca.sharepoint.com/sites/I42/Shared%20Documents/Forms/AllDocuments.aspx?id=%2Fsites%2FI42%2FShared%20Documents%2F234%2D2023%2D6072%20Livey%20Minister%27s%20Letter%20SIGNED%2Epdf&parent=%2Fsites%2FI42%2FShared%20Documents), the Transition Board will be developing next steps and providing recommendations to the Minister of Municipal Affairs and Housing by Spring 2024.

On April 10th the Minister tabled omnibus legislation, Bill 185. One key aspect of this legislation is the removal of statutory powers under the [*Planning Act*](https://www.ontario.ca/document/citizens-guide-land-use-planning/planning-act), 1990. As a result of the new legislation, Peel’s land use planning and development responsibilities will move to the lower tiers effective July 1, 2024. No implementation decisions have been made regarding specific employee-related issues or service allocations.

1. **Does the planning team in Transportation fall under planning or transportation?**

Transportation planning is different than the Planning Act changes as per Bill 23. On April 10, the Minister tabled omnibus legislation, Bill 185. One key aspect of this legislation is the removal of statutory powers under the [*Planning Act*](https://www.ontario.ca/document/citizens-guide-land-use-planning/planning-act), 1990.

1. **Are we doing a slow walk to achieve the eventual dissolution of Peel by slowly dismantling everything we do? Is the efficiency review a different path to the same goal.**

Bill 185 confirms that Peel Region will not be dissolved. The Transition Board is reviewing land use planning, water and wastewater, roads, and waste management for potential transfer to the lower-tier municipalities. All other services delivered by Peel Region are considered out of scope for the Transition Board.

**Hiring/Retention**

1. **Is there going to be an internal re-organization?**   
   Operational reviews and continuous improvement are a major responsibility of government to ensure efficiency. Decisions about any organizational restructuring will be made only after reviewing the recommendations from the Provincial Review.

**Political/Legislation**

1. **Caledon’s mayor said she was not taking on roads. Is this true?**  
   There have been no decisions made. The Transition Board continues to work on recommendations that are expected to be submitted to the Ministry of Municipal Affairs and Housing in the Spring 2024.
2. **Is waste management going to be privatised?**

Per the [Minister’s January 24th letter](https://pub-peelregion.escribemeetings.com/filestream.ashx?DocumentId=31906), any options or recommendations regarding waste management must ensure service continuity for residents without disruption and address all aspects important to the successful service transfer, including labour relations, corresponding back office supports, and detailed financial analysis on any local impacts. Within the letter there’s mention of water and wastewater, with an ask to ensure any options and recommendations that are brought forward continue to maintain public ownership and control, including options and recommendations around the creation of a municipal services corporation or a services board.

* 1. **Is there any truth to the rumours that the cities are only interested in curb-side collection? Community Recycling Centres (CRCs) would open when curbside is impacted. How would this work if it’s separated?**

The Transition Board is analysing all components of waste management. Any recommendations regarding waste management must ensure service continuity and address all aspects important to the successful service transfer, including labour relations and detailed financial analysis on any local impacts.

* 1. **How will the local municipalities deal with funding short falls that they would not have planned or foreseen? Do we think the Province will pick this up?**

No recommendations or decisions have been made, however financial impacts should be factored in. In the [Minister’s January 24th letter](https://pub-peelregion.escribemeetings.com/filestream.ashx?DocumentId=31906), he stated the Transition Board’s mandate is to focus on making local government in Peel Region more efficient and responsive to the needs of residents and taxpayers. This includes recognizing the importance of value for money, financial sustainability and high-quality services delivered in an efficient manner.

* 1. **How do we address the 2025 budget process, and what is our strategy?**

As with previous years, the 2025 budget is being prepared based on existing services. Should any decisions from the Minister affect this, we will amend them accordingly.

* 1. **What weight does the announcement in December have if the Hazel McCallion Act is not repealed?**

The Minister of Municipal Affairs and Housing, tabled omnibus legislation, Bill 185,  [*Cutting Red Tape to Build More Homes Act*](https://news.ontario.ca/en/release/1004422/ontario-cutting-red-tape-to-build-more-homes). This bill revises Bill 112, the *Hazel McCallion Act,* to reflect the Transition Board’s recalibrated mandate as shared in January and confirms that Peel Region will not be dissolved.

19. **Is there anything employees can do now?**

This time of uncertainty can create anxiety and frustration. Continue to maintain self-care and practice shared care to create a work environment that is safe and supportive for those around us. Continue to deliver best-in-class services to our community.

The Transition Board also has a ['Contact Us'](https://www.ontario.ca/feedback/contact-us?id=544578&nid=544589) form where members of the public can submit inquiries and request feedback at any time.

1. **When do you think we will hear from the province?**

The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board in the Spring 2024. The timing of a decision is in the hands of the Province.

1. **Why is Peel paying for the transition board cost?**

The legislation dictates that costs for the Transition Board are assumed by Peel Region taxpayers.

1. **Regarding Bill 23 and the transition of planning and development, what is the worst-case scenario for July 1st and how can we be prepared for it?**

We know that the transition will be gradual, and we are committed to communicating details to impacted staff as soon as we are able to.

1. **Bill 185 sets out compensation limits. Can you clarify what this means?**

Bill 185 proposes to strengthen the protection of those parties involved in the provincial efficiency review from possible legal claims as a result of, among other things, the enactment of the Act and anything done in accordance with the Act. The proposed provisions limit the ability to bring legal claims against these parties for these types of matters. Specifically, if Bill 185 is passed, the Act would contain the following provisions:

*“Limitation on Remedies*

9 (1) No cause of action arises against the Crown, the transition board, The Regional Municipality of Peel, the City of Mississauga, the City of Brampton, the Town of Caledon, any current or former member of the Executive Council or any current or former employee, officer or agent of or advisor to the Crown, the transition board or The Regional Municipality of Peel, the City of Mississauga, the City of Brampton or the Town of Caledon, as a direct or indirect result of,

(a) the enactment, amendment or repeal of any provision of this Act;

(b) the making, amendment or revocation of any provision of a regulation, order, direction or recommendation or other instrument under this Act;

(c) the provision of any advice or report provided under this Act;

(d) anything done or not done in accordance with this Act, or a regulation, order, direction or recommendation or other instrument under this Act;

(e) any modification, revocation, cessation or termination of rights in real property, contractual rights or other rights resulting from anything referred to in clauses (a) to (d); or

(f) any representation or other conduct that is related, directly or indirectly, to anything referred to in clauses (a) to (d), whether the representation or other conduct occurred before or after this subsection came into force.

*No remedy*

(2) Except as otherwise provided under this Act, no costs, compensation or damages, including for loss of revenues or loss of profit, are owing or payable to any person and no remedy, including but not limited to a remedy in contract, restitution, tort, misfeasance, bad faith, trust or fiduciary obligation, any equitable remedy or any remedy under any statute, is available to any person in connection with anything referred to in subsection (1) against any person referred to in that subsection.”

1. **There’s a lot happening with planning and the Transition Board’s final recommendations. What happens if the outcomes impact work-life balance, family supports or summer childcare?**   
   It’s important we all have the stability to plan our lives and at Peel Region we recognize that. Any implementation plan should consider all these factors. While we don’t know impacts to employees at this time, we continue to advocate for employee well-being.
2. **Given that Regional Council deferred the water and wastewater, and land use planning reports on May 9th, is it now up to the Transition Board to make decisions?**

Council voted on a motion to defer its review of these reports until the Province has made decisions related to the Transition Board’s recommendations. Once the Minister has made recommendations Regional Council will consider the reports.