**Employee FAQ
Inquiries & Responses**

 **February 26, 2025**



**Employee FAQ Inquiries and Responses**

We remain committed to open and transparent communication throughout implementation of the proposed Bill 240 and will continue to provide opportunities for you to ask questions and share concerns.

This document lists inquiries submitted by Peel Region staff through the FAQ form and through HR between Dec. 18 – Feb. 26 AND includes questions submitted at the Jan. 28 CAO Townhall.

Questions and related answers have been grouped within the following applicable category:

* Employee Communication
* Job Security
* Political / Legislation
* Budget

**EMPLOYEE FAQ INQUIRIES AND RESPONSES**

## Employee Communication

1. **Can Peel Region staff conduct interviews with media (i.e. CBC News) about their complicated situation, lack of clarity, and the effect of the long decision-making process and upcoming changes on themselves and their family?**

Per our Code of Conduct - [Communicating with the Media policy](https://eim.peelregion.ca/llprd/llisapi.dll/fetch/2000/45242207/32825/32827/32816423/32781485/1249126/1285670/12952830/HR02-01_Code_Of_Conduct.pdf?nodeid=46721749&vernum=-2) employees should refrain from providing comments to media, whether written or oral, as dedicated communications spokespeople exist for this purpose.

1. **Is there an opportunity for Kealy and Gary to come to individual divisions within PW to have town halls with leadership and staff directly? The atmosphere, experience and current state is very different within each of the divisions compared to each other and especially when compared to the whole organization**.

Absolutely! Teams can expect to see more of Kealy and Gary at various Public Works divisional meetings.

## Job Security

1. **Why were new staff members hired when the Region was aware of upcoming changes? What is the rationale for continuing to post job openings? Was the potential impact of these changes on new hires, particularly during the probation period, considered prior to their hiring?**

We are committed to delivering critical services to the residents and businesses of Peel. Currently, recruitment efforts in Public Works for vacant positions will continue to ensure the continuity of services. Vacant positions are being filled based on operational requirements and budget availability.

1. **There is an anticipated exodus of staff leaving the Region to secure stable employment elsewhere. Given that the Critical Retention Plan policy was effective only until December 2024, how does the Region plan to retain qualified staff through this transition period to maintain the high level of service currently provided? What incentives will be offered to attract applicants for vacancies in the Public Works Transportation Division?**

Peel's People Strategy will continue to guide our efforts to attract and retain a high-performing workforce. We are actively monitoring to ensure business continuity to our residents, businesses and community.

1. **The transition legislation states that the Province can be the ones who determine what compensation (if any) staff will receive. Is the Province setting criteria and making decisions for displaced staff, rather than Peel's HR?**

The general liability provisions in Bill 240 would not generally apply to employment entitlements. Peel’s Leadership team will continue to operate and make people decisions as it does today.

1. **Why were new hires not provided with clear and comprehensive communication about the complexities of this situation during the hiring process? There's concern that the intention behind hiring new staff was to make it easier and more cost-effective for the Region to let them go when the time comes for transfers.**

Since Bill 112, Hazel McCallion Act (Peel Dissolution), 2023 was first tabled associated messaging has been included in our hiring advertisements, our standard hiring statement and incorporated in the interview process within the hiring guides to ensure candidates receive relevant information. The purpose of this messaging is to ensure transparency with candidates interested in employment with Peel Region.

Our hiring practices are designed solely to support the continued delivery of services to our communities.

Messaging related to Bill 240 legislation has been added to our offer letters

1. **Peel Region talks a lot about what we can't control in relation to dissolution. Since Peel itself is not dissolving, can employees in Planning and Roads be guaranteed employment in other areas of Peel not impacted by Bill 240 i.e. relocate or prioritize internal applicants for a job? Will severance packages or other be offered**

Decisions have not been made regarding specific employee-related issues. Bill 240 will not move forward unless the new government decides to reintroduce it after the election. This is at the discretion of the incoming government. If Bill 240 moves forward, we will work through the implementation with Ontario's Provincial Land and Development Facilitator (PLDF) advisory agency and propose a plan that in the best interest of our employees affected. However, in the event of a transfer of Public Works services from Peel Region to the local municipalities, in cases where an employee will not have a position within Peel Region and will not be offered a comparable position at a local municipality, Peel will adhere to applicable employment laws, however, various career opportunities are available at Peel in many services and open to employees to apply.

## Political/Legislative

1. **Will the recycling sorting facility in Mississauga be retained or will it transfer to Mississauga like the CRCs? Does Peel keep the land itself, and just hand over a lease?**

The Peel Integrated Waste Management facility on Torbram Road in Brampton currently serves as a Material Recovery Facility (MRF) for recyclable materials, as well as for initial processing of organic material and as a transfer station for waste.  The MRF is leased to GLF who operate the facility under the new producer responsibility framework and there is no change anticipated with this arrangement.  As processing responsibility for organic and waste material is also expected to remain with Peel, there is no change expected.  However, further discussion and clarity is still required.

1. **What happens to the records of the programs transferred to lower tiers? Will those records be guaranteed to make their way back to the Region of Peel Archives? Lower tiers submit archival records to RPA, but only on their own discretion, we can't compel anything to come here.**

The Region of Peel Archives is the official records repository for the Region as well as our lower tier municipal partners. We have an established relationship with these partners which includes regular providing of records to the Archives. That being said, we do not have any powers to dictate lower tier processes or compel the provision of specific records. We hope that the records we receive are comprehensive.

1. **How did funding the Transition Board affect the Regional budget? Are we in tight budget deliberations this year because of the lost money to the Transition Board? Will we ever recoup that money from the province? What is our position to advocate for recouping that cost? Can we advocate for that?**

Funding the Transition Board costs did not impact the Regional budget. Any costs related to the Transition Board and Bill 112 have been funded from the Tax Rate Stabilization reserve. Regional Council was vocal in asking that the Province pay for the Transition Board costs but we don’t know if there will be any incremental funding. Any additional advocacy would be done by Regional Council.

1. **How will the Ontario general election impact Bill 240?**

Since the Bill 240 did not receive Royal Assent before the government dissolved, it will not move forward unless the new government decides to reintroduce it after the election. This is at the discretion of the incoming government.