**Employee FAQ
Inquiries & Responses**

 **March 14, 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 after the Regional Council meeting on Feb. 27, where the transfer of Waste collection was discussed.

## Waste Management

1. **How does waste planning remain in the new system if waste collection is being handled differently?**

Waste planning and waste collection are distinct functions. Even if waste collection is transferred to local municipalities, waste planning could remain at the regional level to ensure consistency across Peel. However, clarity on this will be sought as discussions progress.

1. **How did we not know that collections could be disbanded through a Regional Council motion? Has this always been an option?**

The mayors’ decision to move ahead before the province decides was unexpected, but it is within their authority. The legal details explaining Regional Council’s authority and related process for transferring waste collection services from Peel to its local municipalities are outlined in the [March 4 memo](https://pub-peelregion.escribemeetings.com/filestream.ashx?DocumentId=37482) to Regional Council.

1. **Are City Managers required to do what our CAO is advocating for in the March 20 motion?**

City Managers from Mississauga, Brampton, and Caledon don’t report to Peel’s CAO, and they don’t have to follow Peel Region’s recommendations. However, they do work closely with their mayors and councils to determine the best way to move forward. Peel Region’s CAO is making sure our interests and staff concerns are heard in these discussions.

1. **Can we get a clear definition of what is considered ‘waste collection’ and whether waste planning is included?**

We are working on getting clarity. Generally, waste collection refers to the physical pickup and transport of waste, while waste planning involves long-term strategy, diversion goals, waste reduction initiatives, infrastructure planning, and policy development. However, it’s not yet clear if other waste services—like hazardous waste disposal, large-item pickup, and enforcement—are part of this change.

1. **Do City Managers understand the organizational structure and implications of the proposal?**

The complexity of Peel Region’s structure and its interdependencies are important to be understood. Ensuring City Managers are fully aware of the operational, financial, and workforce implications is a priority. Efforts are being made to provide them with comprehensive details, and this will be an ongoing discussion.

1. **Will the CAO and the Regional Chair push for more clarity in the March 20 discussion?**

Both the CAO and Regional Chair are seeking additional details on the scope, process, and workforce implications of the proposed motion. The objective is to ensure transparency and minimize disruption to staff and services.

1. **Is the CAO trying to communicate with Caledon and Brampton to explain the impacts of this decision?**

Efforts are being made to engage with all three municipalities to clarify the operational and workforce impacts of the proposed transition.

1. **Is there an opportunity to inform the public and use the media to share what’s happening?**

At this time, discussions have been internal, but public communication strategies are being considered. Whether Peel issues formal statements or engages media will depend on the direction taken after the March 20 Regional Council meeting.

1. **What is being done for staff retention? Will staff receive retention pay?**

The [*Peel People Strategy*](https://peelregionca.sharepoint.com/sites/I4/SitePages/Peel%E2%80%99s-People-Strategy.aspx) is a framework designed to support Peel’s retention efforts. Retention is a multi-pronged approach with different levers that can be pulled to support employees during this time. A number of different approaches are outlined in the *Peel People Plan*. We will be utilizing various levers as appropriate to support our staff during these challenging times.

1. **Is there a likelihood that the March 20 motion will be discussed in-camera instead of publicly?**

While Council discussions on service delivery changes are generally public, portions of the debate—particularly those involving legal advice, contract negotiations, or personnel matters—could be discussed in-camera. If so, only final decisions and key points will be made public. We will monitor how this unfolds and provide updates accordingly.