**Employee FAQ
Inquiries & Responses**

 **March 5, 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 you to openly ask questions and share concerns.

This document provides a list of inquiries submitted by Peel Region staff through the FAQ contact form on Pathways+ from **January 28, 2024,** to **February 22, 2024,** and includes recent inquiries from Public Works staff that were submitted to Human Resources.

**Trending topics**

* **Service Transfer to Municipalities**The most common inquiries we received during this period were from staff seeking clarity on the transfer of Peel Region services to the three local municipalities. Specifically, they were seeking information regarding job security, potential buyouts or severance, a timeline for decisions, and potential processes for hiring or transferring to municipalities.
* **Transition Board**Staff sent in several questions about the Transition Board, including questions about Transition Board compensation, use of external consultants, and general process to make recommendations.
* **Employee Communications**
We received a lot of feedback regarding internal communications to employees. Many staff members have expressed their frustrations with the regular updates about the pending Provincial Efficiency Review and would prefer only to receive updates when there is news to share.

In total, **64 inquiries and comments** were submitted by Peel Region staff during the period of January 28 – February 22, 2024. The inquires have been condensed into 39 questions for brevity and to avoid duplication and are listed below.

Each verbatim inquiry can be [found here.](#_Employee_FAQ_Inquiries)

Questions and related answers have been grouped within the following categories:

* [Job Security](#_Service_Transfer_to)
* [Transition Board](#_Transition_Board)
* [Employee Communication](#_Employee_Communication)
* [Psychological Health, Safety, & Wellness](#_Psychological_Health_&)
* [Hiring / Retention](#_Hiring/Retention)
* [Training / Career Supports](#_Training/Career_Supports)
* [Political / Legislation](#_Political/Legislation)
* [Advocacy / Community Consultation](#_Advocacy/Community_Consultation)

**EMPLOYEE FAQ INQUIRIES AND RESPONSES**

## Job Security

1. **How would the transfer of services to local municipalities impact the job status and contracts of affected Peel Region employees?**
Recommendations from the Transition Board are due to the Minister of Municipal Affairs and Housing by Spring 2024. At this time, we do not know the full impact to staff, if any, including staff who support Public Works and their programs/services.

We will continue to advocate for clarity and timely communication for our staff with the Transition Board and will share updates as soon as we know more. The provincial mandate also states that all other services are out of scope at this time.
2. **Have there been conversations with local municipalities to discuss plans for the potential transfer of Peel Region staff?**
The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board by Spring 2024. Until then, we will not have information about the full impact on staff, if any. There is a labour relations sub-group that has started exploring this issue should the Minister decide to move services.
3. **Would staff be required to accept any position offered to us by one of the local municipalities?**
Decisions have not been made regarding specific employee-related issues as the transfer of services, if any, remain uncertain. For questions concerning severances, seniority, benefits, transfer to other positions in other organizations and other employment-related inquiries, ELT (Executive Leadership Team) and HR have been pushing for these answers. HR also has a team that will focus on gathering all pertinent questions from our staff and will serve as the liaison with the Transition Board.

Peel continues to request that the Transition Board address urgent employee-related decisions to ensure staff have timely information. Please continue to submit your questions as they are being shared with the Transition Board members.
4. **Will Peel Region employees who do not wish to be transferred to the local municipalities be eligible for early retirement, severance, or payout?**Decisions have not been made regarding specific employee related issues. Peel continues to request that the Transition Board address urgent employee-related decisions to ensure staff have timely information.
5. **What would the process look like for staff who are hired/transferred to one of the local municipalities?**
The Minister of Municipal Affairs anticipates receiving recommendations from the Transition Board by Spring 2024. Until then, we will not have information about the full impact on staff, if any. We will continue to advocate for clarity and timely communication for our staff with the Transition Board and will share updates as soon as we are able.
6. **The local municipalities have different compensation levels/salary bands for identical roles. Will there be a review to ensure consistency and fairness amongst staff who transfer?**No decisions have been made regarding specific employee related issues. Peel continues to request that the Transition Board address urgent employee-related decisions to ensure staff have timely information.
7. **Does Peel Region have a set definition of “land use planning,” or will the Province interpret it for themselves?**

Upon proclamation of Bill 23, Peel Region will no longer have the following responsibilities under the Planning Act:

1. Undertake Municipal Comprehensive Reviews to update the Regional Official Plan (ROP) to conform to Provincial plans and policies.
2. Implement the ROP as it will become an official plan of the local municipality who will be required to ensure conformity with the ROP, implement the policies and defend the ROP at the Ontario Land Tribunal
3. Approve Local Official Plans and local Official Plan Amendments where currently required by the Planning Act.

Beyond this information, the Province has not yet provided a specific definition for land use planning.

1. **Could the Province decide to transfer Water/Wastewater services to a municipal services corporation for cost recovery associated with developer charges?**
Yes, as outlined in [Minister Calandra’s 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) sent January 24, 2024, he stated “On water and wastewater, the Transition Board is asked to ensure any options and recommendations that are brought forward will continue to maintain public ownership and control, including options and recommendations around the creation of a municipal services corporation or a services board.”
2. **How long is the Provincial Efficiency Review expected to take? How long will the implementation of their recommendations take?**The Transition Board is expected to make their recommendations to the Ministry of Municipal Affairs and Housing in Spring 2024. Once the recommendations are known and approved by the Ministry, we will communicate directly with impacted staff, if any.
3. **When the Provincial Efficiency Review is complete, how, and when, will decisions be communicated?**

The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board by Spring 2024. Until then, we will not have information about the full impact on staff, if any. We will continue to advocate for clarity and timely communication for our staff with the Transition Board and will share updates as soon as we are able.

1. **Is there still a plan to move connections under Water/Wastewater?**We have not implemented this plan as of yet, but Connections is a clear function related to water/wastewater.

1. **Has there been a determination of the priority of planning work items moving forward in 2024?**The Province has made it clear, that they will expedite the proclamation of Bill 23, and with that the Region's Planning authority will be transferred to the local municipalities upon the approval of the Region of Peel's Official Plan. For that reason, we are developing an implementation plan in cooperation with local municipalities which we will complete by early March.
2. **Is TransHelp considered part of ‘Transportation’ and therefore part of the Transition Board review or is this division exempt from the Transition Board review work?**TransHelp is considered out of scope for the Transition Board.

## Transition Board

1. **Is the Transition Board reviewing each service in Public Works concurrently or in a certain order?**

The financial assessments of the Public Works services identified by the Ministry of Municipal Affairs and Housing to be part of the provincial efficiency review, is occurring concurrently. It is expected that information from these assessments will help the Transition Board develop the proposed recommendations they intend to submit to the Ministry in Spring 2024.

1. **Is the Transition Board looking at the feasibility of transferring the lower tier (local roads) services to Peel Region, or to a designated unit within Peel Region?**

No, the Transition Board is not looking at transferring the local roads to Peel.

1. **Has the Transition Board retained consultants to conduct the efficiency review?**Yes, the Transition Board has retained the services of [PwC Canada](https://www.pwc.com/ca/en) and [Hemson Consulting Ltd](https://www.hemson.com/).
2. **What does a service board look like?**Municipal service boards are local bodies that may be established by an individual municipality, or by two or more municipalities as defined in [the Municipal Act, S.O. 2001, c.25 (ss. 194 – 202)](https://www.ontario.ca/laws/statute/01m25), to deliver a specific service on behalf of the municipality(s).

The scope of work for the consultants (as per the Requests for Services) includes assessing the short, medium, and long-term financial impacts on each local municipality, pros and cons, risks for recommended options, and against the factors of efficiency, effectiveness, equity, economy, public safety, and governance. The recommendations will be made to the Minister in Spring 2024.
3. **How much money are the members of the Transition Board receiving?**Per Bill 112, all fees and remuneration paid to members of the Transition Board are determined by the Minister of Municipal Affairs and Housing. Peel Region is paying the cost as a proxy for all municipalities. More information is available [on Peel Region’s Transition Board webpage](https://www.peelregion.ca/transition/board/).
4. **People seem to think that the transfer of services is already a foregone conclusion. Will the Transition Board provide a fair efficiency review?**Peel continues to share information with the Transition Board that is timely, factual, and transparent, with the expectation that it be used to inform thoughtful recommendations by the Transition Board to the Ministry.
5. **Who is advocating for and representing Public Works with the Transition Board - especially for non-unionized staff?**
The Executive Leadership Team continues to advocate for all Peel Region employees and ensures their voices and concerns are heard. Employee questions received will also be shared with the Transition Board.

## Employee Communication

1. **Is it possible to have an FAQ section specifically for Public Works?**
Responses posted can be of interest to the entire organization. We regularly review the FAQ section of the website to streamline the questions and responses, and group by subject category to align with relevant and easily accessible information.
2. **Staff are appreciative of leadership’s effort to keep us informed, but the constant messaging can create added stress about the transfer of services – especially if there is no new information to share.**
We appreciate the feedback regarding the recent communication updates. The frequency and objective of the communication is to provide timely, relevant, and fact-based information. We strive to create an environment where you feel informed and supported. We understand the role of communication but also of under-communicating. We will try to find the right balance.

## Psychological Health & Safety / Wellness

1. **Are strategies to enhance/increase employee health benefits being considered for staff affected by the dissolution and now the Provincial Efficiency Review?**

We have increased the psychological health benefit amount to $2,500 for eligible full-time employees whose current entitlements are not at this level. It’s the same benefit you already have.

As part of our [Peel People Plan](https://peelregionca.sharepoint.com/sites/I4/SitePages/Peel%E2%80%99s-People-Plan.aspx?xsdata=MDV8MDF8fGM2MTU5NDg5ODEwYjRkOWMwMDBmMDhkYmYxMTdjZDRkfDM1NmY5OWYzOWQ4NjQ3YTE4MjAzM2I0MWIxY2IwYzY4fDB8MHw2MzgzNjg4NTY3MzM5NzQ1NDN8VW5rbm93bnxWR1ZoYlhOVFpXTjFjbWwwZVZObGNuWnBZMlY4ZXlKV0lqb2lNQzR3TGpBd01EQWlMQ0pRSWpvaVYybHVNeklpTENKQlRpSTZJazkwYUdWeUlpd2lWMVFpT2pFeGZRPT18MXxMMk5vWVhSekx6RTVPakZrTVdSaU16VmxMV1UwTkRNdE5EazFOUzFoWlRaakxUazBORGMzWTJZek5tRTFZVjlsTTJSa00yWXdZaTAwTkRKa0xUUTJPR1l0WVdaall5MWtOVEl5T1dNME9EWTVZMlZBZFc1eExtZGliQzV6Y0dGalpYTXZiV1Z6YzJGblpYTXZNVGN3TVRJNE9EZzNNamMxTWc9PXxiMDJmOGY0ZWZlZTM0YTAxMDAwZjA4ZGJmMTE3Y2Q0ZHxlYTA3YzA2OGYyNTE0ZTNlODYyNGRlYzRiNTVhMDkwYg%3D%3D&sdata=TzhhSE9wWDlHeWVMNzdROUV0R0dEK1E1REpnUmVjRitFeTJKZlVwVDdaRT0%3D&ovuser=356f99f3-9d86-47a1-8203-3b41b1cb0c68%2cdenise.mcdonough%40peelregion.ca&OR=Teams-HL&CT=1701289089116&clickparams=eyJBcHBOYW1lIjoiVGVhbXMtRGVza3RvcCIsIkFwcFZlcnNpb24iOiIyNy8yMzA5MjkxMTIwOCIsIkhhc0ZlZGVyYXRlZFVzZXIiOmZhbHNlfQ%3D%3D) and with the support of Regional Council to promote our self-care, our Health Spending Account (HSA) has increased by 40% in both 2023 and 2024.

The Peel People Plan outlines the various approaches taken including the increase to benefits, the offset of the Long-Term Disability premiums, and the expansion of our psychological programs for all staff.

## Hiring/Retention

1. **Will HR provide a script for hiring managers in Public Works to use during interviews regarding the Provincial Efficiency Review? If so, when?**
A standard statement has been developed and is included within interview hiring guides. Please reach out to your talent acquisition partner.
2. **Currently, there are open FTE positions within Public Works that are either empty or are being filled only on a contract basis. Why are these positions not being offered on a regular FT basis?**
Vacant positions are being posted based on operational needs as either contract or full-time based on operational needs and budget availability.
3. **Will there be a consideration of incentives for Peel Region staff who remain working with the organization during this time of uncertainty?**
A number of different approaches are outlined in the [Peel People Plan](https://eim.peelregion.ca/llprd/llisapi.dll/fetch/2000/45242207/32825/32827/32816423/32781485/1249126/1285670/102824827/HR09-03_Critical_Retention.pdf?nodeid=102807939&vernum=-2), including an increase to benefits, the offset of the Long-Term Disability premiums, and the expansion of our psychological programs for all staff.
4. **We were under the impression that new job listings would be posted internally before being posted externally. There have been postings since that have been posted internally and externally at the same time. Can you confirm what the process is?**
There’s no ‘blanket’ hiring approach across Transportation.
5. **Managers are being told by HR that open roles in Transportation can only be filled by contracts and not full-time positions. Can you confirm?**Vacant positions are posted based on operational needs and as permanent positions.
6. **The Critical Retention Policy is becoming more of an issue as we are seeing potential movement with staff particularly in our division.  Are there plans to revisit which position is eligible for Critical Retention Policy?  If changing positions, can staff take Critical Retention Policy with them?**The Critical Retention Policy (CRP) is meant to retain employees, who are identified as having a critical role, in their current position for a specific amount of time to meet critical or priority business needs in essential programs or services.

If employees move to other roles, the CRP is not carried over to the new role, unless it is categorized as a critical role. Employees who receive Critical Retention pay typically occupy one-of-a-kind jobs or jobs that are critical to the Region and extremely hard to fill.
7. **If services are transferred to municipalities, when will recruiting for open positions in those services stop?**
The Transition Boards continues to work on recommendations and options to be submitted to the Ministry of Municipal Affairs and Housing in Spring 2024. No decisions have been made regarding specific employee-related issues or service allocations.
8. **If services are transferred to municipalities, are alternative options within the organization being considered for Peel Region employees (e.g., appointments to other roles within the organization)?**

The Minister of Municipal Affairs and Housing anticipates receiving recommendations from the Transition Board by Spring 2024. Until then, we will not have information about the full impact on staff, if any. We will continue to advocate for clarity and timely communication for our staff with the Transition Board and will share updates as soon as we’re able.

## Training/Career Supports

1. **Are there supports and resources available for staff to help with career development, job searches, interviewing, etc.?**
Peel offers all employees career development services through our YourPath career program. You can access e-learning on a number of career topics, a career coach or attend live training on a career topic. [Visit YourPath on Pathways](https://peelregionca.sharepoint.com/sites/I4/SitePages/Career-Management-Planning.aspx) or email zzg-YourPath for more information.
2. **Prior to the announcement that Peel would not be dissolved, the Learning and Development tab on Pathways+ had courses called “Resumes that Work” and “Mastering Interviewing”. Can those courses be brought back?**
Yes, HR is looking at offering sessions for the “Resumes that Work” and “Mastering Interviewing”. We are committed to providing support for those who may be affected by changes. We are exploring all options to assist with the efficiency review, including potential training and re-skilling opportunities, and are prepared to guide you through this process. Visit [Your Path](https://peelregionca.sharepoint.com/sites/I4/SitePages/Career-Management-Planning.aspx?source=https%3a//peelregionca.sharepoint.com/sites/I4/SitePages/Forms/AllNews.aspx) to help support you with opportunities and career advice.
3. **Who is the new Human Resources rep for Public Works?**Please visit the [Human Resources Pathways page](https://peelregionca.sharepoint.com/sites/I4/SitePages/Human-Resources-Who-to-Contact.aspx) to see your HR rep.
4. **Will there be new computers for Planning?**
This is an IT related inquiry. Please speak with your People Leader or [connect with IT.](https://peelregion.service-now.com/sp?id=index)
5. **What does the term “back-office support” in the statement mean with regards to workforce/employees?**
We continue to seek clarity from the Transition Board on this question.

## Political/Legislation

1. **If Bonnie Crombie is elected Premier, is it likely that the Provincial government will proceed with the dissolution?**
We continue to engage with our provincial colleagues to ensure that the value of Peel Region services is understood. Through ongoing dialogue and partnership, we aim to highlight the positive impact and importance of the services we provide to our community. We can not speculate on various scenarios.

## Advocacy/Community Consultation

1. **Could we create a video to highlight and promote Peel Region’s accomplishments in Public Works, Police, PRPS, LTC, etc.?**
In February, our CAO Gary Kent presented [a report – which includes a video](https://peelregion.ca/2023-year-in-review/) - to Regional Council that recognized the achievements, financial accomplishments, awards, and recognitions received by Peel Region in 2023.

We will also continue to produce videos that promote understanding of our services and how they impact the lives of residents every day. Visit our [People of Peel](https://peelregion.ca/people/) video series.

We also have several communication assets available on our [YouTube channel](https://www.youtube.com/user/theregionofpeel) and through [Instagram](https://www.instagram.com/peelregion.ca/?hl=en), [X](https://twitter.com/regionofpeel) , [Facebook](https://www.facebook.com/regionofpeel) and [LinkedIn](https://www.linkedin.com/company/regionofpeel). Be sure to follow us!

1. **Will there be an opportunity for members of the public, those who live in Peel, to submit feedback to the transition board on their new mandate?**
The Transition Board has a ['Contact Us'](https://www.ontario.ca/feedback/contact-us?id=544578&nid=544589) page with a form where members of the public can send an email and request a reply, at any time.
2. **What is Peel Region’s involvement in discussions/collaborations with local municipalities to have a unified voice and to share information publicly?**
We continue to advocate for clear and timely communication on any updates or decisions made by the Transition Board and commit to promptly communicating these to Peel Region staff.

With each municipality having a different view, unfortunately no unified communication plan has been developed. We will continue to share facts and speak accurately with no speculation.

# Employee FAQ Inquiries Verbatim

The following is a complete list of questions verbatim by Peel Region staff through the FAQ contact form on Pathways+ from **January 28, 2024,** to **February 22, 2024,** as well as recent inquiries from Public Works staff that were submitted to Human Resources.

Questions have been grouped within the following categories:

* [Job Security](#_Service_Transfer_to_1)
* [Transition Board](#_Transition_Board_1)
* [Employee Communication](#_Employee_Communications)
* [Psychological Health, Safety, & Wellness](#_Psychological_Health,_Safety,)
* [Retention / Hiring](#_Hiring/Retention_1)
* [Training / Career Supports](#_Training/Career_Supports_1)
* [Political / Legislation](#_Political/Legislation_1)
* [Advocacy / Community Consultation](#_Advocacy/Community_Consultation_1)

## Job Security

1. While recognizing that the Transition Board's mandate has now been "re-scoped" to focus now on the areas of Waste, Wastewater, Water and Roads (Public Works ),as someone working in a department that directly supports Public Works and their projects, can information be provided as to what if any the impacts will be to our department and whether the transition board is looking at not just Public Works and their programs but also the potential for impact to those departments that directly support Public Works and their projects.. In short, if it is the "recommendation" of the Transition Board to download say water, wastewater and roads to the municipalities, what will happen to those staff supporting these areas?
2. If one of the Transition’s Board recommendations, is for front line job/positions to be absorbed by a lower tier municipality, does one need to accept, if a position is being offered to them? And if one does not, will they still receive a severance package? Or is that a decision that the Transition board will decide?

During a past Town Hall by the CAO, when the dissolution was taking place, Gary Kent indicated that there will be ""no freeze on hiring"" however there are still currently positions that are Full Time Equivalent in the Public Works Division that are either empty and/or being filled by staff, however on a contract basis....why are these positions not being filled or awarded to staff on a Regular FT basis, if there are roles based on operational need? Currently, is up to the Hiring Manager to determine about filling the position(s) on an FTE, can these contract positions, now be filled as FT prior the Transition Board making their recommendations?

If the Transition Board decides for certain Peel services, such as Public Works: Water & Wastewater, Transportation and Waste Collections, be on a pay per use basis for each lower-tier municipality, will that information be communicated across the Division? And what does that mean for the staff already in those roles delivering the service? Will their employment be continued, however under a new Employer?

Prior to the announcement of the Dissolution of Peel no longer occurring, the Learning and Development tab on Pathways had Corporate Learning Courses on “Resumes that Work” and “Mastering Interviewing” can those courses be brought back, however preference given to Public Work staff only?

Can Peel’s Transition tab on Pathways page be updated to reflect that the Public Work Division as a whole is currently under a Provincial Efficiency review and being affected? Although the Dissolution of Peel is no longer occurring, there is a lack of understanding from the current comments that this still affecting Peel employees in these sections.

What will the information of the Transitions Recommendations be communicated to those being affected? Town Hall meeting? Meeting with current Team Supervisor and/or Manager or Divisional Meeting with Directors?

1. Some of our staff who are on contract are especially concerned, if we can ask Kealy for some clarity on their positions that would really help.
2. Good afternoon, with the new mandate will we be made aware of the timelines of moving services to the lower tier. Will there be guarantee of people moving with the services to the lower tier? Thanks.
3. As part of the dissolution and now ‘efficiency review’, will there be a requirement for local municipalities to acquire Regional P & DS staff as a Transition recommendation or has there been conversations with local municipalities on how Regional staff positions could be redistributed to local municipalities or will the positions just end? (e.g., by request from municipalities, based on skills, staff choice or competition or notice and severance).  If yes, can the framework be shared with P & DS staff, please?
4. How and when will decisions be communicated?
5. Does the mandate letter on Peel’s Efficiency Review mean there will be a complete loss of Regional land use planning positions? If yes, over what timeframe if recommendations from the Transition Board are due in Spring 2024? Will these terminations be phased over summer/fall? All at end of the year?
6. If the Transition Board and the Minister determine that Peel PW services will be transitioned, how will this be announced? Staff would like the announcement to be coordinated such that Peel is engaged first about available positions and recruitment is coordinated.
7. Is there still a plan to move connections under water/wastewater?
8. Does the Region of Peel have any set definitions of what land use planning services mean? Or are we leaving it for the Province to dictate what is or isnt Land Use Planning responsiblity in the Region. If so, is there a way that we can inform them what the Regional Land Use Planning Services consist of to aid in the transition? A simple example: Dixie Road a major north/south arterial road that runs through 3 municipalities (Mississauga/Brampton/Caledon). By downloading this road to the locals, we are going to have 3 municipalities and staff doing what the Region are already completing as a single municipality? Where is the efficiency there? We have approximately 36 Regional Roads and over the last 20+ years that I have been at the Region, every governance review (4 or 5 that I can recall) indicated it is not financially responsible and would be inefficient. The cost alone to complete this major task is going to be significant to say he least. The Region has worked with the local tier over the years and have downloaded roads to lower tier when the character of the road changes and it made sense to download them.
9. Thank you for considering my comment. It is reasonable to consider that the Province may mandate the transfer of Water/Wastewater services to a municipal services corporation for cost recovery associated with developer charges. This model could potentially be applied across the entire Greater Toronto Area (GTA) with a single municipal services board having 25 shareholders comprised of all municipalities that belong to Toronto, York, Durham, Halton, and Peel. The interconnected nature of the water and wastewater system across several municipalities suggests significant advantages with a single municipal services corporation for the entire GTA, similar to the consolidation that has taken place with Alectra Utilities.
10. One of the managers was at a corporate training session recently and overheard staff from another division discussing and getting quite excited about non-disclosure agreements - sounded like staff participating in Transition activities were asked to sign NDAs - this was causing other staff to ask who signed NDAs and who could they trust - very angry staff and outrage
11. Will jobs be transitioned to the local municipalities? If not will Transportation staff get 1st dibs on W/WW job postings? Staff had been told/under the impression when dissolution was announced that Peel jobs (particularly in similar type functions like W/WW) would be posted internally first to allow staff (like Transportation project staff) to apply without competing against external candidates. Recently ~30 postings in W/WW were posted concurrently internally and externally - so why not preference a for internal - staff feeling not good about this - what happened??
12. In terms of the TB review, is TransHelp considered part of Transportation or is this division exempt from the TB review work?
13. In recent communications to staff the term ""potential"" is used when referring the transition. Why and what does this mean?"
14. If the transition to the Cities/Town does happen, who will decide and how it will be decided who goes where? And if there are not enough openings/positions, how it will be decided who goes (i.e. competition-interviews or requests)?
15. Is the region looking into early retirements or payout if work is to go to the cities?
16. Has there been a consideration/determination of the priority of planning work items moving forward in 2024?
17. Can PW hear from HR on the possible options in the event the TB recommends disolution? How will the distribution to the Cities/Town work?
18. Given recent meetings with the Planning and Development Services, we understand leadership staff will be trying their best, where possible, to preserve staff positions within the Region given infrastructure and growth management. Since there is a direction in the mandate letter for local municipalities to ensure that there is sufficient staff at the local level, if there is a request for or transferral of Regional Public Works staff to the local level, are Regional staff required to take these positions, especially if the offer is less than what is being currently received or before a specifc date (i.e. can a local municipality offer a lower salary/benefit package and will staff be expected that staff accept it)? Thank you.

## Transition Board

1. Regarding the Transition Board's financial review - people seem to think that it is already a foregone conclusion - they wonder if Peel is going to get a fair shake through this review - will it be an honest financial review?
2. Is the transition board also looking at the financial and economic feasibility of transferring the lower tier (local roads) services to the Region of Peel or to a designated unit within the Region of Peel?  The alternative of having three (3) municipalities monitoring roads compare to a single unit within the Region of Peel makes sense to at least explore and determine the economic and financial benefits.  The City of Toronto has a similar Model, within the ECS there are several divisions (Major Roads, Local Roads, Bridges, etc.) managing a much larger networks and assets than Peel.
3. In what order is the TB reviewing the financial assessments for each PW division or are they taking place in parallel?
4. How long is the transition implementation expected to take?
5. Now that the TB will be making recommendations on Peel's PW transition in the Spring instead of the Fall, will implementation of any transition recommendations be moved up as well?
6. Timelines and where is the focus?
7. Has the Transition Board retained consultants to conduct the financial assessment of transitioning PW to the locals and if so, which firms?
8. Will the costs associated with the retention of the two consultants be shared publicly?  Also, do you know who is responsible for costs associated with the consultants hired?
9. What does a service board look like?
10. I read an article written by Katherine Declerq regarding the compensation of the TB. $1200 for each board member (each day to a maximum of 320 days) & $1500 for the Chair (same rules apply). She also mentioned that each member only gets half the per diem for any day that three hours or less is worked. For all the audits that the RoP gets & the continued scruntiny we, RoP, seem to be under, is anyone monitoring this massive per diem for these appointees? Or is it a case of the audit is only for how RoP spends $ not the Ford government? He's currently running advertisements on Bonnie Crombie's spending/taxing habits but, and I've told him this, he shouldn't spend his campaign talking about what she's doing or hasn't done, but what he's doing or is going to do. So back to my first question...does anyone from the TB ever indicate that they only worked three hours or is the $1200/$1500 up for grabs every time regardless of the tax dollars we're supposedly trying to save? Or is RoP the only one that has to account for every penny no matter how many times we hear that we're delivering quality services? Please advise and thank you in advance for your response.
11. Can you please share with the TB that we continue to lose great staff. late last year I lost a project manager and early this year I lost another senior project manager with over 10 plus years of experience. I appreciate your dedicated efforts.
12. Recommendations from the Transition Board are due to the Minister of Municipal Affairs and Housing by Spring 2024. At this time, we do not know the full impact to staff, including staff who support Public Works and their programs/services. We will continue to advocate for clarity and timely communication for our staff with the Transition Board and will share updates as soon as we know more. The provincial mandate also states that all other services are out of scope at this time.

## Employee Communications

1. A week goes by and we have zero update. None of the questions-answers are being posted on line. No one comes and talks to staff one on one (not HR, not Commish, not Director). No one is trying to break the information down or provide any assurance to staff. This cannot go on any longer.
2. It appears the answers are not being updated on past questions. New questions/answers are not being posted. The information that is currently on-ine is not current as it was applied to pre-December 2023 announcement. Who is advocating for and representing Public Works with the Transition Board - especially non-union staff?
3. Is it possible to have an FAQ section just for this remaining scope of transition? It is very difficult to navigate the current breakdown of questions many of which are no longer relevant since the whole Region is no longer being dissolved. This would allow those of us "still at risk" to be able to navigate the current information and possibly alleviate much of the confusion/misinformation.
4. Feedback from my team is that they don’t want a reminder every 7 days that they might be losing their jobs.  That the brief quiet we had around Christmas and January allowed them to put this aside and think about other things.  That constant emails telling us nothing new are actually causing stress rather than relieving it.  I understand the pAnonoosition senior leadership is in trying to balance keeping us informed and it’s possible some staff prefer the multiple emails, but I haven’t spoken to anyone that feels that way.  They are also recommending that Chair, Gary and Kealy get together and send one united message vs 3 individual messages that are similar/same.  Every time an email comes out the flurry of discussion and speculation between staff starts up again.
5. Staff are feeling very frustrated with the information they are receiving, and some have noted that the Chair and CAO emails looked like a cut and paste of each other - staff are expecting tailored messaging - Overall the leadership messages are creating exhaustion, fatigue and more stress about Transition.
6. Staff are sharing that they find it annoying to get emails from Chair/CAO/Commissioner that all say the same thing about Transition and further, the messages don’t' communicate any new information - Staff really want to hear from the leadership about the Transition timeline, the Transition work plan and information that helps them understand what will happen to them/their roles once Transition is announced and through to implementation - Any other information they feel is like speculation at this point.
7. Regarding Town Hall meetings, bargaining staff appreciate leadership talking to them but it's really important to have something NEW to tell them.  They are asking that leadership be mindful of this as their feelings are "thanks, but don't bother us if nothing new is to be shared.
8. Trust is factoring into many discussions - staff are losing faith in the leadership - they feel as though everyone is speaking the truth and Peel leadership is not - they feel they are being told what they need to be told only for the purpose of the leadership "just wanting to keep me here.
9. Please bring HR, Commissioner and CAO to PW staff and have a direct discussion to address questions/concerns.  The emails are not very helpful than one-on-one discussion.  The website is lacking updated information and recent questions are not being answered.  Thank you.
10. Holding Employee Appreciation Month in March doesn't connect well for many in Transportation - for bargaining staff working winter shifts until March 31 find that the Region hosting Employee Appreciation Month in March doesn't respect them and their contributions - Please consider hosting/extending events into another month - for example Transportation bargaining staff are back in on day shifts in AprilManagers are receiving many questions related to retention bonuses - there's an ask for Kealy/Gary to prepare for questions related to retention bonus at the Town Hall meetings.
11. Staff feel that important services and work in areas like transportation does not get mentioned when the Chair/CAO communicate/talk about good things Peel does. Please be mindful to include all service areas

## Psychological Health, Safety, and Wellness

1. Are strategies to enhance employee health benefits being considered for staff affected by the Transition review? For example, staff are interested in more personalized benefits such as fitness memberships/discounts, enhanced massage/physiotherapy/chiropractic benefits and are looking for flexibility in being able to choose which benefits are most important to themselves e.g., physical health vs. mental health (something like a Health Spending Account)?
2. Employees would like to know if there is a possibility to increase the health spending account as more of their Frontline staff would benefit from physical supports (massage therapy, chiropractor etc.)

## Hiring/Retention

1. Staff worried about stricter hiring requirements at the local municipalities (e.g. project managers at the cities of Mississauga and Brampton required to have a P. Eng whereas that is not the case at Peel) - staff are concerned they won't be eligible for equivalent positions at the local municipalities - Staff want to hear from leadership what the hiring process be like and the transition staffing plan and what is the Region's position on it
2. Most staff want to know the staffing plan - losing faith in system because they are hearing about what happens to Peel through the media or local politician's first - what has been the update from CAO's meeting - staff want to know more from our leaders about what is happening
3. When can we expect HR to provide a script regarding the Transition Board's review of Peel's Public Works Department for hiring managers to refer to during interviews?
4. When will HR provide a communication/key message about the TB Mandate for hiring managers to include during the interview process?
5. CRP is becoming more of an issue as we are seeing potential movement with staff particularly in our Division. Are there plans to revisit which position is eligible for CRP? If changing positions, can staff take CRP with them?
6. If/when the Transition is confirmed and a timeline announced, will there be a strategy to determine whether or not to continue trying to fill positions (e.g. transition date announced "x" months away, at what point / which conditions do we cease recruitment for open positions)?
7. Given the lower tiers all pay differently for the same positions - Do we know if there will be a review of positions/salaries to ensure there is consistency across the board ? E.g. the City of Mississauga salary band is higher than both Caledon and Brampton.
8. Managers in the midst of recruitment are now being told by their HR recruiters that Transportation roles can only be filled by contracts, not full-time positions. Can HR clarify if this is the process since different than direction over the past few weeks.
9. If Regional staff positions are terminated, will severance packages be provided to affected staff? In this case, could severances be limited by the provisions of the Employment Standards Act or any other Act (e.g., will severances be subject to any Provincial direction identified by the Transition Board or the minimum of the Employment Standards Act or can severances be offered that go beyond the minimum prescribed in the Employment Standards Act)? Can the Region seek to ease the transition and improve the mental well-being for affected Regional staff by offering severance packages beyond the minimum as per the Employment Standards Act?
10. Given the continuing uncertainty, causing additional job instability, will there/can there be consideration of incentives for staff who remain working at the Region while workloads continue though with fewer staff? (e.g. Team had upwards of 10 members (end of ROP review) as of Jan. 1, 2023 and now has five as of Jan. 1, 2024).

## Training/Career Supports

1. Does the term "Back office support" in the statement means the work force/employees? the successful service transfer, including labour relations, corresponding back office supports, and detailed financial analysis on any local impacts. Similarly, the TB should continue to prioritize the preservation of frontline workers.”
2. Who is our new HR rep? HR must have started looking at options and evaluating alternatives. Can someone from HR meet with PW and provide info? (I.e. we have A amount of openings, B amount of staff, C amount of contract positions, D amount of staff eligible for retirement, etc). What happens with Contract positions?
3. If the transition happens, what are, if any, alternatives that are being considered other than transitions (i.e. work force adjustment, appointments to other Peel internal positions: Peel Police often looks for PMs in Construction)?
4. Will there be new computers for Planning?
5. If staff are to be terminated, can there be health benefits and employment supports and resources to help with job searches (e.g., tailored support to prepare resumes and undertake interviews) after termination dates (a year) if no other position available?

## Political/Legislation

1. How about we do a Play on Doug's Get it done act and Make a Peel's Been getting it Done for 50 years Video and highlight all our Accomplishments. Cool shots of tunneling projects, water and wastewater treatment. Garbage pick-up. Watermain breaks, sewer flushing. Peel Police, Paramedics, Immunization, long term care and all the rest.
2. Now that Bonnie Crombie is the Provincial leader of the Liberal party. I'm worried that she wins she will reopen Bill 162 and make the decision for Mississauga to separate from the Region of Peel. Is this likely to happen if she becomes the Premier of Ontario?

## Advocacy/Community Consultation

1. Will there be an opportunity for members of the public, those who live in Peel, to submit feedback to the transition board on their new mandate?
2. Current situation is far worse than before Christmas when dissolution was a fact. Staff are making decisions to leave the Region no longer because Peel is dissolving but rather because nobody (the Leadership Teams) can answer any questions, and nobody knows anything. On the same token, local municipalities seem to speak of transferring services, working towards building resources to accommodate the additional services etc. What is Peel's involvement in discussions/collaboration with local municipalities to unify the voice and be factual in sharing the information publicly?