

**TOWNSHIP OF ESSA
CONSENT AGENDA
WEDNESDAY, NOVEMBER 17, 2021**

A – ITEMS RECEIVED AS INFORMATION

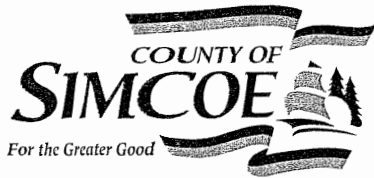
- p.1 1. Advisory from the County of Simcoe dated October 27, 2021, re: Simcoe County Museum Honours Remembrance Month.
- p. 3 2. Correspondence from the Association of Municipalities (AMO):
- p. 6 a) October 28, 2021, re: Policy Update – New Long-Term Legislation, Additional Personal Support Workers' Wage Enhancements, New LTC Personal Support Workers and Nurses Training.
- p. 6 b) November 4, 2021 – Policy Update – Fall Economic Statement Highlights, Ontario Community Infrastructure Fund and *Conservation Authorities Act* Webinars and Fact Sheets.
- p. 10 c) November 10, 2021 – AMO Watchfile.
- p. 14 3. Resolution from the City of Kitchener dated November 1, 2021, re: Financial Supports for Businesses to Cover Capital and Human Resource Costs Necessary to Execute the Passport Vaccination Program.
- p. 16 4. News Release from Ontario News dated November 2, 2021, re: Ontario to Raise Minimum Wage to \$15 an Hour.
- p. 19 5. County of Simcoe Council Highlights – Meeting held October 26, 2021.
- p. 26 6. Correspondence from the Municipal Property Assessment Corporation (MPAC) dated November 4, 2021, re: 2021 Fall Economic Statement.
- p. 28 7. Correspondence from the Simcoe Muskoka District Health Unit dated November 10, 2021, re: Implementation of a Province-Wide Mandatory Cooling Tower Registry.
- p. 31 8. Resolution No. 21-247 from the Municipality of Mattice-Val Coté dated November 10, 2021, re: Urging Government of Ontario to Reconsider its Decision and to Direct MPAC to Proceed with a Province-Wide Assessment Update.
- p. 32 9. Correspondence from CUPE SCFP Ontario, re: Concerns with OMERS' Investment Performance.
- p. 51 10. Notice from the Ontario Energy Board, re: Enbridge Gas Inc. has Applied for Approval to Change its Natural Gas Rates to Recover the Costs of Five Projects.
- p. 58 11. OPP (Nottawasaga Detachment) – Total Calls for Service – September 2021.
- p. 59 12. Correspondence from the Simcoe County District School Board dated November 11, 2021, re: Notice of Education Development Charges Rate Changes – SCDSB/SMCDSB.

B – ITEMS RECEIVED AND REFERRED TO SERVICE AREA FOR ACTION

None.

**C – ITEMS RECEIVED AND REFERRED TO SERVICE AREA FOR REVIEW AND
REPORT TO COUNCIL**

None.



Advisory

County of Simcoe, Office of the Warden and CAO
1110 Highway 26, Midhurst, Ontario L9X 1N6
simcoe.ca

FOR IMMEDIATE RELEASE

Simcoe County Museum honours Remembrance Month

November 2021

Midhurst/October 27, 2021 – Throughout November, the Simcoe County Museum will be hosting a virtual educational series in recognition of Remembrance Month. With presentations each Wednesday afternoon, this virtual speakers' series will explore a number of important topics with each session being led by an expert guest speaker or historian.

Remembrance Month sessions will cover the following weekly topics: A History of WWII and recognition within Canada; experiences as a military policewoman; warship construction in Collingwood; and the history of the Royal Canadian Flying Corps at Camp Borden in WWI. These talks will run for up to 45 minutes, followed by a question and answer session.

The virtual lecture series is open to individuals and groups with free virtual admission by visiting museum.simcoe.ca to register.

November 3, 2021 – 3 p.m.

Best-selling author **Dr. Tim Cook, Director of Research at the Canadian War Museum**, delivers his talk "Forgetting, Remembering and Remaking Canada's Second World War". Dr. Cook will speak about his book *The Fight for History*, how for decades after 1945 Canadians ignored our country's epic contributions to WWII, and how veterans played a key role in raising awareness of and appreciation for our role in the war.

Dr. Cook has written or edited 13 books and received 10 awards for his writing, including the C.P. Stacey prize for Military History, the RBC Taylor Prize for Literary Non-Fiction, the Queen's Diamond Jubilee Medal, and the Governor General's History Award. He is a member of the Royal Society of Canada and a member of the Order of Canada.

November 10, 2021 – 2 p.m.

Warrant Officer Nicole Laidlaw of the Canadian Forces Military Police Academy speaks about her experiences as a military policewoman since 2005, including as the only female military police officer training members of the Afghan Uniformed Police during a seven-month deployment in 2008.

WO Laidlaw has served as an instructor at the Military Police Academy at CFB Borden since 2015. In recent years she has been involved in the True Patriot Love Foundation, a support organization for military members, veterans and their families, and in the Women in Force initiative, which seeks to recruit more women into the Canadian Forces.

November 17, 2021 – 2 p.m.

Michael Moir, archivist at the Clara Thomas Archives at York University, presents his talk "Steel Ships for Salt-water Service", about warship construction at Collingwood during both World Wars.

Steel shipbuilding began in Collingwood in 1902, and over the next fifteen years the town's shipyard produced almost fifty vessels to work on the Great Lakes. During the First World War, the loss of Allied merchant ships to German U-boats led to an international shipbuilding program that included Canadian builders from coast to coast. Collingwood played a major role in this important initiative, and gave a repeat performance in the Second World War.

Michael's presentation will look at the impact of global conflict upon shipbuilding in Collingwood as the town's shipyard twice shifted production from Great Lakes cargo shipping to warships destined for the Atlantic Ocean.

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November 24, 2021 – 2 p.m.

Historian Bill March speaks about the history of the Royal Flying Corps and the Royal Canadian Flying Corps at Camp Borden in WWI.

By the end of 1916, aircraft had become a key instrument of modern warfare. With the Royal Flying Corps in Britain reaching its limit in training capacity and personnel, eyes turned towards the Dominion of Canada as a potential location for a major flight training establishment and a source for large numbers of enthusiastic young aviators. In January 1917, with the full support of the Dominion Government, the Royal Flying Corps (Canada) was created, with Camp Borden as the “home base” of the new force.

The RFC Canada training facility at Camp Borden sprang to life virtually overnight. However, in its brief period of existence, less than two years, the camp helped to provide a steady stream of pilots for the war in Europe, fostered a nascent Canadian aircraft industry, and sowed the seeds of Canadian military aviation culture. Bill’s presentation will examine Camp Borden’s legacy in the history of Canadian aviation, and explain why Camp Borden is referred to as the “Birthplace of the Royal Canadian Air Force.”

Take the Infinite Journey with the Simcoe County Museum, a cultural exploration of our historical past and exciting future. The Simcoe County Museum is owned and operated by the County of Simcoe and offers year round exhibits, events and educational programs for visitors of every age. Visit our website at museum.simcoe.ca for further details.

County of Simcoe is composed of sixteen member municipalities and provides crucial public services to County residents in addition to providing paramedic and social services to the separated cities of Barrie and Orillia. Visit our website at simcoe.ca.

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October 28, 2021

AMO Policy Update – New Long-Term Legislation, Additional Personal Support Workers' Wage Enhancements, New LTC Personal Support Workers and Nurses Training

New Long-Term Care Legislation Introduced

The Ontario government is introducing the *Providing More Care, Protecting Seniors, and Building More Beds Act, 2021*, which will repeal the current *Long-Term Care Homes Act, 2007* and create the *Fixing Long Term Care Act, 2021*. The Bill also introduces proposed amendments to the *Retirement Homes Act, 2010*.

Measures proposed under the *Fixing Long-Term Care Act, 2021* would fall under three pillars: improving staffing and care; protecting residents through better accountability, enforcement, and transparency; and building modern, safe, comfortable homes for seniors.

If passed, the *Fixing Long-Term Care Act, 2021* would:

- establish the commitment to provide an average of four hours of daily direct care per resident per day by March 31, 2025
- strengthen the Residents' Bill of Rights to align with the Ontario *Human Rights Code* and recognizing the role caregivers play in resident health and well-being
- implement new requirements for annual resident, family, and caregiver surveys
- establish new compliance and enforcement tools, including doubling the fines on the conviction of an offense under the proposed legislation
- introduce a Minister's review of a director's decision in the licensing process.

It is expected that these legislative changes to the *Retirement Homes Act, 2010* would, if passed, increase transparency, and promote consumer choice and resident protection by modernizing the oversight of the Retirement Homes Regulatory Authority, improving quality of care, and enhancing consumer protection.

AMO will be analyzing the Bill to assess the impact on residents and municipal homes and looks forward to presenting a submission to the legislative committee reviewing the Bill.

Extending Personal Support Workers' Temporary Wage Enhancement

The province is providing an additional \$373 million to extend the temporary wage enhancement for personal support workers and direct support workers who deliver publicly funded services in home and community care, long-term care, public hospitals, and social services. This increase will continue until March 31, 2022 and is expected to help attract and retain workers in these critical sectors.

This temporary wage enhancement includes:

- \$3 per hour for approximately 38,000 eligible workers in home and community care
- \$3 per hour for approximately 50,000 eligible workers in long-term care
- \$2 per hour for approximately 10,000 eligible workers in public hospitals
- \$3 per hour for approximately 60,000 eligible workers in children, community and social services providing personal direct support services to those who need assistance with the activities of daily living.

Additional Training for Long-Term Care Nurses and Personal Support Workers

The provincial government is funding up to \$100 million to add an additional 2,000 nurses to the long-term care sector by 2024-25 by supporting the training of thousands of personal support workers (PSWs) and nurses who want to advance their careers in long-term care. This investment is to support the Long-Term Care Staffing Plan which was launched last year and sets out actions that will educate, train, and help recruit tens of thousands of new LTC staff.

This funding creates two programs. **The BEGIN initiative: Bridging Educational Grant in Nursing** will provide tuition support to PSWs and registered practical nurses so they can pursue further education to become registered practical nurses and registered nurses respectively. Applicants will be expected to commit to working in the long-term care sector through a Return of Service Agreement for a period equivalent to the time they receive these funding supports for their education.

The **Nursing Program Transformation in Ontario's Colleges** will increase access to nursing programs at publicly assisted colleges through:

- **I**ntroducing hybrid online and in-person learning models in practical nursing and Bachelor of Science in Nursing programs, to provide students the flexibility to learn as per individual schedules.
- **C**reating an additional 500 enrolments in bridging programs for the 2022-23 academic year, that are designed to give applicants the skills and credentials they need to move to the next stage of their career. Hybrid options will also be available for bridging programs.
- **P**roviding up to \$6,000 a year in financial support to internationally trained nurses to gain the credentials required to work in Ontario.

The Ontario government is also investing \$1.2 million through the Learning Inter-Professionally Healthcare Accelerator (LIPHA), a new program to support innovative and flexible training for current and future personal support workers (PSWs) and nurses.

The program is being made available for free to over 80,000 nurses and PSWs currently employed in Ontario's LTC homes and will provide a virtual space with simulated cases for teams and individuals in the sector to practice caring for virtual residents. The LIPHA app can be adopted by long-term care homes to enhance and accelerate their existing training and orientation processes for nurses and PSWs.

AMO's COVID-19 Resources page is being updated continually so you can find critical information in one place. Please send any of your municipally related pandemic questions to covid19@amo.on.ca.

*Disclaimer: The Association of Municipalities of Ontario (AMO) is unable to provide any warranty regarding the accuracy or completeness of third-party submissions. Distribution of these items does not imply an endorsement of the views, information or services mentioned.

From: AMO Communications <Communicate@amo.on.ca>

Sent: November 4, 2021 4:18 PM

To: Lisa Lehr <llehr@essatownship.on.ca>

Subject: AMO Policy Update - Fall Economic Statement Highlights, Ontario Community Infrastructure Fund, Conservation Authorities Act Webinars and Fact Sheets

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November 4, 2021

AMO Policy Update – Fall Economic Statement Highlights, Ontario Community Infrastructure Fund + Conservation Authorities Act Webinars and Fact Sheets

Fall Economic Statement Highlights

The Honourable Peter Bethlenfalvy, Minister of Finance, delivered the Fall Economic Statement (FES) earlier today at Queen's Park. The government is now projecting a \$21.5 billion deficit in 2021–22, an improvement from the earlier \$33.1 billion projection contained in the 2021 budget. Similarly, revenues are \$14.6 billion higher than previously forecast. Other highlights of a municipal interest include the following:

- **The Ontario Community Infrastructure Fund** will be doubled for the next five years. For 2022, this is bringing the funding envelope to \$400 million (up from \$200 million). Please see next section for greater detail.
- **Transit and transportation investments** under the “Building Ontario” theme include an additional \$474 million over five-years to address large bridge rehabilitation in southern Ontario and an additional \$345 million for municipal transit systems. Funding for transit systems is meant to address lower ridership and gas tax revenues resulting from the pandemic. The \$345 million will be split between topping up the reduced Gas Tax for Transit Fund to its 2021 envelope of almost \$380 million. The rest of the funding is being allocated to support transit systems whose COVID-19 allocations cannot support their needs to December 31, 2021. This funding will be based on actual shortfalls documented by transit systems and municipal treasurers. MTO will work with

Ontario's transit associations on this funding and will continue to monitor needs in 2022.

- **Property assessment** for the 2022 and 2023 tax years will remain unchanged. The government has prioritized stability for property taxpayers and municipalities. The valuation date that was used in 2021 (January 1, 2016) will remain in effect.
- Calculations which govern federal **payments in lieu of taxes** will be further regulated to provide greater stability to those municipalities which receive them. This concerns two changes, 1) the impact of the drop in provincial education rate to regulate stable federal payments to municipalities, and 2) a suspension of the 5% annual cap on increases paid by federal airports to municipalities until pre-pandemic passenger traffic volumes return.
- The Minister of Municipal Affairs and Housing will establish a **Housing Affordability Task Force** to provide recommendations on making housing more affordable. This builds on measures the government have already taken to accelerate development approvals, deliver cost savings, and reduce risk for builders.
- The **Brownfields Financial Tax Incentive Program** will be amended to extend provincial education tax assistance to six years for business development (previously three years), and ten years for residential development.
- **On-farm business property assessment** will be amended to increase the small-scale on-farm value-added business assessment threshold from \$50,000 to \$100,000. Other changes include extending the tax treatment of maple sap to all edible tree saps, increasing the current limit on exempting farm woodlots, and simplifying elements of the administration of the farm property class.

Other items of note include:

- The government is investing \$12.4 million over 2 years starting in 2021-22 to continue rapid access to existing and expanded **mental health and addictions supports for health and long-term care workers** across the province.
- Ontario is providing an additional \$10 million, (total investment now \$20 million over three years, beginning in 2021-22), to support the identification, investigation, protection and commemoration of **Residential School burial sites** across the province.
- The government is proposing a new temporary **Ontario Staycation Tax Credit** for 2022. The credit would provide an estimated \$270 million in support to about 1.85 million families, or \$145, on average.

AMO will continue to review legislative changes arising from the Fall Economic Statement and provide updates as necessary.

Ontario Community Infrastructure Fund (OCIF)

The government unveiled its long-awaited redesign of the Ontario Community Infrastructure Fund (OCIF). The FES announcement meets and exceeds AMO's calls for additional funding for the OCIF, effectively providing an additional \$200 million annually over 5 years to double the OCIF envelope formula allocation. The redesigned OCIF makes several important changes beginning in 2022.

These are:

- a significant increase in the fund envelope with an additional \$1 billion over five years that effectively doubles the OCIF;
- doubles the OCIF 'floor' – the minimum amount any municipality receives under the formula allocation – to \$100,000 annually;
- institutes a \$10 million cap in funding per municipality;
- creates a 'smoothing' mechanism so that no community sees changes of more than 15% of their OCIF funding allocation year-over-year;
- changes the formula inputs for infrastructure intensity by transitioning to using replacement value based on municipal asset management plan assessments to calculate the infrastructure need;
- the Ministry of Infrastructure intends to establish performance indicators for core infrastructure systems to measure improvements from funding.

These changes will update the OCIF to provide more flexible funding to municipal governments on a formula-allocation basis. They also create a link between municipal asset management planning and infrastructure funding that will ensure municipal work to assess and monitor infrastructure needs is recognized in the OCIF. As the significant provincial Broadband investment starts to roll out, OCIF will provide important support to municipalities to make their infrastructure ready to connect their communities.

Conservation Authorities Act Regulations Webinars & Fact Sheets

Late last month, the Ministry of the Environment, Conservation and Parks released three new regulations under the *Conservation Authorities Act*. These regulations change the relationship between municipal governments and conservation authorities (CAs), particularly around the scope of the programs and services delivered. While this new regime will be phased in until December 31, 2023, it is critical that municipal Councils reach out to the CA(s) as the CA's first deadline is December 31, 2021.

AMO has released five comprehensive Fact Sheets for municipal Councils and staff to review, listed below and on [our website](#):

1. Overview of Changes to Conservation Authorities
2. Transition Plan and Timelines
3. Mandatory Programs and Services (Category 1)
4. Municipal Programs and Services (Category 2)
5. Other Conservation Authorities Programs and Services (Category 3)

In addition, ~~three~~ webinars are planned this month to answer technical questions and discuss how ~~these~~ regulations will be implemented. Here are details on how to register.

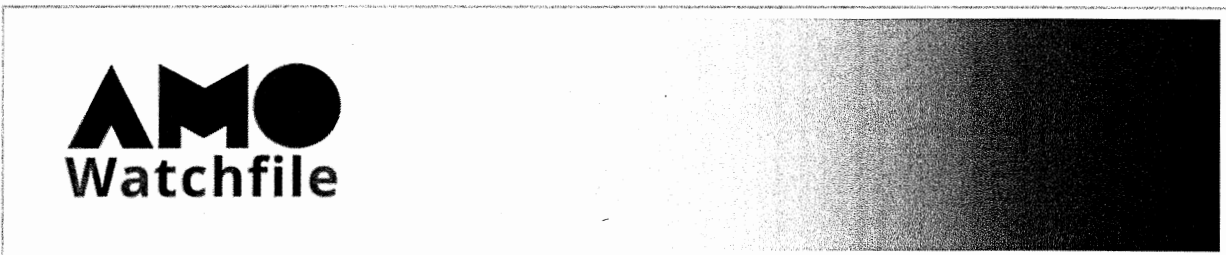
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Azc

From: AMO Communications <Communicate@amo.on.ca>
Sent: November 10, 2021 10:01 AM
To: Lisa Lehr <llehr@essatowship.on.ca>
Subject: AMO WatchFile - November 10, 2021

AMO Watchfile not displaying correctly? [View the online version](#)
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November 10, 2021

In This Issue

- Apply to Ontario's NEW Site Readiness Program today!
- Register for provincial webinars on excess soil regulations.
- Applications open soon for the Community Safety and Policing Grant Program.
- New date added for navigating conflict training.
- A risk management information system for municipalities.
- OHS due diligence challenges for municipalities.
- LAS Blog: Read about AMO's work on climate change.
- FCM funding for road & sidewalk assessments.
- Canoe Public Procurement Summit only one week away!
- Canoe Fall Webinar: CIMCO Refrigeration.
- Electric ice resurfacers coming to an arena near you.
- Culvert prices rising December 1, 2021.
- ONE Investment fall 2021 webinars - Equity and Fixed Income.
- Long-term care governance and leadership training.
- Careers: Ministry of Finance, Halton Region, Toronto and Brant County.

Provincial Matters

The Ministry of Economic Development, Job Creation and Trade launched a NEW funding program to support **industrial land owners** to complete site preparatory work, making those sites more attractive for investors. Application Deadline: March 1, 2022.

The province is hosting webinars on November 12th, 19th, 24th and 26th on the upcoming changes to excess soil regulations. Click on the dates to register, or email mecp.landpolicy@ontario.ca.

The province is investing \$267.6 million over three years through the Community Safety and Policing (CSP) Grant program. Eligible police services can apply for

funding to support the implementation of public safety and community policing initiatives.

Eye on Events

AMO's in demand training on skills for elected officials to navigate conflict relations is available for one more session in 2021. Sign up for the December 8 and 9 session [here](#). Limited seats available.

On December 2, join AMO and [our latest partner, ClearRisk](#), to learn more about the latest offering we have competitively procured for members: a risk management information system. With the ClearRisk platform, the data generated can help your municipality track insurance claims while improving your local risk management program. [Register today](#).

On November 23, join AMO's Occupational Health and Safety program partner, [4S Consulting Services Inc.](#), for a webinar on due diligence challenges for directors and officers of municipalities. [Register today](#).

LAS

With the 2021 United Nations Conference on Climate Change, AMO's Board has identified the priority of addressing the urgency of climate change as a strategic objective this year and last. Read more in our [latest blog](#).

The [FCM Municipal Asset Management Program](#) is a perfect fit for the [LAS Road/Sidewalk Assessment Service](#) with funds to cover 80-90% of the assessment cost up to \$50,000. Get a quote from LAS and apply for your funding today. [Contact Tanner](#) for more information.

The Canoe Public Procurement Summit takes place November 17, 11:00am to 2:30pm EST. Join municipalities from across Canada to learn more about best practices in cooperative purchasing. [Learn more or register here](#).

Gain a powerplay advantage using CIMCO for your arena needs. Join our webinar on November 24 at 11 am to hear how this Canoe contract helps your community keep their stick on the ice. [Register today](#).

Thinking of buying an electric ice resurfacer? Register now to see them in person at the Zamboni Showcase – Nov 17 ([The Plex, Saugeen Shores](#)), Nov 18 ([Gerry McCrory Countryside Sports Complex, Sudbury](#)), or Nov 14 ([Healthy Planet Arena, Peterborough](#)). Learn about batteries, maintenance, and see demonstrations from Zamboni - one of the many approved vendors under the [Canoe Procurement Group](#).

Culvert Price Increase Alert: Armtec has advised LAS that the cost of its products will be increasing due to high steel prices. This increase goes into effect December 1, 2021. Order your material now using the [Canoe Procurement Group](#) to beat the

increase. [Contact Tanner](#) to learn more.

One Investment

ONE Investment is hosting two live sessions in November, 2021 with our external Portfolio Managers: MFS Investment Management and Guardian Capital. To register and know what will be covered, click on these links: November 23 - [Philosophy, Process and Performance of ONE's Fixed Income Portfolios](#) and on November 24 - [Philosophy, Process and Performance of ONE's Equity Portfolio](#).

Municipal Wire*

AdvantAge Ontario, the association representing municipal and non-profit long-term care homes, is offering a [three-part webinar series](#) designed for long-term care board and committee of management members.

Careers

[Senior Policy Advisor - Ministry of Finance](#). Supporting strategic initiatives related to beverage alcohol, gaming and cannabis markets in Ontario. Conducting consultations, completing complex analyses and developing government policy options. Please apply [online](#), quoting Job ID 170302 by November 19, 2021.

[Manager, Systems Planning and Evaluation - Halton Region](#). Reporting to the Director, Children's Services, the Manager, the role is responsible for leading the strategic oversight of the early years and child care (EYCC) system in Halton. This position will provide strategic advice in the development of programs, policies and funding models. Apply Online at: [Halton Job Postings](#) by November 19, 2021.

[Stakeholder Engagement Lead - City of Toronto](#). Reporting to the Manager, Stakeholder and Community Outreach, the incumbent will be responsible for providing overall senior level support to Solid Waste Management Services (SWMS). To [apply online](#), submit your resume, quoting Job ID 18214, by Tuesday, November 30, 2021.

[Director of Council Services, Clerk - County of Brant](#). This role requires the individual to lead and oversee team of Council Services Division staff to ensure high quality service delivery in the functions of council/committee services, records management, vital statistics, election, and freedom of information/privacy. Visit www.brant.ca/jobs to apply. Deadline is November 21, 2021.

About AMO

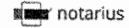
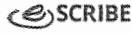
AMO is a non-profit organization representing almost all of Ontario's 444 municipal governments. AMO supports strong and effective municipal government in Ontario and promotes the value of municipal government as a vital and essential component of Ontario's and Canada's political system. Follow [@AMOPolicy](#) on Twitter!

AMO Contacts

A2c

AMO Watch File Tel: 416.971.9856
Conferences/Events
Policy and Funding Programs
LAS Local Authority Services
MEPCO Municipal Employer Pension Centre of Ontario
ONE Investment
Media Inquiries Tel: 416.729.5425
Municipal Wire, Career/Employment and Council Resolution Distributions

AMO's Partners



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CHRISTINE TARLING
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November 1, 2021

Honourable Doug Ford
Premier of Ontario
Legislative Building
Queen's Park
Toronto ON M7A 1A1

Dear Premier Ford:

This is to advise that City Council, at a meeting held on October 18, 2021, passed the following resolution regarding the vaccine passport program:

"WHEREAS the Covid-19 pandemic has been both a health crisis and an economic crisis; and,

WHEREAS lockdown and physical distancing measures have caused significant hardship to businesses, particularly those dependent on in-person delivery or experience (ex: retail, restaurant, hospitality, personal service, etc.); and,

WHEREAS vaccinations have proven to be an effective means of keeping Ontarians safe and can enable businesses to safely remain open without compromising the health of their customers and employees; and,

WHEREAS the Province of Ontario and the Regional Municipality of Waterloo are the primary authorities governing public health in the city of Kitchener;

WHEREAS the Economic Development Advisory Committee expressed concerns about financial supports for businesses and the City's ability to support, maintain and grow the economy;

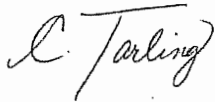
THEREFORE BE IT RESOLVED that the City of Kitchener thank the Province of Ontario for developing the vaccine passport program, but urge the Province to provide financial supports for businesses to cover capital and human resource costs necessary to execute the program; and,

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THEREFORE BE IT FINALLY RESOLVED that a copy of this resolution be forwarded to the Honourable Premier of Ontario, the Minister of Municipal Affairs and Housing, the Association of Municipalities of Ontario; and, all other Ontario municipalities."

Yours truly,



C. Tarling
Director of Legislated Services
& City Clerk

c: Honourable Steve Clark, Minister of Municipal Affairs and Housing
Monika Turner, Association of Municipalities of Ontario
Ontario Municipalities

15

Krista Pascoe

From: Ontario News <newsroom@ontario.ca>
Sent: November 2, 2021 11:15 AM
To: Krista Pascoe
Subject: Ontario to Raise Minimum Wage to \$15 an Hour



NEWS RELEASE

Ontario to Raise Minimum Wage to \$15 an Hour

Government working for workers by enhancing wages and take-home pay

November 02, 2021
Premier's Office

TORONTO — As part of the 2021 Fall Economic Statement, the Ontario government will introduce legislation that, if passed, would raise the general minimum wage from \$14.35 to \$15.00 per hour effective January 1, 2022. Under the proposed changes, the special minimum wage rate for liquor servers would be eliminated and they would be entitled to the general minimum wage. Students under 18, homeworkers and hunting, fishing and wilderness guides would also see an increase in their special minimum wage rates.

Details were shared today by Premier Doug Ford, Monte McNaughton, Minister of Labour, Training and Skills Development and Peter Bethlenfalvy, Minister of Finance.

“Ontario’s workers have been the unsung heroes of this pandemic, as they’ve stocked shelves, kept our supply chain moving and helped so many of us enjoy a meal among family and friends at a local restaurant,” said Premier Doug Ford. “When we asked labour leaders what their priorities were, increasing the minimum wage was at the top of the list. As the cost of living continues to go up, our government is proud to be working for workers, putting more money into their pockets by increasing the minimum wage.”

Liquor servers have previously received below the general minimum wage, based on the belief customer tipping can make up the difference. However, many of these workers have increasingly seen their tips pooled and redistributed among many staff, making it harder for them to make ends meet. If the legislation is passed, liquor servers would be treated more fairly and see an unprecedented 19.5 per cent increase in their

minimum hourly wage, as it changes from \$12.55 per hour to the harmonized \$15 per hour minimum wage.

The Ontario government is introducing legislation to increase minimum wages as the cost of living has increased considerably over the past several months, but wages for many have not kept pace.

“Over the past few weeks, our government has rolled out a historic number of reforms to rebalance the scales,” said Minister McNaughton. “Building on these actions, today, our government is ensuring workers who need our help the most receive their fair share of the economic pie. We will continue to use every tool in our toolbox to help workers in our province find meaningful careers that let them earn themselves bigger paychecks and build better lives for themselves and their loved ones.”

Special minimum wage rates are also proposed to increase:

- Students under the age of 18 who work 28 hours a week or less when school is in session, or work during a school break or summer holidays would see an increase from \$13.50 to \$14.10 an hour.
- Homeworkers (those who do paid work out of their own homes for employers) would see an increase from \$15.80 an hour to \$16.50 an hour.
- Hunting and fishing guides currently have a minimum rate of \$71.75 for working less than five consecutive hours in a day, and \$143.55 for working five or more hours in a day. Their new proposed rate would be \$75.00 for working less than five consecutive hours in a day, and \$150.05 for working five or more hours in a day.

“An incredible debt of gratitude is owed to the workers of Ontario. These dedicated men and women kept store shelves stocked and supply chains going through the pandemic,” said Peter Bethlenfalvy, Minister of Finance. “However, we also recognize that for too long workers have been falling behind, and that wages for many have not kept up with the cost of living. They had Ontario’s back, and now, our government has theirs. Ontario workers should be in a race to the top, not a race to the bottom.”

These proposed changes are part of the government’s broader effort to support, protect and attract workers, and make Ontario the top place to live, work and raise a family. The government will release its plan to protect Ontario’s progress against COVID-19 and for building the foundation for the province’s recovery and prosperity in the *2021 Ontario Economic Outlook and Fiscal Review* on November 4.

Quick Facts

- Due to the pandemic, there have recently been higher than usual increases in the cost of living.



- The October 2021 annual minimum wage increase was based on the 2020 annual Consumer Price Index increase, which does not reflect the recent increases.
- A full-time worker making the general minimum wage could see an annual earnings increase of \$1,350 in 2022 under the proposed legislation.
- From January-August 2021, there were 763,500 workers at or below the proposed general minimum wage of \$15 in Ontario (StatsCan Labour Force Survey, 2021).
- Most minimum wage earners are women and nearly 73 per cent of working 15 to 19-year-olds are at or below the proposed general minimum wage of \$15 per hour.
- The industries employing the most minimum wage earners are accommodation and food services, and retail trade.
- Nearly 37 per cent of workers at or below the proposed general minimum wage of \$15 per hour are in retail trade and almost 24 per cent are in accommodation and food services.

Additional Resources

- Proposed new minimum wage rates starting January 1, 2022.
- What workplaces should know about the minimum wage requirements.
- Learn about rights and responsibilities under the ESA.

Media Contacts

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Premier's Office
Ivana.Yelich@ontario.ca

Harry Godfrey
Minister's Office
Harry.Godfrey@ontario.ca

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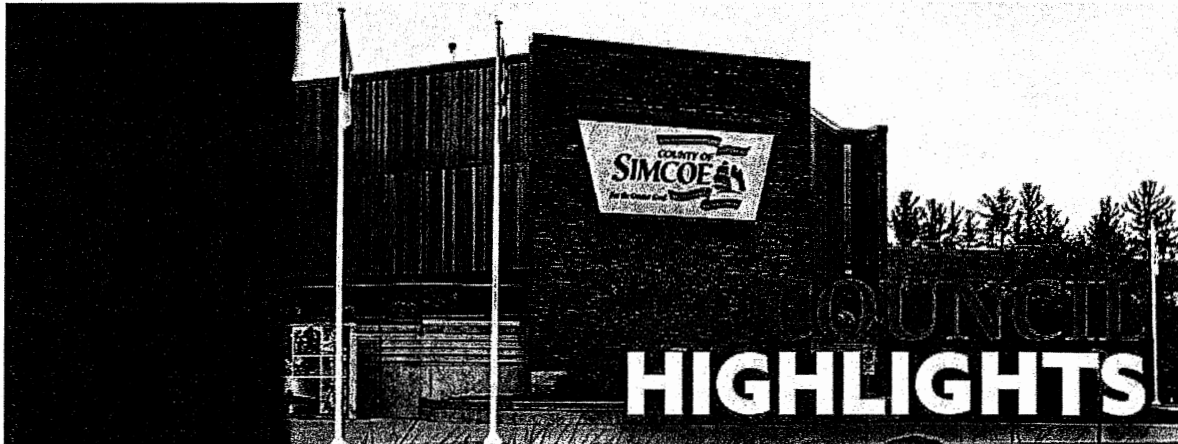
[EXTERNAL]

From: County Of Simcoe Communications <Communications@simcoe.ca>

Sent: November 2, 2021 4:08 PM

To: Lisa Lehr <llehr@essatownship.on.ca>

Subject: County Council Highlights - meeting held October 26, 2021



Council Highlights are intended to provide a summary of Council proceedings only. The information contained within the Highlights is based on approved material from within the associated agenda packages, linked at the bottom. These reports were part of the agenda from the **Council Meeting on October 26, 2021** and the **Committee Meeting on October 12, 2021**. For more information on any item covered in the Highlights, each article is hyperlinked to the appropriate report, which can be accessed by clicking on the title. Images are also linked to relevant resources.

- Service Simcoe



Special Council – Waste Management Workshop – 26 Oct 2021

Warden's Statement

County Councillors remain committed to the automated cart collection program and to providing cart size options based on public feedback. Today, a majority of Council voted to expedite the cart exchange program to increase flexibility for residents rather than waiting for the results of a public survey and pilot project to explore potential cart exchange options. We recognize that the move to automated cart collection is a substantial change, and we know that waste collection is a very valuable service to our residents. We want you to know that we've listened and responded to your input over the last few months.

Automated cart collection is extremely common, with the County's cart manufacturer estimating that as many as 60-70% of municipalities in Canada and the United States already use carts. The number of

municipalities using carts is growing due to the labour challenges associated with manual waste collection. We're leveraging the experiences of many other municipalities and making local adaptations to ensure the cart program is successful here in Simcoe County.

While cart exchange was something Council committed to considering in the future, we will now begin accepting cart exchange requests in mid-January 2022, with deliveries anticipated to begin by the end of February. The program will provide residents with an opportunity to exchange their recycling and garbage carts for smaller options (with the smallest being the same size as the existing organics cart).

Full details about exchanges will be communicated in January, and we ask residents to hold exchange requests until the system is in place early next year. As we wait for the exchange program to begin, please use this time to experience the new carts and confirm your household's waste needs before deciding whether to switch size.

Based on data from other jurisdictions, we expect fewer exchanges after residents have experienced using the carts. With a 20-year life span, any exchanged carts will be repaired and put back into the system as replacements.

The County of Simcoe appreciates the feedback we have received from our communities, and we look forward to the launch on November 1.

Economic Development and Tourism COVID-19
Recovery Plan Progress Report – September
2021

The Economic Development and Tourism COVID-19 Recovery Plan merges business impact surveys conducted by the Economic Development Office (EDO) and focus group data into a plan to provide goals for implementation in collaboration with area municipalities to assist regional businesses with recovery. The goals include continuing to provide businesses with the tools, resources and connections they need to remain dynamic and grow in today's uncertain and ever-evolving environment, as well as leveraging targeted investment attraction opportunities that arise from COVID-19.

On October 26, Council received the Economic Development and Tourism COVID-19 Recovery Plan Progress Report – September 2021.



2021 Child Care Worker and Early Childhood Educator Appreciation Day

County of Simcoe Warden George Cornell proclaimed Thursday, October 21, 2021 to be Child Care Worker and Early Childhood Educator Appreciation Day in recognition of the education, dedication and commitment of child care workers to children, their families and quality of life of the community.

On October 12, 2021, Council received a report on this year's plans to honour child care workers, including more than 1,500 staff who work in a total of 198 licensed child care sites across the County, providing a system capacity of over 10,000 licensed spaces.

Affordable Housing Advisory Committee - Report - September 17, 2021

The County has committed to a target of creating 2,685 new affordable housing units by 2024 in Our Community 10-Year Affordable Housing and Homelessness Prevention Strategy. The targets will be met through a mix of rent supplement/housing allowances, secondary suites, home ownership downpayment assistance, and new affordable rental developments.

On October 12, 2021, Council received a report that showed that 88% of the target number of affordable housing units (2,364 units) had been created by December 31, 2020. In the first half of 2021, an additional 79 new units were created, bringing the County to 91% of its 2024 target as of June 30, 2021.



[Click the image to read more about the County's sustainable operations](#)

Sustainable Operations Program - Fall 2021 Update

In April 2018, County Council approved the County of Simcoe's membership in the Federation of Canadian Municipalities "Partners for Climate Protection" program. The County is now part of a network of over 400 Canadian upper and lower tier municipalities and separated cities who have all publicly committed to reducing greenhouse gas emissions and implementing long-term strategies to mitigate and adapt to climate change impacts.

On October 12, 2021, Council received a report on sustainable operations, including the greening of the County's fleet. The report highlighted that the County's first electric vehicle (EV) was added to the fleet in 2020 and has been a great success with high reliability and minimal costs. Staff have included a second EV in next year's budget for Council's consideration in 2022.



Does not apply to Barrie and Orillia

On November 1, the County implemented automated cart collection and moved to a new four-day curbside waste collection schedule. The change means that the majority of residents now have a new collection day and time when they roll their two carts to the curb. Click on the image above to view our interactive map that allows you to zoom in and search by your address to confirm your new collection day

From: Nicole McNeill <Nicole.Mcneill@mpac.ca>
Sent: November 4, 2021 5:42 PM
To: Colleen Healey <chealey@essatownship.on.ca>
Subject: MPAC: 2021 Fall Economic Statement



MUNICIPAL
PROPERTY
ASSESSMENT
CORPORATION

Good afternoon Colleen,

Today, as part of the *Ontario Economic Outlook and Fiscal Review: Build Ontario* the government announced the continued postponement of the province-wide assessment update.

This means that property taxes for the 2022 and 2023 taxation years will continue to be based on the January 1, 2016 valuation date. Property assessments will remain the same as they were for the 2021 tax year, unless there have been changes to the property.

This announcement does not change the work we do to maintain the assessment roll, including the addition of new assessment. We understand the importance of revenue generated from ongoing construction and renovation projects, and we will continue to capture the value of these changes throughout the year.

We will also continue our work to provide you with market analysis and insights to support you in managing your assessment base and planning for the future.

In addition to the postponement, other relevant highlights from today's *Fall Economic Statement* include:

- Temporary suspension of the five per cent cap on the payments in lieu of property tax (PILT) to municipalities until passenger volumes return to pre-pandemic levels for each airport.
- Simplifying the legislative requirements with respect to the assessment of pipeline properties, including the designation of pipelines by owners.
- Several farm property-related measures: Changes to small-scale on-farm business subclass, extending the farm property tax treatment that currently applies to the processing of maple sap to include all edible tree saps and increasing the current limit on the property tax exemption for farm woodlots from 20 to a proposed 30 acres.
- Streamlining and simplifying application processes for the Farm Property Class Tax Rate Program.

AL

- Our work to develop an annual performance report beginning in 2022, which will contain many elements from our Service Level Agreement and is one of the ways we will demonstrate accountability and transparency in our work.

Over the coming weeks we will be meeting with our municipal partners to talk about how we will continue to work in partnership with you to support efforts to modernize the sector, and ensure we are in the best possible position to deliver the next assessment update.

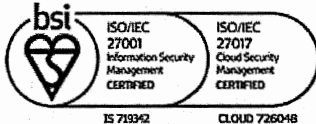
We thank you for your partnership and we are here to continue to support you. If you have any questions or concerns, please feel free to reach out to your local account manager.

Sincerely,

Nicole

Nicole McNeill
President and Chief Administrative Officer

Municipal Property Assessment Corporation (MPAC)
1340 Pickering Parkway, Suite 101
Pickering, ON L1V 0C4





November 10, 2021

The Honourable Minister Steve Clark
 Minister of Municipal Affairs and Housing
 777 Bay Street, 17th Floor
 Toronto, ON M5G 2E5

Dear Minister Clark:

Re: Implementation of a Province-Wide Mandatory Cooling Tower Registry

The Board of Health for the Simcoe Muskoka District Health Unit (SMDHU) is concerned that the burden of *Legionella* infections is underestimated and rising in Ontario. To protect Ontarians from potentially fatal disease, strategies mitigating the risk of *Legionella* spread from cooling towers are needed. Given operational considerations and the knowledge gaps that persist in the literature, the implementation of a province-wide mandatory cooling tower registry is recommended as a first step towards improving the control of *Legionella* in the province.

Legionella bacteria are ubiquitous in freshwater environments and can replicate under favorable conditions in water distribution and plumbing systems, posing a risk to people. Cooling towers, notably, can cause significant community outbreaks of *Legionella* infections via spread of contaminated water particles over distances of several kilometers. The lack of a provincial requirement for a cooling tower registry means public health units must deploy considerable time and resources to identify potential cooling tower sites, delaying public health action when clusters of cases of Legionnaires disease require investigation.

The City of Hamilton is the only jurisdiction in the province that requires registration of all cooling towers with local authorities.ⁱ Across Canada, the City of Vancouver has recently adopted similar municipal requirements. Quebec is the only province that mandates registration of all cooling towers.ⁱⁱ This requirement was imposed following a significant outbreak in Quebec City involving 167 cases including 14 deaths. Relying on local by-law creation in Ontario would be impractical and resource intensive, particularly for public health units such as SMDHU which has jurisdiction across many municipalities.

Provincial rates of *Legionella* infections are increasing. There were over 300 cases of Legionellosis reported in both 2018 and 2019 across the province, while previous years had an average of around 160 cases. These are the highest rates of Legionellosis reported in Ontario in recent history.ⁱⁱⁱ Since 2006, 9 declared outbreaks or clusters of legionellosis have occurred in the province.^{iv} One of the most serious *Legionella* outbreaks in Ontario occurred in 2005 in a Toronto Long-Term Care facility, where 135 people including 70 residents were infected and 23 residents died.^v Our experience in Simcoe Muskoka mirrors the provincial trend. In 2019, Simcoe Muskoka reported 20 cases, which is the most cases on record for the region in a single year. 2018 was also an exceptionally high year with 10 cases reported, and the five-year average for 2013-2017 was 4.4 cases per year for Simcoe Muskoka. Fifteen (15) of the cases reported in 2019 were tied to two clusters investigated by the SMDHU in the cities of Barrie and Orillia. Both clusters were hypothesized to be caused by aerosolization of contaminated water particles originating from cooling towers (a cooling tower origin was confirmed for Orillia via

<input type="checkbox"/> Barrie: 15 Spurling Drive Barrie, ON L4M 6K9 705-721-7520 FAX: 705-721-1495	<input type="checkbox"/> Collingwood: 280 Pretty River Pkwy. Collingwood, ON L9Y 4J5 705-445-0804 FAX: 705-445-6498	<input type="checkbox"/> Cookstown: 2-25 King Street S. Cookstown, ON L0L 1L0 705-458-1103 FAX: 705-458-0105	<input type="checkbox"/> Gravenhurst: 2-5 Pineridge Gate Gravenhurst, ON P1P 1Z3 705-684-9090 FAX: 705-684-9887	<input type="checkbox"/> Huntsville: 34 Chaffey St. Huntsville, ON P1H 1K1 705-789-8813 FAX: 705-789-7245	<input type="checkbox"/> Midland: A-925 Hugel Ave. Midland, ON L4R 1X8 705-526-9324 FAX: 705-526-1513	<input type="checkbox"/> Orillia: 120-169 Front St. S. Orillia, ON L3V 4S8 705-325-9565 FAX: 705-325-2091
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genetic sequencing). A combined 67 sites were investigated for possible cooling tower presence across both municipalities.

Given the increasing threat of *Legionella* infections provincially and the resource-intensive nature of *Legionella* cluster investigations in the absence of a province-wide cooling tower registry, we urge your ministry to consider the following recommendations:

1. Create a province-wide mandatory cooling tower registration system; and,
2. Mandate a risk management plan for cooling towers to operate. Basic elements of the risk management plan may include:
 - i. Documented system maintenance requirements, including scheduled inspection.
 - ii. Specified routine water treatment protocols, including chemical treatment or other specialized treatment equipment. The goals of a water management plan are to extend equipment life, minimize energy consumption, minimize water consumption, and maintain a safe environment.
 - iii. System standby and shutdown protocols.
 - iv. Disinfection protocols to remedy deviations from expected standards on routine monitoring, including when disinfection is urgently required.
 - v. Contingency response plan in the event of known or suspected cases of Legionellosis.

A province-wide cooling tower registry with required registration for all cooling tower owners and mandated implementation of a risk management plan for each cooling tower are first steps toward shifting away from a purely reactionary approach to the control of *Legionella*. These two requirements can serve as necessary building blocks for control measures for cooling towers, which include routine environmental sampling, reporting, and auditing to further support a comprehensive risk management plan for cooling towers.

Thank you for considering these recommendations.

Sincerely,

ORIGINAL Signed By:

Anita Dubeau
Chair, Board of Health

cc: Honourable Christine Elliott, Deputy Premier and Ontario Minister of Health
Honourable David Piccini, Minister of Environment Conservation and Parks
Dr. Kieran Moore, Chief Medical Officer of Health
Loretta Ryan, Executive Director, Association of Local Public Health Agencies
Jamie McGarvey, President, Association of Municipalities of Ontario
Members of Provincial Parliament for Simcoe and Muskoka
Mayor and Council of Simcoe and Muskoka

References

- ⁱ City of Hamilton. BY-LAW NO. 11-078 Respecting the Registration of Cooling Towers [2011 Mar 9; last accessed 2021 Oct 13]. <http://www2.hamilton.ca/NR/rdonlyres/C6483866-A515-45B5-A4CD-211412EF7E68/0/11078.pdf>
- ⁱⁱ Règlement modifié ant le Code de sécurité. Loi sur le bâtiment (chapitre B-1.1) Gazette officielle du Québec. (2014) 146 G.O.Q. II. Décret 454-2014, 21 mai 2014. <http://www2.publicationsduquebec.gouv.qc.ca/dynamicSearch/telecharge.php?type=1&file=61543.pdf>
- ⁱⁱⁱ Ontario Agency for Health Protection and Promotion (Public Health Ontario). *Infectious Disease Trends in Ontario*. Extracted: November 4, 2021. <https://www.publichealthontario.ca/en/data-and-analysis/infectious-disease/reportable-disease-trends-annually#/31>
- ^{iv} Integrated Public Health Information System (iPHIS) [2006-September 2021]. Ontario Ministry of Health extracted October 8, 2021.
- ^v Henry B, Young J, Walker D. Report card: progress in protecting the public's health. Report of the expert panel on the Legionnaires' disease outbreak in the City of Toronto-September/October 2005 [Internet]. Toronto, ON: Queen's Printer for Ontario; 2005. Available from: https://cdn.ymaws.com/www.alphaweb.org/resource/collection/822EC60D-0D03-413E-B590-AFE1AA8620A9/EPLDO_report_ExpertPanelOnLegionnairesDiseaseOutbreak_05-12-2005.pdf or https://www.health.gov.on.ca/en/common/ministry/publications/reports/walker_legion/rep_intro.aspx



Sac postal / P.O. Bag 129, Mattice, Ont. P0L 1T0
(705) 364-6511 – Fax: (705) 364-6431

RESOLUTION NO. 21-247

Moved by: Marc Dupuis
Seconded by: Steve Brousseau

WHEREAS the government of Ontario recently announced the continued postponement of the province-wide assessment update for the 2022 and 2023 taxation years, and;

WHEREAS this means that property values will continue to be based on the January 1, 2016 valuation date until at least 2024, and;

WHEREAS the Municipality of Mattice – Val Côté is aware of the important increase in property values throughout the province and within its own jurisdiction and;

WHEREAS the continued postponement of property valuation translates into a significant loss of taxation revenue for Municipalities;

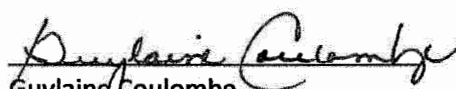
NOW THEREFORE BE IT RESOLVED THAT Council for the Municipality of Mattice – Val Côté urges the government of Ontario to reconsider its decision and to direct MPAC to proceed with a province-wide assessment update in order for Ontario Municipalities to be able to collect property taxes based upon actual property values, and;

BE IT FURTHER RESOLVED THAT a copy of this resolution be forwarded to the Premier of Ontario, to MPAC, to AMO, to all Ontario municipalities and to our federal and provincial government representatives, Carol Hughes and Guy Bourgouin.

- CARRIED -

I, Guylaine Coulombe, CAO/Clerk of the Municipality of Mattice – Val Côté, do hereby certify this to be a true and complete copy of Resolution 21-247, passed by the Council of the Municipality of Mattice – Val Côté at its meeting held the 8th day of November 2021.

DATED at Mattice, Ontario
This 10th day of November 2021


Guylaine Coulombe

AA



80 Commerce Valley Drive E, Suite 1
Markham, ON L3T 0B2
Phone: 905-739-9739 • Fax: 905-739-9740
Web: cupe.on.ca E-mail: info@cupe.on.ca

TOWNSHIP OF ESSA
OCT 29 2021
RECEIVED

Dear Township of Essa Council:

On behalf of CUPE Ontario's nearly 125,000 active members of the Ontario Municipal Employees Retirement System (OMERS), I am writing today to express our serious concerns with OMERS' investment performance.

In 2020, OMERS posted a net loss 2.7%, representing three billion dollars in losses. This was during a year that comparable defined benefit pension plans and funds in Canada posted substantial investment gains. CUPE Ontario investigated further and tracked investment returns at OMERS for ten years. We found that OMERS has underperformed relative to other large pension plans and funds, as well as relative to its own benchmarks. We also found that OMERS no longer shares this critical information in their annual reporting, making it difficult for plan members to hold their investment managers accountable.

Attached you will find a report detailing OMERS investment underperformance. Also attached, you will find the analysis of a third-party actuary (PBI Actuarial consultants) who confirmed that our reasoning and conclusions were sound.

CUPE Ontario believes plan members and employers have the right to know why OMERS' investments have, over a ten-year period, underperformed other large defined benefit pension plans and funds. If OMERS had performed in line with the average large Canadian public pension plan, it would have a substantial, multi-billion-dollar surplus, versus the deficit it currently faces.

Considering the significant impact such underperformance could have on plan members and on all sponsors who hold the liabilities of the plan, **we are calling on OMERS to cooperate fully with an independent and transparent third-party review of its investment performance** transparent and accountable to plan members, sponsors like CUPE Ontario, other unions, and employers like the Township of Essa.

We are hoping that the Township of Essa Council will join our call for an independent expert review of OMERS. **We are asking you, and other municipal councils across the province, to debate the following motion or to pass a similar motion calling for a third-party expert review of OMERS.** The terms of such a review would need to be agreed upon by sponsors and they could explore whether reasonable costs could be funded from the plan.

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We simply cannot afford another decade of investment returns so far below other pension plans and funds. We know that ensuring strong investment returns is a goal shared by employers like the Township of Essa and by unions like CUPE.

CUPE Ontario staff person Liam Bedard is available to answer any questions you may have. He can be reached at lbedard@cupe.on.ca.

All materials are available in French at cupe.on.ca/francaisomers.

It's time for all of us to work together to #FixOMERS.

Thank you,



Fred Hahn
President of CUPE Ontario

Proposed Motion – Independent Review of OMERS' Investment Performance

1. The Township of Essa Council is calling for an immediate, comprehensive and independent third-party expert review of OMERS' investment performance and practices over the past ten years, conducted by the OMERS Pension Plan's sponsors and stakeholders.
2. Such a review would, at a minimum:
 - a. Compare OMERS plan-level, and asset class-level performance to other comparable defined benefit pension plans and funds, OMERS internal benchmarks, and market-based benchmarks.
 - b. Examine OMERS decision-making processes around the timing of various investment decisions.
 - c. Assess the risk management policies and protocols that were in place and determine if they were followed and/or if they were sufficient to protect the plan from undue risk.
 - d. Assess whether the disclosures provided to the OMERS Administrative and Sponsorship Boards were sufficient evidence to allow the Boards to respond appropriately and in a timely manner.
 - e. Examine executive compensation, investment fees and investment costs at OMERS in comparison to other major defined benefit pension plans and funds.
 - f. Examine other relevant issues identified by the third-party expert review.
 - g. Make recommendations for changes at OMERS to ensure stronger returns moving forward.
 - h. Issue their final report and recommendations in a timely manner.
 - i. Publicly release its full report and recommendations to ensure that it is available to OMERS sponsors, stakeholders, and plan members.
3. The Township of Essa Council further calls on the OMERS Administrative Corporation to:
 - a. Provide all requested data, documentation and information required of the review panel to fulfill its mandate.
 - b. Establish a step-by-step plan, with OMERS sponsors and stakeholders, to implement any recommendations set out in the review report.

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PBI Actuarial Consultants Ltd.
Suite 1070, One Bentall Centre, 505 Burrard Street, Box 42, Vancouver, BC V7X 1M5
pbi@pbiactuarial.ca T. 604-687-8056 F. 604-687-8074

April 27, 2021

To: Fred Hahn, President CUPE Ontario
CUPE Ontario

From: Bradley Hough

Subject: **OMERS Performance Review**

Scope of review

CUPE has asked PBI to review "CUPE Ontario Concerns With OMERS Investment Returns". PBI has reviewed the performance data, methods, and comparisons of OMERS with peer pension plans and funds in CUPE's report.

The intention of our review is to determine:

- a) if comparisons made between the pension plans and funds and their respective benchmarks are reasonable; and
- b) if the analysis completed by CUPE supports the conclusions of their report.

We have reviewed the performance comparisons in CUPE's report by reviewing public information provided by the plans and funds referenced. Statements of investment policies and procedures, actuarial valuation reports, annual reports and other governance documents were reviewed to add as much context around plan performance as possible with the public information available.

Summary

We conclude that the comparisons made by CUPE are reasonable and show that there is a significant gap in performance between OMERS and other comparable public pension plans and funds. In our opinion, public information is unable to fully explain the performance gap. More information is required to truly understand why performance is so different between OMERS and comparable public pension plans and funds.

In our opinion, the comparisons and analysis in the report support CUPE's request for further review of performance.

Review

Is the choice of peer universe reasonable?

CUPE has chosen a universe of large public sector defined benefit plans ("plans"), or public sector investment managers managing assets ("funds") including, but not exclusively, defined benefit pension plans. Scale gives public plans and funds a different opportunity set versus smaller private sector plans as a result of the size of assets and also investment opportunities. We therefore believe that CUPE's approach of focusing on a limited universe of public sector peers rather than a broader pension plan universe is reasonable and fair.

Of the universe supplied, HOOPP, OTPP, BCMPP and LAPP are easier to directly compare given they are pension plans rather than funds; however, the public sector investment managers referenced by CUPE are still useful



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points of reference when looking at comparable performance. Performance of funds such as PSP, CDPQ, BCI and AIMCO suggests that client defined benefit plans are likely to have higher absolute returns than OMERS for 2020.

LAPP and AIMCO have not published full performance information for 2020.

Would conclusions change if the universe of plans was expanded?

Defined benefit plans have different benefits, contributions, funding policies, and member demographics. Making comparisons across universes of defined benefit plans requires caution and it is difficult to draw firm conclusions. However, it is worth noting that OMERS performance is significantly below not only public peers, but wider universes of defined benefit plans.

RBC’s universe of pension plans shows a median return of 9.2% for 2020¹. PBI has access to the Northern Trust universe of Canadian defined benefit pension plans² and note that the median return is similar to RBC (full year 2020 median return is 9.9%). The lowest return in the Northern Trust Universe is 5% for 2020. We are not aware of an absolute return for PBI clients below 5%.

Could ‘context’ such as different asset mixes driven by Plan demographics or situation explain OMERS performance?

a. Asset Mix

We compared asset mixes with HOOPP, BCMPP and OTPP. HOOPP has a liability driven investment strategy and has a higher fixed income allocation. BCMPP and OTPP are return focused like OMERS. OMERS has a higher proportion in real assets and credit than these plans and lower fixed income assets. OTPP has a specific inflation management strategy. However, at a high level, asset allocations between OMERS, BCMPP and OTPP make use of similar asset classes and are comparable.

Asset Class	OMERS	BCMPP	OTPP	HOOPP
Public Equity	31%	33%	19%	23%
Fixed Income	6%	21%	16%	86%
Private Equity	14%	10%	19%	13%
Real Assets	34%	27%	21%	15%
Credit/Mortgages	17%	6%	8%	0%
Inflation Sensitive	0%	0%	17%	0%
Innovation	0%	0%	2%	0%
Absolute Return Strategies	0%	0%	6%	0%
Money Market	-2%	2%	-8%	-37%

Source: annual reports as of December 31, 2020, except for BCMPP, which is as of December 31, 2019.

¹ The RBC pension plan universe is published by RBC Investor and Treasury Services. “All Plan Universe” currently tracks the performance and asset allocation of a cross-section of assets under management across Canadian defined benefit pension plans.
² The Northern Trust universe of defined benefit plans is provided to PBI by Northern Trust. It consists of 34 defined benefit plans ranging from \$16.4M to \$8.7B in size. Average plan assets are \$1.9B, median plan assets are \$627M as of December 31, 2020.

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As the differences in performance are so large between OMERS and two plans with comparable asset mixes (albeit with some differences), more information on specific strategies within each asset class, such as style of equity manager, exposure to office, retail, and industrial real estate within real assets, use of leverage/overlay strategies and derivatives, currency hedging, and approach to liquidity management would be required to explain differences in performance.

We note that on page 43 of the OMERS 2020 Annual Report, losses were incurred on foreign currency hedging positions due to actions taken to protect liquidity. This contributed \$2.2B to the overall loss. Again, this indicates that a review, significantly beyond simple asset mix comparisons, is required to truly understand performance differentials.

Finally, understanding the role of the 'Total Portfolio Management' approach in determining asset allocations and strategies would be helpful to putting context around the asset mix choices and investment strategies.

b. Membership Demographics

We note that BCMPP and HOOPP have broadly similar membership demographics to OMERS. OTPP is more mature with a greater proportion of retirees. PBI does not believe plan demographics are different enough to render comparisons between the plans invalid.

Comments on CUPE's five principal findings:

- 1) **OMERS 10-year annualized performance was below peer group as of December 31, 2019.** PBI believes the comparisons made are reasonable and agree with the conclusion.
- 2) **OMERS performance in 2020 was significantly below peers.** PBI agrees with this conclusion and notes that expanding the peer group adds weight to this conclusion.
- 3) **OMERS does not report comparisons of its annualized long-term returns to its own benchmarks**
Page 143 of the 2020 report has a comparison of calendar year returns vs benchmarks to 2011. We could not find a comparison of annualized long term performance vs benchmarks for OMERS.

We understand benchmarks are set annually by OMERS and approved by the Administration Corporation Board. From the information made public by OMERS, we would need more detail on the methodology used to derive the absolute return benchmark to interpret performance.

- 4) **5 to 10-year returns versus 5 to 10-year benchmarks.**

PBI verified the calendar year returns shown by CUPE. We were unable independently to verify the 5 and 10-year performance versus the benchmark as this was provided verbally to CUPE by OMERS and is not published. The peer group of public plans and funds all take different approaches to benchmarking. Some use composites of public market indices/asset class benchmarks according to their target allocations. PSP uses a reference portfolio approach and HOOPP may use a liability focused benchmark. We note that comparisons of relative performance vs stated benchmarks across peer group plans are challenging because of the differences in methodology.

However, in our opinion the analysis is sufficient to show that OMERS is the only Plan underperforming their internal benchmark over a 10-year horizon. Understanding why requires a deeper understanding



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of performance and benchmarking methodology beyond the information made public. In our opinion this adds weight to CUPE's request for a review of performance.

- 5) **OMERS 20-year return is not above its 20-year benchmark.** We were unable to independently verify this point as the performance versus the benchmark was provided verbally to CUPE by OMERS and is not publicly available.

Conclusions

The comparisons made by CUPE are high level and broad by the nature of information made public. However, we believe the comparisons are reasonable and that CUPE has chosen similar public plans and funds as practically possible. Overall, we believe the analysis is sufficient to conclude that OMERS investment performance in 2020 and longer term is significantly lower than other comparable plans.

PBI would require considerably more information than made public on OMERS' total portfolio management approach, investment strategies, third party managers, asset mix policies, liquidity management approach and derivative positions to interpret performance.

In our opinion, the comparisons made demonstrate that the longer-term performance gap between comparable peers is significant and supports CUPE's request for a further, more detailed review of performance beyond the information made public.

Bradley Hough, FIA, ACIA, CAIA

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NOT JUST ONE "TOUGH YEAR": THE NEED FOR A REVIEW OF OMERS INVESTMENT PERFORMANCE

May 2021

CUPE  **SCFP**
Ontario

39

Executive Summary

CUPE Ontario represents nearly half of the 289,000 active members of the Ontario Municipal Employees Retirement System (OMERS) – the province’s Defined Benefit (DB) pension plan for municipal, school board and certain other public sector workers.

While most pension plans had strong returns in 2020, OMERS recently reported billions of dollars of losses over the year. This has prompted CUPE Ontario to examine how OMERS investments have performed compared to other large pension plans and funds. We have also looked at how OMERS has performed against its own internal benchmarks.

We find that OMERS underperformance is not a new or a short-term problem. Specifically, we find that:

- 1) OMERS longer-term performance has significantly lagged behind other large pension funds and plans, in periods both before and after 2020 results were in.
- 2) OMERS has now fallen behind even some of its own internal longer-term return benchmarks – a troubling fact that, contrary to industry standards, is not disclosed in OMERS Annual Report.

Since investment returns fund the vast majority of pensions paid from the plan, returns are incredibly important to DB plan members. Lower investment returns may lead to members being asked to pay more into the plan, or could result in additional pressure for more benefit cuts.

Despite requests, OMERS has not committed to an independent, transparent review of its investment decisions.

CUPE Ontario feels these issues are so serious that a fully transparent expert review of OMERS investment strategies, returns, and internal performance assessment is urgently needed. This review should be conducted by the plan sponsors and stakeholders themselves (the risk-bearing parties to OMERS) and should be fully independent of OMERS staff, who have a clear conflict of interest in conducting a review of their own performance. We invite the other sponsors of OMERS, including our employer counterparts and the broader community of the plan’s organizational stakeholders, to support this proposal and to work with us to conduct this review.

Introduction

CUPE Ontario represents 125,000 plan members of the Ontario Municipal Employees Retirement System (OMERS). We are the largest sponsor in this defined benefit (DB) pension plan that is – at least in theory – jointly-controlled by plan sponsors like CUPE Ontario and other unions and employers.



**WE CONTINUE
TO STRONGLY
BELIEVE THAT
DB PLANS ARE
A MODEL WORTH
NOT ONLY
DEFENDING,
BUT EXTENDING
TO ALL WORKERS.**

CUPE Ontario strongly believes that DB pension plans are the best way to provide a decent and secure retirement for our hard-working members. Large public sector DB plans like OMERS allow for an efficient pooling and sharing of costs and risks between employers and plan members. DB plans allow members to know what their pensions will be in retirement. This security is incredibly important for plan members. However, it is not only retirees who benefit from good, secure pension benefits. DB pension plans have been shown to have positive macroeconomic effects on the economy as a whole.¹ The concerns we raise in this report are not concerns with the DB model itself; we continue to strongly believe that DB plans are a model worth not only defending, but extending to all workers.

For a number of years, we have been concerned with the lower level of OMERS pension fund investment returns in comparison to those of other similar plans. OMERS recently reported that the plan had a very bad year in 2020. This has led CUPE Ontario to perform a more in-depth examination of publicly-available annual reporting documents to determine how, in our view, OMERS is performing compared to the seven other large (\$50 billion+) pension plans and funds in Canada.² OMERS themselves refer to this club of large plans and funds as the “eight leading Canadian pension plan investment managers,” and occasionally takes coordinated activity with them.³

¹ Conference Board of Canada, “Economic Impact of British Columbia’s Public Sector Pension Plans,” October 2013; Boston Consulting Group, “Measuring Impact of Canadian Pension Funds,” October 2015; Ontario Teachers Pension Plan News Release, “New analysis confirms that defined benefit pensions provide significant benefits to Canadian economy,” October 22, 2013.

² Unless otherwise specified, the data in this document has been compiled from publicly-available annual reporting of the respective plans. With the exception of CDPQ, returns are as reported in these documents, and are net. CDPQ results were reported gross of some expenses, and have been reduced by 0.2% to best approximate a net return. Longer-term periods are annualized, and are as reported by the respective plans.

³ OMERS News Release, “CEOs of Eight Leading Canadian Pension Plan Investment Managers Call on Companies and Investors to Help Drive Sustainable and Inclusive Economic Growth,” November 25, 2020.



**AS BAD AS
OMERS
PERFORMANCE
WAS IN 2020,
THIS IS NOT A
NEW OR A SHORT-
TERM PROBLEM**

Due to their scale, these large pension plans and funds are able to invest in asset classes that are typically not available to smaller investors or individuals. At the same time, we acknowledge that these eight plans are not completely similar: they have their own governance structures, asset mixes, risk appetites, and reporting periods, all of which are described in the public documents of the respective plans. However, we also acknowledge that many of these differences are the result of specific investment decisions made by the respective plans and funds. We therefore believe that there is value in comparing the performance of this small set of large funds, particularly over longer-term periods.

Acronym	Name	Assets Under Management (\$ Billion)	Funded Status in Most Recent Annual Report	Most Recent Annual Reporting Date
CPPIB	Canada Pension Plan Investment Board	410	N/A	March 31, 2020
CDPQ	Caisse de dépôt et placement du Québec	366	108% (RREGOP)	Dec 31, 2020
OTPP	Ontario Teachers Pension Plan	221	103%	Dec 31, 2020
PSP	Public Sector Pension Investment Board	170	111% (Public Service Plan)	March 31, 2020
OMERS	Ontario Municipal Employees Retirement System	105	97%	Dec 31, 2020
HOOPP	Healthcare of Ontario Pension Plan	104	119%	Dec 31, 2020
BC MPP	BC Municipal Pension Plan (investments managed by BCI, the BC Investment Management Corporation)	59 (MPP) 171 (BCI)	105%	Dec 31, 2019 (MPP) March 31, 2020 (BCI)
LAPP	Alberta Local Authorities Pension Plan (investments managed by Alberta Investment Management Corporation)	50 (LAPP) 119 (AIMCO)	119%	Dec 31, 2019

In some cases, the pension funds above manage the investments of several pension plans (CDPQ, PSP, BCI, AIMCO are all such cases). In those cases, we look most closely at the returns at an individual plan level for the respective client plan that most closely compares to OMERS.

We have also looked at how OMERS has performed against its own internal benchmarks.

This review has resulted in some very troubling findings which suggest that, as bad as OMERS performance was in 2020, this is not a new or a short-term problem. We found evidence that OMERS longer-term return performance has significantly lagged behind

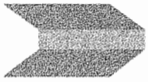


HIGHER
INVESTMENT
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OMERS PLAN
MEMBERS, AND
FOR OMERS
EMPLOYERS.

other large pension funds and plans. We also found that OMERS has now fallen behind even some of its own internal longer-term return benchmarks – a troubling fact that, contrary to industry standards, is not disclosed in OMERS Annual Report.

Investment results are incredibly important to DB plan members because compounded returns typically fund the vast majority of the pensions that are eventually paid. OMERS indicates that investment returns are expected to fund approximately 70% of the pensions paid by the plan.⁴ When investment returns are insufficient, it can put upward pressure on required contribution rates for both members and employers. Most other plans have now returned to pension surpluses since the global financial crisis more than a decade ago, but OMERS continues its long climb out of deficit. Contribution levels were a central talking point from OMERS when plan decision-makers removed guaranteed indexation in 2020. And we expect that, in the months to come, OMERS will once again be looking to plan members to bear the burden of plan funding issues that are, in part, a result of these investment returns. Meanwhile other pension plans, who have had better returns, are currently holding significant surpluses, many have lower contribution rates and some are even improving pension benefits.⁵ Higher investment returns would have been better for OMERS plan members, and for OMERS employers.

Despite requests⁶, OMERS has not committed to an independent, transparent review of its investment decisions. Any reviews that have taken place have been behind closed doors at OMERS and have not been shared with sponsors or described in any detail. While OMERS has outlined several investment policy changes it plans to make, its overriding message remains: “the fundamentals of our long-term strategy remain sound, and we will continue to advance that strategy.”⁷



A FULLY
TRANSPARENT
EXPERT REVIEW
OF OMERS
INVESTMENT
STRATEGIES,
RETURNS,
AND INTERNAL
PERFORMANCE
ASSESSMENT
IS URGENTLY
NEEDED.

CUPE Ontario feels these issues are so serious that a fully transparent expert review of OMERS investment strategies, returns, and internal performance assessment is urgently needed. This review should be conducted by the plan sponsors and stakeholders themselves (the risk-bearing parties to OMERS) and should be fully independent of OMERS staff, who have a clear conflict of interest in conducting a review of their own performance. We invite the other sponsors of OMERS, including our employer counterparts and the broader community of the plan’s organizational stakeholders, to support this proposal and to work with us to conduct this review.

⁴ OMERS 2020 Annual Report, p. 2.

⁵ HOOPP News Release, “HOOPP posts 11.42% return in 2020, surpasses \$100 billion in assets,” March 31, 2021.

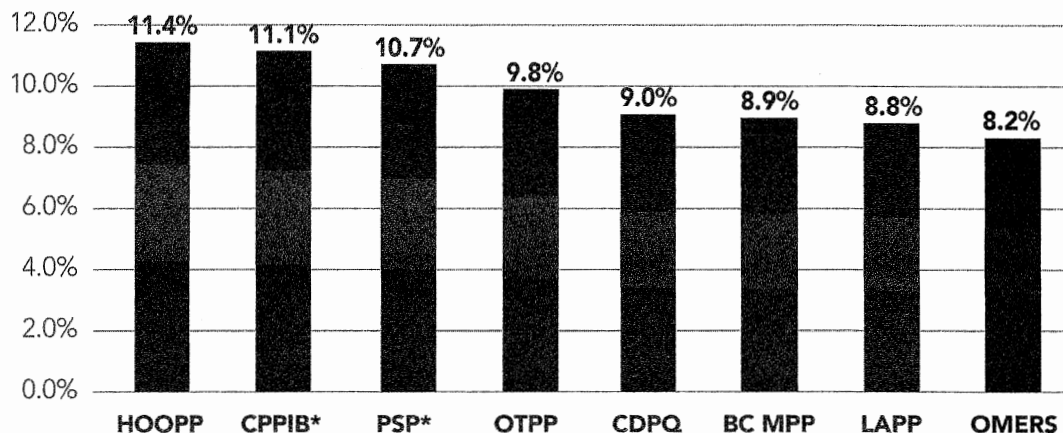
⁶ CUPE Ontario Press Release, “We won’t pay for the mistakes of OMERS executives,” February 25, 2021.

⁷ OMERS 2020 Annual Report, p. 23.

Our five principal findings are as follows:

- CUPE Ontario's concerns go beyond one "difficult" year in 2020. OMERS 10-year annualized returns trailed those of the other major funds and plans before the COVID crisis hit.**

10-Year Annualized Returns at 2019



*To March 31, 2019, otherwise to Dec 31, 2019

Source: Respective Annual Reports



**THIS WAS
A HISTORIC
ANNUAL
UNDER-
PERFORMANCE
COMPARED TO
BENCHMARKS.**

- OMERS 2020 investment performance was especially poor**

OMERS 2020 annual return (-2.7%) fell far short of the plan's own benchmark for the year of +6.9%. This was a historic annual underperformance compared to benchmarks.

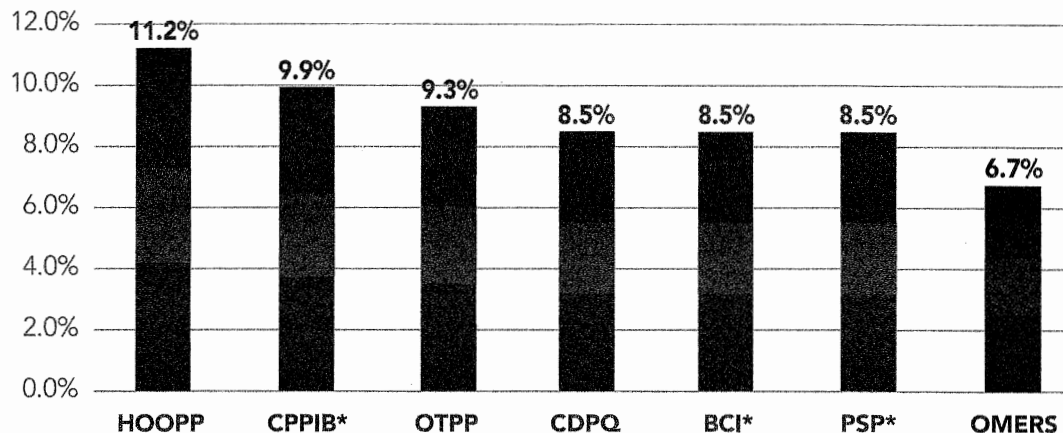
Other plans, however, have reported very strong annual returns for calendar year 2020:

2020 ANNUAL RETURNS	
HOOPP	+ 11.4%
RBC Pension Plan Universe ⁸	+ 9.2%
OTPP	+ 8.6%
CDPQ	+ 7.5%
OMERS	- 2.7%

⁸ RBC Investor & Treasury Services, "Canadian DB pensions post near-double-digit returns despite historic, turbulent year," January 29, 2021.

This negative result led OMERS 10-year annualized return to fall from 8.2% to 6.7%.

10-Year Annualized Returns at 2020



*To March 31, 2020 otherwise to Dec 31, 2020

The chart above reports the most recent available return information for the respective funds and plans as disclosed in their annual reports. LAPP and BC MPP have yet to report their December 31, 2020 results. AIMCO has also not fully reported its 2020 results. However, BCI (the investment agent for BC MPP and other BC public sector plans) has reported its March 31, 2020 results and has been included here. The chart can be updated as more plans report their 2020 investment returns.



OMERS

DOES NOT
REPORT CLEAR
COMPARISONS OF
THE PLAN'S LONG-
TERM ANNUALIZED
RETURNS TO ITS
CORRESPONDING
LONG-TERM
BENCHMARKS.

3. OMERS does not report comparisons of its annualized long-term returns to its own benchmarks.

Benchmarking is a common practice where an investment *standard or goal* is set, against which *actual plan returns* are compared for ongoing assessment of investment performance. OMERS itself describes a benchmark as "a point of reference against which the performance of an investment is measured."⁹ Comparisons of returns vs. benchmarks are typically done on a 1-year basis, but it is very common for long-term annualized comparisons to also be disclosed. Reporting these benchmarks is standard practice for pension plans and third-party investment managers. Even individual investment vehicles like mutual funds and ETFs typically provide details on how their performance compares to both annual and long-term benchmarks.

The OMERS Administration Corporation (AC) sets OMERS benchmarks each year, as described in the "Performance Management" section of the OMERS investment policy document.¹⁰ OMERS Annual Reports describe how these benchmarks are constructed for each asset class. For many years, these reports stated that "Our goal is to earn stable returns that meet or exceed our benchmarks." OMERS Annual Reports compare OMERS single-year returns to the plan's single-year benchmarks. However, in sections describing investment performance, **OMERS does not report clear comparisons of the plan's long-term annualized returns to its corresponding long-term benchmarks.** While the Annual Report does compare performance to the plan's discount rate and a long-term return expectation set by the AC Board, it omits comparisons of the plan's long-term performance against their own long-term benchmarks.

⁹ OMERS 2015 Annual Report, p. 131.

¹⁰ OMERS "Statement of Investment Policies and Procedures – Primary Plan," January 1, 2021.



IN THE ABSENCE OF LONGER-TERM COMPARATIVE DATA, STAKEHOLDERS FACE SERIOUS OBSTACLES IN EVALUATING PERFORMANCE

OMERS believes that “paying pensions over decades means a long-term approach.”¹¹ But in the absence of longer-term comparative data, stakeholders face serious obstacles in evaluating performance. A review of historical Annual Reports shows that OMERS had a longstanding practice of reporting these long-term comparisons, but OMERS stopped this reporting, without explanation, in 2013. **This is dramatically out of step with other pension plans and is, in our view, a serious lack of transparency from OMERS.**

	HOOPP	CPPIB	PSP	OTPP	CDPO	BC MPP	LAPP	OMERS
Does annual report compare annualized longer-term returns to corresponding benchmarks?	YES	YES	YES	YES	YES	YES	YES	NO

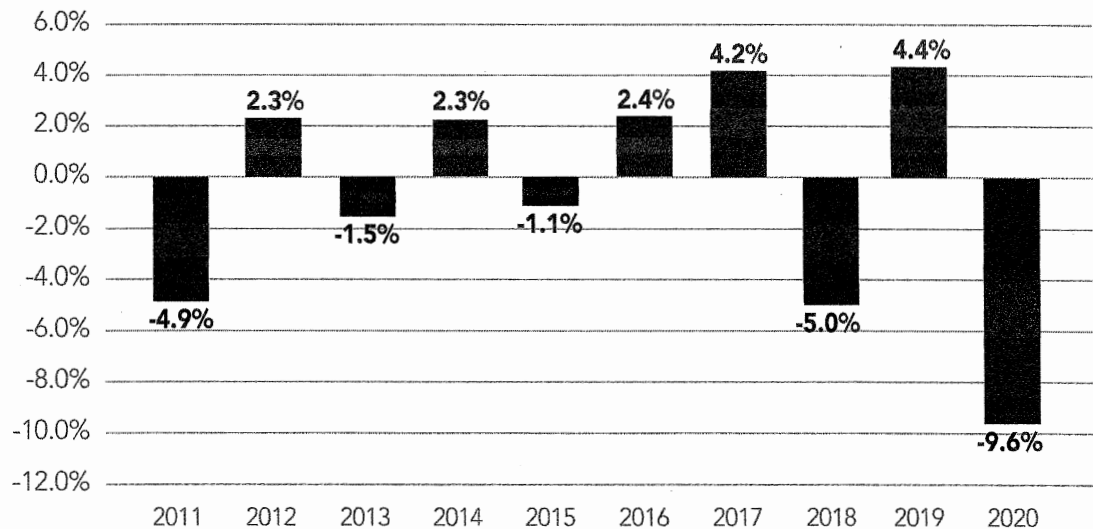


THIS IS DRAMATICALLY OUT OF STEP WITH OTHER PENSION PLANS AND IS, IN OUR VIEW, A SERIOUS LACK OF TRANSPARENCY FROM OMERS.

The OMERS Statement of Investment Policies and Procedures states that “performance reporting is consistent with industry recognized practices.”¹² The OMERS Statement of Investment Beliefs says that “articulating our investment goals and performance measures helps ensure clear accountability.”¹³ We do not believe OMERS is meeting these standards of reporting and accountability on this point.

4. OMERS 5 and 10-Year Returns are now below OMERS own benchmarks for these periods.

OMERS Annual Returns vs OMERS Annual Benchmark



Source: OMERS 2020 Annual Report, Ten-Year Financial Review, p. 142.

¹¹ OMERS News Release, “OMERS Reports 2020 Financial Results: paying pensions over decades means a long-term approach,” February 25, 2021.

¹² OMERS “Statement of Investment Policies and Procedures,” January 1, 2021. www.omers.com/governance-manual-policies-and-guidelines

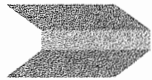
¹³ OMERS “Statement of Investment Beliefs,” January 1, 2020. www.omers.com/governance-manual-policies-and-guidelines

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	OMERS Return	OMERS Benchmark	Difference
5-Year Annualized	6.5%	7.4%	-0.9%
10-Year Annualized	6.7%	7.3%	-0.6%

Source: Returns from OMERS 2020 Annual Report
 Annualized Long-Term benchmarks not referenced in Annual Report and were reported verbally to CUPE by OMERS on our request.

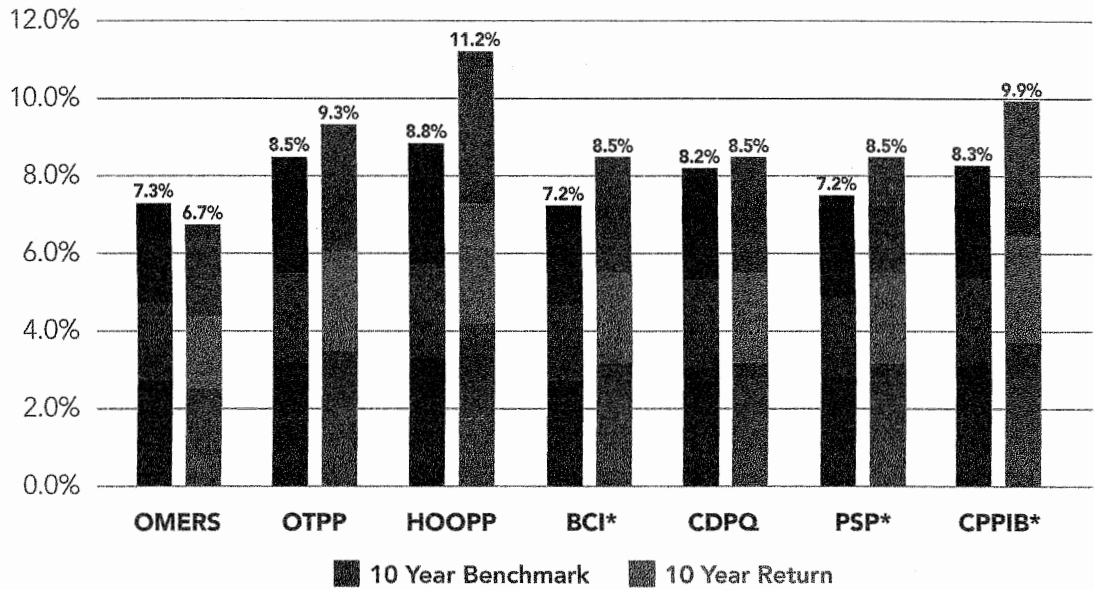
The 5 and 10-year annualized benchmark figures above were not disclosed in the OMERS 2020 Annual Report. OMERS provided these numbers verbally to CUPE Ontario upon our request. Previous OMERS Annual Reports normally included a statement that "Our goal is to earn stable returns that meet or exceed our benchmarks."¹⁴ This statement appears to have been struck from the 2020 Annual Report.



THE OTHER MAJOR PLANS AND FUNDS THAT HAVE REPORTED 2020 RESULTS, HOWEVER, ARE ALL AHEAD OF THEIR 10-YEAR BENCHMARKS AS OF THEIR MOST RECENT ANNUAL REPORTS.

We also note that, OMERS benchmarks are comparatively low over this period when examined alongside other plans. We believe this is due to a different benchmarking methodology for certain investments at OMERS compared to industry standards. The other major plans and funds that have reported 2020 results, however, are all ahead of their 10-year benchmarks as of their most recent annual reports.

10-Year Returns vs 10 Year Benchmarks to 2020



*To March 31, 2020 otherwise to Dec 31, 2020

¹⁴ 2010 Annual Report p. 27; 2011 Annual Report p. 25; 2012 Annual Report p. 23; 2013 Annual Report p. 22; 2014 Annual Report p. 12; 2015 Annual Report p. 9; 2016 Annual Report p. 33; 2017 Annual Report p. 33; 2018 Annual Report p. 33; 2019 Annual Report p. 42; 2020 Annual Report N/A.



**HAD OMERS
ACHIEVED
THESE BETTER
RESULTS,
THE PLAN
WOULD NOW
HOLD A VERY
SUBSTANTIAL
SURPLUS.**

The impact on OMERS of these longer-term below-benchmark returns has been significant. The difference of 0.6% between OMERS actual annualized 10-year investment returns of 6.7% and its benchmark of 7.3% has meant an absolute return outcome that would have been roughly 6% higher after these 10 years (all other factors being equal). Even achieving just this benchmark return on an annualized 10 year basis would have resulted in an asset base of roughly \$6 billion higher current plan assets.¹⁵ This better result would have brought OMERS reported funding level into surplus.

This difference is even greater if we were to compare the impact of OMERS investment performance to that of any of these other large plans. For example, had OMERS achieved the actual 10-year annualized returns of the OTPP of 9.3% (just below the average of the other six plans listed above), the OMERS asset base would now be (all other factors being equal) approximately 27% higher than OMERS actual asset level. In dollar-value terms, this difference represents roughly \$28 billion more in assets after the 10-year period from 2011 to 2020. Had OMERS achieved these better results, the plan would now hold a very substantial surplus.

5. OMERS 20-year return is not above its 20-year benchmark.

Upon request from CUPE Ontario, OMERS also verbally disclosed that its 20-year return is equal to its 20-year benchmark of 6%. In our view, it is troubling that the plan has not outperformed its benchmark over this long period, and that this comparison is also not disclosed in OMERS annual reporting.

¹⁵ The alternative scenarios for investment performance results outlined in this section are necessarily approximate as they are based on data that is made publicly available by OMERS, and were generated using the reported OMERS asset base as at December 31, 2010 of \$53.3 billion.

Conclusion

CUPE Ontario has serious concerns with OMERS investment performance, and with what we believe is a troubling lack of transparency about these issues. In our view, these issues cannot be dismissed as a one-year problem.



THESE ISSUES CANNOT BE DISMISSED AS A ONE-YEAR PROBLEM.

We anticipate that these long-term, below-benchmark investment returns are very likely to lead directly to yet another round of proposals to reduce pension benefits payable to current actives and future retirees. OMERS has already eliminated the guarantee of indexation of pension benefits for service after 2022, and OMERS management has indicated it will be examining further changes in plan design. OMERS has recently stated in writing to CUPE that "the OMERS pension plan has been facing sustainability issues for some time now and the investment results of 2020 have amplified the need to address those issues." At the recent 2021 OMERS AGM, OMERS Sponsors Corporation CEO Michael Rolland stated that "There are no guarantees as to what decisions we will have to make based on our performance...it's a long term performance we need to look at...the results of 2020 did have an impact...and that's why we're taking a look at it."



WE ANTICIPATE THAT THESE LONG-TERM, BELOW-BENCHMARK INVESTMENT RETURNS ARE VERY LIKELY TO LEAD DIRECTLY TO YET ANOTHER ROUND OF PROPOSALS TO REDUCE PENSION BENEFITS PAYABLE TO CURRENT ACTIVES AND FUTURE RETIREES.

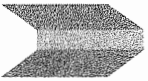
CUPE Ontario is the largest sponsor representing plan members in OMERS, with over 125,000 active members in the plan. It is true that CUPE Ontario appoints representatives to both the OMERS Administrative Corporation and the OMERS Sponsors Corporation. However, because of restrictive confidentiality rules at both boards, our representatives are unable to keep CUPE Ontario fully-informed about what is really happening at OMERS governing boards, and the decisions that are being made about our members' hard-earned retirement savings. We do not believe this is how well-governed jointly-sponsored pension plans are supposed to function. The result is that we feel that we are a plan sponsor in name only. Our members are not being well-served by a structure that effectively cuts them out of playing the oversight function they should over their pension plan.



WE ARE NOT CONFIDENT THAT OMERS MANAGEMENT ITSELF HAS TAKEN, OR IS PLANNING TO TAKE, SUFFICIENT STEPS TO CRITICALLY EXAMINE ITS OWN PERFORMANCE.

These barriers will not stop CUPE Ontario from doing everything we can to ensure these concerns about OMERS investment performance are addressed. Based on their public comments to date, we are not confident that OMERS management itself has taken, or is planning to take, sufficient steps to critically examine its own performance, nor are we confident that plan members or sponsors and organizational stakeholders will receive a transparent reporting of any such review.

Therefore, CUPE Ontario is calling on other plan sponsors from both sides of the table to work with us to commission a fully transparent and independent expert review of the investment program at OMERS. This review should be conducted in the open by the sponsors and stakeholders themselves, and not behind closed doors at OMERS. Ensuring our pension returns are as strong as they can be is not a partisan issue, nor is it an issue that the member and employer side of the table should have a difference of opinion on. We want to work with other OMERS sponsors and stakeholders to address these issues for the good of all OMERS members.



ENSURING OUR PENSION RETURNS ARE AS STRONG AS THEY CAN BE IS NOT A PARTISAN ISSUE, NOR IS IT AN ISSUE THAT THE MEMBER AND EMPLOYER SIDE OF THE TABLE SHOULD HAVE A DIFFERENCE OF OPINION ON. WE WANT TO WORK WITH OTHER OMERS SPONSORS AND STAKEHOLDERS TO ADDRESS THESE ISSUES FOR THE GOOD OF ALL OMERS MEMBERS.

ONTARIO ENERGY BOARD NOTICE TO CUSTOMERS OF ENBRIDGE GAS INC.

Enbridge Gas Inc. has applied for approval to change its natural gas rates to recover the costs of five projects.

Learn more. Have your say.

Enbridge Gas Inc. has applied to the Ontario Energy Board for approval to recover the costs related to five projects under the OEB's Incremental Capital Module policy. If the request is approved, a typical residential customer in the EGD Rate Zone and in the Union Rate Zones (former customers of Enbridge Gas Distribution Inc. and Union Gas Limited, respectively) would see the following changes:

Rate Zones	Residential Annual Bill Adjustment
Enbridge Gas Distribution	\$1.11
Union South	\$(0.06)
Union North	\$0.55

Other customers, including businesses, may also be affected. It is important to review the application carefully to determine whether you will be affected by the changes.

This application is the second phase of an earlier application (EB-2021-0147) in which Enbridge Gas Inc. received approval to change rates on an interim basis effective January 1, 2022, based on an OEB-approved rate-setting framework that is tied to inflation and other factors.

THE ONTARIO ENERGY BOARD WILL HOLD A PUBLIC HEARING

The Ontario Energy Board (OEB) will hold a public hearing to consider the application filed by Enbridge Gas Inc. We will question Enbridge Gas Inc. on the case. We will also hear questions and arguments from individual customers and from groups that represent the customers of Enbridge Gas Inc. At the end of this hearing, the OEB will decide whether to grant Enbridge Gas Inc.'s requests.

The OEB is an independent and impartial public agency. We make decisions that serve the public interest. Our goal is to promote a financially viable and efficient energy sector that provides you with reliable energy services at a reasonable cost.

BE INFORMED AND HAVE YOUR SAY

You have the right to information regarding this application and to be involved in the process.

- You can review Enbridge Gas Inc.'s application on the OEB's website now
- You can file a letter with your comments, which will be considered during the hearing
- You can become an intervenor. As an intervenor, you can ask questions about Enbridge Gas Inc.'s application and make arguments on whether the OEB should approve Enbridge Gas Inc.'s request. Apply by **November 19, 2021** or the hearing will go ahead without you and you will not receive any further notice of the proceeding
- At the end of the process, you can review the OEB's decision and its reasons on our website

LEARN MORE

Our file number for this case is **EB-2021-0148**. To learn more about this hearing, find instructions on how to file a letter with your comments or become an intervenor, or to access any document related to this case, please select the file number **EB-2021-0148** from the list on the OEB website: www.oeb.ca/notice. You can also phone our Public Information Centre at 1-877-632-2727 with any questions.

ORAL VS. WRITTEN HEARINGS

There are two types of OEB hearings – oral and written. The OEB will determine at a later date whether to proceed by way of a written or oral hearing. If you think an oral hearing is needed, you can write to the OEB to explain why by **November 19, 2021**.

PRIVACY

If you write a letter of comment, your name and the content of your letter will be put on the public record and the OEB website. However, your personal telephone number, home address and email address will be removed. If you are a business, all your information will remain public. If you apply to become an intervenor, all information will be public.

This rate hearing will be held under section 36 of the Ontario Energy Board Act, 1998, S.O. 1998, c.15, Schedule B.



Ontario Energy Board | Commission de l'énergie de l'Ontario

ONTARIO ENERGY BOARD

IN THE MATTER OF the Ontario Energy Board Act, 1998, S.O. 1998, c.15 (Sched. B);

AND IN THE MATTER OF an Application by Enbridge Gas Inc., pursuant to section 36(1) of the *Ontario Energy Board Act, 1998*, for an order or orders approving or fixing just and reasonable rates and other charges for the sale, distribution, transmission and storage of gas as of January 1, 2022.

APPLICATION

1. The Applicant, Enbridge Gas Inc. (“Enbridge Gas”, or “EGI”) is an Ontario corporation with its head office in the City of Toronto. It carries on the business of selling, distributing, transmitting, and storing natural gas within Ontario. Enbridge Gas was formed effective January 1, 2019, upon the amalgamation of Enbridge Gas Distribution Inc. (“EGD”) and Union Gas Limited (“Union”).
2. Enbridge Gas hereby applies to the Ontario Energy Board (the “OEB”), pursuant to section 36 of the *Ontario Energy Board Act, 1998*, as amended (the “Act”) for interim and final Orders approving or fixing just and reasonable rates for the sale, distribution, transmission, and storage of gas commencing January 1, 2022. Specifically, as set out herein, Enbridge Gas applies for approval of unit rates related to its 2022 Incremental Capital Module (“ICM”) requests.
3. On August 30, 2018, in the MAADs Decision¹, the OEB approved a rate setting mechanism (Price Cap IR) for Enbridge Gas, which sets out a multi-year incentive rate-setting mechanism (“IRM”) for the calendar year term of 2019 to 2023 (the “five

year term” or the “deferred rebasing period”). The MAADs Decision confirmed that during the five year term, distribution rates will be set separately for the EGD and Union rate zones. The MAADs Decision also approved the specific treatment of various elements in the IRM including the availability of an ICM during the five year term.

4. The 2022 Rate Application is the fourth annual rate adjustment application under the IRM approved in the MAADs Decision.
5. Similar to the approach directed by the OEB for the 2021 Rate application², Enbridge Gas is filing each Phase (“Phase 1” and “Phase 2”) of the 2022 Rate application as a separate application.
6. On June 30, 2021, Enbridge Gas filed supporting evidence for “Phase 1” of its 2022 Rate Application (EB-2021-0147) to address the IRM related elements which included the annual rate escalation, pass-through costs, capital pass-through adjustment, Parkway Delivery Obligation rate adjustment and the assessment of alternatives to eliminate or reduce PDO and/or PDCI. On September 29, 2021, Enbridge Gas and all interested parties filed a Settlement Proposal that resolved all matters in “Phase 1” of the 2022 Rate Application, and includes draft Interim Rate Orders for updated 2022 rates to be effective January 1, 2022.
7. This Application (EB-2021-0148) is for Phase 2 of the 2022 Rate Application and addresses matters related to 2022 ICM funding request. With this application, Enbridge Gas is seeking OEB approval for ICM funding for five projects in 2022 – the St Laurent Ottawa North Replacement (Phase 3) and NPS 20 Replacement Cherry to Bathurst in the EGD rate zone, and the Dawn to Cuthbert Replacement and Retrofits, the Byron Transmission Station and the Kirkland Lake Lateral

¹ EB-2017-0306/0307.

² EB-2020-0095, OEB letter, dated July 14, 2020.

Replacement Projects in the Union rate zones. Collectively, these projects are referred to as the "2022 ICM Projects".

8. The ICM evidence including the appendices are filed as Exhibit B, Tab 2, Schedule 1.³
9. The St Laurent Ottawa North Replacement (Phase 3)⁴ and the NPS 20 Replacement Cherry to Bathurst⁵ projects in the EGD rate zone are subject to Leave to Construct applications where the need for the projects is being addressed.
10. The Dawn to Cuthbert Replacement and Retrofits, the Byron Transmission Station and the Kirkland Lake Lateral Replacement projects in the Union Rate Zones do not require Leave to Construct approval. To support the need for these projects, Enbridge Gas is providing the business case and Leave to Construct like evidence for each of the projects. The business cases are filed as appendices to Exhibit B, Tab 2, Schedule 2.
11. To support the 2022 ICM funding request⁶, Enbridge Gas is also filing an addendum to the Asset Management Plan 2021-2025⁷ for the ICM projects with this Application. The addendum to the Asset Management is filed as Exhibit C, Tab 1, Schedule 1.
12. Also, as per a commitment in the 2020 Phase 2 Rate Application⁸, Enbridge Gas is filing a Progress Report on Implementation of ScottMadden Recommendations on

³ In order to maintain consistency with prior applications related to ICM requests during the five year term, Enbridge Gas has labeled the ICM request evidence as Exhibit B-2-1 (meaning that there are no B-1-1 exhibits in this filing).

⁴ EB-2020-0293

⁵ EB-2020-0136

⁶ EB-2017-0306/EB-2017-0307, Decision and Order, August 30, 2018, pp.32-34.

⁷ In Phase 2 of the 2021 Rate application, Enbridge Gas filed an Asset Management Plan (AMP) for the period 2021-2025 at Exhibit C, Tab 2, Schedule 1.

⁸ EB-2019-0194, Reply Argument of Enbridge Gas dated May 1, 2020, page 33; EB-2019-0194, Decision and Order dated May 14, 2020, page 20.

Unaccounted For Gas (UFG). This report is filed as Exhibit C, Tab 2, Schedule 1. Enbridge Gas is not seeking any OEB relief in relation to this report.

APPROVAL REQUESTS

13. The specific approvals sought in this Application are as follows:
- The requests for ICM funding for the 2022 ICM Projects, including the ICM unit rates beginning in 2022 for the duration of the deferred rebasing period to recover the total revenue requirement of the 2022 ICM Projects from 2022 to 2023;
 - Final rates for the year commencing January 1, 2022, including the full-year impact of all items included in the "Phase 1" of the 2022 Rate Application in EB-2021-0147 and the ICM requests in this Application; and
 - The determination of all other issues that bear upon the OEB's approval or fixing of just and reasonable rates for the sale, distribution, transmission, and storage of gas by Enbridge Gas for the year commencing January 1, 2022.
14. Enbridge Gas further applies to the OEB pursuant to the provisions of the Act and the OEB's Rules of Practice and Procedure for such final, interim or other Orders and directions as may be appropriate in relation to the Application and the proper conduct of this proceeding.
15. This Application is supported by written evidence and may be amended from time to time as circumstances require.
16. The persons affected by this Application are the customers resident or located in the municipalities, police villages and First Nations reserves served by Enbridge Gas, together with those to whom Enbridge Gas sells gas, or on whose behalf Enbridge Gas distributes, transmits or stores natural gas.

17. Approval of the 2022 ICM funding set out in this Application will result in the following bill impacts:

- The bill impact associated with the 2022 ICM funding request for a typical Rate 1 residential customer consuming 2,400 m³ annually in the EGD rate zone is an increase of \$1.11.
- The bill impact associated with the 2022 ICM funding request for a typical Rate M1 residential customer consuming 2,200 m³ annually in the Union South rate zone is a decrease of \$0.06.
- The bill impact associated with the 2022 ICM funding request for a typical Rate 01 residential customer in the Union North rate zone consuming 2,200 m³ annually in the Union North rate zone is an increase of \$0.55.

18. Enbridge Gas requests that all documents in relation to the Application and its supporting evidence, including the responsive comments of any interested party, be served on Enbridge Gas and its counsel as follows:

(a) The Applicant: Regulatory Affairs
Enbridge Gas Inc.

Address for personal service: 500 Consumers Road
Toronto, ON M2J 1P8

Mailing Address: P. O. Box 650
Scarborough, ON M1K 5E3

Telephone: (416) 495-5499
Fax: (416) 495-6072
E-Mail: EGIRegulatoryProceedings@enbridge.com

(b) The Applicant's counsel: David Stevens
Aird & Berlis LLP

Address for personal service and mailing address: Suite 1800, Box 754
Brookfield Place, 181 Bay Street
Toronto, Ontario
M5J 2T9

Telephone: (416) 865-7783
Fax: (416) 865-1515
E-Mail: dstevens@airdberlis.com

DATED: October 15, 2021, at Toronto, Ontario

ENBRIDGE GAS INC.

Rakesh Torul
Technical Manager,
Regulatory Applications

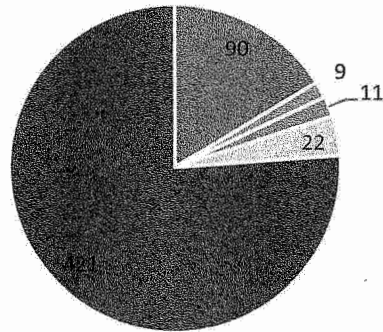
Township of Essa – Total Calls for Service



Total August
Calls for Service:
553

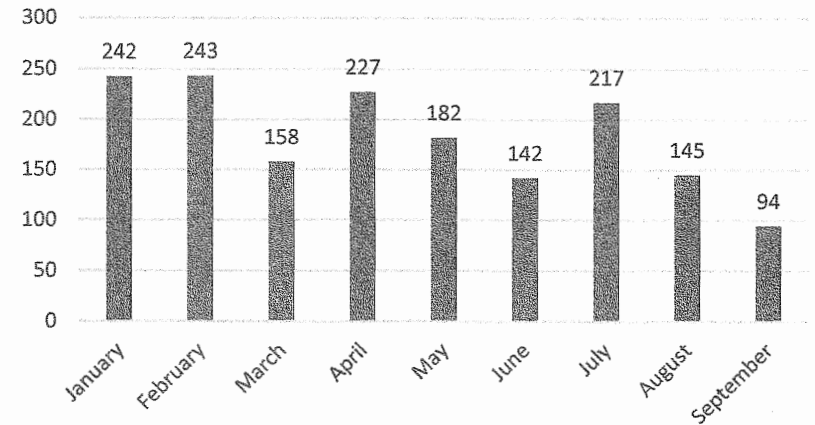


September 2021 Occurrence Breakdown

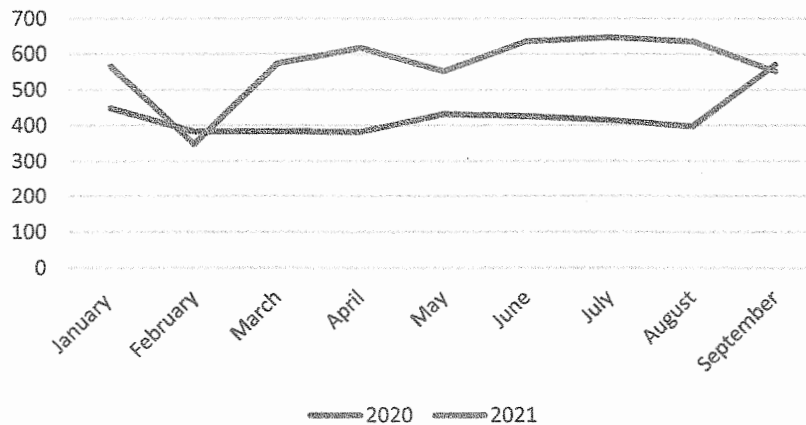


Tickets
 Mental Health
 Domestics
 Motor Vehicle Collisions
 Other

Provincial Offences - Essa Township 2021



Essa Monthly Occurrence Totals



5,127

85

111

From: Keuken, Andrew <AKEuken@scdsb.on.ca>
Sent: November 11, 2021 11:52 AM
To: Keuken, Andrew <AKEuken@scdsb.on.ca>; Christine Hyde <chyde@smcdsb.on.ca>
Cc: Van Nispen, Corry <cvannispen@scdsb.on.ca>
Subject: Notice of Education Development Charges rate changes - SCDSB/SMCDSB 2021

Good morning,

This email is being sent on behalf of the Simcoe County District School Board (SCDSB) and the Simcoe Muskoka Catholic District School Board (SMCDSB).

This is a reminder that on October 30, 2021 the SCDSB and SMCDSB residential and non-residential Education Development Charge (EDC) increased as per the respective board's amending by-laws. Attached are each board's Notice of Passing which outlines the rate changes. Please pass this on to your organization's finance and/or building department staff as is appropriate.

If you have any questions regarding SCDSB EDCs feel free to contact myself. If you have questions regarding the SMCDSB EDCs contact Christine Hyde at chyde@smcdsb.on.ca.

Regards,

Andrew Keuken, MCIP, RPP
Manager of Planning, Enrolment and Community Use
Simcoe County District School Board
P: 705-734-6363 ext. 11513
akeuken@scdsb.on.ca

This message is being sent on behalf of the Simcoe County District School Board and/or your child's school in compliance with the Canadian Anti-Spam Legislation. Questions regarding this electronic communication may be referred to: CASL, Simcoe County District School Board, 1170 Highway 26, Midhurst, Ontario, L9X 1N6.

A12



NOTICE OF PASSING OF AN AMENDING EDUCATION DEVELOPMENT CHARGES BY-LAW BY SIMCOE COUNTY DISTRICT SCHOOL BOARD

TAKE NOTICE that on the 22nd day of May, 2019, the Simcoe County District School Board (the "Board") passed Education Development Charges Amending By-law, 2019 (the "Amending By-law"), which amends the Education Development Charges By-law, (2018) of the Board.

AND TAKE NOTICE that any person or organization may appeal the Amending By-law to the Local Planning Appeal Tribunal (formerly the Ontario Municipal Board) under Section 257.74 of the *Education Act* by filing with the Secretary of the School Board on or before the 2nd day of July, 2019, a notice of appeal setting out the objection to the Amending By-law and the reasons supporting the objection. The appeal may not raise an issue that could have been raised in an appeal under Section 257.65 of the *Education Act* of Education Development Charges By-law, (2018).

The Amending By-law comes into force on May 27, 2019.

The Amending By-law increases the education development charge on residential development (per dwelling unit) and non-residential development (per square foot of gross floor area) to the following amounts for the periods shown below:

Type of Development	May 27, 2019 to October 29, 2019	October 30, 2019 to October 29, 2020	October 30, 2020 to October 29, 2021	October 30, 2021 to October 29, 2022	October 30, 2022 to October 29, 2023
Residential: Per Dwelling Unit	\$1,611	\$1,911	\$2,211	\$2,511	\$2,811
Non-Residential: Per Square Foot of Gross Floor Area	\$0.37	\$0.39	\$0.41	\$0.43	\$0.45

The Amending By-law increases the term of Education Development Charges By-law, (2018) to five years.

A complete copy of the amending by-law is available for examination on the Board's website at www.scdsb.on.ca and at the offices of the Board located at 1170 Highway 26, Midhurst, Ontario.

For further information, please contact Andrew Keuken, Manager of Planning at (705) 734-6363, Ext. 11513 or akeuken@scdsb.on.ca.

Dated at the Township of Springwater this 23rd day of May, 2019.

Steve Blake
Director of Education

60



Simcoe Muskoka Catholic District School
Board 46 Alliance Boulevard
Barrie, Ontario, Canada L4M 5K3
Tel 705.722.3555
Fax 705.722.6534
www.smcdsb.on.ca

**NOTICE OF THE PASSING OF AN EDUCATION
DEVELOPMENT CHARGE AMENDING BY-LAW
BY THE SIMCOE MUSKOKA CATHOLIC
DISTRICT SCHOOL BOARD**

TAKE NOTICE that the Simcoe Muskoka Catholic District School Board (the "Board") passed Education Development Charge Amending By-law No. 51-01-2019 (the "By-law") on the 5th day of June, 2019 under section 257.70 of the *Education Act*, R.S.O. 1990, c. E.2, as amended (the "Act").

AND TAKE NOTICE that any person or organization may appeal to the Local Planning Appeal Tribunal under Section 257.73 of the Act, in respect of the By-law, by filing with the Secretary of the Board on or before the 15th day of July, 2019 a notice of appeal setting out the objection to the By-law and the reasons supporting the objection, along with the required fee of \$300 payable to the Ministry of Finance.

The schedule of education development charges imposed by the By-law for residential development shall be the following amounts per dwelling unit for the periods set out below:

June 10, 2019 to October 29, 2019:	\$748.00;
October 30, 2019 to October 29, 2020:	\$1,048.00;
October 30, 2020 to October 29, 2021:	\$1,348.00;
October 30, 2021 to October 29, 2023:	\$1,472.00;

The schedule of education development charges imposed by the By-law for non-residential development shall be the following amounts per square foot of gross floor area for the periods set out below:

June 10, 2019 to October 29, 2020:	\$0.13;
October 30, 2020 to October 29, 2021:	\$0.14;
October 30, 2021 to October 29, 2023:	\$0.15;

Education Development Charges are imposed on all development of lands in the County of Simcoe, save and except those specifically exempted by the Board in the By-law. Accordingly a key map showing the location of lands affected by the By-law is not provided as part of this notice.

A copy of the complete By-law is available for examination in the offices of the Board located at 46 Alliance Boulevard, Barrie, Ontario, during regular office hours, being between the hours of 8:30 a.m. and 4:30 p.m. from Monday to Friday.

Notice of a proposed by-law amending the By-law or the passage of such an amending by-law is not required to be given to any person or organization, other than to certain clerks of municipalities or secretaries of school boards, unless the person or organization gives the secretary of the Board a written request for notice of any amendments to the By-law and has provided a return address.

Dated at the City of Barrie

This 6th day of June, 2019

Brian Beal
Director of Education and
Secretary-Treasurer of the
Board (705) 722-3555