

**Melinda Reith - Head, Clara, Maria**

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**From:** "Annette Louis" <alouis@admastonbromley.com>  
**Date:** February-28-13 3:33 PM  
**To:** "Lindsey Taniwa" <ltaniwa@greatermadawaska.com>; "Allison Holtzhauer" <aholtzhauer@greatermadawaska.com>; "Town of Arnprior" <mspratt@arnprior.ca>; "Town of Deep River" <mlarose@deepriver.ca>; "Town of Deep River" <lmclaughlin@deepriver.ca>; "Town of Laurentian Hills" <info@laurentianhills.ca>; "Town of Petawawa" <dscissons@petawawa.ca>; "Town of Petawawa" <email@petawawa.ca>; "Town of Renfrew" <kbulmer@town.renfrew.on.ca>; "Town of Renfrew" <vjahn@town.renfrew.on.ca>; "Town of Renfrew" <koreilly@town.renfrew.on.ca>; "Township of Brudenell, Lyndoch & Raglan" <blrtownship@xplornet.com>; "Township of Head, Clara & Maria" <twpshcm@xplornet.com>; "Township of Horton" <mjmhorton@xplornet.com>; "Township of Horton" <jbhorton@xplornet.com>; "Township of Killaloe, Hagarty & Richards" <info@khrtownship.ca>; "Township of Laurentian Valley" <dsauriol@laurvall.on.ca>; "Township of Laurentian Valley" <cjackson@laurvall.on.ca>; "Township of North Algona Wilberforce" <naw@nalgonawil.com>; "Township of Whitewater Region" <amantifel@whitewaterregion.ca>  
**Subject:** Spring Training  
Good Afternoon,

Bruce Beakley, Director of Human Resources for the County of Renfrew, has presented a workshop for local municipalities on corporate goals and objectives setting in a municipal environment. He has already presented this 1/2 day workshop in Bonnechere Valley, Madawaska Valley and McNab Braeside. Mr. Beakley has offered to conduct a workshop for the local municipalities free of charge to be hosted at the Admaston Bromley Municipal offices. This workshop would be open to all municipal staff and elected officials. Those wanting additional information may contact any of the above municipalities or Mr. Beakley related to the workshops already presented.

Please let me know if your municipality would like to participate in this training.

We are looking at having the workshop on May 9th, 2013.

Thank you,

Annette C. Louis  
Clerk-Treasurer  
Township of Admaston/Bromley  
477 Stone Road, RR # 2  
Renfrew, Ontario K7V 3Z5

Tel: 613-432-2885  
Fax: 613-432-4052

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**CHILD CARE  
Social Services Department**

COUNTY OF RENFREW



545 Pembroke Street West  
Pembroke, ON K8A 5P2  
Phone: 613-732-4100  
Toll Free: 1-866-561-7679  
Fax: 613-732-4437  
[www.countyofrenfrew.on.ca](http://www.countyofrenfrew.on.ca)

RECEIVED  
MAR 05 2013

February 27, 2013

Township of Head, Clara, Maria  
15 Township Hall Road  
Stonecliffe, ON K0J 2K0

Attention: Melinda Reith

Dear Melinda:

Subject: Phase Two of the Book Tree Project

Thank you for your interest in a Book Tree. Unfortunately all four pilot sights have been chosen.

In response to overwhelming interest, the Book Tree committee is creating a list of interested municipalities for potential additional Book Trees. Your name has been added to the list. Timing for phase two will be later this year as the committee wants time to ensure that the challenges and successes of the phase one trees are sorted out and celebrated before expanding. Funding for future Book Trees also has to be ascertained. The Book Tree committee is researching options for fund raising and funding availability.

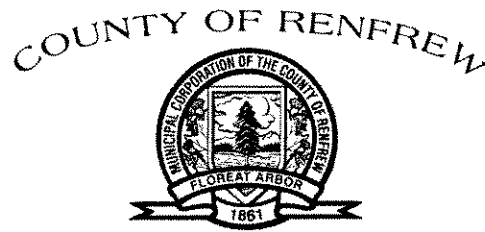
While this is happening, please feel free to contact myself if you are interested in being a part of the Book Tree committee as we explore the options for phase two Book Trees. Please call or email if you have any questions.

Sincerely,

Judy Mulvihill  
Child Care Services Manager  
[jmulvihill@countyofrenfrew.on.ca](mailto:jmulvihill@countyofrenfrew.on.ca)

JAM/dv

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Phone: 613-433-9846  
Toll Free: 1-888-281-7526  
Fax: 613-433-9850

December 21, 2012

Renfrew County Municipalities

Attention: Chief Administrative Officer / Clerk

Dear Sir or Madame:

Subject: The Book Tree – Expression of Interest

The County of Renfrew's Best Start Network has received an Ontario Ministry of Children and Youth Services - Community Action Research and Innovation Fund grant in the amount of \$25,000 to support a new Community initiative called '**The Book Tree**'. The '**Book Tree**' Project is based on the model, the '*Book Forest*', developed in Berlin, Germany in 2006 and will be the first of its kind in Canada.

The Book Tree Fund will cover the cost of developing five pilot Book Trees and support materials. It is planned that the first Book Trees will welcome visitors and users in the spring of 2013. The Book Tree will be used as a tool to promote literacy and health in the community, as well as communicate the importance that forestry plays in our region. This interactive outdoor display will allow children and adults an opportunity to drop off gently-loved books and pick up free books.

The Book Tree:

1. Will be crafted from local wood;
2. Will be approximately six feet tall and four feet around (there will be four to five trees attached to each other in a circle);
3. Will be "owned" and maintained by each hosting municipality;
4. Will be the first of its kind in Canada;
5. Will be a place where the community naturally gathers; and
6. Will contain approximately 12 weather proof "shelves" to place books in and take books out of.

The Best Start Network will:

1. "Plant" the trees on or before March 31, 2013 (dependant on the frost and site conditions);

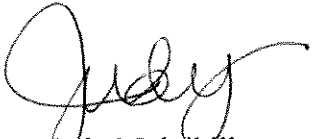
2. Ensure the Book Trees will be crafted with local wood/trees and be unique to each chosen community; and
3. Populate the trees with children's books by the Best Start Network.

The volunteer communities will:

1. Choose an accessible site located on municipal/publicly owned land of approximately 100 sq. ft.; and
2. Support the ongoing maintenance of the Book Tree.

The Best Start Network will be meeting to begin the process of selecting the Book Tree sites on January 25, 2013. If you are interested in hosting a Book Tree in 2013, please advise the Best Start Network by January 24, 2013 at the phone number, email address or address below.

Sincerely,



Judy Mulvihill  
Manager Child Care Services/Co-Chair Best Start Network  
County of Renfrew  
545 Pembroke Street West  
Pembroke, ON K8A 5P2  
[jmulvihill@countyofrenfrew.on.ca](mailto:jmulvihill@countyofrenfrew.on.ca)  
Phone: 613-732-4100  
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[www.countyofrenfrew.on.ca](http://www.countyofrenfrew.on.ca)

JAM/dv

c. Reeve / Mayor

③

# Kinouchepirini Algonquin



## First Nation



*'People of the Pike'*

3689 B- Line Road

Pembroke On, K8A 6W7

613-732-1741

[grant-tysick@hotmail.com](mailto:grant-tysick@hotmail.com)

**February 22, 2013**

Ministry Of Natural Resource  
31 Riverside Drive  
Pembroke On. K8A 8R6

By Mail and Fax 613 732 5539  
C/o Mr Rick Watchorn  
Mr. Mike Dumouchel

Re: Eastway Construction/ Pembroke Sand and Gravel

Dear Mr. Watchorn.

I have been directed to contact you in regards to Eastway Construction, as you are aware you have a Fiduciary Duty to Consult and Accommodate.

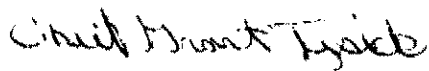
The Heads of Family council will request a meeting with the Ministry Of Natural Resources in regards to Eastway's Resource Extraction, this issue has been going on since 2009. The Community is hoping we can resolve this matter in good faith. So until good faith Consultation and Accommodation take place, we will request that your Ministry does not approve any Licences for the Pit in Clara Maria, that sits on Unseeded Unsurrendered Kinouchepirini Algonquin Titled land.

The Community was asked to respect the Rights of the private land owner. We will not respect the Right of any Agency of the Crown allowing Companies to extract resources without legal Consultation and Accommodation. Your Ministry has not fulfilled any legal Consultation with the Algonquin people, in particular this First Nations Community.

Page 2

We also ask that the owners of Eastway be present so there will be no confusion. For now it would not be a good idea to put any equipment on the property located in Clara Maria township lot 33 concession XII:

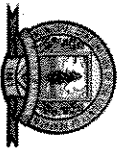
Meegwetch.



Chief Grant Tysick

c.c. Eastway Construction/ Pembroke Sand and Gravel  
100 Crandal Street.  
Pembroke On. K8A 6XB

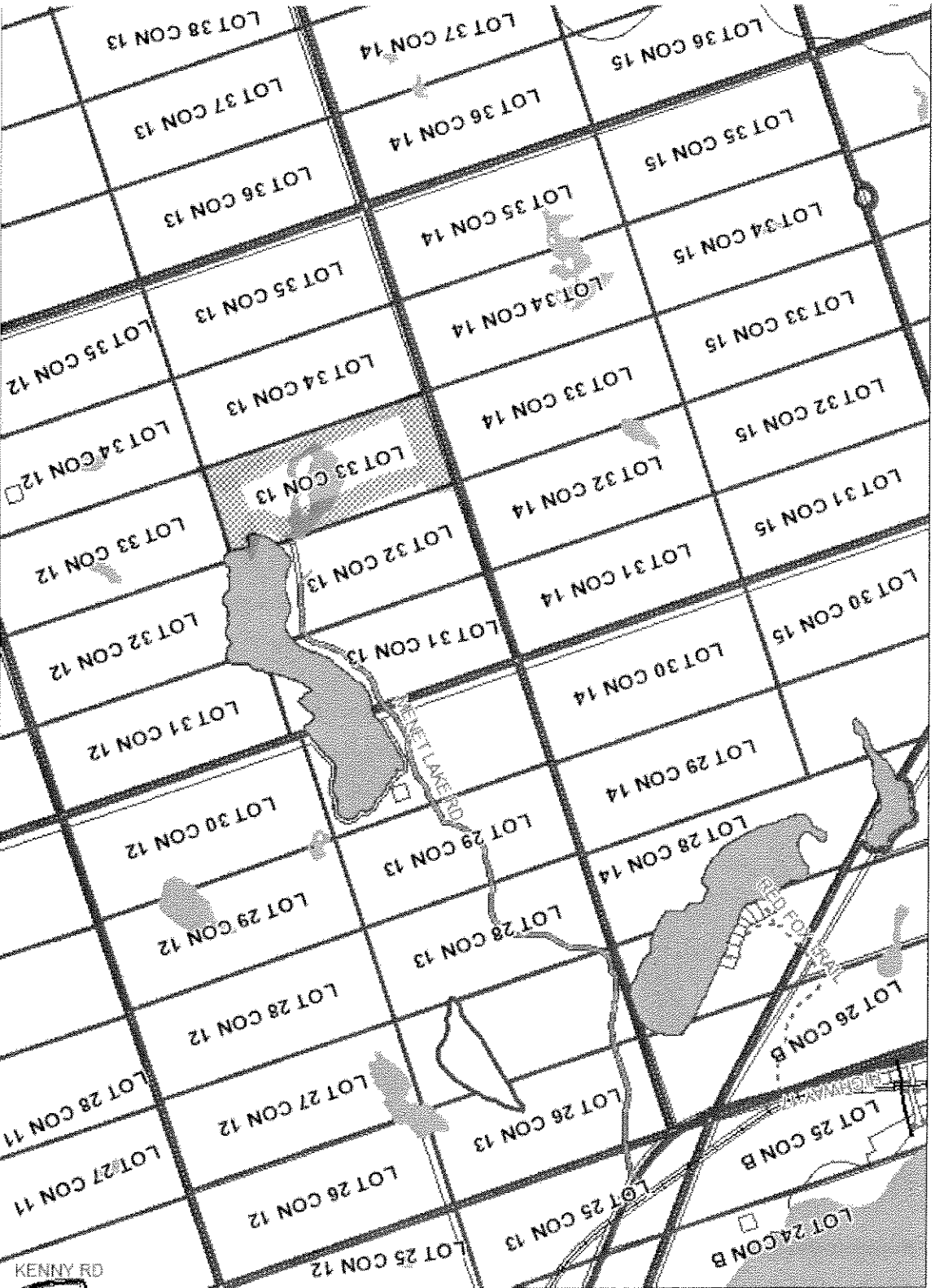
By Mail and Fax 613 732 2356  
C/o Dan Bedard  
Jim La Pointe



County of  
**Renfrew**  
ONTARIO, CANADA

## Lot 33 Con XIII

2/28/2013 11:20:25 AM



1,303.7 0 651.85 1,303.7 Meters

NAD83 CSRS98 UTM\_zone\_18N  
@ Queen's Printer for Ontario

1:25,663



This map was produced automatically by the County of Renfrew Mapping Website

With Data supplied under Licence by Members of the Ontario Geospatial Data Exchange County of Renfrew, Ontario Ministry of Natural Resources, Pembroke, Ontario Ministry of Northern Development, Mines and Forestry

### Legend

- Municipal Offices
- Municipal Offices
- County Administration Building
- Railway
- Non-Active
- Active
- Roads
- County Road
- Provincial Highway
- Municipal Maintained Road
- Municipal Maintained Seasonal Rd
- Private Road
- Crown Roads
- Quebec Road
- Water Body
- Lots & Concessions
- Lots & Concessions Labels
- Property Parcels

Depending on the number of layers visible not all may be shown in the legend.

### Notes

Enter Map Description

This map is illustrative only. Do not rely on it as being a precise indicator of routes, locations of features, nor as a guide to navigation. The County of Renfrew shall not be liable in any way for the use of, or reliance upon, this map or any information on this map.

From: Rolland-Poruks, Shelley [rollands@aecl.ca]  
Sent: Sunday, March 03, 2013 11:18 PM  
Subject: Key Messages from Minister Joe Oliver's Announcement at CNA Conference

AECL - OFFICIAL USE ONLY | À USAGE EXCLUSIF - EACL

Good evening Elected Officials. (Le français à suivre.)

As you know, on Thursday the Honourable Joe Oliver, Minister of Natural Resources, addressed the 2013 Canadian Nuclear Conference. There he made announcements related to the Harper Government's initiatives to position the nuclear industry for future success, including an update regarding the next phase of the restructuring of AECL. As you may get questions from your constituents, we wanted to arm you with the appropriate key messages from Minister Oliver's announcement.

On Thursday (Feb. 28), Minister Joe Oliver announced The Government is seeking to transfer management of the Laboratories to the private sector under a Government-owned, Contractor-operated, or GoCo, agreement, as is done in other jurisdictions such as the United States and the United Kingdom.

Within a Government-owned, Contractor-operated (GoCo) model, ownership of the Nuclear Laboratories would remain with the Government of Canada, but day-to-day management and operation would be contracted to a private-sector organization. The government establishes organizational priorities and the private sector entity implements the missions, using best business practices.

In the very near term, the Government will work to engage expert advisors to support it in the restructuring process. Later this year, the Government will launch the formal procurement to contract out the management and operation of the Nuclear Laboratories under a Government-owned, Contractor-operated (GoCo) model. This procurement process is expected to take around two years.

On the subject of Job Security, note that a well-managed laboratory will provide a valuable source of employment. The Government of Canada has identified that AECL will have three missions with a possible fourth. It is too early to say how this clarified mandate and the implementation of a GoCo management model will affect employment, but the Phase II restructuring process currently underway is intended to better position AECL for future success.

In yesterday's Announcement, the Government of Canada has identified that AECL will focus on three key objectives:

**Managing radioactive waste and decommissioning responsibilities**

- AECL will continue to support the Government in its obligation to address its nuclear legacy liabilities, currently addressed through the AECL-managed Nuclear Legacy Liability Program (NLLP), Port Hope Area Initiative (PHAI) and Low Level Radioactive Waste Management Officer (LLRWMO).

**Providing technology and services to the Federal government**



- AECL will continue to act as advisor to, and agent of, the Government in areas related to nuclear safety, security, public health and the environment

Support for the S&T needs of the nuclear industry

- AECL will continue to provide the industry access to the expertise and facilities resident at the Laboratories

The Government has also identified that it will examine the potential for a forward-looking, industry-driven nuclear innovation agenda. Government will evaluate:

- Possible arrangements between the public and private sectors for conducting nuclear innovation activities; and
- The potential for a new research reactor; per the Ministers announcement any new infrastructure will be based on a solid business case.

Restructuring is happening "with", not just "to" AECL.

- AECL's Chair of the Board and President & CEO participate in committees that oversee the restructuring and procurement processes.
- A core AECL Restructuring Team is in place that work closely with Natural Resources Canada (NRCAN) and Public Works & Government Services Canada (PWGSC) in most areas associated with the procurement and management transition.

Restructuring is NRCAN and PWGSC's process; however, it is important to note that AECL is, and will continue to be, involved in the process. AECL has been preparing for restructuring for some time; we are well equipped to move forward over the next couple of years through the path outlined in our corporate plan.

Natural Resources Canada posted a media release entitled "The Harper Government Announces New Direction for Nuclear Laboratories"; you can access it at <http://www.nrcan.gc.ca/media-room/news-releases/2013/6890>.

Please don't hesitate to contact me or Pat Quinn, Director Corporate Communications, if you have any questions.

Thank you.

Shelley Rolland-Poruks

Community Affairs Officer

AECL Corporate Communications

613-584-8289



MARCH 1, 2013

## ACCOMMODATING CHILDCARE NEEDS: UNDERSTANDING YOUR OBLIGATIONS

BY: CATHERINE L. PETERS

In a recent edition of *FTR Now*, we reported on two significant Federal Court decisions, *Johnstone v. Canada* and *Seeley v. Canadian National Railway*, which confirmed that employers have an obligation to accommodate their employees' childcare needs. Since the date that *FTR Now* was published, these two decisions have continued to generate a considerable amount of public discussion and debate about the accommodation of childcare needs in the workplace, and as a result employers may see an increase in requests for such accommodation by employees. To assist with these requests, this *FTR Now* reviews the procedural obligations of employers when responding to these requests and provides a practical checklist for employers to reference when determining whether accommodation is required and, if so, what accommodation is appropriate in the circumstances.

### WHEN IS AN EMPLOYER'S DUTY TO ACCOMMODATE TRIGGERED?

In both the *Johnstone* and *Seeley* decisions, the Federal Court confirmed in clear terms that the protection from discrimination in employment on the basis of family status found in human rights legislation includes protection of needs arising from a parent's obligation to care for children. The decisions are somewhat less clear in identifying the circumstances which will trigger a duty to accommodate childcare needs, as there are some differences in the legal tests articulated in the two decisions. The Federal Court appeared to contemplate that any conflict between a work obligation and a "substantial" parental obligation could trigger the duty to accommodate. However, no definition was provided of what was meant by the term "substantial parental obligation", and the decisions appear to contemplate the possibility that some childcare issues will not be sufficiently "substantial" to trigger the duty to accommodate. In addition, the decisions suggest that the employee is expected to make efforts to reconcile work and parental obligations before

seeking accommodation from the employer, but provide no guidance concerning the nature or extent of the efforts that an employer may expect.

While some uncertainty remains after *Johnstone* and *Seeley* about the precise limits of an employer's duty to accommodate childcare needs, there is one point about which there can be no uncertainty. Both decisions make very clear that employers who ignore employee accommodation requests or refuse to consider the possibility of accommodation or discuss accommodation with their employees do so at their peril.

### **THE DUTY TO ENGAGE IN A MEANINGFUL DISCUSSIONS ABOUT ACCOMMODATION**

In its decisions in *Johnstone* and *Seeley*, the Federal Court criticized the employers involved for failing to engage in meaningful dialogue with their employees about their childcare needs or how those needs could be accommodated. The Federal Court found that the employers in *Johnstone* and *Seeley* had made little, if any, effort to understand their employees' accommodation needs or explore potential accommodations. It appears that this omission was based on the assumption that there was no obligation to accommodate the childcare needs identified – an assumption which ultimately proved to be mistaken. The Federal Court emphasized in the *Seeley* decision that discussions with employees about accommodation of their childcare needs are not "merely optional." Rather, the Court described it as "essential" that the employer engage in discussions with employees about their childcare needs and what options exist for accommodating those needs.

Notably, the Human Rights Tribunal of Ontario adopted a similar approach in a decision released in August 2012, *Devaney v. ZRV Holdings Limited*. *Devaney* was a case in which the employee's needs related to care of an elderly and ailing parent, rather than care of a child. The Tribunal found that, like childcare needs, eldercare needs are needs related to family status and are protected under human rights legislation. Like the Federal Court, the Tribunal emphasized that, once an employer becomes aware that an employee has needs related to family status, the employer has a proactive duty to make inquiries about those needs to determine whether it has a duty to accommodate those needs:

[B]eing aware that the applicant had eldercare responsibilities, the respondents had a duty to consider and explore the possibilities of accommodating the applicant's needs relative to his eldercare responsibilities. When a respondent is notified

that an individual has *Code*-related needs, the respondent has a duty to make meaningful inquiries about the needs to determine whether or not a duty to accommodate exists.

### A CHILDCARE ACCOMMODATION CHECKLIST

The decisions discussed above make clear that, once an employer becomes aware that one of its employee has childcare needs, the employer must initiate a dialogue to ensure it understands the employee's needs, whether accommodation is required and, if so, what options exist for accommodation. In order to guide employers in carrying out this obligation, we have provided below a checklist of topics which employers may wish to discuss with employees as part of the accommodation process:

1. What is the duration of the accommodation the employee is seeking?
  - (a) Is the employee seeking a permanent or indefinite accommodation?
  - (b) Is the employee seeking a temporary accommodation pending the arrangement of alternative care arrangements?
2. Does the request for accommodation relate to a substantial parental obligation, or does it relate to a matter of personal choice or personal preference?
3. What is the nature and extent of the conflict between the employee's work obligations and the employee's parental obligations?
  - (a) Is the employee unable to return to work after a pregnancy/parental leave because of inability to secure suitable childcare?
    - (i) If so, can the issue be addressed by granting an extension of the leave to enable the employee to make appropriate childcare arrangements?
  - (b) Is the employee unable to work for all or part of a shift or series of shifts?
    - (i) Is this a recurring issue (e.g. the employee is unable to work fixed days each week) or does it only arise on an occasional or "as needed" basis?
    - (ii) Can the conflict be addressed through shift changes (e.g. either permanent/indefinite or as the need arises)?
  - (c) Is the conflict limited to the start and/or end times of the employee's shift (e.g. because of difficulties in dropping off or picking up the child in a timely way at the beginning or end of the shift)?

- (i) Can the conflict be addressed through flexible start/finish times and/or making up time missed?
- (d) Does the conflict arise because of a difficulty in arranging childcare around unpredictable or rotational work schedules?
  - (i) Can the conflict be addressed by changing the frequency or predictability of working hours or fixing the days and/or hours on which the employee will be required to work?
- (e) Are there other special needs related to childcare that affect the employee's ability to carry out his/her work obligations and, if so, what are they and how do they affect the employee's work obligations?
  - (i) the child's special needs
  - (ii) custody arrangements
  - (iii) other special needs
- 4. Has the employee made reasonable efforts to explore alternative childcare arrangements which would enable the employee to meet his/her work obligations?
  - (a) If the conflict is created by difficulties in arranging suitable childcare, has the employee explored all reasonable childcare alternatives?
    - (i) spouse/partner
    - (ii) adult family members
    - (iii) teenage family members
    - (iv) friends or neighbours
    - (v) nannies or baby sitters
    - (vi) professional caregivers for special needs children
    - (vii) day care facilities
    - (viii) placing name on waiting list for a day care placement
  - (b) If the conflict is created by difficulties arising from existing childcare arrangements, has the employee explored making changes in existing arrangements, such as transportation arrangements, childcare arrangements or other pertinent arrangements in order to address this issue for the future?
  - (c) If the conflict is created by difficulties in custody arrangements, has the employee initiated steps to change existing custody arrangements in order to enable the employee to meet his/her childcare obligations and, if so, with what results?

- (d) If the employee has not pursued available alternatives, does the employee have a reasonable explanation?
5. What assistance can the employer provide to the employee in identifying or securing alternative childcare arrangements?
- (a) Are there programs or resources available through the Employee Assistance Plan which the employee can access to identify alternative childcare arrangements?
- (b) Can the employer provide direct assistance, such as by compiling a list of potential options and following up on the employee's behalf?
6. Are there alternative positions within the organization which the employee has the skill and ability to perform, in which the employee can work his/her preferred schedule?
- (a) Can the employer provide support or assistance to the employee in searching for an alternative position within the organization?
7. If the workplace is a unionized environment, has the employer involved the trade union and/or secured the trade union's cooperation in the accommodation process?
8. If other employees will be affected by the accommodation, have they been approached and are they prepared to cooperate to facilitate accommodation?
9. Has the employer kept detailed records of all discussions with the employee, any potential accommodations that were considered and, if those potential accommodations were not pursued, the reasons why they were not pursued?

While this checklist is not an exhaustive list of the issues that may need to be discussed with employees seeking childcare accommodation, we trust it will be helpful to your organization in initiating discussions with employees about their childcare accommodation needs.

If you require any information about accommodation of childcare needs or other needs related to family status, please contact Catherine L. Peters at 416.864.7255 or your regular Hicks Morley lawyer.

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Fax/Télé: 613.234.0418

6

Minister Responsible  
for Seniors

Ministre déléguée aux  
Affaires des personnes âgées

6<sup>th</sup> Floor, Frost South  
7 Queen's Park Crescent  
Toronto (Ontario) M7A 1Y7  
Tel: (416) 325-2338  
Fax: (416) 327-4493

6<sup>e</sup> Étage, Frost Sud  
7 Queen's Park Crescent  
Toronto (Ontario) M7A 1Y7  
Tél: (416) 325-2338  
Télé: (416) 327-4493

RECEIVED  
MAR 04 2013



February 8, 2013

Dear Mayor, Reeve and Members of Council:

It is with great pleasure that I invite you to participate in the 2013 Senior of the Year Award. This annual award was established in 1994 to give each municipality in Ontario the opportunity to honour one outstanding local senior. The Government of Ontario is proud of this important initiative. You may wish to consider involving local MPPs in your selection process or presentation ceremony.

Recipients are individuals who, after age 65, have enriched the social, cultural or civic life of the community without thought of personal or financial gain. A certificate, provided by the Ontario government, is signed by the Honourable David C. Onley, Lieutenant Governor, myself as Minister Responsible for Seniors, and the local Head of Council.

Council may also wish to host a presentation ceremony honouring the Senior of the Year Award recipient in June, when we pay tribute to seniors across Ontario. This year will mark the 29th anniversary of Seniors' Month which recognizes the contributions seniors make to family, community, province and country.

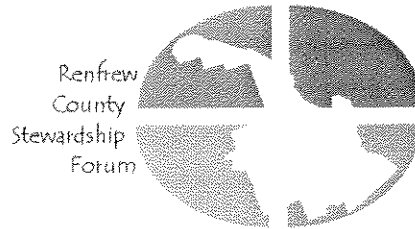
The Ontario Senior of the Year Award nomination forms are available on the Ministry of Citizenship and Immigration's website at [www.ontario.ca/honoursandawards](http://www.ontario.ca/honoursandawards) once on this site, click on the Ontario Senior of the Year Award program. You can submit your nomination online by choosing the "Electronic Nomination" option. You can download the form and fax it to 416 314-6050. Nominations must be received directly from your office by April 30, 2013.

For additional information, please contact the Ontario Honours and Awards Secretariat by phone, at 416-314-7526, toll-free at 1-877-832-8622, or TTY 416-327-2391.

Ontario's seniors deserve special recognition for their outstanding accomplishments. By working together, we can ensure they are honoured in a meaningful way.

Sincerely,

Linda Jeffrey  
Minister



## Fostering Shoreline Conservation

The second Renfrew County Stewardship Forum was held on February 7<sup>th</sup>, 2013 at the Marguerite Centre in Pembroke. Discussion focused on the *Centre for Sustainable Watersheds (CSW)* 2012 shoreline survey, Mississippi Valley Conservation Authority (MVCA) Changing Climate Implications, and proposed community collaboration on Renfrew environmental issues.

The following individuals were present:

Cheryl Keetch, *Ottawa River Institute*  
 Kathryn Lindsay, *Bonnechere River Watershed Project*  
 Meredith Brown, *Riverkeeper*  
 Barbara King, *Centre for Sustainable Watersheds*  
 Kristina Inrig, *Sustainable Eastern Ontario*  
 Tina Toon, *Sustainable Eastern Ontario*  
 Izett McBride, *Township of Whitewater Region*  
 Allen Dick, *Township of Whitewater Region*  
 Brian Whitehead, *Jp2g Consultants Inc.*  
 Michael Fadock, *Jp2g Consultants Inc.*  
 Eric Withers, *Jp2g Consultants Inc.*  
 Jim Gibson, *United Township of Head, Clara & Maria*

Joanna Samson, *Ministry of Natural Resources*  
 Joanna Gaweda, *Ministry of Natural Resources*  
 Patricia Tait, *Ottawa Riverkeeper Riverwatch Program*  
 Mike Ryan, *Ottawa Riverkeeper Riverwatch Program*  
 Ole Hendrickson, *Ottawa River Institute*  
 John Almstedt, *Lake Clear/ORI/BRWP*  
 Larry Wade, *Round Lake*  
 Eric Smith, *Renfrew County Stewardship Council*  
 Linda McCormick, *Friends of Carp River/MVC*  
 Bobby Campbell, *Township of McNab Braeside*  
 Paul Lehman, *Mississippi Valley Conservation Authority*

### Introductions and 1<sup>st</sup> Renfrew County Stewardship Forum, 2012

The initial Renfrew County Stewardship Forum 'Fostering Adoptive Collaboration' was held on April 24, 2012 at Algonquin College, Pembroke with a positive turnout of 26 individuals. The general senses was partnership between citizens, municipalities and government bodies are needed to proactively deal with environmental issues and stakeholders to include public consultation. Many groups felt the need to have a 'host' to bring together the various local organizations to work together, share 'good ideas' (community based monitoring) and continuing to foster collaborative





partnerships for environmental stewardship and management of Renfrew waterways. The full presentation can be viewed at [watersheds.ca/news&events](http://watersheds.ca/news&events)

Notable mention – Township of Whitewater Region is currently developing an official plan and dealing with water quality issues on Muskrat Lake

### Renfrew County Lake Shoreline Assessment Pilot Project

Barbara King from Centre of Sustainable Watersheds presented *Love Your Lakes'* program field observation methods, draft reports and general summary of shoreline findings from Lake Clear, Mink Lake, Bobs Lake and Crow Lake. The project evolved from the 1980's MAPLE program (**M**utual **A**ssociation for the **P**rotection of **L**ake **E**nvironment in Ontario) and is currently being piloted across the province. The four lakes assessed in 2012 found half of the participants knew about the *Love Your Lakes'* program prior to a Lake Association presentation. By report delivery, averages of 50% of lake owners were more likely to take action as a result of the survey, which included clear suggestions to shoreline improvement and minimizing runoff erosion. It was made clear the suggestions resulting from the survey are *non-regulatory* and the project objective is for a shoreline balance of 75% for nature and 25% for property owner. Questions arose to the following:

- Need to correlate water quality with shoreline conditions. Currently there is no systematic approach in Renfrew County. This is outside of CSW *Love Your Lakes* program.
- Need for water conservation was evident in 2012 drought.
- Recruiting a lake process?
  - 6-12 mo. lead time to recruit a lake via POA – non-regulatory
    - Does POA approval mean assumed all property owners approve?
  - Intro letter to every property owner about the project
    - > What's in it that is positive for a property owner
  - Assessment individual to each property including recommendations
  - Lake association needs to provide a boat and a few volunteers; gas is covered
- Has CSW done before/after performance evaluations to assess conversion rate?
  - A lower Beverly evaluation survey had been done
  - Conversion rate will be assessed by RVCA on Bobs Lake and Crow Lake
- Need correlation analyses to assess efficacy of the *Love Your Lakes* program
  - Renfrew County has inconsistent water quality monitoring data
  - Ideal to monitor water quality with shoreline assessment and tracking change
    - CSW partner in Muskoka/Sudbury currently have water quality monitoring programs in place
- Sustainability plan for CSW and *Love Your Lakes*?
  - Partnership with Canadian Wildlife Federation
  - Currently seeking corporate sponsorship(s)



- What can Municipalities do?
  - Limit road proximity to lakes
  - Educate residents on wastewater, septic management and overflow water discharge

The full CSW presentation and shoreline rating maps can be viewed at [watersheds.ca/news&events](http://watersheds.ca/news&events)

## Implications of a Changing Climate

Paul Lehman from the Mississippi Valley Conservation Authority spoke about the implications Mississippi Valley Conservation Authority are experiencing as a result of climate change. With increased storm intensity and warmer temperatures, managing reservoir flows >5 cm have increasingly been unable to maintain due to changes in stream flow patterns. Shifts in the spring freshet have caused concern in maintaining lake water levels for recreation use, as well as fall drawdown. An increase in fall precipitation combined with fall drawdown had the potential for downstream flooding; however storing spring freshets risks shoreline damage from ice. Climate change has altered the historical patterns and methods relied upon for decades, causing the typical reservoir operating regime (calendar schedule) to adapt to present weather conditions. Pauls' presentation and weather charts can be viewed at [watersheds.ca/news&events](http://watersheds.ca/news&events). Questions arose to the following:

- There seems to be many issues...how do we address?
  - MVC has an application to increase water power generation
  - Water management plan is needed, include water quality, land use, nutrient loading, septage
  - Understanding sources of nutrient loading
  - Reinstall septic inspection program
- Water storage guided by calendar date?
  - Water level constant real-time, daily monitoring, analysis and response
  - MVC utilizing 'balanced risk' decision management

## Best Practices for Collaboration

Kristina Inrig from Sustainable Eastern Ontario spoke on internal capacity grants for Not-For-Profits, Stewardship Forum support and encouraged collaborative opportunities in Renfrew. Interest was shown to maintain communication/collaboration with projects such as Love Your Lake program, NYN initiatives, and annual/biannual Renfrew County Stewardship Forum. Other regions have successfully sought funding on a collaborative application to Ontario Trillium Foundation to form a Lake Alliance (ie: Renfrew County Stewardship Alliance), something Renfrew could consider, and support internally once funding complete.



Many attendants were interested in collaborating to aid the Snake River/Muskrat Lake watersheds' high phosphorus issue. CSW confirmed *Love Your Lakes* will survey the Muskrat Lake shoreline this summer (2013) and the below individuals will be contacted shortly for involvement.

Eric Withers  
Michael Fadock  
Brian Whitehead  
Joanne Gaweda  
Doug Skeggs

Meredith Brown  
John Almstedt  
Cheryl Keetch  
Ole Hendrickson  
Kathryn Lindsay

Eric Smith  
Bobby Campbell  
Allen Dick  
Izett McBride

- A reminder of the upcoming *Funders Forum* on May 31 in Kemptville. This usefully event directly connects the funders with organizations/groups seeking funds and build application writing skills.

## Round Table Discussion Outcome

2 <sup>nd</sup> Renfrew County Stewardship Forum			
Discussion			
Needs		Opportunities	Challenges
Collaboration	Public engagement Better communication between players and effected residents Get information to both public and decision makers - public meetings	Stakeholders, municipalities & public working together Develop a regional network Share information and knowledge	Lack of capacity Lack of funding Different 'levels' of responsibility Need coordinated effort
County level plan for sustainability in Renfrew	More information about County including water quality reports Find out all data available in County and bring together	Ottawa River Keeper can map some info within watershed Analyze historic data Build citizen science programs to fill gaps in data Promote 'best practices' to County on environmental issues	Regulations won't solve 'water' problems alone Lack of data analysis Lack of compiled data County not involved in any environmental issues
Need a community map of who does what	Have 'go to' place to get information to share (network/database house)  Need for 'champions'	Community mapping of who are all the groups and what they do Map who is responsible for what within stakeholders, municipalities & public Work around Muskrat Lake issue!	Lots of work, limited resources Many stakeholders involved Don't re-invent 'the wheel'





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## Muskrat Lake in crisis

Lucy Hass

February 9, 2012

The water quality in Muskrat Lake is deteriorating at an alarming rate and Ministry of Natural Resources staff say they're committed to helping the community find solutions to avert an ecological tragedy.

"It is, without a doubt, the biggest environmental challenge that we face in Renfrew County today," MNR Pembroke district issues and information officer Doug Skeggs has told The Renfrew Mercury. A recent visit by Skeggs and MNR Pembroke area biologist Kirby Punt was intended to bring the community up to speed on the issue.

Last spring Cobden resident Donald Broome lit a spark of controversy with a nine-part series of paid advertisements called Smeltgate, outlining concerns with the smelt population in Cobden's small cold-water lake.

And this past November, a meeting of the Cobden Conservation Club and Whitewater council solidified a call for action. Whitewater council has taken an interest and hired a consultant experienced in dealing with lake sensitivity and impacts on municipal development.

And that's fine, says Skeggs, "Certainly the more information, the more knowledge you apply to this problem, the better chance you have of actually achieving something."

Skeggs says the province has both an interest in and responsibility for Muskrat Lake, and lake trout is part of that.

"The issue is water quality and it's a very serious problem," says Skeggs. "We have an overall responsibility for protecting Ontario's biodiversity and that is clearly at risk here."

Problems with water quality at Muskrat Lake have been attributed to a number of factors such as agriculture and shoreline property development.

"This lake (Muskrat) is the single biggest ecological problem we face in this county today and it is a big problem. The impacts are increasing and it's not going to get better any time soon. It's going to get worse," says Skeggs.

Moving forward, there are many factors to consider.

Lake trout and smelt are two of the values being affected by the water quality issues, says Skeggs. Muskrat Lake is a cold-water lake, and trout and smelt are cold-water species, but as the lake continues to degrade and water quality declines, it could reach a point where the ecosystem collapses, Skeggs warns.

"MNR and Ontario have decided that, where lake trout lakes exist, we will protect them," he says, explaining lake trout is a globally-rare species and Ontario has about 25 per cent of the world's lake-trout lakes.



**Stocking Muskrat Lake.** Kirby Punt, area biologist with the Ministry of Natural Resources in Pembroke with a female lake trout taken off a rock shoal in Muskrat Lake in October 2007 during a spawning assessment study. MNR confirmed that lake trout are clearly laying eggs and attempting to spawn. Further study would need to be done to determine if there is any significant spawning success with survival into the adult lake trout population. Declining water quality on the lake is impacting cold water fish species such as lake trout and smelt.  
*Ministry of Natural Resources*

"That is a very challenging thing to do when you're dealing with a lake that is on a track that Muskrat Lake is on, with seriously-declining water quality," he continues. "But we are stocking it in an attempt – almost a desperate attempt – to maintain that lake as it as a lake-trout lake."

Meanwhile, Skeggs urges the community to face the bigger issue, noting water quality is affecting human health.

Health unit advisories have been issued to not drink, swim or bathe in the lake's waters. That's bad news, not just for year-round residents, but for businesses, cottagers and tourism operations as well.

MNR biologist Punt notes that in 2007, when there was an algae outbreak on Muskrat Lake, a lot of new owners called in to the ministry, saying, if they'd known they would never have bought there.

The human and ecological threat can be seen and smelled in algae blooms, some of which are the blue-green blooms that produce dangerous toxins. Their frequency, size and the length of time they stay is a growing concern.

"That has potential impacts for drinking water supply and for anyone who is on that lake. That is a direct human health threat," says Skeggs.

Business will also feel the hit.

"If you have a tourism operation on that lake, how can they keep that tourism operation going if people come there to spend quality time on their holidays, on the lake, and their kids can't swim in the lake because there may be a toxin present?"

"Folks here in this community need to understand that if you don't address the problem that you face with the water quality on this lake, you're not going to have economic development on this lake, you're actually going to be in a negative position."

Punt nods in agreement.

"There's a huge economic benefit of this lake that may be underestimated by the municipality," he says, "Pretty well all the fish in the lake have a high growth rate."

Skeggs dismisses the perception that the fish are there only because MNR stocks the lake.

"We've been accused of introducing lake trout to Muskrat Lake. That's absolutely untrue; completely, without a doubt, untrue," he says.

He notes there are 1898 records of stocking, but the ministry doesn't know if any stocking was done before that time. The ministry also took a stocking break between 1988 and 2000.

"We don't know if trout were actually natural to the lake. We tend to lean toward yes because all of the conditions are there. These lakes are all glacial remnants (of a time when Champlain Lake covered the region)," says Skeggs.

There has been one constant in the Muskrat Lake debate over the years – finger pointing.

Skeggs isn't surprised. When communities face this kind of problem, the first reaction is often one very common to human nature – you look around for someone to blame.

"It's nobody's fault. There's nothing to be gained by playing a blame game on this. People made decisions 50 or 60 years ago with the best of intentions, for economic development, for developing agriculture in this county, and they didn't know what we know today about, for example, how wetlands function in filtering surface water. We know that.

"We're living with the impact today of well-meant decisions that were made by well-meaning people 50 or 60 years ago," says Skeggs.

Just as no one group created the problem, no one group holds the solution. Many players will be involved as the debate unfolds.

Among them will be politicians at the federal, provincial, county and local level along with anglers, homeowners and businesses.

Other agencies will also have a role to play, particularly the Ministry of the Environment which is responsible for both general water quality and drinking water quality. The Ontario Ministry of Agriculture, Food and Rural Affairs will also be at the table.

MNR officials have already had conversations with some of the other agencies.

"We're all on the same page in terms of the seriousness of this challenge and our desire to assist," says Skeggs.

But first and foremost, the community has to be involved.

"Ultimately, if there's going to be a solution here, the local people have to take ownership of it," says Skeggs, explaining if the community stopped talking about lake trout and starting tackling the issue of water quality, the province would be there for them.

MNR can assist by bringing in citizens from other communities who have faced similar challenges, like the residents of Lake Simcoe.

"This has been called a mini Lake Simcoe," says Skeggs, citing "almost identical issues."

The Simcoe community rallied at the grassroots level to find locally-led solutions.

Skeggs says he believes Whitewater Township has the same local human resources needed to tackle this issue, and if the community rallies together to seriously seek a solution, MNR will be there to help.

The goal now is to get people to focus on something that they, personally, might be able to change.

As a self-described eternal optimist, Skeggs hopes that will happen.

But he's also a realist and knows money is scarce.

"We don't want to create an impression that there's a big bag of money that somebody is going to come and drop there," Skeggs says. "But if we come together and start to work together, we're confident, or at least we're committed, to try and help them."

With the lake headed for critical collapse, there is agreement the time to act is here.

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## Resolution

February 20, 2013

**Moved by:** Jamie McGarvey, Mayor, Town of Parry Sound

**Seconded by:** Rick Milne, Deputy Mayor, Town of Tecumseh

**Whereas** the Town of Parry Sound and the Township of Archipelago are hosting workshops over concerns of low water levels in Georgian Bay;

And **Whereas** low water levels are having an impact on residents, cottages and businesses;

And **Whereas** there is an estimation of approximately 10,000 jobs that could be affected by the low water levels in this area;

And **Whereas** Municipalities need to prepare themselves for the work that will be needed as early as Spring concerning low water levels;

And **Whereas** consultation should occur between the Department of Fisheries and Oceans and the Ministry of Natural Resources at the earliest possible date;

And **Whereas** there may be some Federal funding with regards to low water levels that must be clarified with the Federal Government;

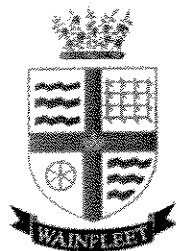
**Be It Therefore Resolved:**

1) That the Ontario Small Urban Municipalities Executive Committee supports the efforts of the Georgian Bay Coastal Communities to find ways of dealing with the low water levels in Georgian Bay and the impact that the low water levels will have on water quality, business, tourism and shoreline residents, whether seasonal or year round.

2) Given that the low water levels in the Great Lakes are affecting water quality, recreational facilities, businesses and shoreline residents, that the Ontario Small Urban Municipalities Executive Committee recommend that the Provincial Government take into consideration the low water levels in the Great Lakes when developing water strategy and initiatives and that this resolution be forwarded to all Municipalities in the Province of Ontario, The Ad Hoc Council of Great Lakes Governor's Advisory Council, The Great Lakes Governor's Commission, the Provincial Government, the Federal Government and to the Local Member of Provincial Parliament.

**CARRIED**

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# Township of Wainfleet

*"Wainfleet - find your country side!"*

**MEDIA RELEASE**

**MONDAY, FEBRUARY 25<sup>TH</sup>, 2013**

## **Wynne Urged to Honour Commitment to Consultation in Advance of Wind Development**

Approximately 50 elected leaders from municipalities across Ontario met this weekend in Wainfleet, ON at a strategic conference about the future of wind development in the province, with the hope that the new Premier will listen to their concerns. The group was brought together by ongoing concerns with the Green Energy Act and the impact renewable energy approvals are having on municipalities and residents.

The delegation decided to develop an organized group of municipal leaders, comprised of elected officials, to monitor information on the impact of wind development and act as an advisory committee to work with the province to address existing regulations.

Mayor April Jeffs of Wainfleet, who hosted the conference, feels optimistic that the new Premier will be open to consultation:

"We have sent a letter to the Premier expressing the need for collaborative decision-making on wind projects near municipalities. We believe there is an opportunity for municipalities and the provincial government to work together to develop an approval process that works for all involved. After years of community division and demonstrated problems with the Green Energy Act, we simply cannot stand by and let this continue" said Mayor Jeffs.

The conference involved presentations from legal experts, municipal leaders, a renowned and highly published health expert, and a Government Relations consultant who discussed at length the implications of wind development in close proximity to municipalities and residents.

Before the meeting commenced at 9am on Friday, the group was greeted by several dozen concerned citizens that demonstrated their interest in the work the municipal leaders were undertaking.

The municipal leaders who met this past Friday are continuing to organize and develop a unified position on wind projects. The province can expect increasing pressure to address their concerns in the weeks to come.

**MEDIA CONTACT:** Mayor April Jeffs, Township of Wainfleet, 905-899-3463 ext. 227 or email to [ajeffs@wainfleet.ca](mailto:ajeffs@wainfleet.ca).

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