

Hello Melinda : please include this report in our next Council meeting package.

Brief Summary of the Cunningham Swan Seminar in Eganville: Oct. 25/17 by Councillor Foote

On Oct. 25th Councillor Villeneuve and I attended the Cunningham Swan legal seminar in Eganville. Four major topics were presented: within a time frame of approximately 4 hours::
The new ESA : Contaminated sites update:.Municipal act amendments : OMB reform.

Points I noted regarding the Employment Services Act (ESA) review were:
a small business with a payroll less then 2.5 mill. would only owe an employee a maximum of 8 weeks severance on termination. A business with larger payroll then 2.5 mill. and the employee in question with 5 or more years service could be given a severance of up to 26 weeks.
,Vacation time for an employee would escalate to 3 weeks after 5 years service. The general pay rate for employees (minimum) will rise to \$14 on Jan./18 and to \$15 on Jan./19. Regarding sick leave: an employer can require evidence but a doctor's note is require no longer.

Points noted during the Contaminated Sites Update:
MOE is not your friend and can be very particular on site remediation costing hundreds of thousands of dollars in some cases. A municipality would be prudent to avoid the ownership of contaminated lands but in some cases it is unavoidable. In the latter case an environmental risk management plan should be in place before the fact as ignoring the issue is not an option. Contacting the MOE may not be necessary immediately unless a site inspection reveals contamination that has spread (not localized). The main points were to create an environmental policy that indicates the municipality is committed to the environment, advocates pollution prevention and this policy is made public.

Some of the Municipal Act amendments:
A code of conduct for each municipality will be mandatory by Mar. 1/19 and it should be updated on a regular basis. By March 1/19 all municipalities will need to have access to an integrity commissioner who will be mandated to investigate allegations re. violations to the code of conduct and the conflict of interest act. Councillors can now participate electronically in council and other public meetings but a quorum of council must be from in-person attendance. Electronic participation will not be allowed in closed sessions. All elected offices will now begin Nov. 15th not Dec. 1st and nomination day to the 4th Friday in July as of May 30/17.

Ontario Municipal Board (OM) reform:
These changes is currently in 2nd reading at Queen's Park. Limit the length of appeal hearings and give more weight to decisions of council to offset the power of NIMBYs. A review of the avenues of appeal regarding an OMB decision.

Although some the topics were quite complicated for someone not familiar with municipal law, my general assessment of this seminar is positive and one worth attending next year.

Respectfully,

Councillor Foote