



P.O. Box 1030, 894 Pembroke Street West, Pembroke, Ontario K8A 6Y6 | Phone: 613-735-0659 | Fax: 613-735-1373 | [www.cluov.ca](http://www.cluov.ca)  
 Proudly celebrating our 60th anniversary in 2018!

Thursday, August 9, 2018

Mayor Hal Johnson and Council  
 Township of Whitewater Region  
 44 Main Street, PO Box 40,  
 Cobden, Ontario K0J 1K0

**Re: Resolution #2018-3801 - Minimum Wage Exemption**

Mayor Johnson:

We received a copy of your above-mentioned resolution to exempt individuals with developmental disabilities in Ontario who want to work but cannot meet the requirements for Bill 148. As Whitewater Region is a municipality that our Community Living organization supports, we would like the opportunity to share another side of this story that may encourage you to edit your resolution.

Professionals at our agency have spoken to Lisa Duggan and Charlene Riopelle to make them aware of employment programs that we offer. The women were not aware of these opportunities through Community Living Renfrew County South. We are now reaching out to you so that you are fully aware of the opportunities that do exist for people with intellectual disabilities in your community.

- Ms. Duggan and Ms. Riopelle indicated that their sons, Alex and Travis, handle recycling and wash dishes and are paid \$2 per hour for their time. If Alex and Travis were not doing this work at Community Living Renfrew County South's office, someone else would have to do it, and that person would be making significantly more than \$2 per hour. Why, if the same work is being completed, should someone be paid less because they have a disability?
- Employees do not need to meet the requirements of Bill 148, employers do. Employees must meet the requirements of the job; employers meet the requirements of Bill 148. To remove opportunities for vacation days, sick leave and overtime pay simply because someone has a disability is not appropriate. Your resolution reads as though you are advocating for the removal of those rights.
- Community Living Upper Ottawa Valley had worked with local employers to connect them to individuals with intellectual disabilities who are looking for employment. All of our employer matches pay the same wage to someone with a disability as they would pay to someone without. The types of employment range from casual, part-time, full-time and contract work. One of our employers is Whitewater Brewery.

We are just one agency that has worked, tirelessly, to help break the stigma that someone with a disability should be treated as "lesser" in society than someone without. While we understand that Ms. Duggan and Ms. Riopelle want a meaningful future for their children, we believe we can help them do that without diminishing the value of others who are already successful.



P.O. Box 1030, 894 Pembroke Street West, Pembroke, Ontario K8A 6Y6 | Phone: 613-735-0659 | Fax: 613-735-1373 | [www.cluov.ca](http://www.cluov.ca)  
Proudly celebrating our 60th anniversary in 2018!

We would greatly appreciate being able to come to council and share this discussion with you so that you, as leaders in the community, can set the best possible example for your constituents, which include people who have intellectual disabilities. 2018 marks our 60th year helping Whitewater Region and our other Upper Ottawa Valley communities be successful with inclusion, and we would enjoy the opportunity to bring that discussion to your table.

With thanks,

A handwritten signature in cursive script, reading "Chris Grayson".

Chris Grayson, Executive Director  
Community Living Upper Ottawa Valley  
Cell: 613-639-9434  
[cgrayson@cluov.ca](mailto:cgrayson@cluov.ca)

c.c. All Municipalities in Renfrew County  
Community Living Renfrew County South  
Madawaska Valley Association for Community Living  
Community Living Ontario  
Canadian Association of Community Living  
The Honourable Doug Ford, M.P.P., Premier of Ontario  
The Honourable Lisa MacLeod, M.P.P., Minister of Community and Social Services  
The Honourable John Yakabuski, M.P.P., Minister of Transportation  
The Honourable Laurie Scott, M.P.P., Minister of Labour

# WHITEWATER REGION

## Council Members

Mayor Hal Johnson

Reeve Terry Millar

### Councillors:

Charlene Jackson

Dave Mackay

Daryl McLaughlin

Chris Olmstead

Cathy Regier

July 12, 2018

The Honourable Laurie Scott, M.P.P  
14<sup>th</sup> Floor, 400 University Avenue  
Toronto, Ontario  
M7A 1T7

### Re: Resolution- Minimum Wage Exemption

Dear Minister:

At its meeting of July 4, 2018, the Council of the Township of Whitewater Region adopted the following resolution:


Moved by: Councillor Dave Mackay

Seconded by: Councillor Daryl McLaughlin

**That Council of the Township of Whitewater Region support the efforts of Lisa Duggan and Charlene Riopelle seeking to exempt individuals with developmental disabilities in Ontario who want to work but cannot meet the requirements for Bill 148. Carried - Resolution #2018-3801**

Attached is a recent news article on this topic. We thank you for your consideration on this matter.

Yours sincerely,

  
Robert Tremblay  
CAO/Clerk-Treasurer

613-646-2282  
1-877-646-2282



613-646-2283



44 MAIN ST, PO BOX 40  
COBDEN, ON KOJ 1K0



[www.whitewaterregion.ca](http://www.whitewaterregion.ca)



c.c. The Honourable John Yakabuski, M.P.P  
All municipalities in Renfrew County  
Community Living  
Lisa Duggan & Charlene Riopelle

