



Melinda Reith - Head, Clara, Maria

From: "dolinar sympatico.ca" <dolinar@sympatico.ca>
Date: March-14-13 3:08 PM
To: <pmoreau@countyofrenfrew.on.ca>; <mayor@petawawa.ca>; <mayor@laurentianhills.ca>;
 <twpshcm@xplornet.com>; <townmail@deeriver.ca>; <mnolan@countyofrenfrew.on.ca>
Subject: RE: Proposed Banting Drive Deep River County of Renfrew Paramedic Base
 Hello Mr. Moreau and Paramedic Chief Nolan,

Please note, the points raised in my March 10, 2013 are all about the LOCATION, not the operational aspects of the paramedic service.

The paramedics provide the best of service for all residents throughout Renfrew County and this letter is in support of their work.

I repeat, the issue is the LOCATION.

Mr. Moreau, I read your quality of life comments regarding starting your new position with the County of Renfrew "This was great. I didn't have to move and I can continue to raise my family in Renfrew County which is very important to me. The quality of life here is wonderful," in The Daily Observer. <http://www.thedailyobserver.ca/2011/01/18/paul-moreau-takes-over>

Paramedics need to do their job. A residential area, and living beside a 24/7 Paramedic Base with over 1,500 ambulance calls with children and families and people living and playing nearby does not blend well.

The location of the proposed Banting Drive Deep River site of the County of Renfrew Paramedic Base will very much affect the quality of life for residents who live near and along Banting Avenue and the urgent traffic and "back-up beepers" will affect residents and patients who are in hospital at the east side neighbourhood of Deep River.

The location of Banting Drive also poses important emergency response barriers which once again is not related to operations. These are geographic, and route problems. The Banting Drive proposed location is 1 kilometre uphill to the highway with no lights and reduced visibility east and west onto Highway 17 and a great deal of transport traffic along highway 17 and a snow mobile crossing before you get to the highway.

I have requested a meeting with the County of Renfrew representatives of decision-making, not a response to a letter.

(see letter below)

This is to request a meeting with the County of Renfrew, Development and Property Committee , prior to work beginning on the Deep River Banting Drive Paramedic Base proposed location, to discuss alternate options for a location. This meeting is to ensure an outcome consistent with our respective needs.

This is to please request to be put on the agenda for the next Development and Property Committee meeting, please add "location of proposed County of Renfrew Paramedic Base from current Chalk River site" on the agenda.

This is also to request to be up on the agenda for the next Health Committee meeting, and I have copied this e-mail to Tammy Stewart, Vice-Chair of the Health Committee regarding this item:
 "location of proposed County of Renfrew Paramedic Base from current Chalk River site" .

Thank you

Rose-Marie Dolinar

From: PMoreau@countyofrenfrew.on.ca
To: dolinar@sympatico.ca
Subject: FW: Proposed Banting Drive Deep River County of Renfrew Paramedic Base
Date: Thu, 14 Mar 2013 14:57:08 +0000

Dear Ms. Dolinar,

I want to acknowledge your email of March 11th, 2013 and let you know that many of the points you raised relate to the operational aspects of the paramedic service. I will be discussing the points you raised with Chief Nolan, after which I will be able to provide you with a response.

Thank you,

Paul Moreau

From: dolinar sympatico.ca [<mailto:dolinar@sympatico.ca>]
Sent: Monday, March 11, 2013 1:49 AM
To: Info; mayor@petawawa.ca; Town of Laurentian Hills; townmail@deepriver.ca
Subject: Proposed Banting Drive Deep River County of Renfrew Paramedic Base

March 10, 2013

Rose-Marie Dolinar
90 Hillcrest Avenue
Deep River Ontario
K0J 1P0
dolinar@sympatico.ca

Bob Sweet
Chair
Development and Property Committee
County of Renfrew

Kevin Valiquette
Manager of Real Property Assets
County of Renfrew

Cc: Members of the County of Renfrew Development and Property Committee and copy to Renfrew County Council members, Mayors and Reeves

Dear Renfrew County Council and Renfrew Development and Property Committee and County of Renfrew Mayors and Reeves

I have received your letter advising me of your proposed development of land on Banting Drive facing Hillcrest Avenue, within the Town of Deep River, to build a County of Renfrew Paramedic Base. The letter postmarked March 5, 2013 and dated February 28, 2013 did not mention a number of important items:

14/03/2013

The County of Renfrew paid \$1 to purchase the one acre of land from the Deep River & District Hospital, and what is the expected revenue from the cutting of the wood on the acre of forest.

In 2012, the County of Renfrew Paramedics responded to 2,261 "Code 3 – Prompt" (emergency, non-life-threatening) calls and 6,679 "Code 4 – Urgent" (life threatening emergency) calls.

In 2012, there were 162 Code 3 calls and 390 Code 4 calls out of the Chalk River base, which services Laurentian Hill, Deep River and Head, Clara & Maria,

What is the breakdown of Code 4 calls which originate within the Town of Deep River as compared to Chalk River area and Highway 17 calls since the total number of calls handled by the Chalk River base was 1,574 in 2012. What time of the day were these calls made?

The Renfrew County paramedic service will undergo a Ministry of Health and Long Term Care Certification Review in November 2013.

The population of the area fluctuates during the day to a large concentration in North Renfrew between AECL and Base Petawawa to over 6,000 people during the week. The population of Deep River downtown decreases from 4,000 to less than 2,000 during the day. The highway traffic increases during peak hours for day shift.

The following are valid considerations for looking at another location, including staying at the same Chalk River location:

The Banting Road location will increase emergency response time from the proposed Deep River base for code 4 calls since driving up to highway 17 from Banting Road is approximately 1 kilometre, up a steep hill, very slippery in the winter, and extremely dangerous turning from Banting Drive onto Highway 17 due to no traffic light, high transport traffic and limited road length visibility on either side of the highway as you get off of Banting Drive. I invite the committee to come and see what I mean. There are also many deer who cross Banting Drive.

The noise cannot be buffered for a 24/7 operation. Vehicle motion alarms, sometimes referred to as "back-up beepers", have been identified in numerous studies as detrimental to sleep, not only to neighbourhood residents but also to the patients and residents of the hospital.

The increased speed of the paramedic vehicles for emergency response will affect the safety for seniors, teenagers, families with strollers, children, walkers, joggers, who live and play daily along Banting Drive, including those in wheelchairs.

I am very proud of our Renfrew County paramedics, they do an amazing job. I have been a nurse working throughout Renfrew County and a St. John Ambulance First Aid, CPR and AED instructor providing courses for many years including how to make 911 calls. I very much support the work of our paramedics.

My concern is the location especially since there are many other preferable options for safe and effective response time.

This is to request a meeting with the County of Renfrew, Development and Property Committee, prior to work beginning on the Deep River Banting Drive Paramedic Base proposed location, to discuss alternate options for a location. This meeting is to ensure an outcome consistent with our respective needs.

Thank you.

Sincerely,

Rose-Marie Dolinar

Ministry of Aboriginal Affairs

Ministère des Affaires autochtones

Information Centre
Algonquin Land Claim

Centre d'information
Revendication territoriale

31 Riverside Drive
Pembroke, ON K8A 8R6

31 rue Riverside
Pembroke, ON K8A 8R6

Tel: (613) 732-8081
Toll Free: 1-855-690-7070

Tél: (613) 732-8081
Numéro vert: 1-855-690-7070



website: www.Ontario.ca/landclaims

March 18, 2013

Mayor and Council
Township of South Algonquin
P.O. Box 217
Whitney, ON K0J 2M0

Attention: Harold Luckasavitch, Clerk-Treasurer

Dear Mr Luckasavitch:

Thank you for your return telephone call on March 12, 2013. This will serve to confirm your advice to us with regard to our previous invitation (through Heather Robertson) to meet with your council. Subsequent to Ontario's invitation, the Council of South Algonquin passed a resolution to hold a meeting with interested municipalities within the land claim area (resolution dated February 8, 2013 which was attached to a letter of invitation to municipalities dated March 5, 2013).

We were advised by you that it was not Council's intention to have the negotiating parties attend or make presentations at the meeting planned for April 6, 2013 but rather, individual members were invited to attend if they wish to do so.

Ontario, as one of the negotiating parties is pleased to restate its willingness to meet with Council at a future date. We anticipate that any such presentation(s) would include the Algonquins of Ontario and Canada.

Thank you again for providing clarification.

Yours truly

A handwritten signature in cursive script, appearing to read "Norm Lemke".

Norm Lemke
Co-Chair Municipal Advisory Committee

Cc: Municipalities in the claim area
Algonquin Negotiation Representatives

③

Township of South Algonquin
P.O. Box 217, Third Ave. & Hay Creek Rd.
WHITNEY, Ontario K0J 2M0
Telephone #1-613-637-2650 or #1-888-307-3187
Fax #1-613-637-5368
southalgonquin@xplornet.com
www.township.southalgonquin.on.ca

RECEIVED
MAR 08 2013

March 5, 2013

Township of Head Clara and Maria
Town Hall
Stonecliffe, Ontario
K0J 2K0

Dear CAO, Mayor and Council:

Re: Are you concerned about the lack of Public Input requested from your Municipality by the Negotiating Team responsible for preparing the Draft Agreement in Principal for the Algonquin Land Claim?


The Council for the Corporation of the Township of South Algonquin held a special meeting on February 28, 2013 to review the contents of the Draft Agreement in Principal for the Algonquin Land Claim. Council is very concerned with the lack of consultation offered by the Negotiating Team to members of Council and residents in the Land Claim Area.

The Residents in the Land Claim Area, both Native and Non Native are the people who will have to live with Agreement forever, when passed.

Therefore the Council for the Township of South Algonquin passed the attached Resolution # 13-077 offering a chance by inviting members of Council from other municipalities within the land claim area to join together and voice any concerns with the process and/or agreement. It is our hope that a unified voice of all concerned Municipalities will have a positive effect on the Agreement.

The meeting will take place at the Madawaska Complex, located at 26A Major Lake Road in Madawaska. A light lunch will be provided between 12 noon and 1.00 pm with the meeting starting immediately after. We ask that you please confirm your attendance by April 3rd.

Yours truly,


Harold Luckasavitch
Clerk-Treasurer

P.S. Local MPs and MPPs and appropriate Ministers, as well as all news press in the affected area will be invited as well.

TOWNSHIP OF SOUTH ALGONQUIN

February 28, 2013

Moved by: Sid James

Seconded by: William Rodnick

Resolution # 13-077

WHEREAS the Council for the Corporation of the Township of South Algonquin is concerned with the process used in the negotiations with the Algonquin Native Land Claim; and

WHEREAS very little or no public input was requested by the negotiating team;

NOW THEREFORE the Council for the Township of South Algonquin invites all neighbouring members of Council from effective municipalities, including members of parliament, both Federal and Provincial within the Land Claim Area, to a public meeting which will be held at the Madawaska Complex, located in Madawaska on April 6, 2013 at 13:00 hrs.

Carried: Mayor Jane Dumas

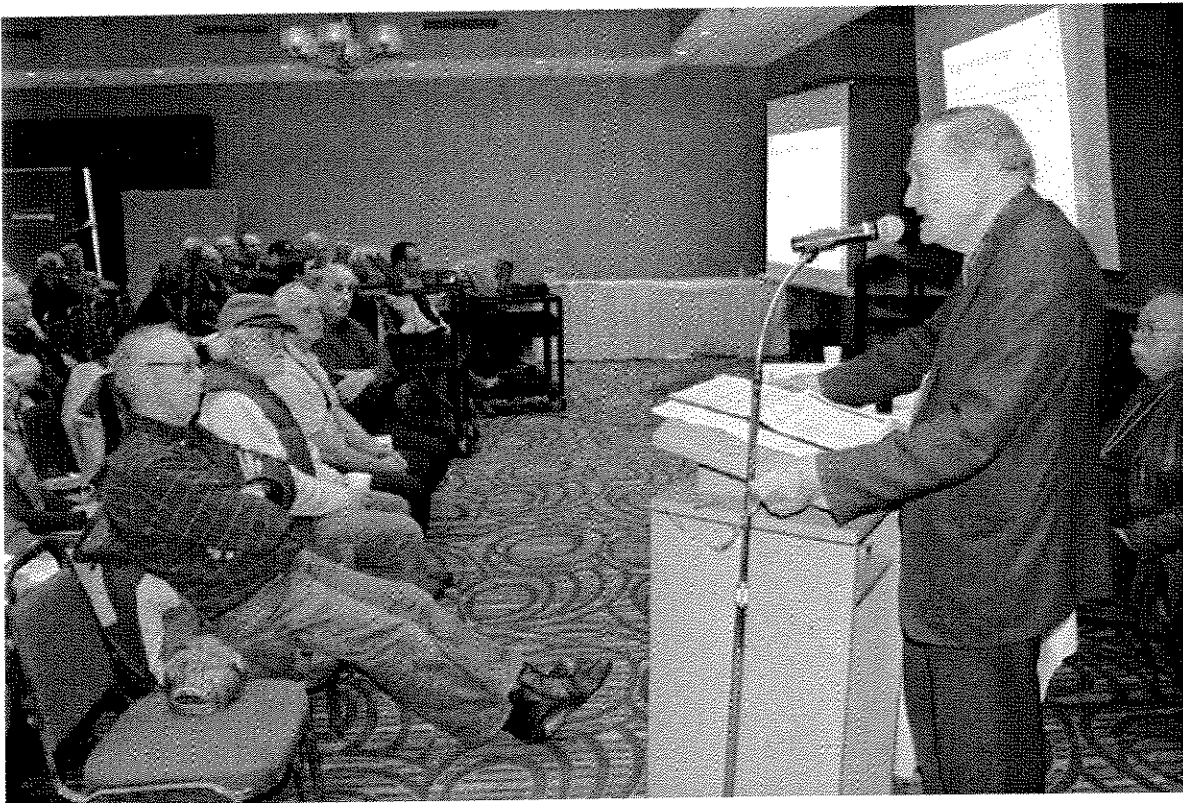
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NEWS LOCAL

Tentative Algonquin land claim unveiled

By Sean Chase, Daily Observer
Friday, March 15, 2013 9:06:30 EDT AM



SEAN CHASE Brian Crane, Ontario chief negotiator for the Algonquin land claim, speaks to a packed room at the Best Western Thursday night. Residents learned that 117,500 acres of Crown land are slated to be transferred to Algonquin ownership under the land claim's preliminary agreement-in-principle.

PEMBROKE - The Algonquins of Ontario will receive \$300 million and at least 117,500 acres of provincial Crown land under a proposed native land claim.

Those are the two main provisions in a preliminary agreement-in-principle that has been hammered out between Ottawa, the province and nearly a dozen Algonquin First Nations.

Landowners, concerned stakeholders and area residents packed a conference room at the Best Western in Pembroke Thursday night to learn the details of this potentially historic land claim for the first time.

The land claim covers an area of approximately 36,000 square kilometers, stretching from the Ontario/Quebec border to beyond North Bay. Within the agreement-in-principle there is a proposed transfer of Crown land to the Algonquins of Ontario of not less than 117,500 acres, of which approximately 80 per cent lies within the riding of Renfrew-Nipissing-Pembroke, making it the area most directly affected by the proposed settlement.

There's an estimated 8,000 to 10,000 Algonquins in the claim territory, with at least 3,000 in the North Bay and Mattawa areas. More than 8,900 Algonquins have registered so far to vote, probably late this year, whether to ratify the preliminary agreement in principle.

The province accepted the claim in 1992, although the process began before that with historical reports and studies showing the Ontario Algonquins never entered a treaty with the Crown and have issued a series of petitions to the British government dating back to 1772. In the last five years, there has been a renewed effort to work out a modern settlement which resulted in a preliminary draft of a deal formed last December.

Brian Crane, Ontario chief negotiator for the Algonquin land claim, told the audience that the agreement-in-principle is not binding noting it serves as a guide for the final treaty which will then be negotiated.

"Canada and Ontario have a legal obligation to settle this land claim," said Crane. "We have got to put this to bed or there will be a lingering cloud on the title of land in eastern Ontario. The courts have told us it is our duty to settle this claim."

No land will be transferred from Algonquin Park, there will be no new reserves set up in the territory and the Algonquins would be subject to existing provincial legislation, including an environmental assessment. A new provincial park will be created near Crotch Lake, west of Perth, while another 30,000 acres will be set aside as protected land. Three non-operating parks will be transferred to the Algonquins, while they will rename Westmeath Provincial Park at Bellows Bay in Whitewater Region. They will also have input in the management plans for these parks, including Algonquin, Ontario's largest provincial park.

Crane pointed out that property owners will retain access even if those roads run through Algonquin territory. The right of the public to canoe and fish in navigable waters and access to existing portages will also be preserved, he added. The agreement-in-principle addresses forestry, protected areas, heritage and culture and the right of Algonquins to harvest wildlife, fish, migratory birds and plants.

"It is not a commercial right," explained Crane. "What the Algonquins have is a continuation of a current right to hunt, fish and trap throughout the year. This is a right they have exercised throughout the centuries and this is a right recognized in all modern treaties for aboriginal people. This is a right that the Ministry of Natural Resources has recognized in their policies and procedures."

Despite this, the Algonquins will be subject to measures necessary for conservation, public health and safety, he added. They will also develop a harvest plan developed with the province, while federal and provincial authorities will maintain jurisdiction in relation to fishing, wildlife and migratory birds.

Bob Potts, chief negotiator for the Algonquins of Ontario, explained that the land claim process has been complicated because the treaty lands fall within Algonquin Park, the nation's capital and affects 1.2 million people. As difficult as it has been, the process must be completed, he said.

"There is a huge amount of unfinished business that we are trying to resolve after 240 years," he said adding that never before has a draft treaty been presented to the public for consideration.

He defended the confidentiality that surrounded the negotiations noting it was a fair and equitable method to approach this process. The frank and productive discussions over the past seven years have produced a good treaty for the Algonquin people, Potts added.

"It will provide ultimately some closure for the Algonquin people," he said. "It will provide a land base that they longed for, a capital base which will provide them with economic viability and it will provide some certainty."

The negotiations started out with nine million acres identified within the Algonquin territory, with six million acres already in private hands. Potts said the Algonquins made it clear they did not want to expropriate any lands. With Algonquin Park taking up another one million acres, the Algonquins were sensitive to avoid going after other parcels that would have created confrontations with some communities. At the end of the day, they settled on the 117,500 acres outlined in the agreement.

"This has been done in a very sensitive, respectful and reasonable way, and in return the Algonquins expect a respectful and reasonable response from their neighbours," Potts said. "In the end, what we achieve is reconciliation."

Prior to a question and answer session, a delegation calling themselves grandmothers from the Quebec-based Kitigan Zibi Anishinabeg First Nation addressed the negotiators. The group said they are concerned that the federal government is destroying their land repeating many concerns they raised at an Idle No More demonstration recently held in Ottawa. Spokeswoman Pauline Deconti said this was the first time that they have seen the agreement struck by the negotiators and the 10 participating Algonquin communities, which include the Algonquins of Pikwakanagan.

"We must receive a fair share of any development that happens on our land," she said.

The Algonquin land claim will host a second public information meeting in Pembroke in April.

Sean Chase is a Daily Observer multimedia journalist

sean.chase@sunmedia.ca

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TrueAlgonquin

Amazing. A multi billion dollar land claim and after all these years this is the best Potts and his travelling road show can come up with. Rockcliff air base as an example worth billions, minutes from downtown Ottawa. Houses in the area range from \$300,000. to a million, sold for \$27 million. Just one example there many more. In 2001 Greg Sarazin a member of the Pik reserve was hired as negotiator for the Algonquin land claim. Back then the governments offer was \$250 million and 50 thousand acres. After 8+yeras of Mr. Potts this what he has come up with. A few mor acres of swamp land and \$50 million more dollars. If you break it down year by year and count the number of people Potts brought in you will find it just covers his salary and their costs.

A question I would like to ask. Is who pays for the taxes on this land? The members.



In 2001 other than chief and council the same group of people were involved.

This time the payoff was to big to resist.

Bad deal all around. Bring back Greg Sarazin and fire those at the table.

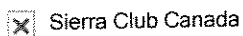
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Melinda Reith - Head, Clara, Maria

From: "Sierra Club Canada" <membership@sierraclub.ca>
Date: March-13-13 4:00 PM
To: "Reeve Tammy Stewart" <twpshcm@xplornet.com>
Subject: Please Be Advised

 Sierra Club Canada

Hello Reeve Tammy Stewart

One day soon you may spot an armed convoy passing through Head, Clara and Maria. The guards will be protecting trucks carrying thousands of litres of radioactive waste containing highly enriched weapons grade uranium in a toxic mixture of acid and numerous other isotopes. Sierra Club Canada believes you should be aware of this plan and be consulted by the Canadian Nuclear Safety Commission before it proceeds.

Because there has been no public disclosure we are only able to relate what we have learned from sources in South Carolina and the media.

Atomic Energy Canada Limited (AECL) is planning to truck 23,000 litres of highly radioactive liquid waste containing highly-enriched uranium (HEU) from its Chalk River Laboratory (CRL) facility to the U.S. Department of Energy (DOE) Savannah River Site (SRS) in South Carolina. The shipments could begin as early as this summer.

The guards will be equipped to prevent any attempt to interfere with the shipment by criminals or terrorists with malevolent intent. There is no way to protect Canadian and American communities from the effects of a nuclear spill which could have catastrophic human health and environmental implications.

These shipments will surely be the most dangerous cargo ever to pass through Head, Clara and Maria yet the Atomic Energy Canada Limited and the Canadian Nuclear Safety Commission have conspired to proceed without consulting local authorities, First Nations or the public.

Nor is the Canadian Nuclear Safety Commission intending to hold any public hearings. They claim this is because of the need for security, but is there another reason?

Is it because Atomic Energy Canada Ltd and the CNSC do not want to discuss alternatives to this plan? And there are alternatives. The best may be leaving the material where it is.

This toxic brew of acid and radioactive isotopes is presently stored in a secure facility at Chalk River. It is relatively safe and secure where it is. It is well guarded and isolated from the environment. It is being moved under a US-Canada agreement to return weapons grade uranium to the United States to prevent it falling into the wrong hands. This is a laudable goal, but the nature of the waste is very different from spent reactor fuel which this agreement was meant to cover.

The uranium was shipped to Canada in a solid, easily transported form. To make medical isotopes, the uranium is dissolved. This process produces a highly radioactive and toxic liquid waste containing strong acids that is extremely difficult to handle and transport. Should it escape into the environment there would be a devastating impact.

There are no purpose-built shipping containers for this type of liquid nuclear waste. The plan is to use containers designed to transport far less dangerous dry solid waste.

The Savannah River facility in North Carolina, where the waste is to be sent, has no experience processing liquid nuclear waste of this type. In essence, the nuclear industry is planning a 2000 kilometre experiment with the 40 million people as guinea pigs.

And it may be entirely unnecessary. The safest place for this waste just might be right where it is -- in a secure tank at Chalk River. There may be no need to subject the public to even the slightest risk.

We have written the Canadian Nuclear Safety Commission to request a public hearing. We encourage you to also request a hearing.

Canadian Nuclear Safety Commission Headquarters
ATTN: Dr. Michael Binder
280 Slater Street
P.O. Box 1046
Station B
Ottawa, ON
K1P 5S9

Sincerely,

John Bennett, Executive Director
Sierra Club Canada
412-1 Nicholas Street
Ottawa, Ontario K1N 7B7
Executive.Director@sierraclub.ca
[John on Twitter / Bennett Blog](#)

Sierra Club Canada National Office

412-1 Nicholas St
Ottawa, ON K1N 7B7
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March 6, 2013

Good day Your Worship and Councillors:

I have a vision of a future that requires change, but that change will not be possible without your continued support. Over four years ago, I began an epic campaign to change the world and to transform the way people viewed their place in it. This is the fourth time I have written to this Council; and I hope that you will continue to be a part of the change I speak of. I write again of the Honey Bee.

Many people still do not realise how important Honey Bees are to our way of life. This is troubling because Honey Bees are responsible for a third of all food we eat. Honey Bees are responsible for 70 percent of our food crop pollination. They are a keystone species; the very cornerstone to the sustainability of our agriculture and the primary basis of stability for our fragile environment. This issue is ever more severe because Honey Bees continue to die at alarming and catastrophic rates in Canada and in every country where they are raised.

There are many explanations offered to illuminate or shed light on the cause or causes of Honey Bee disappearances; foremost and most sinister among them being irresponsible pesticide use, such as neonicotinoids: clothianidin, thiamethoxam and imidacloprid. This is a matter that is currently both a source of passionately emotional and scientifically paramount debate between Canadian Beekeepers and Federal and Provincial Governments. Yet, the average person continues to be left in the dark regarding these concerns which have direct and profound impact on the health of not only wildlife but all citizens of this country. Bernard Vallat, the Director-General of The World Organisation for Animal Health, warned, that "Bees contribute to global food security, and their extinction would represent a terrible biological disaster." Indeed, the demise of the Honey Bee would ensure the extinction of thousands of dependant animal and plant species, bring about the collapse of the food chain and guarantee the destruction of sustainable agriculture, our economy and the environment. As Honey Bees continue to perish, this represents a severe threat to the security of our Nation.

According to the Canadian Honey Council, "The value of honey bees to pollination of crops is estimated at over \$2 billion annually." The Canadian Association of Professional Apiarists (CAPA) suggests that Canada sustained a national average of honey bee deaths of 29.3 % in 2011. Another source indicates that in 2012 almost 99,000 hives died or became unproductive. This amount of loss is greater than what is considered sustainable. Alarmingly, Honey Bees have been disappearing at percentages considered unsustainable for over a decade. Yet, the average person is largely unaware of this threat or what it represents.

That is why that primary of all known solutions is education, awareness and active governmental participation in a resolution to this crisis. Without understanding that there is a problem, we have seen that the general public will take for granted the severity of this global crisis. It is for this reason that I began my campaign in 2009. While it proudly originated in Saskatoon Saskatchewan, it did not end until it spread from coast to coast and found root in distant countries. I had an inspired dream that if municipal governments across Canada were to be unified by a collective, singular proclamation in dedication to the Honey Bee, that more people, through media attention, would be made aware of their alarming decline... ..And resolve to take more necessary action to save this critically important creature and prevent the permanent loss of color and vitality on our wondrous planet.

Imagine a world without blueberries, apples, oranges, broccoli, herbs, almonds, peaches, pears, and over 90 other food crops! Alternatively, imagine a world where only the rich can afford to eat a grape or a peanut! There are Billions of people around the world that already have difficulty finding nourishment in the meagre food they have. Imagine a world where even the middle-class cannot afford fruits and vegetables... ..the lower class will cease to exist and no one will be privileged enough to donate produce to food banks. The poor will starve and there will be chaos; however, this fate is still preventable. It is not yet too late; and you can be an asset in turning aside my terrible predictions. Inform your citizenry of this crisis and with your authority, call on your Provincial Government and our Federal Government to give answer to our collective appeal.

In 7 provinces across Canada and with the support of over 70 municipal governments, May 29, 2010 was recognised as the first annual "Day of the Honey

Bee”. It was officially recognised in declaration by three provincial governments – Saskatchewan, Manitoba and British Columbia and recorded in the Legislative Assembly Hansard of Alberta. The Standing Committee on Agriculture and Agri-Food Canada suggested, “That the Government (of Canada) follow in the footsteps of the Province of Saskatchewan... ..by proclaiming May 29, 2010 as the National Day of the Honey Bee and that this be reported to the House.” As a result, “Day of the Honey Bee” is currently a Motion in the House of Commons, submitted by Mr. Alex Atamanenko, Member of Parliament for BC Southern Interior, currently serving on the Standing Committee for Agriculture and Agri-Food Canada.

In 2011, this special day was endorsed for a second time by Saskatchewan, Manitoba and British Columbia; and supported by 163 municipal governments across Canada.

In 2012, I once more sent thousands of letters. Last year “Day of the Honey Bee” was again celebrated by three provinces; and 179 municipal governments; while many were issued in perpetuity. The national average of support for “Day of the Honey Bee” is just over 25% of the population of Canada! “Day of the Honey Bee” has even been celebrated in The United Kingdom and Turkey. I dearly hope that this year, that you may add to this amazing success.

Furthermore, because of this amazing support, more people learned about the plight of Honey Bees. All across Canada and abroad, beekeepers, apiarists, beekeeping associations, farmer’s markets, postsecondary institutions, municipal groups and other concerned individuals planned activities and events on May 29th and the week surrounding this date, to educate and inform the public. The potential that this day possesses to stimulate the local economy, farmer’s markets and fairs; and produce revenue for local beekeepers, as well as generate research funding, if given official support by this Council, is as overwhelming as it is undeniable.

Nonetheless, even though more than a quarter of the population of Canada has supported the establishment of this day, I have not been able to gain the same level of success with many other Provincial Governments or the Federal

Government of Canada. It is my hope that with my words, you may contribute to this continued success with wisdom and the authority your station affords.

And now therefore, I do humbly request:

- (a) That your Worship and Council, on behalf of your citizenry, resolve to proclaim May 29th, 2013 as the fourth annual “Day of the Honey Bee;” and (if bylaw allows) that this proclamation be issued in perpetuity;
- (b) That in the event proclamations are not issued as a matter of policy, that your Worship and Council please consider, for the purposes of educational awareness, making an exemption to that policy in order to greater serve the broader public interest;
- (c) That in the event there is a municipal ban on beekeeping within your influence, that in collaboration with your provincial apiarist and / or local beekeepers and respecting provincial regulations, that your Worship and Council resolve to antiquate this ban and formally sanction “backyard” or hobbyist beekeeping within your jurisdiction;
- (d) That your Worship and Council resolve to endorse the establishment of a recognised “Day of the Honey Bee” by your Provincial Government, by writing a letter of support to your respective Member of the Legislative Assembly, your respective Provincial Minister of Agriculture and your respective Provincial Apiarist.
- (e) That your Worship and Council resolve to endorse the establishment of a recognised “National Day of the Honey Bee” by the Federal Government of Canada, by writing a letter of support to all respective Members of Parliament of your jurisdiction and to Alex Atamanenko, Member of Parliament for BC Southern Interior. alex.atamanenko.al@parl.gc.ca; atamaa@parl.gc.ca.
- (f) That your Worship and Council resolve to endorse the establishment of a recognised “National Day of the Honey Bee” by the Federal Government of Canada, by writing a letter of support to the Honourable Gerry Ritz, Minister of Agriculture and Agri-Food Canada:

The Honourable Gerry Ritz
Agriculture and Agri-Food Canada
1341 Baseline Road
Ottawa, Ontario K1A 0C5

Fax: 613-773-1081

(g) And that in the event a proclamation, endorsement and or response are issued, that the original be sent to the address and contact information provided in this correspondence below; for the purpose of keeping accurate tally and record; and that if copies of your response are to be sent to apiarists or beekeeper-groups that they be given copies.

By these requests, it is my goal that through collective proclamation, more of the populace will be made aware of the dire threats facing the Honey Bee; not only in your region but your province, across Canada and the world.

I thank you for your time and your considerations,

Sincerely,

A handwritten signature in black ink, appearing to read "Clinton Ekdahl". The signature is fluid and cursive, with the first name "Clinton" written in a larger, more prominent script than the last name "Ekdahl".

Clinton Shane Ekdahl
Founder of "Day of the Honey Bee"
129 Avenue E South
Saskatoon, Saskatchewan, S7M 1R7
1 (306) 651 – 3955
cccsseee@hotmail.co.uk

Employment Practices *Update*

Bringing important information to emergency service organizations

VOLUME 13 • NUMBER 1



Help avoid *mistakes* that lead to *retaliation claims*

By Michael J. McCall, J.D.

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We welcome comments, suggestions and questions from our readers.

E-mail: epupdate.opinion@vfis.com



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Work-related harassment and discrimination allegations may grab the most headlines, but retaliation claims pose equally serious risks for emergency services organizations (ESOs). In fact, work-related retaliation claims make up over one-third of all Equal Employment Opportunity Commission (EEOC) claims and can devastate an ESO's reputation, morale, productivity and financial integrity.

ESOs can take steps to help avoid retaliation against employees or volunteers. Risk management guidance is offered to best prepare the organization:

- Before a personnel complaint is ever lodged.
- During the investigative process.
- After the perceived resolution of the personnel dispute.

In today's hyper-litigious environment, preparedness is the key to managing personnel problems equitably and legally.

What constitutes retaliation?

Retaliation laws are designed to protect workers engaged in legally protected activities. ESO employees or volunteers may suffer real or perceived work-related retaliation in a variety of circumstances, including these common scenarios:

- Making an allegation or claim of workplace discrimination, harassment, safety violations, financial improprieties or other wrongdoing (whistleblower protections).
- Threatening to oppose unlawful workplace practices.
- Serving as a witness in an internal or external investigation or other formal proceeding such as a deposition or trial.
- Supporting or otherwise being closely associated with co-workers that have engaged in legally protected activities.
- Filing or otherwise participating in an employee or volunteer grievance.

ESOs should avoid taking "adverse action" against an employee or volunteer that participates in a legally protected activity. Personnel should not be dissuaded from engaging in legally protected activities out of fear of retaliation. The ESOs may encourage supervisors and non-supervisors to avoid engaging in real or perceived retaliatory actions. Common forms of retaliation include:

- Tangible action taken that negatively impacts employment or volunteer membership, such as termination, demotion, suspension, other forms of discipline, poorly rated performance evaluations, reduction in shifts or pay or denial of a promotion.

Continued on page 2

Help avoid mistakes that lead to retaliation claims

Continued from page 1

- Assigning demeaning or undesirable job duties or finding other unjustifiable ways to punish the worker.
- Supervisors and/or non-supervisory personnel negatively altering the work environment or experience such that any reasonable worker would be compelled to quit.
- Isolating an employee or volunteer, giving the "silent treatment" or otherwise making the work environment unreasonably intolerable without taking negative tangible employment or membership action.

Given the severe risks associated with retaliation claims and litigation, ESO leaders may benefit by creating clear policies and processes for preventing, identifying and rectifying work-related retaliation.

Preventing retaliation before, during and after an incident

Given the severe risks associated with retaliation claims and litigation, ESO leaders may benefit by creating clear policies and processes for preventing, identifying and rectifying work-related retaliation. Take retaliation prevention measures before, during and after an incident occurs in the work environment.

Before – An ESO's open door policy for reporting retaliation may not be as open as some leaders believe. Build a level of trust in the internal reporting, investigative and resolution processes. Continue reaffirming non-retaliation policies and provide a training forum to ask questions and discuss issues like harassment, discrimination and retaliation prevention to help earn the workers' trust.

Before an actual incident or allegation of misconduct, consider taking steps to develop and periodically disseminate a non-retaliation or whistleblower policy and internal reporting procedure. Involving board members or a designated third-party human resources consulting group may help diminish any blockage of internal reporting or resolution. Consider including these external avenues for whistleblower or retaliation reporting..

Importantly, provide details to ESO workers about the steps the organization has taken to promptly and thoroughly investigate workplace wrongdoings, stop such wrongs and prevent future occurrences and related retaliation. Inform personnel about who is designated and trained within the

organization to conduct investigations and take non-retaliatory measures. Reiterate how confidentiality cannot be absolutely guaranteed so as to allow for a broad investigation, but information will only be shared on a "need-to-know basis." Offering insight into the ESO's level of preparedness may help encourage common sense reporting and resolution of personnel disputes.

During – When a worker lodges an internal complaint of workplace misconduct or other policy violation, begin investigative procedures. During the investigation, however, take retaliation prevention measures. This involves frequent communications with the complainant, accused, witnesses and other co-workers that could conceivably know of or even suffer retaliation because of their affiliation with the involved parties. Document these communications during the investigative period and reemphasize the multiple avenues of internal complaint for real or perceived retaliation.

Until the investigative report is finalized and findings communicated, be sensitive to the possibility of retaliation and monitor for changes in the work environment, such as adverse actions or treatment. Consider presenting the whistleblower or non-retaliation policy in writing to those directly involved in the investigation and ask them to sign the document as an acknowledgement of their understanding of the multiple options for reporting known or suspected retaliation.

After – Upon completion of the investigation and determination of whether discipline is appropriate, the ESO's duty to protect against retaliation continues. In fact, work-related retaliation often occurs well after the perceived resolution of the personnel incident and investigation.

Those with supervisory authority are legally in the position to be the eyes and ears for the organization. Reaffirm the ESO's no tolerance policy for retaliation and educate those with supervisory responsibilities on the warning signs of retaliation under their watch. Inform supervisors that retaliation may occur weeks

or months after the apparent resolution of the incident or completion of the associated investigation. Advise supervisors to document their communications with personnel that are designed to prevent, discover and stop retaliation.

Separate the co-workers as retaliation prevention?

Consider the risk management option of separating workers that are directly involved in a sensitive personnel dispute. For instance, it may be wise to separate an employee who accuses a supervisor of ignoring safety or training standards. Likewise, contemplate separating a member that alleges a co-worker engaged in harassing or discriminatory behaviors. Separation may be a sound business practice on temporary basis, pending the outcome of the investigation.

There is no steadfast rule in regards to an organization moving the complaining worker or the person being accused of misconduct. Instead, consider all factors to determine what makes the most sense for protecting the

personnel involved, while allowing for a productive operational structure.

Be aware that long-term or permanent changes in the work environment can be a red flag of retaliation. It is recommended an ESO document a worker's request and/or agreement to a job reassignment. Overall, an ESO's equitable decision and reasoning to separate co-workers may help to be well

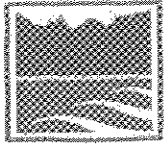
supported by documentation.

Conclusion

Many individuals associate the concept of managing the risk of work-related retaliation as a reactive business practice. In other words, what must be done to protect workers from retaliation after a complaint is lodged, such as harassment, discrimination or safety violations? But it is recommended to take retaliation protection measures before a complaint is made. An ESO is encouraged to be proactive in frequently educating members of the retaliation protection measures that are in place so its members know retaliation can be reported safely, and swift and decisive action will be taken to maintain a productive work environment.

Be aware that long-term or permanent changes in the work environment can be a red flag of retaliation.

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March 13, 2013

**SUBJECT: Approved 2013/2014 Annual Work Schedule
Algonquin Park Forest Management Unit**

Dear Sir/Madam:

The 2013/2014 Annual Work Schedule for the Algonquin Park Forest Management Unit is approved as of March 15, 2013. On the reverse is a copy of the public inspection notice that will be appearing in several newspapers in the vicinity of Algonquin Provincial Park.

Please feel free to contact any of the offices listed in the public notice to discuss Algonquin Park forestry operations for the coming year. Park staff and staff of the Algonquin Forestry Authority would be pleased to go over any details with you.

Yours truly,

Jay Nichols
Park Superintendent and
District Manager
Algonquin Provincial Park
Ontario Parks

C. Gord Cumming, AFA, Huntsville

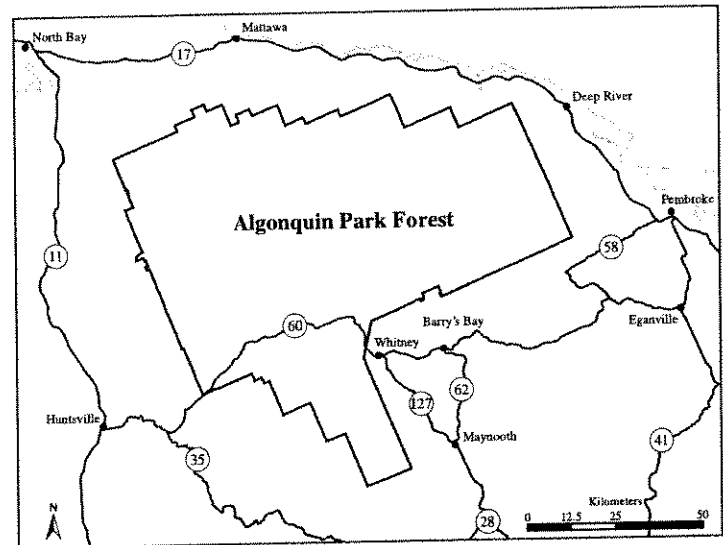
INSPECTION

Inspection of Approved 2013–2014 Annual Work Schedule Algonquin Park Forest

The **Algonquin Park Office** of the Ontario **Ministry of Natural Resources (MNR)** has reviewed and approved the **Algonquin Forestry Authority (AFA)** April 1, 2013–March 31, 2014 Annual Work Schedule (AWS) for the **Algonquin Park Forest**.

Availability

The AWS will be available for public inspection at the AFA offices in Huntsville and Pembroke and the MNR public website at ontario.ca/forestplans beginning **March 15, 2013** and throughout the one year duration. Ontario Government Information Centres at 400 Pembroke Street East in Pembroke, 447 McKeown Avenue in North Bay and 207 Main Street West in Huntsville provide access to the Internet.



Scheduled Forest Management Operations

The AWS describes forest management activities such as road construction, maintenance and decommissioning, forestry aggregate pits, harvest, site preparation, tree planting and tending that are scheduled to occur during the year. Once forestry operations are complete, water crossings are removed on operational roads to restore natural drainage and remove responsibility for ongoing maintenance. Beyond Park access points all forest access roads are closed to the general public.

Tree Planting and Fuelwood

The AFA is responsible for tree planting on the Algonquin Park Forest. Please contact the Area Forester, Algonquin Forestry Authority (AFA), Pembroke office (see address below) for information regarding tree planting job opportunities or for obtaining fuelwood.

More Information

For more information on the AWS or to arrange an appointment with MNR staff to discuss the AWS or to request an AWS operations summary map, please contact:

Joe Yaraskavitch, Park Forester
Ministry of Natural Resources
Algonquin Park Office
31 Riverside Drive
Pembroke, ON K8A 8R6
tel: 613-732-5550

Gord Cumming, Plan Author
Algonquin Forestry Authority
Huntsville Office
222 Main Street West
Huntsville, ON P1H 1Y1
tel: 705-789-9647, ext. 30

Steve Bursey, Area Forester
Algonquin Forestry Authority
Pembroke Office
84 Isabella Street
Pembroke, ON K8A 5S5
tel: 613-735-0173, ext. 223

REVIEW

Minor Amendment Review Ottawa Valley Forest 2011–2021 Forest Management Plan

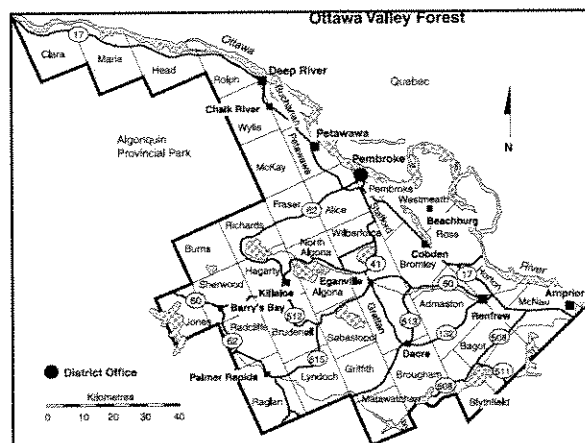
The Ontario **Ministry of Natural Resources (MNR)**, **Ottawa Valley Forest Incorporated** and the **Local Citizens Advisory Committee (LCAC)** invite you to review the MNR-accepted minor amendment to the 2011–2021 Forest Management Plan (FMP) for the **Ottawa Valley Forest** and to provide comments.

The purpose of this minor amendment is to amend the 2011–2021 (FMP) by adding 975 hectares of viable harvest area to Phase I of the FMP (Phase I is the first five-year term). The additional area is required to replace various harvest areas from Phase I that are not suitable for harvest at this time (these areas will be removed from Phase I harvest). Most of the areas to be added are already contained in the 2011–2021 FMP, but are classed as Phase II harvest area (Phase II is the second five-year term of the FMP) and Contingency area. There is also some area to be added that was included in the previous FMP, but did not get harvested.

How to Get Involved

Minor amendment 2011–2021 will be available for review for a 15-day period, from **March 25, 2013** to **April 8, 2013** at the following locations:

- The MNR public website at ontario.ca/forestplans, the Ontario Government Information Centre in Toronto at 777 Bay Street and Ontario Government Information Centres at 400 Pembroke Street East, Pembroke, and 316 Plaunt Street South, Renfrew provide Internet access.
- MNR Pembroke District Office
31 Riverside Drive
Pembroke, ON K8A 8R6
tel: 613-732-5597
- Ottawa Valley Forest Incorporated
195 Brazeau Road, RR #3
Pembroke, ON K8A 6W4
tel: 613-735-1888



Comments and/or concerns with respect to this minor amendment must be received within the 15-day review period and no later than **April 8, 2013** by Krista Watters of the MNR Pembroke District Office. Further public consultation may be required if significant changes are required as a result of comments otherwise, following the 15-day inspection period, the minor amendment will be approved. After approval the amendment will remain on the MNR public website for the duration of the FMP.

During the 15-day review period, you may make a written request to the MNR District Manager to initiate a formal issue resolution process, following the process described in the 2009 *Forest Management Planning Manual (Part C, Section 6.1.4)*.

The MNR is collecting your personal information and comments under the authority of the *Crown Forest Sustainability Act*. Any personal information you provide (address, name, telephone, etc.) will be protected in accordance with the *Freedom of Information and Protection of Privacy Act*, however, your comments will become part of the public consultation process and may be shared with the general public. Your personal information may be used by the MNR to send you further information related to this forest management planning exercise. If you have questions about the use of your personal information, please contact Patrick Soulliere at 613-732-5587.

Renseignements en français : Tammy Belanger au (613) 732-5411

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Remarks by:
Russ Powers, AMO President and
Councillor, City of Hamilton

Tuesday, February 26, 2013 at 9:50 a.m.
Canadian Room, Fairmont Royal York Hotel, Toronto Ontario

Presentation at the 2013 ROMA/OGRA Combined Conference

(Check Against Delivery)

Good morning.

First of all, I want to congratulate ROMA and OGRA for hosting another great conference. We had a great day yesterday and we have a full day ahead.

We're meeting in the middle of an important and dynamic time for Ontario's communities.

The provincial legislature has reconvened under Ontario's new Premier Kathleen Wynne.

Her leadership campaign, her Throne Speech – and her remarks to us yesterday – spoke to the importance of addressing rural concerns.

In fairness, we understand that it may take some time to assess what that will look like in practice – but we are hearing one message loud and clear.

The Premier says that she wants to work with us, as partners, to serve Ontario better.

In fact, we are hearing a similar message from all the party leaders.

There are a lot of politicians here today.

We know what campaigning looks like. And we understand it.

Nevertheless, many of you have come a long way to be here -- and you came because you have immediate needs.

Tomorrow you will make the long trip home, and it would best if you had something to show for your effort.

You have a tough job to do, and it is easier when you know that you are not working alone.

In the absence of action at Queen's Park, we are all working alone.

When I look out at the communities that are represented here today, this is what I see:

Most of you have bridges that need to be repaired or replaced.

Either right now... or all too soon.

I see people that need good roads.

Have you found them here?

I see people that are competing with one another for infrastructure grants... gambling precious time and resources in the hope of success.

All too often, grant applications don't pan out... and the effort is wasted.

I see people who agree with the chorus of voices who want to control costs, and they need better tools to do it.

I see people that are worried about how to pay for their community's emergency services -- without having to reduce them or lay any employees off.

The interest arbitration tools that we have... have not worked.

We know what tools we need -- but we cannot implement them alone. We need Ontario's Legislature to work with us -- yes us!

We can't do it alone. We need the support of the entire Legislature.

We have proposed the most reasonable approaches possible to restore faith in interest arbitration -- where arbitrators do math and show their math.

Why shouldn't they be held to account for their decisions?

Everyone else who raises and spends taxes is held to account.

Tell me, what's wrong with accountability and transparency?

On the interest arbitration file, that's what we are looking for... and we will gauge the parties and the legislature by their commitment to this.

When I look out, I also see people who are trying to juggle increases in their operating costs, let alone trying to make infrastructure improvements with a shrinking tax base and reduced OMPF funding.

I see people who are trying to understand why OMPF is not even being reconciled anymore.

I see people who are confused.

The Province -- and all the parties -- need to understand that its finances will never truly be balanced until it lives up to the responsibility of paying its own bills.

I see people who worry about how strongly our colleagues at Queen's Park appreciate the significance of our 2008 upload agreement.

Incredibly, some eye it as new fiscal room to accommodate other provincial regulations or programs!

I see people from growing municipalities who scratch their heads and wonder why we can't levy development charges, so that growth pays for itself?

And I see people from other municipalities who are not growing.

They are trying to figure out how to improve their prosperity, take care of their seniors, and inspire new generations.

I see people who can and do work with whoever is willing, to create local employment opportunities.

I see people who are doing whatever they can to build their local economies and to diversify their tax base.

I see people that want to invest in green energy – and I see people that don't. Both are frustrated.

I see people who want to make their communities more accessible, but fear the prospect of closing recreational trails and removing playgrounds because they cannot afford to satisfy the Ontario Government's new AODA standards.

I see people that want to protect water quality, but they cannot afford the cost of the Source Water Protection Act.

I see people that support environmentally sustainable forestry and new energy policies – to get Ontario's lumber mills working again.

It does not make sense for you to be driving home from this conference, anticipating that solutions may be found 'in time'.

The time is now. We can't wait. Our communities can't wait. The world around us won't wait.

We all need to focus on what we can achieve, for our communities, right now.

This room is chock full of elected officials and municipal leaders from every part of Ontario.

Dare I say, the politics is literally 'all over the map.'

But, we won't let that get in our way.

When there is a problem in our communities, we fix it.

When we see that there is a problem in Ontario, we get together, roll up our sleeves and fix that too.

That's what success looks like.

Success... is fixing the problems that we have... today.

Success will be measured by the extent to which all of our Provincial colleagues work with us, and one another, to fix the problems that inspired you to run for council.

Success will be measured by our ability to keep promises and pay our own bills.

Success will be measured by our ability to efficiently pool our resources.... and build the infrastructure that Ontario needs.

Success will be measured by the sustainability of the decisions we all make – and when I say all, I include the interest arbitrators who set wages and benefits for our essential service employees.

Ontario will succeed more often and better when the mindset truly reflects “here is what we can do together, right now.”

But at the same time, we cannot deny the need to look forward, work harder, be smarter, trust one another and show some guts.

Ontario’s municipalities need to look forward.

AMO’s door is always wide open to everyone who is interested in working with us. And we are working with others – including business leaders, other associations and service providers that extend well beyond the municipal sector.

We need to work harder.

The AMO Board does this for all of its policy work.

You’ve already seen this in our infrastructure position - an evidence based position that demonstrates need across the province. It’s a \$60 billion dollar challenge that will need both federal and provincial partnerships.

Have a look at the work that we recently put into our Interest Arbitration proposals. We have made sure that our proposed changes are as reasonable as possible – and we have done the homework to back them up.

We have to work smarter.

Municipal governments across the Province are diverse. But we cannot let our differences divide us.

AMO works closely with all other municipal associations and we support them. And when the time comes to act with strength, we need to ensure that AMO is providing one, strong and unified voice.

We have to trust one another.

Taxpayers expect us all to work together cooperatively – and we owe that to them.

And we have to be brave.

I appreciate the hard work that you are doing at home in your communities. You have my promise that your Association will be as bold and courageous.

AMO works for you. That’s our role.

However, we are only as strong as our members make us.

Please take an interest in our work, and help us to advance good public policy.

Help us to channel your frustration into meaningful conversations and opportunities to achieve the changes we need.

Make sure your local MPPs -- and MPs -- know that Ontario's municipalities will work with them.

We need them to sit down with us... build solutions together... and make them happen.

In a minority Legislature, every MPP needs to have that mind-set.

Don't let partisan politics restrict progress.

You can also help us by staying on top of the latest developments.

AMO shares information each week through our Breaking News emails direct to your in-box -- these are specific items where we need you to help.

Here's what I know to be true -- top down and bottom up advocacy is generally the most successful. So you have a real role to play.

And read our weekly Watch File -- it gives you highlights of what is going on that week provincially and federally and what new programs and training we have to support you in your decision-making role at Council.

If you don't get the AMO Watch File every Thursday morning, sign up for it. It's free.

Ontario's municipalities all achieve more when we work together and stand together.

That is why AMO makes a point of having other municipal associations represented on our board, and it's why we are pleased to work with ROMA and OGRA to support this conference.

We appreciate the participation of our provincial colleagues at this conference.

We hope this opportunity will be valuable for you -- and for Ontario as a whole.

Thank you.

* might be a good idea to attend ROMA/OGRA conference & not AMO conference as ↑ deals specifically with rural issues / AMO has a large # of issues which don't apply to us!
MR.