



HUCKABONE • O'BRIEN • INSTANCE • BRADLEY • LYLE • LLP

LAWYERS

F. Allan Huckabone, Q.C. (Retired)
Matthew J. Bradley
Dwight Montgomery

Delbert A. O'Brien, Q.C., Juris D. (Retired)
Tracy Lyle

M.Wm. Instance
Mark Huckabone

November 21, 2011

Please Reply To PEMBROKE Location

E-Mail: williami@hsolawyers.com

Direct Line: 613-735-2345

Ext. 322

WITHOUT PREJUDICE

The Corporation Of The United Townships Of Head, Clara & Maria
15 Township Hall Road
Stonecliffe, Ontario
K0J 2K0

Dear Sirs:

RE: HARASSMENT COMPLAINT

Please find enclosed a statement of account for fees and disbursements incurred with respect to the harassment complaint filed by Melinda Reith in May 2011.

I also wish to comment on Council's Resolution to refuse to pay the portion of my previous account which related to time spent dealing directly with Tammy Stewart. While Council may have perceived that this was penalizing Ms. Stewart, it was in fact penalizing me for acting in good faith and answering various questions posed by the Township Reeve. With all due respect, Council should have paid my full account, and if they felt Ms. Stewart should bear a portion of it, Council should have pursued that money from Ms. Stewart. It is completely inappropriate, in my submission, to ask me to pursue Ms. Stewart or, which is more likely the case, write off that portion of my account. However misguided Council feels Ms. Stewart was in seeking my opinions directly, she was conducting Township business.

Unfortunately, in light of all that has occurred over the last few months, I am regretfully submitting my resignation as Township solicitor. To my knowledge the following are the outstanding matters for which you have asked our office to assist you:

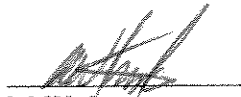
November 21, 2011

Page 2

1. Bissett Creek Waste Disposal. This file has been dormant for the past year. In August 2010 we forwarded to the Ministry Of The Environment the Reference Plan and the Parcel Register. We have not been asked to do anything further with respect to this matter.
2. A Certificate of Requirement for Deux Rivieres Waste Disposal Site. This matter may be close to completion. Documents were forwarded to the Ministry by Kevin Mooder and it may be that a Certificate can be registered on title shortly.
3. Melinda Reith harassment complaint regarding Tammy Stewart.
4. Melinda Reith harassment complain regarding the incident involving Clayton McKechnie.
5. Melinda Reith harassment complaint regarding Wayne Clouthier.

We would be happy to provide all documentation regarding the above noted matters to your new solicitor or to your office directly to provide to your new solicitor. I await your instructions.

Yours very truly,



M.W. Instance

MWI/cee
Enclosure

2

To the residents of the United Townships of Head, Clara & Maria through Council

Saturday, November-26-11

The following are my personal comments and not those as Clerk or employee. I find myself in a dilemma but want to make my personal position known. I am an employee. I am a supervisor/manager. I am a complainant in numerous harassment complaints. I am a human being.

As Clerk and employee, I must ensure that Council follows its internal policies and legislation.

Personally, I do not want to see the Municipality of the United Townships of Head, Clara & Maria spend any money pursuing harassment complaints made by me. I am personally disappointed with the events that have occurred recently.

From the municipal policy: *"harassment" is: "engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome."*
Workplace harassment may have some or all of the following components:

- *it is generally repetitive, although a single serious incident may constitute workplace harassment if it undermines the recipient's psychological or physical integrity and has a lasting harmful effect; it is hostile, abusive or inappropriate; it affects the person's dignity or psychological integrity; it results in a poisoned work environment. In addition, behaviour that intimidates, isolates or discriminates against the recipient may also be included."*

I find it impossible to believe that some people can still refuse to acknowledge that harassment as per the above definition has occurred directed towards me in this workplace. My goal in filing the harassment complaints has been to have Council admit that the behaviour constitutes harassment as per the municipal policy and to take steps to have the behaviour of the Reeve and certain members of this community stop – period. I don't want anything other than to be left to do my job to the best of my ability. I certainly do not want Council to have to spend tax payer's money for that to happen.

I want it to be perfectly clear that all I ever wanted was to have Council admit that what occurred was inappropriate and constituted harassment and that it failed to prevent the harassment from occurring - Period. My purpose is to protect myself, and to protect the other employees of this municipality in the future. I am not sure what I have done to warrant this targeted harassment by the Reeve and by certain members of the public. I have been nothing but honest, open and transparent in all my dealings with everyone.

I firmly believe that harassment has occurred. I believe that each of those named took multiple actions and/or comments that were "inappropriate" "hostile" "abusive" "intimidating" and **"ought reasonably been known to be unwelcome"**.

- Who would welcome being publicly blamed for the actions taken by others? By their employer?
- Who would welcome being publicly blamed for providing incorrect and out of context information? And not be defended?
- Who would welcome someone either privately or publicly pointing a finger in their face, raising their voice, taking steps towards them, accusing them, threatening them and demanding that they be removed from their job?
- Who would welcome their employer allowing these actions to continue?
- Who would welcome being told "don't talk to anyone else about this until you hear from my office" while performing the duties of their job?

- Who would welcome someone not respecting your honesty and integrity and attempting to discredit you by doing your job behind your back? Especially a representative of your employer?
- Who would welcome someone completely ignoring your presence and speaking to your staff instead, even while you were in the next room?
- Who would welcome knowing that the reeve wants you removed from your job but not being able to do anything about it? The meeting of Nov. 18, 2011 was not the first I heard these comments.
- Who would welcome a member of Council bringing someone into your workplace so that they could make unproven accusations against you in front of staff? And then have this member of Council refuse to admit that it was anything other than an argument between two people; I wasn't arguing, I was defending myself. I did not want that confrontation and tried to prevent it.
- Who would welcome being accused in front of staff and a member of Council of not completing the performance of your job with integrity and honesty? Being incorrectly accused of hiring a relative, and of not hiring someone because of a personal history?
- Who would welcome being told "I want your job" or "you should be asked for your resignation"?

How some people can fail to admit that these statements and/or actions were unwelcome is astonishing. That's the definition of harassment, "**ought reasonably been known to be unwelcome**". Yet this municipality is now in the position where the residents may have to pay thousands of dollars to have this settled by an external investigator.

So, let's say Council proceeds with this process, spends the money, then what?

The municipal policy includes limited actions that may be taken against a member of Council or a member of the public. If the persons being complained about do not agree with any decision; what will change?

At the most, Council may decide to impose the penalties as applicable in an investigation of an integrity commissioner as allowed in the Municipal Act and issue a reprimand or suspend the payment of remuneration for up to 90 days.

With members of the public, all Council can do is perhaps ban people from the building, or prevent them from coming into the office.

Council was not willing to admit that "harassment" occurred. Will Council be willing to impose any penalties as suggested by the investigator should the complaints be verified? If not, please don't bother wasting the ratepayer's money? As in May, I still just want this to stop.

When I agreed to "let Council deal with it" I hoped that my complaints would have been addressed objectively and according to policy and legislation back in November saving taxpayer dollars by not having to hire an external investigator. I was wrong.

Respectfully

Melinda Reith

Townships of Head Clara & Maria

From: "bob mahusky" <bob.mahusky@myfmradio.ca>
To: <twpshcm@xplornet.com>
Sent: Monday, November 28, 2011 9:06 AM
Attach: Drink & Drive Safety Package.docm
Subject: Drink & Drive Safety Package from myFM Radio

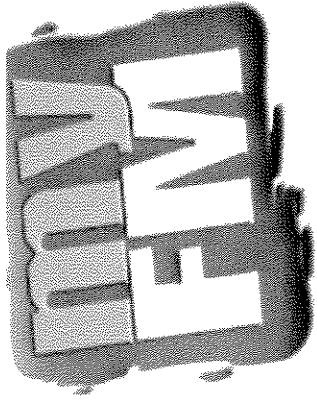
Att: Township of Head Clara Maria (Tammy Sonnenberg)

The Holiday Season and excessive drinking are a dangerous mix. The images of surviving a head-on collision caused by another motorist linger with us indefinitely. Drinking and driving continues to be one of Ontario's most significant road safety issues. According to the Ontario Ministry of Transportation, during the past decade more than 2,000 lives have been lost and more than 50,000 people have sustained injuries in collisions involving a drinking driver.

As a community minded business, you can make a difference this Holiday Season with your sponsorship of Drinking and Driving Safety Messages (each containing your business ID, address, and location) on myFM Radio. Please view the attached "offer sheet" for your inclusion in this very timely and important promotional opportunity. (You may invest in a multiple of either option on "offer sheet".) **Together we can save lives this Holiday Season!!!**

Thank You Very Much & Have A Safe Holiday,
Bob Mahusky

Phone 613-432-6936 ext.118
Fax 613-432-1086
Email bob.mahusky@myfmradio.ca



myFM Special Events Department

Date _____

Business Name _____

Address _____

Postal Code _____

Brief Description of Business _____

Contact Name _____

Phone _____

Fax _____

Email _____

Station: myFM 104.9 Pembroke
myFM 96.1 Renfrew
myFM 107.7 Arnprior

Schedule:
Broadcast Dates December 12-30, 2011
Option 1 20 Promotional Announcements for \$199.00 (+h.s.t.)
Option 2 30 Promotional Announcements for \$290.00 (+h.s.t.)
Daypart 6a-10p
Option Number _____
December & January Billing

SAMPLE SCRIPT:

The Holiday Season means many different things for many people. For some it's a time for spiritual renewal and reflection. For others it's a time to share precious time with family members and the exchanging of gifts. It's also a time of celebration and partying for many, which results in an escalation of alcohol consumption. Please think before you drink ... think of your loved one's ... arrive alive! The preceding message was brought to you by _____ a promotional partner with myFM in Drinking and Driving Safety this Holiday Season.

Client Approval: _____

CONTACT: BOB MAHUSKY - myFM
613-432-6936 ext.118 (p) 613-432-1086 (f) bob.mahusky@myfmradio.ca (e)

COUNTY OF RENFREW

5

PUBLIC WORKS & ENGINEERING
DEPARTMENT



9 INTERNATIONAL DRIVE
PEMBROKE ON CANADA
K8A 6W5
613-732-4353
TOLL FREE: 1-800-273-0183
FAX: 613-732-0087
www.countyofrenfrew.on.ca

November 22, 2011

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

Attention: Melinda Reith, CAO/Clerk

Dear Ms. Reith:

**Re: County of Renfrew Roads
Proposed No Parking By-Law**

Recently the County of Renfrew has received a number of requests to impose parking restrictions along County Roads at a variety of locations. In this regard, the County is considering adoption of a "No Parking" by-law that would cover all County Roads. However, the by-law would only be in effect and enforced when signs indicating the restriction are in place and visible.

In terms of individual requests for parking restrictions, it is proposed that all requests be reviewed and supported by a resolution of the local municipal council. Further, that the municipal council resolution also include the agreement of the municipality to enforce the by-law through the use of its By-law Enforcement Officer. Upon receipt of the resolution from the local municipality, the approval of the Operations Committee would be obtained prior to the installation of the "No Parking" signs.

The Operations Committee of the County of Renfrew has directed that staff circulate the draft by-law to the local municipalities for comment. In this regard, a copy of the draft by-law is attached. We would request that you review the draft by-law and provide your comments to the undersigned by January 3, 2012.

If you have any questions please feel free to contact either Dave Darch or myself.

Yours truly,

Steven P. Boland, C.E.T., LEL
Manager of Operations
sboland@countyofrenfrew.on.ca

spb:cr

c. Dave Darch, Director of Public Works & Engineering

Attch.

COUNTY OF RENFREW

BY-LAW NUMBER

**A BY-LAW TO PROVIDE FOR THE REGULATING OF PARKING
ON HIGHWAYS OR PARTS OF HIGHWAYS UNDER THE JURISDICTION
OF THE MUNICIPAL CORPORATION OF THE COUNTY OF RENFREW**

WHEREAS the councils of municipalities are authorized by Section 11(3) of the Municipal Act, 2001, S.O., c. 25 as amended, to pass by-laws to regulate matters related to the health, safety and well being of the inhabitants of the municipality;

AND WHEREAS other various provisions of the Highway Traffic Act, Chapter H.8, R.S.O. 1990 as amended, apply to by-laws passed by the councils of local municipalities respecting the prohibition, regulating and controlling of parking, standing, stopping of vehicles on highways;

AND WHEREAS the Council of the Municipal Corporation of the County of Renfrew deems it expedient to regulate and control parking of vehicles along roads under its jurisdiction.

NOW THEREFORE the Council of the Municipal Corporation of the County of Renfrew enacts as follows:

Part 1

DEFINITIONS

1.1 Definitions

For the purpose of this By-Law, the following terms, phrases, words and their derivation shall have the meaning defined herein, unless the context clearly indicates that another meaning is intended. Words used in the present tense include the future and past tense, and words in the masculine gender include the female gender. In addition, the term "May" shall be construed as permissive and "Shall" shall be construed as imperative.

Authorized Sign – defined

"Authorized Sign" shall mean a sign or other device placed or erected on a highway or elsewhere pursuant to the provisions of this by-law which conforms to the Ministry of Transportation's Ontario Traffic Manual (OTM);

Boulevard – defined

"Boulevard" shall mean that part of the highway situated between the curb line and the property line of the lot abutting the highway, including the driveway, but does not include the sidewalk or shoulder and is not designated or intended for or used by the general public for the passage of vehicles or of pedestrians;

By-law Enforcement Officer – defined

"By-law Enforcement Officer" shall mean a person appointed by the Council whose duties include the administration and enforcement of this By-law;

Curb Lines – defined

"Curb Lines" shall mean:

- (a) Where a curb has been constructed, the line of the curb; and
- (b) Where no curb has been constructed, the edge of the roadway.

Driveway – defined

“Driveway” shall mean the improved land on a highway which provides vehicular access from the roadway to the adjacent land;

Motor Vehicle – defined

“Motor Vehicle” shall include an automobile, motorcycle, motor assisted bicycle, unless otherwise indicated in the By-law, and any other vehicle propelled or driven otherwise than by muscular power, but does not include the cars of electric or steam railways, or other motor vehicle running only upon rails, or a motorized snow vehicle, traction engine, farm tractor, self-propelled implement of husbandry or road-building machine within the meaning of the Highway Traffic Act, R.S.O. 2000, c. 198, as amended;

Park or Parking – defined

“Park or Parking” when prohibited, shall mean the standing of a vehicle, whether occupied or not, except when standing temporarily for the purpose of and while actually engaged in loading or unloading merchandise or passengers.

Part 2

ENFORCEMENT AND AUTHORITY

2.1 Enforcement

This By-law may be enforced by a Police Officer or a By-law Enforcement Officer.

2.2 Authority to Install Traffic Control Devices and Traffic Signals

a) The Director of Public Works & Engineering or his designate is hereby authorized to place, erect and maintain such authorized signs as may be necessary to give effect to the provisions of this By-law; and

b) The Director of Public Works & Engineering or his designate is further authorized for a temporary period not to exceed 30 days to place, erect and maintain such signs as are not otherwise authorized by this By-law but are required for safety reasons.

2.3 Disabled Vehicles

This By-law does not apply to the driver or operator of a vehicle that is so disabled while on a highway that it is impossible to avoid temporarily a contravention of such provisions;

2.4 Official Vehicles

The following vehicles shall be regarded as official vehicles and exempt from the provisions of the By-law:

- a) Ambulances, police or fire department vehicles or public utility emergency vehicles;
- b) Vehicles actually engaged in works undertaken for or on behalf of a municipality or the County of Renfrew; or
- c) Vehicles actually forming part of a funeral procession for as long as may reasonably be required for the purpose of such a funeral.

**Part 3
OFFENCES AND PENALTIES**

PENALTIES

3.1 Penalties

Every person who contravenes any provision of this By-law is guilty of an offence and is liable, upon conviction, to a fine as provided for in the Provincial Offences Act.

3.2 Removal of Vehicle

In addition to the penalties herein, a Police Officer or By-law Enforcement Officer may order the removal of any unlawfully parked vehicle to a suitable place of storage and all costs and charges for the removal, care and storage thereof shall be a lien on such vehicle and the responsibility of the vehicle owner;

**Part 4
ADMINISTRATION**

4.1 Application

This by-law shall apply to all highways under the jurisdiction of the County of Renfrew.

4.2 Repeal

All by-laws pertaining to parking, enacted prior to the passing of this by-law are hereby repealed.

4.3 In Force

This by-law shall come into force and take effect only upon passage by Council and provided that any provision hereof shall not become effective until the authorized sign, if any, applicable to such particular provision has been and is on display.

READ a first time this 30th day of November, 2011.

READ a second time this 30th day of November, 2011.

READ a third time and finally passed this 30th day of November, 2011.

ROBERT SWEET, WARDEN

W. JAMES HUTTON, CLERK

Return to Report

Corporation of the
COUNTY OF HURON

WARDEN, Neil Vincent
1 Court House Square, Goderich, Ontario N7A 1M2
nvincent@huroncounty.ca

519-524-8394
Fax 519-524-2044

November 2nd, 2011.

RECEIVED
NOV 21 2011

The Hon. Kathleen Wynne,
Minister of Municipal Affairs and Housing,
17th Floor,
777 Bay Street,
Toronto, ON M5G 2E5

Honourable Minister:

The Council of the County of Huron at their October 5th, 2011 County Council meeting passed the following Resolution:

WHEREAS:

Ontario's private woodlots harvested for commercial purposes are a valuable asset and a source of income to the landowners who harvest them responsibly;

AND WHEREAS:

Once a woodlot is destroyed or rendered useless; for example, the tornado that hit the Goderich area in August 2011; it will take a generation for the woodlot to be sustainable again;

AND WHEREAS:

The woodlot landowners have no recourse for this loss of income derived from the responsible harvesting of their woodlots;

AND WHEREAS:

The Ontario Disaster Relief Assistance Program (ODRAP) does not currently include claims from the private woodlots harvested for commercial purposes, for their loss of income or product; even when the woodlot landowner can provide evidence of the loss of income sustained from an eligible disaster;

AND FURTHER THAT:

The losses sustained by the woodlot landowners could be evaluated by a member of the Ontario Professional Foresters Association;

AND FURTHER THAT:

Woodlots are not insurable under a property owner's insurance;

NOW THEREFORE BE IT RESOLVED:

The Corporation of the County of Huron strongly supports the woodlot landowners within the Province of Ontario; by requesting the Minister of Finance and the Minister of Municipal Affairs and Housing to conduct an immediate review and include the losses sustained by woodlot owners in the applications for eligible assistance under ODRAP;

.../2

The Hon. Kathleen Wynne,
Minister of Municipal Affairs and Housing.
November 2nd, 2011

Page 2 of 2

AND FURTHER THAT:

The eligible assistance under ODRAP; be made retro active to the August 21st, 2011 tornado disaster that struck Goderich and area;

AND FURTHER THAT:

This Motion; be forwarded to all municipalities in the Province of Ontario for their support.

This Resolution was forwarded to your predecessor October 5th, 2011. I felt it prudent to forward it to you due to the change in the Provincial Ministries. If I can be of further assistance, please contact me at your convenience.

Sincerely,



Barbara L. Wilson, CMO,
County Clerk,
County of Huron.

c.c. Minister of Finance, Hon. Dwight Duncan

emailed to kwynne.mpp@liberal.ola.org this date

Corporation of the
COUNTY OF HURON

COUNTY CLERK, Barbara L. Wilson, CMO
1 Court House Square, Goderich, Ontario N7A 1M2
bwilson@huroncounty.ca

519-524-8394 (ext. 257)
Fax 519-524-2044

November 8th, 2011.

Fire Marshal Tadeusz (Ted) Wieclawek,
Ministry of Community Safety
and Correctional Services,
Office of the Fire Marshal,
Head Office,
5775 Yonge Street, 7th Floor,
Toronto, ON M2M 4J1

RECEIVED
NOV 21 2011

Dear Sir:

The Council of the Corporation of the County of Huron at their Eleventh Session on the 2nd of November, 2011; passed the following Resolution:

Moved by: Councillor J. Ginn and Seconded by: Councillor B. MacLellan:

WHEREAS:

Shed parties, barn parties and family functions held in farm buildings are an important part of rural culture;

AND WHEREAS:

Private buildings or private property should be the responsibility of the owners and as such the owners are responsible for their actions and their properties;

AND WHEREAS:

The Province of Ontario is infringing on property rights;

NOW THEREFORE BE IT RESOLVED:

The Council of the Corporation of the County of Huron strongly objects to the direction from the Fire Marshal's Office restricting said use;

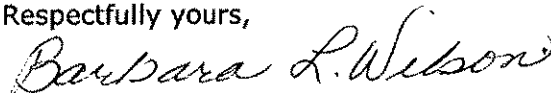
AND FURTHER THAT:

This Resolution; be circulated to the Ontario Fire Marshal's Office, all Members of Provincial Parliament and all Municipalities in Ontario.

CARRIED

As this Resolution states, the Province of Ontario is infringing on property rights of rural Ontario residents. The County of Huron looks forward to hearing from you on this important matter.

Respectfully yours,



Barbara L. Wilson, CMO,
County Clerk,
County of Huron.

c.c. All Members of Provincial Parliament
All Municipalities in Ontario

7

Ontario Provincial Police



Police provinciale de l'Ontario

Chris D. Lewis

Commissioner

Le Commissaire

File #: 614-00

November 14, 2011

Mayors / Reeves
OPP Policed Municipalities

Dear Mayor / Reeve:

The Ontario Provincial Police (OPP) and Ministry of Community Safety and Correctional Services (MCSCS) have completed an updated municipal policing Cost Recovery Formula. The updated formula, with an effective implementation date of January 1, 2012, has been approved by Treasury Board/Management Board of Cabinet (MBC). The formula is the Ontario Government's cost recovery mechanism for policing services provided to municipalities by the OPP. Shortly, the OPP will be delivering to municipalities the 2012 policing cost estimates, which will incorporate the updated Cost Recovery Formula, as applicable.

The 2008 OPP Cost Recovery Formula was used in 2011 to invoice OPP policed municipalities. It was approved by MBC in 2008 and was based on 2006-07 costs. The update to the formula, the 2010 OPP Cost Recovery Formula, is to be implemented in 2012. It is based on 2008-09 costs and will help move us closer to actual cost recovery for policing services provided to municipalities by the OPP. Previously, MCSCS had been directed by MBC to review the formula costs every two years. MCSCS has now been authorized by MBC to update the Cost Recovery Formula annually to ensure cost recovery for services provided to municipalities more closely aligns with actual expenditures associated to OPP policing delivery.

As you are aware, the purpose of the formula is to recover the cost of OPP municipal policing services provided to municipalities policed by the OPP on either a Section 5.1 (non-contract) or Section 10 (contract) basis. Composed of per officer and civilian component costs that meet the legislated requirements of the *Police Services Act*, the formula also includes operational support costs, such as vehicles, telecommunications, office automation and uniforms. As well, the salaries of the officers are reconciled annually based on actual costs incurred. A detailed summary of the 2010 OPP Cost Recovery Formula will be forwarded with each 2012 municipal policing cost estimate.

777 Memorial Avenue
Orillia, Ontario
L3V 7V3
Telephone: (705) 329-6199
Téléphone: (705) 329-6199

777 avenue Memorial
Orillia, Ontario
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Téléphone (705) 329-6199
Téléphone (705) 329-6199

Mayors / Reeves
Page two

The OPP recognizes that municipalities are concerned about the cost of policing services. However, the OPP is also confident that OPP policing costs, on a per capita basis, continue to compare favourably to other police services in Ontario. As Commissioner, I can assure you that the OPP will continue to work hard to provide municipalities with cost-effective and professional policing services in order to keep Ontario's communities safe and secure.

Yours truly,



Chris D. Lewis

/cmc

c: Mr. Ian Davidson
Deputy Minister – Community Safety
Ministry of Community Safety and Correctional Services

Municipal CAO/Financial Officer

Provincial Commanders

Regional Commanders

②

The Premier
of Ontario

Legislative Building
Queen's Park
Toronto, Ontario
M7A 1A1

Le Premier ministre
de l'Ontario

Édifice de l'Assemblée législative
Queen's Park
Toronto (Ontario)
M7A 1A1



November 17, 2011

RECEIVED
NOV 21 2011

Ms. Melinda Reith
Municipal Clerk
United Townships of Head, Clara & Maria
15 Township Hall Road
Stonecliffe, Ontario
K0J 2K0

Dear Ms. Reith:

Thank you for your letter of November 9 providing me with a copy of council's resolution regarding an ambulance station. I appreciate your keeping me informed of council's activities.

I note that you have sent a copy of council's resolution to my colleague the Honourable Deb Matthews, Minister of Health and Long-Term Care. I trust that the minister will also take council's views into consideration.

Thank you again for the information.

Yours truly,

Dalton McGuinty
Premier

c: The Honourable Deb Matthews

