



**Region of Peel**  
working with you

# **Bill 112: Voice of Peel Employees: Questions & Concerns**

**August 2023**

## Our Valued Peel Employees

Peel employees provide essential services to our community throughout all stages of life, such as housing and shelter, childcare services, social assistance, community investment, waste collection, water and wastewater treatment, arterial roads, TransHelp, Paramedics, public health programs including disease prevention, immunization, seniors services and long-term care services, heritage, arts and culture, and other enabling services such as business services, information and technology, real property and asset management, legal, and procurement services.

In addition, Peel also funds policing services (Peel Regional Police and Ontario Provincial Police) and the Conservation Authorities.

Peel employees are our most important and valuable asset. Their passion, dedication and hard work are behind the high-quality delivery of services that residents, businesses and community partners in Peel have received over the past 49 years.

Peel's workforce is made up of 5,268 Full-Time Equivalent (FTE, 2023 budget) \*.

Recent workforce data from July 31, 2023 indicates that:

- 80% of Peel's workforce is full-time and 20% is part-time.
- 49% of Peel's workforce is unionized through 14 collective agreements and four unions: CUPE, OPSEU, ONA and UFCW.
- The tenure in Peel is:
  - 0-1 years: 14%
  - 1-5 years: 26%
  - 5-10 years: 19%
  - 10-20 years: 31%
  - 20-30 years: 8%
  - 30+years: 3%

\*Please note that the 2023 budget FTE count does not include 1,148 contract/temporary employees, and Peel Regional Police who have 3,288 FTE.

## Impact of Bill 112 on Peel Employees

The announcement of the dissolution of Peel (Bill 112) has understandably triggered significant anxiety and stress amongst Peel employees. Our staff are highly professional and are committed to maintaining the continuity of high-quality services to the community while the Transition Board formulates their recommendations.

Many staff have expressed deep concerns and raised numerous questions. They are experiencing overwhelming levels of stress, shock and worry, and many are feeling

demoralized and exhausted after spending the last three years keeping essential services going and keeping the community safe throughout the COVID-19 pandemic.

Staff are struggling with the news of Peel's dissolution and the uncertainty it brings to their future, and the future of their families and those who depend on them.

Some examples of the uncertainties felt by staff includes the possibility of:

- being unemployed,
- losing their homes,
- not being able to feed their families,
- not being able to afford lifesaving medications currently covered under their existing health benefit plans,
- not being able to put their children through school or being able to afford their post-secondary education,
- not being able to afford essential care giving and family responsibilities, and
- being 'lost' in the dissolution process.

We are already seeing highly experienced and knowledgeable staff making difficult personal decisions to take job opportunities outside of Peel, which is leaving gaps in Peel's workforce. Recruitment to fill these gaps with other candidates who have comparable levels of knowledge and experience, and who are willing to leave their current employment to join a dissolving region, has become challenging.

We hope that the Transition Board is empathetic to the concerns expressed by Peel staff, and can make early and obvious decisions where possible, and consider staff throughout their decision-making process.

## Employee Questions for the Transition Board

All employee questions are being shared with the Transition Board to raise their awareness of the range of topics and the concerns expressed by Peel employees, and are included in the Appendix as follows:

- **Appendix I: FAQ From Peel Employees and Responses**
- **Appendix II: All Questions from Peel Employees**

We request the Transition Board's consideration in providing responses that can be shared with employees.

## Leadership Actions to Support Employees

When Bill 112 first was first introduced on May 18, 2023, Peel's Leadership team took a proactive and supportive approach to openly communicate information with employees through a Town Hall meeting, departmental/divisional/team meetings,

regular CAO messages and updates at Council.

To provide further support during the transition process, Peel's leadership team is also:

- encouraging employees to ask questions,
- sharing regular updates and providing responses to questions as information becomes available,
- increasing the employee psychological health benefit to \$2,500 in 2023, for eligible full-time employees to cover services from psychologists, social workers, psychotherapists, clinical counsellors, and family therapists,
- increasing Health Spending Accounts by 40% in 2023 and 2024, for eligible employees to cover services that support spiritual, emotional and physical wellness for employees and their families,
- encouraging the use of Employee and Family Assistance Program services,
- offering employees and leadership staff with resilience and change management webinars through Homewood Health services,
- working on retention strategies,
- managing community partner and vendor arrangements, and
- providing assurances to investors and credit rating agencies.

Although Peel's Leadership team has provided responses to staff questions as information becomes available, there are still many unknowns and uncertainties that we hope the Transition Board can address.

## Next Steps

The significant task of dissolving the Region of Peel will be complex. Ongoing partnerships and communication with Ministry staff and the Transition Board will be essential to ensuring an effective transition with minimal impacts to employees, services, residents, businesses and the community.

By providing this overview of employee questions, we hope that the Transition Board will have a better understanding and appreciation of the concerns being felt by staff, can be supportive of making early and obvious decisions where possible, and will consider staff throughout their decision-making process.

# Appendix I: FAQ From Peel Employees and Responses

The following FAQ and responses were shared with Peel employees:

## **FAQ from Peel staff (Published on Pathways as of August 1, 2023):**

*We have been receiving a lot of questions about job security. This is a number one concern for most of you. Everyone agrees that our services will continue and that we need people to deliver services, but that's a broad statement on a very personal issue. The Transition Board will be making recommendations on all issues including HR-related matters. We will be encouraging early communication on this from them when they are formed.*

## **Jobs, pension, packages, hiring, retention**

### **How does this affect my job?**

There are no changes to your contract of employment. We continue providing our programs and services to Peel residents. There is no hiring freeze. As we learn more, we will update you.

### **What are the immediate impacts to my salary, benefits and pension?**

There are no planned changes to salaries, benefits or our pension plan. The Transition Board will be making recommendations on all HR-related matters.

### **Should I be looking for a job?**

We know that you are anxious to make decisions related to your job security.

These are your decisions and only you can make them. Your priority is you and your family. If we can, we will be asking the Transition Board to make early and obvious decisions, where possible, so that you can make informed decisions about your future.

From now until Peel is dissolved is not a long time but, in terms of your career, there are 19 months, from June 2023 - Dec 2024, and that's quite a bit of time.

You may wish to breathe and wait to be in a position to make more informed decisions.

### **Will I be getting a package at the end of this?**

Any transition of employees will be handled by the Transition Board. Retention, compensation, and severance will be some of the first things that our CAO Gary Kent will be talking to the Transition Board about.

### **For services that are absorbed by lower-tier municipalities, will our staff be considered first for the jobs?**

These matters will be addressed by the Transition Board during the process. No decisions have been made regarding who does what moving forward. Peel Region employees have an excellent reputation, and we believe finding a job at local

municipalities will not be an issue.

**Are there retention strategies to keep our amazing staff together and employed as long as possible?**

Yes. We are doing the following:

- The Human Resources team is developing the talent acquisition and retention strategy.
- We're reaching out to global firms for the best advice on how to handle something like this, which is quite unique.

More details to come on that as we continue to work through it.

**Are we recruiting new employees?**

Yes, we are. We need people to continue providing services to the Peel community. There is no hiring freeze.

**What do we say to friends and family when they're asking about our jobs?**

Be honest about the uncertainty and keep them in the loop. Tell them our story - about what we have achieved and that our work and services continue.

**Is bargaining going to continue with unions? How will that go given these circumstances?**

We have been in contact with representatives from our four unions and will continue to keep them informed throughout this process.

We have multiple contracts up this year. Our mandate from Council, received last year, has recently been validated by Council (June 2023) and we will continue to bargain in good faith with the union groups. It's the normal course of business.

**Psychological health, safety and wellness**

**How do I continue with my work and keep my morale up?**

We know that the people of Peel love Peel. You are proud of the services you deliver - be it front line or enabling services - and we know that we deliver services for the most part to the people who are at the most vulnerable point in their lives, so the community needs you. Take joy and pleasure in that and continue to do that. Enjoy your job and your team. Take breaks. Breathe.

**What does the increase in psychological benefits mean?**

We have increased the psychological health benefit amount to \$2,500 for eligible full-time employees whose current entitlements are not at this level. It's the same benefit you already have. The cap has been increased for those employees who were not at this level.

This change will apply for the remainder of 2023 and includes several professional wellness support services. Check with your Human Resources representative or visit the Psychological Health, Safety and Wellness page on Pathways.

## **Transition Board**

### **What is the transition plan?**

On July 5, the province appointed a [5 member panel](#) to the Transition Board. The [role](#) of the Transition Board is to make recommendations to the government on a range of restructuring matters related to the dissolution of the Regional Municipality of Peel in order to make Mississauga, Brampton and Caledon independent municipalities by January 1, 2025. Peel Region will work collaboratively with the Transition Board to provide facts and data to ensure informed decisions are made.

### **If the Transition Board determines that it's not financially viable for each municipality to stand alone, would this prevent the legislation to dissolve Peel from occurring?**

This is highly unlikely, and we should not plan for it. The legislation says that the Board has to comment on the long-term economic sustainability of this model. However, we need to be prepared for the dissolution of Peel and that's what we are focused on.

### **Will the Peel Region submit recommendations to the Transition Board, and will staff be engaged?**

We have to understand what the process for input is and if the Board is going to receive deputations. We don't expect a broad consultation on this. We'll make sure that our professional opinions, achievements and views of the long-term service provision are known, assuming the Transition Board allows us to share them.

### **Is there a model that's being followed? Is there a precedent of such transition?**

The examples that out there are amalgamations, not dissolution. Our team is looking for examples. The legislation talks about Joint Municipal service boards or other entities or other shared servicing arrangements; however, we don't know what the Transition Board will recommend to the Provincial government.

### **Are we going to be privatized?**

We have no knowledge of privatization. The word "privatization" isn't mentioned in the legislation.

### **If the Board is now in place until June 2025 does that change the date of the recommendations to the Minister or is that date still Fall 2024? So, are they pushing out decisions or allowing more time for implementation?**

Nothing has been shared with us, other than the Transition Board will be dissolved on June 1, 2025. We are not sure why. This does not change the rest of the dates.

## **Will the workplan that the transition board submits to MMAH be shared with Peel staff?**

If the board shares the workplan with us and if we are able to share it with the organization, we will.

## **Continuing projects, budget planning**

### **Are we continuing ongoing projects and budget planning?**

On June 8, Peel Regional Council endorsed [the principles](#) we developed for how we will approach our Peel Region's 2024 budget and existing projects and workplans. These principles can help us assess how to proceed with previously approved projects and programs and how to prepare the 2024 budget. Commissioner will be working with Directors to decide what makes sense to continue or pause. Please consult with your team leadership if you have questions.

## **Speaking out about dissolution**

### **We've seen the local mayors speaking out to the media but we haven't heard from us or from the leadership team in the media. Why not?**

We have been receiving media requests and providing facts about who we are and the services we provide to inform the stories. We do not provide the political viewpoints. The Chair, as the head of Council, has been in the media and voiced his opinion on where he stands. The political debate about the dissolution is ongoing and you'll have heard perspectives that you may not agree with. Council agrees that staff should not be put on the spot in political debate.

If you feel you are being put in an awkward position, please escalate to your people leader. Our leadership team is here to help. It's hard to not jump in to defend Peel. But while you may have your own opinion, it's important that we continue to be seen as impartial, stick to the facts and maintain our professional approach.



## Appendix II: All Questions from Peel Employees

The following is a list of all questions asked by Peel employees:

<b>JOB SECURITY AND SEVERENCE</b>	
1.	Will you be providing letters of assurance for banks for those staff looking to renew or obtain a mortgage?
2.	It's more difficult for people aged 55 and older to find a new job. Given this fact, will older Peel Region employees be entitled to larger severance packages?
3.	Employees those are closer to retirement but not ready for retirement yet, what will happen to those? The belief is that it might be a challenge to acquire another job because of their age.
4.	To help keep positions for employees that want/need to continue to work, will lay off/packages first be offered to those that have met the criteria for retirement?
5.	Could potential job losses be realized prior to Jan 1, 2025?
6.	This is not a question but a request that the result about employment matters whether a position will be transferred, merged, separated or dissolved can be made known as soon as they are available so that employees can decide the course of action for themselves. Can the minimum be 6 months before January 2025 please.
7.	What will happen with our vacation time. Some of us are close to maxing out and it's been hard to get the hours down. I have heard rumours we will lose vacation time and also lose seniority wherever we end up.
8.	I have also heard that there will be no buyouts/severance/offers etc. What does that mean for those who are within 5/10 years of retirement?
9.	The Bill states that: 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act.....does this prevent severance/compensation being provided to staff?
10.	What will happen to the jobs funded by Peel Region? I'm a new hire for a long term care funded by Peel Region and would like to know my future of working with Peel Region.
11.	Will there be layoffs in 2023-2024? Will they be receiving packages?
12.	Those that are on Mat Leave, will they need to return early so that they qualify for EI if they are out of a job by 2025?
13.	Under section 9 of the Hazel McCallion act, "No compensation 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act." Does this mean that if our role were to be found redundant and our services are no longer required, we would not be given any severance?
14.	If the Region needs to whittle down staff on Jan 1, please consider offering a generous severance package and asking for volunteers. I would be interested, as

after ten years here, I'm completely exhausted and demoralized.
15. I'm close to retirement. I wasn't planning to retire for 3-5 years . However, this situation has added significant stress. Will there be an opportunity to volunteer to retire early with a severance package. Also, will we be continuing on with Sunlife ?
16. Job safety is my biggest worry, is my job safe?
17. Would we have to reapply for our job?
18. Will there be any layoffs?
19. How many jobs will be lost, will there be packages to those employees and how will this affect employees OMERS standings?
20. How do I assure my bank that my job is stable? I am trying to renew my mortgage and my banker is hesitant to accept my employment is stable. I'm worried no bank will work with me now.
21. Regarding OW caseworkers and support staff to OW clients - do you foresee the work transitioning to the Province or the City of Mississauga and/or City of Brampton. Are we included in essential services as OW caseworkers and support staff or is there a strong possibility of job loss for many?
22. Could potential job losses be realized prior to Jan 1, 2025?
23. At Mississauga council yesterday there were a number of comments on regional staff retention focused on the "big, public facing services" like police, public health, water, etc.-- what about us supporting services/knowledge workers who do not make up big clear chunks of staffing?
24. What will happen to permanently injured workers who are being accommodated? What options are there for them?
25. Can you be honest with us and let us know which Departments or Divisions are most vulnerable?
26. As non-unionized employees, especially in Planning, Transportation, Development, we believe we are most at risk to losing our positions, as these services are being offered at the locals. Will anyone advocate for us ? Do we have to compete for jobs?
27. Can you please speak to employees not represented by a union?
28. What is the incentive to keep staff?
29. What is Region's position before the dissolution? i.e., severance pay, benefits etc.
30. There may be more security for external facing services and staff. What about staff working in Corporate Services?
31. When should non - frontline staff be looking out for jobs? And what about people who recently joined the Region?
32. Efficiencies will be sought by the Ministry. Is there an openness for those to volunteer to take an early departure package to make room for those to stay?
33. Many of us provide non-mandated services, are we at greater risk of losing employment?
34. What about the employees who are not FTE?
35. This is all truly heartbreaking. Thousands of people are anxious about their income and livelihood in a time with soaring prices and inaccessible housing. I truly fear for our wellbeing. We are constantly overlooked as public services and the importance of our work. We should not be a by-product of political gain and

greed.
36. Who is going to represent non unionize employees. Should we be looking into hiring a law firm to represent us? Another option would be to have a union drive. Your thoughts?
37. If an employee is in a contract role/learning assignment or even on a leave of absence (mat, sick leave) but has an homebase and FTE, are there any impacts to their FTE status? Should we go request to go back to our homebase/return to work early from mat leave for job security reasons?
38. During the pandemic, we saw secondment of staff across the region being used to move staff to different program areas that needed to be prioritized. Would secondment of staff to the new municipalities be considered, rather than termination and re-hiring? There is increased anxiety of if termination, there is a greater pool of "competition" when applying for jobs especially those who have been in permanent positions for years even decades.
39. What is the future for the contract employees? Will there be a difference between permanent and contract staff?
40. Staff are already overwhelmed by the situation. People may be reluctant to apply at the Region of Peel. How do the Region manage increased workload and ensure staff well-being due to current staff having to work extra hours to complete tasks in the absence of a full complement of staff?
41. Comment: The most upsetting part of all of this, more then the uncertainty around my own job, is the obvious and brazen assault to the democratic process. Where is the evidence that this legislation is in the best interest of the tax payer and what are the real reasons for pushing it thru?
42. If a long term employee is given a package, can that person retire also i.e., Package + retirement?
43. There is repeated talk of Peel assets being split up, are staff considered to be an asset in all of this. We are what make our services great and it seems we are being left to the side.
44. Frontline services - assets and the people currently running the program/service make sense to transfer with ease (to an extent). There is a lot in the news about frontline services. What about the internal staff providers, the ones that enable the frontline services? I strongly believe many of those who are worried are in these roles.
45. For people whose contracts end in 2023 December, is there a chance of extension till 2024?
46. Will contract talks be accelerated to ease the mental stress most of your front line staff are experiencing right now?
47. Thank you for being as transparent as possible at this stage. This is difficult news and I believe the Region will continue to be the great organization that we are going through this difficult time as well! Especially WFH (work from home) it can feel lonely going through this process but its great to see today that many people are thinking the same in reference to concerns. I hope the ROP has a soft approach to assisting employees to deal and manage during this transitional time from a human resources and work-life balance standpoint. Being lenient for time off for interviews and life planning.

48. Will employees seconded to other positions be required to go back to their base positions? Will they have the option to go back to base positions if their new position is terminated?
49. If an employee starts their mat leave prior to Jan 1 2025 but it goes into 2025, will they be ensured that they still have a job once they are back?
50. What happens if someone needs to go on mat leave before or during the transition? What will happen when they are back? Usually, staff would be guaranteed their job upon return in normal circumstances but in this uncertainty, what can happen if someone is in this situation?
<b>BENEFITS AND PENSION</b>
51. How are pensions for those employees who are within 10 years of retiring going to be managed once the dissolution occurs?
52. What happens to staff currently on STD/LTD receiving benefits from Sunlife after Jan 1/2025 are they cut-off?
53. Retirees from age 55-65 currently receive a portion of their benefits paid for by the Region as per the Collective Agreement what happens to those already retired or retiring?
54. Will there be an option to purchase future OMERS contributions?
55. As per OMERS, I won't qualify for retirement or early retirement in 2025. 1) If I have no job until 65, how much I get every month? 2) If I find a job in federal or provincial government, what happen to my OMERS pension? Can I know how much is pension before I decide on which job to take if any?
56. What happens to 50/50 cost share of retiree benefits?
57. I have reached out to OMERS directly to ask about potential pension impacts to Region of Peel staff in light of Bill 112. I have not received any response from OMERS at this time. Can you confirm if the Region has contacted OMERS regarding this matter of dissolution and any impacts to staff? Has the Region received any response from OMERS?
58. What will happen to our pension with OMERS?
59. Will those on long term disability continue to get supported by SunLife?
60. I should have been getting another week of vacation in 2025. Will that no longer happen with the dissolution?
61. What will happen to employees on a leave for long term disability?
62. Will there be changes to how our vacation is accumulated, tracked and taken?
63. Will there be any changes to vacations. How hours are accumulated, how many people can be off, any other logistics about how vacation works?
64. Since all of the services that the region provides are essential but not conducive to being split up into the cities/town, I am assuming that there is a chance some of these services will go private and still run on a regional basis. If that happens, we will no longer be a government employee. Does that mean that we would no longer be contributing to OMERS? How would that situation work out for us?
65. What happens to the top up that staff previously received from ROP when they retire early? Will this continue after the transition?

66.	What happens to outstanding vacation pay when the Region of Peel is dissolved effective January 1, 2025? As an example, if I have four weeks outstanding vacation time available, will I be paid for this?
67.	What will happen to employees who are currently pregnant and will be going on maternity or is already on maternity? For those who will be starting maternity later this year or early next year, will they be required to shorten their time off in order to secure their positions for a possible transfer to the city if that is the case?
68.	As stated below Council has agreed to immediately increase the psychological health benefit amount to \$2,500 for eligible full-time employees. Can I ask what is being done for part time employees? This is affecting us all.
69.	Per the email yesterday Council has agreed to immediately increase the psychological health benefit amount to \$2,500 for eligible full-time employees whose current entitlements are not at this level. What professional services does this include?
70.	In the event there is job loss, what will happen to staff who take life-saving medication and rely heavily on health insurance?
71.	I'm worried about my benefits. I'm close to retirement, planning for retirement. RoP benefits is a part of that plan for the future.
72.	The increase of psychological benefits for FT employees is wonderful, however, how can we support our PT or contracted staff who have no benefits? Instead of increasing our FT allocation we could have considered providing the same benefit to PT or contract employees.
73.	Are we able to increase the paramedical as well. Stress can manifest in different ways including physically. Thank you for increasing mental health supports.
74.	What will happen to post retirement benefits that bridge ROP staff until 65 years of age?
75.	Is there a plan for benefits around mental health for our part-time employees who do not have benefits through Sunlife?
76.	I've had a number of questions about parental leave considerations. People currently on (or going on) mat leave for 18 months may return a few months before dissolution. My understanding is that this would preclude EI for the employee should they not transition. As more information becomes available, clarity and options for these staff would be helpful.
77.	Some staff need to take life-saving medication and rely heavily on health insurance, will there be any supports in place for them in the event there is job loss?
78.	Anger Management Programs
79.	How long will benefits be available for those who are terminated? Do we need to look for private coverage?
80.	The increase to the Health Spending Account announcement is good to hear, but has there been any consideration around expanding what HSA dollars can actually be used for? Physical wellness is noted as one intent of the HSA, yet I can't charge a gym membership to the HSA. I'm not sure of what is involved with changing that, I just know coming from another employer that we had a much more flexible use of this health benefit than what is currently available at Peel. I think employees would see it as a much more significant benefit if they could use it for more practical, day-to-day uses, than just for treatments or specialized appointments.

81. Can we see if we can add Gym/Yoga to the HSA? During these uncertain times I depend on exercise to get me through stress.
82. An employee reached out to the Service Peel team with an inquiry about what will happen to their Life insurance policy with the Region once it dissolves. The employee retired in 2004 and is entitled to the \$2,500 Life policy.
<b>RETENTION</b>
83. Will there be Retention Bonuses for contract staff? If so, when will we be approached with the retention agreements?
84. Does the employee retention strategy include raises at additional calendar dates, or bonuses the longer people stay on?
85. An idea for staff appreciation during these difficult times. Peel police runs several staff events for their staff. We should look at doing something similar. For example, they have a Peel Regional Police Association (PRPA) wonderland day in the summer and a PRPA wonderland day for Winterfest. This is something we should look at doing for our staff here to show that we appreciate them and their families. Things are very stressful for everyone right now so we need to look at ways to show people they are appreciated.
86. Why is it taking so long to provide a retention strategy?
87. When will the retention strategy be announced? Can you release any details of what staff can expect the strategy to include?
88. It was mentioned during the CAO's townhall that HR has been directed to develop a hiring and retention strategy. Are there any updates on what this could look like? Any updates on when this could be communicated to staff?
89. There has been lots of conversations regarding employee retention. Our Performance Management Plan (PMP) works on the previous year accomplishments. How do we tell our staff that no matter what they achieve in 2024 they will not be financially compensated for it?
90. A Counsellor posted to twitter that the dissolution of peel would cause job loss. I assume these types of posts do not help keep people staying with the Region, when those we bring the reports to regarding retention.
91. In 2022 we heard that Corporate performed a salary analysis but no broadcast of result or path forward has been shared with staff. To support retention, will our salaries be raised to industry levels to ensure staff have one less pressure while making a difficult choice. Our neighbouring municipalities and government agencies have made significant increases in the past year to their salary bands.
92. It seems like a lot of questions are around HR policies in light of this dissolution decision. We understand HR is working on retention and engagement policies. When can we expect to hear the status and details of these policies? Thank you.
93. As a people leader, what advice do you have to keep morale positive and focused on the important work we have to do?
94. How can we keep focusing on our work given everything that is going on?
<b>BARGAINING</b>
95. I work in Public Works waste management union. We are working on an old contract. Where do negotiations stand during this time?
96. How will Paramedic Services be divided? Will we maintain our union and current collective agreement?

97. Will unionized staff remain in the LTC homes? Residents have a bond with the staff that care for them.
98. How is our seniority going to be affected? Will this effect Retirement dates? Years of service that have been put into the Region I almost have 23 yrs. I do not want to start at day1! :(
99. Will unionized employees be apart of the same union after the dissolving of Peel, or will we join a new union?
100. Will unionized employees remain with their current union, or be placed into a new union (Brampton or Mississauga workers unions)?
101. Who will be representing employees during a transition process? Should employees be looking into having a union drive or a hiring a law firm to represent them?
102. Has there been any update on the bargaining process as we have been without a contract since Dec 2022?
103. How does that expired Collective Agreement effect honouring a contract in the bill?
104. Would concerned non union staff benefit by joining one of the Unions (CUPE 966/OPSEU 277/280) at the region so they have a loud and powerful voice speaking for their interests?
<b>MERGING WITH AND APPLYING AT THE LOCALS</b>
105. For non-bargaining, permanent fulltime employees, will their position be transitioned into the new municipality (Caledon, Brampton, or Mississauga)? How soon will this be confirmed and shared in an individual level? If the individual staff are to let go, when will the compensation package be presented to the employee? How would the compensation package look like and how much notice will be provided (6 months? 3 months? 1 month?) In what scenarios, a compensation package will not be provided?
106. Could our internal job posting page include position that are open from each city? and if so, could ROP employees be consider internal candidate for position at Mississauga, Brampton and Caledon?
107. The Region has the most progressive remote work approach of the four municipalities? Will workers have to return to the office and waste time and money on commutes and add to greenhouse gas emissions after they are transferred?
108. Will we be able to advocate for ourselves regarding positions that may come up at the lower-tier? (I know this is not yet decided). My current position is only one set of my experience and I should have the right to present my vast experience (in other areas) in order to be considered. My current people leader knows very little about me and I deserve an opportunity to speak for myself. Thank you for all that you are doing, these resources and information are helpful.
109. Who will be representing not unionized employees?
110. As a people leader I hosted a team meeting and a valid concern that arose was "in the event that the town of Caledon is unable to financially stand on it's own, is there a loophole that would lead the town to be reassigned to a Region or Municipality that is able to financially support them?" I think it is essential to remind employees that their title is greater than the municipality that they conduct work in and those skills that they possess are transferrable across the Region of Peel. For example, an operator who does customer service calls for the town of

<p>Caledon is a Water operator for the Region of Peel and their skills are greater than the title of "Caledon, Water Operator" and should not be narrowed down to the municipality in which they complete work in.</p>
<p><b>FUTURE JOBS</b></p>
<p>111. Will the motion passed by City of Mississauga Council impact hiring at Peel going forward?</p>
<p>112. There are many people who are now actively searching for jobs outside of the Region - not being comfortable with where we will all end up. What will happen if we lose too many essential services staff and cannot do our jobs effectively because we cannot get/keep staff do to this?</p>
<p>113. In the motion passed at the City of Mississauga last week, there is a mention of "keeping some jobs open at the cities for the first six months of the process, so staff from ROP can be potentially transferred into" - I'm wondering what this six month time frame exactly is? and why only six months?</p>
<p>114. The concern is that if we are absorbed by local municipalities, there is a significant loss in wage? Will this be addressed?</p>
<p>115. I do not think we should be being asked to apply to the local municipalities. We have a ton of skills and this is already a nerve racking process for us all. We should be absorbed into those areas or split somehow. The municipalities, I hope, would consider splitting us in a way where we could have some level of choice. Not force us to apply because they dissolved the Region.</p>
<p>116. It would be great for the ELT/CAO and Regional Chair to have staff repurposed/redeployed to area municipalities to support services or where the needs are. Peel staff having to reapply for positions will further fuel anxiety especially not knowing where all of this will land. Please advocate to prioritize redeployment . This Town Hall is also very helpful so please have more of these in the future coming.</p>
<p><b>UPSKILLING AND CAREER SUPPORTS</b></p>
<p>117. Hello - my question isn't directly about Regional governance, but more adjacent to it - given the thoughtful gesture to increase our mental health benefits (thank you!), is there opportunity to increase the yearly max for tuition reimbursement?</p>
<p>118. Are there supports available for those who need job search skills; for those who have been with Peel for over 25 years and more?</p>
<p>119. Will you be providing guidance and assistance with resume writing and interview skills if needed by staff?</p>
<p>120. Can the leadership team advocate for more funds towards staff career training and have some sort of career guidance for staff?</p>
<p>121. This question is about tuition reimbursement as it pertains to talent attraction and existing employees. Will the probationary period for the purposes of tuition reimbursement be reduced? (To allow for employees to continue their education sooner?) Is increasing the annual tuition amount being discussed? Employees need opportunities to upgrade their skillset or qualifications before potentially having to find a new job.</p>
<p>122. Will Region of Peel increase the annual amount Tuition Assistance Program in 2024, so our staff can develop our career skills?</p>
<p>123. If we are taking courses in September 2024, are we still going to be able to receive assistance from the Tuition Assistance Program?</p>



124. Can we increase opportunities for staff to invest in themselves by taking courses or professional certifications?
125. Is Region/ELT increasing the budget for the departments/divisions so that they can take courses/polish their resume to ensure that they can get a job in the market?
126. Can the ROP consider increasing the Tuition Assistance amount so that staff can ensure that they are positioned with the necessary skills, education in the event they will need to compete for positions (staff well being)?
<b>CHANGING OF WORK NORMS/FLEXIBLE WORK/REDEPLOYMENT</b>
127. My department has been working from home due to our nature of work. Would appreciate that this is passed over to the committee that oversees the staff reallocation.
128. To support staff psychological health and well-being, will the leaders team be exploring compressed work days wherein staff can use any extra/accrued hours to take one day off per month?
129. Will some of the hybrid mandates that have been implemented be relaxed as part of the staff retention policy? I'm thinking of groups such as Public Works, where the direction is staff should be in person (e.g., in the office or on site) 1-2 days per week and have been asked to sign a document to say they will comply. Recent studies have shown that flexibility in this regard help in recruiting employees so it would be assumed that they will also help to retain them. Its also a concern on the Diversity, Equity and Inclusion (DEI) front for care givers of young children who don't have family help because finding daycare or before/after school programs is difficult for 1-2 days per week. My concern is that by continuing such mandates, while staff also have uncertainty with their jobs, may drive some staff away and in such uncertain times, flexibility would help to retain staff.
130. Employees sitting in contract or learning assignment with home base elsewhere, do we need to go back to home base position?
131. Why are staff being overworked during this time? Is the organization attempting to retain or have staff leave because of constructive dismissal?
132. Will there be possible changes to work from home (hybrid) models currently in place?
133. Will there be any potential changes to our Hybrid Work from home model in place.
134. If certain work changes for teams, i.e., stop/pause, will those team resources be deployed to other work?
135. Can we bring back Alternate work week to bring up staff morale in this difficult time ?
136. Can we bring back Compressed Work Week (CWW) as a perk to boost staff retention during this time?
137. Can we remove the requirement to come to the office once a week for those who don't see clients and can continue to work from home and see and hear the anxiety of others? For some, it is worse being at the office as it's hard to get anything done but listen to stress and issues. Please be flexible.
<b>TRANSITION BOARD</b>

138. Can we suggest the transition board develop a road map to outline which areas they are focusing on at what time? For example, Police - Ambulance - Public Health - Early Years and Child Care - etc. so that we as staff can manage expectations of when we will hear information and possibly be consulted?
139. Are we going to advocate to make the transition board's recommendations public?
140. Who is going to represent regional employees during the transition?
141. Considering the absurd timeline and the fact that the transition board's report will not be available, how realistic is it to think the review board matters at all?
142. Can you please provide some more insight on how the transition board was elected/screened/selected (as someone who is unfamiliar with this process). Upon research, the selected members do not seem to adequately represent the communities we serve in Peel. There is no representation - four men and one woman, no racialized members represented on the board (with Peel being one of the most diverse populations ethnically) and there seems to be a heavy focus on policing backgrounds. Thanks so much.
143. Does "respecting & treating the employees fairly & equitably" mean that the Transition Board will treat employees fairly & equitably when they decide to end our jobs or that they plan on respecting us by keeping us?
144. I looked at the new members of the board that will be working towards the dissolution of peel. although they seem like a very accomplished group, I was wondering why they all have experience outside of the three cities of Peel Region. It seems everyone's experience come from working in Toronto. Wouldn't it have been more prudent to choose professionals that are local?
145. Will the transition board consult ROP staff?
146. I would implore the transition board to advise the Ontario government to make the final report public out of respect for taxpayers, Region of Peel staff and their partners and the community.
147. Why does it cost \$800,000 for 5 people to make decisions regarding the dissolution of Peel?
148. The transition board members do not seem to have much experience in Human Services. How can we ensure they have accurate and up-to-date information to guide the decision making? One example is Income and Social Supports who have undergone a significant transformation over the past 3 years and now focus more on delivering person-centred social supports vs. just issuing OW cheques. How will the board understand these nuances when they have no experience in that sector?
149. Curious as to why there are no people of colour on the transition board, considering the composition of Peel residents? How does PPH plan to move forward with the transition in an equitable manner and account for the needs of racially and ethnically diverse populations?
150. Will the workplan that the transition board submits to MMAH be shared with Peel staff?
151. The transition board will exist until June 2025. Does this mean the Region of Peel will not dissolve until June 2025 or will the date remain as January 2025?
152. Now that the transition board will exist until June 2025, does this mean the date for the Region's dissolution changes to June 2025 as well?

153. Do you anticipate that we will have a timeline/sequencing of what departments/divisions the Transition Board will tackle first, next, last?
154. Will Region of Peel have representation in the Transition Board?
155. Could the dissolution deadline be extended if they uncover, they cannot achieve it appropriately in the timeline currently set?
156. When can ROP employees expect an answer /update from your meeting with Transition board?
157. Will the transition board break for summer until fall (further delay planning)?
158. If we (ROP) gets absorbed by local municipalities, will recommendations be made from CAO to Transition board regarding starting from scratch i.e., back to probations period or ROP employees will by pass that stage?
159. Does Peel have any bargain power during the process or are we 100% on the hands of the transition board?
160. What type of professionals would make-up the Transition Board? Do we expect the (up to) five would be experts with our service offering?
161. Will this transition board be totally impartial?
162. Will the Region submit recommendations to the Transition Board? If so, how will regional staff be engaged or informed? How do we ensure the facts make their way to the board to avoid "political decisions" being made?
163. From what I understand the committee will release its findings in Summer 2024 which leaves us with 6 months to implement all those changes?
164. Thank you again for setting up the town hall to speak to this incredibly shocking and stressful situation. While we all have a perspective as staff, we are not politicians at the end of the day and this discussion is happening in the political arena. Our job is to do the best we can to provide factual information to the Transition Board and help them understand what we do and how we do it. If we can do that then I think the Board will see that Peel is very efficient and effective in its service delivery and provide appropriate recommendations that will hopefully best serve the community (with less emphasis on making the politicians happy).
165. Do we know if the Board will be chosen from non-partisan individuals or whether the Board will be biased. It seems like all previous consultations and work done in years past have been ignored that suggest the cities will all see immediate tax increases for years.
166. Can it be first priority of the transition board to provide employees on all levels, FT/PT/ Unionized and Non-Unionized with clear information as well as what our options will be going into this dissolution. There are over 6000 employees that will be going for limited positions that may be available from a municipal level. Its very hard to sit in limbo because the information is not available. I believe that all active workers should be considered and not have to compete for roles. A severance for those who want to leave and/or guaranteed employment should be the priority.
<b>LEGISLATION</b>
167. Could the dissolution deadline be extended if they uncover, they cannot achieve the dissolution appropriately in the timeline currently set?
168. Please explain what number #9 in the bill means for employees. Does this mean "no compensation" for employees so we aren't eligible for severance/packages? No compensation 9 (1) Except as may be provided under this Act, no person is

entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act.
169. How do we best manage legislative type commitments that are being worked on but not to be completed past January 1st, 2025.
170. Can we continue with confidence (scope and approach to) with legislative type commitments? Finish what we started?
171. When will the Legislation be passed?
172. Is there still any chance that this bill wouldn't pass?
173. There is new legislation proposed that would push through Bill 112 without any opportunity for consultation or committee review - what is your position on this and what specifically are you doing to ensure staff's voices are heard?
174. If the transition board determines through their analysis and "homework" as you put determine it is not financially viable for each municipality to stand alone, would that prevent the legislation to dissolve Peel Region from occurring?
175. Is dissolution even practically possible by Jan. 1, 2025?
176. The facts are being changed consistently without any consultation with public and ROP employees are not even part of any decision making process because things are being fast tracked. The final decision sits with Minister Clark so facts that are shared with us (employees) or with general public are subject to change as they have been previously.
177. Has City of Brampton, Town of Caledon and The Region of Peel discussed standing together, Mississauga can enter into Agreements with our services, City of miss can have their duplicates
178. How will the Hazel McCallion Act affect the 2024 budget planning process?
179. Minister or any elected minister cannot unilaterally take a decision to dissolve a government organization without proper public consultation. There has to be studies or recommendation that backs this decision and therefore this unilateral action needs to be opposed.
180. The Bill states that: 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act.
181. Will this prevent severance/compensation being provided to staff?(The Bill states that: 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act.)
182. In Ontario, all post 1990 amalgamations involving large urban populations resulted in lower tiers and upper tiers combining into one large stand-alone municipality (e.g., Chatham - Kent, Toronto, Hamilton, Ottawa, Kingston, and Sudbury). Did this approach fail? If the Premier wanted to save money / improve efficiency, one municipally seems most effective approach. Was this a political decision - or one grounded in data / science?

183. Why are Regional Councillors not taking this to court or challenging it? The Government introduced legislation to determine how were governed without a referendum and vote. If the majority votes to separate so be it.
184. Are there discussions happening around investor obligations being transferred to the cities? Example: Municipal Bond holders. From an employee's perspective, it would be calming to know that decisions being made are human focused at this point. Thank you in advance for your response.
185. Please provide an overview of timing: legislation pass by when, transition team names, starts when, etc.
186. The Bill states that: 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act. I need clarify on this as it will affect are future decisions
187. The Bill states that: 9 (1) Except as may be provided under this Act, no person is entitled to compensation as result of the enactment of this Act, the making of any regulation under this Act, or any direction, order, determination or other instrument made by the Minister, the transition board or a delegate of the Lieutenant Governor in Council under this Act. This needs to be addressed!
188. Any chance that Federal could interject this?
189. Can we put forth that Mississauga leave and Caledon and Brampton remain a part of the Region? Miss can then enter a service agreement with the Region.
<b>POLITICAL</b>
190. Why have the Region's top leaders, namely the CAO and Chair of Council, not met directly with the Premier Doug Ford to discuss the next steps for the dissolution of Peel and to advocate on behalf of all of Peel's Residents and Employees for the following : 1) more information about the Premier's vision for the outcomes of the dissolution and how that will impact Peel's residents / 2) commitments that the Province will fund any budget shortfalls for the three single tiers that result from the dissolution / 3) assurances regarding Regional Staff career protection and transition plans. Peel's senior leaders should be having regular and frequent meetings with the Premier, and communicating those discussions to Residents and Staff, to assure the best transition possible!
191. Why can't the region separate from Mississauga and carry on as the region with Brampton and Caledon? Anything Mississauga has to pay for and /or owe the region is paid in full and vise versa.
192. The decision makers involved in the dissolution of are often not aware of all the valuable services we provide. How are the ROP representatives ensuring that they are advocating for our services to continue and making all stakeholders aware of our services?
193. Why is York Region looking to amalgamate and the Region of Peel dissolving? It would make more sense to dissolve the cities and keep the Region since we already do so much. Cost Effective approach.
194. Is the clear objective to transition in the most efficient, fair (equitable) and most economically responsible way with no disruption in services? If so, can amalgamation still be on the table such as what a Mayor has proposed in York Region for a city of York? Should this exercise benefit all or not be embarked

upon?
195. I would like to discuss what the province is doing with my MP. Are there any restrictions to what I can discuss with my MP based on my employment at Peel?
196. I'm just curious as to why the Region has to foot the bill for the Transition Board. The dissolution is not our choice, but basically forced by the Province etc. Why is the Province not footing this bill? (I understand municipalities normally pay the bills for amalgamation, but that is THEIR choice - The Region didn't have this choice). How will the Region pay this bill if it is dissolved?
197. Will the fact that Mayor Crombie is leaving have any impact on this separation?
198. It looks like that our Chair knew this was coming thus canceling the May 18 Regional Council meeting however the regional employees were kept in dark and were left to get the news from media?
199. Mayor Brown's comments to the media on water/wastewater facilities and Mississauga owing him money was very confusing. How much input will the Mayors have on this transition process?
200. Mayor Crombie's comments regarding waste collection and water/wastewater services could go to a utility or outside board, which sounds a lot like privatization which does not usually serve employees well. Can this issue be looked into further?
<b>FUTURE OPERATIONS</b>
201. For significant capital projects spanning beyond January 1, 2025 how are we structuring the numerous contracts: funding; construction; bonding/insurance; warranty; operating/property management, etc. to reflect a yet to be known entity that will take on obligations of the former Region of Peel?
202. How will Peel Housing Corporation assets be divided between the local municipalities?
203. Regarding Public Health and the Board of Health: Do we know what the process would be (e.g., under the Health Promotion and Protection Act) for the changing of public health unit boundaries, the composition of a new Board of Health, and who has authority to make these decisions?
204. Will region of peel shared services (health services) be taken over by each municipality? If so, will facilities/buildings be owned by and kept running by the other municipalities?
205. If social services get bundled into a delivery body, what will its credit rating and access to funding be? It will no longer have the Region's AAA credit rating or access to the tax stabilization reserve.
206. What is the plan for all Caseworkers delivering Ontario Works? Will Caseworkers (Ontario Works) go under the provincial umbrella like the ODSP program? Who will determine the Ontario Works program future for Miss, Bram, Caledon?
207. This statement "business as usual", keeps being used by leadership. When Bill 112 received Royal Assent business as usual ceased to exist. How much weight does the Council endorsed principles actually carry with the Transition Board and Minister of Municipal Affairs? A lot of time and effort is being put into work that will extend beyond January 1, 2025 that may not come to fruition. I see the need to obviously continue with "core" work but I'm having trouble understanding why

business requests and council reports are including work that may be more "aspirational" in nature and it appears that this is being presented to council to force them into doing or not doing the right thing e.g. It will be on the record that Council chose not to do the right thing for the community.
208. What will happen to Regional Equipment that is currently in use and at work stations for those working from home: ( what will happen to our computer monitors, chairs, mice and any other equipment) will it be expected to be returned by the 2025?
209. Will the Long Term Care Centres and Adult Day Services be sold to private companies?
210. Are they planning to sell to a Privatized company?
211. What will happen to our CRC's (community recycling centres), will they be taken on by each individual Municipality?
212. Before this bill was introduced, I believe there was discussion that LTC might join with Durham, Halton, Niagara, Waterloo and York. Will this still be happening? or will Region of Peel LTC be separating into Brampton, Mississauga and Caledon?
<b>PUBLIC SERVICES AND PROGRAMS</b>
213. Will families of LTC residents be kept informed? Families are very close to the LTC staff that care for their loved ones
214. What will happen to families receiving Peel funded housing subsidies?
215. Do you anticipate some programs to remain as shared services among the 3 cities (e.g., public health)? rather than separating them?
216. How do we proceed with program/business decisions in light of the Bill, specifically section 5?
217. How soon do you think we will know if our teams will continue as shared services vs separating? I think this will really impact how we continue working to transition on Jan 1, 2025. Would we have to reapply to shared services?
218. How this change will impact the services that are provided by the public health and how the employees will be impacted?
219. I see Trans Help is hiring 10 new bus operators. Does the Region know something about the future of that service?
220. Is it possible for mandated services that do not currently exist in each municipality (e.g., public health, early years, etc.) to lift and shift? We would remain a separate entity but still work for each municipality and their residents. Public health is just as important as policing and paramedics, how are they being incorporated through all of this?
221. Personally believe separating some programs such as public health would be more costly and less efficient. 19 months is not that far away - the sooner the know what will remain shared vs split will be better for program and also career planning. Thank you so much for being transparent about this!
222. Aside from the services that we provide what happens to all regional assets throughout all departments like IT assets, data centres, public works trucks, TransHelp buses etc.?
<b>PROJECTS</b>
223. Can you provide the status of the Facilities Management Service Delivery Review Update?

224. How long do you think we will be continuing business as usual vs transitioning our work in preparation to Jan 2025. How can we make this as smooth as possible?
225. How are we supposed to keep on with our projects knowing that some of them may inevitably be pointless?
226. Will planned restructuring for divisions/departments that were in play prior to Bill 112 continue OR will initiatives be paused pending direction from the Transition Board/Province?
<b>VENDORS AND CONTRACTS</b>
227. What happens to contract and procurement of contracts. Potential issue with securing contracts when vendors know the ROP will be dissolving?
228. What is the impact on long-standing contracts entailing substantial financial investments, particularly for projects with completion dates beyond 2025?
<b>COMMUNICATION</b>
229. In an interview yesterday a Councillor was asked about what the regional employees were saying....and they said we were quiet, but their constituents were shell shocked. I think its fair to say ROP employees are also shell shocked. Are the city councillors not being told about how the ROP employees are reacting to the news?
230. Our Regional Council meeting was canceled on May 18 and on the same day our chair attended the Queen's Park announcement. Wasn't that communicated to our Chair well in advance i.e., to cancel our Regional council meeting and attend at Queen's park because the dissolution announcement?
231. For some reasons, it looks like that the "Mississauga Insiders" shook the "Region of Peel" branding and its dissolution?
232. Hi. Can you please speak to employees not represented by a union (Early Years and Child Care)?
233. Family first message got me .... right in the feels. Thank you.
234. This is such a clear and honest town hall meeting. Thank you for coming on and speaking in a realistic way, sharing what you know and calming the waters. As a supervisor, staff are very worried and our job needs to continue to support them during this situation. Thank you!!
235. Thanks for your transparency, Gary. Can you share what you do to keep calm, and manage your stress during this time?
236. Can you do another townhall later this week to address the questions you didn't have a chance to address today?
237. Thank you for today's town hall. Will we have more town halls in the future as information is released?
238. I feel that all the questions should be put to the Transition Board.
<b>REGIONAL ADVOCACY</b>
239. The legislation has not passed yet and is set to be fast tracked and passed on Tuesday. Why isn't the Region taking action to oppose or advocate for public and stakeholder consultation?
240. The decision makers involved in the dissolution are often not fully aware of some of the valuable services we provide. How are the ROP representatives ensuring that they are advocating for all services to continue and ensuring all stakeholders are aware of these services?
241. Acting in the public interest and acting against dissolution are not necessarily



compatible. I have little faith in the province representing information accurately or objectively. So, should Peel not continue to act in the public interest and communicate information that may be misrepresented through this process?
242. How do we deal with citizens and agencies who want to advocate and petition on our behalf?
243. If we feel the Region of Peel model is an efficient one for the delivery of our services, why don't we publicize our story and where we feel the financial analysis will show that it will be a net cost to the taxpayer for dissolution then the public needs to know so they are on our side and public outcry can support us.
<b>COMMUNITY</b>
244. As staff who live in Peel, can we on a personal level contact our local councillors to voice our dismay and discourse? We are also tax payers and users of some of these services. We should be heard.
245. As an employee we will all continue to do excellent work to support you in your role. As a private citizen in the Province what do you suggest we can do? Thank you for wearing the ROP logo proudly on our behalf.
246. Many people who live in Peel have no real understanding on how this will impact them. Property tax etc. everyone is recovering from COVID and this is going to be crushing financially. It sounds like this has to do with planning and house only not other services.
247. Even before this legislation was proposed, there was already confusion (from the public) about the difference in the local and regional programs and services. Chair Nando said at a recent interview that about 97% of our programs and services are not duplicated at the local level. How do we ensure that the facts are brought forward to make sure there is truth to what is being presented. It's frustrating to hear the narrative of "reducing duplication" as we know public health, social services, waste, water, etc. are not offered at the local level. As a resident of Mississauga, this feels doubly troublesome as I worry about job security AND how this will impact me as a taxpayer.
<b>OTHER COMMENTS</b>
248. This is heartbreaking...we gave our heart and souls during COVID and this is how we are treated...
249. Thank you, Gary - it's definitely an emotional time - never thought this was real, but it certainly is. *taking a VERY deep breath* - glad to know that others are feeling just as "off"
250. At the end of the day, the sad reality is that there was no 'humanity' in the thinking to dissolve the Region. We talk about Canada being a great country bringing in thousands of immigrants and us being a great country. Yet 'personal greed' has put us all in a difficult position. Let's offer a prayer for our Region of Peel staff.