



September 3, 2020

**SUBJECT: Survey on O. Reg. 157/20: Work Deployment Measures for
Municipalities**

Dear Chief Administrative Officers and Clerks:

As you may know, on July 24, 2020, the province's declaration of emergency ended and the *Reopening Ontario (A Flexible Response to COVID-19) Act, 2020* (ROA) came into force.

The ROA continues certain emergency orders originally issued under the Emergency Management and Civil Protection Act, including [O. Reg. 157/20](#), Work Deployment Measures for Municipalities ("municipal work deployment order"). The municipal work deployment order provides municipalities, as employers, with the flexibility to deploy certain of their staff to where they are needed most as they respond to COVID-19. A list of measures available to municipalities and the critical services for which municipalities can utilize these authorities, are outlined within the municipal work deployment order.

As you know, the Minister wrote to Heads of Councils on April 16, 2020 asking that municipalities advise their local municipal services office if they choose to implement the authorities in the order. Subsequently, regional offices at my ministry reached out with a reminder about the Minister's request on August 4, 2020.

Further to these reminders, I am reaching out to request additional information to help assess the need for O. Reg. 157/20 moving forward. **I am asking municipalities to provide information on the usage of this order by completing a survey. The survey may be accessed via this [link](#). I ask that your municipality complete the survey by September 11, 2020.**

While I recognize this is a busy time for municipalities, this information is important to inform our decision-making going forward, including whether there is a continued need for the municipal work deployment order. **The ministry will interpret a non-response to the survey as indicating your municipality is not utilizing the order and does not require the measures available to municipalities within it to address staffing needs.**

For municipalities who are relying on the municipal work deployment order, I would like to remind you that it is important to have a plan to address potential staffing needs once the order is no longer in effect. As part of these efforts, municipalities should continue to work collaboratively and engage in good faith with their bargaining agents. As well, employers should consult with the joint health and safety committee or health and safety representative, if any, and consider their recommendations before developing, establishing and putting into effect any new or additional measures and procedures related to COVID-19 and applicable orders under the ROA. Ontario's COVID-19 web portal includes resources to assist employers, including "[Develop your COVID-19 workplace safety plan](#)" that you may find helpful. Municipalities may also wish to seek advice from their local medical officers of health and legal counsel in developing their future plans. We want to acknowledge the many municipalities that have already made proactive efforts to put a transition plan in place.

If you have questions about the municipal work deployment order or the survey, please do not hesitate to contact mmah.eo@ontario.ca.

Thank you for your continued support and collaboration in these challenging times.

Yours Truly,

Kate Manson-Smith
Deputy Minister

Attachments:

Minister's Letter to Heads of Council - Labour Deployment (French and English versions)