

ARTICLE · 17 DECEMBER 2025

New Year, New Rules: Navigating Ontario's Working For Workers Seven Act

C CCPartners

Ontario employers are entering a period of legislative change. With the Working for Workers Seven Act, 2025 (Bill 30)...

Canada Ontario Employment and HR

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Ontario employers are entering a period of legislative change. With the *Working for Workers Seven Act, 2025* (Bill 30) now in force and the remaining reforms under Bill

190 set to take effect on January 1, 2026, organizations should take the time to review their hiring, employment, and health and safety practices to ensure compliance.

These updates reflect the province's continued emphasis on transparent hiring, enhanced worker protections and a more modern enforcement approach. The following is an overview of the key developments and their implications for employers.

New expectations for hiring and job postings

Employers with at least twenty-five (25) employees will soon be challenged with expanded obligations when publicly advertising roles. Job postings will need to include either an expected wage or a wage range, subject to limits on how broad that range may be. Since the *Employment Standards Act* defines "wages" broadly—capturing salaries, commissions, and non-discretionary bonuses—employers may need to review existing templates and compensation structures.

These obligations apply only to postings shared with the general public. Internal postings, broad recruitment campaigns without specific positions, and roles outside Ontario are not covered.

The province has also prohibited the use of "Canadian experience" as a requirement in public advertisements. Employers may still specify that knowledge of Canadian laws or other jurisdiction-specific expertise is necessary where appropriate. However, hiring language and screening practices should be reviewed to remove prohibited wording.

Employers will additionally be required to inform candidates of the outcome of the hiring process within forty-five (45) days of the final interview and retain certain hiring records for three (3) years. At present, the prescribed record is limited to the final hiring decision.

New transparency rules also apply to the use of artificial intelligence in recruitment. If AI is used to screen, assess, or select applicants, that must be clearly disclosed in the posting. Employers relying on third-party platforms should confirm whether and how AI is incorporated.

Additionally, operators of public job-posting platforms must introduce an accessible way for users to report fraudulent postings and must maintain and display an anti-fraud policy. Employers posting solely on their own websites are not subject to these platform requirements.

Changes to terminations and layoffs

Bill 30 broadens protections for employees affected by mass terminations, allowing for a brief period of unpaid leave to look for new work unless termination pay replaces

most of the statutory notice.

For non-unionized employees, temporary layoff rules have been expanded. Longer layoffs may be allowed where specific conditions are met, including a written agreement approved by the Director of Employment Standards. Employers must retain these agreements for three years after they expire.

A new OHSA enforcement model

A major shift in health and safety enforcement is underway with the introduction of administrative monetary penalties under the *Occupational Health and Safety Act*. Inspectors will be able to issue penalty notices directly, and payment will bar prosecution for the same contravention. This change signals more immediate and routine enforcement activity.

The legislation also provides for possible WSIB reimbursement for certain defibrillator installations and formally recognizes accredited health and safety management systems approved by the Chief Prevention Officer.

Beginning in the New Year, employers must document and post the two most recent washroom cleanings or make this information accessible electronically. Constructors must maintain six months of washroom servicing records on construction sites.

Enhanced WSIA penalties

Bill 30 strengthens compliance consequences under the *Workplace Safety and Insurance Act*, including administrative penalties for inaccurate wage records, false statements, or failure to produce documentation. Offences and restitution orders may be issued for unpaid premiums, and fines for multiple offences can reach significant levels. Aggravating factors such as prior convictions or patterns of non-compliance may increase the penalties imposed.

Preparing for the year ahead

These legislative changes will require employers to update hiring practices, strengthen record-keeping, and prepare for a more assertive health and safety enforcement environment. With January 1, 2026, approaching quickly, now is an ideal time to review policies and ensure HR and supervisory teams understand these new obligations.

The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.

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Authors



Frederico Facchini

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ARTICLE · 17 DECEMBER 2025

12 Key Employee Rights In Ontario (2025–2026 Update)

U Unified LLP

If you work in Ontario, you have more legal protections than you might realize. The Employment Standards Act, the Human Rights Code and health and safety laws...

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Article Insights

If you work in Ontario, you have more legal protections than you might realize. The *Employment Standards Act*, the Human Rights Code and health and safety laws influence everything from your pay and hours of work to harassment, discrimination and termination. Recent Working for Workers changes and new rules on pay transparency and artificial intelligence in hiring are also reshaping the landscape for 2025 and 2026.

This guide highlights 12 key employee rights in Ontario in clear, practical language. It is intended as general information only. If anything here sounds familiar, it may be time to speak with an employment lawyer at Unified LLP about your specific situation.

1. The right to be properly classified as an employee or contractor

Many workers in Ontario are treated as independent contractors even though their day to day reality looks like regular employment. Misclassification can affect

entitlement to overtime, vacation pay, public holiday pay, statutory leaves and other protections under the *Employment Standards Act*.

Courts and the Ministry of Labour look at how the relationship actually works. They consider who controls the work, who provides tools and equipment, whether the worker can truly work for others and whether there is any real business risk. The label in a contract is only one factor.

If you are treated like a member of staff but told you are a contractor, you may legally be an employee and could be owed back pay and benefits. Early advice from an employment lawyer in Ontario can help you understand where you stand.

2. Minimum wage and fair pay for similar work

The *Employment Standards Act* sets minimum wage rates for most provincially regulated workers in Ontario. Employers generally cannot pay less than the applicable minimum wage, even if you agree or are paid by commission. If your earnings fall below minimum wage when commissions are low, that can be a warning sign.

Equal pay protections can also apply when men and women perform substantially similar work under similar conditions. New pay transparency rules will eventually require many employers to disclose compensation information in job postings, which should make it easier to compare what you earn to what the market is paying.

If you suspect you are being underpaid compared with colleagues who do the same work, or compared with advertised roles at your company, it is worth getting legal advice.

3. Limits on hours and the right to overtime pay

The *Employment Standards Act* sets limits on hours of work and creates a right to overtime pay for many employees who work more than 44 hours in a week. Some roles are exempt or have special rules, but the idea that salaried employees never receive overtime is often wrong.

Employers sometimes ask staff to sign agreements to work longer hours. Even with those agreements, minimum standards around rest periods and overtime pay usually still apply. Attempts to average hours over multiple weeks in a way that quietly eliminates overtime can also be problematic.

If you consistently put in long weeks without any additional pay, or if your employer insists that overtime rules do not apply to you without a clear explanation, you may have more rights than you have been told.

4. Vacation time and vacation pay that grow with service

Vacation is not just a perk. It is a legal entitlement. Most employees in Ontario earn at least two weeks of vacation time after each 12 month period of employment, along with vacation pay, and that entitlement increases with years of service.

Problems often arise when employers roll vacation pay into hourly wages without clearly explaining the breakdown, or when they refuse to allow employees to take vacation time that has already been earned. Confusing pay stubs, vague policies and use it or lose it approaches can all hide violations.

If you are unsure how your vacation is calculated or you are being told that you cannot take time off you have accrued, it can be helpful to have a knowledgeable employment lawyer at Unified LLP review your situation and your documentation.

5. Public holidays and pay when you work them

Ontario has several public holidays, such as New Year's Day, Good Friday, Canada Day, Labour Day and Christmas Day. Many employees are entitled to a day off with public holiday pay, or premium pay if they work on the holiday, along with substitute days in some circumstances.

Issues can include miscalculating public holiday pay, scheduling staff on holidays without premium pay or substitute time off, or tying holiday pay to arbitrary conditions such as sales targets. Some employers also misapply qualifying period rules to deny benefits.

If you regularly work on long weekends without proper recognition of the holiday, or if your public holiday pay feels inconsistent or unpredictable, there may be an *Employment Standards Act* issue.

6. The right to disconnect from work in larger workplaces

Ontario's Working for Workers changes introduced a requirement for employers with 25 or more employees to have a written policy on disconnecting from work. The policy must explain how employees are expected to disconnect from work related communications outside regular hours and must be in place each year when the employer meets the threshold.

This policy does not guarantee that you will never receive after hours emails or calls, and it does not automatically override your employment contract. It does, however, reflect a recognition that constant availability should not be the default and that employees deserve clarity around expectations.

If there is a disconnect policy on paper but the actual culture punishes people who respect it, that may be a sign that the organization is not living up to its legal obligations or its own written rules.

7. The right to a safe, harassment free workplace

Ontario workers are protected from workplace harassment, including sexual harassment and discriminatory harassment, as well as workplace violence. Employers must have policies and procedures for reporting and investigating incidents and must take reasonable steps to keep workers safe.

Human rights law also prohibits discrimination based on protected grounds such as race, sex, disability, religion, age or family status. These protections cover hiring, promotions, discipline, accommodation and termination. They also apply to hostile workplaces that target people based on protected characteristics.

If you report harassment or discrimination and nothing happens, or if you experience subtle or direct retaliation after coming forward, you may have claims under human rights legislation, occupational health and safety law and employment law.

8. Protection from most non compete clauses

Since the *Working for Workers Act, 2021* came into force, the *Employment Standards Act* prohibits most non competition agreements in employment contracts, subject to narrow exceptions. Non compete clauses may still be allowed in certain business sale situations and for defined executive roles, but for most employees they are now off the table.

Employers can still use confidentiality and non solicitation clauses to protect legitimate business interests. What they generally cannot do is prevent an ordinary employee from working in their field after the employment relationship ends.

If you are worried that a non-compete clause in your contract will stop you from taking a new opportunity, a careful review with an [employment lawyer in Ontario](#) can help you understand how the law treats that type of restriction and how to move forward safely.

9. New pay transparency rules for job postings starting in 2026

Beginning in 2026, Ontario employers that meet certain size thresholds will face new [pay transparency rules](#) for publicly advertised job postings. For most roles, job ads

will need to include either the expected compensation or a salary range. In many cases, that range cannot exceed a set width.

These rules are meant to reduce secret pay gaps and give job seekers more information about what a role actually pays. They should also make it easier for current employees to compare their compensation to posted ranges for similar roles at the same employer.

If you discover that your pay is significantly lower than the range advertised for comparable roles, or if patterns emerge that seem tied to gender, race or other protected grounds, that information can be very useful when you speak with a lawyer about your options.

10. Transparency when employers use AI in hiring

The same set of changes will require many employers to disclose when they use artificial intelligence to screen, assess or select applicants for a publicly advertised position. Job postings will need to state that AI is being used in the recruitment process when that is the case.

This disclosure does not give candidates a direct right to challenge a particular AI decision on its own, but it does shine a light on automated screening tools and the risk of hidden bias. It also helps job seekers understand how applications are being processed so they can tailor their materials accordingly.

If you suspect that an AI screening tool has produced discriminatory outcomes, that concern may intersect with existing human rights protections. A conversation with an employment lawyer at Unified LLP can help you explore that connection.

11. Termination, notice, severance and your common law rights

If you are terminated without cause, you are generally entitled to notice of termination or pay in lieu, subject to limited exceptions. The *Employment Standards Act* sets minimum levels of notice and severance pay in some cases, but many employees are entitled to more generous reasonable notice at common law.

Common law notice is assessed case by case. Courts look at factors such as your age, position, length of service and the availability of similar employment. Many termination packages are based only on *Employment Standards Act* minimums or internal formulas and may fall well short of what a court might award.

Because employers usually require you to sign a release in order to receive your package, it is critical to have an Ontario employment lawyer review any offer before

you sign. Once you accept, it is very difficult to revisit the amount.

12. Protection from reprisal when you assert your rights

Ontario law includes protections against reprisal for employees who attempt to exercise their legal rights. Employers generally cannot punish you for asking about *Employment Standards Act* entitlements, contacting the Ministry of Labour, raising health and safety concerns or seeking legal advice about your employment.

Reprisal can include obvious steps such as termination or demotion, but it can also involve more subtle changes. Reduced hours, undesirable shifts, loss of responsibilities or a sudden wave of performance criticism after you raise an issue can all be significant.

Frequently asked questions about employee rights in Ontario

1. What are my basic rights as an employee in Ontario?

Most employees in Ontario have rights under the *Employment Standards Act*, including minimum wage, limits on hours of work, overtime pay, vacation and public holiday pay and protection from reprisal. You also have rights under human rights and health and safety laws that cover discrimination, harassment and workplace safety. The exact mix of rights depends on your role, your industry and your contract.

2. Can my employer change my job or pay without my consent in Ontario?

Employers can make some reasonable changes over time, but a significant cut to pay, a demotion or a major change in duties can amount to constructive dismissal. If you are told to accept a new role or a pay cut or lose your job, you should not assume you have no choice. It is important to get legal advice before you sign anything or agree to a major change in your employment.

3. Are non compete clauses legal in Ontario?

Most non compete clauses in Ontario employment contracts are now prohibited and are often unenforceable, except for certain senior executives and some situations involving the sale of a business. Employers can still use confidentiality and non solicitation clauses to protect legitimate business interests, but they generally cannot prevent you from working in your field. If you are worried about a restrictive covenant in your contract, speaking with an [employment lawyer](#) at Unified LLP before you change jobs can help you understand your rights and your options.

4. How much notice or severance should I get if I am fired without cause in Ontario?

The *Employment Standards Act* sets minimum entitlements for notice and, in some cases, severance pay. Many employees are entitled to a much longer period of reasonable notice under common law. Factors such as your age, length of service,

position and the availability of similar work all play a role. Because termination packages often start at or near the minimums, it is wise to have a lawyer review any offer before you accept it or sign a release.

5. When should I contact an employment lawyer in Ontario?

You should consider legal advice if you are being asked to sign a new contract, if your employer is changing your job or pay in a significant way, if you are dealing with harassment or discrimination or if you have been terminated or offered a severance package. Early advice can help you avoid mistakes and protect your rights, and speaking with an [employment lawyer in Ontario](#) can give you a clear picture of your options before you make any major decisions.

The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.

[\[View Source\]](#)

Authors



[Gil Fischler](#)



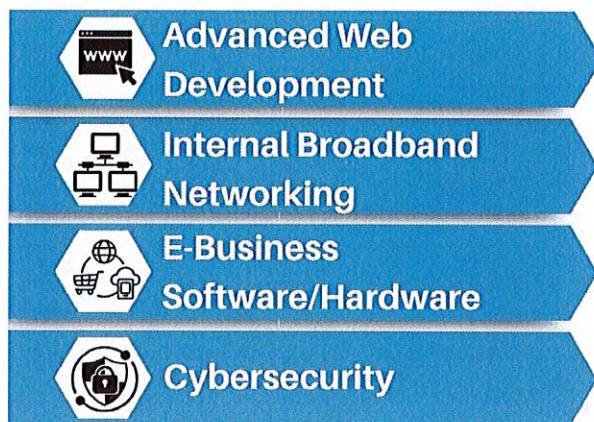
[Christopher Kim](#)

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8.10



**Applications OPEN for
Northern Ontario
Small-Medium Businesses**



Federal Economic Development
Agency for Northern Ontario

Agence fédérale de développement
économique pour le Nord de l'Ontario

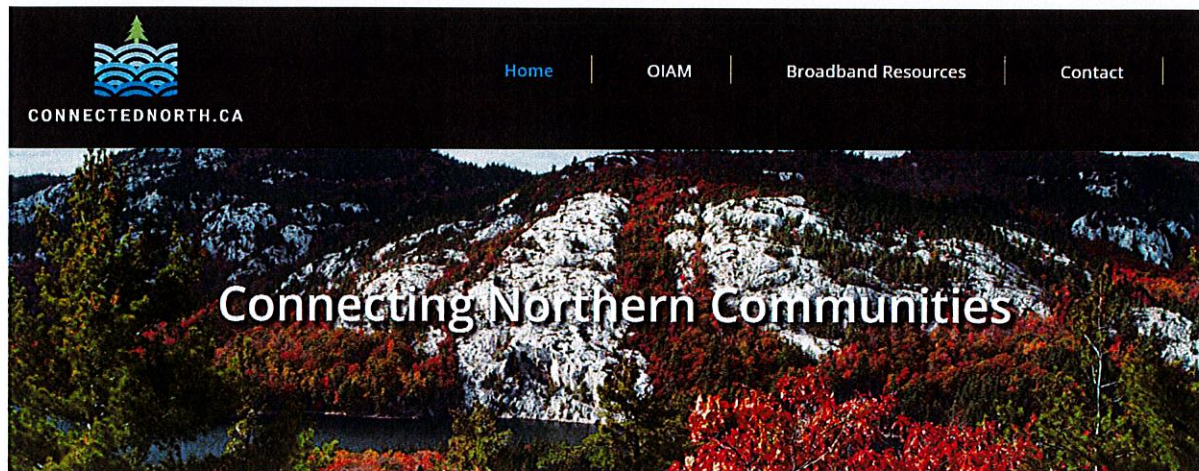
Canada

FEATURED TOPIC

One of our main priorities at Blue Sky Net throughout our 20+ years in operation, has been helping to facilitate the availability/expansion of high speed broadband for Northern Ontario. We do this by working together with municipalities, ISPs, and provincial and federal government agencies and using tools that assist us to analyze availability data and needs in specific areas.

We have created two websites dedicated to providing information on broadband availability and broadband resources that help us to "paint the picture" of what broadband access looks like in Northern Ontario and where there are still major opportunities for growth while providing resources for the general public and decision makers.

Our site www.connectednorth.ca is a site intended for all.



This site includes:

- The [Ontario Internet Access Map \(OIAM\)](#) - this tool includes maps and visualizations compiled from the latest information collected from the [Government of Canada's National Broadband Data Information Portal](#), the Ontario Government's [Ontario Connects](#) funded broadband projects data, the Canadian Internet Registration Authority's (CIRA) speed test data, and various geographic levels of Census population statistics. NOTE: this map is best viewed on desktop.
 - Main tab on the Ontario Internet Access Map - from the main tab you can see community level data and neighbourhood level (zoom in on the map) of [50/10 Mbps availability](#) (50/10 Mbps is the minimum broadband access level set by the CRTC in 2016).

Results

CAO Desk Results Dec 2/25

X
On

(A)

My isp: Space Exploration Technologies Corporation



Download speed

56.63 Mbps



Upload speed

14.42 Mbps

Latency

37.45 ms

Jitter

1.87 ms

Packet Loss

12.82 %

IPv6

No

DNSSEC

Yes

What is my service good for?



Auto test

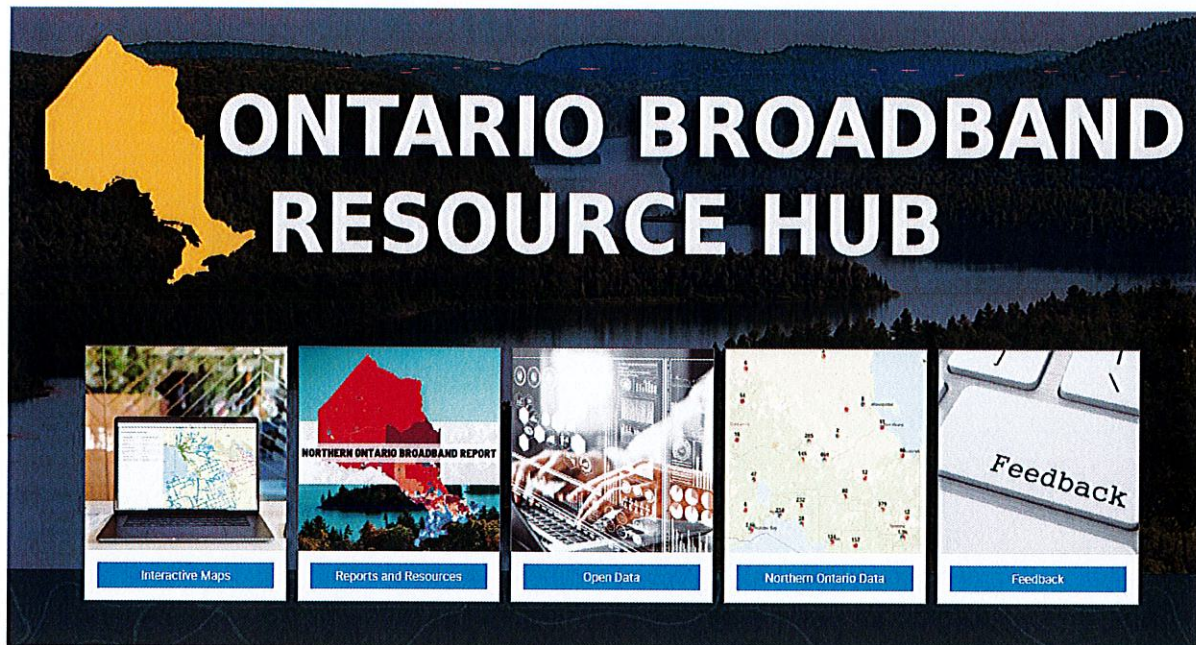


Test again

Advanced results

- Internet Performance Test tab - this tab will allow for you to take a speed test that will contribute to CIRA's speed test data and mapping. Be sure you place the pin on your exact location for best reporting results! (A)
 - Northern Ontario Speed Test Map tab - this tab will show the results from CIRA's speed tests within Northern Ontario - this map is updated monthly.
 - Internet Provider Search tab - here you can search for your address and see which internet service providers (ISPs) provide service within your area. (C)
 - Funded Broadband Projects tab - this tab will show you all the projects in Northern Ontario that have been approved for funding or are pending approval and their status. (B)
-
- Broadband resources - this page on connectednorth.ca includes our broadband glossary of terms, link to our annual Northern Ontario broadband reports, a guide on how the internet works, links to government broadband funding pages, and links to other external resources for broadband information - including our Ontario Broadband Resource Hub which we'll discuss next.

Another site we've developed is the [Ontario Broadband Resource Hub](#). This site is intended for those who want to dig a bit deeper into the data and other resources.



Run reports on connectivity levels at the community and district levels, find external links to other resources and reports generated by Blue Sky Net, view external and Blue Sky created interactive maps, and download open GIS data for making your own maps!

COURTESY POST: Our friends at Destination Northern Ontario has asked us to share their Tourism Excellence North (TEN) training tools for businesses in the tourism and hospitality industries. See their flyer below and check out the TEN training tools at www.tourismexcellencenorth.ca or reach out for more info at TEN@destinationnorthernontario.ca

Program Summary

Online In-person

Program	Learner Type	Topics	Duration	Cost	Online	In-person
GROUP LEARNING						
Experiential Travel Training for Operators	Tourism business owners/operators	Learn to design new or enhanced tourism experiences	In-person: 1.5 days Online: 3 days	\$100 / person		
Moving Tourism in Your Community from Ideas to Action <i>*Can be customized to community's needs</i>	Community stakeholders, communities and destinations	Brings together community stakeholders to identify opportunities for tourism development specific to the community or region Learn about the fundamentals of experiential tourism and how it can benefit your community Build partnerships, networks and capacity	In-person: 1.5 days Online: 2 half-days	\$100 / person		
Best Practices Missions	Operators, community representatives and stakeholders	Immersive working trips focused on tourism themes	3 to 5-days	\$250 / night + travel to/from departure site (on-trip travel, accommodations, experiences and food included)		
Community Tourism Assessment Index Session	Community stakeholders and champions	Inventory community's tourism assets using customized TEN tools	Two 1.5 hour sessions			
PERSONALIZED COACHING						
Fast Track to Success	Tourism business owners/operators	One-on-one coaching and practical advice to help optimize operations Onsite evaluation delivered by TEN Training Specialist		\$300/session (valued at \$3500)		
Mentorship Program	Tourism business owners/operators	Targeted guidance and fresh perspectives specific to operator/business needs Business owners/operators matched with a TEN Training Specialist, a tourism industry expert (meet with mentor virtually) Build tourism support networks		FREE for those who have completed prior or current TEN training		
ONLINE LEARNING						
Online Courses	Tourism business owners/operators, communities and destinations	Courses cover diverse tourism-related topics and products	Flexible (complete on your own time)	Free		



Additional Resources

TEN's Video Library

- Growing library of 80+ free, searchable videos
- Case studies, past ADAPT webinars, and resources for download

TEN's Podcast

Expert insights tailored for Northern Ontario tourism operators and industry stakeholders

Events Calendar

- Register for TEN's ADAPT webinars
- Explore industry training opportunities delivered by Destination Northern Ontario and industry partners



Interested in more information or to find out how to hold a course in your area?
Contact us at TEN@destinationnortnernontario.ca to discuss.



Federal Economic Development
Agency for Northern Ontario

Agence fédérale de développement
économique pour le Nord de l'Ontario

Canada



DESTINATION
NORTHERN
ONTARIO

Ontario



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You are receiving this email as a municipal representative. We hope to continue to deliver insights regarding information communication technology through this newsletter. Feel free to share information from Tech Talk with any of your ratepayers.

Our mailing address is:

Blue Sky Net
337-101 Worthington St E
North Bay, On P1B 1G5
Canada

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Project details may change throughout the negotiation process.

Find a selected project

B).

Select a province or territory to find a project.

Ontario

▼

Ontario

Location of project	Number of households to be served / Number of kilometers to be covered (mobile projects)	Funding recipient	Funding amount *
• Flamborough	47 households	Bell RRS-01448	\$39,400
• Limehouse	263 households	Bell RRS- 01516	\$84,000
• Hearst	373 households	Hearst Connect RRS-01465	\$763,302
• Dwight	64 households	Algonquin Fibre RRS-02103	\$371,619
• Severn Bridge	985 households	Lakeland – RRS-01276	\$3,992,993
• Vernon Shores			
• Melissa			
• Port Sydney			
• Golden Beach			
• Novar			
• Allensville			
• Centurion			
• Utterson			
• Bracebridge			
• Ravenscliffe			
• Portage	139 households	Algonquin Fiber RRS-02182	\$683,644

Location of project	Number of households to be served / Number of kilometers to be covered (mobile projects)	Funding recipient	Funding amount *
<ul style="list-style-type: none"> • Pelee Island • Wheatley Harbour • Elmdale • Rural areas near Tilbury 	707 households	<u>Corporation of the Township of Pelee - UBF-02476</u>	\$19,465,000 **
<ul style="list-style-type: none"> • Augsburg • Barry's Bay • Combermere • Donegal • Eganville • Hopefield • Perrault • Purdy • Wilno 	3,855 households	<u>Bell Canada - UBF-04964</u>	\$22,300,000 **
<ul style="list-style-type: none"> • Astorville • Bonfield • Calvin • East Ferris • Kiosk • Mattawa • Rutherglen 	2,459 households	<u>Bell Canada - UBF-04965</u>	\$12,900,000 **

Ontario connects: making high-speed internet accessible in every community

Learn about Ontario's progress to expand access to reliable high-speed internet to every community in the province.

Overview

Ontario is delivering on its plan to bring reliable high-speed internet access to every community across the province. Over 94% of the province has access to reliable, high-speed internet and we are investing nearly \$4 billion through the single largest high-speed internet expansion in Canadian history as part of our plan to ensure anyone in Ontario who wants to connect to high-speed internet will be able to do so by the end of 2028.

In today's digital world, Ontarians need access to reliable high-speed internet to:

- stay in touch with friends and family
- access public services like health care and education
- operate businesses
- work from anywhere in the province
- create jobs and enhance economic growth

Our goal is for everyone in Ontario to have access to reliable high-speed internet and cellular connections at home, work and in our communities.

Learn about the status of high-speed internet projects

To learn more about the progress of provincially-funded high-speed internet projects, you can search by address, community, or municipality using our interactive map below.

Ontario High-Speed Internet Projects & Availability

Q Calvin, ON, CAN

X

In-Progress government funded high-speed internet projects

Pending government funded high-speed internet projects

Completed government funded projects that provide high-speed internet service

Currently available high-speed internet service

About the map

This map shows where high-speed internet access is currently available in communities across Ontario (defined as 50Mbps download and 10Mbps upload speeds, or 50/10) and where the provincial government is funding new high-speed internet projects. You can search by municipality or address to see high-speed internet access near you and click on the government funded projects (in pink, blue and orange) to learn more.

Click on a project in the map for more information.

Disclaimer

This web page should be used for reference purposes only. Some of the information on this web page has been provided by external sources, and the data collected may not be complete or accurate. Further, internet providers are continually making investments in their networks The ministry will periodically make updates when new information becomes

Search result

Calvin, Ontario

Show more results (2)

Selected Universal Broadband Fund projects

From: Innovation, Science and Economic Development Canada

Learn more about the program selection and negotiation process or find a selected project.

On this page

- [About the selection process](#)
- [About the negotiation process](#)
- [Find a selected project](#)
- [Related links](#)

About the selection process

The Minister selects projects that best meet the objectives of the program.

The program's assessment of projects is designed to deliver projects offering the greatest value for Canadians in terms of extending robust, affordable broadband service to underserved households.

Applications are assessed using a three-stage assessment process. For more detailed information, consult the [assessment criteria](#) section of the Universal Broadband Fund application guide.

About the negotiation process

Selected projects are conditionally approved, pending a due diligence process and the negotiation of contribution agreements between the Minister and funding recipients.

Bringing high-speed internet access to every community in Ontario

Ontario Satellite Internet (ONSAT) Program

In March 2025, Ontario announced it is no longer partnering with Starlink to deliver the Ontario Satellite Internet (ONSAT) program. We remain committed to bringing access to reliable high-speed internet to every community across the province, including in rural, remote and northern communities where ground-based fibre connections are not feasible.

We will continue to explore all viable options and technologies, including fibre, fixed wireless and satellite to meet this goal.

Speeding up construction, removing barriers and guaranteeing results for high-speed internet projects

Ontario is connecting every community to high-speed internet through the single largest high-speed internet expansion in Canadian history.

Since the introduction of the BBFA, the Province has consistently identified the expectation that all partners involved in broadband deployment would work collaboratively to further reduce administrative barriers, support timely broadband deployment, and contain costs.

We have updated our Building Broadband Faster in Ontario Guideline (<https://www.ontario.ca/page/making-high-speed-internet-faster-and-more-accessible-ontario>) to help provide additional clarity and best practices for internet service providers, municipalities, local distribution companies (LDCs) and others to deliver high-speed internet projects faster.

Guideline 4.0 provides additional guidance to support successful implementation of legislative and regulatory requirements including enhanced instructions on expediting municipal right of way access, adjustments to the dedicated locator model to support internet service providers (ISPs) in obtaining locates, and updates on available tools and resources to reduce make-ready work to optimize aerial deployment.

High-speed internet and cellular project investments

Learn more about other high-speed internet and cellular projects and investments happening now across Ontario:

Accelerated High-Speed Internet Program (AHSIP)

(<https://news.ontario.ca/en/release/1002218/ontario-bringing-high-speed-internet-access-to-more-communities>)

In 2021, we launched an innovative and transparent competitive process (<https://www.infrastructureontario.ca/en/what-we-do/projectssearch/accelerated-high-speed-internet-program/>), led by Infrastructure Ontario, that gave telecommunications and internet service providers the opportunity to bid for provincial funding. We have now signed contracts with eight internet service providers (<https://news.ontario.ca/en/backgrounder/1002219/ontario-increasing-access-to-high-speed-internet-across-the-province>) to bring better access to homes and businesses in more municipalities across Ontario.

Improving Connectivity for Ontario (ICON) program

(<https://news.ontario.ca/en/release/59057/ontario-investing-nearly-1-billion-to-expand-and-improve-broadband-and-cellular-access>)

In 2020, we launched the Improving Connectivity for Ontario (ICON) program. This is a program that aims to improve and expand reliable high-speed internet across the province, including several First Nation communities.

Since the program's launch, we have invested over \$600 million for 74 projects to provide high-speed internet access to nearly 255,000 premises.

Many of the projects are also funded by the federal government, which has committed to match the province's investment under its Universal Broadband Fund (UBF) program.

Eastern Ontario Regional Network (EORN) (<https://www.eorn.ca>)

Rural communities in Eastern Ontario are closer to getting near-complete cellular coverage.

On March 19, 2021 EORN announced that Rogers Communications was awarded the contract for EORN's Cell Gap Project (<https://www.eorn.ca/en/news/better-cellular-services-coming-to-eastern-ontario-residents-and-businesses.aspx>) , to improve the coverage and capacity of cell networks in the region.

On June 12, 2025, EORN announced that 63 new 5G cell towers are now operational across Eastern Ontario ([https://www.eorn.ca/en/news/sixty-three-new-5g-cell-towers-are-now-operational-across-eastern-ontario.aspx#:~:text=\(Eganville%2C%20ON\)%20%E2%80%93%20The%20services%20in%20rural%20eastern%20Ontario.](https://www.eorn.ca/en/news/sixty-three-new-5g-cell-towers-are-now-operational-across-eastern-ontario.aspx#:~:text=(Eganville%2C%20ON)%20%E2%80%93%20The%20services%20in%20rural%20eastern%20Ontario.)) , connecting 31 more communities.

Rogers is investing more than \$150 million to upgrade and expand the regions' wireless infrastructure over five years. This investment, along with provincial and federal government commitments of up to \$71 million each, plus \$10 million from all members of the Eastern Ontario Wardens' Caucus and most municipalities within the Eastern Ontario Mayors' Caucus, brings the total value of the public-private partnership to nearly \$300 million.

This project is helping rural communities take part in the digital economy, creating jobs and improving public safety.

Southwestern Integrated Fibre Technology (SWIFT) (<https://swiftruralbroadband.ca/>)

We are investing in the Southwestern Integrated Fibre Technology project to bring high-speed internet to more than 70,000 homes and businesses across Southwestern Ontario.

In total, the Ontario government will invest nearly \$97 million towards this project, along with additional federal and municipal government funding, to expand high-speed internet access in communities across the province.

SWIFT Inc. has awarded contracts to bring high-speed internet to thousands of homes and businesses in:

- the counties of Lambton, Wellington, Norfolk, Dufferin Oxford, Grey, Bruce, Simcoe, Essex, Brant, Middlesex, Perth, Elgin and Huron
- the Regional Municipality of Niagara

- the Regional Municipality of Waterloo
 - the Regional Municipality of Chatham-Kent
 - The Town of Caledon
 - The Township of Walpole
 - Saugeen First Nation
-
- Oneida First Nation
 - Chippewa of Nawash First Nation
 - Delaware Nation at Moraviantown

Bringing high-speed internet to the North

(<https://news.ontario.ca/en/release/60022/ontario-bringing-faster-more-reliable-broadband-to-the-north>)

We are investing \$10.9 million to bring faster broadband to several northern towns and First Nation communities (<https://news.ontario.ca/en/release/60022/ontario-bringing-faster-more-reliable-broadband-to-the-north>) to help bridge the digital divide across Northern Ontario.

Ontario has committed over \$681 million of provincial funding to 51 projects in Northern Ontario to provide high-speed internet access to over 101,000 premises. As of July 2025, nearly 15,000 previously underserved premises now have access to high-speed internet.

Matawa project (<https://news.ontario.ca/opo/en/2019/10/ontario-bringing-high-speed-internet-to-remote-first-nation-communities.html>)

Ontario has invested \$30 million in the Matawa project, which will connect five remote Matawa-member First Nation communities to fast and reliable internet service and benefit more than 760 homes and institutions, including schools, airports, band offices, health offices and police stations. Additionally, Ontario has invested \$12.6 million in the second phase of this project through the ICON program to connect 673 premises within the Matawa-member First Nation communities.

The project will improve quality of life and create vibrant communities by connecting families, driving economic growth and expanding access to education and skills training.

Next Generation Network Program (<https://www.cengn.ca/next-generation-network-program-en/>)

Ontario has committed \$63.3 million over five years to the Next Generation Network Program, a partnership between the Centre of Excellence in Next Generation Networks (CENGn) and the Ontario Centres of Excellence (OCE). To date, 11 projects have been launched, including:

- Carling Township (near Parry Sound)
- Migisi Sahgaigan First Nation (near Dryden)
- Iron Bridge (near Sault Ste. Marie)
- Municipality of Magnetawan (Ahmic Harbour)
- Municipality of Temagami
- Dawn-Euphemia Township (close to Sarnia)
- Halton Region
- Township of Alnwick/Haldimand (near Cobourg)
- Holland Marsh
- City of Kenora – Northern Lake Region
- Nipissing First Nation

Projects include bringing high-performance high-speed internet access to 200 homes in Parry Sound and Carling Township, and the introduction of high speed, reliable internet services to the communities of Dawn-Euphemia township. More projects are planned in the future.

These innovative projects demonstrate and validate new technology solutions that can be applied in other rural and Northern Ontario communities.

Connecting libraries (<https://news.ontario.ca/en/release/60234/supporting-lifelong-learning-through-expanded-library-broadband>)

Ontario's public libraries are important parts of our communities. We are investing more than \$4.8 million to upgrade internet

(<https://news.ontario.ca/en/release/60234/supporting-lifelong-learning-through-expanded-library-broadband>) at public libraries in areas of need.

ENCQOR initiative (<https://www.encqor.ca/>)

Ontario is helping to ensure the province has access to the best next-generation technologies. The province has committed \$66.7 million over five years to build the world's first pre-commercial 5G wireless network for open innovation through the Evolution of Networked Services through the Corridor in Quebec and Ontario for Research and Innovation (ENCQOR) initiative.

This will help us develop the 5G applications of the future.

Supporting digital learning

Education Broadband Modernization Program

Ontario's schools need strong high-speed internet capacity to support a modern education system. We have made significant investments in broadband infrastructure as we work to bring high-speed internet access to every community across the province, and to help ensure students across the province can:

- access online learning resources
- connect with experts
- collaborate on projects worldwide

As of March 31, 2022, high-speed internet modernization is complete at 4,937 schools, benefiting more than 2 million students, including in rural and northern communities. The Ministry of Education continues to collaborate with publicly funded school boards on the sustainment and continuous improvement of school networks and broadband to support the growing reliance on digital services.

Learning at home resources (<https://www.dcp.edu.gov.on.ca/en/parents>)

TVO Learn (<https://tvolearn.com/>) and TFO Apprendre à la maison (<https://apprendre.tfo.org/>) offers additional educational resources developed by Ontario certified teachers to students from Kindergarten to Grade 12. These resources are directly aligned with the Ontario curriculum and can be used on their own, or to support classroom learning activities provided by teachers.

TVO's Independent Learning Centre (ILC) Open House (<https://www.ilc.org/>) provides access to about 150 Grade 9 to 12 courses. These ILC resources are non-credit, and designed to provide flexible learning opportunities that help students keep up with their studies or deepen their understanding of specific subjects.

Online learning for secondary students

(<https://news.ontario.ca/edu/en/2019/11/ontario-brings-learning-into-the-digital-age.html>)

Online learning can help students gain knowledge to harness technology to their benefit and develop skills for lifelong learning.

Ontario is committed to modernizing the delivery of online learning courses to increase student access to high-quality public education and position the province as a global leader in online learning.

Starting with students who entered Grade 9 in the 2020–2021 school year, all students must earn at least 2 online learning credits to get their high school diploma. This [online learning requirement](https://www.ontario.ca/page/earning-your-high-school-diploma#section-4) (<https://www.ontario.ca/page/earning-your-high-school-diploma#section-4>) supports students to develop digital literacy and transferable skills to become lifelong learners and succeed in work, post-secondary education and life after graduation.

Virtual Learning Strategy for postsecondary education

(<https://news.ontario.ca/en/release/59600/ontario-invests-in-virtual-learning-strategy>)

The Virtual Learning Strategy (<https://news.ontario.ca/en/backgrounder/59593/a-made-in-ontario-virtual-learning-strategy-for-postsecondary-education>), launched in December 2020, positions Ontario as a global leader in postsecondary education, with flexible virtual learning opportunities that help all learners acquire the skills and training needed for the jobs of today and tomorrow.

Through the Virtual Learning Strategy, Ontario is:

- expanding access to flexible, hybrid learning opportunities, that give learners a fair chance to gain the skills needed to meet the needs of today's job market, wherever they are
- providing tools and technologies for learners in small, rural, remote, Indigenous and Francophone communities

- helping deliver courses to students who might not otherwise access postsecondary education

To support this strategy, Ontario invested over \$70 million in virtual learning and educational technologies to expand high-quality, market-responsive hybrid education across the province between 2020–2024.

Contact North (<https://contactnorth.ca/>)

Funded by the province, Contact North helps Ontario residents find and register for distance and online learning opportunities and provides local support services to learners in communities across the province.

Contact North's services are provided at no cost to learners and are available in English and French.

eCampusOntario (<https://www.ecampusontario.ca/>)

eCampusOntario is funded by the Government of Ontario to drive excellence in online and technology enabled learning in the postsecondary sector. All publicly assisted colleges, universities, and six Indigenous Institutes in Ontario are members of this organization. Through collaboration, eCampusOntario builds Ontario's capacity to deliver high-quality, cost-effective online learning opportunities throughout the postsecondary education system, including support for the implementation of Ontario's Virtual Learning Strategy.

Related

Building Broadband Faster Act, 2021 (<https://www.ontario.ca/laws/statute/21b02>)

Getting Ontario Connected Act, 2022 (<https://www.ontario.ca/laws/statute/s22009>)

Less Red Tape, Stronger Economy Act, 2023 (<https://news.ontario.ca/en/release/1002896/ontario-reducing-red-tape-to-deliver-better-services-and-help-businesses-grow>)

Updated: November 14, 2025

Published: June 03, 2020



Ontario Internet Access Map

Developed by Blue Sky Net for connectednorth.ca



Ontario Internet Access Map

Internet Performance Test

Northern Ontario

[Click to learn more about the Internet Service Provider Search map](#)

Find Internet Service Providers Near Me

How to use the Internet Service Provider Address Lookup

Search for an address to find out which Internet Service Providers are available in the area.

Use one of these search methods:

- Click the search box and type in an address
- Click within the map

1355 Peddlers Dr, Mattawa, ON, P0H 1V0, CAN X Q

Show results within (Kilometers)

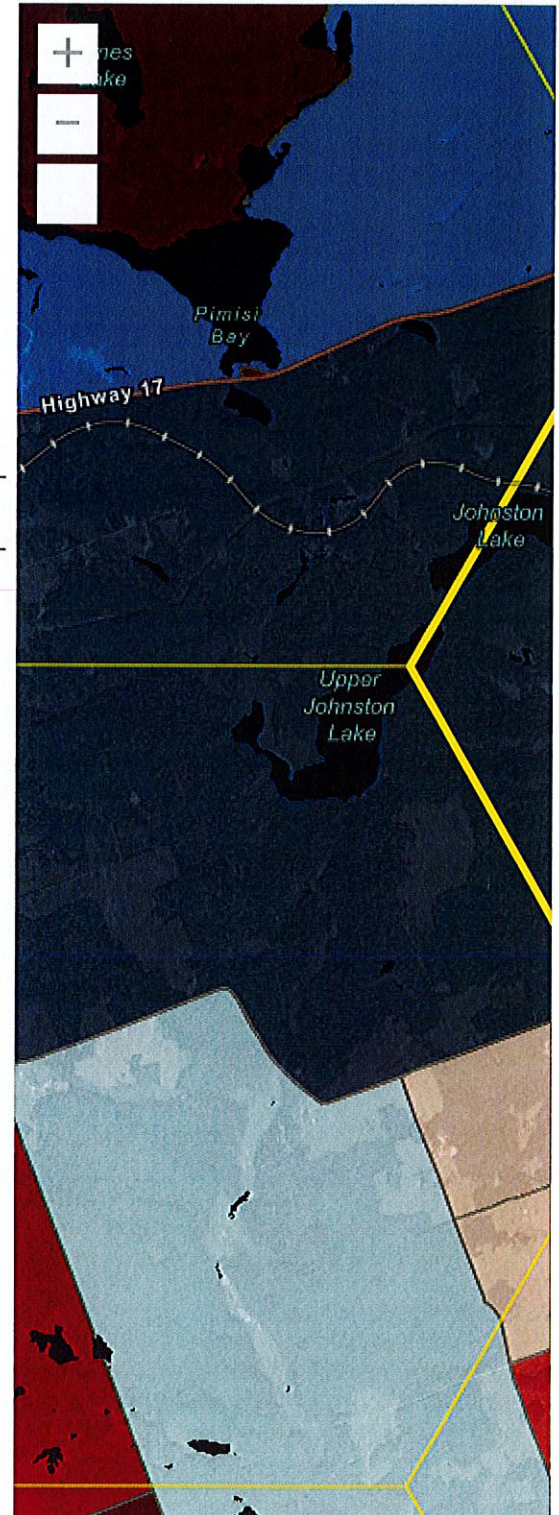
5

ISED Hexagons With ISP List

Approximate Distance: 0 km

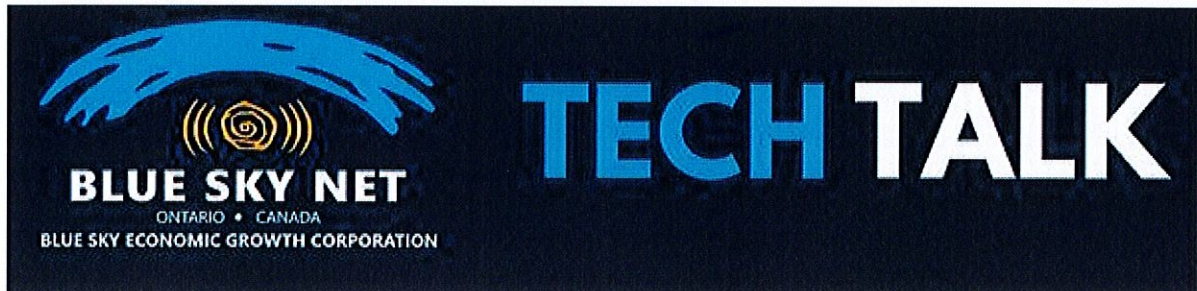
ON46250789

Number of Coaxial Cable Providers	0.000000
Number of DSL Providers	1.000000
Number of Fibre To The Home Providers	0.000000
Number Of Fixed Wireless Providers	4.000000
Internet Service Providers List	Bell FW, Bell DSL, NetSpectrum FW, Rogers FW, Xplore FW
Number of Internet Service Providers	5.000000
Mobile and Satellite Providers	Bell Mobile, Rogers Mobile, Telus Mobile, Xplore Satellite
Number Of Mobile and Satellite Providers	4.000000



From: Blue Sky Net <info@blueskynet.ca>
Sent: November 28, 2025 11:28 AM
To: CAO
Subject: Blue Sky Net November 2025 Tech Talk Newsletter

[View this email in your browser](#)



November 2025 Newsletter

In this month's edition of Tech Talk, our focus is on broadband. In our Tech Tips we will provide some broadband tips to keep your business connected, and in our featured article we will be sharing some broadband focused tools and resources Blue Sky Net has developed.

NOTABLE NEWS

- [Ontario won't meet 2025 targets for rural broadband 50/10 Mbps availability](#) C
- [Amazon debuts new LEO satellite internet gigabit-speed 'Ultra' antenna](#) D
- [Ookla launches new tool to help test and diagnose internet issues](#)
- [RCMP launches new National Cybercrime and Fraud Reporting System](#) E

TECH TIPS

Broadband Tips to Help Keep Your Business Connected

Slow connections can cost your business lost revenues. Many systems in a business are reliant on connectivity – ordering systems, Point of Sales terminals, inventory systems, cloud software, VoIP phones...the list goes on. Here are a few tips to help keep your networks running smoothly.

Step 1: Separate guest and business Wi-Fi

Put payment terminals, POS stations, inventory tablets, and office PCs on a private “staff” network and keep customers on a separate guest network. Use a simple rule of thumb: if the device makes or saves you money, it goes on the private network; if it belongs to a customer, it stays on guest. Enable a basic password and content limits on guest WiFi so heavy streaming and large downloads don’t eat your bandwidth. This is also a very important security step to keep your systems safe from external threats.

Finding these settings would be specific to your equipment and you would need to either consult your IT technician/provider or the manufacturer of the equipment to find these settings. If your equipment is provided by your ISP, reach out to them to see if they can assist with these settings remotely.

Step 2: Fix dead zones with smarter placement

If there are spots where card terminals or tablets regularly “spin” or disconnect, you likely have a coverage problem, not a software problem. Move your main router or access points to a more central, elevated, open location away from thick walls, metal shelving, and electrical cabinets. In larger shops or offices, add one or two dedicated Wi-Fi access points near checkout areas, meeting rooms, and service counters so your most important workflows never sit in weak-signal corners.

Step 3: Prioritize critical traffic (easy QoS wins)

Most modern business routers let you prioritize time sensitive traffic like card payments, VoIP calls, and POS traffic using simple “Quality of Service” (QoS) settings. Give higher priority to:

- POS terminals and payment gateways
- VoIP phones and video calls with customers or vendors
- Inventory or booking systems your team uses live with customers

This ensures that a staff member backing up files or a guest watching HD video does not slow down a payment or other critical systems. You do not need to be a network engineer; many routers have presets like “prioritize voice” or “prioritize realtime applications” that you can toggle on. If not, ask your IT technician/provider or if your equipment is from your ISP, see if they can manage the QoS settings remotely for you.

Step 4: Check if you’ve outgrown your broadband

If you constantly see slowdowns at predictable busy times, the problem may be that your connection is undersized for your current tools and headcount. Make a quick list of what uses the internet during peak hours: POS, payment gateways, music streaming, security cameras, video calls, cloud apps, guest Wi-Fi, and staff phones. If your plan is still a small “home-style” package or an old business plan from when you had fewer staff or no video, it may be time to move to:

- Higher download and upload speeds
- A business grade plan with better support and uptime guarantees
- A modern modem/router that supports Wi-Fi 6 or better

Upgrading the line and hardware often costs less per month than a single lost sale each day from failed or slow transactions.

Step 5: Add a backup connection

For card payments and POS, “down” is worse than “slow,” so consider a backup: a 4G/5G router or a second low-cost connection from another provider. Many payment terminals can fail over (automatically connect) to mobile data, and some routers can use a mobile SIM as a fallback. Even if your main broadband has an occasional outage, your tills, online orders, and phones can keep working instead of grinding to

a halt.

Step 6: Make Wi-Fi maintenance part of operations

Treat Wi-Fi like equipment you maintain, not a “set and forget” gadget in a cupboard.

Put these into your routine:

- Schedule firmware updates for your router and access points every few months.
- Reboot equipment outside business hours if you notice recurring slowdowns.
- Keep a simple Wi-Fi “runbook” for staff with steps like “check lights,” “restart this box,” and “who to call” so problems get solved quickly.

With a couple of short checks and small investments, your Wi-Fi can go from a hidden bottleneck to an invisible asset that keeps payments fast, lines short, and customers happy.

If you’re experiencing issues with your internal broadband network and need to add access points, run new cabling, upgrade or add enterprise switches/routers – our NTAP grant can help with Internal Broadband Networking. Check out the program here: www.blueskynet.ca/ntap

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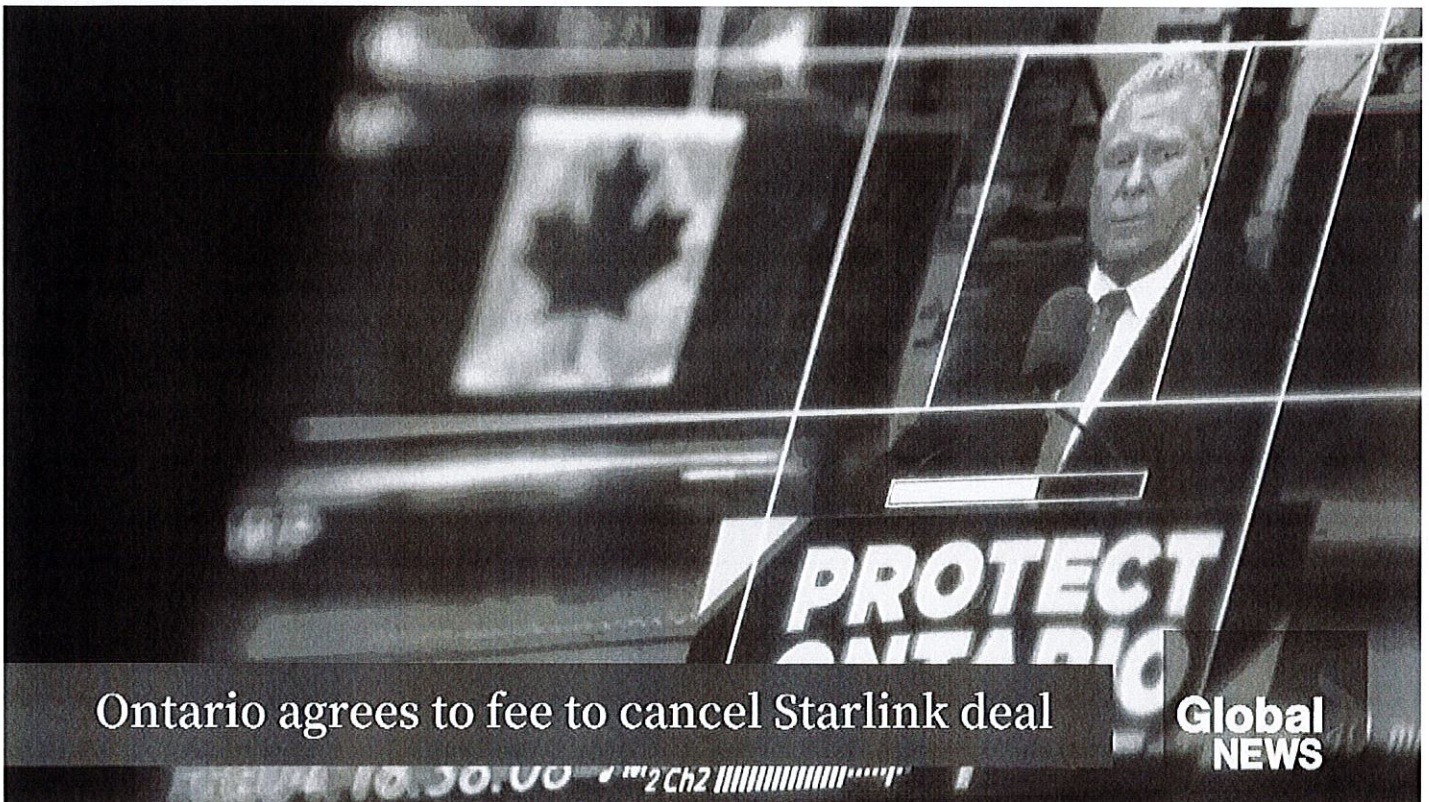
Ontario won't meet rural broadband target, partly due to cancelling Starlink deal



By Isaac Callan & Colin D'Mello • Global News

Posted October 31, 2025 4:07 pm

3 min read



Ontario agrees to fee to cancel Starlink deal

Global
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RELATED: Ford government agrees to fee cancelling \$100M deal with Elon Musk's Starlink – Jul 30, 2025



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tear up

In 2021, Ontario
to high-speed broadband, promising even the most remote communities would have access by the end of this year.

Now, though, with October ending, officials are accepting the target is no longer possible, indicating contract chaos from the Canada-U.S. trade war and construction delays are bogging down the plan.

The updated goal to connect everyone in the province to broadband is moving forward three years to 2028.

One of the reasons the goal needs to be moved, a source told Global News, is the ripple effect of **Premier Doug Ford's decision to scrap a \$100 million contract** with Elon Musk's satellite Starlink internet service.

STORY CONTINUES BELOW ADVERTISEMENT

The now-defunct agreement between Ontario and SpaceX was **first signed in November 2024** to provide satellite internet to roughly 15,000 homes in the north of the province.

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When tariffs were unveiled by United States President Donald Trump a few months later, however, Ford said he would retaliate by “ripping up” the agreement with Musk, who was then a central figure in the Trump administration.

“It’s done,” **Ford said in March.** “We’re not going back there, it’s done.”

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The process of ripping up the contract proved more complicated than the premier had first indicated and ultimately resulted in Ontario agreeing to **pay Starlink an undisclosed break fee.**

Cancelling the agreement also had consequences for the province’s attempts to connect remote homes.

The government source, speaking confidentially, said there were no “feasible” alternatives to Starlink that the province could use. They said officials are working through other options, but none are yet ready.

Essentially, the source said, no other satellite internet options can take on the slack left by cancelling the Starlink deal, with alternatives like **Rogers s**

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parts of

Many of the physical broadband expansion plans are in the hardest-to-reach parts of Ontario, with contractors encountering setbacks laying the fibre optic cables required to bring the rural areas online.

In a bid to boost those projects, a new regulation will take effect tomorrow, allowing internet companies to more easily piggyback on hydro poles across the province.

That, the government hopes, will save time by allowing fibre cables to be quickly installed on existing infrastructure, rather than having to blast through rockface to bury them or install separate internet poles across the north.

If, with the new measures in place, delays with construction persist, the government may re-contract the work to meet its new 2028 timeline. The source said conversations around that were still in their early stages and stressed many projects were still proceeding at a decent pace.

While Ontario will fail to hit its 2025 target, the government said it stood by the overall goal. The new deadline to offer widespread rural internet is now

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When the government first announced its plan in 2021, it said as many as 700,000 households lacked access to high-speed internet or had no broadband access at all.

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RELATED NEWS

- Ford government agrees to fee cancelling \$100M deal with Elon Musk's Starlink

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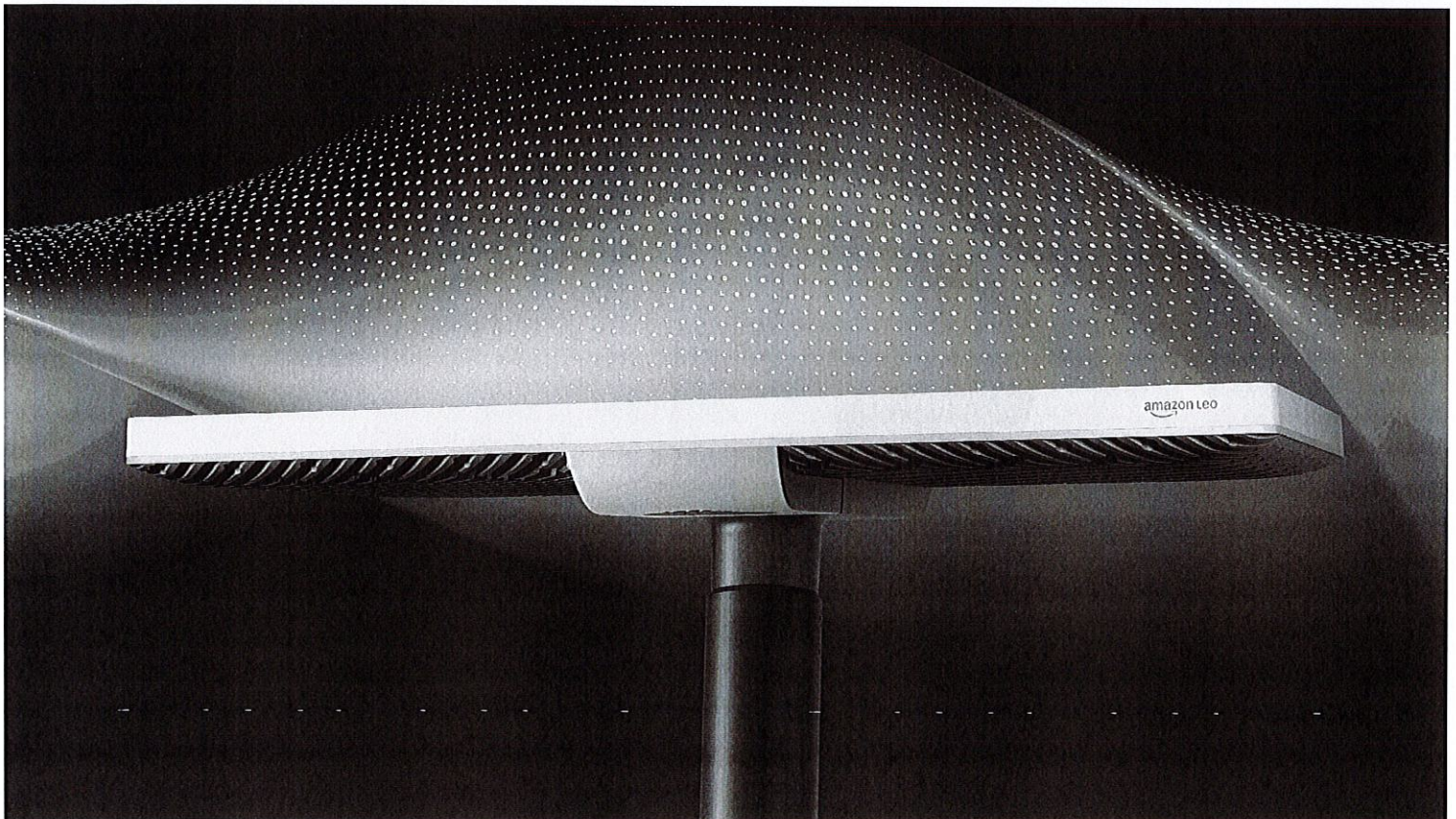
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News / Amazon Leo

Amazon Leo debuts new gigabit-speed 'Ultra' antenna, begins enterprise preview

Amazon Leo offers fastest download and upload speeds and private networking services; private preview to enable testing ahead of a broader rollout next year.



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November 24, 2025

3 min read

[Amazon Leo](#) [Project Kuiper](#) [Innovation](#)



Key takeaways

- [Amazon Leo](#) provides enterprise-grade performance, features, and capabilities for private and public sector customers.
- Leo Ultra is the fastest customer terminal in production, with download speeds up to 1 Gbps and upload speeds up to 400 Mbps.
- A new preview program will enable select enterprise customers to test Amazon Leo services ahead of a wider rollout.

With [more than 150 satellites in orbit](#) and initial network testing underway, Amazon Leo (formerly Project Kuiper) is sharing new details on its enterprise-focused hardware, services, and capabilities, and launching a new preview program for select enterprise customers to begin testing Amazon Leo services ahead of a wider commercial rollout next year.

Amazon Leo is designed to extend reliable, high-speed internet to those beyond the reach of existing networks, including the millions of businesses, government entities, and organizations operating in places without reliable connectivity. Amazon Leo will help close critical connectivity gaps across major industries, from energy and manufacturing to media

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Project Kuiper is now Amazon Leo

Amazon Leo is a simple nod to the low Earth orbit satellite constellation that powers the network.

"Amazon Leo represents a massive opportunity for businesses operating in challenging environments," said Chris Weber, vice president of consumer and enterprise business for Amazon Leo. "From our satellite and network design to our portfolio of high-performance phased array antennas, we've designed Amazon Leo to meet the needs of some of the most complex business and government customers out there, and we're excited to provide them with the tools they need to transform their operations, no matter where they are in the world."

"Having collaborated with Amazon before, we knew Amazon Leo would share our passion for customer-first innovation," said Marty St. George, president, JetBlue. "Choosing Amazon Leo reflects our commitment to staying ahead of what customers want most when traveling, such as fast, reliable performance and flexibility in our free inflight Wi-Fi."

Meet Amazon Leo Ultra

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Amazon revealed the final production design of Amazon Leo Ultra, an advanced, enterprise-grade terminal that delivers best-in-class performance for demanding private and public sector applications. The full-duplex phased array antenna provides download speeds of up to 1 Gbps and upload speeds up to 400 Mbps, making it the fastest commercial phased array antenna in production.

Leo Ultra is engineered for the elements with a durable, weather-resistant design that can withstand high-and low temperatures, precipitation, and strong winds. Its sleek and integrated design eliminates moving parts while enabling rapid installation and reliable operation across a wide range of locations.

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missions to deploy its initial low Earth orbit satellite internet constellation.

The antenna is powered by a custom silicon chip designed by Amazon Leo and incorporates Amazon's proprietary radio frequency (RF) design and signal processing algorithms that maximize throughput while minimizing latency—critical factors for applications like video conferencing, real-time monitoring, and cloud computing. Leo Ultra also features advanced networking capabilities, including simultaneous upload and download capabilities and seamless integration with existing enterprise network infrastructure.

Secure, reliable connectivity

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Amazon Leo will offer enterprise-grade features including easy-to-use network management tools, advanced encryption across the network, and 24/7 priority customer support. The service is designed to support critical business applications including real-time data processing, remote operations management, and secure communications for teams working in field locations. It also connects directly to Amazon Web Services (AWS), as well as other cloud and on-premise networks, allowing customers to securely move data from remote assets to private networks without touching the public internet. Amazon Leo will offer two primary private networking solutions:

- **Direct to AWS:** With Direct to AWS (D2A), AWS customers can connect directly to their cloud workloads using an AWS Transit Gateway or AWS Direct Connect Gateway through a point-and-click interface on the Amazon Leo web console, simplifying network management and lowering latency.
- **Private Network Interconnect:** Enterprises and telecommunications providers can also establish private network interconnects (PNI) at major colocation facilities to

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Starting enterprise preview



Amazon Leo has signed agreements with customers and partners across a wide range of industries, including [JetBlue](#), Vanu Inc., Hunt Energy Network, Connected Farms, and Crane Worldwide Logistics. To support this early adoption, Amazon Leo is launching an enterprise preview that allows select business customers to begin testing the network using production hardware and software. It also gives Amazon Leo teams an opportunity to collect more customer feedback and tailor solutions for specific industries ahead of a broader rollout.

"Hunt Energy Company operates a wide range of energy assets across the globe, and this requires exceptional connectivity to be able to operate, maintain, and deliver our products.



Royal Canadian Mounted Police Gendarmerie royale du Canada

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Royal Canadian Mounted Police

[RCMP.ca](#) > [News](#)

News release

RCMP launches new National Cybercrime and Fraud Reporting System

November 6, 2025 - Ottawa, Ontario

From: RCMP National Headquarters

On this page

- [Content](#)
- [Quotes](#)
- [Quick facts](#)
- [Associated links](#)
- [Contacts](#)

The Royal Canadian Mounted Police (RCMP) is announcing the launch of the [Report Cybercrime and Fraud](#) website, a new national system for individuals, businesses and organizations to report incidents of [fraud](#) and [cybercrime](#).

Administered by the RCMP's National Cybercrime Coordination Centre (NC3) and the Canadian Anti-Fraud Centre (CAFC), this new system serves as a central repository of fraud and cybercrime reports from across the

country. The information gathered from these reports will help police solve individual cases, disrupt cybercriminal activities, form a more complete picture of how these threats are affecting Canadians and ultimately prevent further victimization.

It is estimated that only 5 to 10% of all fraud and cybercrime incidents are currently reported in Canada, whether due to embarrassment, fear of reputational damage, or a lack of awareness of what resources are out there. Report Cybercrime and Fraud now offers a centralized, user-friendly system for the victims and witnesses of these crimes. Remember, your report will not only help police respond to your case, but it could prevent others from falling victim.

If you or someone you know is a victim of fraud or cybercrime:

- Stay calm and gather all the information you can on the incident
- Report it to your local police and your financial institutions
- Visit Report Cybercrime and Fraud and click 'Report online'
 - Upload any evidence you have of the incident
 - This could include images or screen captures, proof of transaction or receipts, or text messages and emails

Quotes

Anyone can fall victim to fraud or cybercrime, whether as an individual or as part of a business or organization. That is why it is so important for all Canadians to know exactly where to go if they experience an incident. The launch of Report Cybercrime and Fraud marks a huge step forward in reducing the impact of these crimes in Canada by providing victims with a centralized resource to report fraud and cybercrime, and giving law enforcement the information needed to respond effectively.

Mike Duheme, Commissioner, Royal Canadian Mounted Police

Everyone has a role to play in fighting fraud and cybercrime, including reporting incidents to Report Cybercrime and Fraud. This new system will help law enforcement make connections between cases, bring cybercriminals to justice, and proactively shut these threats down. Together, we can help keep all Canadians safe from cybercrime and fraud.

Marie-Claude Dandenault, Deputy Commissioner, Specialized Policing Services, Royal Canadian Mounted Police

Quick facts

- Report Cybercrime and Fraud is the newest way for Canadian fraud and cybercrime victims to report incidents for themselves or others. Users can report anonymously and can even submit information on

suspicious activity they witness online, whether they themselves were a victim or not.

- The new [website](#) is not a replacement for existing reporting channels. It is important that victims continue to report incidents to their local police as well as to the new reporting system.
- Critical infrastructure organizations, government departments and agencies, and IT security practitioners should continue to report cyber incidents to the [Canadian Centre for Cyber Security](#).
- Canadians reported over \$648 million in losses to the Canadian Anti-Fraud Centre in 2024.
- Cybercrime and fraud are serious criminal offences. Anyone who commits fraud or a cybercrime could face real consequences, including potential jail time, a criminal record, and limitations on travel and employment.
- [Report Cybercrime and Fraud](#) delivers on a commitment made under the National Cyber Security Action Plan.
- The RCMP's National Cybercrime Coordination Centre is responsible for coordinating and supporting cybercrime investigations with domestic and international partners.
- The Canadian Anti-Fraud Centre is a national police service that gathers intelligence on fraud across Canada, helps victims and assists police of jurisdiction with enforcement and prevention efforts.

Associated links

- [Report Cybercrime and Fraud](#)
- [National Cybercrime Coordination Centre](#)

- Canadian Anti-Fraud Centre
- Canadian Centre for Cyber Security

Contacts

RCMP Media Relations

rcmp.hqmediarelations-dgreasonsmedias.grc@rcmp-grc.gc.ca

613-843-5999

Date modified:

2025-11-06



How to Access Cold Weather Programming in Nipissing District



Go to Northern Pines Shelter

Go to Northern Pines Shelter at 590 Chippewa Street West, North Bay, for cold weather programming.



Check for a bed

Check for a bed in person or by calling 705-316-1052. You or your worker can call.



Use supports if beds are full

If beds are full, some supports are still available at Northern Pines.



Call Four Elms Shelter

Another option is Four Elms Shelter at 1675 Cassells Street, North Bay. Call 705-474-1031.



Find help to get there, if needed

Use the Graniteville bus from the main transit terminal and get off at the Cassells/Chippewa intersection. Both shelters are just minutes away.

If coming from outside North Bay, call True Self at 705-498-9482 or Northern Pines to see about accessing a bed.



December 19, 2025

By E-mail

Hon. Todd McCarthy MPP
Minister of the Environment, Conservation and Parks
College Park, 5th Floor, 777 Bay Street
Toronto, ON M7A 2J3

RE: Kawartha Conservation Board Submission on the Proposed Regional Consolidation of Conservation Authorities, ERO Notice #025-1257

Dear Minister McCarthy,

On behalf of the Kawartha Conservation Board of Directors, we are writing to share the Board's perspective on Environmental Registry of Ontario Posting #025-1257, informed by discussions at its meetings on November 27 and December 18, 2025. The Board recognizes the Province's objectives under Bill 68, to strengthen oversight, consistency, and modernization across conservation authorities through the Ontario Provincial Conservation Agency and the proposed transition toward a regional watershed-based framework.

The proposed consolidation model includes the creation of an Eastern Lake Ontario Regional Conservation Authority, which would result in the consolidation of Kawartha Conservation with several neighbouring conservation authorities and would represent a significant change to governance structures, service delivery models, financial frameworks, land management responsibilities, and municipal oversight.

We support the Province's generally stated objectives, including the use of digital permitting systems, consistent policies and standards, and enhanced use of technology. Kawartha Conservation already demonstrates strong performance in these areas, including meeting or exceeding provincial service standards, participating in staff-sharing initiatives, operating within a fully digital permitting environment, and advancing digital transformation—reflecting many of the efficiencies sought through the provincial initiative.

Substantial concerns and risks have been identified with the proposed consolidation or amalgamation, particularly with respect to the loss of local decision-making authority, reduced municipal representation, uncertainty around transition funding, asset ownership considerations, potential service disruption, and impacts on locally delivered programs. The scale of the proposed Eastern Lake Ontario region raises additional challenges related to maintaining effective community relationships and ensuring services remain responsive to local watershed conditions.

The importance of meaningful consultation and engagement with municipalities, conservation authorities, and stakeholders prior to any decisions being finalized cannot be understated. In particular, the Board notes that many of the Province's desired outcomes—such as improved consistency, efficiency, and modernization—can be advanced through the existing watershed-based governance framework, supported by the Ontario Provincial Conservation Agency (OPCA), without the disruption and destabilization inherent in large-scale structural consolidation, and counter to the Province's goals of advancing the housing priority, streamlining service, and reducing red tape.

Similarly, the importance of effective, ongoing two-way communication between conservation authorities and the OPCA is critical as the Agency initiates and fulfills its evolving mandate. Regular dialogue, shared implementation guidance, and collaborative problem-solving would support consistent interpretation of provincial direction, reduce implementation risks, and ensure that operational experience and local watershed knowledge inform policy development and modernization efforts.

A transparent, comprehensive cost-benefit analysis of alternative approaches should be undertaken as a first step to inform decision-making in any transition model that may be contemplated in the future. Where any transition is determined to be beneficial, it should be supported by a clearly defined and phased transition plan. Full provincial financial support is critical for any mandatory transition efforts to ensure continuity of programs and services and to avoid disruption to municipalities and communities.

Accordingly, we urge the Province to consider the benefits of a measured "pause" of the consolidation proposal put forward to allow the OPCA to complete its initial three-year term, undertake meaningful engagement with conservation authorities, and assess the urgency and necessity of consolidation or amalgamation of conservation authorities through an evidence-based approach. This would include clearly identifying issues, providing effective communication and feedback to conservation authorities to address any issues and if necessary, consider alternative models that would more effectively advance provincial priorities related to efficiency, red-tape reduction, and timely housing delivery.

Attached is a resolution passed by the Kawartha Conservation Board of Directors at their meeting held on December 18, 2025, and our detailed comments regarding ERO Notice #025-1257. For further information, please feel free to contact the undersigned.

Sincerely,



Pat Warren
Chair



Mark Majchrowski
Chief Administrative Officer

Enclosures: *Kawartha Conservation Board Resolution #157/25, December 18, 2025*
 Kawartha Conservation ERO #025-1257 Submission Comments

- cc. *The Conservation Authorities Office, Ministry of the Environment, Conservation and Parks*
Hassaan Basit, Ontario's Chief Conservation Executive
Peter Tabuns, MPP, Critic, Environment, Conservation and Parks
Local Members of Provincial Parliament:
Laurie Scott, Haliburton-Kawartha Lakes-Brock
Dave Smith, Peterborough-Kawartha
Local Watershed Municipalities
The Association of Municipalities of Ontario, and the Rural Ontario Municipal Association
Conservation Ontario and all Conservation Authorities in Ontario

KAWARTHA CONSERVATION BOARD OF DIRECTORS MEETING #10/25 (DECEMBER 18, 2025)

RESOLUTION #157/25

MOVED BY: MARK DOBLE

SECONDED BY: TRACY RICHARDSON

RECOGNIZING THAT, the Province of Ontario has posted Environmental Registry of Ontario (ERO) Posting #025-1257 proposing the consolidation of Ontario's 36 Conservation Authorities into 7 Regional Conservation Authorities; AND,

RECOGNIZING THAT, the proposed Eastern Lake Ontario Regional Conservation Authority would consolidate Kawartha Conservation with Central Lake Ontario, Otonabee, Ganaraska, Lower Trent, Crowe Valley, and Quinte Region Conservation Authorities, resulting in significant changes to governance, service delivery, financial structures, land management, and municipal oversight; AND,

RECOGNIZING THAT, the Kawartha Conservation Board acknowledges and supports the Province's goals of improved efficiency of watershed management, through the implementation of digital applications and permitting system, consistent policies, flood standards, fees, and technology; AND,

CONSIDERING THAT, Kawartha Conservation consistently meets or exceeds provincial service standards, participates in staff-sharing initiatives with neighbouring conservation authorities, regularly reports on performance, are engaged in a fully digital permit application framework, and are engaged in digital transformation activities, mirroring many of the efficiencies the Province seeks; AND,

CONSIDERING THAT, the proposed consolidation raises substantial concerns and risks related to local decision-making authority, municipal representation, transition funding, asset ownership, service disruption and the protection of local programs; AND,

CONSIDERING THAT, there is a need for meaningful consultation and engagement with stakeholders to address identified concerns and risks of the proposed consolidation or amalgamation; AND,

CONSIDERING THAT, there is a need to undertake a full cost-benefit analysis of any consolidation or amalgamation models or alternatives; AND,

CONSIDERING THAT, the objects of the Ontario Provincial Conservation Agency (OPCA) can accomplish the same goals and objectives without consolidation of conservation authorities and without the service disruption and interference that would come with amalgamation; AND,

CONSIDERING THAT, meaningful modernization can occur within the current watershed-based governance framework;

THEREFORE, BE IT RESOLVED THAT, the Kawartha Conservation Board does not support the proposed "Eastern Lake Ontario Regional Conservation Authority" boundary configuration as outlined in Environmental Registry Notice 025-1257; AND

THAT, the Kawartha Conservation Board of Directors requests the Province of Ontario to pause any decision to consolidate or amalgamate conservation authorities to allow:

- the OPCA to complete its first 3-year term and a subsequent assessment of the need for consolidation
- for meaningful engagement needed to address the concerns and risks of the proposed consolidation
- for the review of alternative models and processes that would result in better outcomes that advances the government's priorities of efficiency, red-tape reduction and timely home construction, AND;

THAT, the commentary provided for in the staff report be endorsed and submitted to the Province of Ontario as Kawartha Conservation's comments regarding Environmental Registry Posting 025-1257, AND;

THAT, the resolution be forwarded to:

- Minister of the Environment, Conservation and Parks and his Opposition critics
- Ministry of the Environment, Conservation and Parks (CA Office);
- Ontario's Chief Conservation Executive, Hassaan Basit;
- Local Members of Provincial Parliament
- Conservation Ontario
- all municipalities within Kawartha Conservation's watershed and conservation authority municipalities.

Recorded Vote:

Municipality	Name	Governance Role	Vote Decision
Township of Cavan-Monaghan	Byrne, Gerry	Director	Yes
City of Kawartha Lakes	Doble, Mark	Director	Yes
Municipality of Trent Lakes	Franzen, Peter	Director	Yes
Region of Durham, Township of Brock	Pettingill, Cria	Director	Yes
Region of Durham, Municipality of Clarington	Rang, Lloyd	Director	Absent
City of Kawartha Lakes	Richardson, Tracy	Director	Yes
Region of Durham, Township of Scugog	Rock, Robert	Director	Absent
Region of Durham, Township of Scugog	Wright, Harold	Vice-Chair	Yes
City of Kawartha Lakes	Warren, Pat	Chair	Yes

UNANIMOUSLY CARRIED *(of members present)*

Kawartha Conservation ERO #025-1257 Submission Comments

(December 19, 2025):

The following submission outlines Kawartha Conservation's comments in response to Environmental Registry of Ontario Posting #025-1257, which seeks input on the proposed regional consolidation of conservation authorities. These comments are informed by discussions of the Kawartha Conservation Board of Directors and reflect both governance oversight and operational experience delivering conservation authority programs and services at the watershed scale.

Kawartha Conservation recognizes the Province's objectives of improving consistency, efficiency, and modernization across the conservation authorities. The comments below are intended to be constructive and informed by local accountability and operational experience, to assist the Province in evaluating transition models that achieve these objectives while maintaining effective governance, accountable service delivery, fiscal prudence, and strong municipal partnerships.

The responses that follow are structured to directly address the questions posed in the ERO posting and focus on practical considerations related to the proposed transition of the conservation authority framework.

What do you see as key factors to support a successful transition and outcome of regional conservation authority consolidation?

Evidence-based decision-making before implementation

- The Province's objectives related to consistency, efficiency, and speed of service can be advanced immediately within the existing 36 conservation authority framework through provincially led standards, shared tools, staff collaboration, and digital permitting systems. These measures should be implemented and evaluated first, allowing for work processes to be aligned, performance to be determined and testing of the assumption that efficiencies are to be gained through consolidation.
- Decisions regarding any potential structural change must be informed by a rigorous cost-benefit analysis (transition and steady-state), consistent with standard public-sector business practice. This analysis must meaningfully involve municipalities and conservation authorities, who understand both the operational realities and local service impacts. Structural change should not proceed where substantive, demonstrable gains cannot be clearly established.
- Where challenges or inefficiencies are identified, alternative approaches—such as shared services, regional collaboration agreements, or targeted functional integration—should be explored and exhausted before any consideration of consolidation.

Stable provincial transition funding and clear “who pays” rules

- Any provincially directed modernization initiatives must be accompanied by stable, multi-year provincial funding to avoid cost pressures being downloaded onto municipalities and ratepayers.
- Clear and transparent rules regarding “who pays” are essential. New provincial initiatives, including those associated with the Ontario Provincial Conservation Agency (OPCA), should not introduce additional financial burdens during periods of transition or change.

Service-continuity

- Protecting uninterrupted delivery of natural hazard management, permitting, planning, and environmental services must be a foundational consideration. Demonstrated service improvements through the implementation of standards and standardization objects of the OPCA should precede any structural change.
- The uncertainty associated with major structural reform presents a significant risk to workforce stability, recruitment, and retention. Disruption to experienced staff undermines the Province’s objectives related to efficiency, timeliness, and service quality.
- Any change initiative must explicitly prioritize continuity of service, institutional knowledge, and organizational capacity.

A “local by design” operating model

- Municipal support and confidence are critical to success in the conservation authority model. Without strong municipal buy-in, risks include fiscal uncertainty, reduced effectiveness, and erosion of accountability. Maintaining strong local governance relationships is critical to the success of conservation authorities.
- Ontario’s watersheds and conservation authority jurisdictions are geographically large and diverse. Effective service delivery requires local offices, local staff, and locally informed decision-making. Centralized models are not well-suited to regions that require extensive travel and have variable watershed conditions.
- It is imperative to have local offices and local people to facilitate effective programs and services. This is key for the delivery of natural hazard programming, permitting and planning for the community as well as other services provided, where people can physically interact with local staff who know the area and can provide informed answers.
- Preserving place-based knowledge through local watershed teams and advisory structures with real influence is essential to maintaining service quality and public trust.
- Meaningful engagement with communities, municipalities and conservation authorities should occur at the watershed scale to ensure local conditions, risks, and priorities are understood and reflected in any provincial initiatives.

Standards first, consolidation second

- If consistency and performance improvement are the primary objectives, the Province should first finalize, fund, and implement provincial service standards, consistent policies, shared digital platforms, and performance metrics.
- The direction-making authorities outlined in Bill 68—covering standards, IT, procurement, training, asset management, and strategic planning—provide ample tools to achieve consistency without requiring consolidation.
- Only after these measures are fully implemented and evaluated should any further structural changes be contemplated, and only where clear, incremental value can be demonstrated.

What opportunities or benefits may come from a regional conservation authority framework?

Potential benefits of partnering and sharing staff between conservation authorities include:

- Improved access to specialized expertise (e.g., hydrogeology, geomorphology, legal and complex planning files) through shared service arrangements and voluntary staff mobilization during peak demand periods such as floods, major development cycles or significant weather events impacting properties.
- Efficiencies through shared corporate services (IT licensing, fleet, insurance, purchasing).
- Enhanced regional-scale scientific collaboration for broader watershed analysis, climate resilience planning, and cumulative effects assessment—while recognizing the importance of strong local-scale science and community-specific knowledge.

It is important to note that many of these benefits already occur today through voluntary inter-authority collaboration. We have shared staff historically with other authorities related to specialized IT, engineering and ecology on a long-term basis, and partner with other conservation authorities on a variety of geographically scalable projects (regional to local community) where it makes demonstrable sense to do so (e.g. planning, engineering, hydrogeological, IT and Risk Management Official expertise). The sharing of staff would be made easier through templated agreements. Any proposed changes must therefore demonstrate clear net new benefits beyond what can already be achieved through shared services and supported standards.

Do you have suggestions for how governance could be structured at the regional conservation authority level, including suggestions around board size, make-up and the municipal representative appointment process?

Any governance framework must:

- preserve strong local representation for municipalities and taxpayers,
- remain strategically effective, and
- maintain equitable representation

Models that significantly dilute local voice or create excessively large, symbolic boards risk being cumbersome and ineffective. Governance approaches should prioritize clarity of roles, accountability, and meaningful municipal participation.

Where broader coordination is required, networked governance models—retaining strong local boards with defined roles while enabling strategic coordination—may offer a more balanced and effective approach than full consolidation.

Consideration should be given to Indigenous participation in governance structures.

Do you have suggestions on how to maintain a transparent and consultative budgeting process across member municipalities within a regional conservation authority?

Clear, standardized budget reporting

- Annual budget documents should continue to clearly identify program and service costs, capital needs, asset management requirements, and service outcomes in a consistent and comparable format.

Separation of funding streams

- The budget presentation should clearly distinguish:
 - provincially-directed costs (Agency directions)
 - provincial supports for programs and services
 - municipal supports for programs and services
 - locally delivered programs and capital works.

Guardrails to protect local priorities

- Policies must ensure that locally funded priorities and assets cannot be reallocated without municipal agreement, protecting investments made by municipalities in their own communities.

Predictable and local consultation

- Budget consultation processes must be structured, timely, and aligned with municipal budget cycles, including multi-year forecasts (e.g. 3 or 5 year) to support municipal financial planning and stability.

How can regional conservation authorities maintain and strengthen relationships with local communities and stakeholders?

Keep local presence real

- Maintain local offices, local staff, and local contact points for programs and services. These points of contact are essential to effective service delivery and community trust.

Protect watershed identity and place-based knowledge

- Through consistency measures, a “one system, many watersheds” model will emerge with the OPCA efforts for standardization. A tangible sense of place must be identifiable to a community or municipality, with actions or plans tied to that same space.
- While standardization allows for greater consistency, flexibility must remain to address local conditions and support positive innovations for specific contexts. It is this creativity and customer service-oriented outlook that conservation authorities are known and appreciated for.

Strengthen transparency and accountability locally

- Communications, reporting, and performance measures should be clearly tied to local communities and watersheds, enabling municipalities and residents to understand outcomes that affect them directly

Additional Comments:

Support tied to Guidance

At this time, the principal gap in direction relates to the timely identification, interpretation, and resourcing of common provincial standards. Many of the Province’s stated objectives—such as uniformity, improved service delivery, and consistent application of standards—can be meaningfully advanced within the existing conservation authority framework, provided that these standards are finalized, clearly articulated, and adequately supported for administration by the Agency.

While significant legislative changes have been introduced in recent years, provincial guidance and implementation support would assist conservation authorities in achieving consistent interpretation and application across jurisdictions. Strengthened communication, transitional guidance, and shared tools would reduce variability in processes and outcomes, addressing many of the challenges put forward.

Focusing the OPCA's first term on common tools, standards, and guidelines would deliver the greatest gains toward the Province's objectives of consistency and housing delivery. Allowing conservation authorities time to implement these measures and meet defined targets is more effective than undertaking structural change simultaneously. A 3-year focus on these efforts, aligned with the OPCA's first term, would support effective implementation and evidence-based assessment.

Development of Guidelines, Policies and other Resource materials

To ensure that provincially developed policies, guidelines, and implementation tools remain scientifically sound and locally relevant, their development would benefit from structured consultation with conservation authorities, municipalities and other stakeholders that possess detailed, place-based knowledge of these systems. Early and ongoing engagement in the determination of such materials would help ensure that provincial direction is practical, evidence-based, and responsive to local hydrologic, geomorphic, and land-use conditions, thereby supporting consistent application while avoiding unintended regional or community-level impacts.

Boundary Alignment Considerations

It is recommended that conservation authority boundaries be aligned, to the greatest extent possible, with the best science available for delineating watershed boundaries to avoid duplicative administrative layers. Advancements in technology have enabled more defensible watershed-based frameworks and would help reduce administrative duplication, support coherent watershed management, and enhance consistency in planning, implementation, and oversight.

Governmental Transparency

The OPCA should be accountable to the public as well as to stakeholders that are responsible for funding their operation. Transparency measures identified in the Conservation Authorities Act for current conservation authority governance should be mirrored by the OPCA (public meetings, agendas, minutes, membership, etc.). Similarly, financial transparency to conservation authorities as a financial stakeholder in the OPCA is needed, tied to annual reporting on outcomes of the levy support. Representation on the OPCA board, particularly if apportionment provisions are enacted would represent an open, transparent and accountable governance model.