



BOARD OF DIRECTORS

Thursday, May 15, 2025

Ausable Bayfield Conservation Authority Administration Centre
Morrison Dam Conservation Area

10:00 a.m.

AGENDA

1. Chair's Welcome and Call to Order
2. Land Acknowledgement Statement
3. Adoption of Agenda
4. Disclosure of Pecuniary Interest
5. Disclosure of intention to record this meeting by video and/or audio device
6. Approval of Minutes from April 17, 2025
7. Business Out of the Minutes
8. **Presentation - Investments Update** – Adam Skillen, Skillen Investment Management
9. **Program Reports**
 - Report 1: (a) Development Review (O Reg 41/24) – Andrew Bicknell
 - (b) Violations/Appeals Update – Geoff Cade
 - Report 2: Risk Management Official Appointment – Elizabeth Balfour
 - Report 3: Update on Response to Potential Spills – Mari Veliz
10. **Staff Presentation – Healthy Watersheds Update: Leaning into Community Interests** – Mari Veliz
11. Committee Reports
12. **Correspondence**
13. **New Business**
 - OMERS Discussion – Davin Heinbuck
14. Committee of the Whole
15. Adjournment

Upcoming Meetings and Events

May 12 – 15, 2025	Conservation Auction - Online
June 19, 2025	Board of Directors Meeting
July 17, 2025	Board of Directors Meeting

BOARD OF DIRECTORS MEETING

Thursday, April 17, 2025

Ausable Bayfield Conservation Authority Boardroom
Morrison Dam Conservation Area

DIRECTORS PRESENT

Ray Chartrand, Adrian Cornelissen, Joey Groot, Steve Herold, Jaden Hodgins, Dave Jewitt, Dave Marsh, Wayne Shipley, Marissa Vaughan

STAFF PRESENT

Elizabeth Balfour, Christie Brown, Andrew Bicknell, Geoff Cade, Tina Crown, Abbie Gutteridge, Davin Heinbuck, Brian Horner, Daniel King, Erik Strahl, Mari Veliz

CALL TO ORDER

Chair Ray Chartrand called the meeting to order at 10:30a.m., welcomed everyone in attendance, and read the Land Acknowledgement Statement.

ADOPTION OF AGENDA

MOTION #BD 27/25

**Moved Dave Jewitt
Seconded by Wayne**

"RESOLVED, THAT the agenda for the April 17, 2025 Board of Directors Meeting be approved."

Carried.

DISCLOSURE OF PECUNIARY INTEREST

There were no disclosures of pecuniary interest at this meeting or from the previous meeting.

DISCLOSURE OF INTENTION TO RECORD

None.

ADOPTION OF MINUTES

MOTION #BD 28/25

**Moved by David Marsh
Seconded by Marissa Vaughan**

“RESOLVED, THAT the minutes of the Board of Directors meeting held on March 20, 2025, and the motions therein be approved as amended.”

Carried.

BUSINESS OUT OF THE MINUTES

None.

PROGRAM REPORTS

1. (a) Development Review

Andrew Bicknell, Senior Regulations coordinator, presented the Development Review report pursuant to Ontario Regulation 41/24 *Prohibited Activities, Exemptions and Permits*. Through the application process, proposed developments within regulated areas are protected from flooding and erosion hazards. Staff granted permission for 7 *Application for Permission* and 5 *Minor Works Applications*.

(b) Violation/Appeals Update

Geoff Cade reported that there were no updates on ongoing violations at the current time, but noted that there may be some updates next month due to an upcoming lawyers meeting.

MOTION #BD 29/25

**Moved by Steve Herold
Seconded by Jaden Hodgins**

“RESOLVED, THAT the Board of Directors affirm the approval of applications as presented in Program Report # 1 – a) Development Review and receive the verbal Violations and Appeals update as presented.”

Carried.

2. 1st Quarter Profit and Loss Statement

Tina Crown, Financial Services Coordinator, presented the financial statement for January through March 2025 with comparables to the 2025 budget. To date, everything is on track with what was projected in the budget.

MOTION #BD 30/25

**Moved by Wayne Shipley
Seconded by Joey Groot**

“RESOLVED, THAT the Ausable Bayfield Conservation Authority Board of Directors receive the 1st Quarter Profit and Loss Statement as presented.”

Carried.

STAFF PRESENTATION

Christie Brown, Water Resources Technologist, and Daniel King, Water Resources Engineer, presented on the recent flooding events in the watershed and explained operations to the Board of Directors. This included the operation of the Parkhill Dam gates during the second rain event, which happened at the beginning of April. Board members commented on the liability and risk associated with operation of the Parkhill Dam, and it was noted that it may be beneficial to have ABCA's insurer, Glenn Sheppard of Marsh Insurance in to speak to the Board.

MOTION #BD 31/25

**Moved by Wayne Shipley
Seconded by Jaden Hodgins**

"RESOLVED, THAT the Ausable Bayfield Conservation Authority Board of Directors receive the presentation *March and April Flood Events Retrospective* as presented."

Carried.

COMMITTEE REPORTS**MOTION #BD 32/25**

**Moved by David Marsh
Seconded by Joey Groot**

"RESOLVED, THAT the minutes of the Joint Management Committee meetings held on January 15, 2025 and January 31, 2025, and the minutes of the Source Protection Committee meeting held on March 26, 2025 and the motions therein be approved as circulated."

Carried.

COMMITTEE OF THE WHOLE

None.

NEW BUSINESS

1. Chair Chartrand reported that Conservation Ontario held its Annual General Meeting on April 14, 2025 in Toronto. He noted that they held an election and that the new Chair is David Barton who is the Mayor of the Township of Uxbridge, as well as the Vice Chair of Toronto Region Conservation Authority Board of Directors, and the new Vice Chair of Conservation Ontario is Ed McGugan who is a Councillor for the Township of Huron-Kinloss and Chair of the Maitland Valley Conservation Authority Board of Directors.
2. Davin Heinbuck, General Manager/Secretary-Treasurer reported that congratulatory letters were recently sent out to local MPPs regarding their recent election and appointments.

3. Davin Heinbuck informed the Board that Scouts Canada will potentially be divesting several properties in the ABCA watershed including Camp Sylvan/Thomas Tract during “Phase 1”, and Camp Attawandaron during “Phase 2.” Thomas Tract, in particular, was noted in the original *Transfer/Deed of Land* when gifted to Scouts Canada, that it was to be conveyed to the ABCA should Scouts Canada choose to dispose of the land. ABCA staff have drafted a letter to Scouts Canada noting this, as well as our interest in the other properties.

MOTIONS #BD 33/25

**Moved by Joey Groot
Seconded Adrian Cornelissen**

“RESOLVED, THAT the Ausable Bayfield Conservation Authority Board of Directors endorse the letter drafted by staff to be sent to Scouts Canada regarding the Thomas Tract, as well as our interest in other properties that comprise Camp Sylvan and Camp Attawandaron.”

Carried.

4. Davin Heinbuck informed the Board that the Ontario Throne Speech was delivered, and that conservation authorities are noted, and there is a call for further standardization and consistency.

COMMITTEE OF THE WHOLE

None.

ADJOURNMENT

The meeting was adjourned at 11:55 a.m.

Ray Chartrand
Chair

Abigail Gutteridge
Secretary

*Copies of program reports are available upon request.
Contact Abigail Gutteridge, Corporate Services Coordinator*

ABCA Program Report

To: Board of Directors
Date: May 15, 2025
From: Andrew Bicknell, Acting Water and Planning Supervisor
Subject: Applications for Permission
Ontario Regulation 41/24 – Prohibited Activities, Exemptions and Permits

Recommendation:

THAT the Ausable Bayfield Conservation Authority Board of Directors affirm the approval of the permits issued by ABCA staff as outlined in the *Applications for Permission* Program Report.

The following *Applications for Permission* have been issued by staff since the last Board of Directors Meeting.

*A Coastal Assessment was provided as part of the application

**Work commenced without a permit

Major Permits

- (1) PERMIT # 2024-35B
NAME: Tridem Enterprises Inc.
ADDRESS: Pt. Lot 22, LRW Con. (Former Twp. of Hay)
MUNICIPALITY: Bluewater
PERMISSION TO: development (relocation of residence)
COMPLETED APPLICATION RECEIVED ON DATE: March 12, 2025
PERMISSION GRANTED BY STAFF DATE: April 17, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 26
STAFF NAME: Andrew Bicknell
- (2) PERMIT # 2024-35A
NAME: Tridem Enterprises Inc.
ADDRESS: 71877 Sunview Ave., Dashwood
MUNICIPALITY: Bluewater
PERMISSION TO: allowing removal of residential structure and site restoration
COMPLETED APPLICATION RECEIVED ON DATE: March 12, 2025
PERMISSION GRANTED BY STAFF DATE: April 17, 2025

	NUMBER OF BUSINESS DAYS TO REVIEW:	26
	STAFF NAME	Andrew Bicknell
(3)	PERMIT # 2024-31	
	NAME: Mac Voisin c/o Matt Reloux	
	ADDRESS: 72777 Ravine Dr. Zurich	
	MUNICIPALITY: Bluewater	
	PERMISSION TO: Install an in-ground pool, cabana structures, and associated work.	
	COMPLETED APPLICATION RECEIVED ON DATE:	March 17 th , 2025
	PERMISSION GRANTED BY STAFF DATE:	April 1 st , 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	12
	STAFF NAME:	Erik
	Strahl	
(4)	PERMIT # 2024-24	
	NAME: Diane Allen c/o Andrew Noxon	
	ADDRESS: 76637 Jowett Drive, Bayfield	
	MUNICIPALITY: Bluewater	
	PERMISSION TO: Replace a failing retaining wall on the lake bank and associated work.	
	COMPLETED APPLICATION RECEIVED ON DATE:	March 7 th , 2025
	PERMISSION GRANTED BY STAFF DATE:	April 24 th , 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	33
	STAFF NAME:	Erik Strahl
(5)	PERMIT # 2025-13	
	NAME: Municipality of South Huron	
	ADDRESS: Structure 1096, B Line, Grand Bend	
	MUNICIPALITY: South Huron	
	PERMISSION TO: undertake repairs to bridge structure	
	COMPLETED APPLICATION RECEIVED ON DATE:	April 2, 2025
	PERMISSION GRANTED BY STAFF DATE:	April 28, 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	18
	STAFF NAME:	Andrew Bicknell

(6) PERMIT # 2025-16
NAME: Jared and Kelly Bourne
ADDRESS: 71259 Elizabeth St.
MUNICIPALITY: Bluewater
PERMISSION TO: Lot-Redevelopment and associated work in a regulated area
COMPLETED APPLICATION RECEIVED ON DATE: April 11th, 2025
PERMISSION GRANTED BY STAFF DATE: April 24th, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 8
STAFF NAME: Erik Strahl

(7) PERMIT # 2025-15
NAME: Michael Vander Vloet
ADDRESS: 9887 Eric Street, Port Franks
MUNICIPALITY: Lambton Shores
PERMISSION TO: Develop a residential lot in a regulated area
COMPLETED APPLICATION RECEIVED ON DATE: March 14, 2025
PERMISSION GRANTED BY STAFF DATE: April 9, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 18
STAFF NAME: Andrew Bicknell

(8) PERMIT # 2025-17
NAME: Len Troiano
ADDRESS: 5690 William Street, Lucan
MUNICIPALITY: Lucan-Biddulph
PERMISSION TO: construct an accessory garage in a regulated area
COMPLETED APPLICATION RECEIVED ON DATE: April 7, 2025
PERMISSION GRANTED BY STAFF DATE: April 15, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Andrew Bicknell

Minor Permits

- (1) PERMIT # MW 2025-16 A-C
NAME: Tuckersmith Communications Co-Op
ADDRESS: Various Locations (qty = 3)
MUNICIPALITY: West Perth
PERMISSION TO: Directional drill - fibre optic cable Installations across watercourse
COMPLETED APPLICATION RECEIVED ON DATE: March 25th, 2025
PERMISSION GRANTED BY STAFF DATE: April 7th, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 9
STAFF NAME: Erik Strahl
- (2) PERMIT # MW 2025-26
NAME: The North Frontenac Telephone Corporation Ltd.
ADDRESS: Closest Civic: 27088 New Ontario Rd.
MUNICIPALITY: North Middlesex
PERMISSION TO: aerial - fibre optic cable installation across watercourse
COMPLETED APPLICATION RECEIVED ON DATE: April 3rd, 2025
PERMISSION GRANTED BY STAFF DATE: April 10th, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Erik Strahl
- (3) PERMIT # MW 2025-22
NAME: Municipality of Lambton Shores
ADDRESS: Ausable River - Port Franks Harbour/Marina
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge of boat slip locations
COMPLETED APPLICATION RECEIVED ON DATE: April 10, 2025
PERMISSION GRANTED BY STAFF DATE: April 11, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Erik Strahl

- (4) PERMIT # MW 2025-23
NAME: Municipality of Lambton Shores
ADDRESS: Ausable River by the Port Franks Harbour/Marina
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge (Propwash) of Ausable River mouth
COMPLETED APPLICATION RECEIVED ON DATE: April 10, 2025
PERMISSION GRANTED BY STAFF DATE: April 11, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Erik Strahl
- (5) PERMIT # MW 2025-24
NAME: Municipality of Lambton Shores
ADDRESS: Parkhill Creek by the Grand Bend Harbour Marina
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge in Grand Bend harbour / marina area
COMPLETED APPLICATION RECEIVED ON DATE: April 10, 2025
PERMISSION GRANTED BY STAFF DATE: April 11, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Erik Strahl
- (6) PERMIT # MW 2025-27
NAME: Seven Winds Marina c/o Gary Hubley
ADDRESS: 7572 Biddulph Street, Port Franks
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge boat slip area
COMPLETED APPLICATION RECEIVED ON DATE: April 16, 2025
PERMISSION GRANTED BY STAFF DATE: April 22, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 6
STAFF NAME: Andrew Bicknell
- (7) PERMIT # MW 2025-25
NAME: Municipality of Lambton Shores
ADDRESS: Parkhill Creek by the Grand Bend Harbour Marina
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge (Propwash) of Parkhill Creek River mouth
COMPLETED APPLICATION RECEIVED ON DATE: April 10, 2025
PERMISSION GRANTED BY STAFF DATE: April 11, 2025

	NUMBER OF BUSINESS DAYS TO REVIEW:	6
	STAFF NAME:	Erik Strahl
(8)	PERMIT # MW 2025-29	
	NAME: Grand Bend Yacht Club c/o John McPhee	
	ADDRESS: 55 River Rd. Grand Bend	
	MUNICIPALITY: Lambton Shores	
	PERMISSION TO: maintenance dredging – boat slip areas	
	COMPLETED APPLICATION RECEIVED ON DATE:	April 1st, 2025
	PERMISSION GRANTED BY STAFF DATE:	April 22nd, 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	16
	STAFF NAME:	Erik Strahl
(9)	PERMIT # MW 2025-12	
	NAME: Clarence Covey	
	ADDRESS: 71401 Windy Hill Lane, Dashwood	
	MUNICIPALITY: Bluewater	
	PERMISSION TO: Install an tram lift system in a regulated area	
	COMPLETED APPLICATION RECEIVED ON DATE:	April 3rd, 2025
	PERMISSION GRANTED BY STAFF DATE:	April 24th, 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	14
	STAFF NAME:	Erik Strahl
(9)	PERMIT # MW 2025-20	
	NAME: Aldo Longo	
	ADDRESS: Site 56, Wildwood by the River Bayfield	
	MUNICIPALITY: Bluewater	
	PERMISSION TO: Construct a retaining wall and associated work in a regulated area	
	COMPLETED APPLICATION RECEIVED ON DATE:	April 23rd, 2025
	PERMISSION GRANTED BY STAFF DATE:	April 24 th , 2025
	NUMBER OF BUSINESS DAYS TO REVIEW:	1
	STAFF NAME:	Erik Strahl
(10)	PERMIT # MW 2025-30	
	NAME: Harbour Lights Marina	
	ADDRESS: Charthouse Hill Rd., Bayfield	
	MUNICIPALITY: Bluewater	
	PERMISSION TO: maintenance dredge of basin areas in Bayfield harbour area	

COMPLETED APPLICATION RECEIVED ON DATE:	April 2, 2025
PERMISSION GRANTED BY STAFF DATE:	April 23, 2025
NUMBER OF BUSINESS DAYS TO REVIEW:	13
STAFF NAME:	Andrew
Bicknell	

(11) PERMIT # MW 2025-31
NAME: James Siemon
ADDRESS: 7005 Peter Street, Dublin
MUNICIPALITY: West Perth
PERMISSION TO: replace an onsite sewage disposal system
COMPLETED APPLICATION RECEIVED ON DATE: April 16, 2025
PERMISSION GRANTED BY STAFF DATE: April 28, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 8
STAFF NAME: Andrew
Bicknell

(12) PERMIT # MW 2025-28
NAME: James R. Smith
ADDRESS: 7920 Katherine Crescent, Port Franks
MUNICIPALITY: Lambton Shores
PERMISSION TO: maintenance dredge of boat slip area in a regulated area
COMPLETED APPLICATION RECEIVED ON DATE: April 8, 2025
PERMISSION GRANTED BY STAFF DATE: April 15, 2025
NUMBER OF BUSINESS DAYS TO REVIEW: 5
STAFF NAME: Andrew Bicknell

ABCA Program Report

To: Board of Directors
Date: May 15, 2025
From: Elizabeth Balfour and Donna Clarkson, DWSP Co-Supervisors
Subject: Appointment of Risk Management Official and Risk Management Inspector for the Ausable Bayfield Conservation Authority as required under Sections 18 (1-3) of the *Clean Water Act, 2006*
Report Type: ACTION REQUIRED

Recommendation:

THAT the appointment of Ellen Westelaken as Risk Management Official (RMO) and Risk Management Inspector (RMI) as required under Sections 48 (1-3) of the *Clean Water Act, 2006* be approved; and

THAT a certificate of appointment be issued for Ellen Westelaken as required by Section 48(3) of the Act.

Background:

The *Clean Water Act, 2006* enables municipalities to enter into an agreement with a Source Protection Authority (SPA) for the enforcement of Part IV of the Act. Once an agreement has been entered into, the SPA is required to appoint Risk Management Official(s) (RMO) and Risk Management Inspector(s) (RMI) to carry out required Part IV power enforcement tasks. The RMO and RMI can be the same individual. Once appointed, the SPA shall also issue a certificate of appointment to each Risk Management Officer and Risk Management Inspector.

The Conservation Authority serves as the Source Protection Authority under regulation 284/07 of the Act, and hence the Conservation Authority is ultimately responsible for appointing the RMO and RMI.

The ABCA has entered into agreements to provide Part IV power enforcement services to the municipalities of Bluewater, Huron East, Central Huron, Ashfield-Colborne-Wawanosh, Morris-Turnberry, Huron-Kinloss, and North Perth. When the Source Protection Plans took effect on April 1st, 2015, ABCA was required to appoint a minimum of one RMO and one RMI, and issue a certificate of appointment. Recently, Ellen Westelaken has completed the mandatory RMO/RMI training provided by MECP.

Staff recommend that Ellen Westelaken be appointed as RMO/RMI to conduct ABCA's requirements under the agreement with the municipalities of Bluewater, Huron East, Central Huron, Ashfield-Colborne-Wawanosh, Morris-Turnberry, Huron-Kinloss, and North Perth.

ABCA Program Report

To: Board of Directors
Date: May 8, 2025
From: Mari Veliz, Healthy Watersheds Manager
Subject: Update on Response to Potential Spills
Report Type: INFORMATION REPORT

Recommendation:

THAT the Ausable Bayfield Conservation Authority Board of Directors receives the report Update on Response to Potential Spills for information as presented.

Background:

Ausable Bayfield Conservation Authority (ABCA) staff received reports, in April and May 2025, of dead fish and dead birds along some locations of the Lake Huron shoreline.

There is a small amount of the ABCA budget that provides capacity to respond to environmental situations such as fish-die offs, potential spills, or other environmental anomalies. It is important to acknowledge our residents who are noticing unusual environmental occurrences. As a conservation organization, we are concerned when these events happen. Occurrences of die-offs of fish and other animals underline the need for continued and heightened actions to limit human impacts on plants and animals.

Resource managers from difference departments, ministries and agencies strive to keep track of the frequency, duration and extent of these events to the extent possible and within the scope of their roles and responsibilities.

At times, natural phenomena may play a significant role in a die-off of aquatic species and birds. For instance, in spring and autumn it is not uncommon for Lake Huron to 'turn over,' bringing cold and low-oxygen water to the surface. Some fish are particularly susceptible to these conditions. In other instances, a series of unintended human actions may result in a noticeable downstream response in fish and wildlife. There may be cases where a Ministry investigation is conducted.

Earlier this month ABCA Communications Coordinator Tim Cumming facilitated messaging about these events and provided people, through our website, ways to report these occurrences to the relevant agencies.

[Reporting incidences of dead fish](#)

ABCA Program Report

To: Board of Directors
Date: May 15, 2025
From: Davin Heinbuck, General Manager/Secretary Treasurer
Subject: OMERS

Recommendations

RESOLVED, THAT, the ABCA join the Ontario Municipal Employees Retirement System (OMERS), AND;

THAT, all future staff that meet the eligibility criteria are automatically enrolled in OMERS, AND;

THAT, existing staff that meet the eligibility criteria have the choice to remain enrolled in the existing Registered Retirement Savings Plan administered with Godbolt Ciufo Financial through Sunlife, or enroll in the OMERS plan, AND;

THAT, existing staff choosing to remain in the current plan, continue with the current matching formula that is in place, AND;

THAT, ABCA begin to make OMERS available to eligible staff once enrollment is finalized.

Background

The Ausable Bayfield Conservation Authority has maintained what we have long considered to be an attractive Registered Retirement Savings Plan, with the Authority matching staff contributions. Historically, the match was 6% employee, 6% employer; however, to closer reflect the OMERS contribution rates at the time, that match was increased to 8% in the 2011 budget.

In recent years, the hiring process has pointed to recurring themes in our ability to attract and maintain staff. One consistent point of note has been the absence of the OMERS pension plan at ABCA. Our partner agencies, both neighbouring Conservation Authorities and Municipalities, have made OMERS available to staff, which has put us in a competitive disadvantage locally when working through the hiring process for prospective employees.

We know that it is more cost effective to maintain staff, than it is to train staff. Recognizing this, the ABCA Management Team reached out to OMERS this spring to engage in discussions

around plan details. OMERS provided the Management Team with an in-person information session, through which, gave staff an opportunity to bring questions forward.

The OMERS contribution rates based on a Normal Retirement Age of 65 will see matching contribution rates of 9% for 2025's 'Year's Maximum Pensionable Earnings' (YMPE), based on the CPP threshold for earnings. For income earned above the YMPE, the matching contribution rate will be 14.6%. Effective 2027, those rates will shift to 8.6% and 15.7% respectively. We recognize that this will present an increase to overall wages and benefits. However, there would be no increase in the 2025 Operating Levy. Moving forward, any anticipated increase would be included as part of the annual budgeting process.

We are proposing that the ABCA enroll in the OMERS pension. Should the Board agree, the ABCA would have OMERS deliver a presentation to all staff in late June. This will provide staff an opportunity to make an informed decision to join, or not to join, based on their individual circumstances.

All future employees that meet the eligibility criteria would automatically be enrolled in OMERS. As an OMERS member, existing staff would have the choice to stay with Sunlife, or make the shift to OMERS, on or after the enrollment date.