



CANADIAN ENVIRONMENTAL LAW ASSOCIATION
L'ASSOCIATION CANADIENNE DU DROIT DE L'ENVIRONNEMENT

January 4, 2001

Harry Swain
James Van Loon
Doug Macdonald
The Walkerton Inquiry Commission
Phase 2 Advisory Panel and Staff
180 Dundas West 22nd floor
Toronto, Ontario M5G 1Z5

Dear Mr. Swain, Mr. Van Loon and Mr. Macdonald,

Revised Proposal

Appended are three copies of a revised proposal from the Canadian Environmental Law Association (CELA), the Canadian Union of Public Employees (CUPE) and the Ontario Public Service Employees Union (OPSEU) to author a study on keeping water public in Ontario. We have endeavoured to implement your Advisory Committee's suggestions in this revised proposal.

We are very pleased that we have been able to put together an excellent project team for this study. However, we remain concerned about the ambitious time frame the Commission is suggesting. We understand that you are considering a range of options for the commissioning of these studies. It would be CELA's preference, as administrator of the study, to have the funds as a grant. Because CELA is involved in all three Parts of the Inquiry, we are facing a large challenge in managing cashflow.

We hope to hear back from you as soon as possible so that we can commence with the work plan included in the proposal.

Yours truly,

Sarah Miller
For the Study Team

PROJECT PROPOSAL: PART II ISSUE PAPER

KEEPING ONTARIO WATER IN PUBLIC HANDS:
REFORMS TO RESTORE PUBLIC CONTROL AND
CONFIDENCE IN OUR WATER SYSTEMS

Submitted to:

The Walkerton Commission

By:

*Canadian Environmental Law Association,
Canadian Union of Public Employees and
Ontario Public Service Employees Union*

January 4, 2001

Project Proposal: Part II Issue Paper
Keeping Ontario Water in Public Hands: Reforms to Restore Public Control and
Confidence in Our Water Systems

Submitted to The Walkerton Commission
By the Canadian Environmental Law Association, the Canadian Union of Public
Employees and the Ontario Public Service Employees Union

Introduction

This is a proposal from the Canadian Environmental Law Association (CELA), the Canadian Union of Public Employees (CUPE) and the Ontario Public Service Employees Union (OPSEU) to research and write an issue paper for Phase II of the Walkerton Inquiry. The focus of this paper will be to examine a variety of issues crucial to retaining public water management in Ontario. Water Services in Ontario in the long-term can be managed and delivered more effectively through the public sector than the private sector. To ensure healthy, effective and sustainable management and delivery there must be clearly defined roles for each level of government, federal, provincial and municipal, that include legal, administrative, and financial provisions and strong accountability and oversight.

Our paper will research and examine the broad range of issues included in the public versus private debate by examining:

- the history of public water management in the province and examine changes and developments that have led to the current climate where privatization has become an option;
- a range of public utility models, municipal structures, and municipal financing water management options currently used in other Canadian and foreign jurisdictions;
- case studies to explore potential problems with privatized systems and public solutions that work;
- issues arising out of the Walkerton Inquiry as they pertain to the public/private debate.

Our recommendations for reforms will be framed to be enduring and to anticipate future challenges and stresses on water delivery in the Province.

Rationale for Study

Water management in Ontario and worldwide is undergoing profound changes. Many of these changes are being implemented in haphazard and incremental ways in response to local or regional problems and priorities. Some of these changes are ideologically driven.

Increasingly, these changes are being made with little or no public involvement and without regard for long-term implications. Even though polls indicate that the public

wants water to remain as a public good and a basic human right (belonging to everyone but owned by no one), governments are shifting their roles and responsibilities for the provision of water.

Increasingly we are seeing that government responsibilities for provision of water are being shared with, contracted out or completely given over to the private sector. Arrangements tend to be unique for each contract or sale. However, it is possible to see some trends emerging. For example, the water business has grown and diversified in the last several years and is aggressively seeking to acquire every part of water management, investment, acquisition and sales.

The Walkerton Inquiry has already demonstrated that the numerous changes to water regimes in Ontario have resulted in confusion within and among government agencies and others as to their roles and responsibilities. Water provision in Ontario has over time become increasingly fragmented. The entry of the private sector into an already chaotic system has led to further fragmentation and an obfuscation of the chronic problems with water services in the Province. It offers a temptation for governments to abandon dysfunctional systems without addressing their problems. It has also led to a blurring of the distinctions between governments and their business partners in water ventures. Basic premises of good government such as checks and balances, oversight, accountability and lack of conflict of interest can be lost in these arrangements and has contributed to public concerns. This is particularly true of public-private partnership arrangements in Ontario.

No public forum has been provided to examine the sea change underway in water management although concerns are being raised in communities across the Province. Our groups are gratified that the Walkerton Inquiry has seen fit to expand their study list to include papers examining this issue so crucial to the future of Ontario water.

Project Team Background

Our groups have already jointly carried out significant work on our collective concerns about water privatization and are well positioned to accept your invitation to put together this work proposal to examine and make recommendations on the issues that have just been outlined.

In the late 1980's CELA and labour unions were involved in a huge government consultation on "A Water Efficiency Strategy for Ontario" This exhaustive exercise had a goal to "make water and wastewater utilities self-sufficient". Following from that consultation, an Ontario Water Secretariat was established to further this goal. Little came of these efforts, instead, a crown corporation the Ontario Clean Water Agency (OCWA) was established in 1993 with a mandate that diverged from previous policy directions. Part of OCWA mandate stipulated that the agency compete for business in the private marketplace. This signaled other changes to come.

In the mid-1990s public interest groups began to be concerned by the growing commodification of water and its implications for public systems and government obligations to provide clean, potable water for all users. Environmentalists voiced many concerns that were shared by people working in the water and wastewater sectors, public health advocates and the public. These sectors started to work in coalitions to research the impacts of the entry of the private sector into the public provision of water. Together, we were active in 1995, raising concerns about the loss of democratic rights when, Bill 26, *The Omnibus Bill*, removed the requirement to hold a referendum on the sale of public utilities. In 1997 many concerned Ontarians made submissions to the legislative hearings on Bill 107 that resulted in the downloading of the Province's water treatment facilities to municipalities. Submissions were also made on other deregulation and red tape reforms that followed that effected water including protesting the closing of the Ministry of the Environment and Energy labs and devastating cuts to enforcement and compliance staff.

Groups in Ontario were leaders in educating and organizing others in Canada and in other countries around these issues. Waterwatch groups sprang up across the country in communities facing privatization and water management restructuring. Canadian citizen group delegations attended international meetings on water to bring their concerns that water remain in public hands. As a result of these campaigns, our project teams have extensive research files on public and private systems and a worldwide network of public, labour and environmental groups with first hand experience of these changes.

Team Members

The Canadian Environmental Law Association (CELA) has been involved in water law and policy for over 30 years. During this time CELA has made submissions to reform water management at every opportunity with the goal of conserving and protecting water and the well being of all life dependent on it. CELA is currently finalizing a three-year water project that will culminate in the release of *A Model Water Conservation Law for Ontario*. This model law contains many suggestions germane to this public-private study. CELA also participated in previous consultations held by the Ministry of Municipal Affairs and Housing on reforms to *The Municipal Act* that are expected to be brought forward soon by the Province. These changes are likely to have profound implications for water management and control.

Many of the issues of concern to the public are borne out by the experience of workers world-wide in the water and wastewater sectors. The Canadian Union of Public Employees (CUPE), not only represents these workers, but has been studying labour experiences of privatization and has begun issuing Annual Report Cards on Privatization in Canada for several years. This union also has a good knowledge on best practices as they apply to municipal water treatment and public health and safety. They have already commissioned case studies of several water systems with public-private arrangements.

OPSEU has a unique and important perspective. As representative of the employees of the OCWA, they have had experience of that agency's changing mandate and have had to react to proposals from the private sector to take over their operations. This union also represents employees of the Ministry of the Environment and is active in informing the public of the impacts of staffing cuts that have led to diminished testing, training, compliance and enforcement in Ontario. They have studied alternative models to privatization.

The main members of the project team will be:

Principal Authors:

Isla Carmichael, Senior Research/Education Officer Ontario Public Service Employees Union (OPSEU)

Ron Crawley, Researcher Canadian Union of Public Employees (CUPE)

John Jackson, Environmental Researcher and Writer, volunteer Board Member of the Canadian Environmental Law Association (CELA)

Research Consultants

Jamie Heath, Public Policy Researcher

Anne Wordsworth, Investigative journalist and researcher

C. N. Watson and Associates, municipal planning and finance consultants

Legal Advisors:

Paul Muldoon, CELA Counsel

Tim Hadwen, OPSEU Counsel

Project Administration

Sarah Miller, CELA Coordinator

Resumes of team members are attached. Others with expertise in areas covered by this study may be invited to join this group.

Project Scope and Content

In this paper, we will be addressing the public and private roles in the wide range of functions involved in the delivery of water including:

- the design, development and maintenance of water treatment and delivery systems,
- the operation of water treatment and delivery systems and training of staff,
- the services of water testing laboratories,
- the approvals of water systems,
- the monitoring of systems and
- the abatement and enforcement of provincial regulations.

Part I: The Study Framework

Part I of this paper will have three sections.

1A: The Assessment Criteria

The first section will outline the criteria that will be used in assessing the strengths and weaknesses of publicly controlled systems, privately controlled systems, and public-private partnerships. Among the criteria will be factors such as:

- safety and reliability of the water system,
- fulfillment of public water needs, universal accessibility,
- public accountability and public involvement,
- local and provincial control,
- water conservation promotion,
- ground and surface water protection and restoration,
- cost efficiency and rate structuring,
- planning for future needs and challenges including emergency response,
- financing and reinvestment in delivery and treatment systems and infrastructure, and
- job creation and adequate training.

1B: The State of Water Resources

The second section will briefly describe the worldwide state of our water resources only as it will affect the quantity, quality and demands on Ontario's water supplies. While it may seem that solutions to Walkerton water woes are local ones, it would be remiss not to plan for changes and challenges anticipated to water services in the future. This will include information on the impacts that climate changes are predicted to have on the quantities of water in Ontario and the movement of rural water to cities.

1C: Ownership Structures

The third section will outline the structure of water system ownership and management models worldwide and the trends emerging in this sector. This section will focus on how this structure is now affecting water management and ownership in Ontario and how this could change in the future. We will briefly examine the impacts that the new GATS Services agreement now underway could have on local water services.

Part 2: The Ontario Context

In public discussions on the privatization of water resources the question arises: "Why does it matter who provides the service as long as the product is safe and affordable?" In Part 2 of this paper we will examine the problems arising from a range of private sector and public sector arrangements that should be anticipated and prevented by the Ontario government.

2A. Chronic Problems with Ontario Water Management

We will begin this part by looking at the chronic problems that have led to a loss in confidence in the control and management of water in Ontario. These issues include public accountability, water quality, health protection, infrastructure renewal and maintenance, best practices, training, adequate regulation, compliance and enforcement, allocation of water supplies, state of the art treatment, and the role of water in growth and development. We will attempt to involve management, workers and abatement officers for these facilities in this part by conducting interviews.

This discussion of the problems will particularly highlight concerns identified in the Walkerton Inquiry.

2B. Moving Toward Privatization in Ontario

This section will chronicle changes made to Ontario policy, programs and the regulatory framework in the past 12 years that have paved the way for private sector involvement in the Ontario water sector. The rationale behind this movement towards privatization will be described.

Part 3: Lessons from Experiments in Privatization

We will look at the experience with fully and partially privatized systems through case studies. Case studies we are considering at this point are:

- The United Kingdom experience with full-scale privatization: The UK experience offers an opportunity to study their decade-long experience with privatization.
- Public-Private Partnership (PPP) Agreements: The then Region of Hamilton-Wentworth entered into one of the first PPP agreements in Ontario. Even though it involves a wastewater utility, it illustrates a range of public policy concerns that are relevant to this study.
- Examples of the impacts of privatization of water systems on land use development and planning decisions and growth.
- The relationship between the Ontario Clean Water Agency and the private sector and the impact that that has had on OCWA delivery of service.
- The experience with privatization of water service in Australia where privatization of the service was followed by a major outbreak of water borne disease.

Part 4: Impacts of Size and Structure

We will look at the problems of scale, structure and financing of operations that contribute to sound water management. We will undertake several case studies of different sized and structured water treatment facilities in Ontario and elsewhere. For example, we will look at a co-op model adopted by a number of Italian towns intent on keeping their utilities public.

Part 5: Conclusions and Recommendations

Based on the information gathered during the previous parts, we will argue that well-run public systems are preferable to private ones. We will recommend ways in which public concerns about water supply and quality can be addressed by making changes in the ways that public water systems are planned, managed, operated and regulated.

Timetable

Project Targets and Duration

All of the project team is very concerned about the extremely short timeframe to produce a paper of such breath, scope and importance. Unlike many of the other papers commissioned by the Inquiry, this paper will rely on experience just emerging from communities where privatization of water services has some history. Much of this experience is outside Ontario and many interviews will be required to gather relevant information and extrapolate conclusions and recommendations on all of the different components of water services and controls that could be privatized.

We are presuming that work will not realistically get under way until mid-January 2001. Eight weeks of work would mean that the paper would not be completed until mid to late March 2001 at the earliest.

TASK	Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8
Team planning meetings	•		•			•		•
Info gathering		•	•	•	•			
Review of info			•	•				
Develop framework		•	•	•				
Conduct interviews		•	•	•				
Prepare first draft					•	•		
Review and revise work						•	•	
Submit final draft								•

Draft Project Budget

1. Research and Writing Budget

Principal Authors	
John Jackson, CELA	
100 hours @ 75.00 per hour	7,500.00
 Ron Crawley, CUPE	
100 hours @ 75.00 per hour	donated
 Isla Charmichael, OPSEU	
100 hours @ 75.00 per hour	donated
 Research Assistants	
Anne Wordsworth, Toronto	7,500.00
Jamie Heath, Ottawa	7,500.00
 Project Legal Advisors	
Paul Muldoon, CELA	donated
Tim Hadwen, OPSEU	donated
 C. N. Watson and Associates, municipal finance consultants	7,500.00
 Project Administration	
Sarah Miller, CELA	donated
 2. Other expenses	
Travel	3,500.00
 Photocopying	800.00
 Editing and desktopping	2,000.00
 Delivery	200.00
 Phone and Fax	1,500.00
 Overhead	<u>2,000.00</u>
 Project total	\$40,000.00

Table of Contents

Part 1- Introduction and Context

Water as a Basic Human Right

- International citizens movement

- International Declaration of Human Rights

Part 1 World Water Issue

Global Water Challenges - Threats to Water Quality and Quantity

- Environmental and social context

- Story of abuse - water quality

- Story of waste - water quantity

- Looming scarcity and its effects

Increasing Commodification of Water

- International Trade

- The Global Water Industry

- The "Oil of the 21st Century"?

Part 2 The Ontario Context

Historical Overview

Ontario - Stewards of Plenty

- Placement in the world

- Uniqueness of Ontario

- Pressures on ground and surface supplies

- Chronic mismanagement

- Political and business agenda for privatization

Squandering a Precious Inheritance

- Waterways for Waste Disposal

- Mythology of Unlimited Supplies

Public Utilities

- Different Models

Municipalities

- Structure and Financing

- Land Use Planning and Economic Development

- Public Health

The Provincial Role

- Fractured Mandate

- Divided Responsibilities

- Research
- Protection of Quality and Quantity
- Public Health
- Unmet Responsibilities
 - Degraded Quality
 - Ignorance about Quantity - Lack of Research
 - Water Conservation - Untapped
 - Fractured Accountability
 - Uneven and Inadequate Regulation
 - Funding and Program Cuts
 - Deregulation
- Impacts on Public Health
 - Loss of confidence
 - Walkerton

Part 3 - Case Studies

Four to six case studies to illustrate issues raised in Parts 1 and 2

International:

- The Privatization Experience in the UK
- Public-Private Partnerships in the United States
- The Italian Cooperative Experience

Ontario:

- Public-Private Partnership - Hamilton-Wentworth
- Land Use Planning Disputes in Grey County (?)
- Peel Region? (tertiary treatment and frequent testing)

Models for Water Management

- Guiding Principles
- Source Protection - Closed loop, integrated
- Accountability
- Regulatory Oversight
- Balancing the Water Budget
- Protection and Conservation

Project Team Resumes

ISLA CARMICHAEL

Residence: 416-920-4645 31 Kendal Avenue
e-mail: kendal@globalserve.net Toronto, Ontario
M5R 1L5

Industrial relations and adult education background in the public sector, providing innovative leadership in developing economic and social policy alternatives from a community development perspective, on issues of democracy in the workplace, equity, and social value.

EDUCATION

Doctor of Philosophy -Adult Education
Ontario Institute for Studies in Education of the University of Toronto, Canada

Master of Education
Ontario Institute for Studies in Education of the University of Toronto, Canada

Master of Arts
Logic and Metaphysics, Moral Philosophy
University of St. Andrews, Scotland

November 2000 Graduate Prize – Canadian Policy Research Award of the Policy Research Institute of the Government of Canada for outstanding contribution to doctoral research.

2000 - Program Director, Capital Strategies for Pension Trustees

- founder of a program with preliminary sponsorships of the Centre for Training, Investment and Economic Restructuring in the Faculty of Public Affairs and Management, Carleton University and the Department of Adult Education, Community Development and Counselling Psychology of the Ontario Institute for Studies in Education, University of Toronto.
- A consortium approach to build national sponsorships with the support of Canadian labour centrals and international labour bodies, national unions, pension plans, labour investment funds and other investment organizations and research and advocacy organizations.
- after needs assessment, the program is to deliver pension trustee education across the country on capital markets and pension fund regulation, fiduciary duties, and capital strategies including shareholder action and economically targeted investment.

1997 - 2000 – Program Coordinator, Social Science and Humanities Research Council Study on Union Involvement in Social Investment of Pension Funds and Labour Sponsored Investment Funds

- an on-going three-phase study. The first phase (completed) was a survey of 170 pension funds and labour-sponsored investment funds. The findings are being published.
- The second phase is a series of case studies of examples of social investment in Canada and

internationally. One case study has been completed. The remaining four are to be completed in 2000-2001.

- The third phase is a conference and dissemination of findings, scheduled for June, 2001.

1998 - Survey of Union Pension Trustees, a study sponsored by the Canadian Labour and Business Centre and the Ontario Public Service Employees' Union (OPSEU)

- assessed the extent of union trustee control of pension funds, of the top twenty three funds in Canada
- designed and administered telephone interviews of union trustees, examining the administrative structure of the largest funds, levels of representation on the board of trustees and investment committees, levels of control over the process of investment, and union trustee access to investment education, research and training
- made a preliminary assessment of social investment initiatives and provided a preliminary needs assessment for union trustee training.

1997 – 2000 Graduate Student Assistantship

- Did primary research for academic faculty on social investment, to identify possible models for social capital in Canada.

EMPLOYMENT

**July 1996- Senior Research/Education Officer, OPSEU
Present**

- develop innovative economic and social policy research directions for the union.
- research a variety of economic and social issues of concern to OPSEU members.
- provide strategic research to campaigns fighting privatization.
- provide research frameworks and course design for labour education.

1993-1996 Chief Executive Assistant to the President, Ontario Public Service Employees' Union, OPSEU.

- provided strategic advice to the President of the Union on all policy and program matters relating to the ongoing business of the union.
- had overall responsibility for staffing and supervised program and service departments on behalf of the President.
- oversaw the implementation of OPSEU's jointly trustee pension funds.
- prepared presidential reports and other materials for meetings of the Executive Board.
- vetted the union budget of \$50 million prior to submission to the Executive Board.
- spokesperson for the president on matters of program, policy and staffing.
- liaised with other unions within the province, nationally and internationally, on trade union and social policy issues.

1990-1993 Coordinator, Education and Campaigns Department, OPSEU.

- recruited and supervised sixteen permanent staff and numerous membership teams in a department responsible for research, social policy and membership campaigns, and the administration of OPSEU membership education.
- managed a budget of \$4 million, including the OPSEU education program.
- as a member of the Senior Executive Team, directed the union's economic and social policy direction.
- initiated and directed all campaigns, including provincial and municipal election campaigns and community-based issue campaigns.
- developed project teams to undertake research in health care, social services and all other provincial governmental portfolios; directed the preparation of policy papers and briefs for presentation to legislative and other governmental bodies.
- developed OPSEU's employment equity, anti-discrimination and anti-harassment policies affecting the union's 110,000 members.
- administered and directed OPSEU's education programs, including curriculum research and writing, recruitment, assignment and training of instructors, and program evaluation.

1987-1990 Pay Equity Negotiator, OPSEU

- as principal pay equity negotiator, led team of lawyers, research consultants and statisticians to formulate the pay equity plan for the 60,000 Ontario Public Service bargaining unit.
- designed bargaining strategies for pay equity within the Ontario Public Service, the community college sector and for use by OPSEU's other 350 bargaining units.
- developed and delivered training programs for staff representatives and rank-and-file negotiators; designed additional educational programs on discrimination, gender bias, pay systems and classification.
- advised other union, employer and community organizations throughout Canada, the United States and Europe.

Pay Equity Research Study

- completed legal analyses of Pay Equity legislation at each stage of amendment, assessing impact on the OPS, Community College and public sector units.
- collected and analyzed data on the Ontario Public Service bargaining unit workforce to examine gender and racial discrimination in pay systems.
- presented OPSEU's briefs for all legislative committees and hearings, and developed and presented briefs for the Equal Pay Coalition, the Ontario Federation of Labour (OFL), and the National Action Committee on the Status of Women (NAC).
- designed and conducted educationals for OPSEU, Organized Working Women (OWW), NAC and Labour Councils in Northern and Southern Ontario on Pay Equity and the impact of pay systems on women and minorities.
- presented speeches province-wide for NAC and OPSEU on compensation, pay equity and discrimination and was principal OPSEU spokesperson in media interviews across the province, in debates with pay equity opponents - REAL Women and the National Citizen's

Coalition.

PUBLICATIONS

Thesis submitted for book publication to the University of Toronto Press.

Nonprofit and Volunteer Sector Quarterly. **Comparing Member-based Organizations Within a Social Economy Framework** co-authored by Jack Quarter and Jorge Sousa. Spring, 2001.

Paper accepted by Relations Industrielles entitled: **Social Investment By Union-Based Pension Funds and Labour-Sponsored Investment Funds in Canada**, co-authored by Jack Quarter and Jorge Sousa.

Paper published in 'Making Waves', entitled: **Our Money Should Work for us: Pension Funds and Social Investment**, June, 1998.

'**Survey of Union Pension Trustees**': a study, sponsored by the Canadian Labour and Business Centre and the Ontario Public Service Employees' Union, published in **Prudence, Patience and Jobs: A Technical Report**. CLBC. January 1999.

'**The Development and Control of Occupational Pension Plans by Workers in Canada: The OPSEU Pension Trust, A Case Study**'. Unpublished Masters Thesis, 1996.

Le Chemin Parcouru Ailleurs: L'equity Salariale en Ontario. Paper presented to conference 'Un Pouvoir A Gagner', sponsored by the Secretary of State and Quebec Unions, entitled: 'Un Pouvoir a Gagner', Les Editions du Remue-Menage, Montreal, Quebec, 1989.

Unpublished Paper presented to Pay Equity Conference sponsored by Osgoode Hall Law School, entitled **Pay Equity and Collective Bargaining in Ontario**.

Unpublished Paper presented to the Second Annual Conference of the Institute for International Public Policy Research, entitled **Pay Equity and Anti-Discrimination Law in Canada. Equity At Work: A Pay Equity Manual for Practitioners**, published by OPSEU.

Equity At Work: Article in **Our Times**. 1987.

PRESENTATIONS, CONSULTATIONS AND WORKSHOPS

July 2000 International Society for Third Sector Research
Presented paper 'Building Social Capital for the New Economy'

May 2000 Canadian Industrial Relations Association
Presented paper 'Social Investment of Union Pension Funds in Canada'

November 1998 National Union of Public and General Employees

Presented paper 'Union Pension Trustees in the Top Twenty Funds: Training Needs'.

November, 1998 Association for Research On Nonprofit Organizations and Voluntary Action
Presented paper 'Union Pension Trustees in the Public Sector and Community Development'.

October 1998 Canadian Labour Congress

Presented paper 'Union Pension Trustees in the Public and Private Sector: Training Needs'.

June 1998 World Future Society

Presented paper on 'Working Capital: Union Pension Funds as Social Capital in shaping the future in Canada'.

July 1998 International Sociological Association.

Paper 'Working Capital: Pension Funds and Trade Unions in Canada'.

February 1998 Canadian Labour Congress

Presented 'Public Ownership, Worker Ownership, Economic Development and Water Services in Ontario' at Jobs Now! Conference.

October, 1997, AFL-CIO Conference on 'Working Capital'.

Special guest

1986-1990 Conference participant - the Institute for International Women's Policy Research, Washington, D.C.

1990 Conference participant on the 'Swedish Approach to Organizational Development', sponsored by the University of Michigan, the Detroit Swedish Council and the UAW Training Center.

1989 Participation in closed conference on Women, Public Policy Research and Trade Unions sponsored by the Secretariat for Social Development of Labour Canada.

1985-1992

Canadian Institute of Management

Presentation on 'Partnerships between Unions and Employers'.

Brewery Workers' Union

Consultation and design of negotiating strategy for pay equity plan in private sector unit of chemical workers

Federation of Women Teachers' Association of Ontario (FWTAO)

Conference design, including keynote speech, policy direction and development of collective bargaining strategies in relation to pay equity.

Southern Ontario Newspaper Guild

Consultations and design of educational program and collective bargaining strategies for the Toronto Star Unit.

Ontario Liquor Board Employees' Union

Leadership development in pay equity and collective bargaining.

National Council for Civil Liberties, Great Britain

Consultation on funding proposal to the European Economic Community for Pay Equity conference for Britain and Northern Ireland.

New Democratic Party, British Columbia

Design of legislative framework for private members bill on an alternative model for pay equity.

Confederation of National Trade Unions (CNTU/CSN).

Collaboration on pay equity bargaining strategies and membership education in relation to the Quebec strike issues of 1989

Newfoundland Association of Public Employees (NAPE)

Consultation on pay equity negotiations and job evaluation strategies.

British Columbia Government Employees Union (BCGEU)

Consultations on policy development, membership education and communication strategies, and leadership training with respect to pay equity.

Finland Working Group for Employment Equity

Consultation on job evaluation, pay equity, and organizational development.

Ottawa Employment Equity Working Group

Design of two-day workshop on pay and employment equity for human resource specialists.

Canadian Bar Association

Presentation on pay equity in the Ontario Public Service and Public Sector.

CURRICULUM VITAE

1. PERSONAL

RON CRAWLEY

1107 Richard Ave.
Ottawa, Ont.
K1H 8C5

Telephone: Home: (613) 737-0716
Work: (613) 237-1590

2. EDUCATION

- 1995:** Ph.D (Sociology)
Carleton University
- 1983:** Masters of Library Science
Dalhousie University
- 1980:** Masters of Arts (Sociology)
Dalhousie University
- 1975:** Bachelor of Arts
Sociology and Philosophy
Dalhousie University

3. EMPLOYMENT

- 1993 - Present:** Researcher
Research Branch
Canadian Union of Public Employees
Ottawa, Ontario

- 1992-93:** Sessional University Instructor
University of Ottawa
- 1987-92:** Teaching Assistant
Carleton University
- 1983-87:** Social Science Librarian
Queen Elizabeth Library
Memorial University of Newfoundland
St. John's, Newfoundland

4. REFEREED PUBLICATIONS

- 1997:** "What Kind of Unionism: Struggles among Sydney Steel Workers in the SWOC Years, 1936-1942", in Labour/Le Travail, 39 (Spring 1997) pp. 99-123.
- 1990:** "Class Conflict and the Establishment of the Sydney Steel Industry, 1899-1904", in Kenneth Donovan (ed), New Perspectives on Cape Breton's History, 1713-1990, Fredericton: Acadiensis Press and the University College of Cape Breton Press.
- 1988:** "Off to Sydney: Newfoundlanders Emigrate to Industrial Cape Breton, 1890-1914", Acadiensis, Vol. XVII, No. 2 (Spring).

RESUME

JOHN A. JACKSON

ADDRESS: 17 Major Street, Kitchener, Ontario N2H 4R1

TELEPHONE: 519-744-7503 FAX: 519-744-1546

EMAIL: jjackson@web.ca

EDUCATION, AWARDS, ETC.:

Archival Collection of Papers at Wilfrid Laurier University, Waterloo, Ontario

Schlenx Medal for Contribution to Public Education, awarded by the International Water Pollution Control Federation, 1990

Best Overall Educational Video in Canada for *Turnaround Decade*, awarded by Association for Media Technology and Education in Canada, 1990

PhD Programme in Political Science, University of California, Berkeley (completion of course requirements), October 1969-August 1971

Board of Regents Special Careers Fellowship in Graduate Studies, University of California, 1969-1971

Woodrow Wilson Fellow, 1969

Board of Governors' Gold Medal in Political Science, University of Windsor, 1969

Honours B.A. in Political Science, University of Windsor, 1969

Valedictorian, Norwell District Secondary School, Palmerston, Ontario, 1966

FIELDS OF SPECIALIZATION:

Environmental research and writing

Waste management

Public participation and consultation

Great Lakes issues

Federal, provincial and municipal politics and administration

ORGANIZATIONS AND COMMITTEES SERVED:

Member, International Joint Commission's Great Lakes Binational Toxics Strategy Progress Review Work Group, July 2000-present

Member, Environment Canada's Great Lakes Advisory Committee, March 1999-present

Canadian Advisor, Great Lakes Fishery Commission, November 1998-present

Multi-Stakeholder Work Group on Substances, National Pollutant Release Inventory, April 1998-December 2000

Board member, Canadian Environmental Law Association, March 1998-present

President, Ecovillage Network of Canada, September 1997-present

Board member, Recycling Council of Ontario, May 1997-present; vice-chair, 1999-2000; president 2000-present

Household Hazardous Waste Task Force, June 1995-June 1996

Central Regional Advisory Council on Oil Spill Response, Canadian Coast Guard, August 1995-1997

Preparation of Environmental Series for Rogers Cable, March 1995-1996

Water Treatment Advisory Panel, for Industrial Research Chair in Water Treatment, University of Waterloo, September 1994-1996

Environmental Assessment Board's Advisory Committee, September 1993-May 1999

National Hazardous Waste Minimization Committee, January 1993-1996

Accelerated Reduction and Elimination of Toxics, national multi-stakeholder committee, February 1992-August 1993

National Pollutant Release Inventory, national multi-stakeholder committee, September 1991-January 1993

Chair, Waste Avoidance Caucus of Canadian Environmental Network, July 1990-1999

Lake Michigan Public Advisory Committee, July 1991-July 1992

Waste Management Master Plan Restructuring Steering Committee, for Environment Ontario, August 1991-1994

Expert Group on Recoverable Hazardous Waste, under Federal Government Regulations Respecting the Export and Import of Hazardous Wastes, August 1991-1994

National Evaluation Committee, Great Lakes University Research Fund, January 1991-1993

Advisory Committee on an Environmental Bill of Rights, for Environment Ontario, December 1990-March 1991

Binational Public Advisory Committee, U.S.-Canadian Lake Superior Initiative, May 1991-present; Canadian chair September 1994-1998

Steering Committee, National Contaminated Sites Remediation Program, for Canadian Council of Ministers of the Environment, September 1990-1995

Advisory Committee, Great Lakes Health Effects Program, for Health Canada, August 1990-present

National Task Force on Packaging, for Canadian Council of Ministers of the Environment, June 1990-March 2000

Great Lakes Action Plan Strategic Advisory Committee, for Environment Canada, May 1990-1996

Co-chair, Rural Action on Garbage and the Environment (RAGE), January 1990-present

President, Citizens' Clearinghouse on Waste Management, July 1989-present

St. Clair River Remedial Action Team, October 1988-1998

St. Clair River Binational Public Advisory Council, May 1988-present

Steering Committee, Canadian Environmental Network, June 1988-June 1990

Conservation Advisory Committee, Laidlaw Foundation, January 1988-December 1993

Advisory Panel, Great Lakes State of the Environment Project, for Institute for Research on Public Policy and Conservation Foundation, December 1987-October 1989

Observer status, Negotiations on Great Lakes Water Quality Agreement, granted by Canada's Secretary of State for External Affairs, Joe Clark, September 1987

Coordinator, St. Clair River International Citizens' Network, August 1986-present

Chair, Citizens' Hearings on Great Lakes Water Quality, for Great Lakes United, February 1986-February 1987

Chair, Ontario Environment Network, May 1986-June 1992

Coordinator, Ontario Toxic Waste Research Coalition, April 1986-present

Coordinator, Group of Eight: Citizens' Coalition on Toxic Waste Candidate Sites, June 1984-December 1987

Great Lakes United, President May 1989-May 1992 & May 1994-June 1997; board member, May 1983-present

Coordinator, Citizens' Network on Waste Management, September 1981-present

Committee to Investigate the Storage and Transportation of Hazardous Substances, City of Windsor, March 1982-July 1983

City of Windsor Planning Board, January 1979-July 1983

Co-founder, Windsor Occupational Safety and Health Council, Summer 1979

Co-founder, Ontario Public Interest Research Group - Windsor, Summer 1979

Co-founder, Downwind Alliance for a Safe Energy Future, Windsor and Essex County, Spring 1979

Co-founder and Treasurer, Morning Glory Food Co-op, Windsor, 1972-1978

EMPLOYMENT:

Advisory Committee for management of Great Lakes-St. Lawrence River water audit, for Office of the Auditor General, February 2000-present

Principle Researcher, Primer for Community Foundations on Great lakes Policy Funding, for Toronto Community Foundation & Great Lakes Community Foundation Collaborative, December 1999-present

Developer of correspondence course in waste management, Athabaska University, July 1998-present

Project Coordinator, New Green Agenda for Ontario, February 1998-April 1999

"Health Environment Assessment Framework," for Environmental Protection Office,
Toronto Public Health Department, December 1997-present

Waste Management Instructor, Environment and Resource Studies Program, Trent
University, September 1996-present

Reviewer of the Social Equity Aspects of Atomic Energy of Canada Limited's Siting for
Nuclear Fuel Waste Management and Disposal Concept for Northwatch's presentations
to the Federal Environmental Assessment Panel, May-June 1996.

Case Manager, for General Electric Canada Inc. and ELI Eco Logic Application for
Destruction of PCBs using a Mobile Technology, for Great Lakes United and Greenpeace
Canada, April 1996-November 1996

Reviewer of Rio Algom and Denison Mines decommissioning plans for Elliot Lake for
North Watch's presentations to the Federal Environmental Assessment Panel,
September-November 1995.

Researcher-Writer, Review of the Great Lakes Water Quality Agreement, for The Institute
on International Environmental Governance, Dartmouth College, March 1995-December
1996

Reviewer of Collingwood Stage 2 Remedial Action Plan (1994) and Niagara River Stage
1 Remedial Action Plan (1995) for the International Joint Commission

Peer Review of the London PCB Destruction Project, for LEAP (Londoners for the Safe
Elimination of All PCBs) and Environment Canada, October-December 1994

Advisory Committee for value-for-money audit of the environmental programmes of
federal government, for Office of the Auditor General, July 1994-1996

Technical Review Committee, Guideline for Rechargeable Batteries, for Environmental
Choice Program, July 1994-September 1995

Writer-editor, Pollution Probe's Sunsetting Project, February 1993-1995

Coordinator, Candidate Groups of the Interim Waste Authority, February 1993-1995

Ontario's Environmental Appeal Board, September 1992-September 1997

Consultant, Royal Commission on the Future of the Toronto Waterfront, August-
September 1991

Writer for Program for Zero Discharge, Canadian Institute for Environmental Law and
Policy, and National Wildlife Federation (U.S.), April 1990-January 1991

Consultant, Development of a Great Lakes Ecosystem Charter, Rawson Academy of
Aquatic Sciences, May 1989-December 1989

Adjunct Lecturer, Department of Environment and Resource Studies, University of
Waterloo, 1989-present

Project Coordinator, Case Preparation for Hearings on Ontario Waste Management
Corporation's Proposal for a Hazardous Waste Incinerator and Landfill, for the Ontario
Toxic Waste Research Coalition, August 1988-September 1993

Organizer of Workshop on Lake Ontario Toxics Management Plan, for Environment

Canada & the Ontario Ministry of the Environment, March 1988

Consultant on Environmentally Sound Industrial Processes, Environmental Protection Office, Department of Public Health, City of Toronto, November 1987-November 1988

Facilitator, Multi-Stakeholders Group of Solid Waste Environmental Assessment Plan, Municipality of Metropolitan Toronto, September 1987-January 1990

Conference Organizer, "Ecocommunity in Kitchener-Waterloo," for Secretary of State, January-April 1986

Researcher-Writer, *Infoetox*, quarterly newsletter of Friends of the Earth, November 1983-December 1987

Review Coordinator, "Review of the Ontario Waste Management Corporation's Phase 3, 4A and 4B Technical Reports" for the Group of Eight and the Ontario Toxic Waste Research Coalition, May 1985-June 1988

Researcher, "Progress on Commitments in the Great Lakes Water Quality Agreement (Canada)", "Study of Governance and Management of Great Lakes Coastal Waters", "Binational Governance Arrangements in the Great Lakes" for the Committee to review the Great Lakes Water Quality Agreement, U.S. National Research Council and the Royal Society of Canada, December 1984-June 1985

Researcher-Advisor, "Input to Ontario's Commission on the Regulatory Control of Mobile PCB Destruction Facilities" for the Environmental Health Committee, Community Advisory Board, Northern Health Area, Department of Public Health, City of Toronto, October 1984-February 1985

Conference Organizer, "Annual Consultation" for the Ontario Region of Environment Canada, August-November 1984

Conference Organizer, "Citizens' Technical Questions on the OWMC's Proposals" for Environment Canada and the Ontario Waste Management Corporation, June-September 1984

Researcher, "Study of Possible Organization of Scientists and Other Individuals Concerned about Great Lakes Ecological Problems" for the Institute for Environmental Studies, University of Toronto, September 1983-March 1984

Conference Organizer, "Waste Management Plan Options Conference" for the Regional Municipality of Niagara, August 1983-January 1984

Conference Organizer, Follow-Up Consultation on the *Blueprint for Waste Management* for Ontario Ministry of the Environment, August-October 1983

Conference Organizer, "Citizens' Conference on Hazardous Wastes" for Environment Canada, August-November 1983

Conference Organizer, "Waste Management Consultation Session" for the Ontario Ministry of the Environment, January-February 1983

Conference Organizer, "Hazardous Waste Management: The Decision-Making Problem" for Environment Canada, the Ontario Waste Management Corporation and the Ontario Public Interest Research Group, September-November 1982

Consultant on "Right to Know," Department of Public Health, City of Toronto, October 1981-June 1983

Researcher-Writer, Current Affairs, NEWSDAY, CBET Channel 9, Windsor, September 1980-April 1981

Staff, Windsor Occupational Safety and Health Council, June 1980-September 1982

Staff, Ontario Public Interest Research Group, Windsor, June 1980-September 1982

Lecturer, Faculty of Business Administration, University of Windsor, (business-government relations), January 1979-April 1980

Study on Freedom of Information and Individual Privacy, for Commission on Freedom of Information and Individual Privacy, Province of Ontario, June-October 1978

Associate Research Director, Hamilton-Wentworth Region Review Commission, October 1977-March 1978

Lecturer, Department of Political Science, University of Windsor (municipal politics, public policy creation, public administration at federal, provincial and municipal levels), September 1976-June 1980

Research Director, Essex County Local Government Restructuring Study, April 1974-June 1976

Research Assistant to City Manager, City of Windsor, December 1971-April 1974

PUBLICATIONS:

Freedom of Information in Local Government in Ontario, Research Publication 7, Commission on Freedom of Information and Individual Privacy, Province of Ontario, May 1979 (with Stan Makuch)

A Worker's Guide to Health and Safety, James Lorimer & Company, 1982 (with Cecilia Deck & Hawley Shields)

"The Workplace and the Control of Toxic Chemicals," in *Toxics Seminar: Report on the Toxics Workshop with Environment Canada*, May 1982 (with Doug Saunders)

"South Cayuga I: Lessons in the Need for Public Participation," *Alternatives*, Fall-Winter 1982 (with Phil Weller)

"Hazardous Waste Management: The Decision-Making Problem," a Report on a Conference in Kitchener-Waterloo, November 1982 (with Karen Fleiss & Phil Weller)

Chemical Nightmare: The Unnecessary Legacy of Toxic Wastes, Between The Lines, 1982 (with Phil Weller)

"The Right to Know Hazardous Substances in the Community and Workplace: The Municipal Role," for the Department of Public Health, City of Toronto, June 1983

"Final Report of Waste Management Consultation Session," Appendix 1, *Blueprint for Waste Management in Ontario*, Ministry of the Environment, Ontario, June 1983 (with Barry Randall, Scott Slocombe & Phil Weller)

"The NIMBY Syndrome," *Municipal World*, July 1983 (with Phil Weller)

"Environmental Issues and Community Well-Being: Community Input and the Experts," in *Rethinking Community Development in a Changing Society*, Ontario Community

Development Society, 1983

"Report of the Follow-Up Waste Management Blueprint Consultation," for Ontario's Ministry of the Environment (with Phil Weller)

"The Right-to-Know Movement," in *Hazardous Substances and the Right to Know*, Canadian Environmental Law Research Association, 1983

Managing Wastes: A Guide to Citizens' Involvement, March 1984 (with Phil Weller)

"Chemical Nightmares," *Homemaker's*, October 1984 (with Phil Weller)

"What Citizens Want from Waste Management," *Proceedings: 5th Annual Conference: Recycling Council of Ontario*, 1984

Unfulfilled Promises: A Citizens' Review of the International Great Lakes Water Quality Agreement, Great Lakes United, February 1987 (with Tim Eder)

Waste Management Master Plans: What You Should Know, Waterloo Public Interest Research Group, May 1987 (with Cameron Wright et al)

"International Citizen Action to Protect the World's Large Lakes," in *Toxic Contamination in Large Lakes*, Volume IV, ed. Norbert W. Schmidtke, Lewis Publishers, 1988

"Suggestions to Industry from a Resident's Perspective," in *No Surprises: The Crisis Communications Management System*, ed. Bart J. Mindszenty, T.A.G. Watson and William J. Koch, Bedford House Publishing Limited, 1988

"Waste Reduction: What the Public Wants," in *Proceedings of The Second Annual Hazardous Materials Management Conference/Canada*, Tower Conference Management Company, Glen Ellyn, Illinois, 1988

Excess Packaging: Strategies for Waste Reduction, ed. John Jackson & Cameron Wright, Waterloo Public Interest Research Group, 1988

A Citizens' Guide to the Great Lakes Water Quality Agreement, Great Lakes United, December 1988 (with Tim Eder)

"Citizens' Networks: Their Impacts in the Search for Environmental Solutions," in *Proceedings of a Conference: In Search of Environmental Solutions*, INFO-TECH, Calgary, Alberta, 1989

"Cooperative Initiatives in Canada: Some Examples and Some Questions," in *Proceedings of The Third Annual Hazardous Materials Management Conference/Canada*, Tower Conference Management Company, Glen Ellyn, Illinois, 1989

"Sustainable Development: Questions from A Citizen Activist's Perspective," *The Guelph Seminars on Sustainable Development*, ed. S.G. Hilts and A.M. Fuller, University of Guelph, Guelph, Ontario, 1990

"NIMBY: A Positive Influence," *Twelfth Canadian Waste Management Conference Proceedings*, Environment Canada, October 1990

"The Ethos of Growth & Our Environmental Crisis," *Proceedings, 11th Annual Conference, Recycling Council of Ontario*, October 1990

"Citizens' Groups Perspectives on Integrative Waste Management," *Municipal Solid Waste Management: Making Decisions in the Face of Uncertainty*, ed. Murray E. Haight,

University of Waterloo Press, 1991

A Prescription for Healthy Great Lakes, National Wildlife Federation and the Canadian Institute for Environmental Law and Policy, February 1991 (with Tim Eder, Paul Muldoon, & Mark Van Putton)

"A Citizen's View of Water Diversions," *Water Pipelines and Diversions in the Great Lakes Basin*, ed. Marie Sanderson, University of Waterloo, 1991

Broken Agreement: The Failure of the United States and Canada to Implement the Great Lakes Water Quality Agreement, Great Lakes United, September 1991 (with Karen Murphy)

"The Public's Role in Lake Management: The Experience in the Great Lakes," in *Guidelines on Lake Management: Volume 2: Socio-Economic Aspects of Lake Reservoir Management*, ed. M. Hashimoto [Japan: International Lake Environment Committee & United Nations Environment Program, 1991], pp. 31-46 (with Tim Eder)

Managing Wastes: A Guide to Citizens' Involvement, 2nd Edition, 1992 (with Barbara Wallace)

"Reflecting on What We Have Learned," in *Environmental Stewardship: Studies in Active Earthkeeping*, ed. Sally Lerner [Waterloo: Department of Geography Publication Series, University of Waterloo, 1993], pp. 385-397 (with Sally Lerner)

"Postscript from an Organizer's Notebook," in *Environmental Stewardship: Studies in Active Earthkeeping*, ed. Sally Lerner [Waterloo: Department of Geography Publication Series, University of Waterloo, 1993], pp. 399-409

"No More Dumps: Positive Alternatives to Mixed Waste Landfills," in *Moving Towards a Wasteless Society*, Waste Caucus of the Ontario Environment Network, April 1993

"Resource Management Systems: An Alternative To Current Waste Management Systems," in *Moving Towards a Wasteless Society*, Waste Caucus of the Ontario Environment Network, April 1993 (with Barbara Wallace)

"The Meaning of Zero: A Misleading Debate," in *Zero Discharge and Virtual Elimination in the Great Lakes*, Great Lakes Sea Grant Network, October 1993

Resources - Not Garbage, November 1993

"The Use of Compensation in 'Closing the Deal'," in *Developing Agreements on the Siting of Waste Management Facilities*, Canadian Environment Industry Association, 1994, pp. 103-109

"Keeping the Zero in Zero Discharge: Phasing out Persistent Toxic Substances in the Great Lakes basin," *Alternatives*, Vol. 20, No. 4, 1994, pp. 14-20 (with Paul Muldoon)

"Municipal Solid Waste: Landfill," in *Conservation and Environmentalism: An Encyclopedia*, edited by Robert Paehlke, Garland Publishing Inc., New York & London, 1995.

"Citizens, Science, Technology and the Environment," in *International Journal of Science & Technology*, Vol. 9, No. 2, Spring 1996, pp. 51-62.

The Fate of the Great Lakes: Sustaining or Draining the Sweetwater Seas? Canadian Environmental Law Association & Great Lakes United, February 1997 [with Claire Farid & Karen Clark]

"Treading Water: A Review of Government Progress Under The Great Lakes Water Quality Agreement: A Report to the International Joint Commission" The Toledo Journal of Great Lakes' Law, Science & Policy, Spring 1998, pp. 91-178 [with Sally Billups, Tim Eder, Paul Muldoon and Michael Murray].

"Putting Used Materials Back to Work: A Strategy for the Long Term" in Proceedings 20th Canadian Waste Management Conference [on diskette], September 1998

An Environmental Agenda for Ontario, April 1999

A Citizens' Guide to the National Pollutant Release Inventory: Community right to know, May 2000. Also available as Le droit d'accès à l'information: Un Guide du Citoyen pour l'interprétation de L'inventaire National des Rejets de Polluants

Affecting Environmental Policy in the Great Lakes Basin: A Primer for Community Foundations, September 2000 [with Fe de Leon]

"Bi-National Citizen Action: Grassroots Environmentalism in the Watershed," in Voices for the Watershed: Environmental Issues in the Great Lakes-St. Lawrence Drainage Basin, 2000.

RESUME

Sarah Miller
16 Second Street
Ward's Island
Toronto, Ontario
M5J 2A8

Phone: (416) 203-0821
e-mail: sarahmil@web.net
Citizenship: Canadian

Education

Bachelor of Arts, 1966
Modern Literature and Art History
The State University of New York at Buffalo

Employment

1978 - present: Coordinator of the Canadian Environmental Law Association (CELA), a public interest legal-aid clinic which supplies access to environmental justice to the poor, campaigns for law reform to improve environmental protection and public participation in environmental decision - making and education on the environment and the law.

1973 - 1978: Administrator and Production Assistant, the *Canadian Forum*, magazine.

1966 - 1969: Administrator, the Coach House Press, Toronto.

1963 - 1966: Assistant to the Director, the Student Bookshop and Gallery, Buffalo, NY

Experience

ADVOCACY AND COMMUNITY ORGANIZING

Responsibilities as a community legal worker at CELA involve; advocacy, law reform campaigns, community organizing and education on local, provincial, national, international aspects of Great Lakes water quality and quantity issues. I have also been involved in work on the linkages between health and environmental protection.

In this and other volunteer efforts, I have organized numerous public interest campaigns, information forums, workshops and corporate annual general meetings.

I have also been involved with the growing movement of community and conservation land trusts to advance the protection of agricultural, natural areas, as well as, limited equity and affordable housing alternatives in Ontario.

I have also been involved in a leadership role with a five year community - led planning process which included drafting principles and an advocacy campaign which led to Ontario legislation to preserve and enhance the Toronto Island community; a community - based site plan, housing designs, environmental assessment of the plan and the development of a plan for stewardship of the unique Island park environment.

ADMINISTRATIVE

My job responsibilities as Coordinator of CELA have included fundraising, personnel management, and primary responsibility for financial management of the diverse activities of the organization. These include; the operation of a legal aid clinic, law reform programmes, education programmes, health and environment programmes, international programmes, and client trust accounts with an overall budget of over \$800,000.

COMMUNICATIONS

I have acted as spokesperson for a number of environmental and community groups and in this capacity have participated in planning and participation in press conferences, press interviews and documentaries. I have made submissions, written briefs to a number of commissions, government standing committees, and presentations to conferences. These include:

- the International Joint Commission,
- the Royal Commission on the Future of Toronto's Waterfront,
- the City of Toronto's Neighbourhood, Public Health and Executive Committees,
- the Ontario Ministry of the Environment,
- a Committee of the US House of Representatives; and
- the Great Lakes Commission.

PUBLICATIONS

My writing experience includes:

- Articles for *The Intervenor* (the newsletter of the Canadian Environmental Law Association) and the *Great Lakes United* and for other community newsletters,
- Chapter 7, *Water and Free Trade*, edited by Wendy Holm, James Lorimer & Company, Publishers, 1988,
- Co-authoring *A Citizen's Agenda for Lake Ontario*, Great Lakes United and the Lake Ontario Organizing Network, 1987,
- Co-authoring *Island Regeneration, Site Planning Report (Volumes I, II and III)* for the Site Planning Committee with the Island Planning and Building Collaborative, 1994,
- Editing and coordinating research for *The Fate of the Great Lakes; Sustaining or Draining the Sweetwater Seas?* CELA and Great Lakes United, 1997.

ENVIRONMENTAL VOLUNTEER EXPERIENCE

- 1984 - 1995 Canadian Director, Great Lakes United, an international coalition dedicated to the preservation and clean-up of the Great Lakes - St. Lawrence ecosystem.
- 1983 - 1988 Founding Director and Treasurer of the Canadian Environmental Defence Fund, a charitable group which works to increase public access to environmental legal remedies and dispute resolution.
- 1980 - 1988 Spokesperson for Stop Contaminating Our Waterfront (SCOW) a Toronto group working to improve dredging and lakefilling practices.

- 1985 - 1988 Member of the City of Toronto's Waterfront Remedial Action Plan Committee which produced the first clean-up plan for the waterfront.
- 1987 - 1993 Stakeholder in the Hamilton Remedial Action Plan for restoration of the Bay.
- 1989 - 1995 Environmental sector representative, Metropolitan Toronto Waterfront Coalition of residents and interest groups concerned with impacts of development proposals on the urban and natural environment.
- 1990 - 1993 Member of the Great Lakes Action Plan Strategic Advisory Committee to Environment Canada.
- 1990 - 1991 Member of a group consulting with the Ministry of Natural Resources drafting "A Water Efficiency Strategy for Ontario".
- 1990 - 1997 Canadian Chair of the Sustainable Water Resources Taskforce of Great Lakes United.
- 1993 - Treasurer of the charitable organization the Resource Library for the Environment and the Law.
- 1997 - Founder of Save Ontario Water, a coalition of health, environment and unions opposing the privatization of Ontario's water resources.
- 1997 - Member of the "Everyday Carcinogens" project steering committee planning a conference and campaign to build understanding of the need, and tools to promote primary prevention of cancer in Ontario.
- 1998 - Founding member of the Common Front to Protect Our Water, a national group promoting protection of our water resources and systems with strong public controls and conservation.

OTHER VOLUNTEER EXPERIENCE

- 1978 - Founding Member Toronto Island Residents' Housing Co-op
- 1983 - Board Member and artist, Shadowland Theatre Company, a collaborative community theatre troupe.
- 1990 - 1994 Founding Board member Toronto Island Community Residential Land Trust.

From: Ron Crawley <rcrawley@cupe.ca>
To: "Sarah Miller (E-mail)" <millers@olap.org>
Subject: Jamey Heath resume
Date: Tue, 19 Dec 2000 15:42:37 -0500

Sarah, Here is the resume of Jamey Heath, Research Assistant on the project. Ron

-----Original Message-----

From: Jamey Heath
Sent: Tuesday, December 19, 2000 3:36 PM
To: Ron Crawley
Subject: Is this what you're looking for?

Jamey Heath holds a Bachelor of Journalism degree (high honours) from Carleton University and has worked as a weekly columnist for the Ottawa Sun (1998-1999) and for six years has covered news and politics for Capital Xtra, Ottawa's gay and lesbian monthly. During this time, he has written investigative pieces on the AIDS Committee of Ottawa, the Ottawa Senators and the Reform Party.

For two and a half years, he worked as a Senior Communications Officer for the Canadian Union of Public Employees, which included significant work in tracking privatization across the country, particularly in Manitoba's hospital sector. For the past year, he has worked in the research department of the Federal NDP, focusing primarily on health care, most notably the effects of deregulation in food and drug testing in Canada and federal involvement in Alberta's for-profit hospital law, Bill 11.

In the last federal election, he headed the NDP's rapid response unit, responsible for quickly finding and disseminating facts on policies and other parties.

ANNE WORDSWORTH
76 FIRST AVENUE
TORONTO, ONTARIO M4M 1W8
(416) 466-3634 (home)

MANAGER, OBA MOTEL October 1998 - November 2000

Oludeniz, Turkey

Managed successful restaurant and resort for backpackers and budget travellers.
Responsible for quality of accommodation, promotion, reservations, internet use,
staffing in resort and restaurant/bar, and overall customer satisfaction.

PRODUCER/RESEARCHER Dec 1995 - Sept 1998

THE HEALTH SHOW

Researched and produced health stories over 3 seasons including award-winning
features on concussions in sports, innovative treatments for Alzheimers disease as
well as stories on tinnitus, AIDS, domestic violence, misprescribing of drugs,
transfats, laparoscopy, breast cancer; also prepared promotional material.

RESEARCHER/ASSOCIATE PRODUCER June 1996 - August 1997

MAN ALIVE

Researched and produced half hour documentaries, "The Invisible Tattoo", on the
experience of defeated politicians and "Voluntary Simplicity", a documentary on
living more simply.

WRITER/RESEARCHER January 1995

GREAT JANE/WILD ZONE PRODUCTIONS

Researched and wrote a proposal for a film on clearcutting in Papua New Guinea.

CHIEF OF STAFF March 1993 - June 1995

To the ONTARIO MINISTER OF ENVIRONMENT AND ENERGY
AND MINISTER RESPONSIBLE FOR NATIVE AFFAIRS

Managed the Minister's staff including policy advisors, support staff, constituency
staff;

Provided strategic direction and leadership on environment, energy and native
affairs issues;

Advised the Minister on government policies and communications.

POLICY ADVISOR May 1991 - February 1993

To the ONTARIO MINISTER OF ENVIRONMENT

Provided information, analysis and advice on environmental and energy policy
issues;

Reviewed Cabinet submissions, press material and correspondence for the
Minister;

Briefed the Minister on daily events and prepared her for Cabinet and Cabinet
Committee meetings.

RESEARCHER

Sept. 1987 - March 1991

MARKET PLACE, CBC TV

Developed and researched stories on: Halcion, Canada's most popular sleeping pill; BST, the new growth hormone for cows; Mercury in dental fillings; Video game addictions; Fake Gold Jewellery;

Produced two features: "Birthing Centres", "Food as Medicine";

Researched a CBC Special on the GST (Goods and Services Tax), a joint Market Place/Venture report.

RESEARCH ASSOCIATE

Aug. 1982 - Aug. 1987

ONTARIO NEW DEMOCRATIC PARTY

Researched environmental, energy and health and safety issues and provided strategic advice to the Leader of the Party, critics and caucus members;

Wrote speeches, briefing materials, press releases and reports;

Prepared material for Question Period, debates and committees of the Legislature and co-ordinated tour events.

RESEARCHER

May 1977 - July 1982

POLLUTION PROBE

Developed original research on environmental issues;

Advocated environmental action through public speaking, press conferences, press releases, media interviews, lobbying and legal avenues;

Wrote articles, fact sheets, brochures and booklets including "The Acid Rain Primer";

Assisted in fundraising from corporate and government sources.

EDUCATION**Bachelor of Arts, Honours English Language and****Literature,**

University of Toronto

(Third Year, Smith College, Massachusetts)

Diploma in Applied Arts and Technology,**Photographic Arts,**

Ryerson Polytechnical Institute, Toronto

Producers' Training Course, CBC Television

References available on request

WALKERTON

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

October 2000

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15 Daily:
10 - 1
2:15 - 4:30
Fridays possible

16 Hearing
begins
PM, TAM, RL
Counsel, Howard,
Huck

17 ditto
Ethier

18 ditto
Palmateer

19 ditto
Palmateer

20 no sitting

21

22

23 ??
(Conflicts)
A&L and MDS
labs

24 PM
Meterol.
1/2 day
MoE begins: Bye

25 PM
Earl

26 PM
Hamilton

27 no sitting

28

29

30 PM / TAM
split
attendance
Struthers

31 ditto
Zillinger

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
November 2000						
			1 ditto finish MoE evidence	2 ditto finish MoE evidence	3 no sitting	4
5	6 Rick Regional Coroner	7 Rick coroner's panel	8 Rick coroner's panel	9 Rick Thomson	10 no sitting	11
12	13 PM / TAM split Thomson	14 ditto Bolden	15 ditto Bolden	16 TAM Burns	17 no sitting	18
19	20 no sitting	21 no sitting	22 no sitting	23 no sitting	24 no sitting	25
26	27 Rick Burns	28 Rick finish town	29 Rick Kieffer	30 Rick Kieffer		

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

December 2000

1 TAM
Field

2

3

4 TAM
Hallahan5 TAM
Buckle6 Rick
McKay7 Rick
F. Koebel8 TAM or PM
F. Koebel

9

10

11 TAM
S. Koebel12 TAM
S. Koebel13**
PUC cont.14**
PUC cont.15**
Patterson

16

17

18**
McQuigge19**
Ellis20**
Brodsky21**
Manure
mgt expert

22 no sitting

23

24

25 no sitting

26 no sitting

27 no sitting

28 no sitting

29 no sitting

30

31

Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

January 2001

1 no sitting

2 no sitting

3 no sitting

4 no sitting

5 no sitting

6

7

8**
Gillham9**
Huck10**
Microbiol.11**
manure
mgt expert12**
physical
cause cont.

13

14

15**
OCWA16**
OCWA17**
ev. Cont.18**
ev. Cont.19**
ev. Cont.

20

21 Part I B
begins
Feb. 19th22 evidence
continues if
nec. Until
complete then
break to Feb. 19

23

24

25

26

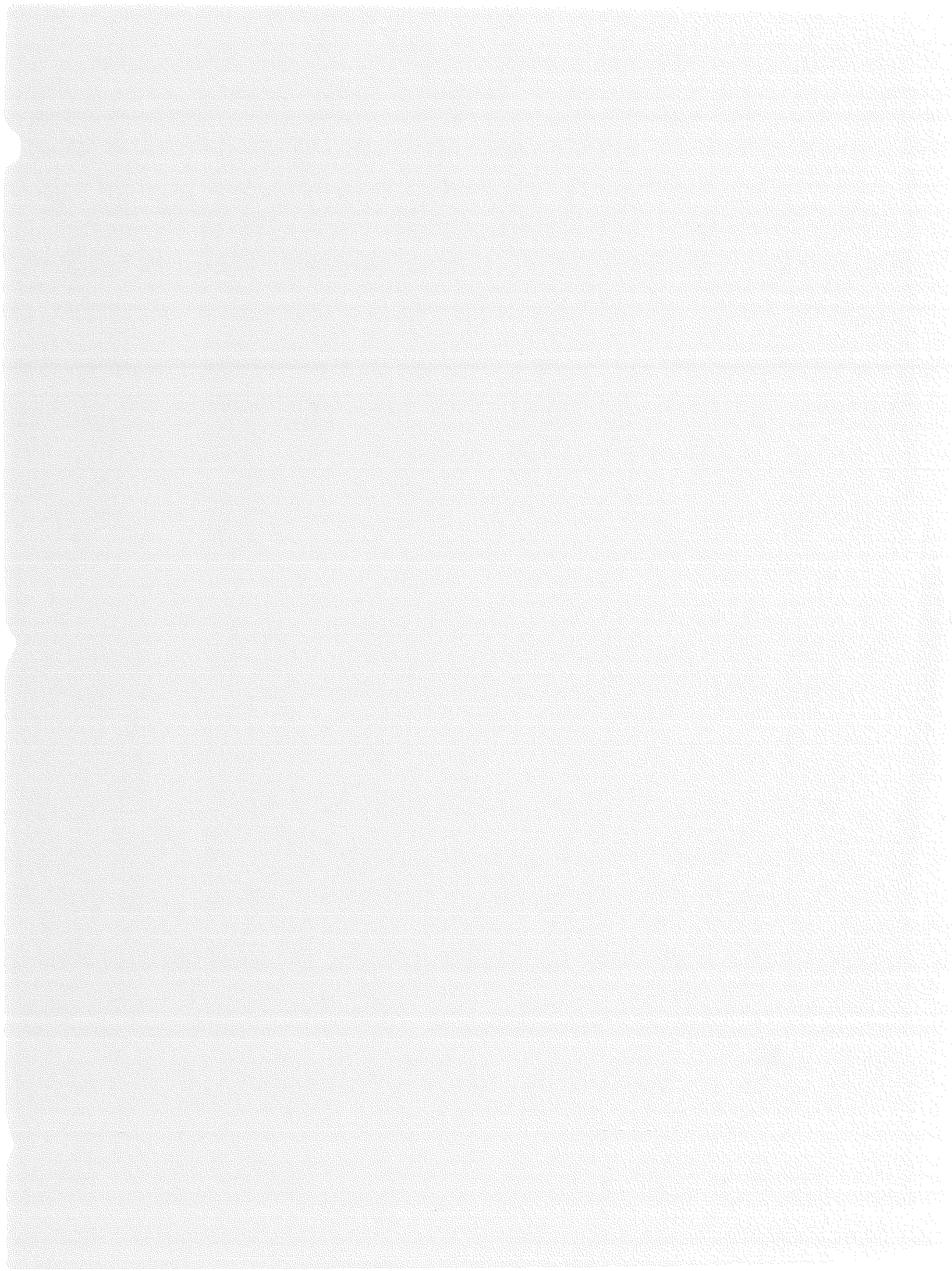
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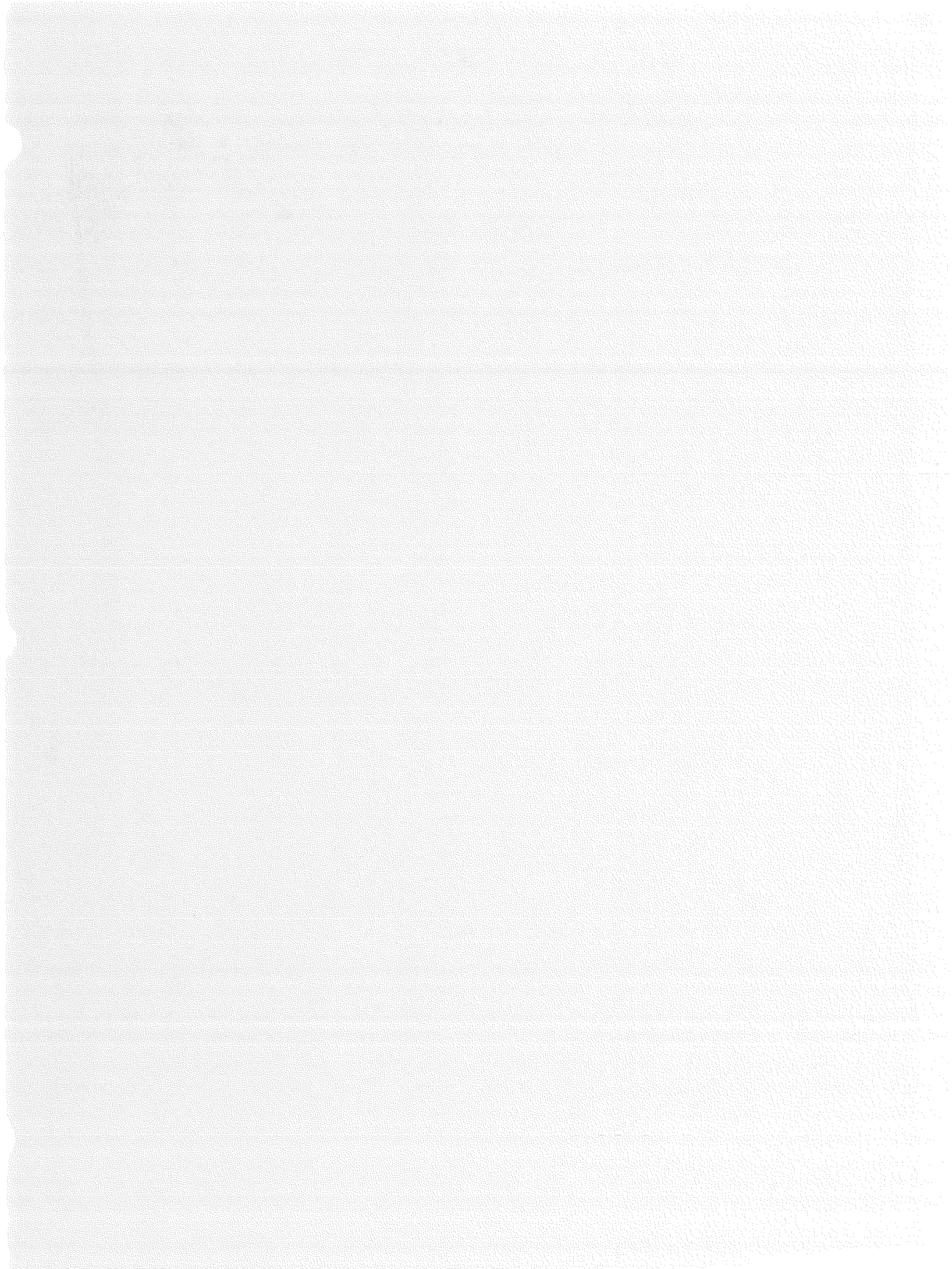
29 maybe
break if ev.
Done.

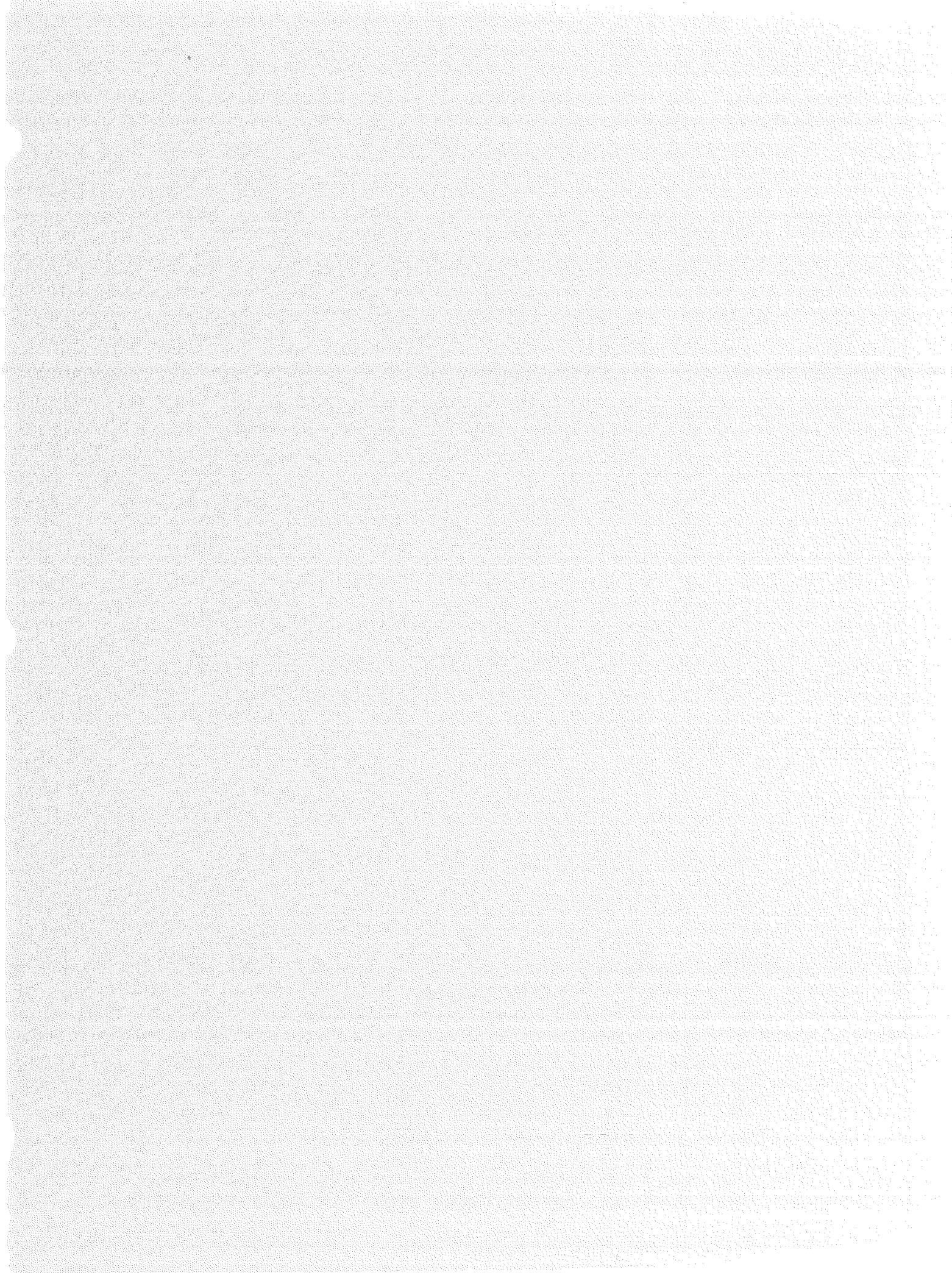
30

31



82





PROTOCOLS - & COORDINATION – WALKERTON
MEMO TO PM, RL, RN, LM, SM, KC, BK, SF
FROM THERESA
October 4, 2000

DRAFT

Following a meeting between Paul, Rick & Theresa on September 20, 2000, the following decisions were made:

1. Water files from all lawyers, researchers & elsewhere in the office will be organized together. **Paul / Lisa**
2. Client file: there will be one central file, located permanently at the CELA office. Each lawyer will take the portions of it that are needed for their attendance at the hearing that week or day and will return it to the CELA office immediately after that attendance. **All counsel**
3. In the case that Theresa is directly following other lawyers for attendance such that she will not be able to collect materials from the Toronto office in time, specific arrangements will be made with the preceding lawyer. (E.g. if Rick has taken something to the Inquiry that Theresa in attending the following day will need, Rick and Theresa will speak to coordinate where that material will be left, such as at the CELA apartment.) **TAM & other counsel**
4. We must have a list of everything in the file, kept up to date constantly, and we must have a sign-out system. The best approach is to mimic our vertical files system from the library and the rule should be that the actual file folder remains in the central client file when the document that it contains is removed. We should have sign out sheets that are inserted into the folders when the document is removed. (When I was at Gowlings, we had a stack of stiff full-size sheets of cardboard with lines to indicate what had been removed, date and by whom.)
5. We intend to avoid over-duplication of the file and of documents it contains. Especially as we sort out who is attending for what witnesses, we will be able to better isolate which lawyers need which documents and when.
6. We also intend to avoid having the file spread over multiple locations, other than taking the specific portions that are needed for the particular attendance each day or week.
7. We will pursue computer support (lap tops etc.)
8. Disclosure from the commission will be by CDROM. There is **strict** confidentiality over the documents disclosed until they are made exhibits at the Inquiry. We will have to keep a tight check on who has access to the CD's and to print copies of the documents. All counsel have had to sign undertakings to this effect and so will the

client rep's who will have access to the documents. We will make copies of the CDROM's for counsel once we receive them.

9. We will have electronic copies of transcripts; also they will be available on the commission web site after a delay (2 weeks or so). The commission will not be paying for expedited transcripts. This should be fine for us as long as counsel keeps the final argument template up to date (see separate memo) and then we can later use the transcripts once available to include precise evidence references in our argument.
10. We will need to prepare daily briefings of what has transpired at the commission to communicate among ourselves. We will clarify whether there will be modem connections in the hearing room.
11. The protocol for recording communications is to prepare file memos which must be printed and kept in a memos folder to be kept in the client file. All counsel have the responsibility to read the memos folder frequently.
12. We will ask Bernice to prepare a parties list, with full contact information as soon as possible, based on the list at the end of the standing hearing decision.
13. As will be described more fully on a separate memo, it will be the responsibility of counsel in attendance at the hearing on each particular day to prepare a memo as to what will be relevant from the day's evidence, for final submissions. (Theresa has prepared a template to be circulated separately.)
14. Theresa has prepared an outline of the "theories of the case" to be circulated separately. The first job of all counsel is to review it, add to it, etc.; then when finalized to use it for preparation of cross-examination of the particular witnesses who will be in attendance when that counsel is at the hearing; to use it to consider whether the evidence proposed to be brought by the commission is adequate or whether there are gaps that need to be filled with additional documentary disclosure or additional witnesses, in addition to cross examination. This theories outline must be used to deal with "standard" questions that will be framed differently for each witness and area of evidence, but that will speak to themes that we will want to pursue in final argument.
15. Paul will be speaking to Jim Merritt to see if we can schedule some preparation for anticipated cross-examinations; we will contact Wilf to do the same for later in the hearing; we will contact OMA and others to same end for various aspects of the hearing. From these initial contacts we will quickly allocate budget on a priority basis and begin to utilize their expertise to help us with preparation for cross and identification of gaps. (Obviously we need to consult with clients on all of this.)
16. Theresa has also prepared a separate memo of "counsel responsibilities" as a practical checklist to make sure each counsel is equipped with everything they need when heading up to the inquiry. It will be circulated separately.

17. Lisa will be able to provide research support. Other responsibilities for help from CELA staff will be developed as our work plans progress.
18. A draft calendar of the evidence to be called and the CELA counsel who will be in attendance has been circulated; Ramani's attendance still needs to be included.
19. **NOTE TO ALL CELA STAFF: THE CONFIDENTIALITY UNDERTAKING APPLIES TO ADVANCE NOTICE OF WHAT WITNESSES THE COMMISSION WILL BE CALLING AS WELL AS TO DOCUMENTARY DISCLOSURE. NO ONE SHOULD DISCUSS SUCH MATTERS WITH THE PUBLIC OR THE PRESS WITHOUT EXPLICIT O.K. FROM ONE OF THE LAWYERS AND IN ANY EVENT IT SHOULD BE ONE OF THE LAWYERS WHO HANDLES SUCH QUERIES. ANYTHING THAT DISCLOSES SUCH MATTERS, INCLUDING THE DRAFT ATTENDANCE CALENDAR MUST BE KEPT IN CONFIDENCE.**