



City of Hamilton
MAYOR'S TASK FORCE ON ECONOMIC RECOVERY
ADDENDUM

Meeting #: 20-003
Date: July 30, 2020
Time: 8:30 a.m.
Location: Due to the COVID-19 and the Closure of City Hall

All electronic meetings can be viewed at:

City's Website:
<https://www.hamilton.ca/council-committee/council-committee-meetings/meetings-and-agendas>

City's YouTube Channel:
<https://www.youtube.com/user/InsideCityofHamilton> or Cable 14

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7. STAFF PRESENTATIONS

*7.1 Mayor's Task Force on Economic Recovery Update

8. DISCUSSION ITEMS

- *8.1 Restart and Recovery COVID-19 Impact in Hamilton - Workforce Planning Hamilton Survey
- *8.2 Proposed Correspondence from the Mayor's Task Force on Economic Recovery Respecting Canada Emergency Commercial Rent Assistance Role in the Economic Recovery
- *8.3 Proposed Correspondence from the Mayor's Task Force on Economic Recovery Respecting Liability's Role in the Economic Recovery



Mayor's Task Force on Economic Recovery - Update

July 30, 2020

Mayor's Task Force on Economic Recovery

U Quick Wins - June 25

Key Issue	Description and/or Question	Response	Next Step
Childcare	As a barrier to returning to work in all sectors.	Grace Mater and city staff are working with childcare providers in the city. In addition, Public Health is working with private operators to ensure safety procedures are shared and adhered to.	Grace Mater (Director, Director Children's Services and Neighbourhood Development Healthy and Safe Communities Department) will present a childcare overview at the July 30th Task Force Meeting.
	Are there city programs or other organizations that could provide childcare services (e.g drop-in programs)?		
	Is there the potential for collaboration where large spaces/resources could be shared?		
	Is there a website for parents to access resources for childcare?		
	Advocacy at provincial and federal levels		
		Refer to the working groups.	
Municipal Programs: Outdoor Dining	Purchasing patio furniture for eligible businesses through the Façade Improvement Grants Program.	To be reviewed by city staff who manage the Outdoor Dining Districts program.	This financial incentive program cannot be used for a business's operational costs but must be related to creating more permanent physical improvements to a property. This is a result of provincial legislation under the Planning Act which governs the eligible costs under which a municipality is permitted to provide grants/loans. The program terms of the façade programs are governed under the Downtown and Community Renewal Community Improvement Plan (CIP) and explicitly prohibits the funding for exterior and interior furniture.
	Various establishments including music venues could not participate in the Outdoor Dining Districts program due to zoning requirements (i.e. abutting residential neighbourhoods).		<i>On July 7, 2020 City Council passed a secondary motion which approved temporary zoning permissions for commercial properties (e.g. music venues) who initially did not qualify for the program because they abutted residential properties. In addition, the outdoor York Parkade rooftop was approved as an outdoor performance space.</i>

Mayor's Task Force on Economic Recovery Update

Quick Wins - June 25

Key Issue	Description and/or Question	Response	Next Step
Federal Funding	Many federal relief fund programs end in August 2020.	Suggestion to advocate over the course of the summer for an extension.	Referred to the working groups.
Municipal Finance	Removing Licensing Fees & Lowering Development Charges	To be reviewed by City Finance Department.	
	Creation of Repayment Plans for the Tax Assistance Program.		
	Municipality require urgent funding from senior levels of government.	Motion for the Task Force to write to senior levels of government requesting municipal funding for the City of Hamilton.	<i>Task Force Letter was forwarded on July 9th, 2020 to the provincial and federal government.</i>
City Transit	Maintaining HSR route frequency	HSR continues to review and adjust service.	
Communications & Resources	Ensuring programs such as Digital Main Streets are shared with greater community.	Staff will continue to share key programs through Invest In Hamilton social channels, Hamilton Business Centre, Hamilton Chamber of Commerce COVID-19 Microsite.	
	Need for COVID-19 Re-opening guidelines for all sectors	The Province of Ontario has a detailed list of guidelines. This information will be shared as links on the task force resource list.	
	Is there a list of PPE suppliers available?	There is a list at the Hamilton Chamber of Commerce COVID-19 Microsite.	

Mayor's Task Force on Economic Recovery Update

Quick Wins - June 25

Key Issue	Description and/or Question	Response	Next Step
Development	There should be focus on shovel-ready construction projects within the city of Hamilton.		Referred to the Building, Infrastructure and Transportation working group.
Small Businesses	For businesses that were going to open right before COVID-19, is the City helping or facilitating the process of reopening?		Yes
Workforce	Advocacy on the recognition of credentials of international health care workers.		Refer to the working groups.
	Advocacy on farm temporary workers/impact on regulations.		
	Advocacy on retraining of newcomers as immigration may becoming limited.		
Infrastructure	Need of internet for all citizens to provide wider access to the greater community.		Consult with City of Hamilton's Chief Digital Officer and refer to working groups.

RESTART & RECOVERY: COVID-19 in Hamilton

Draft V8

Demographic Questions

Business/Organization Name: _____

Does your business operate in the Greater Hamilton Area? (Ancaster, Burlington, Dundas, Flamborough, Glanbrook, Hamilton, Stoney Creek).

- Yes
- No

Please select the industry your business represents. (drop down list of simplified 2-digit NAICS codes/industry names)

On March 2, 2020, what was the size of your business' workforce? (text box)

As of July 31st, 2020, what is the size of your business' workforce? (text box)

Was your business included in the list of essential business in Ontario or a considered a supplier to an essential business that were required to stay open?

(For the list of businesses please refer to the Ontario Government website:

<https://www.ontario.ca/page/reopening-ontario-stages#section-5>)

- Yes
- No
- Unsure

Workforce Impact

1. **Before** the pandemic and the resulting economic shutdowns began (mid-March), was your organization growing, declining, or staying the same?
 - a) Growing
 - b) Declining
 - c) Staying about the same
 - d) Unsure

2. **Since** the pandemic and economic shutdowns started, is your organization growing, declining, or staying the same?

3. Which of the following best describes your business/organization's status as of this week?
 - Open and operating at full capacity
 - Open and operating at partial capacity
 - Temporarily closed, planning to re-open as soon as possible
 - Temporarily closed, unsure if re-opening will be possible
 - Considering permanent closure
 - Permanently closed [redirect to end]
 - Other, please specify_____

4.
 - a) Are you currently hiring?
 - Yes
 - No (if no skip to Q 5)

 - b) How difficult is it to find a suitable candidate during the COVID-19 pandemic?
 - More difficult to find a suitable candidate
 - No change
 - Less difficult to find a suitable candidate

5. Did your organization experience any separations since the COVID-19 pandemic and economic shutdowns started mid-March?
(Separations are defined as retirements, dismissals, permanent layoffs, temporary layoffs and other separations)
 - a) Yes
 - b) No (If no go to 'Work Arrangements' section)

6. How many separations were in the following categories:

Type of Separation	Number of Separations
Quits	
Retirements	
Temporary Layoffs	
Permanent Layoffs	
Dismissals	

Work Arrangements

7. How have work arrangements changed in your business? (Click all that apply)
 - No changes
 - Remote working (if NOT selected, respondent goes to 'Workplace Safety' section)
 - Reduced hours
 - Alternate hours
 - Other

8. What percent of your staff is working remotely currently?
 - a) None
 - b) 0% to 24%
 - c) 25% to 49%
 - d) 50% to 74%
 - e) 75% to 100%

9. Are you considering remote working for your staff (partially or fully) after the pandemic has ended?
 - a) Yes
 - b) No
 - c) Unsure

10. To what extent do you agree with the following statements:
 [DISPLAY LIKERT SCALE "DISAGREE-AGREE" MATRIX]
 - Overall, our employees have been more productive working from home
 - Overall, the well-being of our employees has improved as a result of working from home

11. Which of the following issues is your remote workforce facing (if any):
 - Home internet issues
 - Other issues with information technology (software, hardware, etc.)
 - Lack of digital literacy among staff
 - Decreased collaboration
 - Online meeting fatigue (e.g.: Zoom)
 - Home schooling
 - Child minding
 - Other. Please specify _____
 - None of the above

12. Do you need additional information about managing staff remotely?
 - a) Yes
 - b) No
 - c) Unsure

Workplace Safety

13. Does your workplace require personal protective equipment (PPE) for your workers and/or your customers?
- We need PPE for customers
 - We need PPE for workers
 - No, we don't need it (If selected go to next section)
 - Unsure
14. Do you have enough personal protective equipment (PPE) available (either in stock or ready access) for your employees and/or customers to safely remain open for the next 6 months?
- Yes, we have enough PPE available for the next 6 months
 - We have enough PPE available, but not sure if we have enough for the next 6 months
 - No, we do not have enough PPE in stock and/or are unsure if we can get access to it for the next 6 months
 - Unsure
15. Have you developed a crisis response plan in the event of an outbreak at your business/organization?
- a) Yes
 - b) No
 - c) Unsure
16. Are you concerned about the additional cost of PPE for your workforce/customers?
- a) Yes
 - b) No
 - c) Unsure
17. How valuable would the following be to your organization in addressing workplace safety concerns: [Likert scale: not at all valuable -> extremely valuable]
- COVID-19 health and safety training
 - Increased availability of PPE
 - Clear industry guidelines on sanitation, physical distancing, etc.
 - HR training on current labour rules and worker rights
 - Information on how to re-open your business safely
 - Connections with other industry businesses to share best practices/resources

Confidence in Consumer Demand

18. How has the demand for your products/services changed since COVID-19?
- Decreased significantly
 - Decreased slightly
 - No change
 - Increased slightly
 - Increased significantly
19. If you deal with the general public, which of the following customer-facing practices (if any) did your organization adopt in response to COVID-19: select all that apply
- E-commerce/Online service delivery
 - Curbside drop-off/pickup
 - Phone orders
 - Use of outdoor patio space
 - Social distancing signs and floor markers
 - Offering sanitizer to customers
 - Plexiglass shields/dividers
 - Limiting the number of patrons
 - Mobile hand-washing stations
 - Other. Please specify _____
 - None of the above/not applicable to my business
20. Do you need additional supports to assist you in pivoting your business to a different business model?
- a) Yes
 - b) No
 - c) Perhaps

Next 6 Months

21. Do you plan on hiring in the next six months?

- a) Yes
- b) No (Skip to question 23)

22. If yes, estimate how many hires were in the following categories:

Occupation	Full-time Permanent	Part-Time Permanent	Full-time Contract	Part-time Contract	Seasonal/Casual
Managers and Executives					
Professionals					
Technical					
Trades (Journey person)					
Apprentices					
Sales and Marketing					
Administrative and Clerical					
Production Workers					
Service Workers					

23. Is available childcare a concern for any of your workers?

- a) Yes
- b) No
- c) Unsure

24. Do your workers face any transportation issues getting to your business either through access to or timing of the HSR buses?

- a) Yes
- b) No
- c) Unsure

25. Have you developed new business strategies to guide your business operations for the next 6 months in light of COVID-19?

- a) Yes, new business strategies are already in place
- b) Yes, we are working on developing new business strategies to guide business operations
- c) No, we want to develop new business strategies, but do not know how/do not have the resources
- d) No, we will not be developing new business strategies

26. If you have completed a cash flow projection for the next 6 months, what best describes your situation?

- a) Need help now
- b) Will be in trouble in a few months
- c) Ok for 6 months
- d) Other, please specify _____

27. Do you need any help from municipal, provincial, federal governments right now?

28. Would you like to share any final comments/concerns about your business' recovery? If your business is permanently closed, please share your comments/insights on how our community can continue to support you.

Would you like to receive a copy of the final results? If yes, please provide your contact information

Name _____

Email _____

Phone Number _____

**Proposed Correspondence from the Mayor's Task Force on Economic Recovery
Respecting Canada Emergency Commercial Rent Assistance
Role in the Economic Recovery**

To

Hamilton's Economic Recovery Task Force comprises multi-sectoral leadership across our community's diverse economy. The Task Force is responsible for guiding Hamilton's economic recovery in the immediate aftermath of the COVID-19 pandemic by formulating an aggressive, action-driven plan to ensure a long-term, sustainable and equitable economic recovery.

We are writing to you to express our concerns and recommendations to improve the Canada Emergency Commercial Rent Assistance (CECRA) program.

We have reviewed the ability of local business owners to sustain operations and pay rent during this economic downturn. Although CECRA is meant to assist business owners by providing subsidized commercial rent, businesses have reported a number of obstacles preventing their participation.

1. The eligibility requirement of 75% revenue loss is too high for businesses, despite their immediate need for rent assistance.
2. Commercial tenants are uncomfortable with the need to share their highly sensitive financial information with landlords in order to access the subsidy.
3. Some landlords are not taking advantage of the program, despite tenants meeting the eligibility requirements, due in part to the complexity of the agreements and the efforts required for each tenant.

To ensure this program meets the goal of preventing business closures, we recommend implementing the following guidelines to meet the needs of landlords and tenants:

1. Lower the eligibility requirement to _____ % revenue loss
2. Allow tenants to apply for access to limit the onus on landlords and to prevent the disclosure of tenants' private business information.
3. Extend program funding to at least the end of 2020.

With these adjustments in place, the existing CECRA initiative will better pave the way to economic recovery in Hamilton and beyond.

Thank you for your consideration.

Sincerely,

[Redacted signature area]

**Proposed Correspondence from the Mayor's Task Force on Economic Recovery
Respecting
Liability's Role in the Economic Recovery**

To

Hamilton's Economic Recovery Task Force comprises multi-sectoral leadership across our community's diverse economy. The Task Force is responsible for guiding Hamilton's economic recovery in the immediate aftermath of the COVID-19 pandemic by formulating an aggressive, action-driven plan to ensure a long-term, sustainable and equitable economic recovery.

We are writing to express our concerns and recommendations surrounding liability protection for Ontario employers that demonstrate their due diligence in preventing the spread of COVID-19, among employees and customers alike.

We believe the duty to provide a safe and clean environment for workers and patrons is critical. In fact, under Ontario's current labour laws, employers must take every reasonable precaution to protect the health and safety of workers, including the protection of workers from hazards posed by infectious diseases. Businesses are also required by municipal by-law to ensure employees working within the establishment wear a face covering and to post a notice to customers at the front of their stores that masks are required indoors.

Businesses that have entered Phase 3 of reopening are doing their best to create and maintain safety protocols that meet their obligations, but many have expressed concern over the uncertainty surrounding their legal liability and exposure, should an employee or customer contract COVID-19 at their establishment.

To provide employers assurance that they are safe from legal action, we recommend protecting employers from legal liability, contingent on the demonstration of due diligence in maintaining a safe and clean environment that meets public health standards.

With this clarification in place, the Province of Ontario will better pave the way to economic recovery in Hamilton and beyond.

Thank you for your consideration.

Sincerely,

