

## Employment Areas (section 2.2.5) – Substantive Changes

Grey highlighted strikethrough text = text to be deleted

**Bolded text** = text to be added

2017 Growth Plan policy	Draft Amendment 1 Policy Change	2019 Growth Plan Policy	Comments
N/A	<p><b>2.2.5.5 Municipalities should designate and preserve lands within settlement areas located adjacent to or near major goods movement facilities and corridors, including major highway interchanges, as areas for manufacturing, warehousing and logistics, and appropriate associated uses and ancillary facilities.</b></p> <p><b>New Policy</b></p>	No changes from draft Amendment No. 1.	<p>Staff did not identify any concerns with this policy in the Amendment No. 1 comments.</p> <p>It supports the location of the existing Employment areas and any future expansion areas near goods movement corridors (major roads and facilities (i.e Port, Airport).</p>
2.2.5.6 Upper- and single-tier municipalities, in consultation with lower-tier municipalities, will designate all <i>employment areas, including any prime employment areas</i> , in official plans and protect them for appropriate employment uses over the long-term	<p>2.2.5.6 Upper- and single-tier municipalities, in consultation with lower-tier municipalities, will designate all <i>employment areas, including any prime employment areas</i>, in official plans and protect them for appropriate employment uses over the long-term. <b>For greater certainty, employment area designations may be incorporated into upper- and single-tier official plans by amendment at any time,</b></p>	No changes from draft Amendment No. 1.	<p>Through Amendment No. 1, staff had supported the policy addition to allow for the designation of employment areas in advance of the MCR. This policy has been maintained.</p> <p>Staff did not support the removal of prime employment areas, which remains in the 2019 Growth Plan. The 2017 Growth Plan had allowed municipalities to identify prime employment areas and give them the necessary protection.</p>

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	<b>in advance of the next municipal comprehensive review.</b>		
<p>2.2.5.7 Municipalities will plan for all <i>employment areas</i> within <i>settlement areas</i>, with the exception of any <i>prime employment areas</i>, by:</p> <p>a. prohibiting residential uses and limiting other <i>sensitive land uses</i> that are not ancillary to the primary employment use;</p> <p>b. prohibiting <i>major retail</i> uses or establishing a size or scale threshold for any <i>major retail</i> uses that are permitted and prohibit any <i>major retail</i> uses that would exceed that threshold; and</p> <p>c. integrating <i>employment areas</i> with adjacent non-employment areas and developing vibrant, mixed-use areas and <i>innovation hubs</i>, where appropriate.</p>	<p>2.2.5.7 Municipalities will plan for all <i>employment areas</i> within <i>settlement areas</i>, with the exception of any <i>prime employment areas</i>, by:</p> <p>d. prohibiting residential uses and limiting other <i>sensitive land uses</i> that are not ancillary to the primary employment use;</p> <p>e. prohibiting <i>major retail</i> uses or establishing a size or scale threshold for any <i>major retail</i> uses that are permitted and prohibiting any <i>major retail</i> uses that would exceed that threshold; and</p> <p>f. <b>integrating providing an appropriate interface between <i>employment areas</i> with and adjacent non-employment areas and developing vibrant, mixed-use areas and <i>innovation hubs</i>, where appropriate to maintain land use compatibility.</b></p>	<p>2.2.5.7 Municipalities will plan for all <i>employment areas</i> within <i>settlement areas</i>, with the exception of any <i>prime employment areas</i>, by:</p> <p>g. prohibiting residential uses and <b>prohibiting or</b> limiting other <i>sensitive land uses</i> that are not ancillary to the primary employment use;</p> <p>h. prohibiting <i>major retail</i> uses or establishing a size or scale threshold for any <i>major retail</i> uses that are permitted and prohibiting any <i>major retail</i> uses that would exceed that threshold; and</p> <p>i. <b>integrating providing an appropriate interface between <i>employment areas</i> with and adjacent non-employment areas and developing vibrant, mixed-use areas and <i>innovation hubs</i>, where appropriate to maintain land use compatibility.</b></p>	<p>Staff did not provide comment on this policy change as part of Amendment No. 1 but have no concerns with the policy as proposed.</p>
<p>2.2.5.8 Municipalities may identify <i>employment areas</i> located adjacent to or near</p>	<p><del>2.2.5.8 Municipalities may identify <i>employment areas</i> located adjacent to or near</del></p>	<p>No changes from draft Amendment No 1.</p>	<p>In the comments on Amendment No. 1, staff were not supportive of the removal of prime employment areas in their entirety. See the comments in relation to policy 2.2.5.6.</p>

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<p><i>major goods movement facilities and corridors, including major highway interchanges, as prime employment areas and plan for their protection for appropriate employment uses over the long-term by:</i></p> <ul style="list-style-type: none"> <li>a. prohibiting residential, institutional, and other <i>sensitive land uses</i>;</li> <li>b. prohibiting retail and office uses that are not associated with or ancillary to the primary employment use; and</li> <li>c. planning for <i>freight-supportive</i> land use patterns.</li> </ul>	<p><del><i>major goods movement facilities and corridors, including major highway interchanges, as prime employment areas and plan for their protection for appropriate employment uses over the long term by:</i></del></p> <ul style="list-style-type: none"> <li>d. prohibiting residential, institutional, and other <i>sensitive land uses</i>;</li> <li>e. prohibiting retail and office uses that are not associated with or ancillary to the primary employment use; and</li> <li>f. planning for <i>freight-supportive</i> land use patterns.</li> </ul>		
<p>N/A</p>	<p><b>2.2.5.8 The development of sensitive land uses over major retail uses or major office uses will avoid, or where avoidance is not possible, minimize and mitigate adverse impacts on industrial, manufacturing or other uses that are particularly vulnerable to encroachment.</b></p> <p><b>New Policy</b></p>	<p>2.2.5.8 The development of <b>sensitive land uses, over major retail uses or major office uses will, in accordance with provincial guidelines</b>, avoid, or where avoidance is not possible, minimize and mitigate adverse impacts on industrial, manufacturing or other uses that are particularly vulnerable to encroachment.</p>	<p>Staff had raised concerns over the introduction of this policy in Amendment No. 1 as it appeared to allow for sensitive land uses in conjunction with major retail or major office uses within employment areas . The policy has been modified and staff understand this policy to refer to the development of sensitive land uses, major office or major retail in proximity to employment areas, and minimizing or mitigating adverse impacts. On this basis, staff concerns have been addressed.</p>

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<p>2.2.5.10 For greater certainty, the redesignation of an <i>employment area</i> to a designation that permits non-employment uses is considered a conversion and may occur only through a <i>municipal comprehensive review</i> undertaken in accordance with policy 2.2.5.9.</p>	<p><del>2.2.5.10 For greater certainty, the redesignation of an <i>employment area</i> to a designation that permits non-employment uses is considered a conversion and may occur only through a <i>municipal comprehensive review</i> undertaken in accordance with policy 2.2.5.9.</del> <b>2.2.5.10 Notwithstanding policy 2.2.5.9, until the next <i>municipal comprehensive review</i>, lands within existing <i>employment areas</i> may be converted to a designation that permits non-employment uses, provided the conversion would:</b></p> <ul style="list-style-type: none"> <li><b>a. satisfy the requirements of policy 2.2.5.9 a), d) and e); and</b></li> <li><b>b. maintain a significant number of jobs on those lands.</b></li> </ul>	<p>2.2.5.10 Notwithstanding policy 2.2.5.9, until the next <i>municipal comprehensive review</i>, lands within existing <i>employment areas</i> may be converted to a designation that permits non-employment uses, provided the conversion would:</p> <ul style="list-style-type: none"> <li>a. satisfy the requirements of policy 2.2.5.9 a), d) and e); <del>and</del></li> <li>b. maintain a significant number of jobs on those lands <b>through the establishment of development criteria; and,</b></li> <li>c. <b>not include any part of an <i>employment area</i> identified as a <i>provincially significant employment zone</i>.</b></li> </ul>	<p>Staff raised concerns with this policy change in Amendment No. 1 but it remains in the 2019 Growth Plan. Allowing employment land conversions in advance of the MCR does not allow the municipality to undertake a full review of its employment areas to determine which areas may be converted and for what type of use.</p> <p>The City of Hamilton has a strong policy regime aimed at protecting employment lands which was supported in the both the 2006 and 2017 Growth Plans.</p> <p>Staff had suggested alternative wording to this policy as part of the City’s comments on Amendment No 1. The alternative would have allowed the municipality to undertake a comprehensive review of the Employment Land conversion and the Land Needs Assessment and then upon the completion of these studies, OPA’s could be enacted provided Council supports the conversion of the employment areas. This suggested alternative was not taken by the Province.</p> <p>There is no definition of a “significant number of jobs” and it is unclear how development criteria will be established. Zoning is general in nature and establishes uses but not the number of people that may be working.</p>
<p>2.2.5.11 Any change to an official plan to permit new or expanded opportunities for <i>major retail</i> in an <i>employment area</i> may occur only through a</p>	<p>2.2.5.11 Any change to an official plan to permit new or expanded opportunities for <i>major retail</i> in an <i>employment area</i> may <b>only</b> occur <del>only</del> through a <i>municipal</i></p>	<p>No changes from draft Amendment No 1.</p>	<p>Similar to the comment above, this policy does not allow a municipality the opportunity to review their employment areas on a city wide basis. It provides the opportunity for any employment lands to be converted to major retail at any time.</p>

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<p><i>municipal comprehensive review</i> undertaken in accordance with policy 2.2.5.9.</p>	<p><del>comprehensive review undertaken</del> in accordance with policy 2.2.5.9 or 2.2.5.10.</p>		
<p>N/A</p>	<p>2.2.5.12 <b>The Minister may identify provincially significant employment zones to support co-ordination of planning for jobs and economic development at a regional scale and will require their protection through appropriate official plan policies and designations. Policy 2.2.5.10 will not apply to any part of an employment area within a provincially significant employment zone.</b></p> <p><b>New policy</b></p>	<p>2.2.5.12 The Minister may identify <i>provincially significant employment zones</i> to support co-ordination of planning for jobs and economic development at a regional scale and will require their protection <b>and may provide specific direction for planning in those areas to be implemented</b> through appropriate official plan policies and designations <b>and economic development strategies.</b> Policy 2.2.5.10 will not apply to any part of an employment area within a provincially significant employment zone.</p>	<p>Staff had supported this policy in part in the comments on Amendment No. 1.</p> <p>This policy identifies Provincially Significant Employment Zones (PSEZs) where the conversion to non employment uses can only occur at the time of a municipal comprehensive review. Both from an economic development perspective and a land use planning direction, the City protects its employment areas for a wide range of manufacturing, logistics, warehousing, research and development and other similar uses.</p> <p>Staff had recommended that a new schedule should be added to the Growth Plan to identify these areas. This recommendation was not implemented.</p> <p>The Province did update the mapping of the three identified PSEZs as requested by the City so that it matches the boundaries in the UHOP (with the exception of lands east of Fifty Road), but did not add the additional PSEZs that had been requested. Staff understand that considerations for additional PSEZs will be addressed through a future phase.</p>
<p>N/A</p>	<p>2.2.5.13 <del>Upper- and single-tier municipalities, in consultation with lower-tier municipalities, the Province, and other appropriate stakeholders, will each develop an employment strategy</del> <b>establish minimum</b></p>	<p>No changes from draft Amendment No 1.</p>	<p>Staff supported this policy change as part of Amendment No. 1. These deletions remove the requirement for the municipality to develop an employment strategy, and allows for different density targets for different employment areas.</p>

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	<p><b>density targets for all employment areas within settlement areas that:</b></p> <ul style="list-style-type: none"> <li>a. <del>establishes a minimum density target for all employment areas, are</del> measured in jobs per hectare, <del>that</del></li> <li>b. <del>reflects the current and anticipated type and scale of employment that characterizes the employment areas and aligns with policy 2.2.5.1</del> <b>to which the target applies;</b></li> <li>c. <del>identifies</del> <b>reflects</b> opportunities for the <i>intensification of employment areas</i> on sites that support <i>active transportation</i> and are served by existing or planned transit; and</li> <li>d. will be implemented through a <del>municipal comprehensive review,</del> including official plan policies and designations and zoning by-laws.</li> </ul>		
	<b>2.2.5.14 Outside of employment areas, the</b>	2.2.5.14 Outside of employment areas,	As noted in the comments on Amendment No. 1, this policy is unclear. The UHOP does not identify other employment areas

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	<p><b>redevelopment of any employment lands should retain space for a similar number of jobs to remain accommodated on site.</b></p>	<p><b>development criteria should be established to ensure that</b> the redevelopment of any employment lands should retain space for a similar number of jobs to remain accommodated on site.</p>	<p>outside of the Employment areas (Industrial). The policy has been modified in the Growth Plan 2019 to refer to the establishment of development criteria, but it is not clear how this criteria and the extent of employment lands would be established.</p>