

City of Hamilton Response – Restrictions on U.S. Travel

Effective March 18, 2025, the City suspended all employee business travel to the United States (U.S.). This includes travel for conferences, professional development, and other work-related purposes. This restriction will remain in effect until further notice.

This suspension applies to employee business travel to the U.S. regardless of prior financial commitment or pre-approvals. It also extends to events providing virtual options, as our objective is to minimize contributions to the American economy during this challenging time.

Employees have been directed to cancel training and conferences already scheduled and paid for, as well as related travel arrangements such as flights, hotels, and rental vehicles. Every effort possible will be made to recover any fees and, where necessary, cancellation fees and other related costs, will be paid by the City.

Exceptions to this suspension will be granted only for tariff-related advocacy travel to the U.S. or for trade and economic development purposes, at the approval of General Manager's and the Executive Director of Human Resources. Business travel to destinations other than the U.S. remains permitted.

The implementation of this directive has no impact on professional designation requirements and is not in contravention of any City of Hamilton policy or City of Hamilton collective agreements. All provisions related to travel are at the discretion of the City of Hamilton and any professional development designations, including requirements around licenses and regulatory compliance, are only required to adhere to Province of Ontario accreditation standards.