

Our email to clerks@burlington.ca yesterday headed IN PERSON DELEGATION FOR JUNE 8

2022 AUDIT COMMITTEE requested "Please confirm the registration of Anne and Dave Marsden Pro Bono Health, Safety and Access advocates for the 3:30 pm June 8, 2022 Audit Committee item 3.3. Mandatory legislative training compliance rates for 2021 (HR-06-22) that is presently on the consent item list."

It is important that the Audit Committee and those members of the public who catch our live streamed delegation know that we are here today in our capacity as Pro Bono Health, Safety and Access advocates (access meaning access to legislated rights and justice being the primary access issue we address on behalf of the families of Canada). We have been involved in this highly rewarding life work together since our retirement from our professional careers Anne, in 1992 and Dave 2010.

We were, however, both involved in serving our community and appearing at this lectern, which obviously looked a lot different than it does now, since the 80's. At that time and until we believe some time after the 2010 election that saw at that time Councillors Meed Ward and Paul Sharman take up a role in the governance of the city, a picture of our Head of State, Her Majesty the Queen hung right over the Mayor's ceremonial chair - both of which have disappeared without any public consultation some time after 2010. As we are not sure of the exact date we will stand corrected if a provided definitive date shows we have got the date wrong. We always felt, rightly or wrongly that Her Majesty was staring us right in the eye reminding us of Anne's promise made September, 1952 that Dave decided to share in when we became one in the eyes of God March 5, 1966. "I promise to do my best to do my duty to serve God and the Queen."

Both of our professional careers fitted us for our pro bono work that has been well rewarded by multiple smiles and thank you's, a public thank you in the presence of the Tariq Mosque community for successfully defending the rights of their families to protect their children, the Brantford Police Services Board Chair publicly agreeing they would change their improper practices when assisting in child protection investigations, every Federal Court providing access to facilities for 100% of those utilizing the Court and not just those who can independently open doors, the Halton Region Police and Milton Court administration removing a totally unnecessary show of power by the Halton SWAT team from the Court Room when a muslim family took up their legal right to speak out against the CAS ability to arbitrarily remove children from a family with absolutely no evidence that met legislated requirements and much, much more. All of which was accomplished without the need to accept one cent from those we served proving what we believed as spoken by a David from long ago. "The Lord is my Shepherd, I shall not want."

Health and Safety issues have always been front and centre for both of the Marsdens from a very early time in our lives. Dave was the Joint Chair of the Occupational Health and Safety Committee for many years before he retired. He and a co-worker receiving the highest safety award from EUSA and many more awards for their quick thinking and action that was believed to have saved a drowning disaster, all during their lunch break. Anne's professional career saw her organizing, designing, conducting and reporting to the Board in summary form multiple audits that were a mandatory exercise for all the internationally renowned hospitals' departments. These audits for the most part concentrated on the health and safety of the corporation employees and the patients and their families it served as per the numerous Regulations, Acts, by-laws and policies and procedures which governed employee and medical and nursing staff practices required.

We have a particular interest in the health and safety of the Burlington city employees and members of the public affected by non-compliance with training requirements or the ignoring of what these training sessions demand, based on a significant injury that saw Anne in tremendous neck pain associated with her diagnosed Klippel Feil Syndrome neck and spine associated disability since birth, for the best part of a year and unable to continue with a Human Rights case held in a conference room in this building where she was when a fire bell went off. The significant injury was obtained through, believing it was a real fire, having to get herself downstairs when the elevators went down as they do when the fire bell goes off and the person delegated to check out the floor where the city were fully aware a person who did not do stairs was in a city conference room, failed to turn up. The city manager at the time confirmed this was the case at a meeting where we delegated and there was not a single question from the Council members at the time (Mayor Meed Ward and Councillor Sharman being the only two members remaining on the 2018-2022 Council) as to whether this deficiency had been fixed and employees and members of the public properly protected. Numerous meetings with fire department officials, some of which Councillor Meed Ward at that time attended, and a full year later, Anne was able to return to this building with confidence that members of the public and staff who cannot do stairs would be appropriately assisted, and she was able to file her nomination at the very last minute in the 2014 election.

As those who hear this delegation can well imagine both of us saw red when we saw on the Consent Agenda of today's Audit Committee – Consent Agenda meaning the subject is of a routine nature not expected to require discussion – a report that outlined several increasing deficiencies in mandatory compliance training sessions for staff that is claimed to affect the health and safety of city employees, but not members of the public.

Further, our frustration increased when the information that flowed from the report on the subjects of the mandatory training compliance rates failed to address what exactly was the subject of the training sessions. Course titles such as "AODA General" and "Introduction to Multifactor Authentication" tells neither this Committee, members of Council or as we now call them "the bill payers" anything at all about the mandatory compliance training.

Attracting and keeping quality city employees has been a subject of discussion in these chambers on numerous occasions during this term of our elected council. We believe the City of Burlington can only be as good as the city employees believe they are as expressed by an honest appreciation of how important they are in the services provided by the city. Placing such an item that affects the health and safety of our city employees and members of the public who utilize the services provided by the city and region (every Burlington councillor is also a member of the Region council) on a consent item without a clear definition of what mandatory training compliance we are talking about, does not speak to current or prospective employees that this city that includes the city auditor and its council gives a fig about the health and safety of its employees.

What would at least begin to see a change in that perceived attitude would be for this Committee to demand the report be returned to Human Resources and a better definition of the mandatory training that is the subject of the compliance study be provided for this committee, council and the "bill payers". Following which the item should be returned to the regular Audit Committee (or even another appropriate Committee) and an interest be taken by the community and Council members of this Committee such as we believe the health and safety of city employees and members of the public deserve.