



MUNICIPAL NEWSLETTER FROM TOWN HALL

Mayor's Message



Heidi Ektvedt

MONTHLY PUBLIC MEETINGS AT BAIE-D'URFÉ

March begins with renewed optimism as Council looks forward to preparing to return to in-person monthly public meetings. Following announcements made by the government, in-person public meetings may resume, with some restrictions. As individuals, I respect that we each need to move at our own pace and do what is comfortable, so whether you are ready to join us in person or not quite there yet, the Town is committed to continuing our live-streaming format into the future. During this transition, questions via email ahead of our meetings will continue for citizens wishing to participate in a virtual format.

This return is a work in progress and the Town will continue to evaluate processes ensuring that democracy and transparency are at the forefront of decisions. I sincerely look forward to our return to in-person public meetings; the human connection with residents, seeing your faces, hearing your voices and expressive nature that is lacking in virtual meetings.

Details will be shared via the Town and I encourage those interested in following our various communication channels for these updates. Sign up on *Mailchimp* to receive select emails or follow our town *Facebook* page.

TOWN HALL RESTORATION AND RENOVATION

We continue to make progress on the Town Hall restoration and renovation project. Options are being researched to relocate employees for the duration of the project and include reflection on how best to maintain access to services in our residential sector. Integrating modern-day technology requirements into this historic building is another step under review as the Town works to transform the main grand hall back to the gathering place for future council meetings. One of the first mandates of the newly formed TPAC (Town Planning Advisory Committee) is the review of the Town Hall project. I'd like to

personally welcome the 5 citizen members who will work alongside Councillor Ryan (chairman), Councillor Chartrand and under the guidance of our Director of Urban Planning, Mr. Gabriel Hudon.



While I have yet to have the pleasure to meet everyone, here are some highlights of the varied backgrounds of our citizen members as received in their submissions.

Mrs. Stéphanie Bonin, holding a Bachelor's degree in Landscape Architecture from the University of Guelph, with 20 years of experience in residential, municipal and commercial projects and a strong understanding of zoning bylaws within the greater Montréal area.

Mr. Charles Cobden, returning TPAC member, having studied architectural technology & mechanical design, self-employed with extensive experience working with plans, building inspections and project management.

M. Louis Michel Delorme, a senior corporate law clerk with 25 years of experience in corporate, commercial and real estate rights, expertise in real estate regulations and contracts, semi-retired, yet active within the field.

Mr. Yves Lamoureux, an architect by profession with LEEDS certification, a Master's in Engineering, former TPAC member in neighbouring towns, working for a large architectural firm abroad at the start of his career and self-employed since 1989.



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Mayor's Message (continued)

Mrs. Carmen Rinfret, returning member from 2011, retired engineer with a strong background in project management. Previously self-employed, consulting in Environment Health & Safety, having worked on many engineering studies and involved in many local volunteer capacities over the years.

As the Town welcomes several new faces to the committee, we also recognize the dedication of outgoing citizen members; **Mr. Chuck Colomb**, **Mrs. Daphné Hurtubise** and **Mr. Tom Thompson** for their contributions. It's wonderful to see how committed our citizens are to their town as I THANK the **41+ residents** who submitted their names for this committee. It's clear that we have many talented residents with a wide skill set, strong volunteerism spirit and a genuine passion for the future of our community.

THANK YOU TO ALL VOLUNTEER



Volunteer initiatives come in all shapes and sizes and contribute to personal connections within our small town. **Oana Silaghi**, **Aksel Bedikyan** and

Heidi Ektvedt

daughters **Oona** and **Gracie**, thanks for hosting your 7th annual Valentine's craft for our youngest citizens, held via Zoom.



Also recognizing with appreciation **Irene Perstinger** & **Gillian Bennett** along with volunteers who spread love to seniors in our community with cookies and chocolates, along with personalized Valentine's Day cards made by students at AVH.



Human resources



Chantal Guyon

RECRUITING DURING THE ERA OF THE GREAT RESIGNATION

The current pandemic and the labour shortage have disrupted organizations and are at the heart of a historically unprecedented resignation movement that began in the United States in 2020 and whose effects are currently being felt in Québec.



In fact, the current context of the pandemic has had a major impact on workers who have taken advantage of this exceptional situation to rethink their professional aspirations, their working conditions, their life goals and financial priorities in order to change jobs, undertake training leading to a career change and even accept jobs from all over Québec and elsewhere without having to move.

For its part, and in order to evolve in the current situation with agility, the town of Baie-D'Urfé has rethought certain practices by offering more telecommuting flexibility, more autonomy on projects and also wishes to equip itself with better technological tools to increase its overall efficiency.

So, how to attract a qualified workforce and especially how to hold on to it is at the heart of the reflection that the human resources department

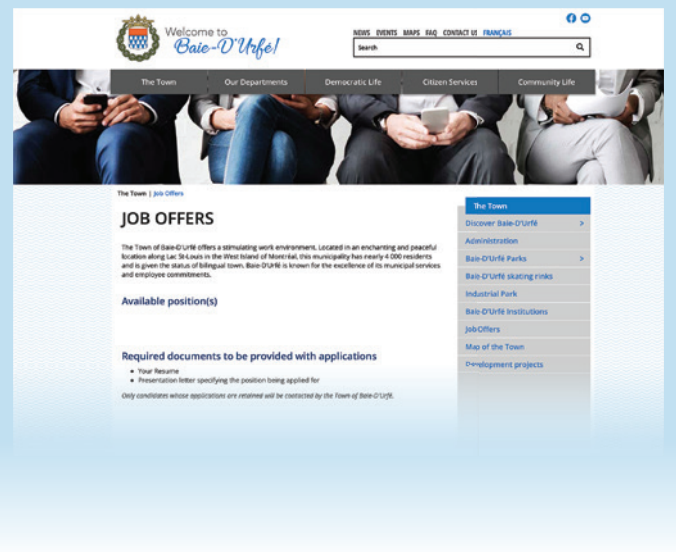
of the town of Baie-D'Urfé has initiated since the beginning of the pandemic.

Not so long ago, we were receiving dozens of applications for each position we had to fill. Now we are facing a completely different reality. There is a great need for workers, but no candidates are lining up at the door.

You only have to look at the number of positions currently posted on the Union des municipalités du Québec website to see this. In some cases, cities are posting these job offers for the second and sometimes even the third time. Recruiting employees is a real challenge at the moment. The shortage of employees affects all fields and all types of positions, including in the municipal field.

Rest assured that we are making every effort to hire staff to support the deployment of the vision established for the next few years, but the current context may lead to significant delays in recruitment.

Please feel free to share any positions we post during the coming months with your networks and contacts and tell them **how great it is to work in Baie-D'Urfé!**





TREE DONATION PROGRAM

Spring 2022

Once again this year, the Town of Baie-D'Urfé is announcing a new edition of its spring tree donation program open to all its citizens. The Town is proud to present its 13th edition with a mission dedicated to the regeneration of our green spaces in order to mitigate increased pollution and the loss of biodiversity in urban areas. Therefore, a variety of ten (10) tree species have been selected for a distribution of up to **250 trees** to the residents of the municipality.

This edition will follow the same method as in the autumn of 2021, i.e., in the form of a draw.

» Your tree selection must be made **between March 1 and March 31, 2022, inclusive**, with Antony Gosselin, Environmental Technician - Green Spaces and Environment, preferably by email at **agosselin@baie-durfe.qc.ca** or by phone at **514 457-5339**. An email confirming receipt of your order will be sent to you.

» **ONLY ONE (1) tree** can be delivered per home address. Please indicate your order of preference for your tree selection in your order if you wish to make secondary choices. Also indicate whether you are interested in a second tree in the event that the inventory of offered has not been depleted.

» Following the draw, only residents who have obtained a tree will be contacted by April 22. The trees will be delivered to your home by the end of April or beginning of May (date to be confirmed) by a team of blue-collar workers. You will not be able to come and choose or exchange the tree you won.

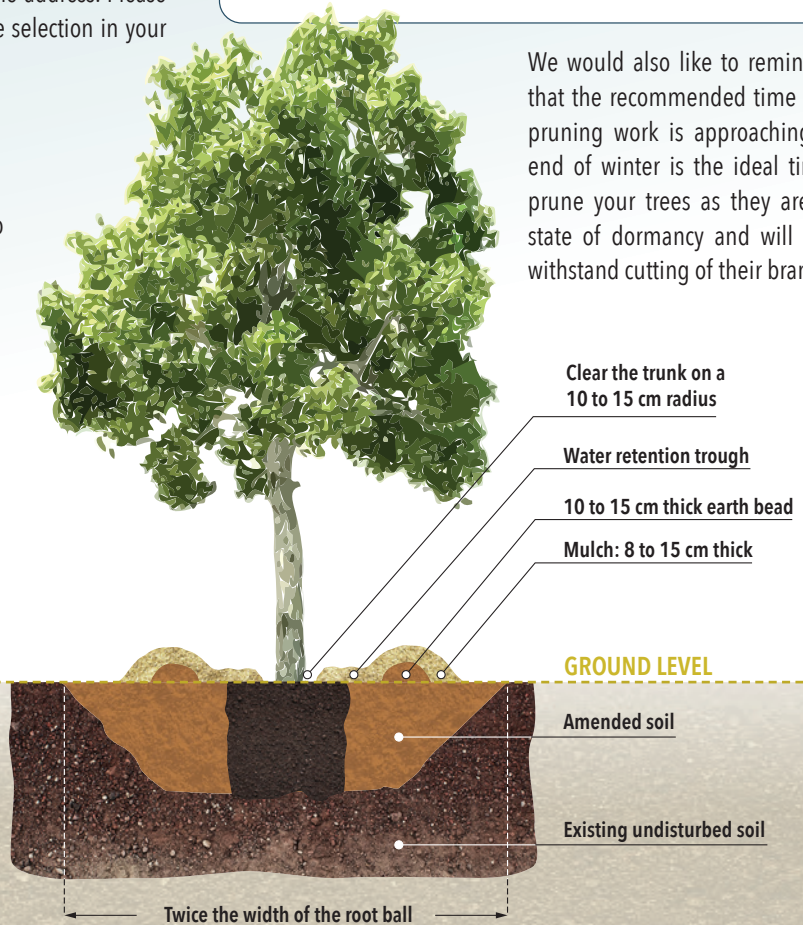
Also, the trees distributed must be planted **on your property** in the town of Baie-D'Urfé.

ADDITIONAL NOTE

In order to successfully plant your tree, here are some important directions to follow.

1. Unroll or remove surrounding roots.
2. Ensure that the collar (junction between the trunk and the roots) is never covered with soil. Plant even with the soil.
3. Place the mulch so that it does not touch the trunk and does not form a mound (volcano style).
4. Choose a mulch made of crushed wood chips rather than treated commercial wood chips to facilitate biodegradation and enrichment of your soil.
5. Stake the tree if necessary and remove the stake when the tree is well rooted and large enough to allow it to become more rigid and flexible.

We would also like to remind you that the recommended time for all pruning work is approaching. The end of winter is the ideal time to prune your trees as they are in a state of dormancy and will better withstand cutting of their branches.





Sélection du printemps 2022 Spring Selection

Érable à sucre | Sugar Maple *Acer saccharum*



Sol : Riche et frais. Drainage bon à modéré.
Description : Espèce peu sensible aux maladies. Arbre indigène du Québec. Coloration automnale jaune orangé à rouge.

Soil: Rich and fresh. Good to moderate drainage.
Description: Not very susceptible to disease. Native to Quebec. Autumn colouring yellow-orange to red.

Orme de Sibérie | Siberian Elm *Ulmus pumila*



Sol : Humide et profond.
Description : Supporte bien les conditions urbaines (sel et pollution). Coloration automnale jaune-orangé. Arbre très résistant au froid et aux vents. Résistance aux maladies telles que la maladie hollandaise de l'orme.

Soil: Moist and deep.
Description: Withstands urban conditions well (salt and pollution). Yellow-orange autumn colouring. Very resistant to cold and wind. Resistant to diseases such as Dutch elm disease.

Épinette blanche | White Spruce *Picea glauca*



Sol : Humidité moyenne et bien drainé.
Description : Arbre très utile comme écran brise-vent et pour le reboisement. Espèce de conifère très répandue dans les forêts tempérées du Canada. Planter à une distance sécuritaire des fils électriques.

Soil: Medium moisture and well drained.
Description: Very useful tree for windbreaks and reforestation. A coniferous species that is widespread in temperate forests of Canada. Plant at a safe distance from power lines.

Peuplier faux-tremble | Trembling Aspen *Populus tremuloides*



Sol : Humide et bien drainé.
Description : La floraison en chatons se produit au printemps. Espèce qui s'accommode des sols les plus pauvres. Coloration automnale jaune. Bonne tolérance aux sels de déglçage.

Soil: Moist and well drained.
Description: Catkins bloom in spring. Suitable for the poorest of soils. Yellow autumn colouring. Good tolerance to de-icing salts.

Cornouiller à feuilles alternes | Alternate-leaved dogwood *Cornus alternifolia*



Sol : Humide et bien drainé.
Description : Arbrisseau indigène celui-ci attire les pollinisateurs. Sa floraison printanière blanche en corymbes est agréablement parfumée. Faiblement touché par les maladies ou les insectes.

Soil: Moist and well drained.
Description: A native shrub that attracts pollinators. Its white spring flowers in corymbs are pleasantly scented. Little affected by disease or insects.



Noisetiers hybrides | Hazelbert

Corylus americana x avellana



H : 4 m | L : 2 m

Sol : Bien drainé .

Description : Petit arbre buissonnant produisant des noix comestibles vers le début septembre. Les noix sont également une source de nourriture pour plusieurs animaux. Cette espèce possède une bonne résistance aux maladies.

Soil: Well drained

Description: Small bushy tree producing edible nuts around the beginning of September. The nuts are also a source of food for many animals. This species has good disease resistance.

Poirier | Savignac Ronde Verte | Pear Tree

Pyrus communis



H : 10 m | L : 6 m

Sol : Bien drainé.

Description : Produit des poires savoureuses et résistantes aux maladies. La fructification se produit à la fin du mois d'août. Il s'agit d'un arbre très vigoureux, résistant aux maladies et autostérile.

Soil: Well drained.

Description: Produces tasty, disease-resistant pears. Fruiting occurs at the end of August. It is a very vigorous, disease-resistant and self-sterile tree.

Châtaignier | Badgersett Minnesota | Chestnut

Castanea dentata x mollissima



H : 12 m | L : 12 m

Sol : Bien drainé.

Description : Arbre offrant plusieurs avantages tels que la résistance aux brûlures bactériennes, la production de gros fruits comestibles au goût sucré, une floraison tardive leur permet d'échapper aux gels printaniers et une forte pollinisation. Offre une bonne résistance aux conditions climatiques.

Soil: Well drained.

Description: Tree offering several advantages such as resistance to fire blight, production of large sweet-tasting edible fruits, late flowering to avoid spring frosts and high pollination. Offers good resistance to climatic conditions.

Tulipier de Virginie | Tulip Tree

Liriodendron tulipifera



H : 10 m | L : 7 m



Sol : Riche et humide.

Description : Arbre d'une beauté majestueuse offrant une valeur ornementale très élevée. Floraison en forme de tulipe verte-jaunâtre. À planter dans une zone protégée du vent.

Soil: Rich and moist.

Description: A tree of majestic beauty with a very high ornamental value. Yellowish-green tulip-shaped flowers. To be planted in an area sheltered from the wind.

Chêne blanc | White Oak

Quercus alba



H : 30 m | L : 25 m



Sol : Profond, humide et bien drainé.

Description : Le fruit de cet arbre est une grande source de nourriture pour plusieurs animaux. Il s'agit d'un arbre extrêmement adaptable aux différents sols et niveaux d'ensoleillement. Arbre autofertile produisant à l'automne des glands doux comestibles.

Soil: Deep, moist and well drained.

Description: The fruit of this tree is a great source of food for many animals. It is very adaptable to different soils and levels of sunlight. Self-fertile tree producing sweet edible acorns in autumn.