

Name	City/Municipality	Running For:	District:
Annie Palone	Kingston	Councillor	Sydenham
Will you promote municipal policies and investments that create and maintain good stable and fairly paid jobs in our community? Yes/No			
Yes			
If elected, what specific action will you take to fulfill this commitment?			
Good jobs are planning outcomes as much as employment ones. I will protect the land we've set aside for industry and jobs and make better use of it, so stable, well-paid work can grow. I will push for procurement that weighs fair wages, local hiring, and apprenticeships when the city spends public money. And I will oppose contracting out core public services when in-house delivery would serve residents better.			
Will you oppose the sale of public land and the corporatization (decision-making in the hands of a board independent of city council) out of municipal services when those services can be effectively delivered by municipal employees? Yes/No			
Yes			
If elected, what specific action will you take to fulfill this commitment?			
Public land and public services are held in trust for residents, and once they're sold or moved out of council's reach, they're hard to get back. I will oppose selling public land and instead favour long-term leases, especially where the land can serve housing or community needs. I will vote against moving core municipal services to arm's-length boards, and I will ask that any such proposal come to council in public, with the in-house option costed alongside it.			
What will you do to make housing more affordable? Affordable to whom?			
Affordable and attainable for the people who work here, tied to what local incomes can pay, not market rents, with the deepest need first. I will use the Planning Committee to speed approvals for non-profit and co-op housing, support a wider range of housing types designed with neighbours' feedback, push for more student housing to take pressure off affordable housing elsewhere, and lease surplus public land for affordable builds instead of selling it. I will also push for a landlord registry, so tenants have accountability and the city has real data.			
Talk about your approach to homelessness & investing in social housing.			
Homelessness is the result of gaps in our social safety net: income that doesn't cover rent, mental health and addiction care that's out of reach, and too few homes people can afford. Municipalities can't fix all of that, but housing is the lever we hold, and stable housing with support is where recovery starts. Shelter is a stopgap. I will prioritize affordable and supportive housing in the capital budget, keep the social housing we already have in good repair, and press the province and Ottawa to fund their share of income, health, and mental health supports. Until enough homes exist, encampments should have basic safety and dignity, including water, and I will build solutions with Indigenous-led and community partners, not enforcement alone.			
Will you stand up for workers' rights and safe, fair workplaces? Yes/No			

Yes		
If elected, what specific action will you take to fulfill this commitment?		
The city is one of the region's largest employers, and it should model what a safe, fair workplace looks like. I will respect collective agreements and bargain in good faith, support strong health and safety and anti-harassment practices for city staff, and make sure contractors on city work meet their safety and labour obligations, with a record that counts when we award contracts. I will also listen to workers directly, through their unions and on the job, before decisions that affect them are made.		
Will you support using public dollars in ways that strengthen public services, support good local jobs and provide the greatest benefit to the local community? Yes/No		
Yes		
How will you make sure public dollars support strong services, good jobs and our local community?		
Every public dollar should be judged by what it delivers for residents, not only the lowest bid. Money spent with local businesses and workers circulates through our economy again and again. I will push for procurement that counts fair wages, local hiring, apprenticeships, and community benefit, and that makes it easier for local firms to bid, within the trade rules that apply to municipalities. I will also ask for clear public reporting on major spending, so residents can see where the money goes.		
What is your position on the use of Section 107 of the Canadian Labour Code and government intervention during legal strikes?		
I respect the right to strike as part of free collective bargaining, and I don't support the use of Section 107 or back-to-work measures to end legal strikes. They weaken the bargaining table by removing the pressure that gets parties to settle. Section 107 is a federal power and municipal workers fall under provincial labour law, so council has no direct say. But I will use whatever voice I have to support settlements reached at the table, and as a councillor I will bargain in good faith with the city's own workers.		
Will you support municipal policies and services that promote equity, inclusion, accessibility and equal opportunity for all members of our community? Yes/No		
Yes		
If elected, what specific action will you take to fulfill this commitment?		
Equity means designing the city so everyone can use it. I will treat accessibility as a design standard from the start of a project, not a retrofit — in sidewalks, crossings, transit stops, parks, and public buildings — and I'll invite the people who use those spaces to the table early. I will stretch engagement to reach residents who don't usually come to meetings, including people with disabilities, newcomers, youth, seniors, and low-income households. I will build policy with Indigenous-led and community partners. And I will ask that council decisions be checked for who they help and who they leave out, before they're made.		

Will you advocate for the protection of local jobs and programs at St. Lawrence College? Yes/No	Will you oppose reductions in library staffing that results in fewer services or reduced access for local residents? Yes/No	Will you advocate for maintaining reliable accessible door to door mail delivery for local residents particularly seniors, people with disabilities and others who rely on home delivery? Yes/No
Yes	Yes	Yes
If elected, what specific action will you take to fulfill this commitment?		
Council has direct power over only one of these, but will use the tools at my disposal. The library is the only one under direct municipal control: I will vote to protect library staffing and hours in the budget, so residents don't lose services or access. St. Lawrence College is provincial, and Canada Post is federal, so there my job is advocacy. I will bring motions to council calling on both governments to protect local college programs and jobs and to keep reliable door-to-door delivery, especially for seniors and people with disabilities. I will also put local stories in front of decision-makers, through letters, delegations, and partnerships with the college, its unions, and community groups.		

Name	City/Municipality	Running For:	District:
Andrew DaCosta	Kingston	Councillor	Sydenham
Will you promote municipal policies and investments that create and maintain good stable and fairly paid jobs in our community? Yes/No			
Yes			
If elected, what specific action will you take to fulfill this commitment?			
I will ensure that any business or service contracted by the City will be required to pay employees a living wage.			
Will you oppose the sale of public land and the corporatization (decision-making in the hands of a board independent of city council) out of municipal services when those services can be effectively delivered by municipal employees? Yes/No			
Yes			
If elected, what specific action will you take to fulfill this commitment?			
As part of the negotiations with the City's labour unions, I will respect language in the contracts regarding contracting out. I oppose the Municipal Services Corporation proposed to manage water and wastewater utilities.			
What will you do to make housing more affordable? Affordable to whom?			
The affordability of housing, at its core, is a problem of supply. If elected, I will support the intensification of housing density, especially in the downtown core, to keep residents near the services they depend on. We also need to prepare for future growth. The City is projecting an increase of 14,000 full-time post-secondary students in the city by 2051, from 34,000 to 48,000. There needs to be more housing for these students, whose elevated rent prices spill out into the rest of the community, bringing costs for everyone up.			
Talk about your approach to homelessness & investing in social housing.			
The City's 10 year Housing and Homelessness plan looks at the entire spectrum of addressing this issue. It is well researched with extensive community consultation. If I am elected, I will fully support this plan. However, before approving this plan, I will be seeking specific targets to be established for the upcoming Council term on this issue.			
Will you stand up for workers' rights and safe, fair workplaces? Yes/No			
Yes			
If elected, what specific action will you take to fulfill this commitment?			
For any purchasing the City does, I will seek to ensure the company's safety record is included as part of the selection process. As previously stated, I will also only support suppliers who provide a living wage. As it relates to City of Kingston staff, I will be ensuring we are in full compliance with safety requirements, and seek regular reporting from City staff on workplace injury statistics.			

Will you support using public dollars in ways that strengthen public services, support good local jobs and provide the greatest benefit to the local community? Yes/No		
Yes		
How will you make sure public dollars support strong services, good jobs and our local community?		
I will ensure public dollars support services delivered by the public sector, and will avoid transferring responsibility of public services into the private sector. I will also ensure that purchasing is done to support Ontario and Canadian businesses aligned to the mandates of the provincial and federal governments.		
What is your position on the use of Section 107 of the Canadian Labour Code and government intervention during legal strikes?		
I support free and fair collective bargaining between employers and their unions. As it relates to contracts with the City's unions, I will support free bargaining that ensures secure employment and fair wages for staff.		
Will you support municipal policies and services that promote equity, inclusion, accessibility and equal opportunity for all members of our community? Yes/No		
Yes		
If elected, what specific action will you take to fulfill this commitment?		
I will support municipal policies that ensure the City's employees are a reflection of the diverse community in which we live.		
Will you advocate for the protection of local jobs and programs at St. Lawrence College? Yes/No	Will you oppose reductions in library staffing that results in fewer services or reduced access for local residents? Yes/No	Will you advocate for maintaining reliable accessible door to door mail delivery for local residents particularly seniors, people with disabilities and others who rely on home delivery? Yes/No
Yes	Yes	Yes
If elected, what specific action will you take to fulfill this commitment?		
If elected, I look forward to meeting with the labour unions that represent these employees, to understand how I can provide the best support to ensure the protection of local jobs.		