

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.		

Name	City/Municipality	Running For:	District:
Rajesh Kumar	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 believe Kingston needs to make good jobs and economic opportunity a much more deliberate part of its municipal decision-making. For me, this is personal. I've spent more than 20 years working across industry, technology, entrepreneurship, municipal government, and economic development. I've seen how a strong local economy can change people's lives - and I've also seen what happens when communities don't have enough well-paying opportunities. People end up leaving to find work, families struggle to afford housing, and the pressure on everyone who remains increases. The City cannot dictate wages across the private sector, but it can create the conditions in which good employers want to invest, businesses can grow, and good jobs can be created and retained. If elected, I would focus on several practical actions. First, I would make job creation and job quality explicit considerations in the City's economic-development work. Kingston already identifies economic development as a municipal priority, including business attraction, retention, expansion and investment. I would want Council to track not just how much investment we attract, but what that investment actually produces for residents—jobs created and retained, wages, skills development, and long-term economic value. Second, I would work to attract and retain industries that can provide stable, well-paying employment. Kingston has significant assets in research, advanced manufacturing, health innovation, clean technology, entrepreneurship and education. The City already has industrial lands intended to support economic growth and job creation. I would support being more deliberate about matching those assets with companies and sectors that can create long-term employment. Third, I would strengthen the connection between Queen's, St. Lawrence College, RMC, local employers and the City. In my current work at Queen's, I see every day how much research, talent and innovation exists in this community. We need to do a better job of turning that knowledge into companies, investment, commercialization and jobs that stay here. Fourth, I would look at how municipal procurement and investment can generate broader local economic benefits, while fully respecting applicable procurement rules and trade obligations. The City spends significant public dollars on infrastructure, services and projects. Where legally permitted, we should consider how our purchasing and investment decisions can support local businesses, workforce development and inclusive economic opportunity. Kingston's own economic-development work has previously identified social procurement as one potential tool. Finally, I would make sure economic growth is connected to affordability. Attracting a company to Kingston isn't enough if the people working there cannot afford to live here. Housing, transportation, infrastructure, childcare and other community services are all part of our ability to attract and retain a workforce. I also want to be clear that “good jobs” shouldn't become an excuse for the City to give businesses blank cheques. Public investments should have clear objectives, appropriate accountability and measurable outcomes. If taxpayers are being asked to support an economic-development initiative, we should be able to explain what public benefit we expect in return. My goal is a Kingston where people don't have to leave the city to find a good career, where young people coming out of our universities and colleges have reasons to stay, and where families can build a life here on the strength of their work. Economic growth isn't just about making Kingston's economy bigger. It should make Kingston a better place to work, live and raise a family.			
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?

Yes. I believe essential municipal services and public assets should remain publicly owned and democratically accountable when they can be delivered effectively by the City. That doesn't mean I would oppose every sale of municipal land or every corporation that is owned by the City. There are legitimate circumstances where disposing of land that is genuinely surplus to municipal needs, or using a different organizational structure, may make sense. The question for me is whether there is a clear public benefit and whether Council has properly considered the long-term consequences. On public land, I would want Council to establish clearly that land is genuinely surplus before selling it. Kingston has recently proposed selling municipal land where staff determined there were no current or anticipated municipal needs, including 1.18 acres at 367 Gore Road intended to facilitate housing. Public land is a finite community asset, so I would want decisions about its disposition to consider alternatives such as housing, community facilities, parks, infrastructure or other future municipal needs—not simply the immediate sale proceeds. On municipal services, my starting point is public ownership, public accountability and effective service delivery. I would not support moving a service out of direct municipal operations simply because a corporate structure is available. I would want to see a clear business case demonstrating measurable benefits in areas such as cost, service quality, infrastructure investment, accountability and long-term financial sustainability. This is particularly relevant to the current discussion about a Municipal Services Corporation for water and wastewater. The proposed MSC would remain wholly owned by the City but would operate independently with a dedicated board and management structure. Council has endorsed the model in principle, while retaining future decision points through the shareholder declaration and asset-transfer process. I also think we need to distinguish corporatization from privatization. They are not the same thing. An MSC can remain publicly owned, as the City's current proposal does. At the same time, changing the governance structure can change how directly Council exercises decision-making authority, which is why governance, reporting and public accountability matter. My approach would therefore be straightforward: Keep essential municipal assets and services publicly owned where there is a strong public-interest case. Use municipal employees and existing municipal structures when they can deliver the service effectively and efficiently. Require a transparent business case before changing the delivery model. Protect Council's ability to provide meaningful oversight and hold decision-makers accountable. Treat public land as a long-term community asset, not simply a source of short-term revenue. If evidence shows that a different model would deliver substantially better outcomes for residents, examine that evidence openly rather than ruling it out in advance. I understand that the organizational structure behind a service matters. But structure should serve the public—not the other way around. For me, the principle is simple: public ownership where it serves the public interest, accountable decision-making, and evidence before irreversible decisions.

What will you do to make housing more affordable? Affordable to whom?

Housing affordability has to mean more than simply building more homes. It means making sure people at different income levels can actually afford to live in Kingston. For me, that includes students, working families, seniors, single-income households, people with disabilities, newcomers, and people with very low incomes. The City's Housing Needs Assessment found that Kingston has particularly significant gaps in non-market housing and affordable rental housing, including for households with incomes below \$30,000. I would take a balanced approach. First, increase housing supply across a range of types and price points, including purpose-built rental, family-sized housing, smaller units, affordable housing and supportive housing. More supply alone won't solve affordability, but it is an important part of the solution. Also, while developers are executing their projects, the City should establish its own Housing Co-op and also start building homes to accelerate the supply of affordable homes in the market. Second, protect the affordable and rental housing we already have. Creating new units while losing existing affordable units does not solve the underlying problem. Third, I would support the City's use of planning tools, incentives and partnerships to make it easier to build affordable and attainable housing. Kingston already has programs supporting affordable housing, secondary suites and other housing initiatives, including \$27.6 million in federal Housing Accelerator Fund funding. Also, we also need to start thinking out of box and open to non-conventional ways of building home including tiny home and pre-fabricated or module homes.

Fourth, student housing has to be part of the affordability conversation. Kingston is developing a Student Housing Strategy that is intended to address student housing supply, density, neighbourhood compatibility and infrastructure capacity. I would want that work to reduce pressure on the broader rental market while ensuring that new development works for both students and existing residents.

And finally, I would keep affordability connected to jobs and household incomes. A home can only be affordable if the people living in it can reasonably afford the rent or mortgage. That's one reason I see economic development, good local jobs and housing as interconnected issues. My goal would be a Kingston where affordability isn't defined by whether the average resident can afford the average home. We need housing that works for people at different stages and income levels—including those who are currently being priced out of the community.

Talk about your approach to homelessness & investing in social housing.

I believe we need to put greater emphasis on preventing homelessness and moving people from emergency responses into stable housing and appropriate support. I respect the work already being done by City staff, housing providers, shelters, outreach workers and community organizations. But the scale of the challenge means we also need to ask what we can do differently and where additional investment will have the greatest impact. For me, that starts with prevention. If someone is facing eviction, losing their housing or struggling to keep a roof over their head, intervening early can be much better than waiting until they reach a shelter or become unsheltered.

Second, we need to invest in permanent affordable and supportive housing. Social housing provides rent-geared-to-income housing and portable housing benefits for households with lower incomes, while supportive housing can connect housing with the additional services some residents need.

Third, housing has to be accompanied by appropriate supports. Homelessness can involve housing instability, mental-health challenges, disability, family circumstances, poverty and other factors. The City's current 10-Year Housing and Homelessness Plan review is explicitly looking at homelessness prevention, housing stabilization, supportive housing and better coordination of services.

Fourth, I would want us to measure outcomes, not simply dollars spent. We should be asking whether fewer people are becoming homeless, whether people are moving from emergency accommodation into stable housing, how long people remain housed, and whether our investments are actually improving outcomes.

And finally, I believe this requires partnership rather than City Hall trying to do everything itself—working with the County, Province, federal government, non-profit housing providers, Indigenous partners, health and social-service organizations and community groups. I see social housing as essential municipal infrastructure. We invest in roads, water systems and community facilities because people need them to build stable lives. Stable housing is foundational too. My approach would be compassionate, but also focused on measurable outcomes: preventing homelessness where possible, creating more permanent housing, and helping people move from crisis into stability.

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?

I believe everyone deserves to work in a safe, respectful and fair workplace, and I will stand up for workers' rights within the City's responsibilities and influence. If elected, I would take three practical steps.

First, I would expect the City itself to be a model employer—maintaining strong workplace-safety standards, fair employment practices, meaningful channels for employees to raise concerns, and a workplace culture where people can speak up without fear of retaliation.

Second, I would support responsible procurement and contracting practices. When the City spends public money, we should expect companies doing business with Kingston to comply with employment, workplace-safety and legal requirements. Where the City's legal authority allows, we should use our purchasing power to encourage good employment practices rather than rewarding a race to the bottom.

Third, I would make myself available to listen to workers and local labour organizations and bring legitimate concerns to Council. A councillor doesn't replace labour law, unions, inspectors or employment tribunals, but we can make sure that workers' voices are heard when municipal decisions affect them. I also believe worker safety and a strong local economy go together. Kingston needs good jobs, but a good job should also be a safe and fair job. If elected, I will advocate for a City that treats its own employees well, uses its purchasing power responsibly, listens to workers, and leads by example in the community.

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?

Public money should deliver the greatest possible value to the people who provide it—and that means looking beyond the lowest price on a contract. We should consider quality, long-term value, service outcomes, local economic impact and the strength of our community. If elected, I would focus on three things.

First, strengthen local procurement. Where legislation and trade obligations allow, I would support procurement practices that make it easier for Kingston and area businesses - particularly small and locally owned businesses - to compete for municipal contracts. When public dollars can support local jobs and local businesses without compromising value or fairness, I believe we should make that opportunity count.

Second, focus on long-term value rather than simply the cheapest option today. A low initial price can become expensive if it results in poor quality, repeated repairs, weak service or premature replacement. I would support evaluating major spending decisions based on total lifecycle cost, service quality and measurable outcomes.

Third, make accountability a priority. Residents deserve to know what they are getting for their tax dollars. I would support clear performance measures for major programs and contracts, regular reporting on outcomes, and meaningful review when spending isn't delivering the expected results. I also believe municipal spending can be an important tool for strengthening Kingston's economy. Supporting local businesses, attracting investment, developing skilled workers and maintaining reliable infrastructure can broaden our economic and tax base, which in turn can help reduce pressure on residents over the long term. My principle is simple: every public dollar should work as hard as possible for Kingston - delivering excellent public services while strengthening the local economy and creating good, sustainable jobs.

What is your position on the use of Section 107 of the Canadian Labour Code and government intervention during legal strikes?

I believe safe, healthy and respectful workplaces, along with the right of workers to organize, bargain collectively and exercise their legal bargaining rights, are fundamental to a healthy community and economy. I would respect workers' collective agreements and bargaining rights and expect the City to do the same. Regarding Section 107 of the Canada Labour Code, I believe negotiated collective agreements should be the norm, and government intervention to end a legal strike should be exceptional and a genuine last resort. The right to strike is an important part of meaningful collective bargaining. If governments routinely intervene when a legal strike becomes inconvenient or disruptive, it can weaken the balance between workers and employers and undermine the bargaining process. At the same time, I recognize that extraordinary circumstances can arise where a prolonged work stoppage creates serious risks to public safety or essential services. In those circumstances, government may have a responsibility to act. But any use of Section 107 should be based on clear and transparent criteria, after meaningful efforts at mediation and negotiation have been exhausted, and with appropriate respect for workers' collective-bargaining rights. As a municipal councillor, I would also lead by example. The City is a significant employer, and I believe good labour relations should be based on respect, good-faith bargaining, safe workplaces and fair agreements - not simply on minimizing labour costs. Good public services depend on the people who provide them. Respecting workers' rights is therefore not separate from building a strong Kingston - it is part of it.

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 believe every resident should be able to participate fully in community life and have fair access to municipal services and opportunities, regardless of their background, ability, age, income or circumstances. If elected, I would focus on making inclusion practical rather than simply a statement of principle. First, I would support making City facilities, parks, sidewalks, transit and public services genuinely accessible. Accessibility should be considered when infrastructure is designed or renewed - not treated as an afterthought. Second, I would support reviewing municipal policies and programs through an equity and accessibility lens, particularly where they affect people who may face barriers to accessing services. We should ask not only whether a service is technically available, but whether people can realistically access and use it. Third, I would work to make public consultation more inclusive. The people who are most affected by a municipal decision should have a meaningful opportunity to be heard, including residents who may not normally attend Council meetings or public consultations. Fourth, I would support fair and transparent employment and procurement practices within the City's responsibilities, so that opportunities created through public resources are accessible to as broad a range of qualified people and local businesses as possible. Finally, I would listen. Inclusion is not something Council can accomplish by making assumptions about what different communities need. I would make a point of engaging directly with residents, accessibility advocates, community organizations and people with lived experience when developing policies that affect them. To me, equity and inclusion mean removing unnecessary barriers so that everyone has a fair opportunity to participate, contribute and benefit from the community we are building together.		
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 would use the position of City Councillor to actively advocate for the institutions, services and jobs that are important to Kingston's residents and economy. For St. Lawrence College, I would work with the College, local employers, labour representatives and our provincial and federal representatives to advocate for protecting local jobs and programs that provide valuable education and skills to our community. St. Lawrence College is an important part of Kingston's workforce and economic ecosystem, and I would make sure Kingston's interests are represented when decisions affecting local programs or employment are being made. For our libraries, I would oppose staffing reductions that result in fewer services or reduced access for residents. Libraries provide much more than books - they provide access to technology, information, learning opportunities, community programs and safe public spaces. I would work with the Library Board and Council to understand the impact of proposed changes and advocate for maintaining strong, accessible library services.		

For mail delivery, I would advocate for reliable and accessible door-to-door delivery, particularly for seniors, people with disabilities and others who depend on home delivery. I would communicate Kingston residents' concerns directly to Canada Post and our federal representatives and advocate for solutions that preserve accessibility.

More broadly, I would use the influence of the office to bring the right people to the table, raise concerns with the appropriate decision-makers, and advocate publicly when Kingston's interests are at stake. I also believe in being honest about the limits of municipal government. A City Councillor cannot directly control decisions made by a college, library board or federal Crown corporation. But we can listen, advocate, convene, and make sure our community's voice is heard. My principle is simple: strong public institutions create a stronger Kingston. I will work to protect the local jobs, services and community infrastructure that residents depend on.