

# Candidate Questionnaire

2026 Municipal Election • Working People. Strong Communities.

*Your voice. Our community. Stronger together.*

Thank you for running to serve the people of Sarnia. The Sarnia & District Labour Council represents thousands of working people across our community. Your responses will help our Executive Committee review candidates and make endorsement recommendations to our members and affiliates. Please answer each question in the space provided; feel free to attach additional pages if you need more room.

*Please return your completed questionnaire within 2 weeks of receiving it to Candace Young at [candace.d.parsons@gmail.com](mailto:candace.d.parsons@gmail.com), or by mail to 1086 Modeland Rd, Suite 249, Sarnia, ON N7S 6L2. This form is fillable — you may type your answers directly, save, and email it back.*

## ID CANDIDATE IDENTIFICATION

|                                                    |                                                         |
|----------------------------------------------------|---------------------------------------------------------|
| Candidate name:                                    | <input type="text" value="Charmaine Murray"/>           |
| Office sought:                                     | <input type="text" value="Sarnia City/County Council"/> |
| Ward (if any):                                     | <input type="text"/>                                    |
| Email:                                             | <input type="text" value="itsthelittlethings@me.com"/>  |
| Phone:                                             | <input type="text" value="519-381-5518"/>               |
| Past elected office:                               | <input type="text" value="none"/>                       |
| Date:                                              | <input type="text" value="2026/09/02"/>                 |
| In 75 words or fewer, tell us why you are running: |                                                         |

I am running because I believe in both, accountability and compassion. The biggest difference we can make isn't waiting for someone else to fix things - it's figuring out what we can do as a community. My goal is to work for what is best for our community as a whole. I am not afraid to go against the grain or speak up when I believe something is wrong.

## A LABOUR & DECENT WORK

1. Do you support keeping municipal services public and in-house rather than contracting them out or entering public-private partnerships? Identify any services you would protect or consider contracting out, and explain your reasoning.

☒ Yes ☐ No ☐ Undecided

*Please explain:*

Absolutely, my preference is to keep municipal services in-house wherever possible. I don't know all of the services the City provides well enough to say that nothing should ever be contracted out. But I do believe things like our parks and the basic upkeep of our municipal properties should be our responsibility. If we need additional help for a large infrastructure project or have a temporary need for more workers, I would be open to contracting

2. How will you ensure municipal jobs — and jobs funded by the municipality — remain stable, fairly paid, and unionized? Include your position on temporary/contract labour and subcontracting.

I believe municipal employees should be given the opportunity to do municipal work first. Otherwise, I would question the purpose of having those municipal positions. I believe in fair wages for everyone, and if employees choose to unionize, I respect that choice. I also believe temporary labour has its place when there is a legitimate temporary need, such as additional workers being required for a large project. I would not want temporary labour or subcontracting to be used simply to replace permanent municipal employees.

3. Will you support Community Benefits Agreements, fair-wage schedules, and local-hiring requirements on major municipal infrastructure and construction projects?

☒ Yes ☐ No ☐ Undecided

Please explain:

I support fair wages and collective bargaining. I will consider the impact on workers before supporting cuts or subcontracting. If contracting out is used, it should be for genuine expertise or a legitimate need, not simply to reduce wages.

4. Do you support a living-wage policy covering all municipal workers, contractors, and subcontractors, tied to the City's procurement policies?

☒ Yes ☐ No ☐ Undecided

Please explain:

I support a living wage for all workers, whether they are unionized or not, including municipal workers, contractors and subcontractors working on behalf of the City.

5. Sarnia's economy depends on turnaround and maintenance work in Chemical Valley. How will you use municipal levers (procurement, permitting, training partnerships with local contractors) to prioritize local, unionized skilled-trades labour?

I would focus on more local work, competitive bidding, clear agreements and job security. I would also support collaboration between the City, unions, and employers to create local training opportunities and strengthen our skilled-trade workforces - while respecting both union/non-union workers.

6. Will you commit to meeting regularly with the Sarnia & District Labour Council and its affiliates, and to consulting workers before decisions that affect them, if elected?

☒ Yes ☐ No ☐ Undecided

Please explain:

I would want to hear their opinions before making a decision that affects them. How else can we make a well-informed decision without hearing from the people it may affect?

7. Lambton County's By-Name List identifies roughly 390 people experiencing homelessness in Sarnia-Lambton, including about 190 who are chronically homeless. What concrete actions will you take on homelessness and supportive housing?

I would want to investigate the different supportive housing options available and determine which models would be the best fit for our community. I would also want to better understand what the City can realistically afford before making decisions based on numbers I have heard from others. If additional community housing could help, I would be willing to support fundraising efforts to help make that possible. My goal would be to advocate for people experiencing homelessness and help those who want housing get housed.

8. A County report warned that prematurely closing the Out of the Cold overflow shelter could more than double the unsheltered population. Do you support maintaining overflow and low-barrier shelter options while permanent supportive housing is built?

☒ Yes ☐ No ☐ Undecided

Please explain:

Yes. I believe people experiencing homelessness are among the most vulnerable in our community. With winter approaching, I don't want to see anyone freeze to death. They are part of our community, and I believe we have a responsibility to make sure they have somewhere safe to go while we work toward permanent housing. I support maintaining overflow and low-barrier shelter options until there are sufficient permanent housing options

9. Will you support zoning and parking reforms that make supportive and affordable housing easier to approve — rather than changes that stall projects like Indwell's proposed 353 George Street development in Mitton Village?

☒ Yes ☐ No ☐ Undecided

Please explain:

Yes, when the location is appropriate, the spacing and parking are realistic, and there are no safety concerns. In this particular case, my understanding is that the space is very small, so I would want to look carefully at whether the proposal is appropriate for that location. OR Yes, I support zoning and parking reforms that make supportive and affordable housing easier to approve, as long as the changes are realistic and appropriate for the

10. With more than 900 households on the social-housing waitlist and demand for roughly 2,500 additional affordable units, how will you increase the supply of affordable and non-market housing?

I would work to educate myself and our community about Indwell and other supportive and affordable housing models, with the hope of seeing more successful projects come to our community. I would continue to advocate with our MP and look for government funding, partnerships and other opportunities, but I don't believe we should rely solely on government funding. I would also be willing to explore community fundraising to help create housing that meets specific needs in our community. This could create local jobs through construction and

11. Do you support a humane, housing-focused Encampment Response Protocol that connects people to services and housing rather than relying primarily on displacement or policing?

☒ Yes ☐ No ☐ Undecided

Please explain:

Yes. I believe housing is by far a better solution than simply shuffling people from one location to another. I support connecting people with the services and housing they need rather than relying primarily on displacement or policing. I also recognize that not everyone will be willing to accept housing, and I don't yet know what the best approach is for those individuals. I believe that is something we need to better understand and work on as a

12. Major industrial investment (such as the proposed Northern Shield Energy Corridor pipeline) may add capacity while creating relatively few permanent jobs. How will you ensure new industrial investment translates into good, lasting local jobs?

I believe reliable access to Canadian oil could help sustain and grow our existing industrial sector. I would want to investigate the long-term job potential, talk with industry and experts, and look at how we can make sure Sarnia-Lambton benefits from that investment with good, lasting local jobs.

13. The closure of INEOS Styrolution affects local workers. What role should the City play in supporting displaced workers and ensuring a fair transition and retraining?

I believe retraining displaced workers is important, but I don't believe the City should duplicate services that already exist. I would support connecting workers with organizations such as Goodwill Career Centre and working with employers, unions, and other levels of government to make sure displaced workers have access to retraining and new employment opportunities.

14. How will you attract and retain diversified jobs, commerce, and investment beyond petrochemicals — for example downtown, the port and waterfront, clean technology, and small business?

I believe Sarnia has long been known as a retirement community, but we also need to attract and retain younger people and families. We should build on what we have by becoming more community-oriented, bringing back festivals and events, creating activities for youth and families, expanding farmers' markets, and supporting local businesses. This would make Sarnia a place where people want to live, work, raise a family and visit, while attracting investment and diversifying our economy beyond petrochemicals

15. Will you support apprenticeships, Red Seal skilled-trades training, and youth and local hiring through municipal projects and procurement — and if so, how?

☒ Yes    ☐ No    ☐ Undecided

*Please explain:*

Absolutely. I believe apprenticeships and skilled trades training are extremely important, and I believe the trades will continue to be an important part of our future. I would support creating opportunities for local youth and workers to gain training and experience through municipal projects and procurement whenever possible. I would want to explore every reasonable way the City can support apprenticeships, Red Seal training and local hiring.

16. How will you support revitalization of downtown Sarnia and Mitton Village and strengthen local small businesses?

I would support small grants or contests to give local businesses a boost, whether that means improving their storefront, adding something new and exciting, or helping them purchase something for their business that they might not otherwise be able to afford. I would also support more events in both downtown Sarnia and Mitton Village to bring people into these areas and encourage them to support local businesses. Farmers' markets, festivals and other community events give people a reason to come out, and I believe we need more of that.

17. Aamjiwnaang First Nation and nearby Sarnia neighbourhoods face benzene and cumulative air-pollution exposure. What actions within municipal jurisdiction will you take to protect residents' health?

I would support better detection and better notification so that we know when there are air quality problems. I believe residents should be informed quickly when there is a concern. I would also support working with Aamjiwnaang First Nation residents and the appropriate authorities to improve communication and response when air quality concerns arise

18. Will you advocate to provincial and federal governments for cumulative-effects air-pollution assessment and stronger monitoring and enforcement in Chemical Valley?

☒ Yes ☐ No ☐ Undecided

Please explain:

Absolutely. I will advocate to the provincial and federal governments for better monitoring, stronger enforcement and better assessment of air pollution in Chemical Valley. This is the air we breathe, and this is about the health of our community. I believe we need to do everything within our ability to make sure residents are protected.

19. What specific actions will you take to implement and accelerate Sarnia's climate and emissions-reduction plans?

I think we need to collectively investigate where our municipal emissions are coming from, identify what can realistically be reduced, and determine what practical steps we can take to reduce them.

20. How will you protect and expand access to affordable public transit and safe active transportation?

I need to investigate this. I do not know enough about our current transit system or active transportation plans to say what needs to change. I would want to understand what has already been done, what is working, where the gaps are, and what residents need before deciding what changes should be made

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## GOVERNANCE, SERVICES & RECONCILIATION

21. Which public services (water and wastewater, waste, transit, libraries, recreation, emergency services) do you believe must always remain publicly delivered, and how will you strengthen them?

All of the above should remain publicly delivered. We need to maintain them properly, repair and replace things as needed, and make sure our emergency services have the resources and upkeep they require.

22. How will you advance meaningful reconciliation with Aamjiwnaang First Nation and the broader Indigenous community at the municipal level?

I believe reconciliation starts with listening. I would make sure Aamjiwnaang First Nation always has a voice in decisions that affect them, and I would work together with them on meaningful ways to honour reconciliation.

23. How will you ensure transparency, accessibility, and meaningful public engagement in municipal decision-making — and how will residents know whether you are delivering on your commitments?

I will ensure transparency by talking with community members and finding out their thoughts and feelings on issues that are going to be discussed at Council. I will bring their concerns and questions forward at Council meetings, where residents can attend or watch and see that I am actually speaking up on their behalf. I will also continue to use my platform to educate and keep our community informed

24. What is one decision you would make that may be unpopular in the short term but necessary for the long-term well-being of working people in Sarnia?

I would support creating more supportive housing for people experiencing homelessness, even though I know it may be unpopular with some people. I believe housing is a necessity, not a free ride. Leaving people on the streets does not solve the problem and can affect the entire community, including local businesses. I believe providing safe, supportive housing is a necessary step toward helping people get their lives back on track and making our community stronger in the long term.

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#### ADDITIONAL COMMENTS

I believe our community deserves respectful discussion, even when people disagree. I am motivated by our most vulnerable, and by those who feel their concerns are not being recognized. As a child, I experienced what felt like being unseen and unheard, and that experience has stayed with me. I want to help ensure people have the opportunities to bring their concerns forward, understand the issues being discussed, and better understand how decisions are made at Council. I believe that starts with making sure people have a voice at the table.

*Thank you for taking the time to complete this questionnaire and for your commitment to building a stronger community for working people in Sarnia.*