

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, 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:	Scott Molson
Office sought:	Mayor of Sarnia
Ward (if any):	N/A
Email:	Mayormolson@gmail.com
Phone:	519-384-2122
Past elected office:	None
Date:	Aug 23, 2026

In 75 words or fewer, tell us why you are running:

I am running for Mayor because Sarnia needs practical, accountable leadership focused on the basics: roads, water, sewer, public safety, responsible spending and economic growth. As a lifelong Sarnia resident and business owner, I understand what it means to meet payroll, create jobs and be accountable for every dollar. I want a City Hall that respects taxpayers and workers, supports local business and industry, plans for the long term, and shows residents clearly where their money goes.

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:

I support strong public municipal services, but I would not impose a blanket rule that prevents Council from comparing delivery models. Core services should be judged on service quality, public accountability, worker safety, reliability and total cost - not simply on whether the provider is public or private. I would protect essential public accountability for water and wastewater, emergency services and other critical functions. Where specialized or temporary outside expertise is considered, I would require a transparent business case showing

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.

City employees deserve fair compensation, safe workplaces, respect and predictable labour relations. I would bargain in good faith and expect the same accountability from management and labour. Permanent operational needs should not be routinely filled with temporary labour simply to avoid permanent employment obligations. At the same time, seasonal work, specialized projects and genuine short-term needs may require contract labour. For subcontracting, I would require clear procurement standards, qualified contractors, compliance with employment and safety law, and an evidence-based comparison of cost, quality and risk. My objective is stable

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 using lawful procurement tools to create opportunities for local workers, apprentices and qualified local contractors when they deliver value and do not improperly restrict competitive bidding. For major projects, I would consider Community Benefits Agreements and fair-wage provisions on a project-by-project basis, with measurable targets for apprenticeships, local participation, safety and value for taxpayers. Any policy must comply with applicable trade agreements, procurement law and funding requirements.

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 fair compensation and would review a living-wage procurement policy carefully before committing taxpayers to a specific formula. The review should examine the local living-wage benchmark, effects on small local contractors, contract costs, enforcement and whether unintended barriers would prevent smaller Sarnia businesses from bidding. I would support a policy where Council can demonstrate that it is workable, enforceable and financially responsible.

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?

Sarnia's skilled trades are one of our greatest economic strengths. The City can help by making permitting predictable and efficient, supporting training and apprenticeship partnerships, working with Lambton College, local contractors, labour organizations and industry, and ensuring municipal procurement gives qualified local firms a fair opportunity to compete. I would also push for industrial growth that creates construction, maintenance and permanent operating jobs. Where procurement law permits, bid evaluation should recognize demonstrated apprenticeship, safety, training and local economic benefits without creating closed or non-competitive

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:

Yes. I will meet with organized labour, front-line workers, businesses, community organizations and residents. Consultation should occur before major decisions, not after they have effectively been made. I will not promise that every group will receive the outcome it wants, but I will listen, explain decisions and make the City's reasoning and financial information as transparent as possible.

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?

Homelessness requires both compassion and accountability. The City must work with the County of Lambton, which has major social-service and housing responsibilities, along with health providers, police, non-profits and senior governments. I would press for more supportive and transitional housing, mental-health and addiction supports, coordinated outreach, and measurable outcomes showing how many people move from encampments or shelters into stable housing. At the municipal level, I would remove unnecessary planning delays, identify appropriate sites, protect neighbourhood safety and public spaces, and insist that provincial and federal

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:

I support sufficient emergency shelter capacity so people are not simply pushed onto streets or into unsafe conditions while permanent solutions are being developed. However, emergency shelter should be part of a pathway toward housing, treatment and stability - not treated as the permanent solution. I would expect clear safety standards, neighbourhood management, coordination with outreach services and transparent reporting on outcomes.

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:

I support removing unnecessary regulatory barriers to appropriate affordable and supportive housing, including reviewing parking requirements where evidence shows they are excessive. That does not mean eliminating proper planning or ignoring neighbourhood impacts. Projects should be evaluated on servicing, safety, traffic, site suitability, operating supports and community integration. My approach is to make good projects easier to build while ensuring the surrounding community is heard and legitimate concerns are addressed.

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?

The questionnaire identifies a serious housing shortage. The municipality cannot finance thousands of units alone, so my approach would combine faster approvals, more housing-ready land, partnerships with the County and non-profit providers, and aggressive pursuit of provincial and federal housing funding. I would review City-owned land for appropriate housing opportunities, support greater housing variety where infrastructure can handle it, and establish measurable targets for approvals and construction. At the same time, we must expand the commercial and industrial tax base so housing and infrastructure pressures do not continually fall on existing

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. Encampments should be addressed humanely and consistently, with outreach and realistic housing or shelter options whenever possible. Police should not be expected to solve homelessness. They do, however, have a legitimate role when there are threats to public safety, violence, serious criminal activity or other circumstances requiring law enforcement. The City must also protect parks, public infrastructure and the rights of surrounding residents. A written protocol should clearly define responsibilities, available services, safety

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 want Sarnia to compete aggressively for new industrial assessment and employment. Before major projects are approved or supported, the City should understand the expected construction employment, permanent jobs, tax assessment, infrastructure requirements and community benefits. I would promote local apprenticeship and training partnerships, encourage proponents to recruit locally, and work to make Sarnia the easiest responsible place in Ontario to invest. Even projects with modest permanent staffing can be valuable if they produce substantial industrial tax assessment, contracting opportunities and follow-on investment — but those benefits

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?

The City should be an active connector and advocate, while recognizing that employment insurance, income support and most retraining programs are primarily provincial or federal responsibilities. I would bring together affected employers and workers, unions, Lambton College, local employment services and industries that are hiring to identify transferable skills and training gaps. The strongest long-term protection for displaced workers is a growing local economy with multiple employers competing for skilled people.

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?

Sarnia should build on Chemical Valley rather than abandon it, while diversifying around our existing advantages: energy, skilled trades, transportation, the Great Lakes, the border, industrial land and research capacity. I would pursue data centres and digital infrastructure, clean and next-generation energy, advanced manufacturing, logistics, port-related investment, agri-tech and heat-recovery opportunities such as greenhouse development. For downtown and small business, the priorities are clean and safe public spaces, reliable infrastructure, sensible parking and access, faster approvals and events and development that bring people

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:

Yes. Major City projects should be used, where legally and practically possible, to expand apprenticeship and skilled-trades opportunities. I would work with local unions, contractors, employers and Lambton College to connect young people with apprenticeships and Red Seal pathways. Procurement documents can ask bidders to identify apprenticeship and training commitments and report results, while maintaining fair competition and value

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

Revitalization starts with fundamentals: clean, safe and attractive streets; reliable infrastructure; sensible parking and traffic flow; predictable approvals; and consistent enforcement of property and public-space standards. I want the City to make it easier for entrepreneurs to open, expand and invest rather than burying them in delay. For downtown, I would examine traffic and parking changes, waterfront connections, events and redevelopment opportunities that increase foot traffic. For Mitton Village, planning should encourage appropriate redevelopment

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ENVIRONMENT & PUBLIC HEALTH

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?

Residents and workers deserve accurate information and strong enforcement of environmental standards. Municipal jurisdiction over industrial air emissions is limited, but the City can advocate, share emergency-planning information, participate in intergovernmental discussions, support transparent public reporting and ensure municipal land-use decisions properly consider compatibility and risk. I would maintain a direct working relationship with Aamjiwnaang First Nation and press provincial and federal regulators to provide clear monitoring data, timely public communication and enforcement when standards are exceeded.

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:

Yes. Decisions should be based on credible monitoring and science, and regulators must account for the reality that residents can be exposed to emissions from multiple facilities. I will advocate for transparent data, effective monitoring and enforcement while also ensuring that environmental rules are clear, evidence-based and administered consistently.

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

I will prioritize measures that reduce emissions while also lowering operating costs or improving infrastructure. Examples include energy-efficiency upgrades when lifecycle savings justify them, fleet planning based on total cost and operational reliability, reducing water loss, efficient facilities, tree canopy and responsible land-use planning. I would also pursue industrial opportunities that turn waste streams into economic value, including waste-heat recovery. Climate spending should have transparent targets, costs and measured results. I will not

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

Transit is an important public service, particularly for residents who depend on it for work, school, medical appointments and daily life. My focus would be reliability, useful routes, ridership and cost per passenger. Before expanding service or purchasing expensive technology, Council should understand lifecycle costs and actual demand. I support safe walking and cycling infrastructure where it is practical and integrated into road reconstruction so we avoid repeatedly tearing up the same streets. The goal is a transportation system that is

E 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?

Municipal government must retain public responsibility, control and accountability for essential services such as drinking water, wastewater, emergency response and core public infrastructure. For transit, waste, recreation and other services, I support public accountability but would not prohibit Council from examining specialized contracts or partnerships where there is a transparent, evidence-based case. Strengthening services means maintaining assets before they fail, setting service standards, measuring performance, respecting front-line

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

Reconciliation at the municipal level should be built on respect, direct relationships and practical cooperation. I would meet regularly with Aamjiwnaang leadership, consult early on City decisions with significant shared impacts, and look for partnerships in economic development, infrastructure, environmental monitoring, culture and community initiatives. The relationship should not be limited to ceremonial occasions. Where disagreements occur, the City should communicate directly and respectfully and work toward practical solutions.

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?

Transparency is central to why I am running. I want residents to be able to see where City money comes from, where it goes, what major projects cost, whether they are on schedule and whether promised results are being achieved. I would push for a public-facing financial and performance dashboard, clearer reporting of contracts and consultant costs, understandable budget documents and measurable annual targets. I also support public engagement before major decisions, not simply after staff recommendations are complete. Residents should be

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 be prepared to defer or reject lower-priority discretionary projects when core infrastructure cannot be sustainably funded. Sarnia faces major long-term needs in roads, water, sewer and other assets. Continuing to postpone those obligations only transfers a larger bill to the next generation. I would establish a long-term infrastructure plan that prioritizes the oldest and highest-risk assets, aggressively pursues outside funding, grows industrial and commercial assessment and redirects demonstrated operating efficiencies toward the

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ADDITIONAL COMMENTS

I respect the contribution that organized labour and skilled trades have made to Sarnia. I also believe the Mayor has a responsibility to every resident - union and non-union workers, retirees, families, small businesses, industry and taxpayers. My commitment is to listen to all sides, make decisions based on evidence and affordability, and be transparent about the trade-offs. Sarnia can protect good jobs and strong public services while demanding value for money and growing the tax base. Those goals should reinforce each other. My approach is simple: fix the basics, build the future, and make City Hall accountable for the results.

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