

# Town of Whitchurch-Stouffville **Comprehensive Zoning By-law Update & Town-wide Urban Design Guidelines**

Draft Discussion Paper #4: Employment Areas

April 17, 2026

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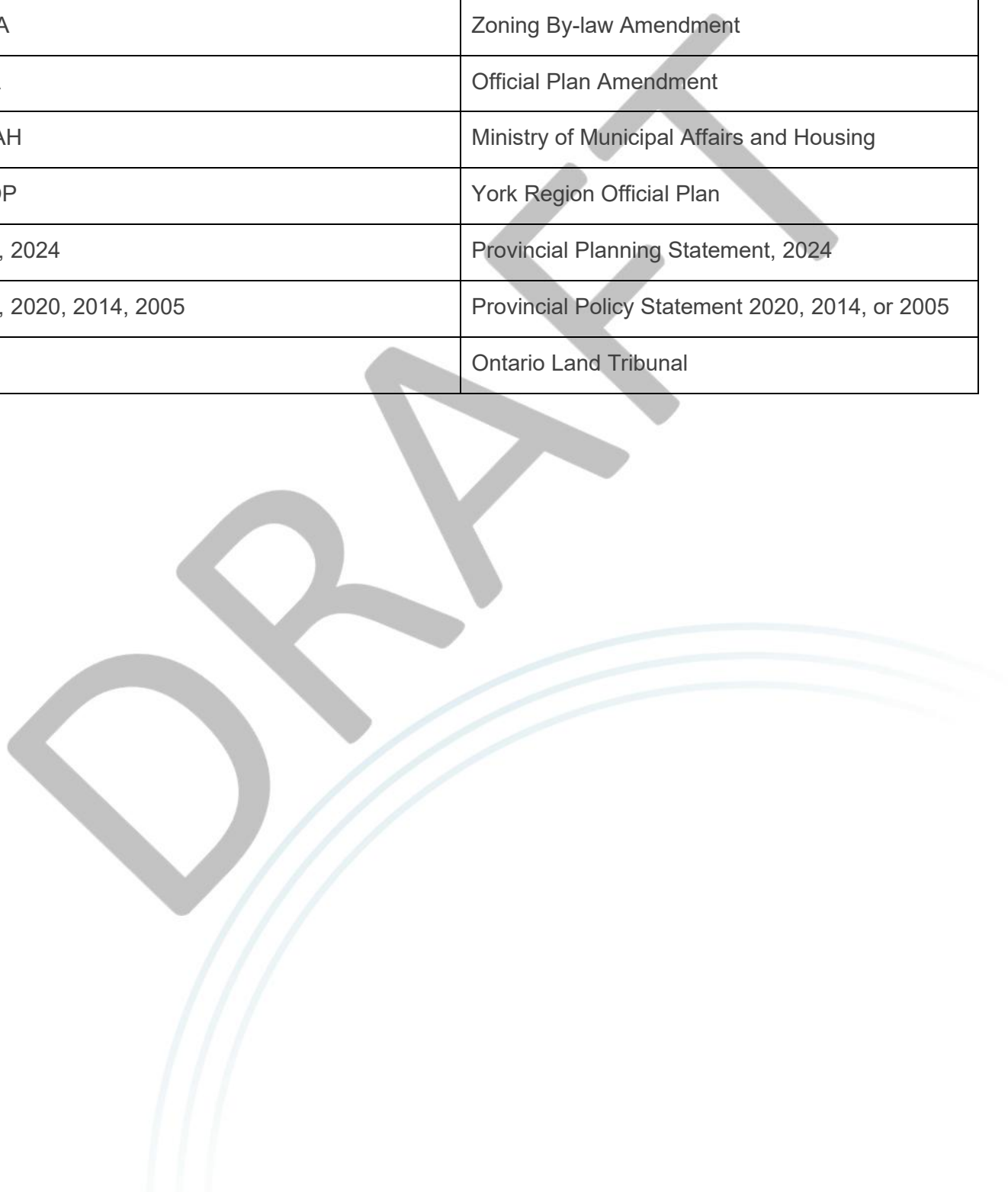
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**Table of Terms**

ZBLA	Zoning By-law Amendment
OPA	Official Plan Amendment
MMAH	Ministry of Municipal Affairs and Housing
YROP	York Region Official Plan
PPS, 2024	Provincial Planning Statement, 2024
PPS, 2020, 2014, 2005	Provincial Policy Statement 2020, 2014, or 2005
OLT	Ontario Land Tribunal



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# 1. Introduction

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This Paper will review and assess Employment Areas identified in the Town of Whitchurch-Stouffville’s new 2025 Official Plan against recent changes to the Provincial Planning Statement, 2024 (the “PPS, 2024”), and the *Planning Act*. This will include a detailed review of all Provincial, Regional, and Town policies and zoning as they relate to Employment Areas. This Paper will make recommendations for how the Town can bring both its 2025 Official Plan and its Zoning By-law into compliance with Provincial direction.

Recommendations for policy and zoning revisions are complemented by an assessment of the Town’s existing Employment Areas in the context of their delineation in the 2025 Official Plan. The 2025 Official Plan was approved by the Ministry of Municipal Affairs and Housing (“MMAH”) in Fall 2025, but a decision was deferred on those policies and mapping related to Employment Areas to allow the Town to undertake this review.

This Paper will also include a jurisdictional scan to examine how other municipalities have addressed these changes to achieve conformity with the new policies, and provide an assessment of the Town’s options in regard to the York Region Official Plan (the “YROP”). Ultimately, the Paper will provide the Town with recommendations for short-term amendments to the Town’s 2025 Official Plan Employment Area policies and land use designations, as well as recommendations for implementation of this new policy direction in the Town’s Zoning By-law.

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## 2. Background and Policy Context

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This section introduces the concept of Employment Areas in Ontario and explores the implications of policies for Employment Areas as they have evolved over time. It is important to understand the purpose and function of Employment Areas, why protecting lands for non-residential, employment-generating uses is important, as well as implications for Town policy and zoning.

Ontario's planning policy framework is intended to protect Employment Area lands from encroachment, fragmentation, and conflict with incompatible uses, and applies a series of policy tests which must be met for lands in an Employment Area to be converted to a non-employment use. The nature of what an Employment Area is, however, has changed in recent years, requiring municipalities to rethink how they plan for land uses that create jobs.

### 2.1 Previous Framework (before Provincial Planning Statement, 2024)

Employment Areas as a planning tool were first introduced by the Provincial Policy Statement, 2005 ("PPS, 2005"). Industrial and business uses had developed in clusters around suburban centres for more than a century, but the PPS, 2005 was the first use of the term "employment lands" and marked a shift in the Provincial planning framework to begin to plan proactively for the supply and protection of lands to support a range of business and employment uses. The PPS, 2005 achieved this by introducing a definition for contiguous lands used exclusively for employment uses. This defined Employment Areas as:

"those areas designated in an official plan for clusters of business and economic activities including, but not limited to, manufacturing, warehousing, offices, and associated retail and ancillary facilities"<sup>1</sup>

The Provincial Policy Statement, 2014 ("PPS, 2014") and the Provincial Policy statement, 2020 ("PPS, 2020") both maintained these policies and definitions for Employment Areas.

Prior to 2005, the Provincial Policy Statement, 1996 ("PPS, 1996") only required major industrial and employment uses to be planned in such a way as to avoid or mitigate issues of land use compatibility. This direction has been maintained in all subsequent Provincial Policy Statements, and has been implemented by the Province through the Provincial environmental land use planning guides, which are often referred to as the "D-series" guidelines (see **Appendix D**).

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<sup>1</sup> Ontario Provincial Policy Statement, 2005, page 30.

In many Ontario municipalities, Employment Areas now contain a diverse mix of uses such as:

- Manufacturing uses;
- Warehousing and distribution centres;
- Food and beverage production and wholesale, such as breweries or bakeries;
- Employment supportive uses, such as convenience retail, restaurants, and business services;
- Vehicle-related uses such as dealerships and auto body shops;
- Standalone and accessory office uses;
- Indoor commercial recreation uses, such as sports complexes, dance studios, and rock climbing gyms; and
- Institutional uses, such as public services, education and training facilities, daycare centres, and places of worship.

The diverse range of uses present in some Employment Areas has resulted in the lack of residential uses being the main differentiating factor. Many of these commercial and institutional uses have thrived in Employment Areas due to the combination of a number of factors, such as:

- Proximity to other employers and employees;
- Contiguity with other lands and uses which would not be compatible with residential or other sensitive lands uses;
- Comparatively lower land and lease costs;
- Larger lot sizes, which support larger buildings, parking, and outdoor storage; and
- Convenient access to goods movement corridors and infrastructure.

Many municipalities in southern Ontario have codified this flexible framework into their zoning by-laws, allowing a flexible mix of uses to support the business ecosystems that have emerged in their Employment Areas.

The PPS, 2020 included policy tests to protect lands in Employment Areas from fragmentation and encroachment from non-compatible uses. In order for a portion of land to be converted to a non-employment use, it was required to be demonstrated that:

- a. there was an identified need for the conversion, and the land is not required for employment purposes over the long term;
- b. the proposed uses would not adversely affect the overall viability of the Employment Area; and
- c. existing or planned infrastructure and public service facilities were available to accommodate the proposed uses.

## 2.2 New Framework (PPS, 2024)

On October 20, 2024, amendments to the *Planning Act* and the Provincial Planning Statement (2024) came into force, changing the Province’s approach to Employment Areas. The definition for “area of employment”<sup>2</sup> in the *Planning Act* was amended to read:

“An area of land designated in an official plan for clusters of business and economic uses, those being uses that meet the following criteria:

1. *“The uses consist of business and economic uses, other than uses referred to in paragraph 2, including any of the following:*
  - i. *Manufacturing uses.*
  - ii. *Uses related to research and development in connection with manufacturing anything.*
  - iii. *Warehousing uses, including uses related to the movement of goods.*
  - iv. *Retail uses and office uses that are associated with uses mentioned in subparagraphs i to iii.*
  - v. *Facilities that are ancillary to the uses mentioned in subparagraphs i to iv.*
  - vi. *Any other prescribed business and economic uses.*
2. *The uses are not any of the following uses:*
  - i. *Institutional uses.*
  - ii. *Commercial uses, including retail and office uses not referred to in subparagraph 1 iv;”*

Subsection 1(1.1) of the *Planning Act* provides a transition clause which enables municipalities to designate lands with non-complying uses as Employment Areas and permit the uses as legally existing:

- (1.1) *“An area of land designated in an official plan for clusters of business and economic uses is an area of employment for the purposes of this Act even if the area of land includes one or more parcels of land that are subject to official plan policies authorizing the continuation of a use that is excluded from being a business and economic use under paragraph 2 of the definition of “area of employment” in subsection (1), provided that the use was lawfully established on the parcel of land before the day subsection 1 (1) of Schedule 6 to the Helping Homebuyers, Protecting Tenants Act, 2023 came into force. 2023, c. 10, Sched. 6, s. 1 (2).*
- (1.2) *For greater certainty, the official plan policies referred to in subsection (1.1) shall not authorize a use that is excluded from being a business and economic use under paragraph 2 of the definition of “area of employment” in subsection (1) on any parcels of land in the area on which the use was not lawfully established before the day subsection 1 (1) of Schedule 6*

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<sup>2</sup> Note: “Employment Area” will be used throughout this Paper to refer to “area of employment” as defined in the *Planning Act*, and “employment area” as defined in the PPS, 2024.

*to the Helping Homebuyers, Protecting Tenants Act, 2023 came into force. 2023, c. 10, Sched. 6, s. 1 (2).”*

The amended definition in the *Planning Act* ties into the new PPS, 2024 definition:

*“Employment Area means those areas designated in an official plan for clusters of business and economic activities including manufacturing, research and development in connection with manufacturing, warehousing, goods movement, associated retail and office, and ancillary facilities. An Employment Area also includes areas of land described by subsection 1(1.1) of the Planning Act. Uses that are excluded from Employment Areas are institutional and commercial, including retail and office not associated with the primary employment use listed above.”*

In combination, the new *Planning Act* and PPS, 2024 definitions move from a permissive model for Employment Areas, which protects the lands from conversion but leaves flexibility for a variety of uses, to a prescriptive model which explicitly only permits certain types of uses and prohibits others. By setting a standard that applies to the entire Province, the regulation of employment lands are simplified and standardized for all municipalities, reducing the complexity of employment planning. When combined with the Provincial protections against conversions, the framework of Employment Areas continues to serve as a guarantee that areas designated for employment uses shall continue to remain in place regardless of real estate or redevelopment pressures.

The PPS also included a number of new or amended policies related to Employment Areas which change the ways in which municipalities engage with these areas. Key policies in the PPS, 2024 include:

- Policy 2.8.1.1 notes that Planning authorities must address land use compatibility in areas adjacent to Employment Areas through the provision of appropriate transitions to sensitive land uses.
- Policy 2.8.1.1 also encourages the intensification of employment uses to support the concept of complete communities.
- Policy 2.8.1.2 states that industrial, manufacturing, and small-scale warehousing uses without adverse effects that could be located adjacent to sensitive land uses are encouraged to be located within strategic growth areas and other mixed use areas that are not within Employment Areas.
- Policy 2.8.1.3 states that, in addition to land use compatibility constraints set out in Policy 3.5, development within 300 m of an Employment Area must avoid or mitigate potential adverse effects on the economic viability of the Employment Area.
- Policy 2.8.2.5 sets out the requirements for Employment Area removals, noting that municipalities may remove lands at any time without the need to undergo a municipal comprehensive review.

- Policy 3.5.2 notes that there is no longer a need to demonstrate the lack of suitable alternative locations when locating industrial, manufacturing, or small-scale warehousing uses adjacent to sensitive land uses in strategic growth areas.

These changes to the Provincial framework demonstrate a shift in the scope of the Employment Areas framework in a manner which is consistent with the Province's stated goal of increasing the supply of lands available for housing, while focusing the protections afforded to Employment Areas on industrial and manufacturing industries. The new framework for Employment Areas has retained the high-bar for conversions that was present in the outgoing legislation and policy, including Section 11.0.5 of the Planning Act, which places restrictions on appeals to the OLT if an attempt to remove lands from an Employment Area is unsuccessful. While removing the requirement for a Municipal Comprehensive Review will increase the opportunities for removing lands from the designated Employment Areas, the high bar for a successful removal should be considered when reviewing the supply of Employment Areas in the Town. Consequently, it is recommended that any areas which may not entirely fulfill the intended function of Employment Areas as defined in the legislation and policy be removed to reduce the potential burden on property owners.

## 2.3 Economic Implications

The intention behind increased protections for Employment Areas relate to the desire to protect the local economy from local pressures related to land value. Albeit effective at encouraging the retention of larger manufacturing or industrial facilities, an overabundance of protected Employment Areas can also restrict the expansion of other economic activity due to the strict limitations on permitted uses. This effect could be exacerbated by the new Provincial framework. Town staff have noted that existing Employment Areas within the Community of Stouffville have prevented numerous businesses from opening.

The new Provincial legislative and policy context shifts the scope and scale of the protections offered to employment generating industries, and will require municipalities to reevaluate the prevalence of Employment Areas in their jurisdiction. Employment Areas can no longer serve as catchments for all industrial activities. This presents an opportunity for the Town to replace some of the proposed Employment Areas in the 2025 Official Plan with tailored commercial-industrial spaces that can accommodate a wider variety of economic activities at the expense of greater conversion pressure.

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## 3. Jurisdictional Scan

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This section reviews how other municipalities in the Greater Golden Horseshoe have applied the new Provincial policy and legislative framework to their Employment Areas. This will focus on municipalities which have begun or completed the process of either developing standalone Official Plan Amendments (“OPAs”), or have incorporated the new changes into an ongoing Official Plan Review.

### 3.1 Town of Oakville

The Town of Oakville is in the process of adopting a series of OPAs to bring their Employment Areas into compliance with the PPS and the *Planning Act*<sup>3</sup>. Oakville started the process on October 15, 2024, when it passed three OPAs to the Town’s Official Plan and its two Secondary Plans to restrict permitted uses in the Town’s previously designated Employment Areas to those uses defined by the *Planning Act* and the PPS. These amendments were introduced as an interim measure to prevent any of the Employment Areas from being converted before a full review of Employment Areas could be completed, but were subsequently appealed and are not in force.

In February 2025, the Town initiated a comprehensive Employment Areas review which is currently ongoing. The Town’s existing Employment Area framework consists of four designations: Office Employment, Business Employment, Industrial, and Business Commercial. Within these designations, a wide variety of uses are permitted, many of which do not fall within the Province’s new definition.

Through a comprehensive review of the Town’s current and projected Employment Area supply and demand, the Town identified several clusters of lands that merited removal from Employment Areas, based on a slate of criteria. In addition, the Town is proposing to simplify its land use designations for all lands which generate employment. Lands retained in Employment Areas will be under one designation which meets the new Provincial definition and applies the PPS, 2024 tests for any further proposed removals. Lands removed through the review exercise will be grouped into a second designation, which is more permissive for non-industrial uses but still does not permit residential or other sensitive uses.

### 3.2 City of Toronto

In anticipation of the new definitions for “areas of employment” in the *Planning Act* and the PPS, the City of Toronto attempted to proactively address the legislative and policy changes through two OPAs<sup>4</sup>. OPA 668 enshrined existing commercial and institutional land uses within Employment Areas, and was passed by City Council on July 19, 2023. OPA 680 aimed to align the land use permissions within the two existing Employment Area designations within Toronto’s Official Plan, and was passed on July 24,

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<sup>3</sup> <https://www.oakville.ca/business-development/planning-development/official-plan/employment-areas-review/>

<sup>4</sup> <https://www.toronto.ca/legdocs/mmis/2025/ph/bgrd/backgroundfile-254889.pdf>

2024. In response, the Minister of Municipal Affairs and Housing (“MMAH”) exercised their authority under section 17(12) of the *Planning Act* to file Ontario Regulation 396/24, which identified MMAH as the approval authority for OPAs 668 and 680. MMAH did not approve these amendments, citing in part the lack of removals from the City’s protected Employment Areas. MMAH highlighted the importance of designating buffers between Employment Areas and sensitive land uses, and the need to ensure long-term viability of the remaining Employment Areas.

Following MMAH’s direction, the City of Toronto conducted an Employment Areas review and identified areas which could be suitable for removal. This work resulted in OPA 804, which reintroduces the changes made in OPA 668 and 680, but redesignates a suite of lands to Regeneration Areas. Lands identified for removal were largely existing or planned office parks, and had shared characteristics identified as follows in the staff report to Council supporting OPA 804:

- Current land use designation as General Employment Areas, the more permissive of the City’s two Employment Area designations;
- Existing and planned function as office parks;
- Permissions for sensitive land uses (e.g. workplace daycares);
- Most uses in the areas being institutional and commercial uses, including retail and office; and
- No or very few existing major facilities (i.e., large-scale industrial uses with potential negative impacts on sensitive land uses).

The identified Regeneration Areas remove the non-residential nature of the areas, allowing a diverse mix of commercial, residential, light industrial, and institutional uses, while still prohibiting large-scale retail uses. The Regeneration Areas are also required to undergo a secondary planning process before redevelopment can begin. OPA 804 was adopted by City Council on May 22, 2025, and remains under review by MMAH.

### 3.3 City of Mississauga

The City of Mississauga took a similar approach to Oakville and Toronto by passing an OPA in October, 2024 to align their Official Plan with the new PPS, 2024. This amendment allowed for the lawful continuation of existing uses, and enshrined the Regional Employment Areas identified by the Peel Region Official Plan as protected Employment Areas within the Mississauga Official Plan. The amendment did not contain any Employment Area removals.

Following the City’s approval of OPA 182, a site-specific appeal of properties included in the Employment Area designation was submitted. The Ontario Land Tribunal (OLT) ruled on the appeal in case number OLT-24-001135<sup>5</sup> that two of the three properties which were included in the appeal should be removed from the Employment Area designations, with one remaining. Notably, the Tribunal member found that “the proposed modification to OPA 182 to remove [the lands from] the Employment Area is

<sup>5</sup> <https://www.mississauga.ca/wp-content/uploads/2025/04/28083358/MOPA182.pdf>

warranted, given: their location at the periphery of the Sheridan Park Corporate Centre; the acceptable co-existence of these two hotels with adjacent residential and employment uses; and the opportunity for these sites, adjacent to an Employment Area, to be used for other uses supportive of an Employment Area.” This decision sets a potential precedent for determining criteria for removing lands from Employment Areas.

### 3.4 City of Vaughan

On October 28, 2025, the City of Vaughan Council adopted the new Vaughan Official Plan, which was written to comply with the recent changes to the PPS, 2024 and the *Planning Act*. The Vaughan Official Plan has not yet been approved by MMAH, but the draft policies can provide insight into how other municipalities are interpreting the language in the Provincial documents. One such example is policy 2.2.4.5, which outlines the conditions under which an Employment Area may be removed. Of note are the requirements for the remaining Employment Area lands to remain contiguous, and to ensure that the removal does not impede the City’s ability to provide a variety of land types and sizes for employment uses.

The City took a designation-led approach to removing lands from Employment Areas. The City’s in-effect Official Plan breaks Employment Areas into three designations: General Employment, Prestige Employment, and Employment Commercial Mixed Use. The General Employment designation includes a strict list of industrial employment uses, while the Prestige Employment designation is intended to form a transition between General Employment lands and other land uses, such as residential. These designations have both been updated in the City’s new Official Plan to conform to the new Provincial Employment Area definition.

The in-effect Employment Commercial Mixed Use designation permits a wider range of non-residential uses, including office, hotel, retail, cultural, and entertainment uses. To conform with new Provincial direction, the new Vaughan Official Plan has redesignated these areas to a new Non-Residential Mixed Use designation, which permits all the same uses, without protected Employment Area status.

### 3.5 City of Hamilton

The City of Hamilton is currently in the process of preparing an OPA to address the Provincial changes<sup>6</sup>. Hamilton’s Urban Official Plan currently has four Employment Areas designations: Employment Area – Industrial Land; Employment Area – Business Park; Employment Area – Airport Employment Growth District; and Employment Area – Shipping & Navigation. To address the Provincial policy changes, the City of Hamilton has identified a two-phase approach. Phase 1 involves an immediate OPA which will align the definitions of Employment Areas within the Urban Hamilton Official Plan, and introduce a clause which states that existing uses may continue to exist while forming a part of the Employment

<sup>6</sup> <https://pub-hamilton.escribemeetings.com/filestream.ashx?DocumentId=425423>

Area. Phase 2 of the approach will introduce a full review of all Employment Areas as part of a planned Official Plan Review.

### 3.6 City of Barrie

The City of Barrie is also in the process of completing an OPA to bring their Official Plan into conformity with the PPS, 2024. The City of Barrie's Official Plan 2051 was adopted by Council on March 7, 2022, and received Provincial approval on May 16, 2024. Consequently, the City's new Official Plan was adopted mere months before the PPS, 2024 was released, and requires an amendment to align with the new definition of "Employment Area". In the meantime, the City began a process of updating their Zoning By-law to correspond with the new Official Plan. Accordingly, the City is in a position to update both their Official Plan and their Zoning By-law to conform to the new Provincial direction.

The proposed OPAs brought forward by the City of Barrie note that changes to the Employment areas within the City are anticipated to be accomplished in two steps. First, the City will undergo an OPA to align the plan with the PPS, 2024. Once the Official Plan policies are updated, the City will then undergo an Employment Area review which will focus on growth targets and supply analysis to inform future changes. Unlike cities such as Toronto and Mississauga, Barrie is moving forward with a fulsome update to Employment Areas as part of their initial OPA. Within this initial step, Barrie is moving away from their existing framework which has three protected Employment Area designations by deleting the "Employment Area – Non Industrial" designation. The City will introduce two new designations, "Service Industrial" and "Business Commercial" to replace the Non Industrial designation. As a result, the City is removing 476.98 hectares of land from the protected Employment Area designation.

In addition to materials related to the OPA, the City is preparing changes to their Draft Zoning By-law, and has released a table of analysis on permitted uses in their Zoning By-law and their compliance with the new Provincial framework. It is intended that the City's OPA will go to General Committee in Q1 of 2026.

### 3.7 Key Takeaways

The jurisdictional scan of municipalities which have addressed the legislative and policy changes to Employment Areas shows that municipalities are beginning to address and conform to these Provincial changes. Previously, municipalities had only reacted to the changes by implementing "stop-gap" OPAs to conform with the new PPS definition for Employment Areas, and to continue to permit existing commercial and institutional uses through transition provisions. The ongoing reviews in Hamilton and Oakville, along with the completed reviews in Vaughan and Toronto, suggest that municipalities are taking the opportunity to review and adjust their long-range vision for Employment Areas.

The MMAH and OLT decisions in Toronto and Mississauga, respectively, suggest that successful implementation of the legislative and policy changes require a greater engagement with the policy than simply updating the definitions and introducing transition clauses. The Province's refusal to approve

Toronto's OPAs 668 and 680 points to its intent for municipalities to consider the removal of Employment Area lands where justified. The OLT decision in Mississauga also introduces the idea that scoped removals must follow a methodology which is sound and defensible in order to avoid potential action from the Province or the appeals body.

In addition to these two key points, the following key takeaways can be found in the review of other jurisdictions:

- Many municipalities responded to the changes by introducing interim amendments to their Official Plan, though Toronto experienced direct intervention from the Province to prevent this.
- A common approach to the legislative and policy changes is to simplify Employment Areas into a single designation, and introduce a more permissive designation to be applied to lands removed from the protections of Employment Areas.
- Appeals to the Ontario Land Tribunal (OLT) may provide key precedent, as evidenced in its decision on Mississauga's OPA.
- There may be opportunity for municipalities to use discretion when interpreting the provisions of the *Planning Act*, particularly around the scope of the transition clauses and the uses described in the definition of Employment Areas.
- While many municipalities have taken similar procedural approaches to updating their planning documents to meet the new Provincial framework, interpretation of permitted uses that comply with the new definition of Employment Areas are varied, and it is up to each municipality to determine their own level of comfort in applying the Provincial definitions.

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## 4. Review of Existing Zoning and Official Plan Policies

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To conform with Provincial policy and legislation, it is necessary to review the Employment Area policies in the YROP, the Town's new Official Plan (including deferred policies and mapping), and the Town's in-effect Zoning By-law to identify potential conflicts with the new Provincial direction on Employment Areas.

### 4.1 Provincial Plans

As reviewed in Discussion Paper 1, a significant portion of the Town's rural areas exist within both the Greenbelt Plan and the Oak Ridges Moraine Conservation Plan ("ORMCP"). As mentioned in section 2 of this Paper, the entire Town was also subject to the policies of A Place to Grow: Growth Plan for the Greater Golden Horseshoe ("Growth Plan"), 2019 before it was replaced by the PPS, 2024. However, the Growth Plan continues to apply where the Greenbelt Plan refers to it.

Section 3.4.4.1 of the Greenbelt Plan states that Hamlets are subject to the policies of the Growth Plan in addition to their respective Official Plans. As the areas subject to the Greenbelt Plan extend further north in the Town than the ORMCP, Vandorf is the only Hamlet area subject to the Greenbelt Plan, and therefore subject to the policies of the Growth Plan.

This is significant because the Growth Plan includes a definition for protected Employment Areas which matches the outgoing framework from the PPS, 2020. As a result, the existing policies in the deferred sections of the Official Plan for Vandorf are largely consistent with Provincial policies and direction.

Regardless of the more relaxed framework present for Vandorf, the Town has latitude to apply planning policies which are more strict than required by the Province. As the changes to the Employment Area framework represent a contraction of uses, a designation which complies with the new framework would not be inconsistent with the outgoing framework. Consequently, it is recommended that the Town adopt a consistent approach to Employment Areas that does not apply Hamlet-specific provisions for Vandorf.

### 4.2 York Region Official Plan

On July 1, 2024, the Province made the Regional Municipality of York an "upper-tier municipality without planning responsibilities". As a result of this legislative change, the YROP is considered to be an Official Plan of the Town, per section 70.13(2) of the *Planning Act*. The YROP remains in effect, and the Town is responsible for the maintenance and amendments to the YROP as if it were the Town's primary Official Plan. In the case of a conflict between the Town's Official Plan and the YROP, the policies of the YROP prevail until the YROP is revoked by the Town.

The policies within the YROP are responsible for much of the Employment Areas framework that exists within the 2025 Official Plan, which this Paper will focus on. More information on the YROP's Employment Area policies and mapping can be found in **Appendix A** and **Appendix E** of this Paper.

### 4.3 Town of Whitchurch-Stouffville Official Plan (2025)

The Town's 2025 Official Plan was Adopted by Council on May 15, 2024 and subsequently submitted to MMAH for approval. Through its approval of the 2025 Official Plan in September 2025, MMAH made 131 modifications to the Official Plan, and deferred approval of the following sections and schedules:

- Section 3.8 (Economic Development and Attracting Employment)
- Section 6.4.18 (Community of Stouffville Business Park Area)
- Section 6.5.2 (Hamlet of Gormley Business Park Area)
- Section 6.5.3 (Hamlet of Gormley Industrial Area)
- Section 6.8.4 (Hamlet of Vandorf Industrial Area)
- Business Park Area designations on Schedules D and D-1
- All of Schedules G and H

This section reviews all policies within the 2025 Official Plan that relate to Employment Areas directly and indirectly, including deferred policies. Plain-text copies of all relevant Official Plan policies can be found in **Appendix B** of this Paper. As a result of these deferrals, the policies present in the 2004 Official Plan continue to apply as they relate to land use designations and policies for Employment areas, but only to the extent that they are consistent with the PPS, 2024. The existing Zoning By-law remains in effect, and permitted uses specified in the existing zoning may continue to be permitted until such a time that the Town can update the Official Plan and Zoning By-law to conform with the Provincial legislation and policies.

#### 4.3.1 Economic Development and Employment Policies

The preamble to the economic development policies in section 3.8 of the 2025 Official Plan notes conformity with the Region's Employment Area framework, which categorizes employment lands into "core" and "supporting" Employment Areas, which translate to the Town's Industrial Area and Business Park Area designations, respectively.

The relevant policies to this exercise in Section 3.8 include:

- Policy 3.8.1.1(a) directs the Town to implement its economic development strategy, with one of the stated goals being to support access to employment opportunities for Town residents.
- Policies 3.8.1.1 (c), (d), (e), and (g) speak to broad design and planning concepts the Town wishes to implement within Employment Areas, such as the requirement to minimize land use

incompatibilities, the intent to develop street networks and lot fabrics which are conducive to redevelopment and intensification, the goal of improving walkability within Employment Areas, and the provision of a broad range of property and building sizes to meet a wider range of business needs.

- Policy 3.8.1.1 (i) speaks to the locating of Employment Areas near sufficient and appropriate goods movement facilities, such as highways, rail lines, and warehousing operations.
- Policies 3.8.1.1 (r) and (s) speak to the requirement for Employment Areas to have adequate municipal water and wastewater services, as well as sufficient telecommunications infrastructure to support knowledge-based employment uses.
- Policy 3.8.4.1 (c) states that existing uses within Employment Areas must be protected from other uses which may harm their viability over time.
- Policy 3.8.1.1 (f) speaks to the intention for Employment Areas to attract knowledge-based employment sectors, including those who would traditionally be located in standalone office uses. This policy is in direct conflict with the new Provincial direction.
- Policy 3.8.1.1 (h) speaks to the role of retail, personal service, and commercial functions within the Western Approach Business Park area in Stouffville, and the expectation that these services continue to evolve to serve as ancillary services to the Employment Area. This policy will need to be reviewed, as many of these uses may not be considered ancillary under the new framework.
- Policy 3.8.1.1 (j) seeks to accommodate “prestige” employment uses along key locations in the Highway 404 corridor and “amenity rich” areas within the Town. “Prestige” uses often include standalone offices, which may contradict the new Provincial direction for protected Employment Areas.
- Policy 3.8.2.1 (a) notes the Town’s goal of implementing its economic development strategy, which aims to bolster cultural, knowledge-based, and innovation and technology sectors. While this policy does not specifically identify Employment Areas as the location for these industries, it is important to note that some of these would not be permitted under the new Provincial framework, as many knowledge-based industries would typically be based in an office environment.
- Policy 3.8.2.1 (j) notes the Town’s intent to allow for flexible zoning which would permit short-term use of industrial and commercial spaces as office space to increase supply without necessitating new construction. This policy, while innovative, would not be permitted within the boundaries of Employment Areas, and may require adjustment to clarify this.
- Policy 3.8.2.1 (k) speaks to the creation of innovation hubs within Employment Areas and Major Transit Station Areas (“MTSAs”) which would serve as gathering and meeting spaces for professionals in innovative industries. This use would likely not fit within the new Employment Area framework, and may need to be adjusted to exclude Employment Areas.
- Policy 3.8.4.1 (d) notes the requirement for conversions of lands within identified Employment Areas to undergo a municipal comprehensive review undertaken by the York Region. This requirement is

no longer present in the PPS, 2024, and the York Region no longer has authority over planning matters, necessitating a change to this policy.

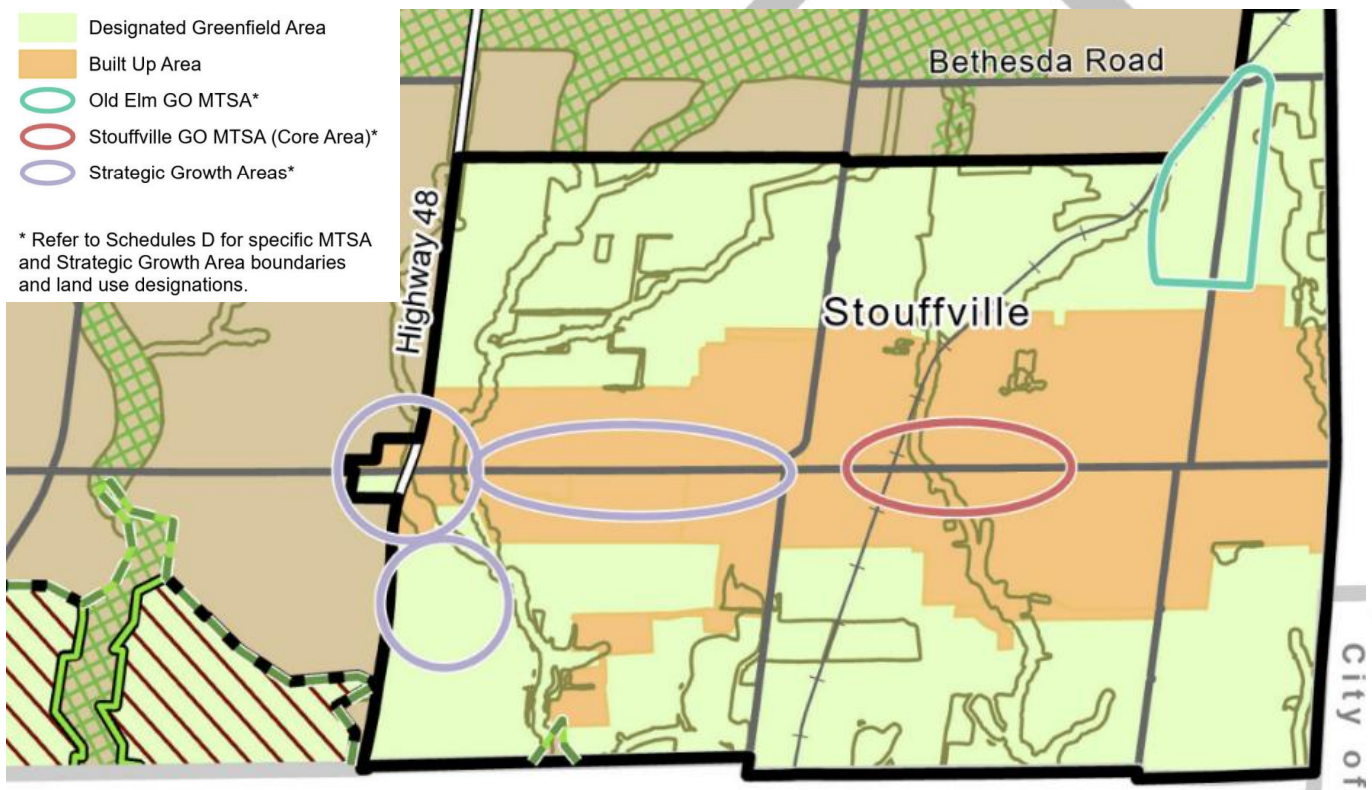
- Policy 3.8.4.1 (f) introduces criteria which must be followed for the conversion of Employment Areas which are not Regionally-designated Employment Areas, which are still subject to Regional approval. These criteria will need to be updated to match the new requirements of the PPS, and to remove references to the Region. The criteria established include:
  - Demonstrating that there is a need for the conversion, and that the lands are not required for employment uses through 2051;
  - Showing that the Town will maintain sufficient employment land to meet forecasted demand, and that the conversion will not jeopardize the Town's intensification and density targets;
  - Assessing that there is sufficient infrastructure available for the proposed conversion, and that the conversion will not impact the viability of the Employment Area; and
- Ensuring that a comparable number of jobs will be created through the conversion than will be lost due to the conversion.
- Policy 3.8.4.1 (g) introduces a list of land uses which are considered to be non-employment uses, and therefore prohibited within designated Employment Areas. These uses will need to be reviewed and updated to conform with the new legislative and policy framework for Employment Areas. This list includes:
  - Residential uses, excluding hotels;
  - Retirement homes;
  - Boarding schools;
  - Institutional uses, including long-term care homes and places of worship;
  - Major retail uses; and
  - Non-ancillary commercial and retail uses.
- Policy 3.8.4.1 (h) introduces an intention to designate additional lands along Highway 404 near Gormley to become Provincially Significant Employment Zones. This expansion of Employment Lands was meant to provide supply beyond the horizon of the Plan, and references a policy which existed in the former Growth Plan for the Greater Golden Horseshoe, a Provincial land use plan which was repealed when the Province introduced the PPS, 2024.

### 4.3.2 Intensification and Growth Management Policies

Section 2.8.2 of the Official Plan contains intensification policies and targets for the Town. The Official Plan carries forward employment density targets from the YROP for areas identified as Regional

Employment Areas. Policy 2.8.2.1(f) lists a target density of 55 jobs per hectare for Employment Areas in Gormley, and 35 jobs per hectare for all Employment Areas in western Stouffville.

Policy 2.8.2.1(f) directs 25% of all residential intensification to the Built-Up Area on Schedule A of the Official Plan, as is shown in **Figure 4-1**. Portions of the Stouffville Business Park Area are also included within the Western Approach Strategic Growth Area. Strategic Growth areas are identified in policy 2.8.2.1(a) as the second highest priority area for intensification in the Town, beyond MTSA's. It is important to consider the potential impact and development pressures on the Stouffville Business Park Area from proximity to future mixed use and high-density development.



**Figure 4-1: Excerpt from Schedule A of the 2025 Official Plan showing the Built-Up Area**

### 4.3.3 Goods Movement Policies

One of the main drivers for the location and viability of an Employment Area is the ability for goods and materials to flow efficiently to and from businesses in the Employment Area, primarily through truck traffic. Section 2.9 of the 2025 Official Plan contains policies which speak to moving people and goods throughout the Town. The relevant policies in this section include:

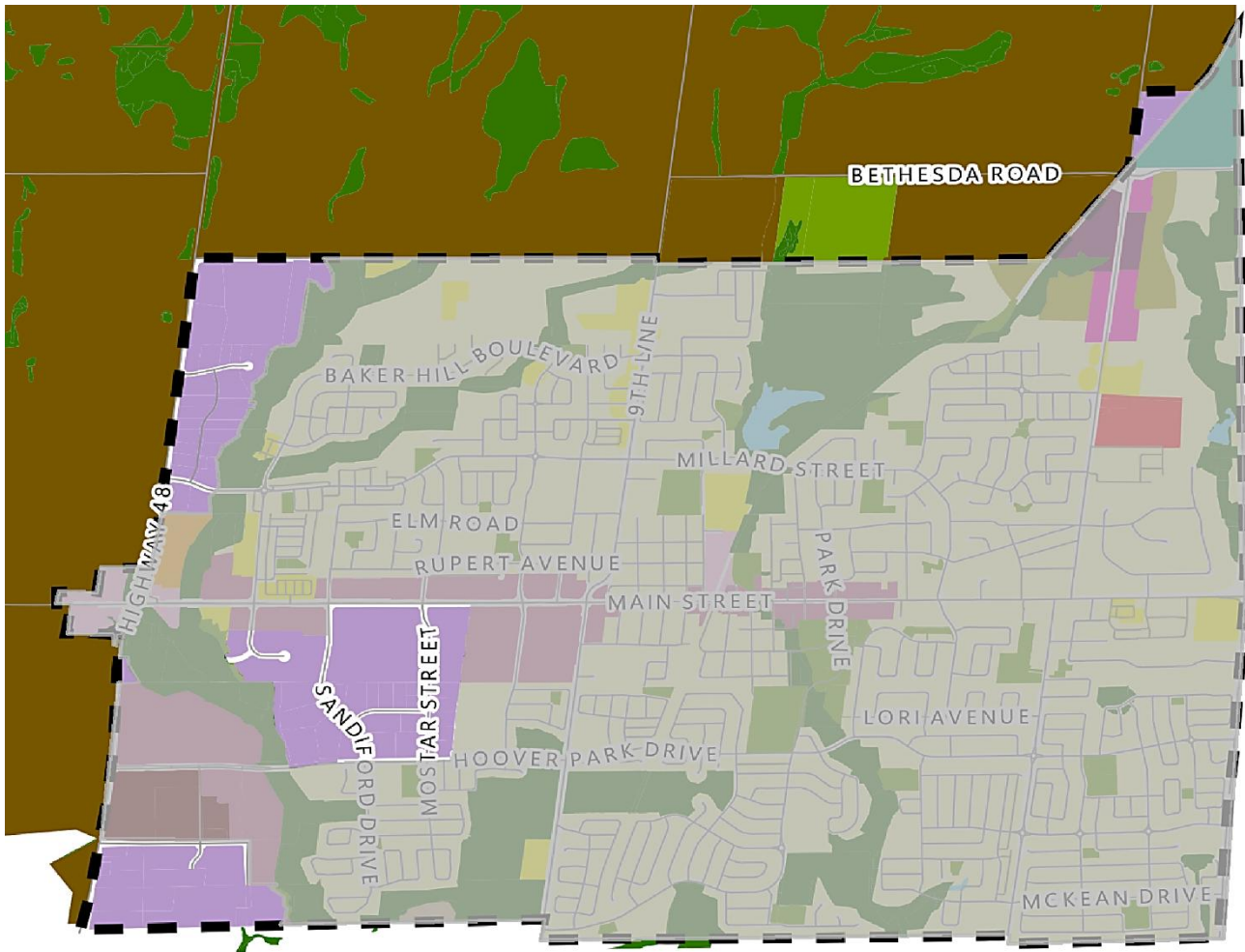
- Policy 2.9.6.1 (b) directs freight-intensive land uses to areas which are well served by infrastructure such as major highways, airports and rail facilities. This policy also encourages freight-intensive uses to cluster together in order to create synergies.

- Policy 2.9.6.1 (e) directs the Town to develop specific goods movement and delivery strategies for neighbourhoods and intensification areas where required.
- Policy 2.9.6.1 (h) directs the location of sensitive land uses to be further away from highways, rail corridors, and major employment centres where possible, and to provide buffering and screening if unavoidable.
- Policy 2.9.6.1 (i) speaks to the intention to locate freight-intensive uses near Provincial highway interchanges, and to reserve land near those interchanges for that purpose.
- Policy 2.9.6.1 (k) encourages dangerous and hazardous goods movement to be isolated to rail and roadways outside of the Town's settlement areas.
- Policy 2.9.6.1 (l) speaks to the Town's intent to minimize noise and pollution impacts from heavy truck traffic in and around residential neighbourhoods. The policy includes the following conditions:
  - Through-truck traffic is prohibited on collector and local roads in residential areas;
- Truck-traffic generating uses should be located near Provincial highways or major arteries;
  - The Town should collaborate with the Region and the Province to ensure the road and rail networks are sufficient to keep truck traffic out of residential areas; and
  - Construction traffic impacts in residential communities should be mitigated to reduce dust, noise, mud and pollution.

#### 4.3.4 Land Use Designations

As noted above, Employment Areas in the 2025 Official Plan are designated either Industrial Area or Business Park Area, with all Employment Area lands located in the Community of Stouffville, and the Hamlets of Vandorf and Gormley (see **Figure 4-2 to Figure 4-4**).

The 2025 Official Plan, as adopted by Council, included targeted removal of certain Employment Area lands in the rural areas of the Town, and consolidated several Employment Area designations. This section will only review the Employment Area designations which were in the 2025 Official Plan at the time of Council adoption in 2024.



# Stouffville

<p><b>Employment</b></p> <ul style="list-style-type: none"> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #C080FF; margin-right: 5px;"></span> Business Park Area</li> </ul>	<p><b>Other</b></p> <ul style="list-style-type: none"> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #D2B48C; margin-right: 5px;"></span> Rural Area</li> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #8B4513; margin-right: 5px;"></span> Agricultural Area</li> </ul>	<ul style="list-style-type: none"> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #00B050; margin-right: 5px;"></span> Public Uses and Utilities</li> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #ADD8E6; margin-right: 5px;"></span> Water Body</li> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #9ACD32; margin-right: 5px;"></span> Parks and Open Space / Greenlands / Regional Greenlands System Area</li> <li><span style="display: inline-block; width: 15px; height: 15px; background-color: #006400; margin-right: 5px;"></span> Significant Environmental Area</li> </ul>
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**Figure 4-2: Land Use Designations for the Community of Stouffville (Consolidated)**

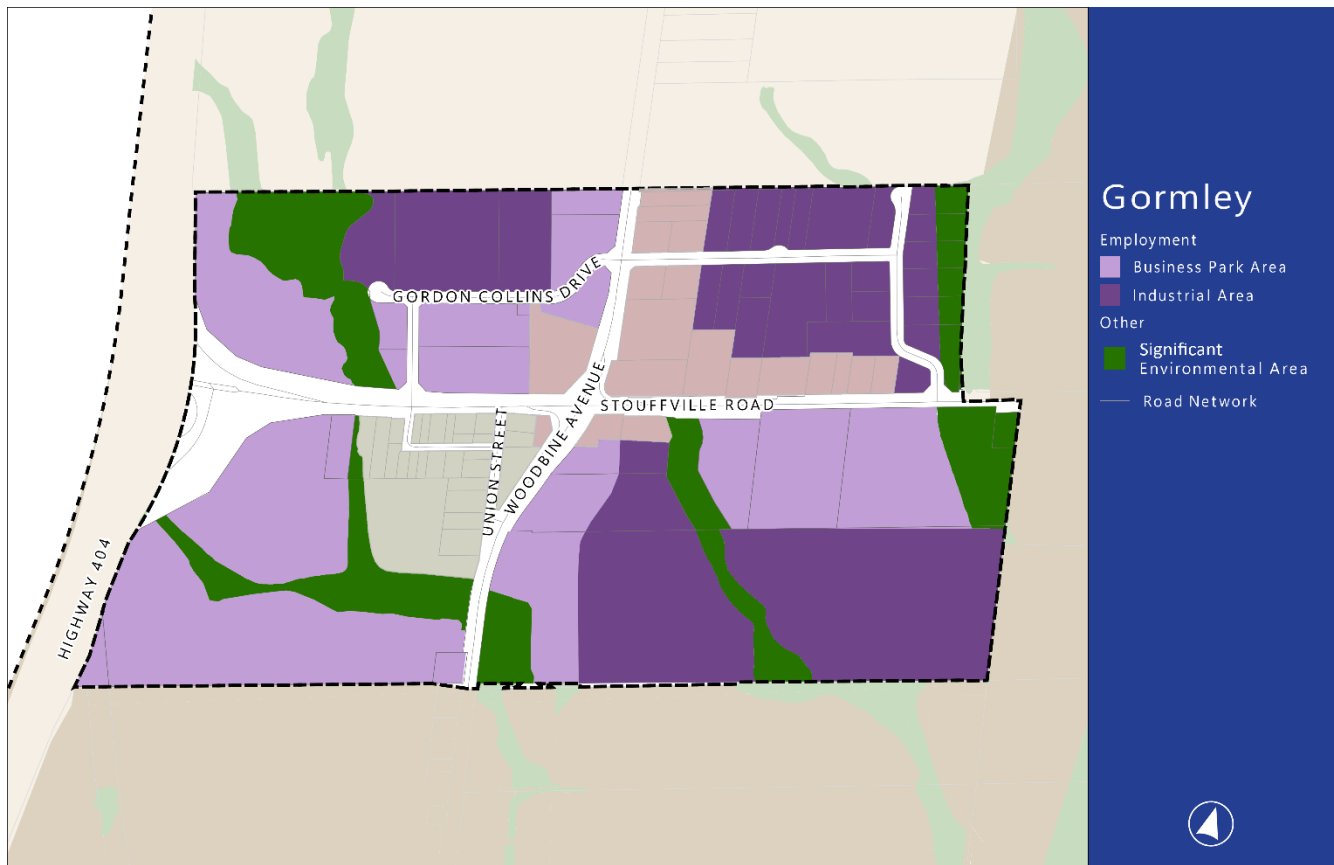
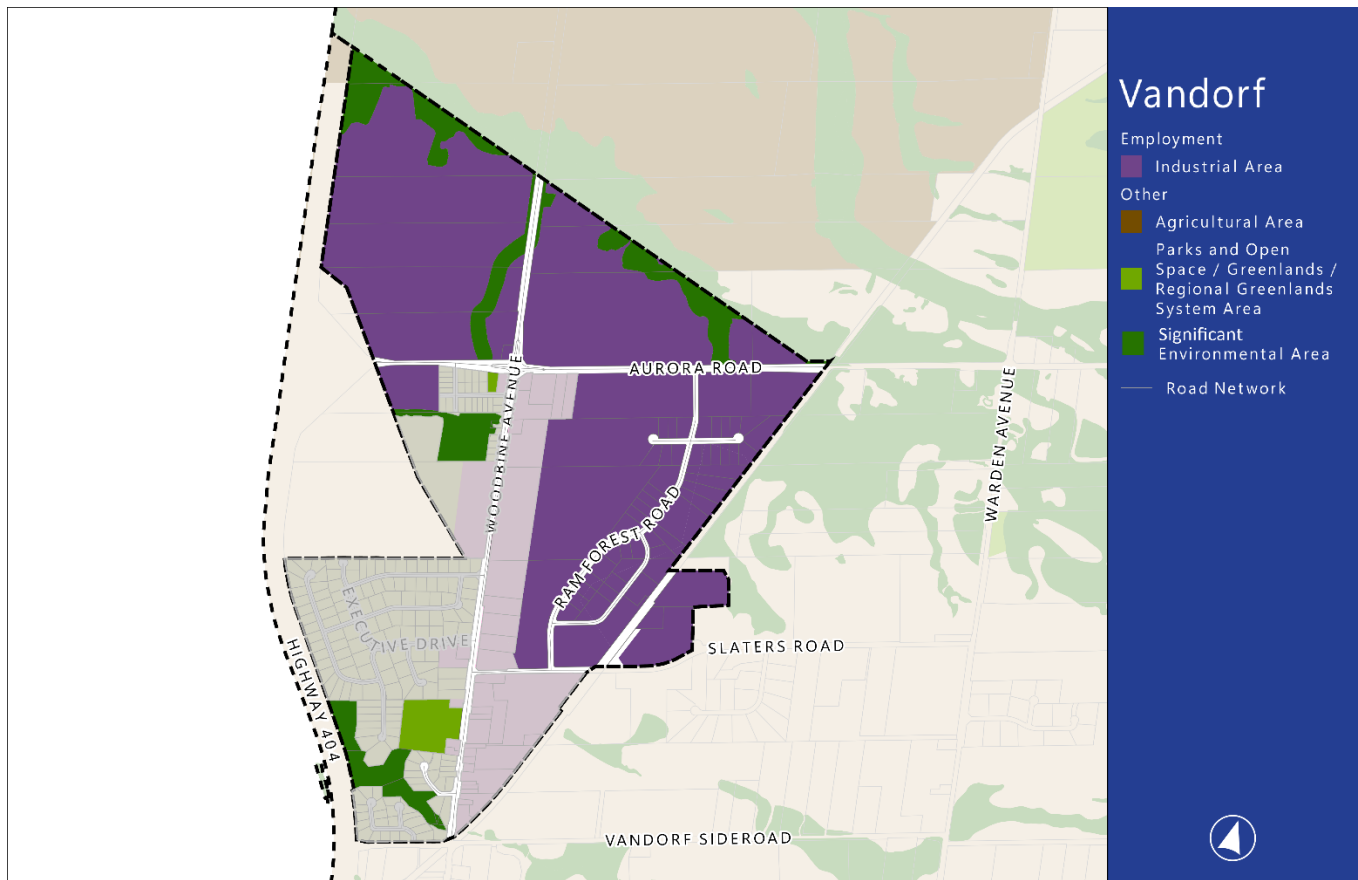


Figure 4-3: Land Use Designations in the Hamlet of Gormley





**Figure 4-4: Land Use Designations in the Hamlet of Vandorf**

#### 4.3.4.1 Business Park Area

The Business Park Area designation applies to all Employment Area lands in the Community of Stouffville (see **Figure 4-2**), and a portion of the Employment Area lands in the Hamlet of Gormley (see **Figure 4-3**).

The Business Park Area designation permits a range of light industrial uses, office uses, and employment-supportive uses. Permitted uses are nearly identical between the Gormley Business Park designation and Stouffville Business Park designation, with the difference being Gormley’s provision requiring light industrial uses to be entirely enclosed within a building and must be dry industrial uses (not requiring municipal services).

The list of permitted uses in the Business Park Area designation in **Table 4-1** shows that over 50% of the uses permitted in the Business Park designation may not be consistent with the *Planning Act’s* definition of an Employment Area. This lack of consistency will need to be addressed if the Town wishes to retain the Business Park designation as a protected Employment Area. The list of prohibited uses shows that some of the commercial and institutional uses prohibited in the existing designations do meet the intention of the new Provincial policy, but this list will need to be expanded to fully comply with the new Provincial direction.

**Table 4-1: Comparison of permitted uses between the Business Park Area designations in Stouffville and Gormley (Bolded uses are potentially non-confirming and will need to be investigated further).**

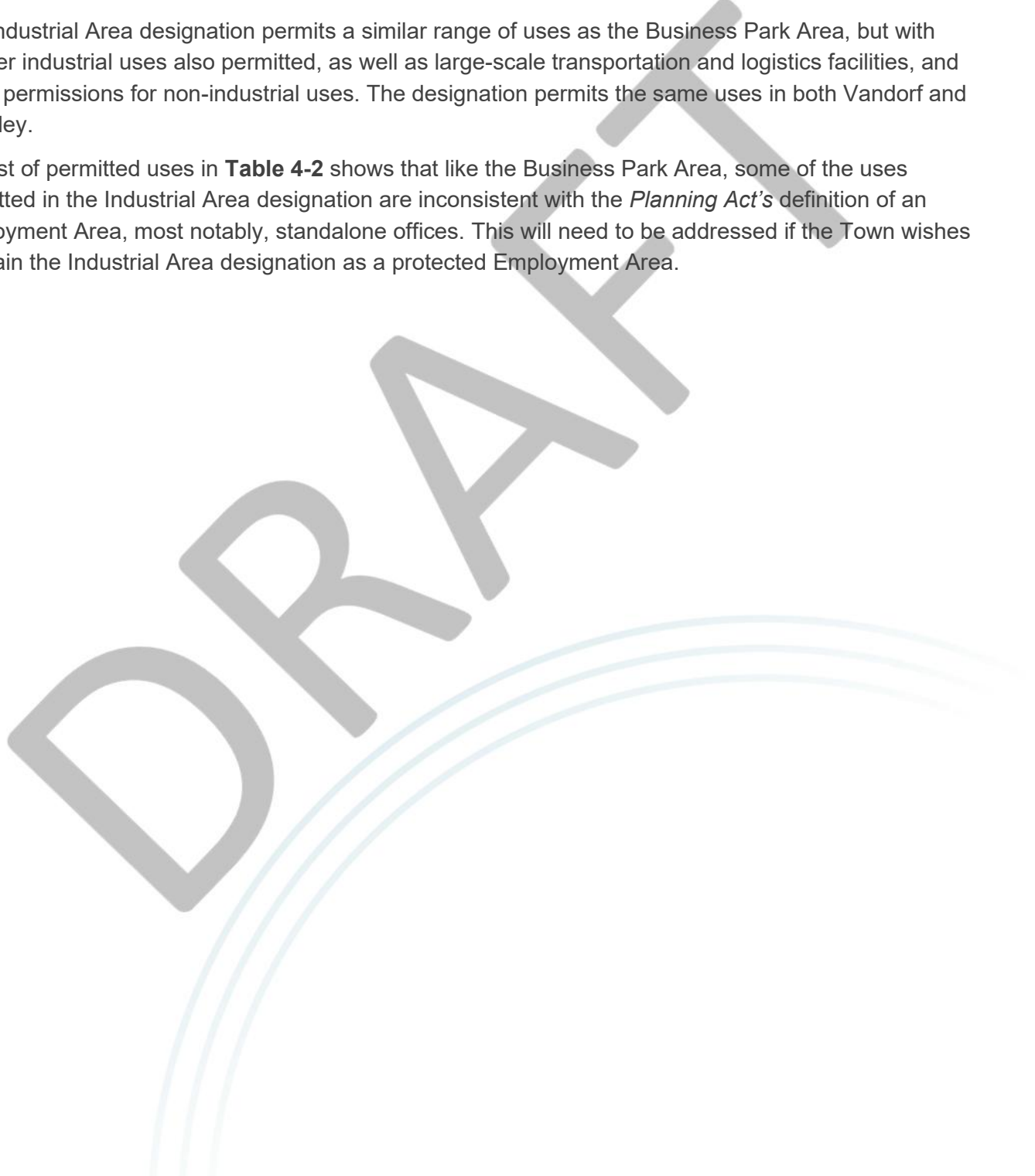
Stouffville Business Park Area Designation Permitted Uses	Gormley Business Park Designation Permitted Uses
<ul style="list-style-type: none"> <li>i. Light industrial, including manufacturing, processing, warehousing and wholesaling;</li> <li><b>ii. Professional and medical offices;</b></li> <li><b>iii. Hotel, conference, convention and banquet facilities;</b></li> <li><b>iv. Automotive campus;</b></li> <li>v. Research and development facilities;</li> <li><b>vi. Commercial recreation and entertainment uses;</b></li> <li><b>vii. Commercial education, training or technical schools;</b></li> <li><b>viii. Commercial self-storage warehouses;</b></li> <li>ix. Data processing centres;</li> <li><b>x. Business services;</b></li> <li><b>xi. Gas bars and car washes;</b></li> <li><b>xii. Accessory restaurant uses serving the business park area; and,</b></li> <li>xiii. <b>Ancillary uses such as small scale retail, personal service and commercial uses that primarily serve the business functions of the area.</b></li> </ul>	<ul style="list-style-type: none"> <li>i. Dry light industrial uses within enclosed buildings including manufacturing, processing, assembling, fabricating, repairing, packaging, warehousing and wholesaling, data processing, and related uses;</li> <li><b>ii. Professional and medical offices;</b></li> <li><b>iii. Hotel, conference, convention and banquet facilities;</b></li> <li><b>iv. Automotive campus;</b></li> <li>v. Research and development facilities;</li> <li><b>vi. Commercial recreation and entertainment uses;</b></li> <li><b>vii. Commercial education, training or technical schools;</b></li> <li>viii. Data processing centres;</li> <li><b>ix. Business services;</b></li> <li><b>x. Commercial self-storage warehouses;</b></li> <li><b>xi. Gas bars and car washes;</b></li> <li><b>xii. Accessory restaurant uses serving the business park area; and,</b></li> <li>xiii. <b>Ancillary uses such as small scale retail, personal service and commercial uses that primarily serve the business functions of the area.</b></li> </ul>
Stouffville Business Park Area Designation Prohibited Uses	Gormley Business Park Designation Prohibited Uses
<ul style="list-style-type: none"> <li>i. Residential;</li> <li>ii. Long-term care homes;</li> <li>iii. Retirement homes;</li> <li>iv. Boarding schools; and,</li> <li>v. Other uses where individuals reside on a temporary or permanent basis, <b>excluding hotels.</b></li> <li>vi. Major retail uses;</li> <li>vii. Institutional uses, including places of worship;</li> <li>viii. Retail uses that are not accessory to the primary Business Park use; and</li> <li>ix. Uses that are likely to cause air or water pollution, odour, or a level of noise which causes an adverse impact on adjacent sensitive land uses.</li> </ul>	<ul style="list-style-type: none"> <li>i. Residential;</li> <li>ii. Long-term care homes;</li> <li>iii. Retirement homes;</li> <li>iv. Boarding schools;</li> <li>v. Other uses where individuals reside on a temporary or permanent basis, <b>excluding hotels.</b></li> <li>vi. Major retail uses;</li> <li>vii. Institutional uses, including places of worship;</li> <li>viii. Retail uses that are not accessory to the primary Business Park use; and</li> <li>ix. Uses that are likely to cause air or water pollution, odour, or a level of noise which causes an adverse impact on adjacent sensitive land uses.</li> </ul>

#### 4.3.4.2 Industrial Area

The Industrial Area designation applies to all Employment Area lands in the Hamlet of Vandorf (see **Figure 4-4**), and a portion of the Employment Area lands in the Hamlet of Gormley (see **Figure 4-3**).

The Industrial Area designation permits a similar range of uses as the Business Park Area, but with heavier industrial uses also permitted, as well as large-scale transportation and logistics facilities, and fewer permissions for non-industrial uses. The designation permits the same uses in both Vandorf and Gormley.

The list of permitted uses in **Table 4-2** shows that like the Business Park Area, some of the uses permitted in the Industrial Area designation are inconsistent with the *Planning Act's* definition of an Employment Area, most notably, standalone offices. This will need to be addressed if the Town wishes to retain the Industrial Area designation as a protected Employment Area.



**Table 4-2: Permitted uses in the Industrial Area designation (Bolded uses are potentially non-confirming and will need to be investigated further).**

Gormley and Vandorf Industrial Designation Permitted Uses	
i.	Dry light and heavy industrial uses within enclosed buildings including manufacturing, processing, assembling, fabricating, repairing, packaging, warehousing and wholesaling, and related uses;
ii.	<b>Office;</b>
iii.	Transportation terminals and heavy vehicles service and repair uses;
iv.	<b>Contractor's and landscape yard;</b>
v.	Research and development facilities;
vi.	<b>Commercial, education, training or technical schools;</b>
vii.	<b>Conference and training centre facilities;</b>
viii.	Data processing centres;
ix.	<b>Public storage facilities;</b>
x.	Cannabis processing facilities, in accordance with the policies of this Section.
xi.	<b>Ancillary uses such as small scale retail and service commercial uses that primarily serve the business functions of permitted uses.</b>
xii.	Limited gross floor area devoted to retail sales of a minor portion of the goods manufactured, processed, assembled, or packaged on the industrial premises.
Gormley and Vandorf Designation Prohibited Uses	
i.	Residential;
ii.	Long-term care homes;
iii.	Retirement homes;
iv.	Boarding schools;
v.	Other uses where individuals reside on a temporary or permanent basis, <b>excluding hotels.</b>
vi.	Major retail uses;
vii.	Institutional uses, including places of worship;
viii.	Retail uses that are not accessory to the primary Industrial Area use; and
ix.	Uses that are likely to cause air or water pollution, odour, or a level of noise which causes an adverse impact on adjacent sensitive land uses

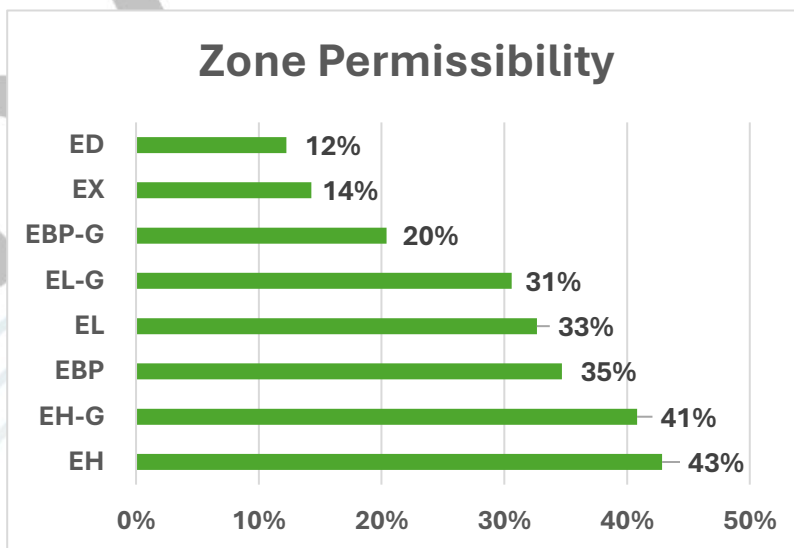
## 4.4 Comprehensive Zoning By-law 2010-001-ZO

The in-effect Zoning By-law 2010-001-ZO was enacted by Council on March 2, 2010, and currently exists as approved by the former Ontario Municipal Board on January 13, 2011. The Zoning By-law implements the policies of the Town's 2004 Official Plan, and is currently being reviewed and will be updated to implement the 2025 Official Plan. This section will review the existing zoning structure for Employment Areas, including an analysis of the existing location, permitted uses, and lot and building regulations in each zone. This section will also review minor variances and site-specific exception zones in Employment Areas.

A conformity analysis is also included, which focuses on how the Employment Areas as designated in the 2025 Official Plan are zoned, and will provide a summary of the existing zones that exist within each of the Employment Area designations. It is important to note that a fulsome recommendation for the broader Comprehensive Zoning By-law Update project can only be conducted once the 2025 Official Plan policies have been updated to reflect the Provincial legislative and policy context. Nonetheless, this section offers a preliminary assessment on the impact that the amendment of Employment Area policies would have on the Zoning By-law, and Section 6.3 of this Paper includes initial recommendations for Zoning By-law implementation.

### 4.4.1 Review of Existing Employment Zones

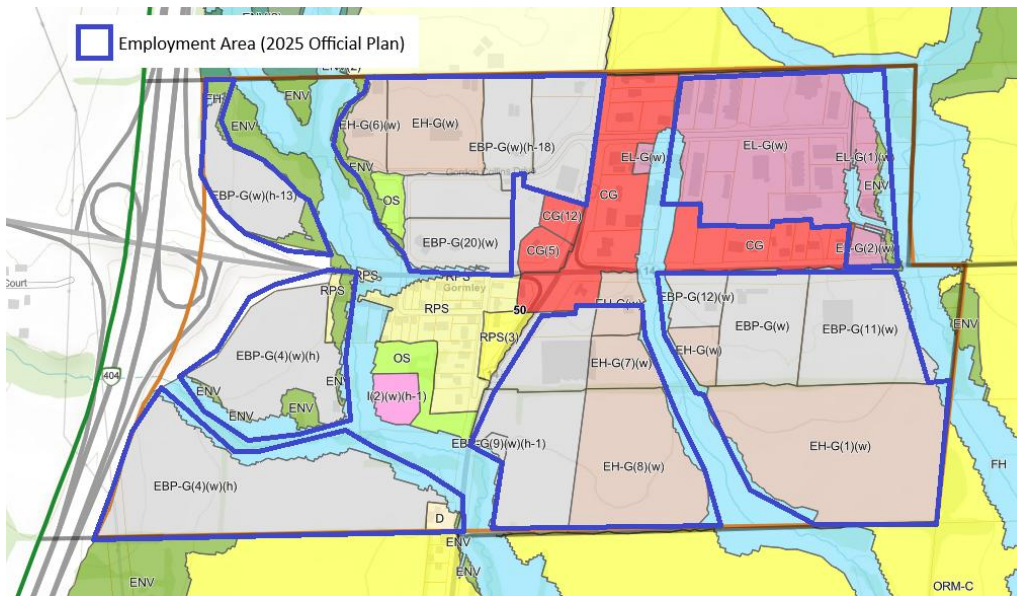
Within the Town's in-effect Zoning By-law, employment uses are regulated through eight zones. These eight zones regulate all industrial and employment uses, not just in the designated Employment Areas. However, the structure of the existing zoning does reflect the outgoing framework for Employment Areas, which is shown in the deferred sections of the 2025 OP. Employment zones are split into heavy employment and Business Park employment zones, while lighter employment zones are primarily used outside of designated Employment Areas. The permitted uses varies between zones.



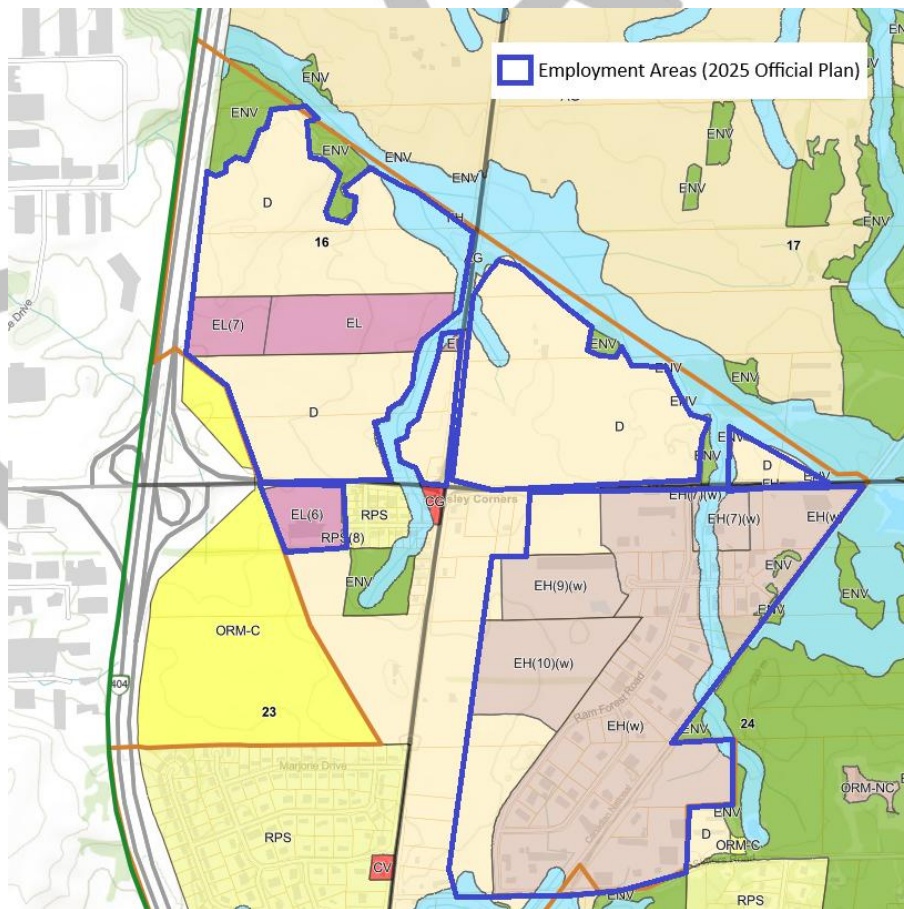
**Figure 4-5: Zoning permissibility for Employment Zones as a percentage of uses permitted as-of-right.**

As shown in **Figure 4-5**, the existing framework consists of a variety of zones which serve specific purposes, from the use-specific EX and ED zones, to the broadly permissive EH zone. **Figures 4-6 to 4-8** show the extent of the employment zoning applied throughout the Town, which consists of clusters within Stouffville, Gormley, and Vandorf, as well as rural clusters north of Gormley, along Bloomington





**Figure 4-7: Zoning in Gormley Employment Areas**



**Figure 4-8: Zoning in Vandorf Employment Areas**

### 4.4.1.1 Zoning Framework

The eight employment zones in the in-effect Zoning By-law implement the Employment Area policies of the Town’s 2004 OP, as well as lands outside formal Employment Areas which fall under the larger industrial umbrella. Within each of the zones in this framework are a list of permitted uses which will be reviewed in section 4.3.1.2 of this Paper, as well as a table describing the different regulations which apply to development activity on each zoned parcel. **Table 4-3** provides an overview of each of the zones.

**Table 4-3: Overview of Existing Employment Zones in Zoning By-law 2010-001-ZO**

Zone	Description
Employment Light (EL)	The EL zone accommodates a broad range of light industrial, office, service, and employment-supportive uses. Permitted uses include manufacturing, assembling, processing, warehousing, equipment sales and rental, motor vehicle body repair shops, public garages, service establishments, research and development facilities, recording studios, commercial schools, clubs, and limited accessory retail uses, subject to gross floor area caps. Accessory outdoor storage is permitted up to 20% of the lot area and must comply with detailed screening and yard placement requirements. Built form standards support a moderate-scale employment environment, requiring a minimum lot area of 0.4 ha, minimum frontage of 30 m, front and exterior side yards of 7.5 m, and interior and rear yards of 7.5 m and 10 m, respectively. The maximum floor space index (FSI) is 1.0 and the maximum building height is 20 m. Landscaping requirements include 10% landscaped area and 50% landscaped front yards.
Employment Light – Gormley (EL-G)	The EL-G zone provides similar permissions to the EL Zone but with larger lot size requirements reflective of the Gormley context. Permitted uses include light manufacturing, warehousing, research and development, office uses, commercial schools, clubs, day care centres, and public storage facilities, along with accessory retail and outdoor storage subject to restrictions. Minimum lot area increases to 0.8 ha, with identical yard setbacks to the EL Zone (10 m front and exterior side yards; 7.5 m interior side yards). Built form is limited to a maximum height of 20 m and an FSI of 1.0. Landscaped areas must represent at least 10% of the lot area, with 50% of the front yard landscaped. Outdoor storage is limited to 20% of the lot area. The EL-G zone is applied exclusively within the Hamlet of Gormley.
Employment Heavy (EH)	The EH zone permits a wide range of intensive industrial and transportation related uses, including abattoirs, bulk storage tanks, foundries, contractors’ yards, heavy equipment sales and service, transportation terminals, sawmills, waste transfer and disposal facilities, and a broad range of manufacturing and processing uses. Offices are permitted but may have additional constraints, and accessory outdoor storage is permitted at higher thresholds: 40% of lot area for parcels under 2.4 ha and up to 60% for larger lots. The zone requires a minimum lot area of 0.8 ha and a minimum frontage of 30 m, with 10 m front and exterior side yards and 7.5 m interior side yards. Maximum height is 12 m, with an FSI of 1.0. Landscaping requirements include 10% overall landscaped area and 50% front yard landscaping. These standards reflect the intended accommodation of large-format industrial operations

Zone	Description
	with significant outdoor activity. As an industrial zone with more intensive permitted uses, the spread of the applied zoning is isolated to areas near Highway 404.
Employment Heavy – Gormley (EH-G)	The EH-G Zone mirrors the industrial permissions of the EH Zone within the Gormley area. Permitted uses include major industrial operations, bulk storage, transportation terminals, vehicle-related services, and heavy manufacturing, with accessory outdoor storage allowed at the same proportional thresholds as the EH Zone. Minimum lot area is 0.8 ha, with 30 m frontage and 10 m front and exterior side yard setbacks. The maximum building height remains 12 m and landscaped area requirements are consistent with other employment zones at 10% minimum. Front yards must contain at least 50% landscaped area. This zone supports large-scale industrial operations while respecting the Gormley area’s context and buffering needs.
Employment Business Park (EBP)	The EBP zone is one of the primary zones which implement the Employment Areas of the Official Plan. The EBP zone is a general employment zone which permits uses such as business and professional offices, light manufacturing, warehousing, wholesale distribution, research and development establishments, fitness and recreation facilities, hotels, conference facilities, and accessory retail and service commercial uses subject to percentage caps. Day care centres and adult retraining schools are also permitted. These uses represent “prestige” employment uses under the outgoing framework, and may be incompatible with the new legislative and policy framework for Employment Areas. Built form permissions accommodate higher-quality Business Park development, with a minimum lot area of 0.4 ha, 30 m frontage, 10 m front and exterior side yards, and 6 m interior side yards. The maximum building height is 20 m and the FSI is 1.0. Outdoor storage is prohibited. A minimum of 10% of the lot must be landscaped, including 50% of the front yard.
Employment Business Park – Gormley (EBP-G)	The EBP-G zone provides similar permissions to the EBP Zone with adjustments for the Gormley area’s lot size and buffering context. Uses include offices, warehousing, manufacturing, research and development, adult retraining schools, commercial schools, and accessory restaurant and retail uses. The minimum lot area is 0.8 ha, with a minimum frontage of 30 m and similar yard requirements to the EBP zone, though additional hedgerow setbacks may apply. Maximum height is 20 m and the FSI remains at 1.0. Outdoor storage is prohibited. Landscaping requirements include 10% lot area plus mandatory landscaped buffers at lot boundaries.
Development Reserve (D)	The D zone is applied to lands where development must be predicated by further planning studies or reports, and is intended to prevent development which could preclude future development options. The D zone has a very limited range of permitted uses, and broadly only permits new agricultural uses as of right.

The Zoning By-law also introduces additional restrictions to employment zones in the Hamlet areas of the Town through the use of water restriction zones, denoted in the zoning schedules by a “w” suffix. Section 2.6 of the Zoning By-law notes that within water-restriction zones, uses are limited to “dry industrial uses”, which are uses that do not use water for any purpose other than maintenance, hygiene, or drinking water for occupants. This measure is introduced to avoid over-burdening of on-site water and wastewater facilities.

### 4.4.1.2 Use Framework

While the *Planning Act*, PPS, 2024, and the Official Plan all speak to the permitted uses in Employment Areas, it is the role of the Zoning By-law to clearly define the permitted uses in the area. This section reviews the existing zoning within the in-effect Zoning By-law against the Employment Areas framework present in the PPS, 2024 in order to identify inconsistencies which will need to be updated. **Table 4-4** assesses the Town’s existing employment zoning framework against the uses permitted in Employment Areas under the new Provincial definition. The Employment Extractive (EX) and Employment Disposal (ED) zones in the in-effect Zoning By-law do not fall within Employment Areas as defined by the Official Plan, and are therefore excluded from this analysis. In this table, highlighted cells correspond with their status in the *Planning Act* and PPS as permitted employment uses (green), ancillary employment uses (blue), and prohibited uses (red). Cells that contain a check-mark (✓) indicate that the use is permitted as-of-right in the given zone in the Town’s in-effect Zoning By-law, and cells with a diamond (◊) indicate the use is permitted as an accessory use in the Town’s in-effect Zoning By-law.

**Table 4-4: Permitted Uses and Conformity with New Employment Areas Framework**

Legend	Provincial Definition Permissions			Zoning By-law 2010-001-ZO		
	Permitted Use	Ancillary Use	Prohibited Use	✓: Permitted as primary use	◊: Permitted as an accessory use	
Uses, Buildings and Structures	EL	EL-G	EH	EH-G	EBP	EBP-G
Abattoir			✓			
Accessory Outdoor Storage	◊	◊	◊	◊		
Accessory Restaurant					◊	
Accessory Retail Store	◊	◊	◊	◊	◊	◊
Adult Retraining Schools				✓	✓	✓
Agricultural Uses, Buildings and Structures						
Automobile Service Station				✓		
Boat and Marine Supply, Storage, Repair or Sales				✓		
Building Supply and Equipment Depot				✓		
Bulk Storage Tank			✓	✓		
Business Services					✓	
Cannabis Processing (9)(10)						
Club	✓	✓	✓		✓	
Commercial School	✓	✓			✓	
Commercial Recreation					✓	
Contractor’s Yard			◊			
Day Care Centre	◊	◊	◊		✓	◊
Dry Cleaning Establishment				✓		

Uses, Buildings and Structures	EL	EL-G	EH	EH-G	EBP	EBP-G
Equipment Sales and Rental	✓	✓	✓			
Farm Implement Sales and Service						
Feed Mill						
Fitness and Recreation Facilities					✓	✓
Foundry			✓	✓		
Heavy Equipment Sales and Service			✓	✓		
Hotel, Conference, Convention or Banquet Facility					✓	
Manufacturing or Assembling or Processing	✓	✓	✓	✓	✓	✓
Mineral Aggregate Operation						
Motor Vehicle Body Repair Shop	✓	✓	✓	✓		
Office	✓	✓	◇	✓	✓	✓
Organic Composting Facility						
Peat Extraction						
Pit or Quarry						
Place of Worship						
Portable Asphalt Plant						
Printing Plant	✓					
Private Club				✓		
Public Garage	✓	✓	✓	✓		
Public Storage Facility	◇	✓	◇			
Research and Development Establishment	✓	✓	✓	✓	✓	✓
Recording Studio	✓	✓			✓	
Recreational Vehicle Sales and Service			✓			
Salvage or Wrecking Yard						
Sawmill			✓			
Service Establishment	✓	✓	✓	✓	◇	✓
Transportation Terminal			✓	✓		
Warehouse	✓	✓	✓	✓	✓	✓
Waste Disposal Facility						
Waste Transfer Station						
Wholesale Sales and Distribution				✓	✓	✓

This analysis shows that none of the existing zones are fully compliant with the new Provincial Employment Area framework, with most zones permitting more non-employment uses than employment uses. The closest zone to implementing this new framework is the EH zone, which correlates with the Province’s push towards manufacturing and warehousing uses being the primary use for protected Employment Areas.

## 4.4.2 Site-Specific Exceptions and Minor Variances

If a landowner wishes to develop a property in a way which is not fully consistent with the zoning on the site, they have the option to apply for a Zoning By-law Amendment (“ZBLA”) to create a site-specific exception zone, or to apply for a minor variance from the requirements of the Zoning By-law. This section summarizes recent exceptions and variances within the eight employment zones.

### 4.4.2.1 Exception Zones

Analysis of the 41 exceptions to the employment zones of the in-effect Zoning By-law has noted several trends which may inform the creation of a new zoning framework. These exception zones are summarized in **Appendix F**.

Several exception zones apply site-specific restrictive regulations for heavy industrial uses, which are stricter than the parent EH and EH-G zones. While the parent zoning regulates building and site design through levers such as building massing and setbacks, there may be room for further regulations which are currently used in the exception zones, such as enhanced landscaped buffers, restrictions on shipping containers, and requirements to have uses be entirely indoors. These considerations are especially worthy given potential removals of Employment Area lands and the increased possibility of nearby sensitive land uses to existing facilities.

Outdoor storage has also been the common subject of exceptions, with permitted maximum percentage of a parcel which can be used for outdoor storage purposes consistently increased by the exception zones, with up to 60% permitted in some EH zones.

A final common trend in these exceptions is the expansion of permitted uses. Some use expansions are in line with the spirit of the zone, such as the EH(7) zone’s permission for asphalt plants which generally conform as a heavy industrial use. Other uses permitted may stretch the definition of what can be regulated by an employment zone, such as the provisions in numerous EBP exceptions to permit gas bars, retail uses, and restaurants. There are also a number of exceptions (including through Provincially imposed Minister’s Zoning Orders), which introduce institutional uses into employment zones which are explicitly prohibited in the parent zoning, such as long-term care facilities and seniors’ residences/apartments in the EBP zone.

### 4.4.2.2 Minor Variances

Between 2020 and 2025, the Town received 248 applications for minor variances, with 498 individual requests to relax provisions within the zoning. Of these 498 requests, 26 variances were approved for properties in employment zones. These variances are summarized in **Appendix F**.

One trend in recent variances is the request to reduce minimum landscaped area requirements and minimum landscaped buffer widths, particularly within the EBP zones. These requests typically stem from the prioritization of parking, loading, or building footprint efficiency, though consideration must be

made for the reasoning behind these requirements. Often, landscaping requirements seek to reduce the impact of industrial or employment uses from the surrounding neighbourhoods, which is of particular concern for urbanized Employment Areas, such as the Business Park Areas of Stouffville. Landscaping also assists with stormwater management, as it increases the percentage of permeable surface on a property.

Setback and yard reductions are also a common ask of minor variances, with five requests for relief in employment zones. The average granted relief from required yards and setbacks was 54%, suggesting a need to review the requirements for setbacks, especially within Business Park Areas where intensification is leading to greater utilization of sites. This finding is reinforced by the three requests for increases to permitted FSI, along with one request for expansions to maximum building dimensions.

The final trend identified by the minor variances is related to 14 requests to vary parking, landscaping, and encroachment regulations within employment zones. These variances are all secondary to the main purpose of the application, though they highlight the desire from the development community to seek site-specific regulations for site design to meet location specific constraints, operational challenges, and alignment with contemporary building designs. These findings suggest a desire for greater flexibility within the Zoning By-law, through consideration should be given to the functionality of the minor variance system in granting these requests.

### 4.4.3 Zoning Conformity Analysis

The existing zoning framework for Employment Areas was not designed to conform with the new Provincial legislative and policy context, though a comparison of the two approaches must be undertaken to understand what targeted reforms are required to bring the Zoning By-law into compliance with the PPS, 2024 and the *Planning Act*, and the required amendments to the Town's Official Plan.

This section reviews how the in-effect Zoning By-law regulations align or not with the Provincial framework, and includes analysis of the extent of existing zoning against the 2025 OP's delineated Employment Areas. This analysis was conducted using Google Earth and GIS tools to map the extent of zoning within the new designations, resulting in a table which listed all zones present within the boundaries of each designation, and the total quantity of land to which each zone applies.

As noted in Section 4.2.4 of this Paper, the 2025 Official Plan designates Employment Areas as Industrial Area or Business Park Area in the Community of Stouffville, the Hamlet of Gormley, and the Hamlet of Vandorf. This subsection reviews the existing zoning within the areas where this designation is applied. Some lands in these designations are not zoned with one of the eight employment zones analyzed in Section 4.3.1 of this Paper, instead with environmental, conservation, and parkland zoning, as well as zones which would be considered non-compliant under the new Provincial Employment Areas framework, such as residential or commercial zoning.

The Gormley Business Park Area designation occupies nearly 52 acres of the Hamlet of Gormley, and is made up of eight zones. Of these eight zones, the EBP-G and EH-G zones occupy the majority of the land mass, and are the only employment zones in the designation. Other zones may require further

attention, such as the development reserve (D) zone, and the residential private service (RPS) zones, which may not implement the intent of the designation.

The Gormley Industrial Area designation contains land with seven zones applied. Most lands are zoned for employment through the EBP-G, EH-G, and EL-G zones. Other notable zoning which may be inconsistent with the intentions for this designation is the General Commercial (CG) zone.

Nearly half of the area designated Industrial Area in Vandorf is zoned Development Reserve (D). This zoning stems from the Vandorf-Preston Lake Secondary Plan, which was intended to be repealed by the 2025 Official Plan, but partially remains in place due to the deferral of the 2025 Official Plan employment policies. The Secondary Plan designated large portions of the Hamlet as Potential Employment Area, which restricted uses in these areas to agricultural and other non-development uses, with the intention to expand development rights subject to the completion of a comprehensive Servicing Study. The 2025 Official Plan amended the Servicing Study Area requirements to permit development to proceed on the basis of individual private water and sewage services. This analysis also identified roughly 1,341 m<sup>2</sup> of land in the Vandorf area that is designated for Industrial but zoned for residential through the RPS zone. This mismatch could be the result of a mapping error, though it is possible that a change in zoning may be required to bring this area into conformity with the Official Plan. The Employment Heavy (EH) and Employment Light (EL) zones occupy most of the remaining lands, and should be reviewed for further conformity with the new framework through the Zoning Strategy Report.

The EBP and EL zones occupy the majority of the Business Park Area designation in the Community of Stouffville, but seven additional zones are present within the boundaries of the 2025 Official Plan's Employment Areas in Stouffville. Notably, 5.56 hectares of land designated Business Park Area north of the Old Elm GO MTSA are currently zoned agricultural (AG). An additional 16 m<sup>2</sup> of commercial zoning and 409 m<sup>2</sup> of institutional zoning may be simple mapping errors, but should be investigated further through the Zoning Strategy Report.

## 4.5 Key Considerations

The review of the in-effect Zoning By-law has highlighted a number of key takeaways to be considered when updating the zoning for the Employment Areas of the Town:

- The existing zoning was introduced to implement the 2004 Official Plan, and will need significant changes to the framework to support the Provincial legislative and policy changes, via implementation of the required amendments to the 2025 Official Plan.
- The 2025 Official Plan removed the requirement for a servicing study to enable development in a large portion of Vandorf, which opens this area up for pre-zoning and development.
- Certain zones implement not only the Town's Employment Area policies, but also support non-protected industrial uses, such as the EH zone's application north of Gormley, or the EX zone's application to quarries in the rural areas of the Town. The EX zone is explored further in Discussion Paper 2: Rural and Environmental Zones.

- Many zones apply context-specific provisions, though there may be an opportunity to consolidate zoning across all areas of the Town.

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## 5. Consideration of Scoped Employment Area Removals

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To achieve conformity with the new Provincial definition of Employment Areas, some of the existing lands within the Town's Employment Areas may need to be removed, from the protected Employment Areas designation. The Business Park Areas in Stouffville have evolved into a mixture of light industrial, commercial, and institutional uses, and are also surrounded by designations which permit residential uses, including Strategic Growth Areas. This change may introduce new sensitive uses to areas which are directly adjacent to the Business Park Areas, which could result in land use compatibility issues, and may reduce the viability of the Employment Area. These changes may also increase the pressures on the Business Park Areas in Stouffville to be redesignated for mixed or residential uses. Conversely, the Town should consider how to protect the lands most viable for large scale industrial uses.

### 5.1 Methodology

To assess the Town's Employment Areas and identify potential removals, the project team undertook a review of the current function of Employment Area lands in Stouffville, Gormley, and Vandorf. This review identified, as best as possible, the current uses operating in each Employment Area based on a combination of data from the York Region Employment Survey, ground-truthing via aerial imagery, Google Street View, and information from the Town. This survey is conducted yearly and involves door-to-door canvassing in nine municipalities throughout the York Regional Municipality, and results in a dataset that includes business name, street address, and a description of business activity which includes the North American Industry Classification System (NAICS) code. The NAICS system is an industry classification system which was developed by the statistical agencies of Canada, Mexico, and the United States to standardize and coordinate business activity through the North American Free Trade Agreement<sup>7</sup> (NAFTA). These uses were compared against the Provincial definitions and permitted uses within the Town's Employment Areas to determine whether they were compliant. This analysis was then compiled into maps of each Employment Area which highlight the level of compliance of existing businesses to the new Provincial framework.

With an understanding of the current function of the Employment Areas, it was necessary to develop criteria for lands for removal. These criteria are based off the removal tests of the PPS, 2024, but considered the impacts of potential future conversion to residential or other sensitive land uses. This conversion could encroach on the viability of remaining Employment Area lands through land use compatibility issues, but could also result in the loss of employment-supportive or employment-generating functions of the existing use on the removed lands. The criteria are detailed in **Table 5-1**.

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<sup>7</sup> <https://www.statcan.gc.ca/en/subjects/standard/naics/2022/v1/introduction>

These criteria were applied to the Town’s existing Employment Areas in Section 5.2, which examines the existing functions of each area. It is further noted that these criteria were not applied site-by-site, but at a broader level, looking at contiguous clusters of Employment Area lands. In Stouffville, these areas have been named for ease of understanding, but these names are not formal or part of any Town policy or document.

**Table 5-1: Assessment criteria for scoped Employment Area removals.**

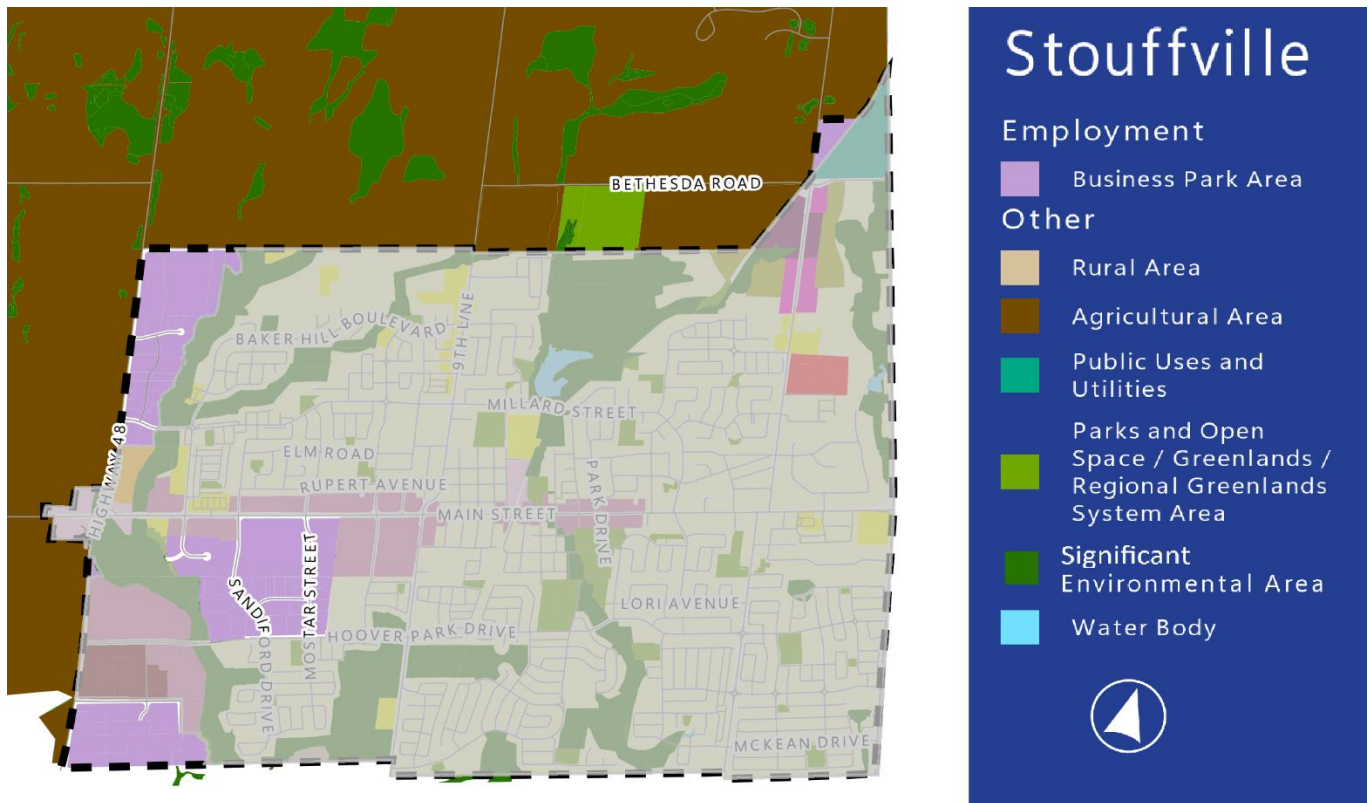
1) <b>Supporting Function:</b> If the majority of lands in the area support non-industrial uses (e.g., retail or service commercial uses in former industrial buildings), and the removal would maintain or improve the employment function and job potential of the Employment Area and support flexibility for non-industrial uses, or conversely, if the retention of the Employment Area designation would limit the continuation of the area’s established function;
2) <b>Maintaining Contiguity:</b> If lands are located on the fringe of an assembly of Employment Area parcels, and their removal would not create gaps or holes in that assembly;
3) <b>Goods Movement:</b> If removal of the lands would not impede direct access to major transportation corridors and goods movement infrastructure (e.g., along a high-traffic truck route), by potentially introducing future residential or other employment supportive uses;
4) <b>Land Use Compatibility:</b> If lands are adjacent to existing or future residential or mixed use development, including SGAs and Residential Areas, and removal would support land use compatibility (i.e., where a buffer area between sensitive land uses and manufacturing/warehousing uses is justified);
5) <b>Suitability for Employment Uses:</b> If new manufacturing/warehousing uses through redevelopment of the lands would be limited due to size, configuration, access, physical conditions, and/or servicing constraints;
6) <b>Supply of Industrial-Ready Sites:</b> If the removal of the lands would not compromise the overall supply of large sites ideally sited for industrial uses at the Town-wide level; and
7) <b>Support of Employment Growth:</b> The long-term employment needs of the Town have been considered across a broad range of industrial-type and employment-supportive uses within commercial and institutional sectors.

## 5.2 Employment Area Assessment

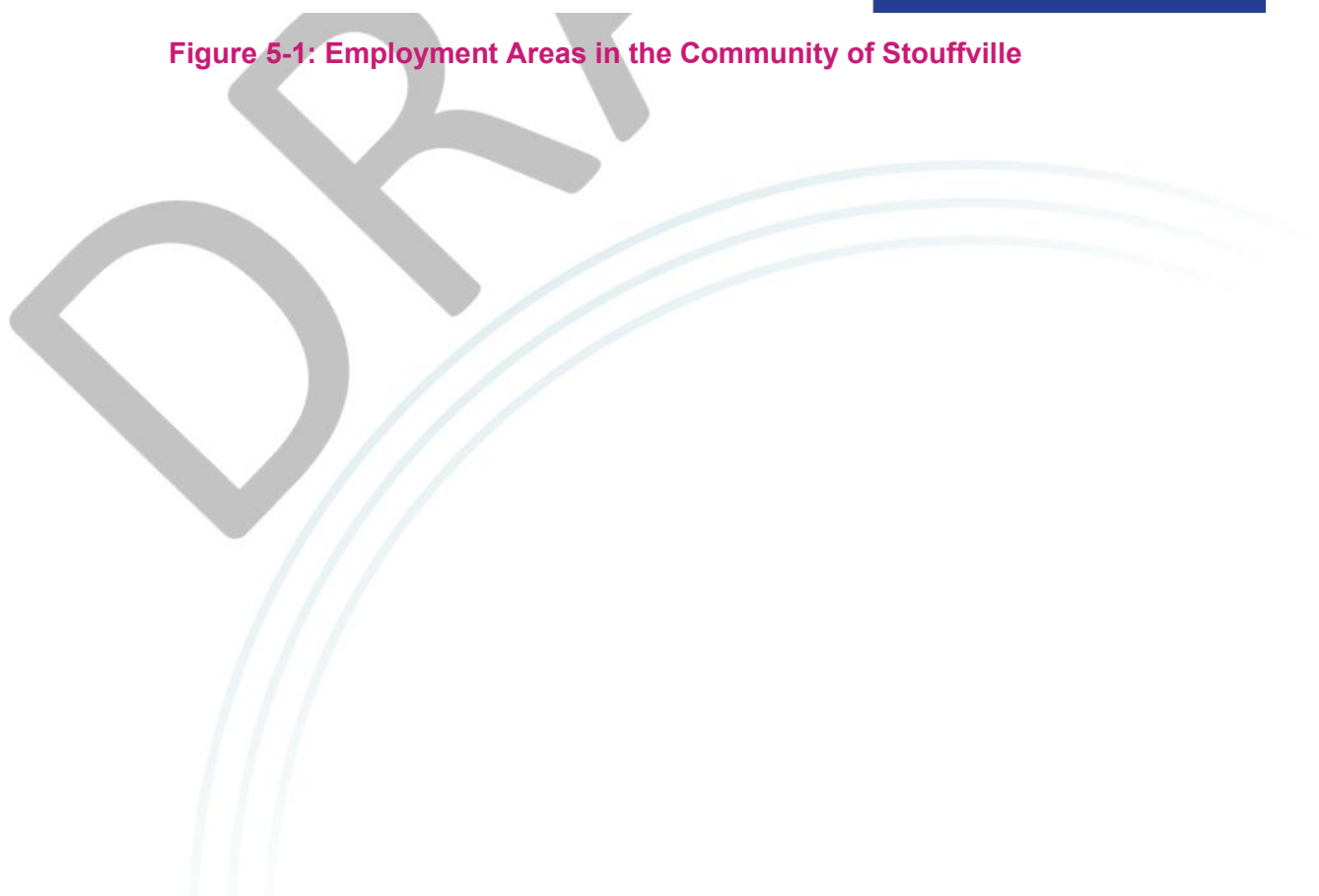
This section reviews the Employment Areas identified in the 2025 Official Plan to determine the basic function of each area and applies the assessment criteria in **Table 5-1** to form a recommendation on whether the lands in question should be retained as Employment Areas, or be removed.

### 5.2.1 Community of Stouffville

**Figure 5-1** shows all areas which were proposed to be designated as Employment Areas in the 2025 Official Plan. The Community of Stouffville has four distinct clusters of lands identified as Employment Areas, as well as one isolated parcel located along Highway 48. All of these lands were proposed to be designated Business Park Area in the 2025 Official Plan.



**Figure 5-1: Employment Areas in the Community of Stouffville**

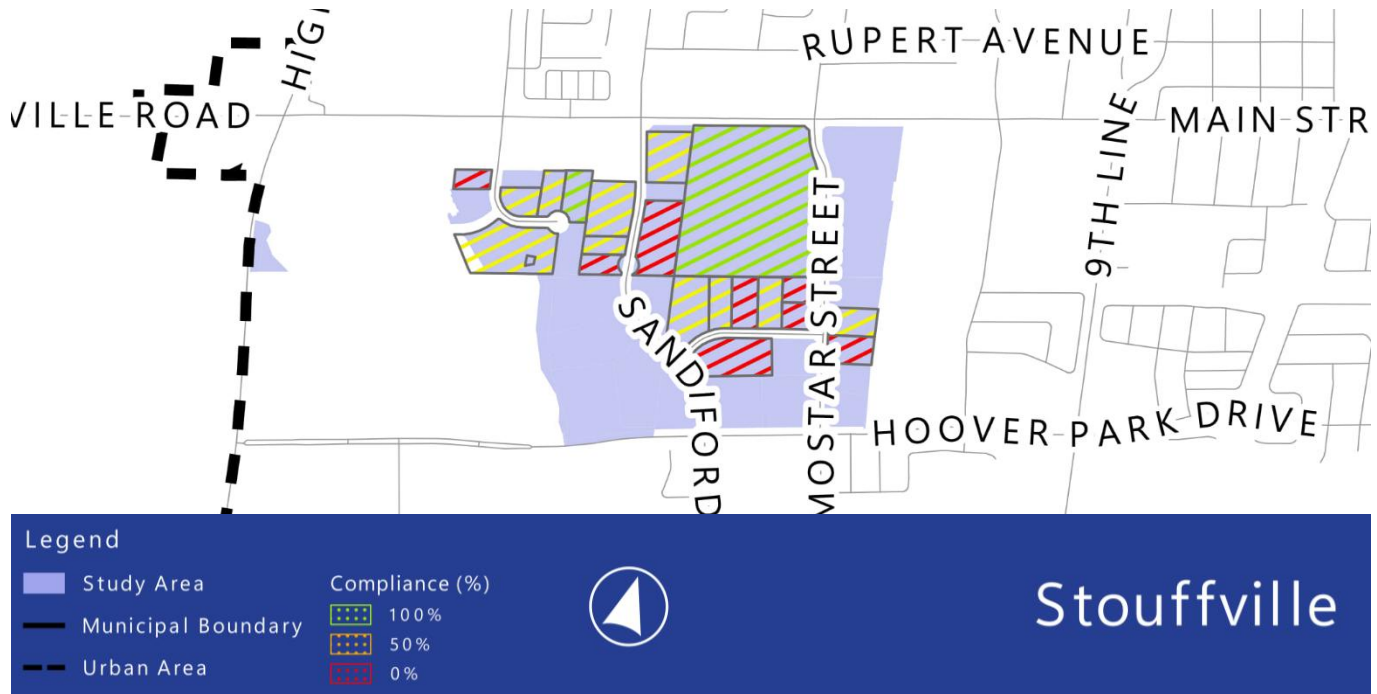


### 5.2.1.1 Western Approach Business Park Area

The Western Approach Business Park Area is the location of many multi-tenant commercial-industrial buildings and sites, as well as a variety of institutional and residential uses, such as retirement communities, long-term care facilities, and Town Hall. This Employment Area is also home to Teva Pharmaceuticals, a major manufacturing use with large property fronting onto both Main Street and Mostar Street. A review of the satellite imagery in **Figure 5-2** shows that the majority of this Employment Area is built out, with limited opportunity for further greenfield development. Access to transportation infrastructure in this area is limited, with Main Street being the only direct link between the Employment Area and Highway 404, the nearest major Provincial highway. The compliance analysis conducted is shown on **Figure 5-3**, which is drawn from the Regional Employment Survey. This analysis shows only non-residential uses and does not include the institutional or residential uses in the Employment Area. Assessment of the Employment Area and recommendation for removal from or retention as Employment Area is shown in **Table 5 2**.



**Figure 5-2: Aerial imagery of the Western Approach Business Park Area**



**Figure 5-3: Compliance Analysis of the Western Approach Business Park Area**

**Table 5-2: Review of Removal Criteria for the Western Approach Business Park Area**

Removal Criteria	Analysis
1) Supporting Function	The Employment Area is supporting a broad range of non-industrial uses, and removal would keep flexibility for this function.
2) Maintaining Contiguity	Lands are contiguous, although retirement home and long-term care uses in the Employment Area have eroded the contiguity of actual employment uses.
3) Goods Movement	Removal of lands would not hinder access to Main Street or Highway 404.
4) Land Use Compatibility	Portions of the Employment Area are within the Western Approach SGA, and include institutional, residential, and commercial uses.
5) Suitability for Employment Uses	Existing parcel fabric is beginning to trend towards smaller parcels, which could reduce feasibility of large-scale warehousing operations.
6) Supply of Industrial-Ready Sites	Large supply of greenfield employment lands elsewhere would support this area's removal.
7) Support of Employment Growth	Condition met: Large supply of greenfield employment lands elsewhere would support this area's removal.
<b>Recommendation</b>	<b>Remove from Employment Areas to support greater flexibility for the area, and support the expansion of mixed use development along Main Street.</b>

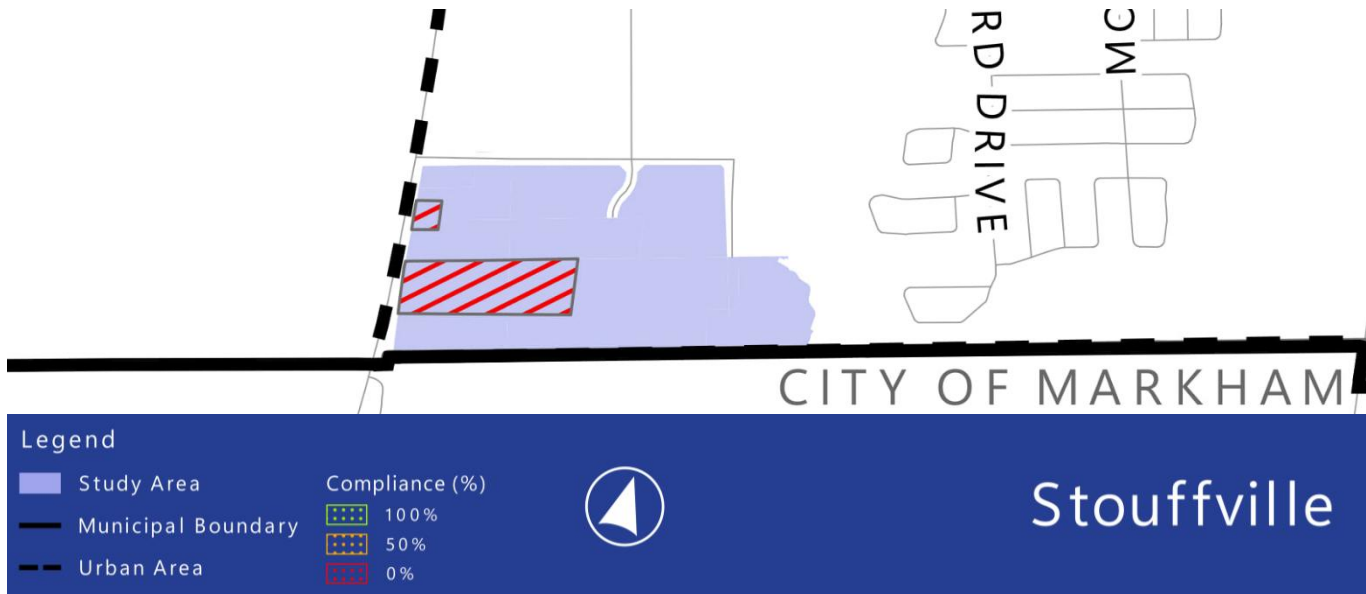
### 5.2.1.2 Southwest Stouffville Business Park Lands

The Business Park Area in the southwest corner of Stouffville is not fully developed and presents an opportunity for greenfield employment development. As shown in **Figure 5-4**, existing land uses are largely agricultural, with large parcels of land which have not been divided. It should be noted that a portion of the northeast corner of this designation has been developed after the imagery date, and currently hosts a non-employment medical office use. There is direct access to the Provincial transportation network in this area, with direct frontage onto Highway 48, and road reserves visible in the parcel fabric to accommodate future uses in the greenfield areas.

As a greenfield area, this Employment Area has not yet developed a function, though commercial development pressures are evident through the limited development that has occurred within this area (a medical office).



**Figure 5-4: Aerial imagery of the Southwest Stouffville Business Park Area**



**Figure 5-5: Compliance Analysis of Southwest Stouffville Business Park Area**

As a mostly undeveloped area, the southwest Stouffville Business Park area has little data to support an analysis of compliance, as shown in **Figure 5-5**. However, analysis of more recent data through remote sensing has identified three existing businesses in the area: an automotive repair use, a medical office, and a contractor’s yard. Only the contractor’s yard would be compliant with the new Employment Area framework.

**Table 5-3: Review of Removal Criteria for the Southwest Stouffville Business Park Area**

Removal Criteria	Analysis
1) Supporting Function	Greenfield area which does not yet have a dominant function. As area is undeveloped, removal may negatively impact nearby Employment Areas which are beginning to fill up.
2) Maintaining Contiguity	Lands are not contiguous with the neighbouring Employment Areas.
3) Goods Movement	Removal of lands would not hinder access to Highway 48 from other Employment Areas.
4) Land Use Compatibility	Areas surrounding this Employment Area are designated for residential/commercial retail expansion through the Mixed use designation (Highway 48 Mixed Use Area designation). Lands on the west side of Highway 48 are planned for New Urban Areas, comprised predominately of residential and community facility uses, pursuant to the MZO.
5) Suitability for Employment Uses	Parcels are currently very large, and even with subdivision could support larger industrial operations.
6) Supply of Industrial-Ready Sites	Removal of this area as a protected Employment Area may not impact existing businesses, but it would have an impact on the overall supply of future municipally serviced employment lands for the Town.

Removal Criteria	Analysis
7) Support of Employment Growth	Given the relative lack of true industrial uses in Stouffville, and the size of these lands, it may be prudent to protect them for industrial uses and diversify the available jobs in the Town's Urban Area.
<b>Recommendation</b>	<b>Remove from protected Employment Areas to provide greater flexibility to support surrounding residential uses.</b>

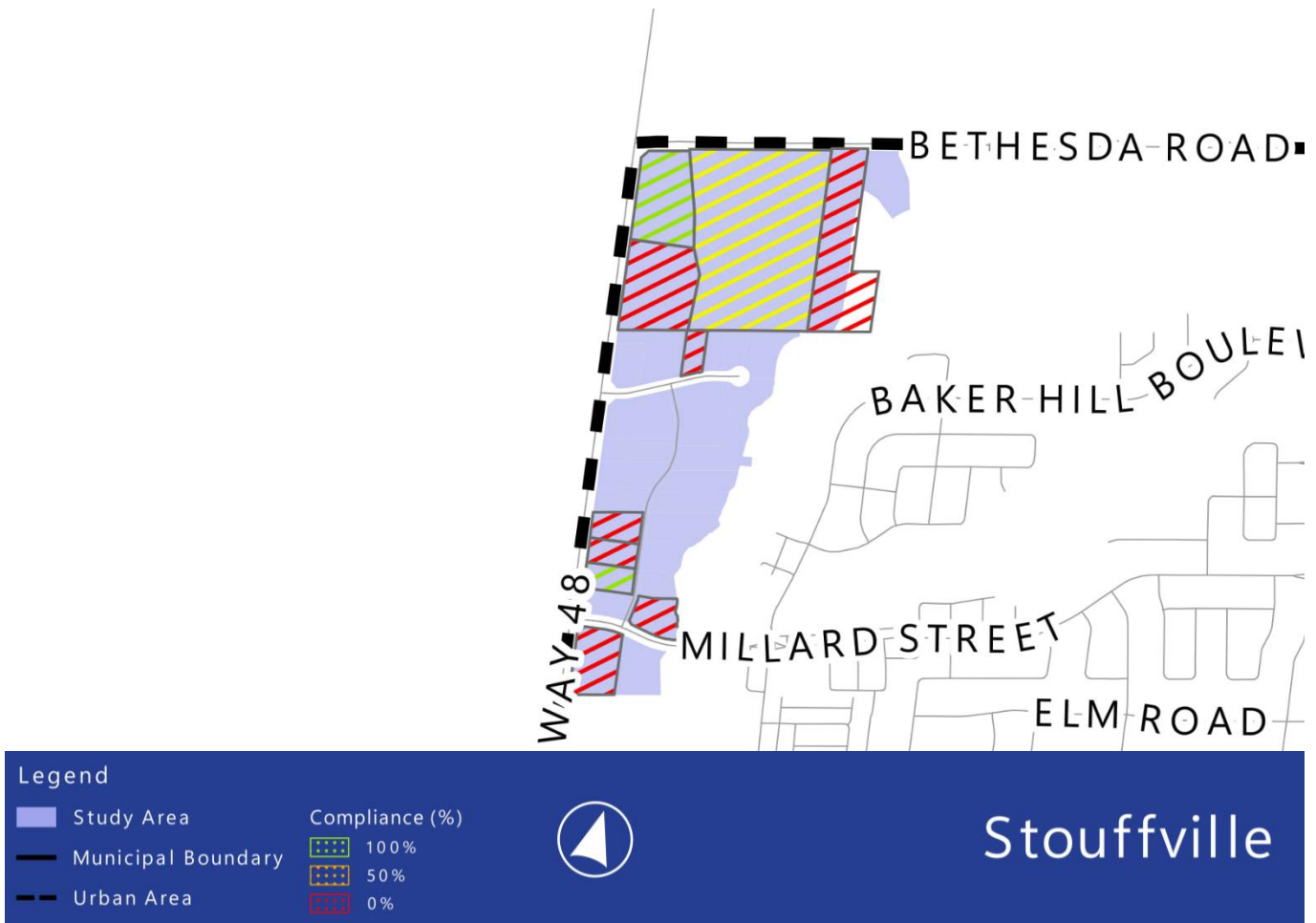
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### 5.2.1.3 Northwest Stouffville Business Park Lands

A third Employment Area exists in the Northwest corner of Stouffville, framed by Highway 48, Bethesda Road, Millard Street, and Dickinson Hill Creek. This area is characterized by a series of already subdivided greenfield parcels of moderate size, punctuated by some larger parcels occupied by automotive sales uses in the south, and industrial uses in the north. Review of the aerial imagery in **Figure 5-6** shows that there is significant greenfield potential in this area, with many parcels already subdivided but not yet developed. This area has direct access to Highway 48, which connects to both Markham to the south and Highway 404 via Stouffville Road to the west.



**Figure 5-6: Aerial Imagery of the Northwest Stouffville Business Park Area, with vacant parcels marked with a yellow point.**



**Figure 5-7: Compliance Analysis of Northwest Stouffville Business Park Area**

Figure 5-7 shows that the existing uses in this Employment Area have mixed functions. Towards the north of the area, large scale manufacturing and construction-supportive industries create a strong employment base for the area, while the “automotive campus” in the south of the area forms a distinctive non-employment cluster of uses. The greenfield areas in the middle show signs of site preparation for development, and it is likely that the uses being proposed for these areas would also be considered “non-employment”. A review of development applications reveals that a number of the parcels surrounding the existing automotive uses have ongoing applications for auto-related uses.

**Table 5-4: Review of Removal Criteria for the Northwest Stouffville Business Park Area**

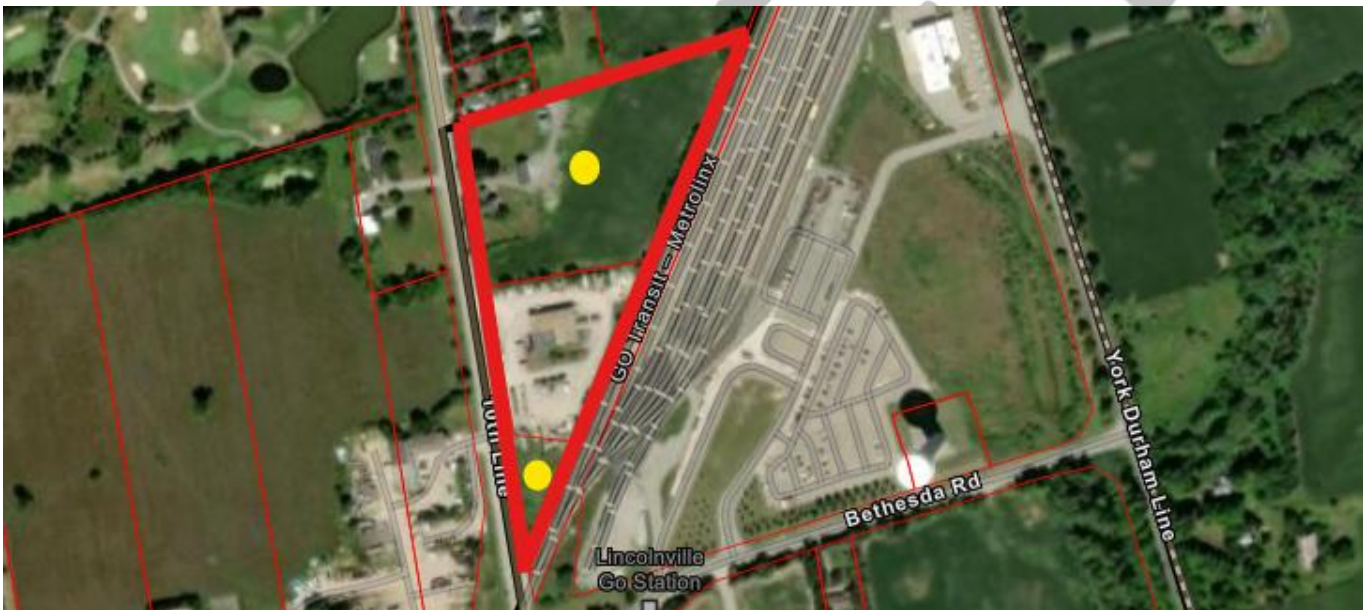
Removal Criteria	Analysis
1) Supporting Function	<p>Lands in the north are supporting heavy industrial uses, including two concrete fabrication businesses which likely benefit from proximity to aggregate operations in the area.</p> <p>Developed lands in the southern portion of the area have zero compliance with the new PPS, 2024/Planning Act definitions of Employment Area.</p>

Removal Criteria	Analysis
	Removal would support the expansion of this part of the area's function by not restricting new auto-related uses.
2) Maintaining Contiguity	Lands within the Employment Area are contiguous, so any removal of lands needs to avoid fragmentation of the remaining Employment Area.
3) Goods Movement	The area has unobstructed access to Highway 48 through several access roads, so removal of some or all lands in the area would not necessarily hinder access to Highway 48 for the remainder of the lands.
4) Land Use Compatibility	Employment Area does not have adjacent residential uses, and is separated from the neighbourhood areas of the Town by Dickinson Hill Creek and the accompanying watercourse buffer.
5) Suitability for Employment Uses	Many of the parcels, both developed and vacant in the Employment Area are large and well-suited to industrial uses.
6) Supply of Industrial-Ready Sites	Removal would reduce the amount of greenfield employment lands available for the future.
7) Support of Employment Growth	While many of the parcels in the Employment Area are still vacant, the southern lands are evolving into a cluster of auto-related uses, and their retention as an Employment Area would inhibit the full build-out of this cluster, which could be a net negative for the Town's economic development.
<b>Recommendation</b>	<p><b>Remove lands fronting on Norman Jones Place, Automall Boulevard, and Millard Street from Employment Area.</b></p> <p><b>Retain all other lands in Employment Area.</b></p>

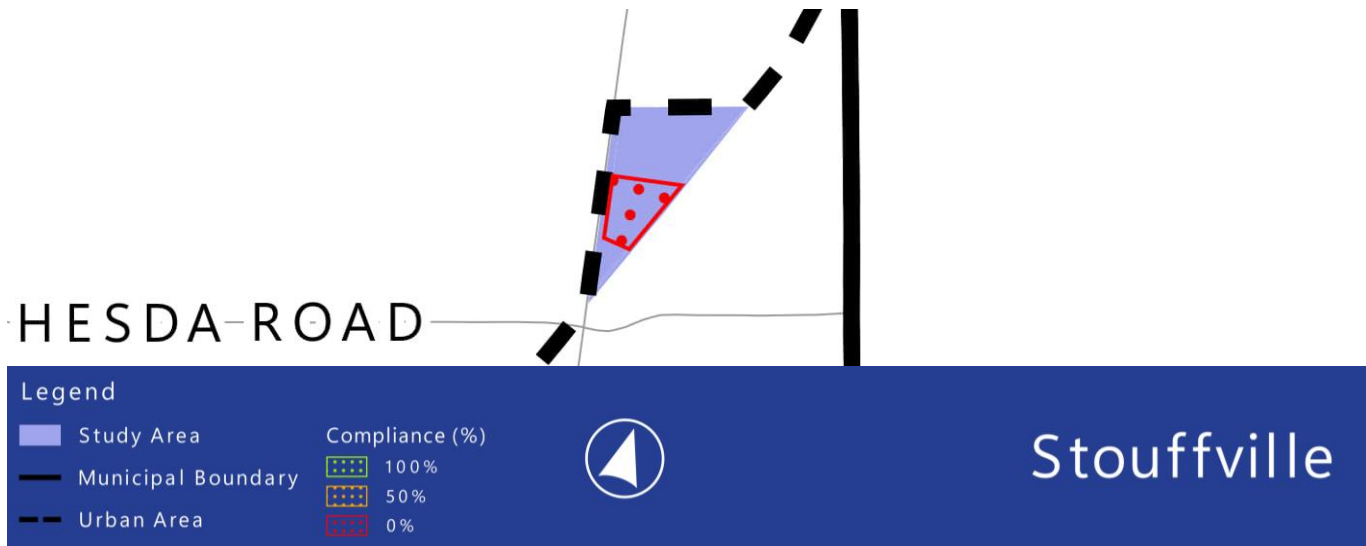
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### 5.2.1.4 Old Elm Business Park Area

The Old Elm area is a major greenfield expansion for the Town, which is planned around the Old Elm GO Transit Station and is a Major Transit Station Area (MTSA) under the *Planning Act*. This MTSA was introduced through OPA 155, which carried forward the existing designation of three parcels of land directly North of the GO station as Business Park. The existing land use on the three parcels within this designation is limited to a single auto body shop, with two non-commercial parcels on either side of it, as shown in **Figure 5-8**. The transportation network surrounding this area is characterized by the passenger GO train station directly adjacent to the site, with the now non-operational York-Durham Heritage Railway continuing to the northeast of the site. The road network consists of Tenth Line, a two-lane roadway which connects Stouffville to Lincolnville.



**Figure 5-8: Aerial imagery of the Old Elm Business Park area**



**Figure 5-9: Compliance analysis of the Old Elm Business Park area**

Figure 5-9 shows that the single use in this area is non-compliant with the new employment framework, with a rural residential use directly north, and a small vacant lot to the south.

**Table 5-5: Review of Removal Criteria for the Old Elm Business Park area**

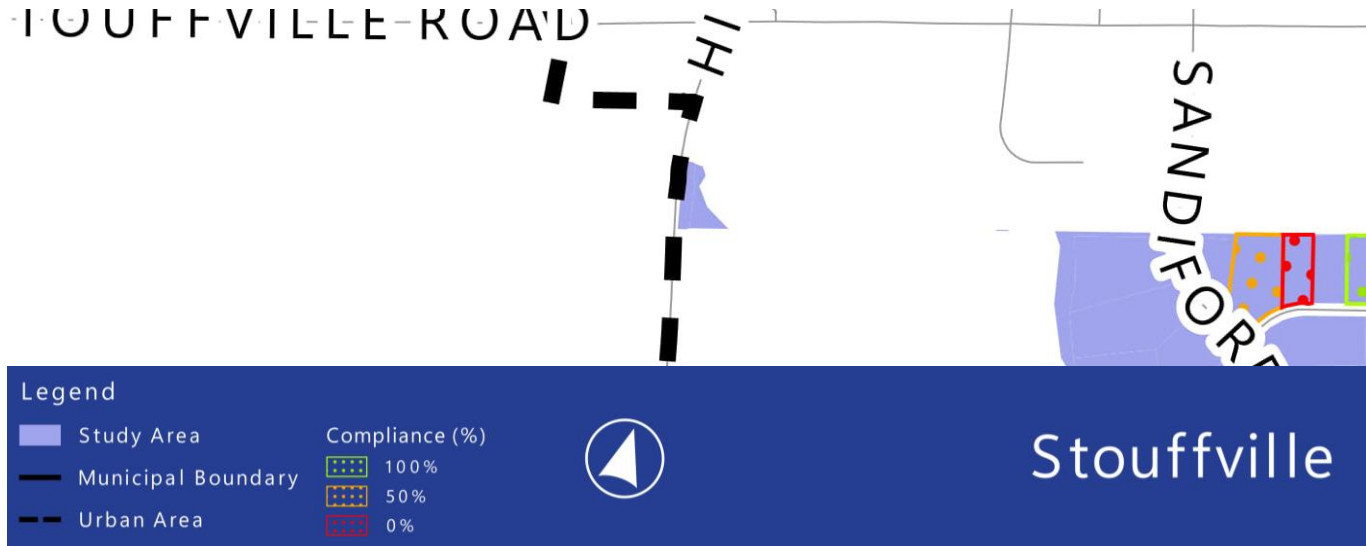
Removal Criteria	Analysis
1) Supporting Function	None of the uses in this area are employment or employment supportive uses. Removal would maintain the function in the area.
2) Maintaining Contiguity	Employment Area is small and its lands are not contiguous with any neighbouring Employment Areas.
3) Goods Movement	Removal of lands would not impact access to Tenth Line, and the existing function of the Employment Area is not heavily reliant on truck traffic.
4) Land Use Compatibility	The Old Elm MTSA will bring mixed use and higher-density residential development to the area, though it would be separated from this Employment Area by the GO Transit station.
5) Suitability for Employment Uses	Parcels in this area are large but irregular shaped, and are not as viable for industrial uses as many other sites in the Town.
6) Supply of Industrial-Ready Sites	The removal of these three parcels is not likely to have a significant impact on industrial land supply at a Town-wide scale.
7) Support of Employment Growth	Given proximity to the Old Elm MTSA, the development of these lands for industrial uses would be desirable for job creation, but this benefit is likely outweighed by the removal of flexibility for the area's development for a range of business uses.
<b>Recommendation</b>	<b>Remove from Employment Areas.</b>

### 5.2.1.5 Western Approach: 12125 ON-48

A single parcel of land is partially designated as Business Park in the 2025 Official Plan. This parcel fronts onto Highway 48, and exists between agricultural uses on either side. To the south of the parcel, properties are designated as Highway 48 – Mixed Use. As shown in **Figure 5-10**, the extent of the designation does not cover the entirety of the parcel, which is constrained by environmentally sensitive features and hazard lands.



**Figure 5-10: Aerial imagery of single Business Park parcel along Highway 48**



**Figure 5-11: Compliance analysis of the single Business Park parcel along Highway 48**

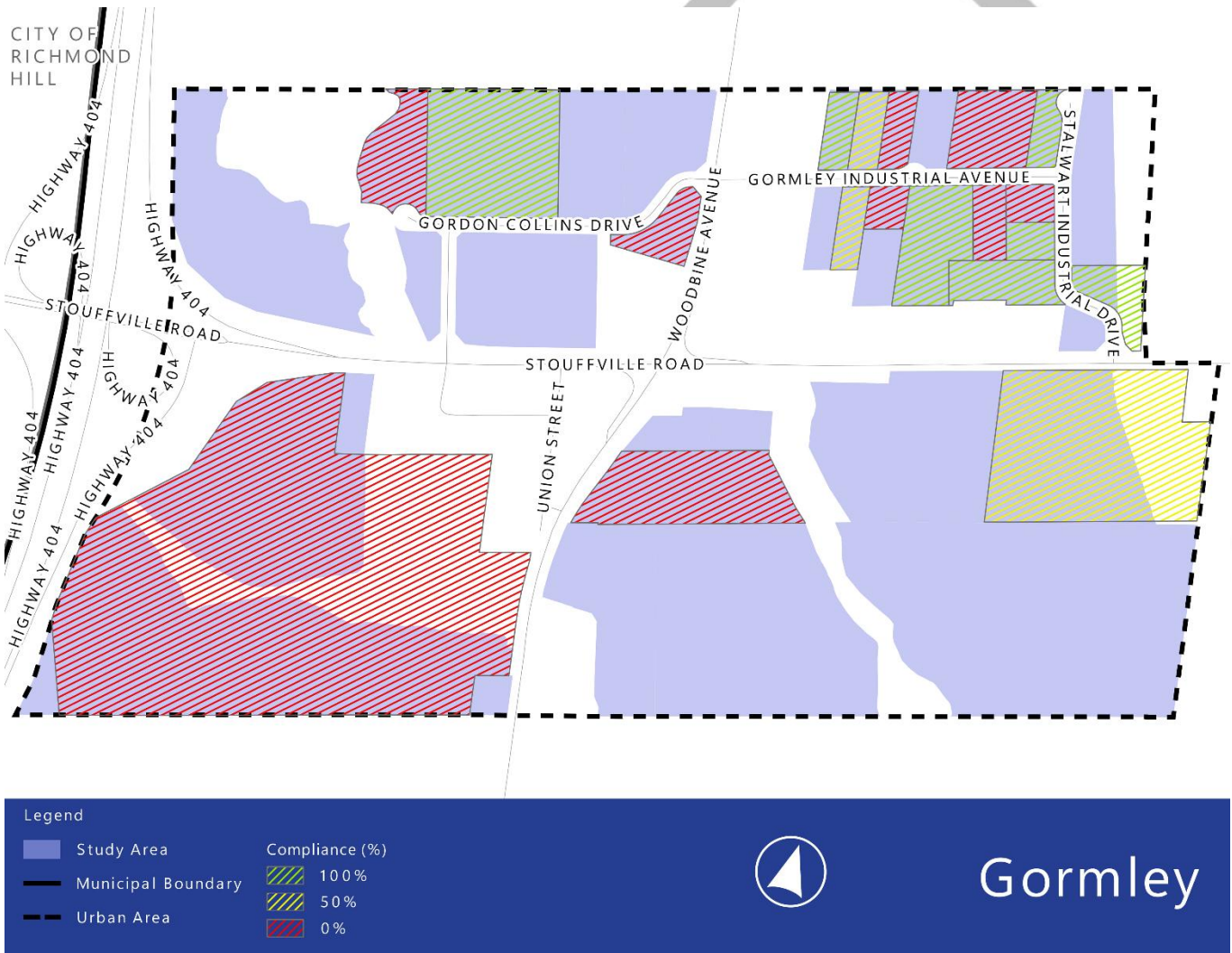
Figure 5-11 shows that the single business on this property did not participate in the York Region Employment Survey, though aerial and ground imagery indicates that the property is currently occupied by an equipment rental service. While this use is not considered an employment use under the new *Planning Act* definition, it could be considered an ancillary or employment supporting use if there were other employment uses for it to support.

**Table 5-6: Review of Removal Criteria for 12125 ON-48**

Removal Criteria	Analysis
1) Supporting Function	Single use is ancillary or supportive
2) Maintaining Contiguity	Employment Area is not contiguous with other areas or uses.
3) Goods Movement	Removal would have no impact on Highway 48
4) Land Use Compatibility	Lands are adjacent to Highway 48 Mixed use designation, which permits residential development.
5) Suitability for Employment Uses	Designation is applied to a fraction of a small parcel. The majority of this parcel is designated for environmental protection uses, with the potential function of any employment uses on the remaining portion of the parcel not viable for warehousing or manufacturing uses.
6) Supply of Industrial-Ready Sites	The removal of this parcel is not likely to have a significant impact on industrial land supply at a Town-wide scale.
7) Support of Employment Growth	This parcel can likely better support job growth and economic development with more permitted uses.
<b>Recommendation</b>	<b>Remove from Employment Areas.</b>

### 5.2.2 Hamlet of Gormley

The Hamlet of Gormley is an industrial community on the western border of the Town along Highway 404. The Hamlet consists of a small residential neighbourhood at the corner of Stouffville Road and Woodbine Avenue, with extensive industrial and commercial development throughout the rest of the Hamlet. The 2025 Official Plan simplified the previous Employment Areas framework by introducing Business Park Areas, and Industrial Areas to differentiate between the different levels of industrial activity in the Hamlet. **Figure 5-12** shows the extent of these designations, and their relationship to the commercial and residential areas. **Figure 5-12** shows the results of the compliance analysis for both designations against the new definition of Employment Areas in the *Planning Act* and PPS, 2024.



**Figure 5-12: Compliance analysis for the Hamlet of Gormley's Employment Areas**

### 5.2.2.1 Gormley Business Park Area

The Gormley Business Park Area is applied broadly throughout the Hamlet, and serves as a buffer between the residential areas of the settlement and the more intense industrial areas in the northeast. As shown in **Figure 5-13**, much of the areas where the Business Park Area designation is applied is currently vacant, representing greenfield employment opportunities for the Hamlet. The transportation access for Business Park Areas is excellent, with nearby access to Highway 404, which is no further than 1.5 km away from any portion of the Hamlet. Of the existing uses, many would be considered to be consistent with the new Employment Areas framework, including research & development facilities, warehousing uses, and manufacturing operations.



**Figure 5-13: Aerial imagery of the Gormley Business Park Areas**

**Table 5-7: Review of Removal Criteria for the Gormley Business Park Areas**

Removal Criteria	Analysis
1) Supporting Function	The majority of existing uses are PPS, 2024 and <i>Planning Act</i> compliant. Removal would reduce the employment capacity of the Hamlet, and would fragment the assembly of parcels.
2) Maintaining Contiguity	Business Park areas are sometimes contiguous with surrounding Industrial Area parcels, but sometimes are fragmented.
3) Goods Movement	Removals along the frontages of Stouffville Road and Woodbine Avenue could improve traffic flow towards Highway 404.
4) Land Use Compatibility	Many lands are directly adjacent to the Neighbourhood Area of the Hamlet, and are intended to serve as a buffer to the heavier industrial uses.
5) Suitability for Employment Uses	Most Industrial Area parcels are large, and greenfield potential would allow for significant expansion.
6) Supply of Industrial-Ready Sites	As the Town's Employment Areas become more concentrated in the Hamlet areas, greenfield expansion opportunities will become increasingly important to the economic and employment growth of the Town. Conversely, the narrowing of permitted uses in the protected Employment Areas will mean that the required supply is significantly decreased compared to the previous framework.
7) Support of Employment Growth	A significant portion of the Business Park Area lands north and south of Stouffville Road and west of Woodbine Avenue are undeveloped, though a large portion of these lands directly abut the existing Neighbourhood Areas. Furthermore, these lands have been planned through the Gormley Secondary Plan for a variety of uses within the Business Park recommendation, so retention of lands for office or other non-industrial uses is merited.
<b>Recommendation</b>	<p><b>Remove all lands designated Business Park, and all properties fronting onto Woodbine Avenue or Stouffville Road.</b></p> <p><b>Retain all other lands as Employment Areas.</b></p>

### 5.2.2.2 Gormley Industrial Areas

The Industrial Area designation is largely applied to existing industrial operations in Gormley, which are classified by larger parcels organized along major roads or through internal blocks. While most areas with this designation are fully built-out, there is limited application to greenfield areas along the eastern border, and in the southeast corner of the Hamlet as shown in **Figure 5-14**. Few of the industrial properties front directly onto Stouffville Road, instead relying on internal roads to direct truck traffic through two uncontrolled intersections, maintaining orderly access to Highway 404.



**Figure 5-14: Aerial imagery of the Gormley Industrial Area Designation**

**Table 5-8: Review of removal Criteria for the Gormley Industrial Areas**

Removal Criteria	Analysis
1) Supporting Function	Large portions of the area remain occupied by employment or employment supportive uses, though some intrusion of retail uses has occurred. Removal would significantly decrease the effectiveness of the broader Employment Area through fragmentation.
2) Maintaining Contiguity	Lands are internal and contiguous to the larger assembly of Employment Area lands.
3) Goods Movement	Due to the internal road structure, removal would not directly impact the transportation network.
4) Land Use Compatibility	Industrial lands are separated from the nearby existing Neighbourhood Areas.
5) Suitability for Employment Uses	Large parcels and ample greenfield lands can support new warehousing or manufacturing uses.

Removal Criteria	Analysis
6) Supply of Industrial-Ready Sites	Gormley Industrial areas are a significant portion of the Town’s existing and greenfield employment supply. Many of the greenfield parcels are already subdivided and have road frontage, representing short-term supply of Employment Lands.
7) Support of Employment Growth	A significant portion of the undeveloped lands south of Stouffville Road are designated Industrial Area, which could supply additional Employment Areas through future development. With the Town’s Employment Areas becoming more concentrated in the Hamlet areas of the Town, greenfield expansion opportunities will become increasingly important to the economic and employment growth of the Town.
<b>Recommendation</b>	<p><b>Remove portion of parcel fronting onto Stouffville Road in eastern portion of Hamlet.</b></p> <p><b>Retain all other lands as Employment Areas.</b></p>

### 5.2.3 Hamlet of Vandorf

The Hamlet of Vandorf is a rural settlement located on the western border of the Town along Highway 404. The Hamlet is characterized by a small residential settlement in the southwest, with an existing industrial area in the western half of the Hamlet. The 2004 Official Plan had designated the majority of the northern half of the Hamlet as “future Employment Area”, and the 2025 Official Plan had unlocked this area for development by applying the Industrial Area designation. The overall land use in the developed areas follows the broader theme of industrial uses, with a mix of warehousing, manufacturing, and supportive uses such as equipment rental and towing services. **Figure 5-15** shows the extent of greenfield capacity in the Vandorf area, highlighting that less than 50% of the designated lands have been developed. The transportation network in Vandorf is widely supported by a large interchange for vehicles to enter and exit Highway 404, though this area also benefits from a CN Rail main line that runs

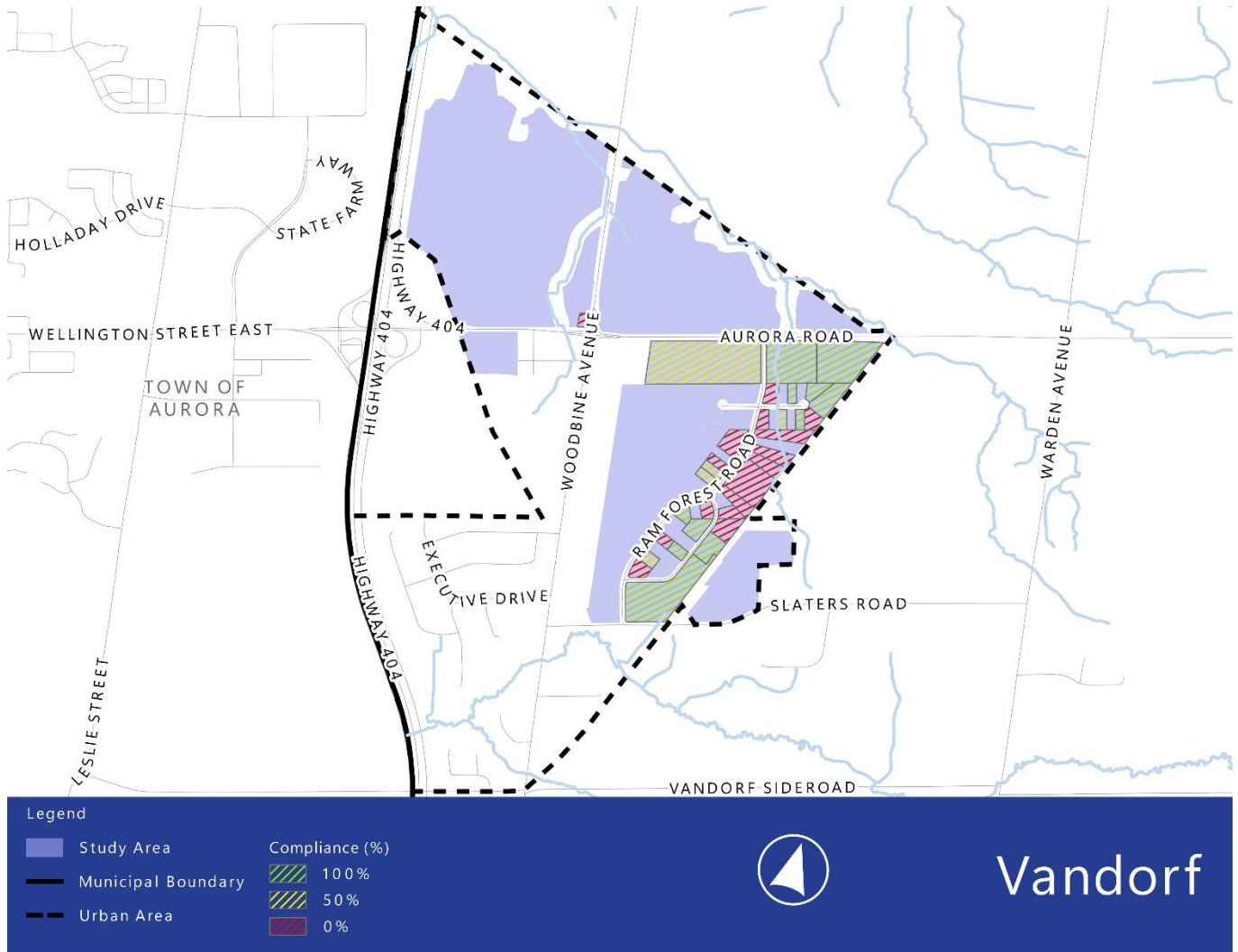
through the area, with an existing spur line leading to an industrial property in the western portion of the Hamlet.



**Figure 5-15: Aerial imagery of the Vandorf Industrial Area Designation**

While the overall function of this area continues to support both Employment and employment supportive uses, **Figure 5-16** shows that a wide range of the existing uses would no longer comply with the Provincial direction on Employment Areas. While these uses may still be considered to be employment

supporting, this result highlights the narrow scope of uses which are considered to be important enough to warrant broader protections from conversions.



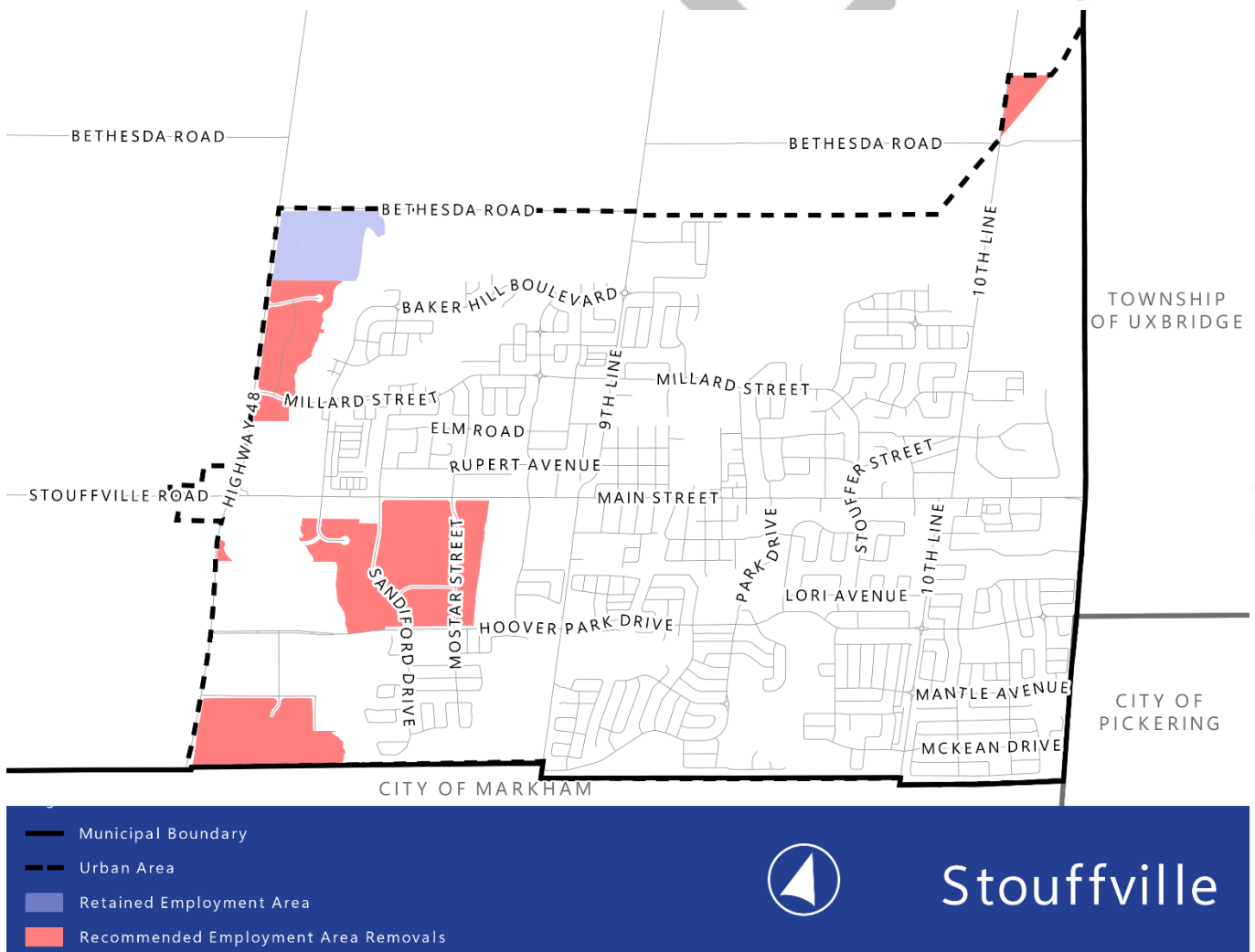
**Figure 5-16: Compliance analysis for the Hamlet of Vandorf Employment Areas**

**Table 5-9: Review of removal criteria for the Vandorf Industrial Areas**

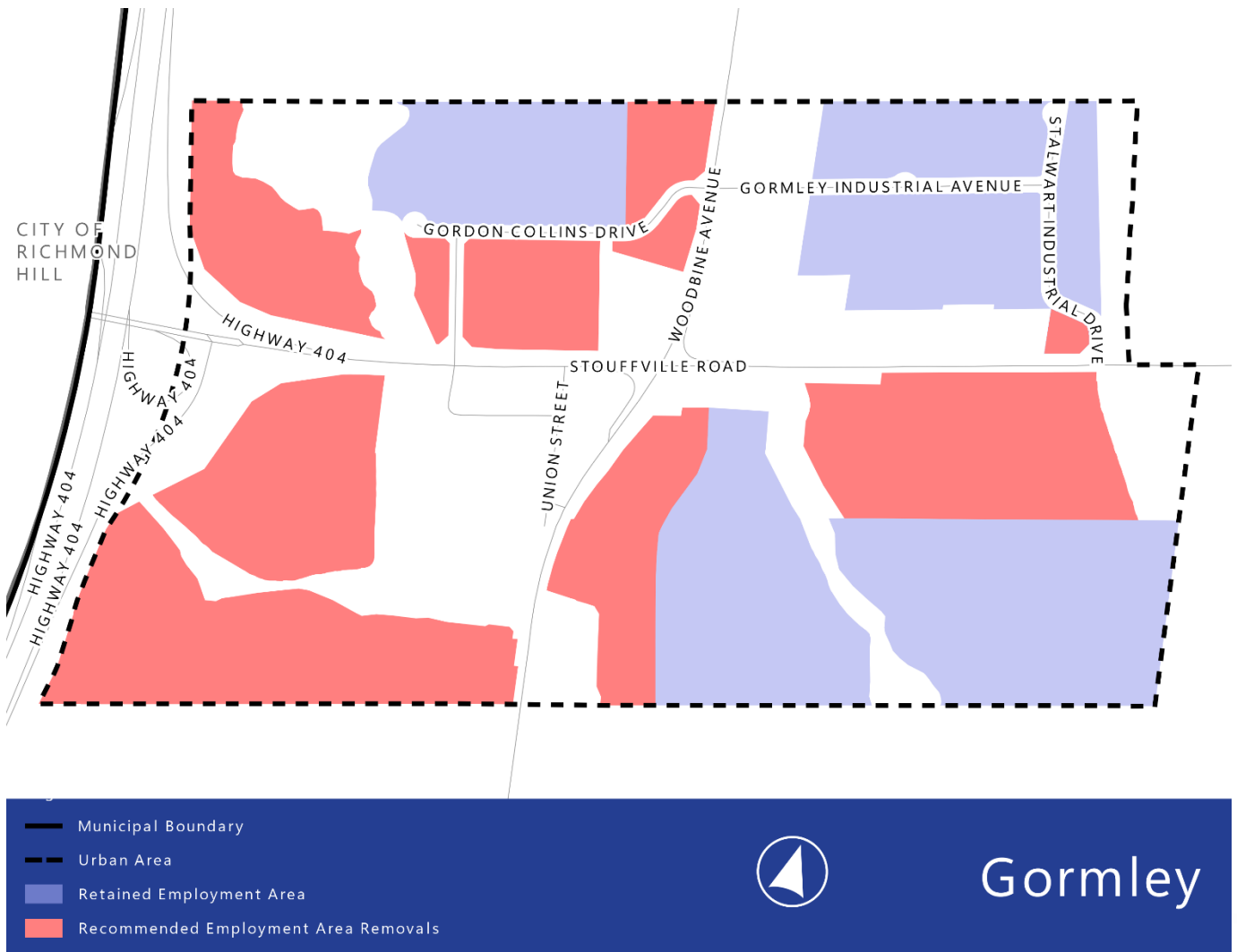
Additional Removal Criteria	Analysis
1) Supporting Function	Many uses no longer meet the PPS, 2024/ <i>Planning Act</i> definitions, but may be considered employment-supporting. Removal of the lands would reduce the employment capacity of Town.
2) Maintaining Contiguity	These lands are a contiguous assembly of Employment Area parcels.
3) Goods Movement	Removal might impact access to the CN rail main line, though the areas will still have sufficient access to Highway 404.
4) Land Use Compatibility	One parcel of land is directly adjacent to the Neighbourhood Area of the Hamlet, and areas adjacent to the Mixed use Designation may be subject to neighbouring low-rise residential uses.
5) Suitability for Employment Uses	Most parcels are large and well-suited to industrial uses, including existing development, and greenfield potential would allow for significant expansion. The exception is the portion of the parcel northwest of the intersection of Aurora Road and Woodbine Avenue that has a watercourse running through it. The watercourse carves a small strip of land into the parcel, which would make this portion of land unsuitable for employment uses.
6) Supply of Industrial-Ready Sites	The Vandorf Industrial Areas are characterized by large, industrial parcels surrounded by vast undeveloped areas. This is an ideal scenario for manufacturing or warehousing uses.
7) Support of Employment Growth	The 2025 Official Plan redesignated a significant portion of land to Industrial Areas in northern Vandorf. These areas are largely undeveloped, and represent the majority of the greenfield Employment Area supply in the Town. Consequently, some properties in this area are in the early stages of development for manufacturing-related uses. With the Town's Employment Areas becoming more concentrated in the Hamlet areas of the Town, greenfield expansion opportunities will become increasingly important to the economic and employment growth of the Town.
<b>Recommendation</b>	<b>Retention as Employment Areas, with the exception of the smaller portions of the parcel at the intersection of Aurora Road and Woodbine Avenue</b>

## 5.2.4 Summary of Recommended Scoped Removals

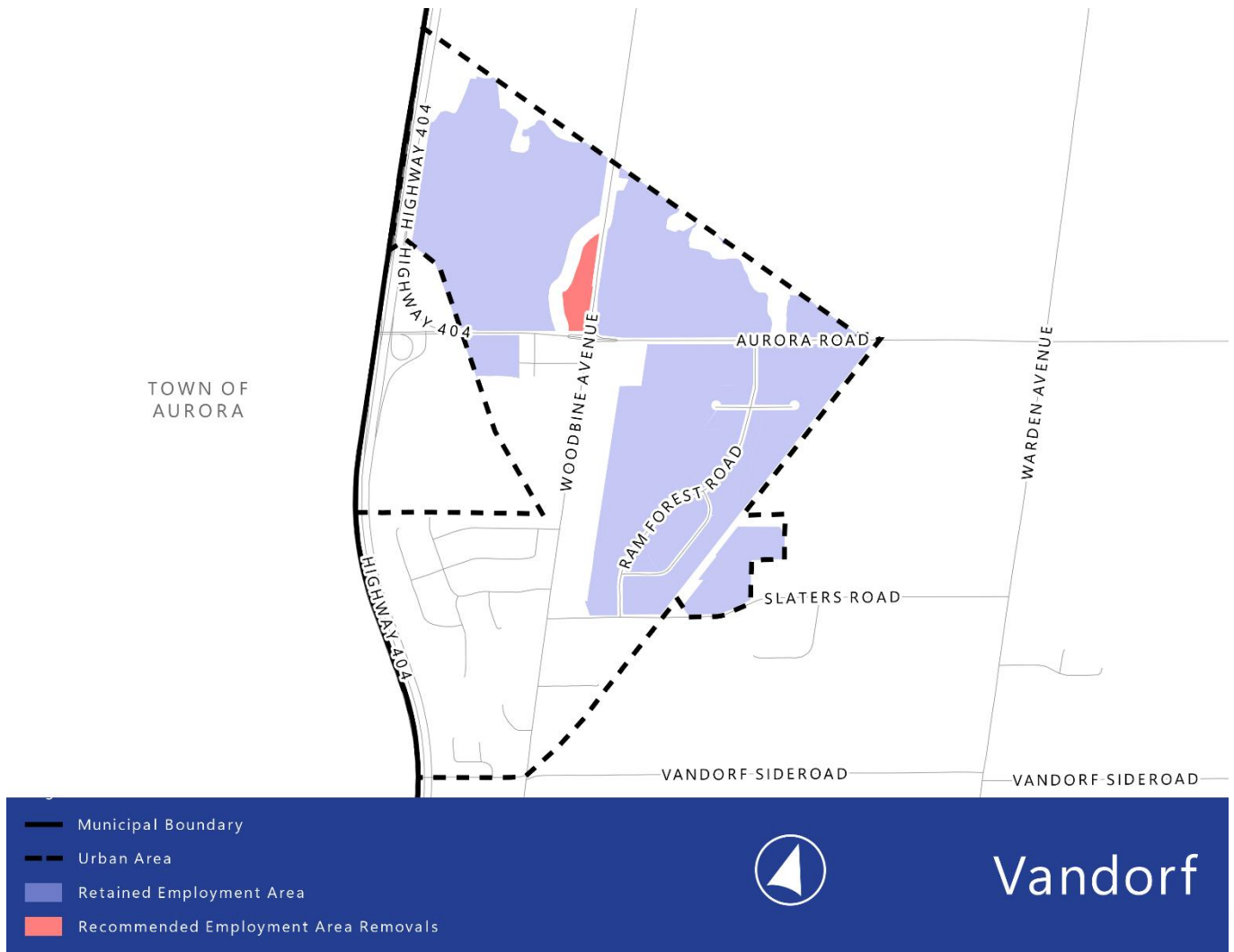
The review of Employment Areas designated by the 2025 Official Plan against the new Provincial legislative and policy context has resulted in a scoped list of lands recommended for removal. The recommended scoped removals for the Community of Stouffville, the Hamlet of Gormley, and the Hamlet of Vandorf are shown in **Figure 5-17**, **Figure 5-18**, and **Figure 5-19**, respectively. While removing these lands from Employment Areas will lessen the protections against conversion to non-employment uses, the proposed framework introduced in Section 6 of this Paper acknowledges that increased flexibility could have benefits to both the removed areas and the remaining Employment Areas. It is recommended that the lands currently designated Business Park that are not identified for removal be redesignated to the Industrial Area designation.



**Figure 5-17: Recommended Employment Areas Removals in the Community of Stouffville**



**Figure 5-18: Recommended Employment Areas Removals in the Hamlet of Gormley**



**Figure 5-19: Recommended Employment Areas Removals in the Hamlet of Vandorf**

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## 6. Policy Recommendations and Strategic Zoning Directions

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Based on the preceding analysis in this Paper and the consideration of scoped removals of lands in the Town's Employment Areas, the following recommendations are made for amendment to the Town's Official Plan and Zoning By-law.

### 6.1 York Region Official Plan

As noted in Section 3.1 of this Paper, the York Region Official Plan still exists as an additional Official Plan that is administered by the Town. Much of the previous employment framework was influenced by the YROP, and certain policies in the deferred sections still refer to the Region's authority over certain Employment Areas. The Town is bringing forward an OPA to update the Town's Official Plan to further consolidate the YROP in the Town's Official Plan, and then revoke the YROP in Q2, 2026.

### 6.2 Town of Whitchurch-Stouffville Official Plan

As established earlier in this Paper, approval of the policies and mapping related to Employment Areas in the 2025 Official Plan were deferred by MMAH. This section recommends amendments to those policies and mapping to conform with the Provincial Employment Area framework. This includes recommended changes to policies in Sections 3, 6, and 8 of the Official Plan, as well as Schedules D, D-1, G, and H.

The intent in these recommendations is to maintain the overall direction and vision proposed by the 2025 Official Plan as adopted, which sought to include Employment Areas as contributing to an overall sense of complete communities. This is driven by the substantial policy directions in Section 3.8 which envision Employment Areas which are designed for safety, mobility, connectivity, and economic integration with the Town. While specific policy directions will need to change to conform with the PPS, 2024 and the *Planning Act*, much of the 2025 Official Plan's vision can still be applied within the new framework.

The review of existing Employment Areas and scoped removals in Section 5 of this Paper have led to recommendations which will propose the Hamlets of Vandorf and Gormley as the industrial heart of the Town, benefiting from their close proximity to Highway 404 and a potential rail connection in Vandorf. These areas are characterized by their large lot sizes, as well as the reduced risk of land-use compatibility constraints. It is also recommended to retain some Employment Areas on the fringes of the Community of Stouffville to provide a greater variety of employment parcels, and to support diverse job growth closer to where most of the Town's residents live. For areas where removal is recommended, the intended function of these areas should still be to provide a broad range of sites and buildings to support

job growth, but also include uses which are community supportive, such as places of worship, recreation uses, and services which are less suitable for mixed use settings.

## 6.2.1 Planning for Growth (Section 2)

Section 2 of the 2025 Official Plan introduces the overall Town Structure, and speaks to the broad organization of land through the various settlement, environmental, and rural areas throughout the municipality. This section does not contain any deferred policies, and the purpose of the section is to delineate the different settlements within the Town, unlike following sections which introduce fine-grained policies to govern land use. Nonetheless, an opportunity exists to introduce the proposed Employment Areas framework through the description of the different settlement areas in this section. The policy recommendations for this section are described in **Table 6-1**.

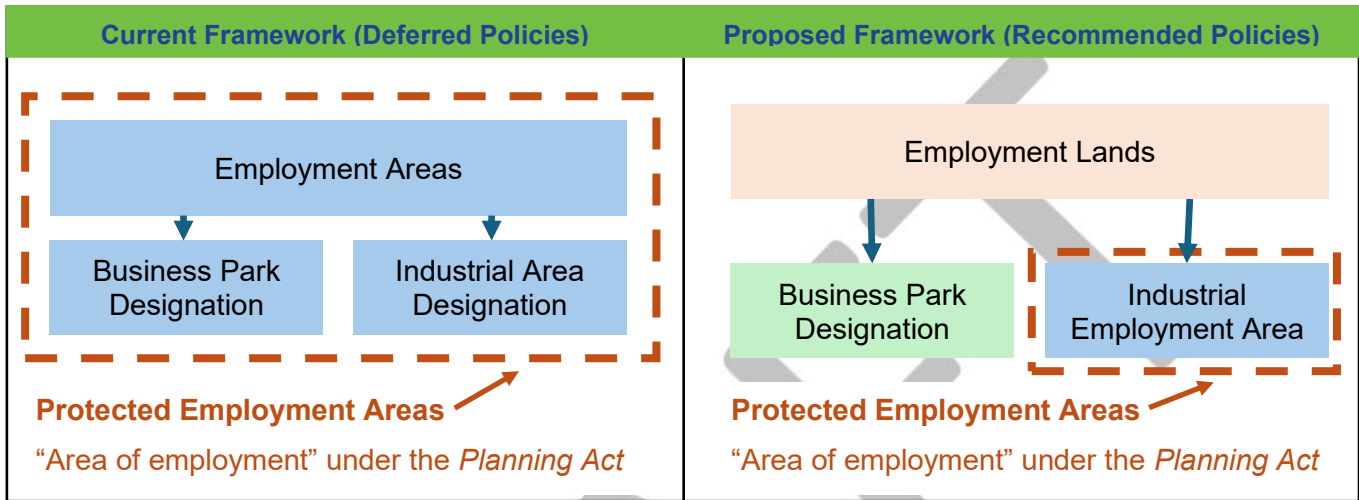
**Table 6-1: Policy Recommendations for Section 2 of the Official Plan**

Official Plan Section	Recommended Action
Section 2.1: Town Structure	No change.
Section 2.2: Urban Areas	No change.
Section 2.4: Hamlet Areas	Introduce policy language that describes Gormley and Vandorf as the industrial centres of the Town, acknowledging their convenient access to goods movement corridors.
Section 2.5: New Urban Areas	Introduce language to acknowledge that Employment Areas will be identified as needed.
Schedule A: Town Structure	No change.

## 6.2.2 Economic Development and Attracting Employment (Section 3.8)

Section 3.8 of the 2025 Official Plan contains nearly all policies related to Employment Areas, and was deferred from approval in its entirety by the MMAH. This is where the Town’s approach to Employment Areas is described, and introduces the current framework which splits protected Employment Areas into Business Park Area and Industrial Area designations. The intention for the recommendations shown in **Table 6-2** is to maintain the overall policy direction for both designations while modifying the criteria for which lands are the subject of additional tests for proposed removal from Employment Area protection and redesignation. This will require the introduction of a new framework which modifies the existing designations. This proposed framework is shown in **Figure 6-1**, which notes the continuation of a two-tiered employment framework, but with the isolation of protected Employment Area status to only

Industrial Areas. This change will require text amendments to multiple areas throughout the Official Plan, which will be referred to as changes to implement the new Employment Area framework.



**Figure 6-1: Proposed Employment Areas Framework for the 2025 OP**

**Table 6-2: Policy Recommendations for Section 3 of the Official Plan**

Official Plan Section	Recommended Action
Section 3.8.1: Attracting a Diverse Workforce	Implement new framework shown in Figure 6-1 by amending references to “Employment Areas” to “Employment Lands” as a new umbrella term which refers to areas which contain employment uses, including both the Business Park Area and the new Industrial Employment Area designation which will comply with the new PPS, 2024 and <i>Planning Act</i> definition of area of employment.
	Amend any references to knowledge-based or office employment uses to refer to the Business Park Areas instead of Employment Areas
Section 3.8.2: Encouraging Creative Industries	Amend policies which direct innovation hubs to Employment Areas to direct them to Business Park Areas instead, though note that they should still be located close to Industrial Employment Areas.
Section 3.8.3: Promoting Green Employment	No change.
Section 3.8.4: Protecting Employment Areas	Amend preamble to include a description of the new Employment Area framework described in Figure 6-1, noting that only the Industrial Employment Area is protected under the PPS, 2024 and the <i>Planning Act</i> .
	Amend policies which refer to specific tests for conversion of Employment Areas to conform with the new tests prescribed in the PPS, 2024, and only refer to the Industrial Employment Areas.
	Amend policies which refer to general protections of employment lands to refer to both Business Park Areas and Industrial Employment Areas.
	Remove the requirement for a municipal comprehensive review for conversions.

Official Plan Section	Recommended Action
	Amend the language of “conversion” to “removal” for consistency with the PPS.
	Amend policy 3.8.4.1(f) to: only refer to removals in Industrial Employment Areas; remove reference to Regional Employment Areas; and specify that the removal tests must be demonstrated through a peer-reviewed study to align with best practices.
	Amend policy 3.8.4.1(g) to expand the list of non-employment uses to include non-ancillary office uses
	Introduce new criteria for the re-designation of lands in Business Park Areas for a residential use, which are not as stringent as Employment Area tests, but which require land use incompatibility to be minimized, and job supply to be maintained.
Schedule Recommendations	No change.

### 6.2.3 Land Use Strategy (Section 6)

Section 6 of the 2025 Official Plan contains the land use strategy for the Town, which operationalizes and implements the vision and policy intentions of all other policies in the plan into land use designations which inform the Zoning By-law. As with recommendations for Sections 2 and 3.8 of the 2025 Official Plan, the intention of the policy recommendations for Section 6 are to maintain as much of the deferred policies as is feasible to reflect the detailed planning and visioning that occurred through the *Re-Imagine Stouffville* Official Plan Review process. This means that the existing development policies for these sections are recommended to remain the same for both the Business Park and Industrial Area land use designations throughout Stouffville, Gormley, and Vandorf. Consequently, the recommendations found in **Table 6-3** are targeted towards updating the designation names and permitted uses to meet the new Employment Areas framework.

**Table 6-3: Policy Recommendations for Section 6 of the Official Plan**

Official Plan Section	Recommended Action
Section 6.4.18: Stouffville Business Park Area	Update permitted and prohibited uses to reflect the new expansion of use permissions recommended for these areas.
Section 6.5.2: Gormley Business Park Area	Update permitted and prohibited uses to reflect the new expansion of use permissions recommended for these areas.
Section 6.5.3: Gormley Industrial Area	Change designation name to “Industrial Employment Area”.
	Remove permitted uses which do not align with the <i>Planning Act</i> , and add new prohibited uses.
	Add a policy permitting all uses which were lawfully established before October 20, 2024, to continue as legally existing uses.
Section 6.8.4: Vandorf Industrial Area	Change designation name to “Industrial Employment Area”.
	Remove permitted uses which do not align with the <i>Planning Act</i> , and add new prohibited uses.
	Add a policy permitting all uses which were lawfully established before October 20, 2024, to continue as legally existing uses.

Section 6.4.19: Stouffville Industrial Employment Areas (New section)	Introduce a new designation to implement the protected Industrial Employment Area designation on lands recommended for retention as Employment Areas in Section 5.2.1 of this Paper.
	Add a policy permitting all uses which were lawfully established before October 20, 2024, to continue.
Schedule D: Stouffville Land Use Designations	Implement the Industrial Employment Area designation on lands recommended for retention as Employment Areas in Section 5.2.1 of this Paper.
	Implement the Business Park designation on lands recommended for removal as shown in Section 5.2.4 of this Paper.
Schedule G: Vandorf Land Use Designations	Change designation name to “Industrial Employment Area”.
	Implement the Business Park designation on lands recommended for removal as shown in Section 5.2.4 of this Paper.
Schedule H: Gormley Land Use Designations	Change designation name to “Industrial Employment Area”.
	Implement the Business Park designation on lands recommended for removal as shown in Section 5.2.4 of this Paper.

In addition to the recommended changes in **Table 6-3**, it is recommended that the Business Park designations be amended to permit a wider range of non-employment uses to both codify existing uses and allow these areas to become more flexible to support a wider range of uses and advance the Town’s policies around complete communities.

The following uses are proposed to be permitted in the expanded Business Park areas. This list was developed by analysing existing permissions, reviewing best practices from other municipalities, and reviewing economic development goals for the Town. This list is preliminary, and will be dependent on the approach taken.

- **Restaurants, food service, and culinary uses:** Food related uses may be considered employment supportive uses as they could serve surrounding employment uses, though care should be taken to prevent excessive intrusion into the Business Park areas to reduce costs. Accessory restaurants, such as cafeterias or internal food courts can also serve this function, and may be permitted within Employment Areas as well. Other culinary uses such as wholesale food production or commissaries should be permitted as-of-right.
- **Hotels, tourism, and destination uses:** Hotels are currently permitted in the Business Park areas, and are important supportive uses for knowledge-based employment uses such as research & development or major office uses. There is also potential for the Business Park areas to host expanded tourism functions, such as recreation or entertainment uses. This could be supported through larger comprehensive plans, such as block plans.
- **Recreation and entertainment uses:** Expanding on hotel and tourism uses, the Business Park areas have the potential to host specialized entertainment districts which are otherwise incompatible with residential uses. This could include commercial recreation uses, cultural and entertainment uses, or private social and recreational clubs.

- **Retail and wholesale uses:** Retail uses are explicitly prohibited from Employment Areas by the *Planning Act*, though these uses play an important role in supporting manufacturing and warehousing uses. The Business Park areas currently permit some retail uses, though there are options for how to expand these uses in the expanded designation. Accessory retail stores may still be permitted in Employment Areas, though the expanded Business Park areas should consider permitting industry focused and specialty retail outlets which would be unsuitable for mixed use commercial environments.
- **Offices, business services, and incubator spaces:** Business Park areas are currently one of the only designations which permit major office uses. With their prohibition within the protected Employment Areas, this leaves a significant gap in the Town's planning framework. All types of offices and their supporting services should therefore be permitted within the expanded Business Park designation.
- **Education, commercial schools, and training facilities:** Educational uses are another example of uses which may be inappropriate for mixed-use environments, as they typically require larger floor plates and specialized facilities. All educational facilities should be permitted in the expanded Business Park designation.
- **Cultural production studios and workshops:** Business Park areas are especially suited for studios and soundstages, as these uses typically require larger buildings with specialized equipment, and can produce louder noises. These uses are also not recommended to be located near residential uses. Cultural production uses can also include artisan workshops and specialty manufacturing which are smaller in scale, and should be enabled in the expanded Business Park areas.
- **Warehousing and self storage facilities:** While warehouse uses are a key focus of Employment Areas, self storage facilities would not meet the new Provincial criteria. Self-storage facilities are a relatively inefficient use of land. However, they can be configured in a multi-storey fashion, unlike a traditional warehouse.
- **Service, repair, and trade support uses:** Employment supportive uses such as repair and service facilities or business that support the trades should be prioritized in the Business Park areas, as they will improve the efficiency of the Town's Employment Areas.
- **Automotive, equipment and fleet services:** The Town's Business Park areas may be the most suitable locations for businesses that specialize in large equipment or automotive uses. As the Official Plan restricts automotive uses in most designations, the Town must provide some locations where they are permitted. Nonetheless, the Zoning By-law can restrict the location of these uses to specific areas, such as the Automall area of Stouffville.
- **Animal care and related uses:** Veterinary clinics and pet boarding services are generally incompatible with residential uses, and the Town should consider permitting these uses in the expanded Business Park areas.

- **Environmental and utility uses:** While environmental conservation and public utility uses are generally permitted in all areas of the Town, specific uses have greater environmental impacts and should therefore be removed from residential environments. Recycling transfer stations and dry cleaning facilities should be permitted in the expanded Business Park areas.
- **Technology, data, and telecommunications uses:** Technological uses such as datacentres or centralized telecommunications facilities are not typically obnoxious, though they provide little in terms of public realm activation or placemaking. As such, these uses may be incompatible in mixed use or residential areas, and should be permitted in the expanded Business Park areas.

The uses in the above list would be applied to the land use designation in the Official Plan. Consequently, this would give the Zoning By-law the ability to regulate specific locations and groupings of each use. The Zoning By-law would also be able to add specific restrictions on built form and application of each use, which could differ in different areas of the designation.

### 6.3 Key Topic: Outdoor Storage

Outdoor storage refers to land used to store and stage items such as trailers, containers, vehicles, equipment, and materials that do not require an enclosed building. These sites support logistics and distribution by providing secure yard capacity for parking, transfer, and short- to medium-term holding. Outdoor storage is often most effective in locations with strong access to highways and freight infrastructure, where efficient circulation and multiple entry points improve operations. As supply chains and e-commerce networks have expanded, open storage has become a more purposeful real estate solution with lower development intensity than traditional warehouse space<sup>8</sup>. Although outdoor storage can be beneficial to businesses and Employment Areas, they are often discouraged in municipalities for reasons relating to their unpleasant appearance, poor land utilization, and potential environmental impacts. Outdoor storage can also refer to accessory storage of merchandise to be sold, such as a display court or a garden centre.

The Town's current Zoning By-law only permits outdoor storage as an accessory use, and prohibits standalone outdoor storage uses on vacant lots. The Zoning By-law permits accessory outdoor storage only when it is located and designed to minimize visibility and avoid land-use conflicts. It is not allowed in the front yard or an exterior side yard, and it cannot be located in any yard that abuts a residential or institutional zone. The Zoning By-law also clarifies that these provisions are not intended to restrict the routine parking of motor vehicles or commercial vehicles that are associated with a permitted use, including vehicles held for sale or awaiting repair. While accessory outdoor storage is generally not permitted within required yards for the zone, an exception is provided where a rear yard or interior side yard borders an employment or commercial zone, in which case storage may be allowed if it is set back at least 3.0 metres from the rear or interior side lot line. Where accessory outdoor storage is permitted, the Zoning By-law requires the area to be screened on all sides using an opaque fence, landscaping, or

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<sup>8</sup> <https://urbanland.uli.org/issues-trends/the-rising-promise-of-industrial-outdoor-storage>

a combination of both, and any fencing must comply with the Town's Fence By-law. In addition to the general provisions, the Zoning By-law provides the following regulations for individual zones:

- Outdoor storage is permitted accessory to retail stores in all commercial zones except the Commercial Recreation (CR) zone, provided a 10 m buffer is provided between the use and any residential or institutional zone.
- Additionally, outdoor storage is expressly prohibited accessory to manufacturing uses in the Commercial Residential Mixed – Western Approach (CM2) zone.
- Outdoor storage is permitted accessory to all uses in the EL, EL-G, EH, EH-G, EX, and ED zones, subject to the general provisions of the Zoning By-law. However, accessory outdoor storage may only be used for the temporary storage of finished or almost finished products that are processed, manufactured, serviced, or used by the main use on the parcel.
- Outdoor storage is limited to 20% of lot area in the EL, EL-G, and ED zones.
- In the EH and EH-G zones, outdoor storage is permitted on up to 40% of the lot area for parcels less than 2.4 ha, and 60% on parcels greater than 2.4 ha. In Gormley, this is increased to 80% of lot area.

The Town's Official Plan broadly discourages accessory outdoor storage uses, with the use generally prohibited in most commercial designations. Nonetheless, exceptions are made for seasonal and temporary garden centres and similar uses that require merchandise to be stored outside of a retail store. The Official Plan does permit accessory outdoor storage in some designations, such as the Industrial Area and Agricultural Area designations. However, the use is discouraged, with the designations stating that accessory outdoor storage must be kept to a minimum, and screened from public view.

#### **Recommendation: Accessory Outdoor Storage**

##### **Continue to apply strict landscaping and screening requirements for accessory outdoor storage**

– These uses are often considered to be obnoxious, and mitigation measures must continue to be required. Exceptions can be made for temporary or seasonal outdoor storage of merchandise to be sold, such as garden centres.

#### **Recommendation: Standalone Outdoor Storage**

**Introduce standalone outdoor storage as an option for Employment Areas and Business Park Areas** – Standalone outdoor storage related to goods movement may constitute a permitted use under the new legislative and policy framework for Employment Areas, and the Town could consider introducing an option for these uses to be established in the new Business Park areas.

## 6.4 Zoning Directions

As discussed in previous sections, the in-effect Zoning By-law for the Town has not been updated to implement the policies of the 2025 Official Plan, and instead corresponds with the 2004 Official Plan's employment framework. As the 2025 Official Plan's policies related to Employment Areas have been deferred, some policies from the 2004 Official Plan and the various Secondary Plans remain in effect. Notwithstanding these plans, planning decisions are still required to be consistent with the policies of the PPS, 2024.

As noted in Section 4.3 of this Paper, a fulsome recommendation for the Zoning By-law review project can only be conducted once the Official Plan policies have been updated to reflect the new legislative and policy context. Instead, this Paper provides a preliminary assessment of both the deferred policies, and the impact that they would have on the Zoning By-law. **Figure 6-2** introduces a zoning framework which is aligned with the recommendations found in this Paper, and incorporates both the proposed Employment Area changes, as well as the overall land use strategy which was approved for the Town. Notably, the proposed framework drops from 8 employment zones to 5, with only a single zone designed to implement the protected Employment Areas policies of the Official Plan. This new "Industrial Employment Zone" is intended to reflect the recommended "Industrial Employment Area" designation and should be applied uniformly throughout the Town. The parent zone could still be broken into sub-zones, or use overlays/suffixes to regulate context specific conditions. For instance, it is recommended to carry the water restriction suffix forward, limiting uses in Gormley and Vandorf to dry industrial uses only. This framework also sees the removal of the Employment Light zones, reflecting the intention of the 2025 Official Plan to increase intensity in the areas which house light industrial uses. Instead, these areas are recommended to adopt the Employment Business Park zone, which is recommended to retain its context-specific approach by providing a specific zone for both Gormley and Stouffville.

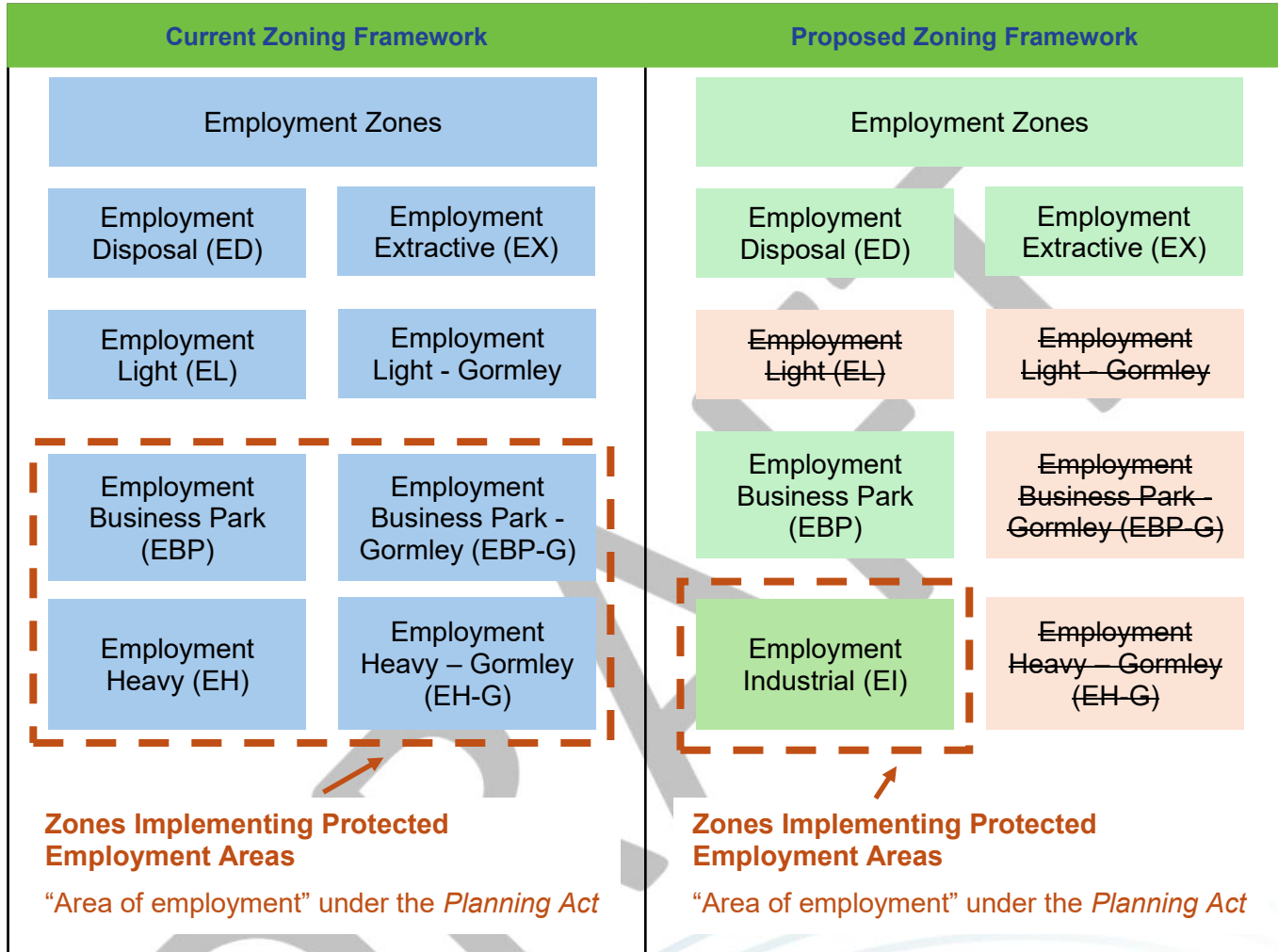


Figure 6-2: Current and proposed zoning frameworks for Employment Lands

In addition to a new zone framework, the updated Zoning By-law must take into consideration the broader land use directions from the Official Plan, such as policies related to incorporation of Employment Lands as part of a complete community. These policies can be implemented through built form requirements, such as minimum and maximum front-yard setbacks, screening and landscaping requirements, and structure regulations. A broad direction identified through the other Discussion Papers in this series has identified form-based codes as a tool which can guide the Zoning By-law in implementing a stronger urban design vision. It is also recommended that the Zoning By-law review project undertake a detailed analysis of the different types of employment uses which are currently not considered by the framework, which would be conducted as part of the Zoning Strategy Report.

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## 7. Conclusion

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This Paper provides a review of Whitchurch-Stouffville’s existing Employment Areas in light of the recent changes to the *Planning Act* and the PPS, 2024. These Provincial updates narrow the definition of “Employment Areas”, shifting long-standing expectations for municipalities, and prompting a careful reassessment of the policies in the 2025 Official Plan which were deferred from approval by the Ministry of Municipal Affairs and Housing. The analysis undertaken in this Paper confirms that while some of the Town’s existing Employment Areas function in a manner which is compatible with the new legislative and policy framework, other areas have evolved in such a way that their functions are incompatible with the stated purpose of the Province’s protected Employment Area framework.

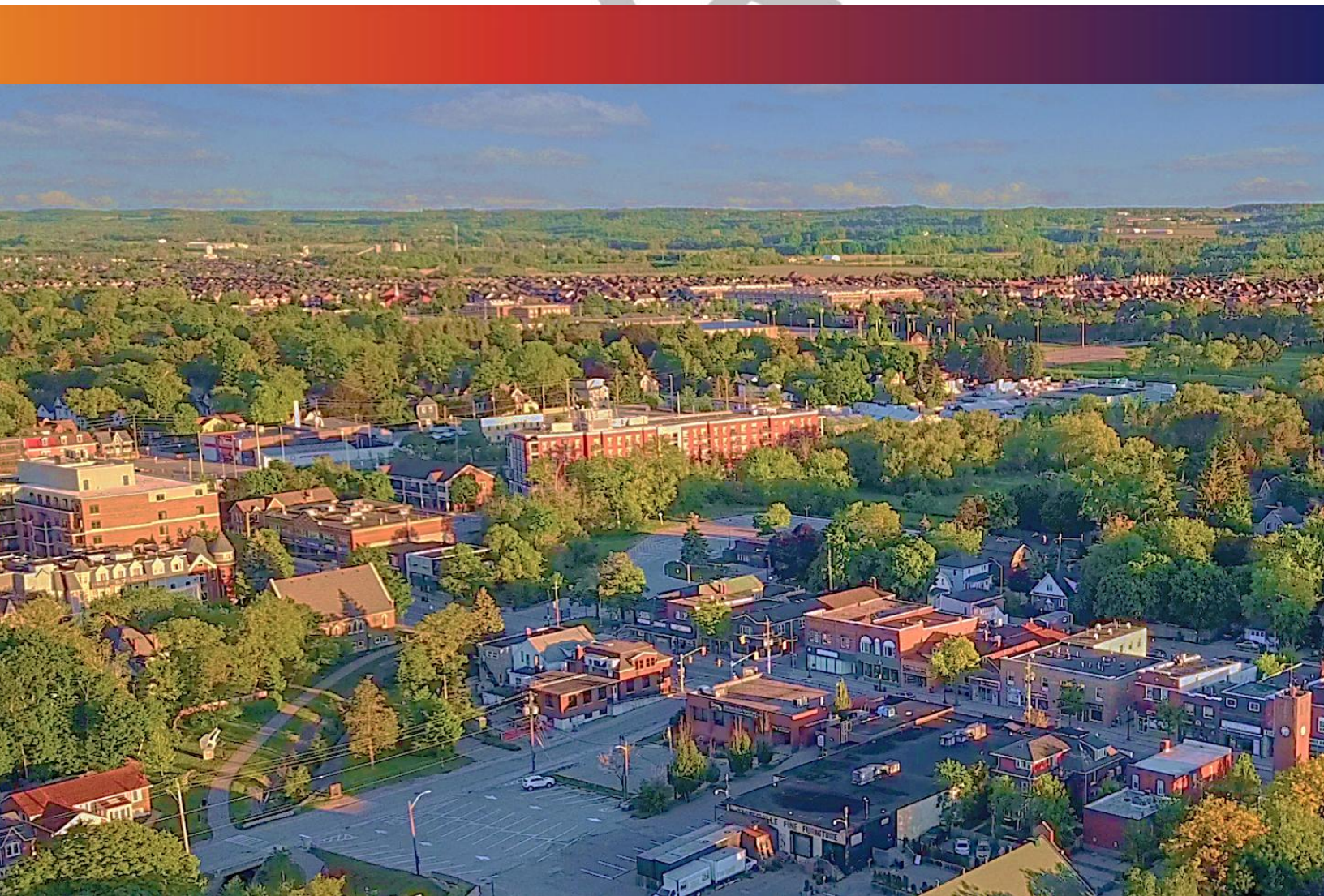
A detailed examination of land use patterns, Provincial policy conformity, transportation analysis and compatibility revealed that the Employment Areas in Gormley and Vandorf continue to be major industrial anchors for the Town. This function is aided by larger parcel sizes, proximity to Highway 404, and ongoing suitability for goods-movement and manufacturing industries. In contrast, many of the Business Park areas in the Community of Stouffville have transitioned towards a mix of commercial, office, and institutional functions which indicate the need for greater flexibility rather than continued protection under the Province’s strict Employment Area criteria.

The recommendations in this Paper set out a path to update the Town’s land-use policy framework to comply with the new legislative and policy context. They include amending the employment framework to introduce a two-tier structure which distinguishes between protected Industrial Employment Areas and the more flexible Business Park Areas. This update is accompanied by recommendations for how the proposed framework could be translated into the Zoning By-law, incorporating a consolidated and simplified zoning structure which incorporates the recommended changes to the Official Plan along with the overall intention of policies which are not being modified.

Overall, this Paper provides recommendations for a comprehensive and balanced framework to guide the Town of Whitchurch-Stouffville in protecting its employment land base, supporting economic growth, and aligning with the new Provincial direction. The policy recommendations in this Paper are intended to inform an OPA which would bring the entirety of the 2025 Official Plan into effect, and support the Town’s efforts to update their Zoning By-law.

# Appendices

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# Appendix A – York Region Official Plan Policies

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Appendix A contains plain text policies within the York Regional Official Plan which pertain to Employment Areas.

## **YORK REGION EMPLOYMENT AREA POLICIES:**

4.3.12 That local municipalities shall identify core Employment Areas and supporting Employment Areas in local official plans, within the Employment Areas as shown on Map 1A.

4.3.13 That local municipalities shall identify the majority of their Employment Areas as core Employment Areas and that supporting Employment Areas shall generally be limited to the periphery of Employment Areas adjacent to arterial roads.

4.3.14 That the following uses shall not be permitted in Employment Areas identified on Map 1A:

- a. Residential;
- b. Long-term care homes;
- c. Retirement homes;
- d. Boarding schools; and
- e. Other uses where individuals reside on a temporary or permanent basis, excluding hotels.

4.3.15 That, in addition to the uses listed in policy 4.3.14, the following uses shall not be permitted in core Employment Areas:

- a. Major retail;
- b. Institutional uses; and
- c. Retail uses that are not accessory.

4.3.16 That expansions to existing uses in Employment Areas established prior to the date the Plan came into effect and that do not conform with policies 4.3.14 and 4.3.15 are discouraged, and if they do occur shall have regard for existing adjacent Employment Areas.

4.3.17 That where permitted in local official plans, local municipalities shall determine the location, threshold, amount and size of major retail and ancillary retail uses in supporting Employment Areas that is commensurate with the planned function and size of the overall Employment Area.

4.3.18 To support and encourage local municipalities in identifying employment lands within Urban Areas and towns and villages identified on Map 1 beyond those identified as Employment Areas in Map

1A and in protecting these lands for employment uses over the long-term. These areas should be planned and developed in accordance with the policies in Section 4.3 of the Plan, as appropriate.

4.3.19 That for employment lands outside of Employment Areas on Map 1A identified as per policy 4.3.18, local municipalities shall establish criteria to ensure that the redevelopment of any employment lands will retain a comparable or greater number of jobs and redesignation shall require Regional approval.

4.3.20 That the conversion of lands within Employment Areas identified in Map 1A to non-employment uses shall only be considered through a municipal comprehensive review. The change of core Employment Area to supporting Employment Area through a local OPA shall require Regional approval.

4.3.21 That development in Employment Areas be planned to achieve the minimum density targets (measured as jobs per hectare in the developable area) in Table 5 and Appendix 1 of the Plan.

Table 5 – Employment Zone Density Targets (developable area)

Regional Employment Area	Minimum Density Target (Jobs per hectare)
East Markham	50
Highway 400 North	55
Highway 400 and 407	10
Highway 404 North	55
Highway 404 and 407	100
Schomberg, Nobleton, Mount Albert, Holland Landing, Peffer law	25
Stouffville	35
West Vaughan	30

Note: That employment densities apply on an average basis as set out in Table 5, not on an Employment Area by Employment Area or parcel by parcel basis.

4.3.22 That local municipalities, in consultation with York Region, prepare secondary plans or equivalent comprehensive planning studies for new Employment Areas that meet or exceed the minimum density targets in Table 5 and in accordance with applicable policies of the Plan.

4.3.23 To encourage local municipalities to update existing secondary plans and/or redevelopment plans to meet or exceed the minimum density targets in Table 5, where possible given the local context and in accordance with other applicable policies of the Plan.

4.3.24 To encourage employment intensification and higher density employment uses in strategic growth areas and adjacent to existing and future rapid transit corridors.

4.3.25 That development within existing and new Employment Areas be designed to maximize walkability, provide for a mix of amenities and open space and enhance access and connectivity to a range of transportation modes including transit and active transportation where appropriate.

4.3.26 To require flexible and adaptable Employment Areas that include street patterns and building design and siting that allow for redevelopment and intensification.

4.3.27 To support the development of a safe, desirable, and sustainable built environment in Employment Areas.

4.3.28 To require local municipalities to develop urban design guidelines as part of secondary plans or alternative comprehensive plans for new Employment Areas. Local municipalities are encouraged to refer to York Region's New Communities Guidelines and policy 2.3.13 of the Plan when developing urban design guidelines.

4.3.29 To encourage local municipalities to use tools such as Business Improvement Areas or Community Improvement Plans to promote redevelopment and improvements to built form and accessibility in Employment Areas.

4.3.30 To require local municipalities to include policies within local official plans and secondary plans for new Employment Areas, which address the interface between urban and agricultural land uses. Impacts to agricultural operations are to be mitigated to the extent feasible through future planning approvals

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## Appendix B – Town’s 2025 Official Plan Policies (Deferred)

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Appendix B includes plain-text copies of policies contained in the 2025 Official Plan which pertain to Employment Areas.

### 3.8.1.1 The Town will:

- a. Implement the Town’s Economic Development Strategy, as amended, in order to:
  - i. Integrate and align land use planning and economic development goals and strategies to retain and attract investment and employment;
  - ii. Create high-quality employment opportunities for residents;
  - iii. Reflect evolving economic trends; and,
  - iv. Support access to employment opportunities for Town residents.
- b. Conduct periodic employment surveys and/or business counts to support implementation, review, and monitoring of the Town’s Economic Development Strategy.
- c. Require flexible and adaptable Employment Areas that include street patterns and building design and siting that allow for redevelopment and intensification.
- d. Limit and/or mitigate land use incompatibilities where necessary to protect public and environmental health and safety.
- e. Ensure development within new Employment Areas is designed to minimize surface parking, maximize walkability, provide for a mix of amenities and open space, and enhance access and connectivity to a range of transportation modes, including transit and active transportation where appropriate.
- f. Recognize the importance of Employment Areas in accommodating knowledge-based sectors in addition to traditional industrial sectors, including a range of office uses and integrated uses which can be appropriately sited within Employment Areas (e.g., a site with integrated distribution and corporate office uses).
- g. Enable Employment Areas to offer a broad range of building space market choice (e.g., business centres and incubators) for a range of business sizes (including small businesses) that have proximity to employment-supportive uses and access to public transit and active transportation.

- h. Ensure that the retail, personal service and commercial functions in the Western Approach Business Park Area lands continue to evolve, and expand to serve as ancillary uses to the business functions.
- i. Protect Employment Areas located adjacent to, or in proximity of, goods movement facilities and corridors, including existing and future major highways and interchanges, for manufacturing, warehousing, logistics, and appropriate associated uses.
- j. Plan to accommodate prestige employment uses at strategic locations along the Highway 404 Corridor and prominent gateways within the Town that are amenity rich and located within proximity to Whitchurch-Stouffville's growing labour force.
- k. Work with the Region to assist, where feasible and appropriate, in the implementation of York Region's Economic Development Action Plan.
- l. Work with the Region and the local business community to support and strengthen the Region's economic clusters by connecting with employers and establishing and strengthening partnerships with Boards of Trade, Business Improvement Associations, Chambers of Commerce, and companies.
- m. Support the development of complete, healthy, and vibrant communities by balancing residential and employment uses throughout the Town, improving the possibilities for working and living in close proximity.
- n. Support a diverse workforce by providing a mix and range of housing options and tenures, including affordable housing, in alignment with the housing policies of this Plan.
- o. Support equitable access to employment and economic development opportunities for equity-seeking groups, such as youth, Indigenous Communities, persons with disabilities, single parents, and newcomers.
- p. Support a connected and multimodal transportation system within the Town and Region to support employment opportunities and encourage ongoing investment.
- q. Enhance and protect the Town's long term fiscal position through increased non-residential tax assessment by attracting new employment opportunities.
- r. Prioritize the provision of full municipal services in Employment Areas to accommodate more intensive and higher order employment uses.
- s. Ensure Employment Areas are serviced with leading edge telecommunication services to attract knowledge-based industries and to support the technological advancement and growth of existing businesses.
- t. Support the development of a safe, desirable, and sustainable built environment in Employment Areas.
- u. Develop urban design guidelines as part of Secondary Plans or alternative comprehensive plans for new Employment Areas.

- v. Promote opportunities to ensure that Employment Areas can be safely accessed through sustainable and active forms of transportation.
- w. Require that Secondary Plans and development within existing and new Employment Areas address the interface between urban and agricultural land uses in order to mitigate any potential impacts to agricultural operations to the extent feasible, through future planning approvals, and subject to an Agricultural Impact Assessment.
- x. Consider the development of a Tourism Strategy to support local jobs and economic development, particularly with respect to:
  - i. Eco-tourism, including the development of trail systems and other recreational opportunities through partnerships, including York Region, the Oak Ridges Moraine Trail Association, and the Greenbelt Route;
  - ii. On-farm diversified uses and agri-tourism, in accordance with the policies of this Plan; and,
  - iii. New methods for encouraging the development of the tourism base in the Town including development of the arts and culture sector, and capitalizing on existing cultural heritage resources, events, and festivals.

#### 3.8.2.1 The Town will:

- a. Implement the Town's Economic Development Strategy to support the growth and enhancement of cultural industries, knowledge-based industries, and innovation and technology sectors.
- b. Encourage and support the growth and expansion of creative and cultural industries by working collaboratively with the community, artists, actors and performers, writers and designers, cultural workers, and organizations recognizing the important role this sector plays within the Town's economy and contribution to unique sense of place.
- c. Recognize and leverage the creative economy as a significant growth opportunity by creating linkages between the Town's cultural and agricultural assets, such as museums, special event venues, galleries, artist studios, vineyards, and agri-tourism related businesses.
- d. Ensure that zoning by-laws are up to date, conform with this Plan and are consistent with the Town's Economic Development Strategy to allow for flexibility for home-based businesses.
- e. Work with the York Region Small Business Enterprise Centre to encourage and facilitate opportunities to allow for small businesses to operate and succeed within the Town.
- f. Develop partnerships with York Region, other local municipalities, and other relevant organizations to encourage and support entrepreneurship, innovation, commercialization and investment in the Town's local creative industries.

- g. Promote and encourage the Town-wide Community Improvement Plan as a tool to attract businesses, improve buildings, grow tourism, and help home-based businesses move into brick-and-mortar locations.
- h. Attract entrepreneurs and investors in creative industries by:
  - i. Supporting opportunities for local economic and community resilience through development, revitalization, and renewal;
  - ii. Partnering with local organizations to develop community economic development opportunities; and,
  - iii. Encouraging entrepreneurial opportunities by supporting flexible and non-traditional workplace locations.
- i. Partner with existing and prospective businesses to facilitate economic growth and opportunity, with a particular focus on supporting and providing opportunities for small and medium-sized businesses, local business and local economies.
- j. Facilitate opportunities for short-term and flexible use of industrial and commercial spaces for office space through programs and zoning flexibility.
- k. Support and advance the development of innovation hubs in Employment Areas and Major Transit Station Areas to provide space for meeting people who interact, create, undertake, work and innovate together.

#### 3.8.4.1 The Town will:

- a. Recognize that Employment Areas are strategic and vital to the Town and York Region's economy, and necessary to achieve the Town's employment forecasts.
- b. Regularly monitor the location, type and characteristics of businesses and the supply of serviced employment land in collaboration with the Region.
- c. Protect existing and intended uses in employment lands from other uses that may jeopardize the continued viability of the existing and intended employment uses and their expansion in the future.
- d. Prohibit the conversion of employment lands to non-employment uses on lands identified as Regional Employment Area overlay on Schedule A – Town Structure and Schedule D – Stouffville Land Use Designations, except through a Municipal Comprehensive Review undertaken by York Region.
- e. Ensure that expansions to existing uses in Employment Areas established prior to the date this Plan came into effect and that do not conform with the policies of this Plan are discouraged, and if they do occur shall have regard for existing adjacent Employment Areas.
- f. Prohibit the conversion of lands designated Industrial Area or Business Park Area, that are not within the Regional Employment Area overlay as identified on the applicable Land Use Schedules, to a non-employment use unless deemed appropriate through an amendment to this

Plan, subject to Regional approval, and where it is demonstrated to the satisfaction of the Town, that:

- i. There is a need for the conversion;
  - ii. The lands are not required over the horizon of the Plan for the employment use they are designated;
  - iii. The Town will maintain sufficient employment land to meet the employment forecasts of this Plan;
  - iv. The conversion will not impact the achievement of the Town's overall intensification and density targets
  - v. There is existing or planned infrastructure and public service facilities to accommodate the proposed conversion;
  - vi. The lands are not identified as a Regional Employment Area;
  - vii. The lands do not affect the operations or viability of existing or permitted employment uses on nearby lands, and the proposed uses are compatible with surrounding land uses;
  - viii. A comparable or greater number of jobs will be achieved on the site through the proposed conversion; and,
  - ix. Cross-jurisdictional issues have been considered.
- g. For the purposes of this Plan, the following uses are considered non-employment uses and would constitute an Employment Area conversion as per the policies of this Plan:
- i. Residential uses, or uses where individuals reside on a permanent basis, excluding hotels;
  - ii. Retirement homes;
  - iii. Boarding schools;
  - iv. Institutional uses, including long-term care homes and places of worship;
  - v. Major retail uses; and,
  - vi. Non-ancillary commercial and retail uses.
- h. Work with the Province and York Region to identify additional lands along the Highway 404 Corridor as Provincially Significant Employment Zones to accommodate future Employment Areas beyond the horizon of this Plan, which are well-served by major transportation and goods movement corridors.

#### 2.9.6.1 The Town will:

- a. Work with the Province, neighbouring municipalities, Metrolinx, CN and CP Rail, and surrounding jurisdictions to plan for, protect and promote an interconnected and efficient multimodal goods movement network that links local municipalities, Employment Areas and surrounding areas, utilizing Provincial highways, Regional streets and rail corridors to meet current and future needs.
- b. Focus freight-intensive land use to areas well served by major highways, airports, and rail facilities, and encourage freight and logistics uses to locate in clusters that create synergies within the goods movement industry.
- c. Facilitate and concentrate truck traffic and farm equipment traffic along selected strategic goods movement corridors to support the efficient functioning of Employment Areas and agricultural lands.
- d. Consider goods delivery and truck accommodation in the design of site plans, such as the provision of off-street loading facilities for commercial and employment uses and ensure their compatibility with adjacent uses through separation, buffering, and landscaping.
- e. Develop, where required, specific goods movement and delivery strategies for mixed use neighbourhoods and intensification areas.
- f. Consider the regulation of truck delivery times and the implementation of curb-side management strategies to facilitate loading and delivery activities.
- g. Support the introduction of package drop-off stations in designated mixed use and commercial areas, in accordance with the land use policies of this Plan.
- h. Avoid the location of land uses sensitive to noise and vibration and safety issues, in proximity to highways, rail corridors and major facilities. If avoidance is not possible, appropriate design and buffering from sensitive land uses is required to protect the long-term viability of such facilities, in accordance with Provincial guidelines
- i. Require heavy truck traffic to be located in areas near and adjacent to Provincial highway interchanges, and to protect land in those locations for that purpose.
- j. Plan for goods movement, to support and enhance the Agricultural System to ensure uses and infrastructure are compatible with agricultural uses, where possible in terms of size, scope, and impact, and roads are designed and maintained to accommodate the safe movement of farming equipment.
- k. Promote directing the movement of hazardous goods to rail and roadways outside of the Town's settlement areas to minimize risks and ensure the safe and efficient movement of goods, where possible.
- l. Minimize the adverse noise and pollution impacts associated with heavy truck traffic particularly in residential areas through the following measures:

- i. Through-truck movement to be prohibited on collector and local roads within residential neighbourhoods;
- ii. Activities generating substantial truck traffic will be encouraged to locate near Provincial highways and major arterial roads;
- iii. Work with the Region and Province to improve connections between highways, arterial roads, and rail facilities to ensure that through traffic is concentrated on major arterial roads and highways and provide separation from residential areas; and,
- iv. Regulate construction traffic through built-up communities to mitigate the impacts from noise, dust, mud, and pollution, to the public.

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# Appendix C – Zoning By-law Provisions

Appendix C contains the full use and regulation matrices which exists in Zoning By-law 2010-ZO, including all additional provisions.

## By-law Section 7.1: Permitted Uses, Buildings and Structures

Legend:	Employment Uses		Accessory Uses		Ancillary Uses		Non-Employment Uses	
	EL	EL-G	EH	EH-G	EX	ED	EBP	EBP-G
Abattoir			✓					
Accessory Outdoor Storage	✓(3)	✓(3)	✓(3)	✓(3)	✓(3)	✓(3)		
Accessory Restaurant							✓(4)	
Accessory Retail Store	✓(1)	✓(1)	✓(2)	✓(6)			✓(1)	✓(1)
Adult Retraining Schools				✓			✓	✓
Agricultural Uses, Buildings and Structures					✓			
Automobile Service Station				✓				
Boat and Marine Supply, Storage, Repair or Sales				✓				
Building Supply and Equipment Depot				✓				
Bulk Storage Tank			✓	✓				
Business Services							✓	
Cannabis Processing (9)(10)								
Club	✓	✓	✓				✓	
Commercial School	✓	✓					✓	
Commercial Recreation							✓	
Contractor's Yard			✓					
Day Care Centre	✓(5)	✓(5)	✓(5)				✓	✓(5)
Dry Cleaning Establishment				✓				
Equipment Sales and Rental	✓	✓	✓					
Farm Implement Sales and Service								

Legend:	Employment Uses		Accessory Uses		Ancillary Uses		Non-Employment Uses	
	EL	EL-G	EH	EH-G	EX	ED	EBP	EBP-G
Uses, Buildings and Structures								
Feed Mill								
Fitness and Recreation Facilities							✓	✓
Foundry			✓	✓				
Heavy Equipment Sales and Service			✓	✓				
Hotel, Conference, Convention or Banquet Facility							✓	
Manufacturing or Assembling or Processing	✓	✓	✓	✓			✓	✓
Mineral Aggregate Operation					✓			
Motor Vehicle Body Repair Shop	✓	✓	✓	✓				
Office	✓	✓	✓(5)	✓			✓	✓
Organic Composting Facility						✓		
Peat Extraction					✓			
Pit or Quarry					✓			
Place of Worship								
Portable Asphalt Plant					✓			
Printing Plant	✓							
Private Club				✓				
Public Garage	✓	✓	✓	✓				
Public Storage Facility	✓(3)	✓	✓(3)					
Research and Development Establishment	✓	✓	✓	✓			✓	✓
Recording Studio	✓	✓					✓	
Recreational Vehicle Sales and Service			✓					
Salvage or Wrecking Yard						✓		
Sawmill			✓					
Service Establishment	✓	✓	✓	✓			✓(1)	✓
Transportation Terminal			✓	✓	✓(8)	✓		

Legend:	Employment Uses		Accessory Uses		Ancillary Uses		Non-Employment Uses	
	EL	EL-G	EH	EH-G	EX	ED	EBP	EBP-G
Uses, Buildings and Structures								
Warehouse	✓	✓	✓	✓			✓	✓
Waste Disposal Facility						✓		
Waste Transfer Station						✓		
Wholesale Sales and Distribution				✓			✓	✓
Number of non-conforming Employment Uses	8	8	6	10	5	4	10	4

### 7.1.1 Qualifying Notes to Permitted Uses(2022-067-ZO)(2022-099-ZO)

An accessory retail store shall not exceed 10% of the GFA of the main use.

In EH Zones, an accessory retail store does not include the sale or leasing of vehicles. **(2013-114-ZO)**

Accessory outdoor storage provisions are contained in the regulations of Section 7.2 and the associated Qualifying Notes. **(2011-152-ZO)**

An accessory restaurant is permitted in a building having a minimum gross floor area of 929 m<sup>2</sup> where the maximum size of the accessory restaurant is the lesser of 10% of the GFA of the main building or 110 m<sup>2</sup>. **(2011-152-ZO)**

This use is permitted only if it is accessory to a permitted use.

Not more than 25% of the GFA, each individual unit, may be used as an accessory retail store. **(2011-151-ZO)**

NOT IN USE(2022-067-ZO)

(8) This use is only permitted as an ancillary use to an active aggregate operation **(PL131393)**

(9) Retail as accessory to Cannabis Processing shall be prohibited **(2022-099-ZO)**.

(10) This use shall not be permitted within 1000.0 m of the following uses, as measured from the nearest lot line**(2022-099-ZO)**:

- i) Any Traditional Residential Zone or New Residential Zone
- ii) Day Care Centre
- iii) Group Home
- iv) Hospital
- v) Library

- vi) Long Term Care Facility
- vii) Low Intensity Recreational Uses
- viii) Park
- ix) Place of Worship
- x) Private Home Day Care
- xi) Private Park
- xii) School
- xiii) Senior Citizens Home; and
- xiv) Unserviced Park

(11) In no case shall this use be located closer than 1000.0 m from another Indoor Cannabis Cultivation, Outdoor Cannabis Cultivation or Cannabis Processing use, as measured between the nearest lot lines.

### By-law Section 7.2: Regulations

	EL (14)	EL-G(14)	EH(14)	EH-G(14)	EX (14)	ED(14)	EBP(14)	EBP-G (14)
Minimum Lot Area	0.4 ha	0.8 ha(11)	0.8 ha(11)	0.8 ha(11)	(9)	4 ha	0.4 ha	0.8 ha(11)
Minimum Lot Frontage	30 m	30 m	30 m	30 m	(9)	100 m	30 m	30 m
Minimum Front Yard	7.5 m (3)(7)	10 m (7)	10 m (7)	10 m (7)	(9)	30 m (4)(7)	10 m (7)	10 m (7)
Minimum Exterior Side Yard	7.5 m (7)	10 m (7)	10 m (7)	10 m (7)	(9)	30 m (4)(7)	10 m (7)	10 m (7)
Minimum Interior Side Yard	7.5 m (7)(8)	7.5 m (7)(8)	7.5 m (7)(8)	7.5 m (7)(8)	(9)	15 m (4)(7)(8)	6 m (7)(8)	6 m (7)(8)
Minimum Rear Yard	10 m (7)	10 m (7)(8)	10 m (7)	10 m (7)(8)	(9)	15 m (4)(7)	10 m (7)	10 m (7)(8)
Minimum Yard abutting OS, ENV, R and RN Zones	10 m (1)(5)	30 m (1)(5)	30 m (1)(5)	30 m (1)(5)	(9)	60 m (1)(5)	10 m (5)	30 m (5)
Maximum Floor Space Index	1		1		(9)	1	1	
Minimum Building	n/a	186 m <sup>2</sup>	186 m <sup>2</sup>	186 m <sup>2</sup>	(9)	186 m <sup>2</sup>	n/a	n/a

	EL (14)	EL-G(14)	EH(14)	EH-G(14)	EX (14)	ED(14)	EBP(14)	EBP-G (14)
Gross Floor Area								
Maximum Height of Buildings	20 m	20 m	12 m	12 m	(9)	12 m	20 m	20 m
Minimum Landscaped Area	10% of lot area	10% of lot area	10% of lot area	10% of lot area	(9)	20% of lot area	10% of lot area	10% of lot area
Front Yard Landscaped Area	50% of front yard area	50% of front yard area	50% of front yard area	50% of front yard area	(9)	50% of front yard area	50% of front yard area	50% of front yard area
Accessory Outdoor Storage	20% of lot area (6)(10)	20% of lot area (6)(10)	40% of lot area on lots less than 2.4 ha; 60% of lot area on lots greater than 2.4 ha (10)(11)	40% of lot area on lots less than 2.4 ha; 60% of lot area on lots greater than 2.4 ha (10)(11)(13)	(9)	20% of lot area (10)	n/a	n/a
Maximum Lot Coverage		35%		35%				35%
Minimum Setback to Hedgerow				3 m (12)				3 m (12)

### 7.2.1 Qualifying Notes to Regulations

- (1) Any yard abutting an OS, ENV, FH, R or RN Zone must be landscaped.
- (2) NOT IN USE
- (3) Lots on private services require a minimum 15 m front yard.
- (4) All minimum yards must be screened to create an opaque screen in accordance with the Town's Fencing By-law. **(2013-114-ZO)**

- (5) If the need is established pursuant to Section 3.20 and/or a Natural Heritage Evaluation or Hydrological Evaluation, as applicable, a greater setback may be required.
- (6) An accessory outdoor storage area shall only be used for the temporary storage of finished or semi-finished products, processed, manufactured, assembled, repaired or used on the premises in a building.
- (7) A minimum 4.5 m of the required yard must be landscaped.
- (8) In the case of 2 lots which are combined as part of a singularly planned development with shared parking and loading facilities, no minimum landscaped strip shall be required within the abutting interior side yards.

In the case of 2 abutting lots developed individually, the minimum landscaped strip width within each abutting yard may be 3 m, for a combined landscaped width of 6 m.

- (9) Subject to the standards and regulations in the “Aggregate Resource of Ontario Provincial Standards”.
- (10) Accessory outdoor storage is permitted only as an accessory use to a permitted use taking place in a building on the site and is permitted in rear and side yards only. The area used for accessory outdoor storage shall be screened in accordance with the Town’s Fencing By-law. Notwithstanding any provision in this By-law to the contrary, the minimum landscaped buffer at the property boundary shall be 4.5 m in a lot with accessory outdoor storage. The screening shall not be subject to any minimum yard requirements of this By-law.
- (11) The minimum lot area may be reduced to 0.4 ha subject to the submission and approval by The Town of a hydrogeological report and other technical studies required to verify that the lot at the reduced size can be properly serviced with private well and sanitary services to the satisfaction of the Town. **(2011-151-ZO)**  
**(2016-144-ZO)**
- (12) The minimum setback applies to all buildings and structures, parking areas or accessory outdoor storage. The setback shall be measured from the staked dripline of the hedgerow feature. No re-grading or soil stripping shall be permitted in the setback area. **(2011-151-ZO)**
- (13) For lots that are zoned Employment Business Park-Gormley (EBP-G) and Employment Heavy-Gormley (EH-G) and, in instances where that portion of the lot zoned EH is greater than 2.4 ha in area, the maximum coverage for Accessory Outdoor Storage within the Employment Heavy Zone is 80%. The minimum landscaped buffer at the property boundary of 4.5 shall be required notwithstanding any other provision of this By-law. **(2011-151-ZO)**

- (14) The following regulations shall apply to cannabis processing:

**(2022-099-ZO)**

- i) Minimum Interior Side Yard shall be 30.0 m
- ii) Minimum Exterior Side Yard shall be 30.0 m
- iii) Minimum Front Yard shall be 30.0 m
- iv) Minimum Rear Yard shall be 30.0 m

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## Appendix D – Environmental Land Use Planning Guides

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To support municipalities and planning authorities in implementing the various legislative requirements around industrial uses and environmental protections, the Ministry of Environment, Conservation, and Parks (MECP) published a series of guidelines which outline the intent and application of regulations in relation to sensitive land uses. These documents, known as the “D-series” guidelines, help municipalities and project proponents identify risks, apply appropriate separation distances, and manage servicing-related environmental considerations. The D-series guidelines derive legislative authority from the *Environmental Protection Act*, the *Environmental Assessment Act*, the *Planning Act*, the *Ontario Water Resources Act*, the *Condominium Act*, the *Niagara Escarpment Planning and Development Act*, and the *Pesticides Act*, alongside Ontario Regulations 346 (General – Air Pollution) and 347 (General – Waste Management). As they relate to employment lands, the following D-series guidelines should be consulted when designating Employment Areas:

**D-1: Land Use Compatibility:** Establishes the overarching framework for assessing compatibility between existing or proposed facilities and sensitive land uses. This guideline provides direction on minimizing adverse effects, such as noise, odour, and emissions, using buffers and other planning tools. This guideline applies when a change in land use is proposed and sets the context for the entire D-series. The D-1 series also has three sub-guidelines which apply to all subsequent guides:

**D-1-1: Procedures for Implementation:** Outlines the procedural steps for assessing environmental feasibility, identifying needed studies, and applying mitigation measures. It clarifies responsibilities of proponents, municipal approval authorities, and Ministry staff, and specifies when feasibility and impact studies are required.

**D-1-2: Specific Applications:** Provides applied guidance for particular land user scenarios, such as unique facility types.

**D-1-3: Definitions:** Contains terminology and definitions used throughout the D-series guidelines to enable consistent interpretation and implementation.

**D-6: Industrial Facilities and Sensitive Land Uses:** The D-6 guidelines expand on D-1 by categorizing industrial facilities according to potential impacts, and recommending minimum separation distances to avoid land use conflicts. D-6 also provides guidance on noise, odour, and particulate emissions, encroachment risks, and strategies for buffering and mitigation.

**D-6-1: Industrial Categorization Criteria:** Defines facility categories from Class I to Class III based on potential impacts and the need for separation.

- Class I industries are low-intensity operations that generate minimal off-site impacts, with noise generally inaudible beyond the property boundary and infrequent, low-intensity dust or

odour. They operate on a small scale, typically indoors, with no outdoor storage and low probabilities of fugitive emissions. Activities usually occur only during daytime hours and involve limited truck or product movement. Examples include electronics repair, furniture refinishing, beverage bottling, and laundry services.

- Class II industries represent moderate-intensity uses with impacts that may occasionally be detectable off-site, such as audible noise or more frequent and sometimes intense odours or dust. While ground-borne vibration may occur, it is generally not perceptible off-property. These facilities may store materials outdoors, run shift operations, and have frequent daytime truck movements. They feature medium production levels and open processes with periodic minor emissions. Representative uses include magazine printing, paint spray booths, electrical manufacturing, and dry-cleaning facilities.
- Class III industries are high-intensity operations with frequent audible noise, persistent or intense odours or dust, and ground-borne vibrations often perceptible off-site. They are large-scale producers using open processes, with significant outdoor storage of raw and finished materials and a high likelihood of fugitive emissions. These facilities often operate continuously with substantial truck and employee movement. Examples include paint and varnish manufacturing, organic chemical production, breweries, solvent recovery plants, and metal manufacturing.

**D-6-3: Separation Distances:** Provides minimum separation distance tables and explanations.

- Class I: 70 m potential influence area, with 20 m recommended minimum separation distance.
- Class II: 300 m potential influence area, with 70 m recommended minimum separation distance.
- Class III: 1000 m potential influence area, with 300 m recommended minimum separation distance.

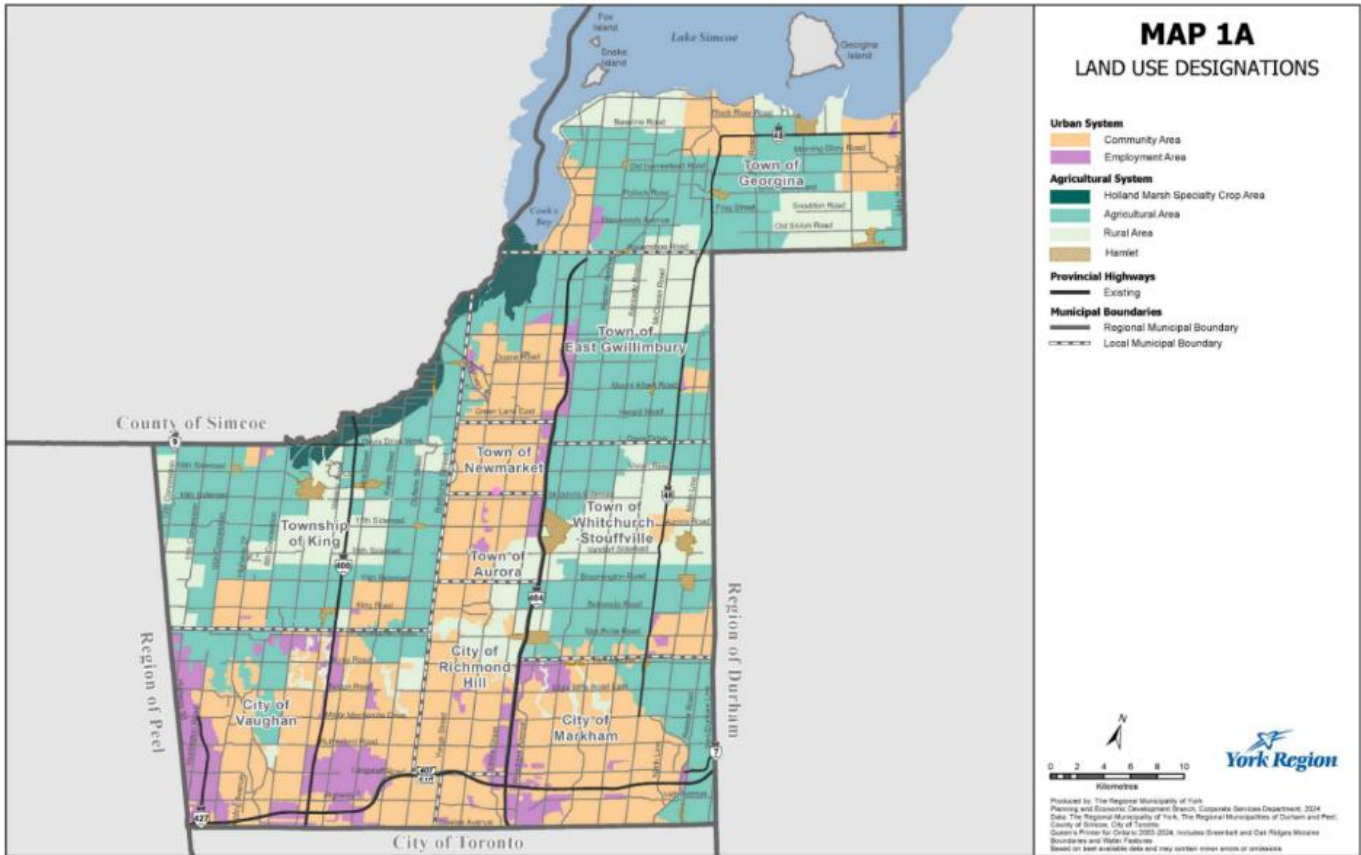
**D-6-4: Environmental Warnings and Restrictions:** Identifies when warnings or other administrative measures may be required.

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## Appendix E – Additional Information – York Regional Official Plan (2022)

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Section 4.3 of the YROP provides policies on Employment Areas related to objectives, current and future planning, permitted uses, and conversions to other uses. This section includes a series of Regional Employment Area Zones, which organized Employment Areas according to clusters which span across multiple lower-tier municipalities to provide a greater understanding of their function and viability. Section 4.3 also references regionally designated Employment Areas, which are shown on the YROP's Land Use Schedule. **Figure E-1** shows the Regional Employment Areas across York Region, while **Figure E-2** shows the Regional Employment Area Zones within the Town. **Figure E-1** shows that only the portions of land in the western side of Stouffville are Regionally designated Employment Areas. **Figure E-2** displays the Employment Area Zones within Stouffville as a standalone zone, while the Employment Areas in Gormley form a part of the larger Highway 404 North Employment Area Zone which extends into Richmond Hill, Markham, Aurora, Newmarket, East Gwillimbury, and Georgina.



**Figure E-1: Regional Employment Areas from the York Region Official Plan**

One of the defining components of the Employment Areas framework applied by the YROP is the distinction between core Employment Areas and supporting Employment Areas. The plan includes the following definitions for these two areas:

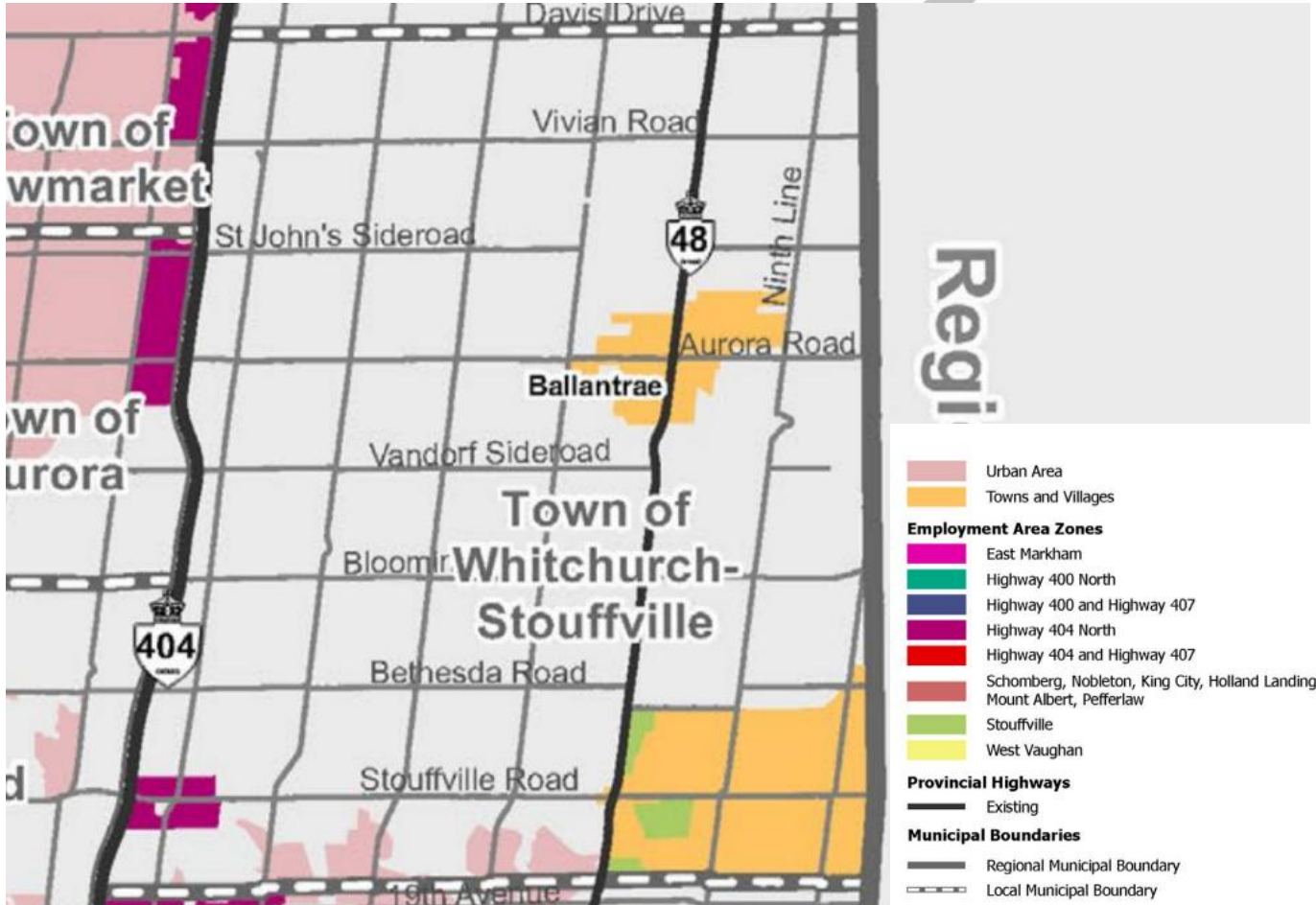
**Core Employment Areas:** Employment Areas and/or portions of Employment Areas to be designated in local official plans that generally are:

- i. Within Employment Areas adjacent to, or in proximity to 400-series highways
- ii. Adjacent to, or in proximity to, existing or planned employment uses that are incompatible with non-employment uses. Examples include noxious uses and/or traditional and/or land extensive employment uses such as manufacturing, warehousing and logistics
- iii. Not appropriate for more flexible employment uses

**Supporting Employment Area:** Employment Areas and/or portions of Employment Areas to be designated in local official plans that are on the periphery of Employment Areas and/or may be candidates for mixed employment uses because of their location within existing or proposed intensification areas. This generally includes Employment Areas that:

- a. are adjacent to major Regional arterial roads or on the fringe of Employment Areas;

- b. have significant portions of commercial, retail, and/or other service or knowledge-based uses;
- c. are directly abutting or in close proximity to residential or other sensitive uses and could benefit from more appropriate buffering from existing or future employment uses that may be incompatible. Examples include noxious uses, clusters of manufacturing or other traditional employment uses.



**Figure E-2: Regional Employment Area Zones in Whitchurch-Stouffville**

In relation to core and supporting Employment Areas, the YROP contains the following policies:

- Policy 4.3.12 states that local municipalities must designate lands identified as Employment Areas on Map 1A (**Figure E-1**) as either core or supporting Employment Areas.
- Policy 4.3.13 states that that majority of local Employment Areas be identified as core areas, with supporting Employment Areas being limited to peripheral areas adjacent to arterial roads.
- Policies 4.3.14 and 4.3.15 introduce uses which are prohibited in all Employment Areas, while policy 4.3.16 discourages the expansion of existing uses which pre-date the plan that exist within Employment Areas. The list of prohibited uses contains:

- Residential uses, include long-term care facilities, retirement homes, boarding schools, and any other temporary or permanent housing typology, excluding hotels;
- Major retail uses and any retail uses which are not accessory to a permitted use; and
- Any institutional uses.
- Policy 4.3.17 empowers local municipalities to determine the size and scale of major, ancillary and general retail uses within supporting Employment Areas while taking into account the function of the broader area.
- Policies 4.3.18 and 4.3.19 enabled local municipalities to identify Employment Areas which go beyond the extent of areas identified by the YROP, provided that the local official plan included provisions which protected against redesignation, and noted the Region as the approval authority for those removals.
- Policy 4.3.20 expands upon restrictions on Employment Land conversions by requiring a municipal comprehensive review, and noting that changing designations within an Employment Area between core and supporting would require Regional approval.
- Policy 4.3.21 introduced minimum density targets for the Regional Employment Area Zones shown in **Figure 4-2**, measured in jobs per hectare of developable area. The included table lists a density of 55 jobs per hectare for Gormley, with only 35 jobs per hectare for Stouffville.
- Policies 4.3.22, 4.3.23. and 4.3.28 establish requirements for greenfield Employment Areas to be developed using Secondary Plans, with the inclusion of the plan's density targets and the region's design guidelines.
- Policy 4.3.24 encourages Employment Areas within strategic growth areas and rapid transit corridors to exceed the density targets to support complete communities.
- Policy 4.3.30 requires local municipalities to address the rural-employment interface within their official plans, with a special focus on agricultural uses.
- The remaining policies (4.3.25, 4.3.26, 4.3.27, and 4.3.29) speak to the design of Employment Areas, supporting multi-modal transportation, complete streets, sustainability, and the creation of local policies to advance economic development through inventive programs.

As noted above, despite the Region of York no longer holding planning authority over the Town, the YROP still remains in effect. It should also be noted that despite the YROP and the Town's new Official Plan being in alignment, the YROP was approved by the Province, while the Town's Official Plan had all employment policies deferred. This is significant because the YROP is still in effect as an additional Official Plan of the Town, and in the event of a conflict between policies, the YROP will still prevail. Nonetheless, the Town was also granted authority to revoke the YROP entirely. The implication being that the Town must either update the YROP to conform with any changes being proposed to the Town's

Official Plan, or take steps to incorporate the relevant regional policies into the 2025 Official Plan and revoke the YROP in its entirety. The Town is moving to revoke the YROP in Q2 2026.

DRAFT

# Appendix F – Site-Specific Exception and Minor Variance Review

**Table F-1** provides an overview of all the exception zones present under the employment zones in the in-effect Zoning By-law.

**Table F-1: Overview of Exception Zones in Employment Zones**

Parent Zone	No. of Exceptions	Description of Exception Zones
EL	6	<p>Of the 6 exception zones in the EL zone, most exceptions were comprehensive, with both use and regulation changes. Most expanded uses slightly, with some applying holding symbols or permitting temporary uses. The following patterns were identified:</p> <ul style="list-style-type: none"> <li>a) Many exceptions amended the permitted use types, either restricting uses in the exception to a select list, such as manufacturing, warehousing, or research &amp; development with ancillary retail, or expanding the list to include limited commercial and institutional uses, such as daycares, recording studios, or commercial schools;</li> <li>b) Outdoor storage was a key theme, with additional restrictions added such as percentage caps of lot area between 10 and 20%, and siting/screening rules to reduce visual impact; and</li> </ul> <p>Some exceptions introduced use-specific conditions to new uses, such as automotive sales and service, and motor vehicle test tracks. These uses are given additional buffering and screening conditions to contain emissions and noise from surrounding properties.</p>
EL-G	2	<p>The EL-G zone has two exception zones to alter lot provisions and add a crematorium use. The addition of a new use was accompanied by specific regulations around lot area, parking minimums, and comparatively high landscaping requirements.</p>
EH	7	<p>The EH zone contains 7 exceptions, with many exceptions seeking to add additional uses or narrowly define what could be permitted. The following trends can be found in these zones:</p> <ul style="list-style-type: none"> <li>a) Many exceptions sought to accommodate higher impact uses, such as abattoirs, foundries, and biomedical waste processing facilities. These uses are accompanied by tight operational restrictions, such as indoor-only operation requirements, prohibitions on outdoor storage, and limits on use of shipping containers for outdoor storage;</li> <li>b) Nearly all exceptions included enhanced setback and screening requirements to reduce impacts of the new uses; and</li> </ul> <p>Some exceptions increased the maximum lot area permitted for outdoor storage to up to 80% in some cases, with enhanced buffering to compensate.</p>

Parent Zone	No. of Exceptions	Description of Exception Zones
EH-G	4	Within the EH-G zone, there are 4 exception zones. In addition to 1 comprehensive change, there are 3 minor changes to lot provisions and the addition of a recreation facility. The EH-G zone exceptions add site-specific limits on outdoor storage, landscaped buffers, and setbacks, often relaxing provisions from the parent zone.
EX	3	The 3 exception zones under the EX zone range from a comprehensive change to a temporary use exception zone. The following patterns emerged: <ul style="list-style-type: none"> <li>a) Permissions for extraction and transfer facilities were expanded in the exception zones, with the trade-off of more explicit prohibitions on operations, such as restrictions on washing plants and portable asphalt/concrete plants in certain sites; and</li> </ul> The addition of Aggregate transfer depots, which are regulated through maximum lot coverage, maximum height, and mandatory screening, with some depots having an expiration date.
ED	0	N/A
EBP	13	Nearly all exception zones are comprehensive changes which add various commercial and institutional uses to the Employment Areas. The following trends can be observed in the exception zones: <ul style="list-style-type: none"> <li>a) Increased scrutiny of urban design and campus integration through standardized front and exterior yards, introduction of landscaped buffers and property lines, and some landscaping relief for interior lot lines;</li> <li>b) Integration of institutional uses into the business park area, with many exceptions related to the long-term care facility on Sandiford Drive; and</li> </ul> Introduction of broad commercial permissions at key gateways, with one exception zone permitting a list of commercial uses such as gas bars, retail stores, and restaurants with GFA limits and site specific siting requirements.
EBP-G	6	Most exception zoned in the EBP-G zone are minor changes to lot provisions, or prescribed land uses. The following trends are found: <ul style="list-style-type: none"> <li>a) Reinforcing of a business-park structure with larger minimum lot sizes, hedgerow setbacks, and lot coverage alongside additional permissions for equipment sales and rental, contractors yards, and outdoor storage;</li> </ul> Permission for parking within the front yards of specific uses, particularly ones associated with heavy equipment.

**Table F-2: Analysis of Minor Variances in Employment Zones**

File Number	Zone	No. of requested variances	Summary of proposed activity
CA-22-28	EBP(14) and FH	3	To develop the subject property as a 1981.65 sqm place of worship. Variances relate to reduced landscaped areas and

			narrower landscape buffers along front and side yards compared to zoning requirements.
CA-24-12	EBP(3)	1	To develop the site into a five-unit industrial building, with a Motor Vehicle Body Repair Shop. A variance was sought to permit a reduced front yard landscaped area below the required minimum.
CA-23-50	EBP(6)	2	To develop two properties as a three-building, multi-unit employment business complex. Variances were requested to allow reduced landscape strip widths along abutting property boundaries.
CA-25-34	EBP(6)	3	To develop a one-storey, multi-unit industrial shell building with mezzanine. Variances pertain to reduced interior side yard setbacks, reduced landscaped front yard area, and a narrower interior landscape strip.
CA-20-20	EH(w)	3	To construct a building (office and industrial mall) with warehouse units. Variances include reduced interior side yard setback, reduced front yard landscaping, and reduced landscaped open space at property limits.
CA-20-04	EL(3)	2	To construct a six-storey retirement home (125 units). Variances relate to exceeding the permitted floor space index and eliminating required rear yard landscaping.
CA-20-27	EL(3)	11	To construct a six-storey retirement home (130 units). Multiple variances were requested, including increased height and FSI, reduced front and side yard setbacks, reduced landscaped yard widths, encroachments into yards, and a reduction in the number of required loading spaces.
CA-21-28	EL(3)	1	To construct a six-storey retirement home (130 units). A single variance was sought to increase the allowable floor space index above the permitted maximum.