CUSW

NEWSLETTER

Fall 2026

CUSW
ESTABLISHED 1999



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ELECTIONS 2026

NOMINATIONS FOR DELEGATES TO CONVENTION ARE OPEN

10th Convention - Saturday April 24th & Sunday April 25th, 2027

The **National Executive Board** of the Canadian Union of Skilled Workers announces the 10th Convention of the Canadian Union of Skilled Workers will be held on Saturday April 24th and Sunday April 25th, 2027, in London, Ontario.

The Constitution sets out the Roles within the Union and defines how each of us participates in the day-to-day activities. Delegates to the Convention play a significant role in the democratic process.

Download the nomination package below, which outlines the process for selecting the Delegates who will represent us at the 10th Convention. The "Dates to Remember" sheet provides a step-by-step description of the timelines we must follow. Please take the time to review the timelines.

Learn about what Delegates do at convention by taking the Participating with Purpose: A Guide to CUSW Convention Delegates course in the Learning Centre.

For more information on Delegate nominations and more, click the "Convention Delegates" tab on the Elections page.

Nominations must be received by:
12:00pm on Thursday November 12th, 2026

Curious about what it means to be a CUSW Convention Delegate? That the **"Participating with Purpose: A Guide to CUSW Convention Delegates"** course online on the CUSW Learning Centre. Whether you're new or returning, this course welcomes you into the heart of CUSW's participatory democracy. Discover how convention shapes our union's future, learn what's expected of delegates, and gain the confidence to speak up, listen, and make an impact. By the end, you'll be ready to represent your fellow members and help drive positive change at convention—and beyond.



If you know someone who you think would be a great Delegate to Convention, complete the nomination form and nominate them by the deadline.

Nominate a Member Now
Click Here to Access the Form



What a night.

The **4th Annual CUSW National Tradeswomen Committee Mentor Action Gala** was our biggest and most successful Gala yet — and together, we raised more than $24,000 for Interval House of Hamilton and the Mentor Action Program.

That number represents much more than a successful evening. It represents people and organizations coming together to support safer, more respectful workplaces and to help create meaningful change in the skilled trades.

A very special thank you to our Platinum Sponsor, Bruce Power, for their incredible support. Your continued commitment to this initiative and to the work of the CUSW National Tradeswomen Committee means a great deal to us.

Thank you as well to our Gold Sponsors, Framatome and Hydro One, and our Silver Sponsors, Valard, Bremar, Hastings Utilities Contracting, and Touch Points Learning for the flower arrangements. Your support helped make this evening possible, and we are incredibly grateful for your partnership.

And to everyone who attended, donated, sponsored, volunteered, helped organize, spoke, presented, or simply showed up and supported the cause — thank you. Thank you to Val Vanderwyk of Indigenous Skills Employment Apprenticeship and Development for her powerful and personal presentation. This Gala continues to grow because of the people who believe in what we're trying to accomplish.

Most importantly, thank you to Interval House of Hamilton for the work you do every day and for allowing us to be part of it through the Mentor Action Training Program. Thank you also for inviting MPP Jess Dixon to speak this evening. Her energy and commitment to this program are greatly appreciated.

I'm incredibly proud of what the CUSW National Tradeswomen Committee has built with our partners and supporters.

$24,000+ raised.

One incredible community behind it. And a lot more work still to do.

Thank you for helping us make a difference. ♥

~ Michelle Holmes









CUSW NUCLEAR UPDATE – October 2026

The Canadian Union of Skilled Workers is proud to be a key stakeholder in Canada's nuclear sector, representing more than 1,000 members working across the industry.

CUSW members are the skilled electrical construction workers and technicians who play an essential role in maintaining the safe, reliable operation of Canada's nuclear generating stations and delivering the major component refurbishments that extend the life of these critical assets.

As an active participant in Canada's broader nuclear community, CUSW is committed to advocating for its members, championing the skilled trades workforce, and contributing to the continued growth and success of the sector. Through collaboration, industry participation, and strategic advocacy, CUSW works to raise awareness of the value of Canada's skilled trades workforce, promote domestic workforce development, and ensure that the voices and interests of the workers who build, maintain, and sustain the nuclear industry are represented in the decisions that shape its future.

Canadian Nuclear Workers Council

In October, our Members attended the Canadian Nuclear Workers Conference in Kitchener Ontario focused on:

- Ensuring that the interests and perspectives of nuclear workers are heard by decision makers;
- Strengthening the collective role of nuclear workers as a partner in their industry;
- Enhancing public knowledge and understanding of nuclear issues by providing information, and;
- Building support for the nuclear industry and its future potential

The Canadian Nuclear Workers Council (CNWC), founded in 1993 is an umbrella organization of Unions representing workers in all sectors of the Canadian nuclear industry. Represented sectors include electric power utilities, uranium mining and processing, radioisotope production for medical and industrial purposes and nuclear research.

To learn more please visit: https://cnwc-cctn.ca/



Canadian Nuclear Association

In November our members traveled to Calgary Alberta to participate in CNA West 2026: New Nuclear Horizons. This conference is Canada's leading forum for advancing nuclear energy in Western Canada. Bringing together industry leaders, policymakers, utilities, Indigenous partners, innovators, and supply chain organizations to explore how nuclear power can help support a clean, secure, and prosperous energy future in Western Canada.

With a Tradeshow highlighting suppliers and industry capabilities, the conference highlights the essential elements required to move nuclear projects forward, including workforce development, regulatory frameworks, Indigenous engagement, and public support.

To learn more please visit: https://cna.ca/

Canada's Nuclear Future

On November 2, 2026, the Canadian Union of Skilled Workers was invited to appear before the House of Commons Standing Committee on Natural Resources as part of its study on Canada's Nuclear Future.

CUSW members Shawn Campbell and Cody Quan provided testimony on behalf of the Union, emphasizing the importance of continuing to grow and strengthen Canada's nuclear industry by leveraging Canadian technology, supporting domestic supply chains, and investing in Canadian workers.

CUSW reinforced the need for a strong, skilled domestic workforce capable of meeting the growing demands of the nuclear sector and ensuring that Canada has the talent, expertise, and capacity to lead the next generation of nuclear development.



AFFORDABLE HOMEOWNERSHIP



The Canadian Union of Skilled Workers (CUSW) is supporting the growth of the Co-operative Affordable Homeownership Sector, helping advance housing initiatives in Toronto, Owen Sound, Guelph and on British Columbia's west coast. This support reflects a conviction that working people need both good jobs and access to secure, affordable homes. By backing community-focused approaches to development and ownership, CUSW is helping create opportunities for households to build equity, strengthen connections with neighbours and establish lasting financial security.

Brampton's Mount Pleasant Commons marks an important milestone: it is the first project to enter sales since CUSW became a sector supporter, as it moves toward construction. The planned 136-home development includes Redside Dace, a 39-home cohousing community combining private homes with shared spaces designed to make community life easier. Through partnerships among non-profit organizations, municipal government and community partners, eligible households earning as little as $35,000 annually may qualify for homeownership. For CUSW, this milestone demonstrates how support for the sector can help turn a shared vision of affordable ownership into practical opportunities for working people and their families.

Read about the proposed 136-home Brampton development that debuted October 1 and how it' affordable mortgage plan helps workers own their own home. Bramptonguardian.com



DAN PLEXMAN – TEAM CANADA MEDALIST

It has been an honour for Dan Plexman to compete and represent Canada at the International Federation of Arm-wrestling (IFA) World Championships this year in Japan!

Over the past four years, Dan, CUSW member, HSW committee member and host of the CUSW Spotlight Podcast, has earned an impressive 7 World Championship titles and 1 silver medal competing in the Standing Disabled 80 kg division. His journey has been filled with challenges, hard work, unforgettable experiences and friendships that have come to mean far more to him than any medal ever could.

But this year, Dan decided to push himself even further. Rather than simply defending his previous accomplishments, he wanted to discover what he was capable of beyond the division he'd been competing in.

So, he raised the bar and entered the able-bodied Grand Masters division as well.

That decision meant competing four days in a row, one arm each day in each division. It meant facing more competitors, many of whom had been arm-wrestling far longer than he had. It also meant dropping from 80 kg to 78 kg, an additional 4.4 pounds, just to qualify.

Dan knew it wouldn't be easy, and there was no guarantee he'd return home with any medals. But winning medals wasn't the only reason he took on this challenge.





His results:

- Standing Disabled – 80 kg
- Right Arm – Silver Medal
- Left Arm – Bronze Medal

Grand Masters – 78 kg (Able-bodied)

- Left Arm – Silver Medal
- Right Arm – 5th Place

Three medals, four top-five finishes and points toward Team Canada's overall standings in all four events!

But what makes these accomplishments even more remarkable is the journey that brought Dan to the world stage.

On September 30th, 2008, Dan suffered devastating burns from an electrical arc flash, including what his doctors described as sixth-degree burns. He was given just a 13% chance of survival, and surgeons were preparing to amputate both of his arms above the shoulders.

Fast forward exactly 14 years, to September 30th, 2022. Dan was standing in France, winning World Arm-wrestling Championships with both of the very same arms surgeons had once planned to amputate!

And now, 18 years after that life-changing accident, Dan is still competing, still challenging himself and still discovering what those arms are capable of.

It's a journey that even Dan sometimes has to stop and reflect on, recognizing just how far he's come.

He didn't travel to Japan simply to defend what he'd accomplished in the past. He went to challenge himself, make new memories, meet new people and discover just how far he could go.

And Japan certainly didn't disappoint! The competition, camaraderie, hospitality and friendships made it an experience he'll never forget.

Dan would also like to extend a heartfelt thank-you to the Canadian Union of Skilled Workers (CUSW) for their continued support. Having an organization that believes in him and supports his journey means more than words can express. He's proud to represent CUSW on the world stage and is genuinely grateful for the opportunities their support has helped make possible.

Finally, Dan extends his sincere appreciation to everyone who has encouraged him, supported him and followed his journey over the years.

Follow Dan on Instagram

https://instagram.com/danplexman?dlrf=NWx6M3ZleTQ5bWhu

BRUCE UNIT

PAST EVENTS

The Bruce Unit proudly participated in the annual Labour Day Parade in Port Elgin. Member Andrew Gressel drove his CUSW-sponsored racecar, while Warren Palmer chauffeured some of our retired members in his 72-year-old Buick Convertible. The rest of the unit walked the route, waving to the crowds and handing out candy to children. After the parade, we joined other unions and the entire community at the Unifor Family Education Centre in Port Elgin for a free lunch and speaking event.

More recently, the Bruce Unit attended the International Plowing Match in Bruce County from September 22-26. CUSW was a Bronze Sponsor, and it was a fantastic week, thanks to the beautiful weather. Our unit set up a booth inside the Bruce Power & Nuclear Energy Partners tent, where members engaged with various people, explaining who and what CUSW is. We spent the week raising awareness about the growing need for skilled tradespeople and encouraging children to consider careers in the trades. There was lively discussion with people of all ages, and it was encouraging to see so much interest from future generations. It was also a pleasure to meet members from other units, including one member's daughter, who was competing in the rodeo!

We want to express our deepest gratitude to the members who volunteered and made both events such a success. We couldn't have done it without you!









Bruce County 2026 INTERNATIONAL PLOWING MATCH & RURAL EXPO 50 Years Strong



SOUTH WESTERN UNIT

PAST EVENTS

Some of the members and Family at the East Park Family Waterpark Event on August 15, 2026



SOCIAL COMMITTEE

Saturday November 28th - Kids Christmas / Holiday Party at the Toronto Zoo

Tickets are sold out and we are looking forward to seeing all our CUSW Member and their Families again this year at this event.

Members that have registered will receive their tickets via email at least 4 days before the date of the event.

The NSC cannot wait to see everyone to celebrate.



Upcoming Contests:

- Remembrance Day Contest
- Christmas Contests

Andrew Gressel Racing – Sauble Speedway



If you wish to contact anyone at the National Social Committee, please send an email to social@cusw.ca

We look forward to seeing all our CUSW Families at the Events.

JOIN OUR NSC FACEBOOK GROUP!



HEALTH - SAFETY - WELLNESS COMMITTEE

CUSW THE CANADIAN UNION OF SKILLED WORKERS

Following the recent election period, the Health, Safety & Wellness Committee includes James Duffield, David Aviles, Dan Plexman, Glen MacNeil, Athanasia Houvarda, Justin Roberts, and Howard Brown, with James Duffield serving as Chair.

Around this time of year, many members may be used to seeing information about the annual Health, Safety & Wellness Conference. This year, the committee made the decision not to hold the conference and has instead been focusing on developing a new initiative aimed at strengthening the support and resources available to our Health and Safety Representatives. More information will be shared as the work progresses and plans are finalized.

Another important part of the committee's work is the development of Health, Safety & Wellness Bulletins, available to all members through the CUSW website. Each bulletin focuses on a specific topic, hazard, or concern that may affect our members and workplaces. They are created to provide practical information, helpful reminders, and useful resources members can refer to or share with others.

A great deal of thought goes into choosing these topics and we encourage everyone to take some time to explore the bulletins.

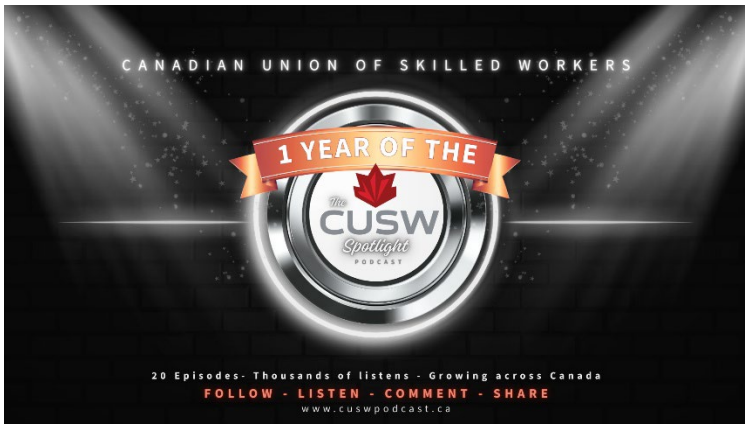
Members are also encouraged to follow the CUSW Health, Safety & Wellness Facebook page to stay connected with the committee and keep up with our latest activities and updates.
https://www.facebook.com/cuswhsw

We look forward to continuing this work and sharing more with our members in the months ahead.

Our Mandate

"The Health, Safety & Wellness Committee is committed to providing support and resources to Members and their families in order to establish, build and maintain safe and healthy lifestyles."
– Health, Safety & Wellness Committee.

COMMUNICATIONS COMMITTEE



New Episodes every second Monday at 5:00am

The CUSW Spotlight Podcast continues to bring CUSW members and guests together to share their experiences, exchange knowledge, and discuss issues that affect our union and our workplaces.

In recent episodes, we have explored a wide range of topics. Check out the latest episodes below:

Raising your Hand and Filling Boots. CUSW-BC with Ben Loyens

https://open.spotify.com/episode/2ASCXVS9dCQFWnniJU59jY?si=OO6Cu-BAT7a7z0jLAM1HBA

Believe in People. The Truth Before Reconciliation with Valerie Vanderwyk.

https://open.spotify.com/episode/3TkxfilPN2TTqiQ18pPjYq?si=QOeuLnXkQTqBvK0Ag371PA

Canada is Electrifying. The Future is Bright with Mark Chapeskie EHRC

https://open.spotify.com/episode/4am36NhZ91fDn9VntgJTsL?si=fyQN8vI6QT2X9LK-0m00Og

The Point of No Return. Discussing Suicide Prevention with Craig Batty

https://open.spotify.com/episode/1csEqR68jrGkpG6LnQm69q?si=WWybUOcWSl-hxxsrcFgr8g

Labour Unites Us. Solidarity Defines Us - CCU Shawn Campbell CUSW

https://open.spotify.com/episode/34EKKM3K1kMwMo8GhNtpLW?si=sknooeI3SEaVqHWC21moHw

Young Man, Old Soul. Growing Up CUSW with Elyas, our youngest guest so far!

https://open.spotify.com/episode/5g7YqhTr8pryk2IHiU5wjk?si=LTLYWpHQSsOf--S-XmXzWQ

New episodes are released every two weeks and are available on all major podcast platforms, including Spotify, Apple Podcasts and YouTube. Visit https://www.cuswpodcast.ca/ to find all our episodes.

If you enjoy what you hear, please follow or subscribe, leave a comment, and share episodes with your coworkers and fellow members. Help us spread the word and bring more CUSW stories to our listeners.

Do you have a story or an idea for a future episode? We'd love to hear from you! Is there a CUSW member whose experience others could learn from, a topic worth discussing, or a story you'd like to share yourself? Send your suggestions to podcast@cusw.ca or contact host Dan Plexman directly at dplexman@cusw.ca .

You'll also find a promotional poster included with this newsletter. Feel free to print it and display it at your workplace to help more members discover the podcast.

Watch the episodes on the CUSW YouTube channel, and don't forget to subscribe, comment, and share with your network.

"Every member helps keep the lights on in their own way, and every member has a story worth sharing."

Access the podcast through these sources:
Apple Podcasts | Spotify | YouTube |



The CUSW Training and Education Trust Fund are happy to announce upcoming training sessions this Fall with our partner. from ISEAD.

Indigenous Cultural Awareness is a session for understanding the reality of life for Indigenous people. It is important to understand the historical context so we can begin to address best practices for providing support and allyship to engage and provide equitable access to Indigenous people in the skilled trades.

Click below to book your seat:
November 17th - 10 Carlson Court - Toronto

CUSW Education & Training Trust Fund

REIMBURSEMENT PROGRAM

Did you know you may be eligible to receive financial support for training you complete on your own time? The CUSW Education & Training Trust Reimbursement Program helps members enhance their technical and interpersonal skills by reimbursing 75% of eligible course costs, up to a maximum of $500 per course.

This program is designed for learning that goes beyond employer-required training, empowering members to grow their qualifications and support their long-term career path.

To qualify for reimbursement, members must:

- Successfully complete the course, and
- Upload proof of completion (certificate, diploma, license, or other qualification) to their CUSW My Skills profile.

Examples of relevant courses include Fire Alarm Certification, DZ Training, Pre-Master preparation courses, and language training.

Invest in your development and take advantage of this opportunity to build new skills for the future. For full program details and eligibility guidelines, please refer to the Training page of the CUSW website.

MY SKILLS PROFILE

All CUSW Applicants and Members must keep a current Skills profile. If your skills do not match the skills and qualifications required for a job posting, you will not be eligible to register for the call. You must ensure your profile is accurate.

Have you acquired a new certification, qualification, or license? Have you attended and passed trade school? Have you received security clearances?

Skills include, but are not limited to:

- Certificate of Qualification
- Driver's License - G, DZ, AZ, etc.
- Security Clearances
- Work-ready training courses - WHMIS, First Aid, Confined Space Awareness, Working at Heights, Elevated Work Platforms, etc.
- Education

Learn How to Upload Skills

If you have a question regarding skills, please contact skills@cusw.ca

In addition to keeping your My Skills profile up to date, if you are a licensed Journeyperson or Apprentice, your CUSW My Profile needs to include your Skilled Trades Ontario ID # and your status needs to be Active.

This information is found in the public registrar on the Skilled Trades Ontario website.

TRAINING PROVIDERS & DISCOUNTS

The Training and Education team is working with some of the industry's leading training providers to extend discounts to CUSW Members. These are reputable organizations with a breadth of training course offerings.

INFRASTRUCTURE HEALTH & SAFETY ASSOCIATION

CUSW Members receive a 10% discount off training courses. You must call to book training and pay in advance via credit card: 1-800-263-5024
CUSW IHSA member account # 01*151741

WORKERS HEALTH & SAFETY CENTRE

CUSW Members receive the quoted online price for virtual classes.

WORKPLACE SAFETY & PREVENTION SERVICES

From now until September 30, 2026, WSPS is offering select eCourses completely free to help you build a safer, more compliant work environment – without added costs.

ST. JOHN'S AMBULANCE

CUSW members will get 10% off local rates on: Standard First Aid, Emergency First Aid, and Mental Health & Wellness courses (both Managers & Leaders, as well as Peer to Peer)

USE CODE: WORKCUSW10

Family members will get 10% off local rates on: Babysitting, Home Alone and Pet First Aid courses.

USE CODE: FAMCUSW10

MEMBERSHIP COMMITTEE

Expand Your Horizons with Dual Ticketing and Blended Skills

The Canadian Union of Skilled Workers (CUSW) is proud to support our members in developing diverse, adaptable skill sets for the future of work.

In today's industry, versatility is power. That's why CUSW encourages members to explore **dual ticketing** and **blended skill development** — combining the strengths of multiple trades to create more opportunities and stronger, safer workplaces.

Why Go Dual or Blended?

- 🔧 **Increase Employability:** Gain access to a wider range of projects and job opportunities.
- ⚙️ **Boost Earnings:** Dual-certified workers often command higher wages and leadership roles.
- ⚡ **Adapt to Industry Change:** Stay ahead as technology and project needs evolve.
- 🤝 **Enhance Collaboration:** Understanding multiple trades improves teamwork and jobsite efficiency.

CUSW Support

CUSW can help you navigate pathways to **second trade certifications, upgrading programs,** and **apprenticeship partnerships.**
Whether you're an electrician looking to expand into instrumentation or a ground-support person pursuing powerline certification, CUSW is here to guide your growth.

👉 **Take the next step in your career.**

Contact your **CUSW Training and Education Committee** or visit Apprenticeship | CUSW, Canadian Union - CUSW to learn more about programs and resources.

HIRING HALL UPDATE

The Hiring Hall is implementing skill-based dispatching requirements to help ensure members meet the qualifications for available Job Posting Opportunities.

Members are responsible for keeping their CUSW My Skills Profile up to date and ensuring they meet all requirements listed on each Job Posting.

SKILLS-BASED DISPATCHING

Members must have the required skills and qualifications listed on the Job Posting.

- Members who do not have the required skills documented on their My Skills Profile will receive a disqualification email, and their registration will not be processed. (includes skills, trade qualifications, union contributions, security clearance and certificates)
- If you have been disqualified and you upload the required skills prior to the closing date/time, your registration will be processed.
- All required skills and supporting certificates must be uploaded and approved by the closing date and time of the job call.
- Courses completed through the CUSW Learning Centre are automatically uploaded to your profile overnight.
- Training certificates uploaded from other sources may take up to 2 business days to be reviewed and approved.

REQUIRED TRAINING AND QUALIFICATIONS

New mandatory training and qualification requirements will be introduced. These requirements will be in addition to the existing training, qualifications outlined in the Collective Agreements.

The new requirements are listed below and must be completed and uploaded to your CUSW My Skills Profile.

CURRENT PRACTICE – WHAT REMAINS THE SAME

All existing training, qualifications, and skill requirements remain unchanged and continue to apply as outlined in the Collective Agreements.

NEW TRAINING – WHAT IS CHANGING:

The training and qualifications identified below will become mandatory as of January 1, 2027.

GOVERNMENT-REQUIRED TRAINING / NEW MANDATORY CUSW ONLINE TRAINING

- **Certificate of Qualification:** Required for the trade related to the job posting, where applicable.
- **OHSA Worker Health and Safety Awareness in 4 Steps:** Complete the training online.
- **OHSA Supervisor Health and Safety in 5 Steps:** Required for supervisory positions only. Complete the training online.
- **NEW Mandatory CUSW Training - Welcome to the Canadian Union of Skilled Workers:** Complete the training through the CUSW Learning Centre.

HOW TO UPLOAD SKILLS AND CERTIFICATES

For step-by-step instructions on uploading skills and certificates, please refer to:

CUSW How-To Guide: Upload Skills to Your CUSW My Skills Profile (PDF).

How to Upload Your Skills - Video

SECURITY CLEARANCE REQUIREMENTS

If you have completed or renewed your clearance directly through an employer but it is not recorded on your profile, you may receive a disqualification email.

To update your security clearance information, please email the appropriate contact:

- CUSW Members: securityclearance@cusw.ca
- PWU Members: securityclearance@pwu.ca

Please CC dispatch@cusw.ca on your email.

Please note in your email that you require security clearance to confirm and update your Security Clearance Profile. You can see the status of your Security Clearance on your CUSW Profile under Skills.

To Start your Security Clearance: Security Clearances - CUSW

UNION DUES / BASIC MEMBER CONTRIBUTIONS — GOOD STANDING

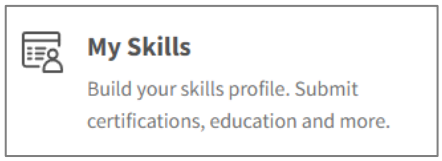
Members must be in good standing to register for Job Postings. This means union contributions must be up to date.

- Members whose contribution status is -2 or higher will receive a disqualification email.
- Members who are in arrears of their contributions will no longer have access to the CUSW Learning Centre
- If you have made a payment, email proof of payment to dispatch@cusw.ca so your profile can be updated. If this is sent to Dispatch prior to the job closing time/date then your registration will be processed

Please Note: it takes 2 business days for your online bank payment to appear on your 'My Contributions' transactions list. Please be advised that basic member contributions received between the 27th through to the 31st of any given month, will not be processed until the following month.

My Contributions: My Contributions - CUSW

Please Note: Members who do not have the required training, certifications, or security clearances documented on their profile may not be eligible for dispatch on certain job calls.



The Hiring Hall will continue to provide updates as new work opportunities. We appreciate your continued commitment and look forward to a productive Fall Season.

Visit the Job Centre

GUNN'S HILL WIND FARM



Ten Years of Community Power: Gunn's Hill Wind Farm Celebrates a Decade of Shared Prosperity

This is a story about how a pioneering partnership between a community co-operative, Six Nations of the Grand River, a renewable energy developer, social impact investors like our Union, and everyday people like you and me demonstrated that **clean energy can do more than generate electricity — it can build lasting community wealth.**

On October 17, 2026, members, investors and partners gathered under beautiful autumn skies in Oxford County, Ontario, to celebrate the **10th anniversary of Gunn's Hill Wind Farm** — marking a decade of renewable electricity generation, community ownership and shared economic benefits.

Hosted by the Oxford Community Energy Co-operative, the celebration was about more than a successful wind farm. It was a testament to what can be achieved when communities, Indigenous partners, businesses and investors work together around a shared vision. Gunn's Hill demonstrates a different approach to economic development — one that keeps more of the benefits of renewable energy close to home, creates opportunities for ordinary people to become owners and investors, and builds prosperity that can be shared across generations.

Located in the Township of Norwich, the ten-turbine, 18-megawatt wind farm began commercial operations on November 14, 2016. It was one of Ontario's pioneering community-owned wind energy projects and remains an important example of what can happen when local residents, Indigenous communities, private developers and mission-driven investors work together toward shared economic, social and environmental goals.

Over the past decade, Gunn's Hill has demonstrated that renewable energy can be about much more than producing electricity. It can also be about who owns the infrastructure, who participates in decisions, where the financial benefits flow and how communities build wealth for future generations.



A Partnership Built on Shared Ownership

Gunn's Hill was developed through a partnership involving three organizations with complementary strengths.

The Oxford Community Energy Co-operative (OCEC) brought community participation, local investment, and a commitment to ensuring residents could share in the economic benefits of renewable energy development. Established in 2013, the co-operative mobilized approximately $9 million from its members and investors and secured a 49% ownership interest in the project.

The Six Nations of the Grand River Development Corporation (SNGRDC) became a 10% equity partner, establishing an Indigenous ownership stake in the wind farm. Rather than limiting Indigenous participation to consultation, the partnership created an opportunity for

Six Nations to participate directly in the project's long-term financial success.

Prowind Canada Inc. brought renewable energy development expertise, technical capacity and the experience required to move a complex infrastructure project through planning, financing, construction, and operation.

Together, the partners demonstrated how different forms of ownership and expertise can complement one another. Private-sector development capacity helped bring the project to life, while co-operative and Indigenous ownership helped ensure that the economic benefits extended beyond conventional commercial investors.



CUSW: An Early Investment in Community Wealth

The Canadian Union of Skilled Workers (CUSW) was among the early social impact investors supporting Gunn's Hill.

CUSW's involvement grew out of its relationship with the Ontario Sustainable Energy Association (OSEA), which championed community power and advocated for renewable energy policies that would allow ordinary citizens, co-operatives, Indigenous communities, and local organizations to participate directly in the ownership of energy infrastructure.

For CUSW, investing in Gunn's Hill was consistent with a broader understanding of what unions can accomplish through their financial resources.

Union capital can do more than generate investment returns. When invested responsibly in projects aligned with members' interests and community needs, it can help create productive assets, support sustainable economic development, and strengthen the communities in which workers and their families live.

Gunn's Hill offered an opportunity to support renewable energy while helping demonstrate that co-operative ownership and social impact investing could work at a meaningful commercial scale.

A decade later, that principle remains relevant to CUSW's work supporting co-operative affordable homeownership, skilled-trades development, sustainable construction, and community economic development.

Keeping More of the Benefits in the Community

One of Gunn's Hill's most important accomplishments was making a substantial infrastructure investment accessible to community members.

Rather than leaving all ownership and financial returns with outside investors, OCEC enabled individuals and organizations to participate in financing and owning a local renewable energy asset.

This created opportunities for co-operative members to earn investment returns while contributing to the development of renewable energy in their region. It also demonstrated how relatively modest individual investments, when pooled through a co-operative, can help finance infrastructure that would otherwise be beyond the reach of most households.

The benefits extended beyond investors.

The project created economic opportunities associated with construction, ongoing operations, land use, and local services. It also established a long-term source of renewable electricity, capable of generating enough energy annually to meet the average needs of approximately 6,700 homes.

The wind farm also contributes to the local municipal tax base, supporting public revenues and the services and infrastructure on which residents and businesses depend.

An especially tangible example of the partnership's community commitment was the creation of the Gunn's Hill Community Fund, designed to allocate $25,000 annually toward local initiatives over the project's 20-year electricity contract.

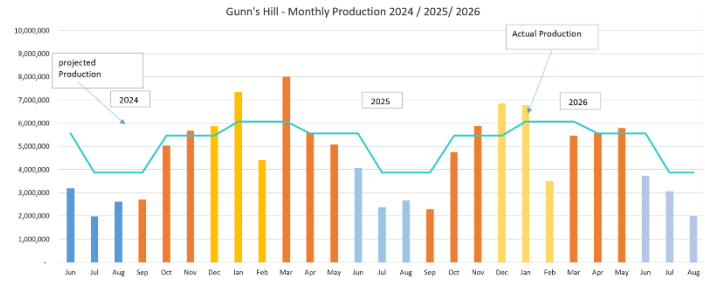
One early recipient was the Hodges Pond Re-Naturalization Project, which brought together conservation organizations and community partners to restore a degraded watershed, improve habitat and create opportunities for environmental education and recreation.

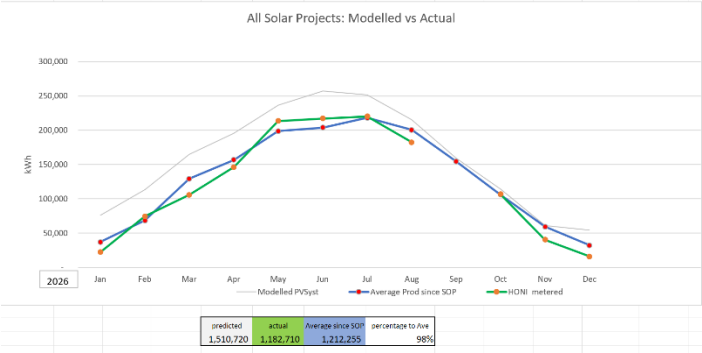
This is community wealth in a broader sense: not simply a financial return to investors, but investments that improve the environmental and social foundations of the community.

How Gunn's Hill Is Performing Today

Ten years in, Gunn's Hill is also going through the kind of work that long-lived infrastructure requires. According to OCEC, summer production in 2026 fell short, reflecting both low winds and the outages needed for the wind farm's 10-year major maintenance.

OCEC's solar investment has been steadier. Through Oxford Community Solar One, a partnership with Prowind and Arntjen Solar, OCEC is invested in four Woodstock solar projects totalling 1.2 MW, three rooftop and one ground-mounted, with all four operating since 2019. Oxford Solar generation through August was 98% of the historical average, though still below the original model.





A Decade of Delivered Returns

For members and investors, the clearest evidence of Gunn's Hill's success is that returns have continued to flow. OCEC's October 2026 distribution includes a 3% Class A dividend on third-quarter production, or $300 for every $10,000 invested. That brings Class A dividends for 2026 to date to 9%, plus 5% in capital returns.

Wind bondholders will receive the final 2026 wind bond interest payment of 1.375%, part of a 5.5% annual rate. Class B shareholders will receive a 2% quarterly dividend, and solar bondholders will receive interest of 1.25%, part of a 5.0% annual rate.

The anniversary year also brings the wind bonds to maturity. OCEC reports that all Wind Bonds will be automatically redeemed at maturity in November 2026, with principal and accrued interest paid by direct deposit.

On the solar side, OCEC's solar reserves are above plan and building toward a partial redemption when the solar bonds mature in October 2027. Holders of October 2027 bonds may also redeem early without penalty, subject to reserves.

There is also a less welcome sign that the project has come of age. OCEC will have largely used up its tax losses by the end of 2026, so it expects to pay income tax for 2026, with monthly instalments. The co-operative has been clear that this will have some impact on distributions.



Indigenous Ownership and Long-Term Opportunity

The involvement of Six Nations of the Grand River is another important part of Gunn's Hill's legacy.

Through its 10% ownership stake, the Six Nations of the Grand River Development Corporation gained an opportunity to participate in the long-term economic value created by the project.

At the time of development, the investment was projected to generate more than $3 million in revenue over the 20-year contract period, demonstrating the potential for renewable energy infrastructure to contribute to Indigenous economic development and financial self-determination.

The partnership also included an Aboriginal Student Bursary commitment of $4,000 annually for 20 years, representing $80,000 in dedicated post-secondary educational support for Six Nations members.

These arrangements demonstrate an important distinction between simply consulting Indigenous communities about development and creating opportunities for meaningful economic participation and ownership.

Lessons for the Next Generation of Co-operatives

The tenth anniversary of Gunn's Hill offers lessons that extend well beyond renewable energy.

Its development showed that communities can mobilize capital, partner with experienced private-sector organizations and participate in owning productive infrastructure.

It also demonstrated that Indigenous economic participation, environmental stewardship, community investment, and commercial viability need not be competing objectives. These lessons are increasingly relevant to housing.

Organizations such as the Owen Sound Glassworks Development Co-operative are working to apply similar principles to affordable homeownership, employment, training, and sustainable community development.

Just as Gunn's Hill brought together community investors, Indigenous partners, and private-sector expertise to develop renewable energy infrastructure, new housing co-operatives can bring together workers, residents, municipalities, non-profits, and development partners to create attainable homes and lasting community assets.

The common principle is straightforward: when people come together as communities to invest in ownership, they have a greater opportunity to share in the wealth, both monetary and social, their investments and collective efforts create.

Building on Ten Years of Experience

Ten years after Gunn's Hill began producing electricity, its significance extends beyond the turbines on the Oxford County landscape.

It represents the determination of people who believed that the transition to renewable energy should also create opportunities for democratic participation, Indigenous ownership, and community prosperity.

It reflects the contribution of organizations such as CUSW, which recognized early that investing in

community-owned infrastructure could advance both financial and social objectives.

And it offers a practical example for the next generation of co-operative enterprises seeking to address housing affordability, economic resilience, environmental sustainability, and community well-being.

The lasting lesson of Gunn's Hill is that the way we finance and own infrastructure matters as much as the infrastructure itself.

When communities, workers, Indigenous partners, and responsible businesses share in creating productive assets, they can also share in building a more secure and prosperous future.

Congratulations to the Oxford Community Energy Co-operative, Six Nations of the Grand River Development Corporation, Prowind Canada, their members, investors, and community partners on ten years of community-powered renewable energy.

[Source for 2026 operating and distribution figures: Helmut Schneider, President, Oxford Community Energy Co-operative, helmut@oxford-cec.ca, 519-788-2598]







POWER SECTOR BENEFIT TRUST

Pre-Authorization for Treatments or Purchases Over $500

The Power Sector Benefit Trust would like to remind members to submit a pre-determination to Canada Life before receiving treatment or making a purchase expected to cost more than $500.

A pre-determination provides Canada Life with an outline of the recommended treatment, service, aid, or supply before the expense is incurred. This information is typically prepared by your physician or healthcare provider.

Canada Life will review the information and advise you of the amount eligible for coverage under the PSBT Benefit Plan. This allows you to better understand your coverage and any potential out-of-pocket costs before proceeding with the treatment or purchase.

Canada Life is the claims adjudicator for the PSBT Benefit Plan. For questions regarding coverage, claims, or pre-determinations, please contact:

Canada Life Claims Support 1-800-957-9777

Submitting a pre-determination in advance can help avoid unexpected costs and ensure you understand your available coverage before committing to an expense.

The following page includes an Outline of Benefits, which is a breakdown of coverage while on plan.

Canada Life – Paramedical Coverage Balance

Members may have noticed that their paramedical coverage balance is not currently displaying in their My Canada Life account.

Paramedical coverage provides a combined annual maximum of $3,000 for all paramedical services, with a maximum of $1,000 per service. Currently, the Canada Life platform is unable to accurately track usage across all paramedical services and display the remaining combined balance.

PSBT is working with Canada Life to resolve this issue; however, a solution may take some time.

In the meantime, members are encouraged to keep track of their paramedical claims and usage. If you are unsure of your remaining balance, please contact Canada Life Claims Support at 1-800-957-9777 for assistance.

Member and Family Assistance Program (MFAP) Resources

Additional counselling, wellness supports and resources are available through Homewood Health as part of the Member and Family Assistance Program (MFAP).

Members and eligible dependants can learn more about the services available through the PSBT website:

PSBT MFAP Information:

https://www.psbt.ca/about-mfap

Members and dependants can also contact Homewood Health directly with questions or to access support:

Homewood Health 1-800-663-1142

https://homeweb.ca/

Important Reminder:

When contacting Homewood Health to access services, please be sure to advise them that your benefits are with the Power Sector Benefit Trust (PSBT), not your employer.

This will help Homewood Health correctly identify your coverage and connect you with the appropriate services and resources.

PSBT The Power Sector Benefit Trust

10 Carlson Court
Suite 802
Etobicoke, ON
M9W 6L2

Tel: 1-888-250-2270
Fax: 416-240-0993
Email: info@psbt.ca

Power Sector Benefit Trust Plan

Outline of Benefits Effective January 1, 2026

Pre-Authorization For Treatment or Purchases Over $500.00

If any expense is estimated to be greater than $500.00, it is recommended that you submit a "Pre-determination" to Canada Life.

A Pre-determination is simply an outline of the required aid services or supplies which is prepared, by your physician, prior to any treatment or purchase. Canada Life will advise you of the portion that is covered by the Benefit plan, enabling you to determine your costs

Canada Life is the insurance adjudicator for the PSBT Plan, for any claim related questions or concerns, please contact Canada Life Claims Support for further assistance.

Canada Life Claims Support: 1-800-957-9777

Life Insurance	$100,000
Reduces at age 65 until death	$50,000
Dependant Life Insurance	
Spouse:	$25,000
Child:	$5,000
Accidental Death & Dismemberment	
Accidental Death (member or spouse)	$50,000 for each member/spouse upon accidental death
Accidental Dismemberment	Refer to Canada Life Benefit Booklet for details**
(Reduces at member's 65th birthday)	$25,000 for each member/spouse
Long Term Disability	70% of monthly earnings to a max monthly benefit of $2,800
Short Term Disability	Not Included
Medical Travel Insurance/Assistance	$1,000,000 per occurrence (covers first 180 days)
Trip Cancellation	Not Included
Prescription Drugs	
Deductible	NIL
Dispensing Fee	Maximum dispensing fee of $7
Percentage	100%
Lifetime Maximum	NIL
Extended Health Care Benefits	
Calendar Year	
Deductible	NIL
Percentage	100%
Lifetime Maximum	NIL
Hospital	NIL – Basic wardroom only
Convalescent Hospital	NIL
Vision Care: Glasses/Contact Lenses	$600/2 years
Eye Exam	1 every 2 years (reasonable and customary)
Paramedical Services	$3,000/individual for combined paramedical services with $1,000/practitioner limit for the following:

PSBT The Power Sector Benefit Trust

10 Carlson Court
Suite 802
Etobicoke, ON
M9W 6L2

Tel: 1-888-250-2270
Fax: 416-240-0993
Email: info@psbt.ca

Chiropractor
Osteopaths
Chiropodists/Podiatrists
Physiotherapists
Acupuncturists
Naturopaths
Speech Therapy (physician referral)
Massage Therapy
Clinical Psychologist (physician referral and with a registered Psychologist) – contact info@psbt.ca for more information.

Hearing Aids	$300/2 years
Diagnostic Services	Reasonable and customary
Accidental Dental	Reasonable and customary
Ambulance	100%
Nursing Care	Private Duty Nursing in home and outside of home: $10,000/year; after age 65, $25,000 lifetime maximum (contact info@psbt.ca for Nursing Care Assessment form)
Aids, Services & Supplies	Orthopedic shoes, orthotics braces, crutches, artificial limbs or eyes and prosthetic devices Sleep apnea and heartrate monitor Incontinence supplies Rental of wheelchair, hospital bed including mattresses or other approved durable equipment for temporary therapeutic use. Oxygen, blood and blood products when required for transfusion Colostomy and ileostomy supplies, catheterization equipment Neuromuscular stimulants, radium and radioactive isotope treatments Continuous Passive Motion Equipment (CPM) - max of $500 Insulin pumps/devices – max of $7,000/lifetime Enhances external counter pulsation therapy - $7,000/lifetime Wigs due to hair loss caused by injury/illness - $700/3 years *Unless otherwise specified, reimbursement for Aids, Services & Supplies are based on what is considered reasonable and customary. The above supplies are subject to approval from Canada Life and must be prescribed by a physician. Refer to Canada Life Benefit Booklet for details*****

Dental Care Services

Calendar Year	
Fee Guide	Current year
Deductible	NIL
Basic Services with Minor Restorative	100% unlimited
Major Restorative	$3,000/individual/year up to a maximum of 75% coverage
Orthodontics	$3,000/**dependant child ONLY**/lifetime up to max 75% coverage

Termination of Benefits

Long Term Disability terminated at age 65
Accidental Death and Dismemberment terminates at age 71
Travel Insurance terminates at age 75

Notes

Canada Life Benefit Booklet**	The updated benefit booklet will be posted on the PSBT website when available.

Your Member and Family Assistance Program

Get to know your MFAP



Everyone faces challenging and stressful events in their lives. Most of the time we can handle these situations ourselves; other times we could benefit from some support.



Your MFAP is a professional, confidential, and proactive service to support you with a wide range of personal, family, and work-related concerns.

What benefits are available to me?

Your MFAP is here for you whenever you need it, 24 hours a day, seven days a week, 365 days of the year.

Within a confidential environment you can receive counselling for any challenge — whether it's a first step in facing a possible addiction, or managing day-to-day stress.

We guarantee your confidentiality.

We are Homewood Health, a trusted company with years of experience delivering the best possible support for clients like you. Everyone is guaranteed confidentiality within the limits of the law. You won't be identified to anybody — including your employer.

People frequently use an MFAP for personal challenges such as relationship concerns, family or parenting issues, anxiety, depression, addictions, grief, coping with health issues, or work-related challenges. We will match you with a counsellor who suits your needs and provide you with short-term solutions.

If you are identified as requiring additional, longer-term treatment or specialized support, our counsellors will refer you to community-based resources and programs which suit your unique needs.

Your Member and Family Assistance Program: Get to know your MFAP

How does the counselling program work?

Counselling services can be offered face-to-face, over the phone, through video, or online. Offices are local and appointments are made quickly, with your convenience in mind. If you have a preference for location, gender, or appointment time, we'll do our best to accommodate your preferences.

Life Smart Coaching

Life Smart Coaching is a suite of telephonic services that offers assessments, coaching, and resources; each service has been developed to allow you to take a proactive approach to managing everyday challenges.

A Life Smart intake counsellor will contact you within 72 hours to offer you an appointment with an appropriate specialist.

Life Smart Coaching Services include three major components with service options for each area:

Life Balance Solutions

- New Parent Support
- Childcare and Parenting
- Elder and Family Care
- Relationship Solutions
- Burnout and Stress Solutions Coaching
- Legal Advisory Services
- Grief and Loss

Health Smart Coaching Services

- Nutritional Coaching
- Lifestyle Changes
- Jumpstart your Wellness
- Smoking Cessation

Career Smart Coaching Services

- Career Planning
- Workplace Issues
- Shift Worker Support

Online Services – Homeweb

Homeweb is part of your Employee and Family Assistance Program. You can access Homeweb on your phone, tablet, or desktop. Homeweb offers you the ability to create an individual profile, receive personalized content recommendations, and access lots of helpful resources — anywhere, anytime.

Access Homeweb for interactive tools and a library of health, life balance, and workplace articles.

What if I'm in crisis?

Homewood Health staff are prepared to take your call 24 hours a day, seven days a week. **Help is always available.**

Who do I contact?

To speak to someone in confidence, for crisis services (24 hours a day) or to book an appointment contact us today by calling the number below.

Contact us to learn more.

1-800-663-1142 | **International** (Call Collect): 604-689-1717
Numéro sans frais - en français : 1-866-398-9505

Homeweb.ca

Homewood Health

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CONTACT INFORMATION

CUSW Head Office

10 Carlson Court, Suite 802
Etobicoke, ON
M9W 6L2

Membership
membership@cusw.ca
1-866-600-8083

Apprenticeship
apprenticeship@cusw.ca
1-866-907-7694
416-240-7694

Security Clearance
securityclearance@cusw.ca
416-245-5232

Operations
operations@cusw.ca
1-866-907-7694

Education and Training Trust
info@ettrust.ca
1-866-600-9026

Training and Education
training@cusw.ca
1-866-600-9026

My Skills Profile
skills@cusw.ca
1-866-600-9026

Learning Centre
help@learning.cusw.ca
1-866-600-9026

CUSW Website Support
support@cusw.ca

General Inquiries
info@cusw.ca
1-800-376-8539
416-240-7259
416-240-9970 *(fax)*

CUSW-PWU Joint Dispatch
dispatch@cusw.ca
1-877-575-3155
416-245-9570

CUSW-PWU Joint Job Line
1-877-575-2855
416-245-3521

CUSW National Dispatch
nationaldispatch@cusw.ca
1-877-220-4990

Power Sector Benefit Trust (PSBT)
info@psbt.ca
1-888-250-2270
416-240-8083
416-240-0993 (fax)

Power Sector Benefit Trust - Pay Direct
paydirect@psbt.ca
416-245-9270

Member and Family Assistance Plan (MFAP)
mfap@psbt.ca
1-888-270-1760
416-240-9384

Homewood Health
1-800-663-1142

Power Sector Retirement Trust (PSRT)
info@psrt.ca
416-240-8479
416-240-0993 *(fax)*

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