# CUSW NEWSLETTER

Welcome to the CUSW Newsletter from the National Communications Committee!

This quarterly newsletter will bring you news from all corners of the CUSW world.

Please send your content, news, pictures, feedback, questions, suggestions, or whatever else you want to share with your fellow CUSW Members to us at communications@cusw.ca

All units and committees are encouraged to use this newsletter as a resource for communicating to the entire Membership.

For those unit and committees that may still be forming, or do not have their group email set up, please email the committee the contact email(s) you would like us to use when we solicit your news.

Communications Committee Members:
Pauline Cranston & Linda Stella

# Upcoming Social Committee Events

- Fishing Derby: June 22th & 23rd
- Boat Cruise: July 27th
- Wonderland: August 17th
- 25th Anniversary Unit Events

And More on Page 4!

# 25th Anniversary Colouring Contest

Visit Page 7 to see photos of the CUSW 25th Anniversary Kids
Colouring Contest

### Glassworks Co-op is Celebrating!

Check out Page 16 & 17 to read the article

# Unit Updates

#### Southwest Unit

Here is an update on what's been happening behind the scenes amongst our Unit Executive, and events coming up for the membership!

Our next meeting will be happening on May 21, 2024 in Lucan, ON area. In-person, members are welcome to join us at the Malibu – 36316 Richmond St Hwy #4 Exeter, Ontario. Feel free to arrive anytime after 6:30pm. There will be a door prize and some swag items available for those who attend in person! The meeting will begin at 7:30pm.

For those who may prefer to join in online, Click Here for the Zoom Link

Time: May 21, 2024 07:30 PM Eastern Time

Meeting ID: 874 9426 7431 Passcode: 372163

The Southwest Annual Golf Tournament is almost fully booked! At this moment, we have room to add 3 individuals to the final team. The tournament is on June 7th, 2024 at Maple Ridge Golf Course in London, ON. Cost is \$100 per person, includes 18 holes, cart and a steak dinner. If you are interested in joining, please email Shawn Riley at swriley@rogers.com

MARK YOUR CALENDER! On July 13th, our union is celebrating the 25th Anniversary of the Canadian Union of Skilled Workers with a family friendly event! The Southwest Unit executive and our events committee are planning to host our event in London, ON. More details and booking information will be in your inbox soon!

On April 26-28th, four of the Southwest Executives attended The CUSW Convention and 25th Anniversary celebration in Niagara on the Lake. Being a delegate at convention was a new experience for some. Our time at convention was very enjoyable! We will share some of the changes being made to our constitution at the next meeting.

Remember to join the facebook page to stay in the loop! Please be sure to answer the three questions prior to gaining acceptance into the group. We would like to keep the facebook group exclusive to CUSW members only. **Click here** to visit our facebook page and join now!

If there are fellow members who are not receiving these emails, they can submit a unit change request by going to their My Profile page on the CUSW website (https://www.cusw.ca/group/cusw/my-profile), under Membership Info, the member can edit and select their unit. Alternatively, please contact **southwestunit@gmail.com** for further assistance.

To any member that finds themselves or a family member in a time of need, we have multiple avenues to assist you. Please contact your Unit Exec Chair for assistance or log into your CUSW account, click on account hub (Homewood Health) 1-800-663-1142.

# Unit Updates

#### Northeast Unit

Here is an update on what's been happening behind the scenes amongst our Unit Executive, and events coming up for the membership!

Our next meeting will be happening on June 26th 2024 7pm Via zoom/Unit Social. The unit social request are now open for this meeting.

#### **Unit Social Requests:**

What is a Unit Social? It is where our unit members can get together on the dates noted above for an activity such as wing night, axe throwing, bowling, etc.

Note that we will subsidize the event; no alcohol can be included in the billing.

At 7 pm, each event must come on Zoom and do the unit meeting (typically 20-30 minutes max), so ensure you set this time aside. The money will not be allotted to groups if you do not attend.

How to apply: Email pcranston@cusw.ca or northeastern@cusw.ca

#### Details needed:

- A) How many people will be attending
- B) The price per person of the event
- C) The unit will pay 50% up to 250\$.

Note that it will be a SUBSIDZED Event. It will not be a completely free event.

For those who may prefer to join in online, Click Here for the Zoom Link

Time: Jun 26, 2024 07:00 PM America/Toronto Meeting ID: 824 4614 5985 Passcode: 975563

#### On the Agenda will be:

- 1. The 2024/2025 budget review. As we are moving forward with the budget change our budgets need to be in by end of June 2024.
- 2. Sponsorships for 2024/2025 year
- 3. Upcoming events

On April 26th to April 28th, four of the Northeast Executives and one member attended The CUSW Convention and 25th Anniversary celebration in Niagara on the Lake. Being a delegate at convention was a new experience for some. Our time at convention was very enjoyable! We will share some of the changes being made to our constitution at the next meeting.

Remember to join the facebook page to stay in the loop! Please be sure to answer the three questions prior to gaining acceptance into the group. We would like to keep the facebook group exclusive to CUSW members only. **Click here** to visit our facebook page and join now!

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# Unit Updates

#### Northeast Unit

#### MARK YOUR CALENDER!

Northeast Unit 25th Anniversary Event - Santa's Village and Muskoka Zip line! Join us on Sat Jul 20th 2024 at 10:00 AM at Santa's Village/Muskoka's Theme Park for a day filled with fun and excitement.

This Event has 2 Parks in one! Enjoy Santa's Village for the rides, shows, elf island, become an elf, water park area, and meet Santa himself!! Also there is Muskoka Zip Line and Aerial Park that you can also purchase at a subsided rate.

Looking for a different type of adventure? The Aerial Adventure Course is located in the heart of Santa's Village and offers 34 games over 2 levels to challenge you! Level 1 is a great introduction to the course with a fun variety of bridges, obstacles, and zip lines to get you warmed up!

Note these rates are subsided at a bigger subsidy due to the 25th anniversary. To purchase your tickets through Eventbrite - **Click Here!** 

We have sponsored some teams this summer:
U11 black Sox ( A Rep Baseball Team In Sault St Marie)
U13 Black Sox ( A Rep Baseball Team In Sault St Marie)
A house Leage Team Called CUSW In Baseball in Sault St Marie
A Horse Show In Sudbury, On

Apply for the 2024/2025 CUSW Northeastern Sponsorship by emailing pcranston@cusw.ca or northeastern@cusw.ca

#### Information required:

Name of member, organization that wishes the sponsorship or sponsorship package and details of why this would be a good sponsorship for the northeast unit.

Deadline for submitting is June 1st 2024.

If there are fellow members who are not receiving Northest Unit emails, they can submit a unit change request by going to their **My Profile page** on the CUSW website, under Membership Info, the member can edit and select their unit. Alternatively, please contact **pcranston@cusw.ca** or **northeastern@cusw.ca** for further assistance.

To any member that finds themselves or a family member in a time of need, we have multiple avenues to assist you. Please contact your Unit Exec Chair for assistance or log into your CUSW account, click on account hub (Homewood Health) 1-800-663-1142.

### National Social Committee

#### Members in the Committee:

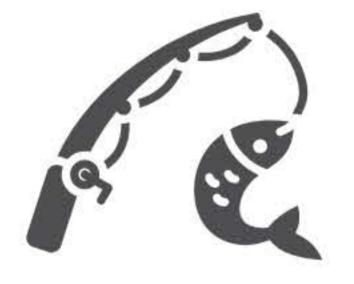
Committee Chair - Linda Stella

Committee Member – Pauline Cranston

Committee Member – Mike McManus

Committee Member – Kris Croteau

### Upcoming Events - Celebrating 25 Years of CUSW!



**Annual Fishing Derby:** Saturday June 22th & Sunday June 23rd Last day to register is Wednesday June 12th!!



Boat Cruise (Downtown Toronto): Saturday July 27th Sales are now closed, we look forward to seeing everyone at this event!



Annual Wonderland: Saturday August 17th



CUSW 25th Anniversary Dinner and Dance: Saturday October 26th In conjunction with the Health & Safety Conference in Niagara Falls



Annual Kids Christmas Party (The Metro Zoo): Saturday December 7th

Check out the next page for our 25th Anniversary Unit Events we have planned for this summer!

Visit our webpage for upcoming events and contests and to find out more about the committee.

We have a Social Committee Facebook Group. Joining is a wonderful way to keep up to date with these events and more.



Join the NSC Facebook Page!



E S T A B L I S H E D 1999

CUSW 25TH ANNIVERSARY UNIT EVENTS







# CUSW 25th Anniversary Unit Events

Southwest

SATURDAY JULY 13 10:00 - 6:00 PM

EASTPARK IN LONDON - WATERPARK - GO GARTS - ROCK CLIMBING - MINI GOLF. LUNCH AND MORE

COST: \$30.00 PER PERSON- KIDS 5 AND UNDER FREE

Northwest Unit SATURDAY JULY 13 1100 AM - 3:00 PM

CHIPPEWA PARK - RIDES - LUNCH - BOUNCY CASTLES AND TILA THE CLOWN

COST: \$20.00 PER PERSON

GDR & Central Unit **SUNDAY JULY 14** 

CEDAR PARK - WATERPARK / POOLS / MINI PUTT, BBAQ LUNCH AND GAMES (T-Shirts for Members)

10:00 AM - 4:00 PM PARK OPEN TILL 6

COST: FREE FOR MEMBERS AND FAMILIES
WATERPARK PASSES FOR CHILDREN 12 AND UNDER

Kingston -Ottawa Unit

**SATURDAY JULY 20** 

10:00 AM- 6:00 PM

CALYPSO PARK / WATERPARK. LAZY RIVER AND LUNCH

COST: \$20.00 PER PERSON - UNDER 3 FT IS FREE

Bruce Unit

SATURDAY JULY 20

FROM OPENING TO

**CLOSE - LUNCH TBD** 

BLUE MOUNTAIN WITH DAY ALL DAY PASS AND

LUNCH

COST: \$35.00 PER PERSON

Northeast Unit

SATURDAY JULY 20

10:00 AM - 7:00 PM

SANTA'S VILLAGE - RIDES, LUNCH,, T-SHIRTS AND

RAFFLES

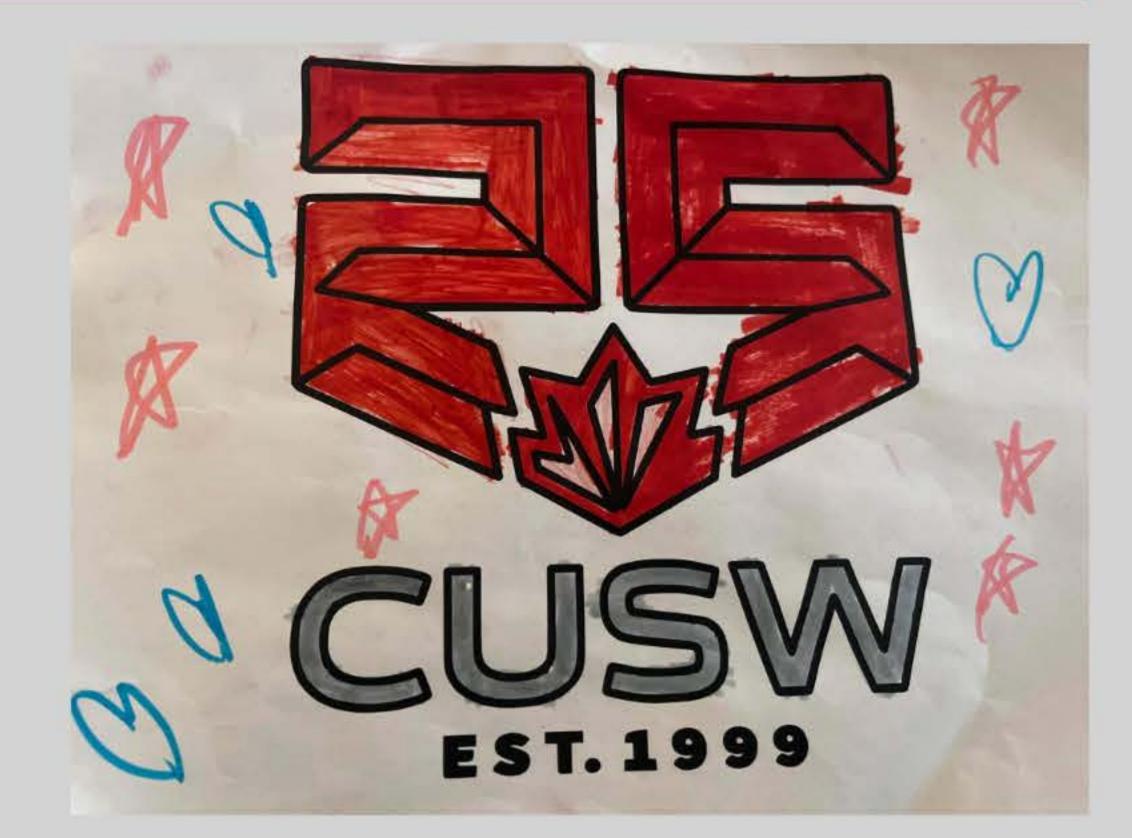
COST: \$25.00 - UNDER 36" IS FREE ARIEL PARK AND ZIPLINE - \$25.00

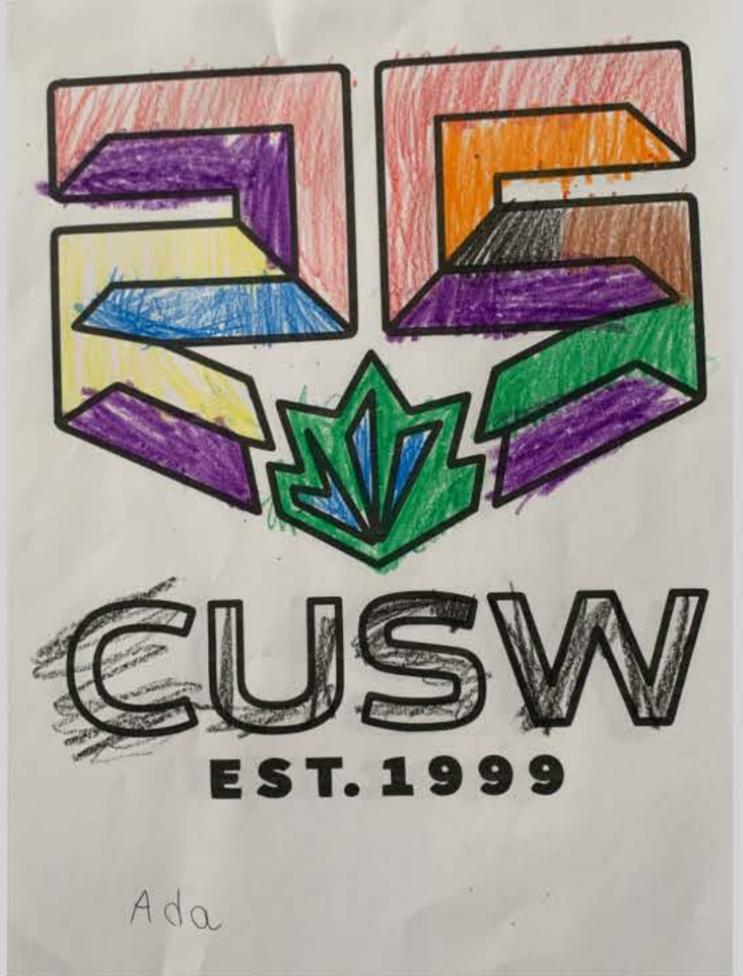


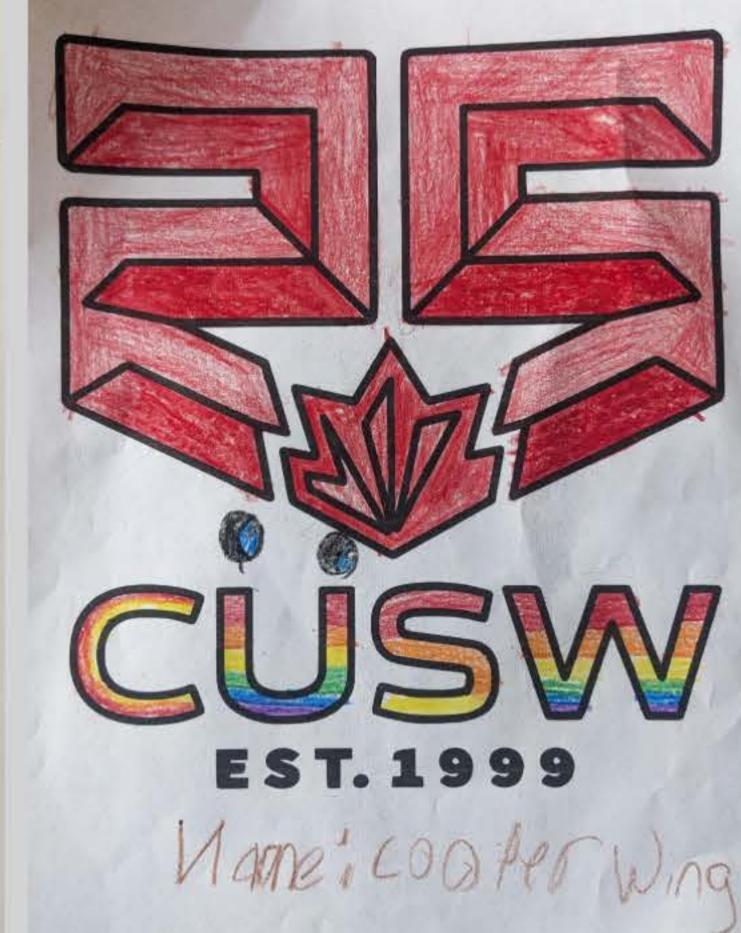


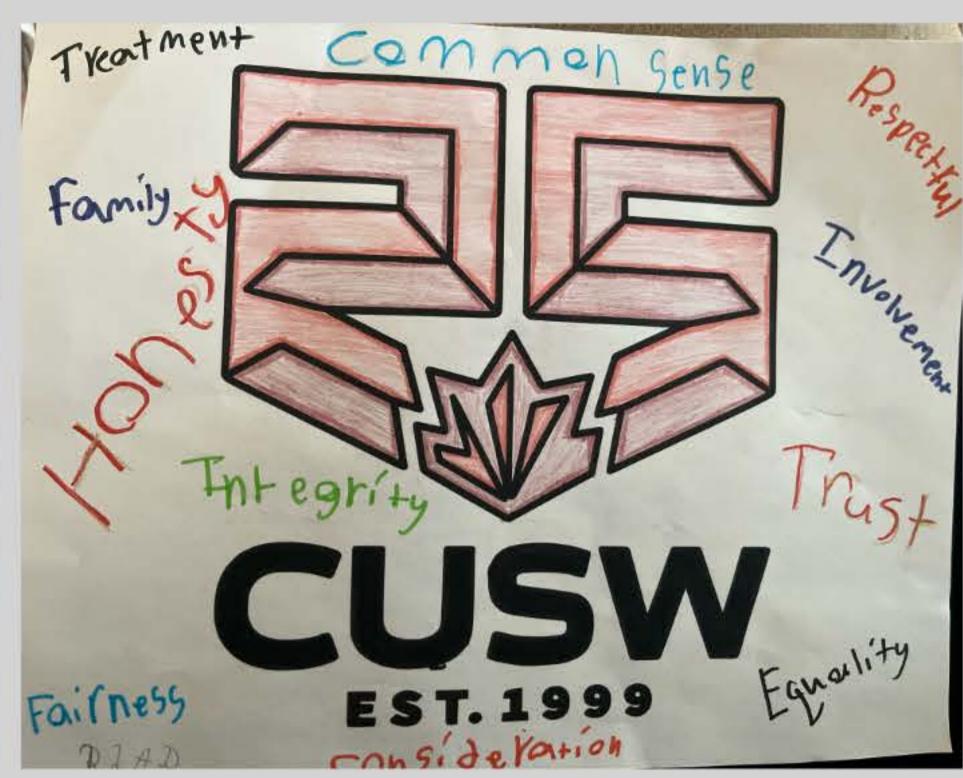
## National Social Committee

## CUSW 25th Anniversary Colouring Contest



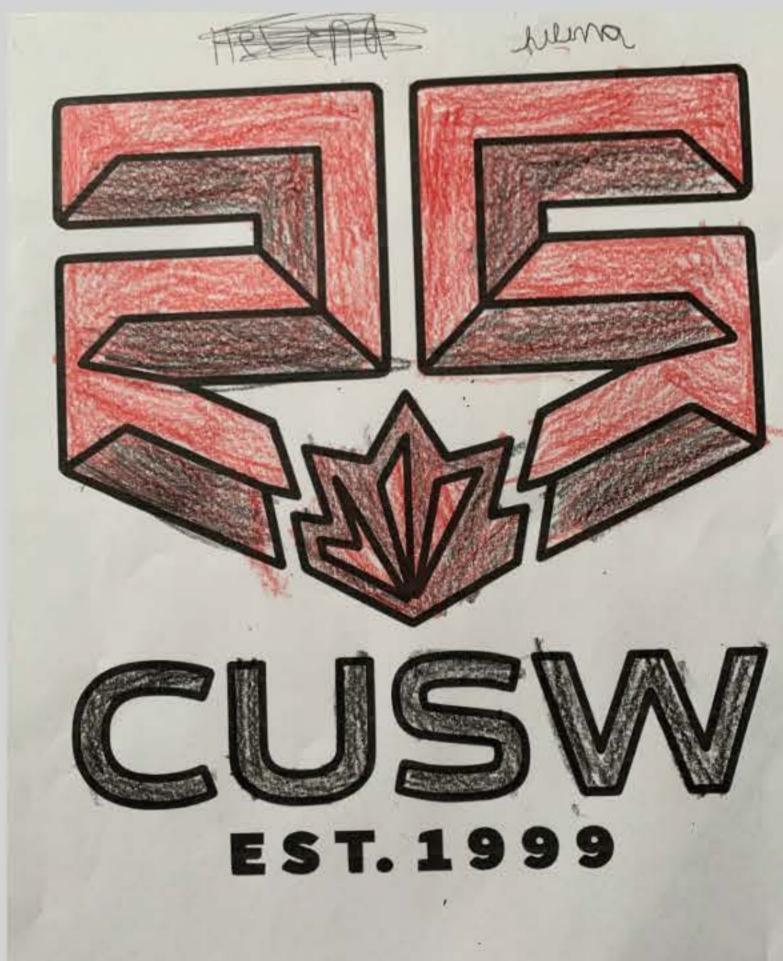






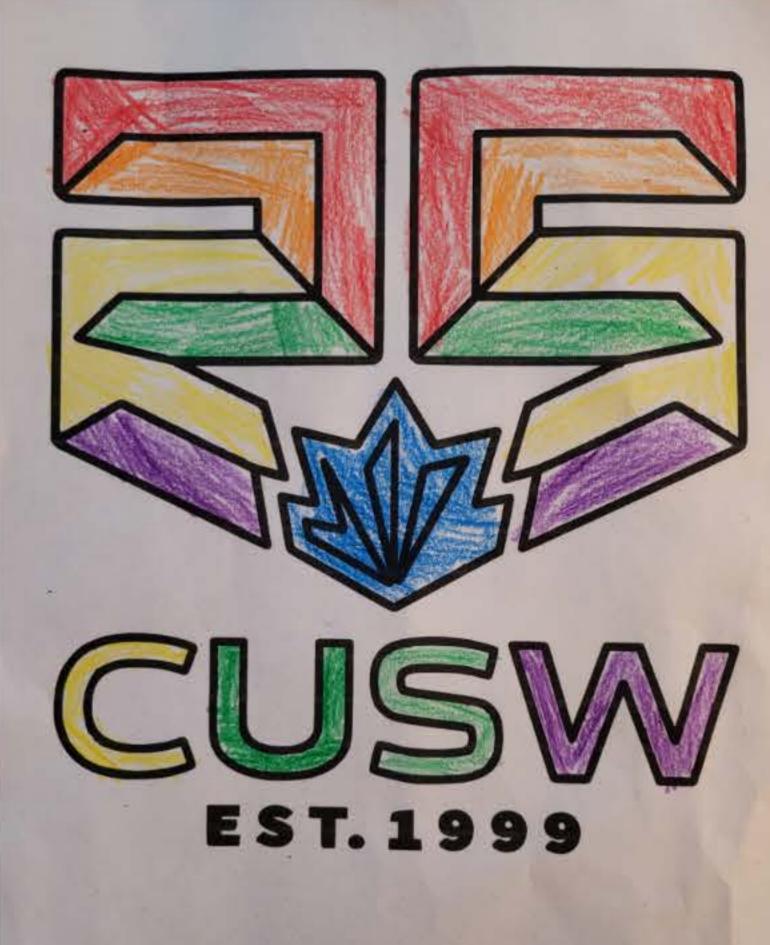


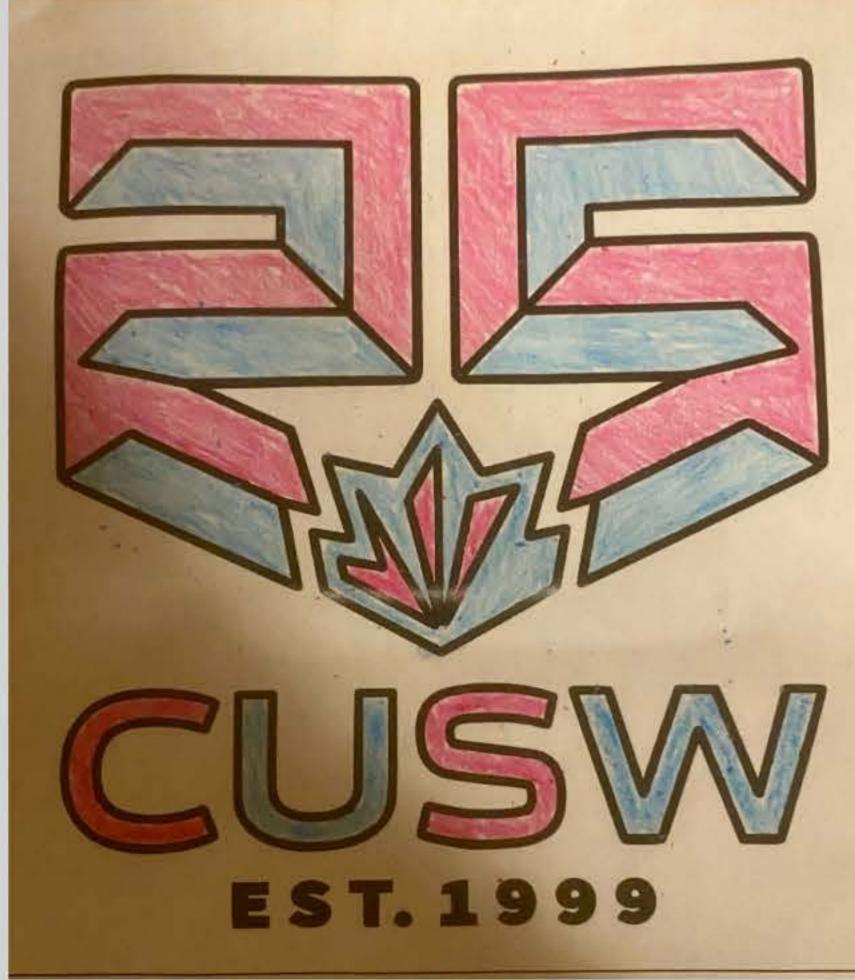


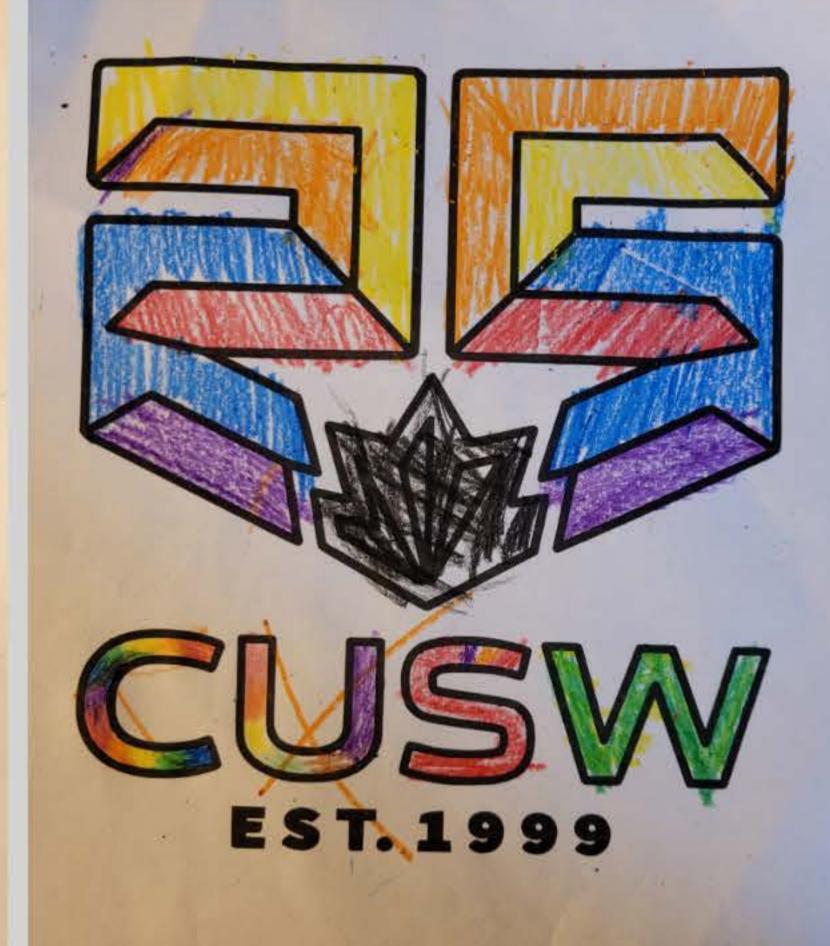


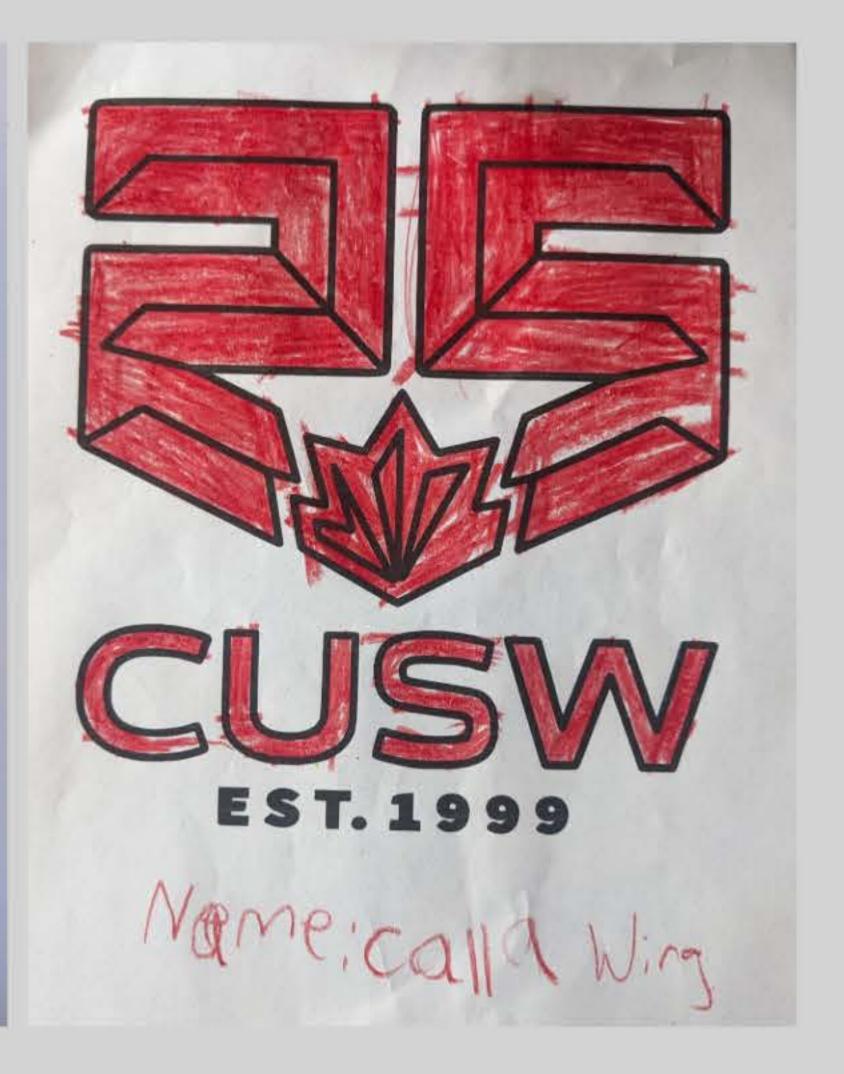






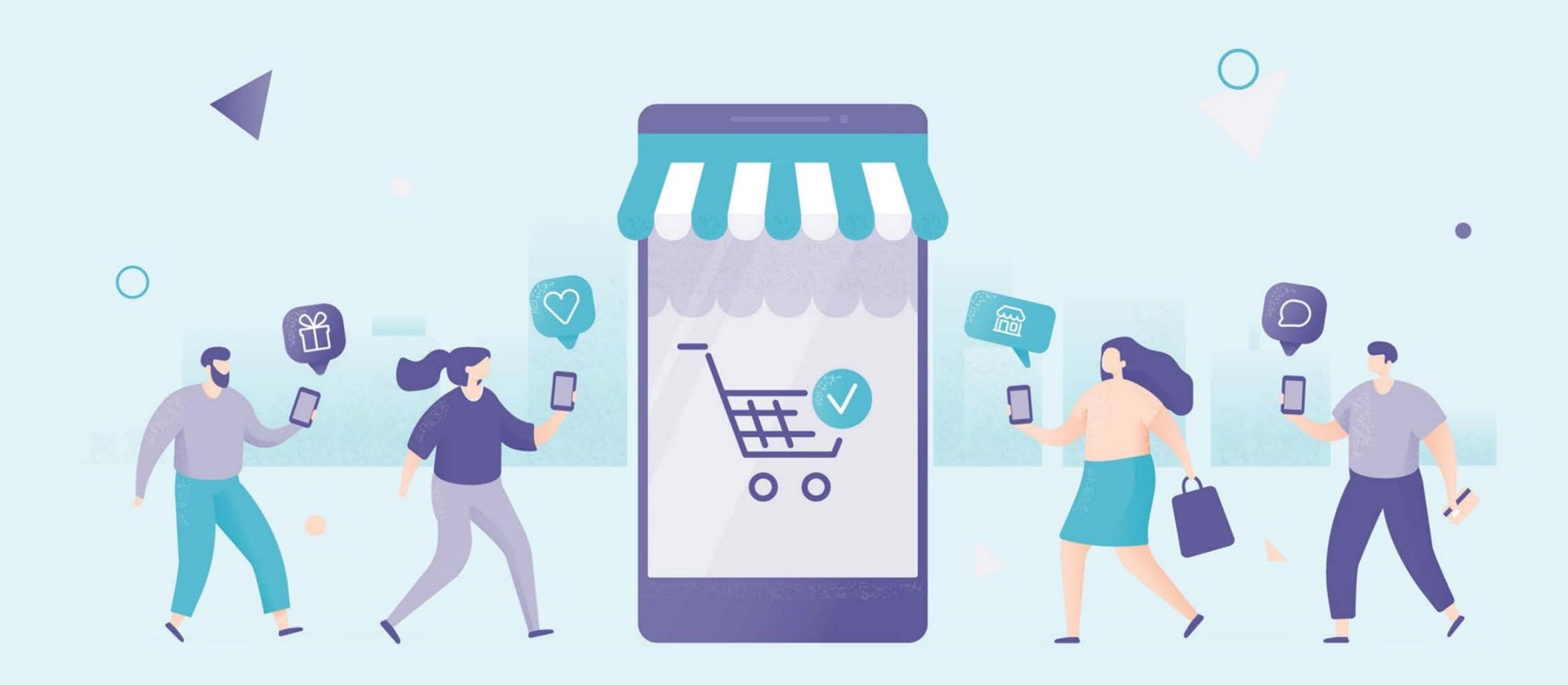






If you would like to reach the National Social Committee, please email us at social@cusw.ca







## Welcome to MemberPerks®

Discounts to help you and your family save on life's essentials, comforts and joys.

We are delighted to invite you to MemberPerks – an exciting new member benefit program that's designed to perk up your everyday life.

MemberPerks can help you save \$1000s every year with special discounts on home electronics and entertainment, restaurants, health and wellness, apparel and so much more.

#### START SAVING TODAY!

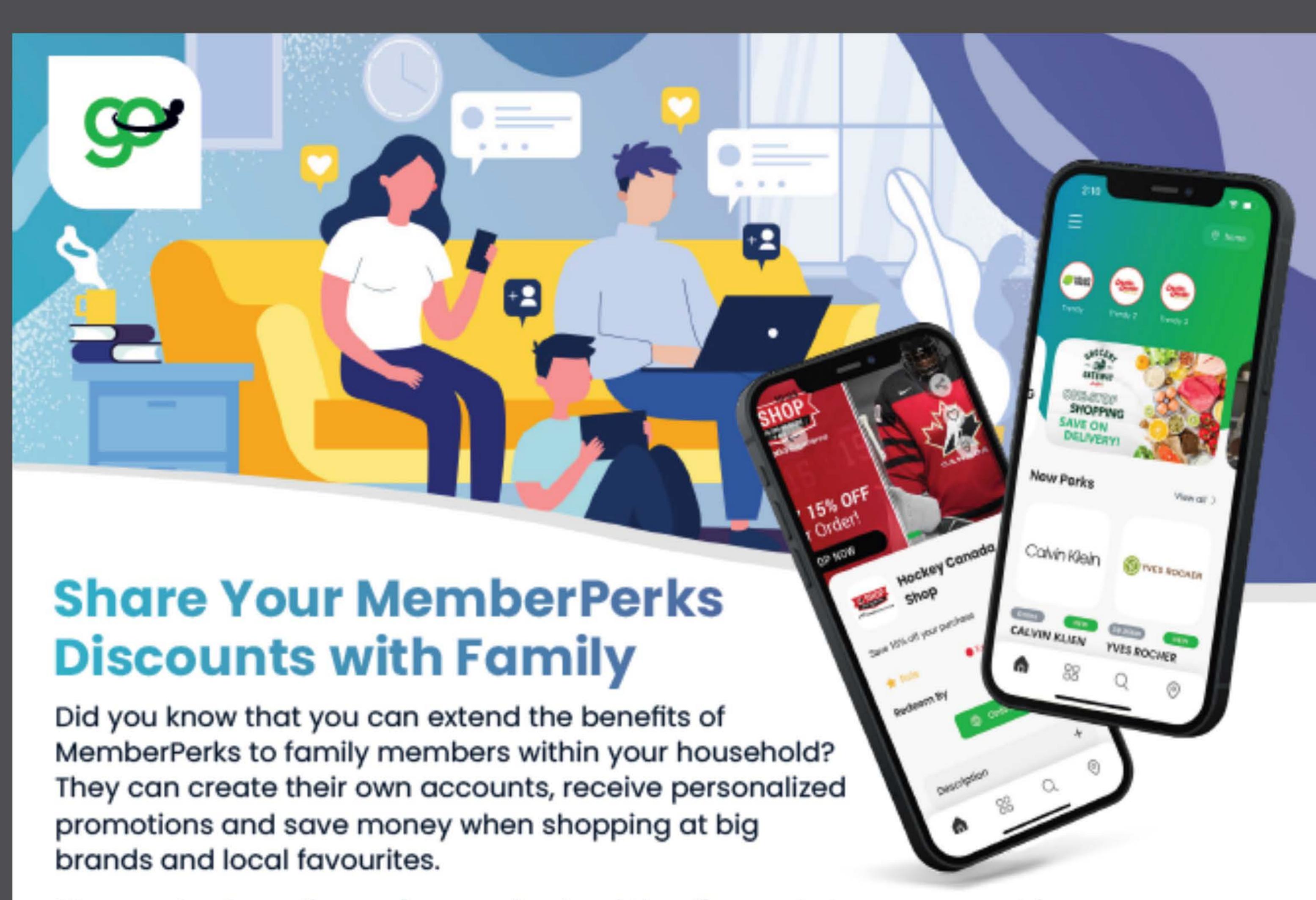
- 1. Go to cusw.venngo.com
- 2. Create your MemberPerks account
- 3. Start saving

NEED HELP? support@venngo.com



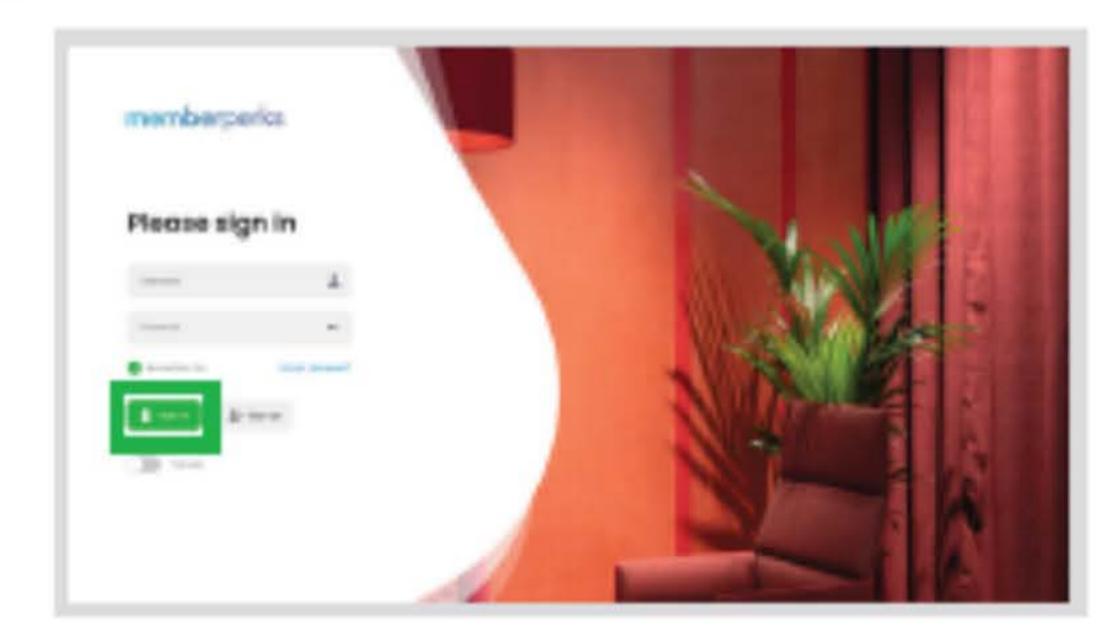




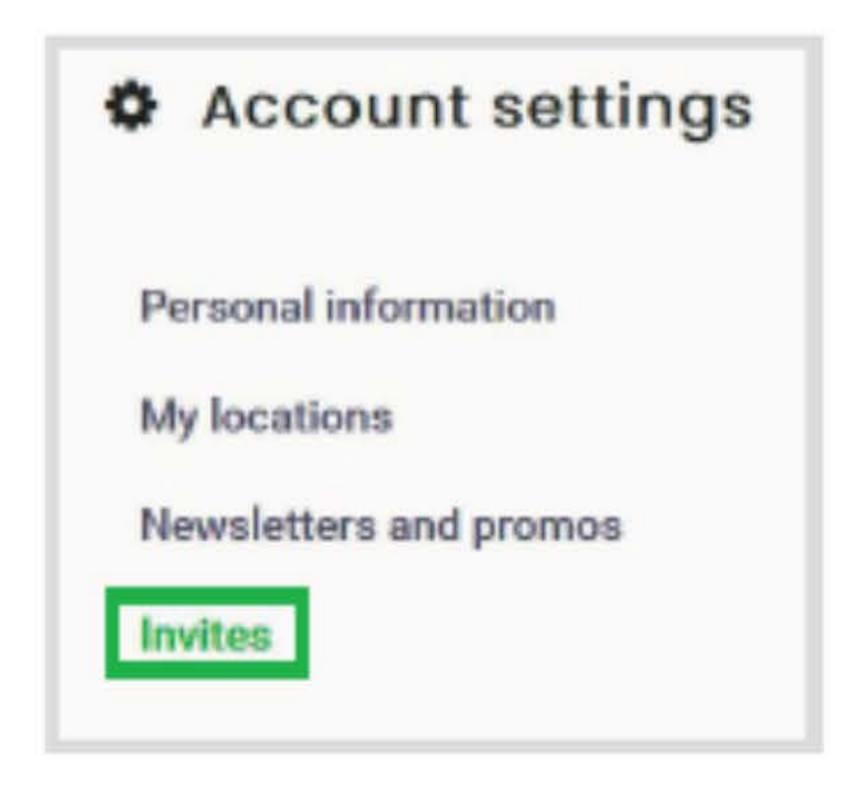


It's easy to share the savings and extend the discounts to everyone at home.

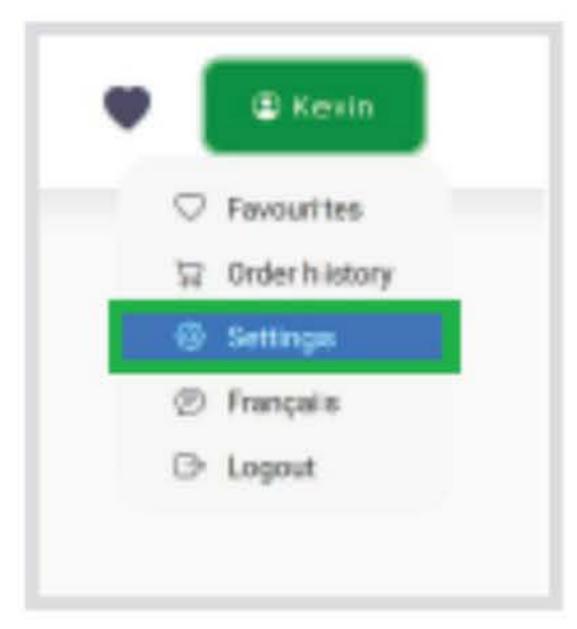
#### 1. Sign in



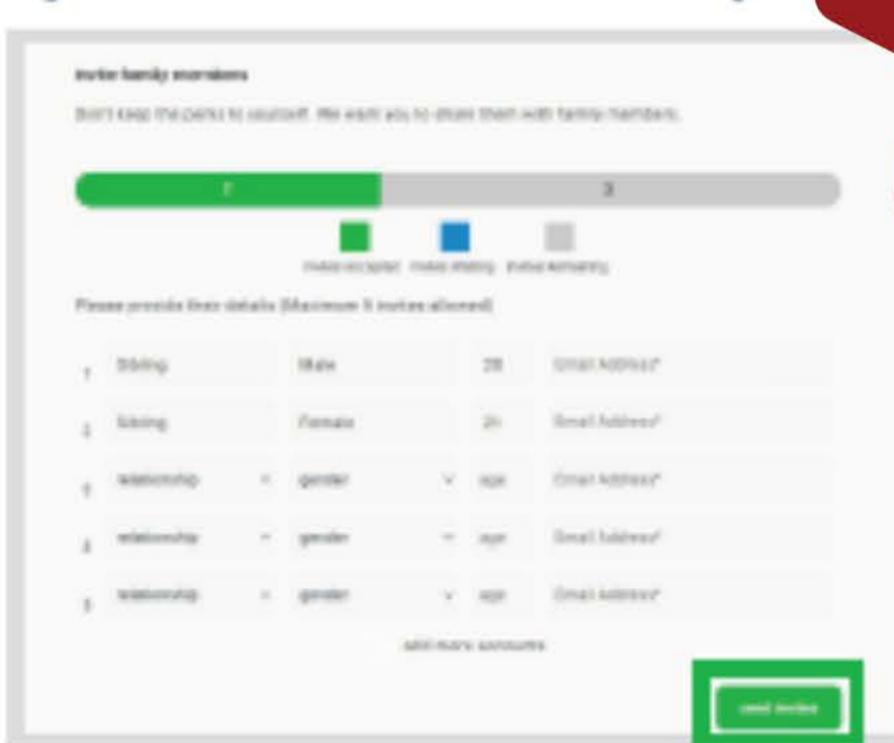
#### 3. Click the invite tab



#### 2. Go to your account settings



4. Send your invitations today!



Invite up to 5 family members!

Visit MemberPerks today! 🇯 🖷





memberperks

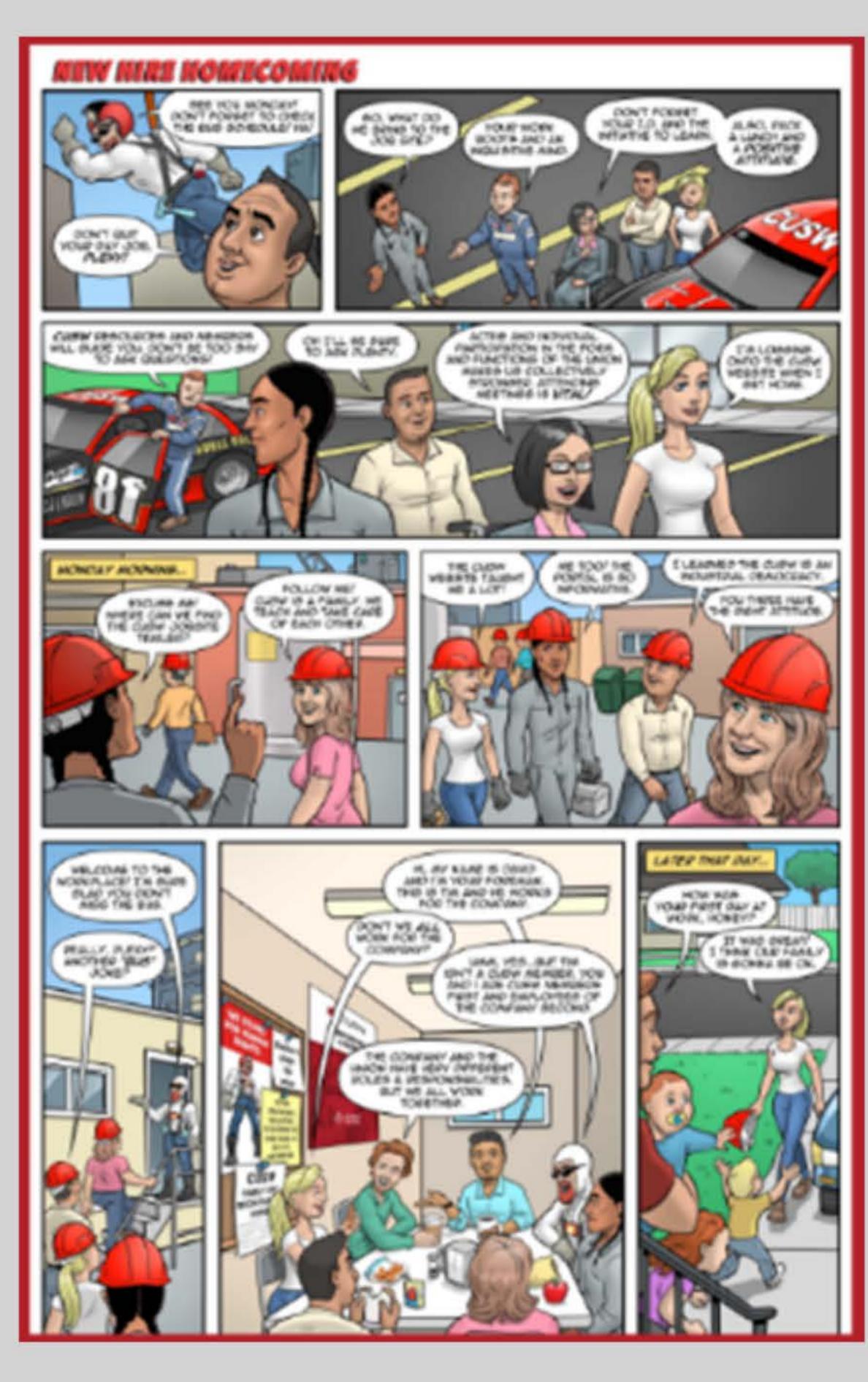
### Values and Beliefs Committee

The Third Article 2 'Plexman' Comic Installment – AND you get to be the inspiration for our final comic!

If you've been following the adventures of the Plexman so far, he has descended on a group of potential new members, guided them through to learning more about CUSW, and now we are happy to report, these new members are starting their first day on the job! Click the image to check it out!

We've woven a story beginning with meeting a group of potential CUSW members, all the way to their first day on the job. Through this journey, they've been introduced to Article 2, and what makes CUSW a progressive, member-centred, democratic union.

It's now your turn to let us know what you'd like to see next. The final, member-inspired comic will be ready by the summer! Stay tuned for this exciting finale to our comic series.





### National Tradeswomen Committee

#### Members in the Committee:

Committee Chair - Cynthia Brown

Committee Chair - Pauline Cranston

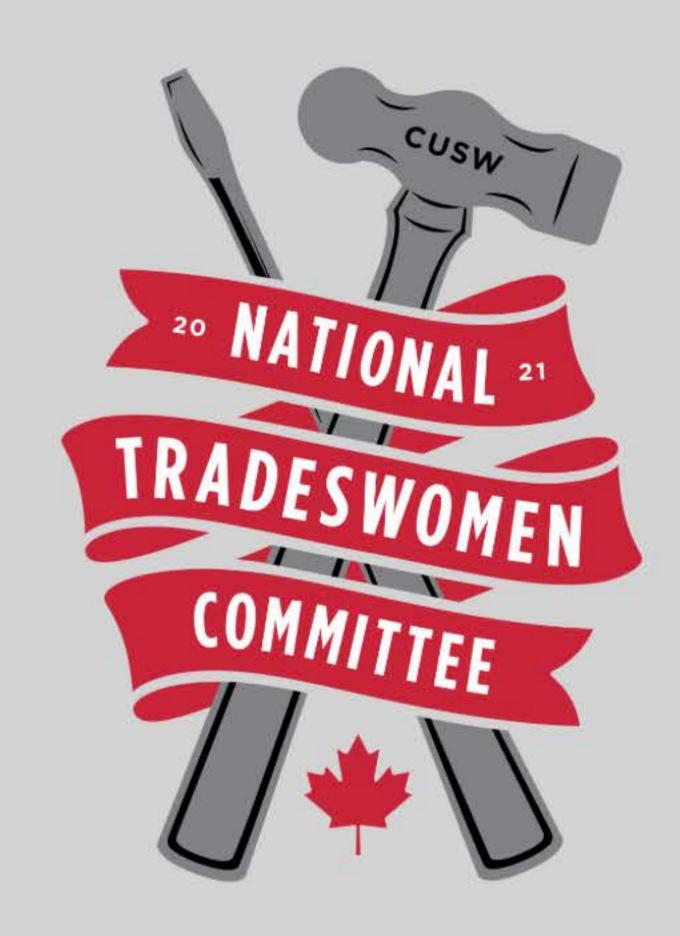
Committee Member – Michelle Y. Holmes

Committee Member - Mekalah Leach-Rathwell

Committee Member – Kendra Serecin

Committee Member – Rebekah Stuckless

Committee Member - Sarah Truax



#### **Events:**

On April 11th the National Tradeswomen committee hosted their second annual Be more than a Bystander Gala in Ajax.

However, this year the Gala looked a little different. The committee partnered with the Interval House of Hamilton and is happy to announce the new name PART "Preventative Action & Response Training". This training is designed to create awareness and prevention of gender-based violence and harassment. This partnership with The Interval House of Hamilton is one of the key initiatives to implement the Values and Beliefs in everything the Tradeswomen committee does. Together we can ensure our workplaces is a welcoming destination for all seeking an exciting career in the trades.

We would like to extend our sincere thank you to all of our sponsors and members of CUSW who made this event possible through monetarily and silent auction donations. We surpassed our donation expectations of \$22,304 and are pleased to support the Interval House of Hamilton once again. We are looking forward to next year's event. See you all there!



Check out pictures from the event here!

PHOTO ALBUM 1

PHOTO ALBUM 2

### National Negotiating Committee

**Our Mandate:** Provide new and existing bargaining units with the tools and assistance they need to successfully negotiate collective agreements on behalf of its Members and their families.

As a CUSW Member, you play an important role in the negotiating process as it is the Members who are the decision makers.

After having a mixture of in person and zoom meetings the committee understands our mandate. We are currently establishing budgets, collecting data on CUSW Collective Agreements, and plan on reaching out to the bargaining unit negotiations committees and liaison with them. See you all at Convention 2024!

### Constitution Committee

#### Its almost go time!!!

The Constitution Committee is responsible for gathering, reviewing and clarifying the resolutions that are sent in for convention. We've been super busy preparing training for the delegates attending Convention this year on April 27th and 28th being held at Niagara-on-the-Lake.

Delegates... Watch your email for this upcoming training!

Here is an excerpt from the white paper this year that was meant to provoke thoughts for possible resolution submissions:

"In a rapidly evolving world, embracing technology and innovation is crucial. CUSW needs to leverage digital tools to enhance communication and participation. This technological leap will make it easier for members to have their voices heard and actively contribute to the democratic processes that govern our union."

**Members....** This is the time to be involved in the future of your Union. Talk to your delegates if you have opinions on any resolutions you are aware of, if there is anything you want brought up at conference and watch for information following conference!

### Growth and Opportunities Committee

#### Growth and Opportunity Lead Report to Members

Growth and Opportunities continues to add employers that drive CUSW hiring more and varied skilled trades. We are gaining access and building into new sectors while growing the geographic footprint of CUSW across Canada.

We did an impact study last year for last 6 years of employer growth person hours. About 7 years ago we brought on full time reps to build job opportunities for CUSW. These would be more recent employers, not the owners or contractors like Valard, Areva/Framtone, Montgomery, EMC, etc. who signed long time prior to 2017. It captures about forty plus contractors mostly mid-sized and small mutli-trade employers. As of that report, over two million person -hours of work have come from these employers.

It is also changing the CUSW Representative model. We have Reps who are Millwrights, Ground persons, Power Line Technicians and New Economy SMEs.

Recently we have organized a number of private sector line contractors and a civil contractor. As well as signing others to one or more to the Hydro Appendixes. Some wonder why we continue to bring on employers, but it is simple.

We provide all employee agreements which provides for efficiencies and bidding advantages. Everybody is under one Union so not jurisdictional disputes or work disruption. Protecting companies from multiple Union collective agreements which affect bidding and costs. Provencal agreements that allow members the mobility to keep and follow their employment. Wage schedules that fit the sector and the work. CUSW Union funds are quite a bit lower compared to other trades so more money on member paychecks. This brings total wage package numbers down and give our employers competitive pricing. Our model is helping to build the contractor through business development supports so they can hire more members. A respectful workplace must come with all that as well.

Continued on next page

### Growth and Opportunities Committee

#### Growth and Opportunity Lead Report to Members Cont'd

Our model withstood a vicious attack by LIUNA and Operating Engineers in 2021/2022. Staunch support in the vote for CUSW (75%Plus) was a great message to them and others who want to Americanize our Canadian Union. One should not forget we are one of a few Canadian Unions in the Canadian Construction Industry that is dominated by American controlled Unions. That is why we have Canadian Union partners like the PWU and our sister Unions in the CCU (Confederation of Canadian Unions). Team Canada prevailed.

We will be attending the mining conference this year (PDAC) to help further our penetration into mining. We have been securing different mining projects both above ground putting numerous HV feeders but also below ground in mine internal infrastructure. We are also in conversations with some large employers in BC and Alberta and will keep everyone updated.

The GO Committee has had business plans in place for the last number of years and continues to evolve, adjust, revise and add to the document as opportunities present themselves. We continue to add appropriate representatives and organizers to help build out our plan.

With a union like CUSW, Canadians control our future and allows us to build a better future for Canadian workers. Who would no better on the needs of Canadians other than Canadians.

### National Capacity Building Committee

On February 23 and 24, the National Capacity Building Committee, with the support of the CUSW Education and Training Fund, hosted 40 Committee members representing 16 National Committees and 108 members of their families at the National Committees Workshop.

National Committees play a vital role in CUSW. They work to achieve CUSW's vision, encourage growth in our sector and other sectors, create and align initiatives with the overall vision, and make decisions that benefit CUSW members and their families. Each National Committee is responsible for establishing its operating guidelines, budget, business plan and long-term goals.

The workshop provided tools, templates, and "how-to" training to members of the National Committees, including an overview of the committees' importance to CUSW, tips on how to function well as a committee, and support for the planning and budgeting needed to ensure each committee can achieve its goals.

Families of Committee Members were invited to join in the fun at Horseshoe Valley. Some of the weekend's highlights included the delightfully prepared and tasty food and Brandy Cremascoli's skill at scoring the recipe for the resort's deeply appreciated Sticky Toffee Pudding. On Saturday night, a walking bingo game, a corn hole and an Euchre tournament saw some stiff competition and created many laughs. Thank you to the CUSW Staff for the excitement and prizes the Bingo game generated, to Hank Bakker for the CUSW branded corn hole game and to Megan Elarte for remembering to bring the playing cards.

If you'd like to learn more about being a member of a National Committee, email NCBC@cusw.ca.



### GLASSWORKS CO-OP IS CELEBRATING!



In less than two months the membership has stepped up surpassing its investment goal of \$363,000 to secure its 46 acre property in Owen Sound.

New and long-time community investors have come together to pay off the original vendor take-back mortgage on the land, and are looking forward to planning the next steps for affordable, sustainable housing in Owen Sound.

In Owen Sound's 2021 citizen satisfaction survey, housing was the number one issue facing the City. The CEO of Grey Bruce Health

Services (now Brightshores Health System), Gary Sims, told Owen Sound city council earlier this year "the biggest impediment to recruitment of staff is housing".

Both individual and organizational investors have stepped up to contribute to the project, including the Canadian Union of Skilled Workers who have deep roots in the area. "This low risk, high impact investment means we are contributing to the financially accessible workforce housing so desperately needed to drive our economy and improve our neighbour's quality of life. The members of the Canadian Union of Skilled Workers (CUSW) are excited to invest in Glassworks and to become a member. So many of our families live, work and play in Owen Sound and in the surrounding region thanks to their jobs at Bruce Power, Hydro One and local contractors" said John Wabb, Chairperson.

"One of the key learnings from Community Foundation Grey Bruce's recent Vital Focus on Housing report is that partnerships are key to finding solutions to the affordable housing crisis. Glassworks Village proposes a cooperative model for attainable and sustainable housing, engaging government, nonprofit and private sectors, inspiring community collaboration and innovation." Stuart Reid, Executive Director, Community Foundation Grey Bruce

Marilyn Struthers of the Social Finance and Housing Group of the Institute of South Georgian Bay shared, "Glassworks has been doing so much important work. We see models like this as a vital part of the infrastructure needed to support affordable living. Co-ops are a long-standing player in the work of housing affordability. That community members have stepped up financially to keep this particular dream alive, is a testament to the viability of local social impact investment, and the traditional "yes we can!" approach to solution-finding in our rural communities".

"The Glassworks community should be proud. The Ontario Co-operative Association is excited to lend its support to help provide innovative housing and financing solutions.

Continued on next page.

### GLASSWORKS CO-OP IS CELEBRATING!

We look forward to exploring the massive housing impact potential of the Glassworks site.", explained Peter Cameron, Co-operative Home Ownership Project Manager at the Ontario Co-operative Association.

Kristopher Stevens from Cohousing Options Canada shared, "Leadership starts at the local level with citizens, politicians, administrators, non-profits, service groups, faith-based organizations and the private sector, working together for the benefit of everyone in the community. As a new Board Member, and long-time member and investor, I am excited about how we came together to secure the land and for our collective goal of building a model sustainable neighbourhood of 300 homes."

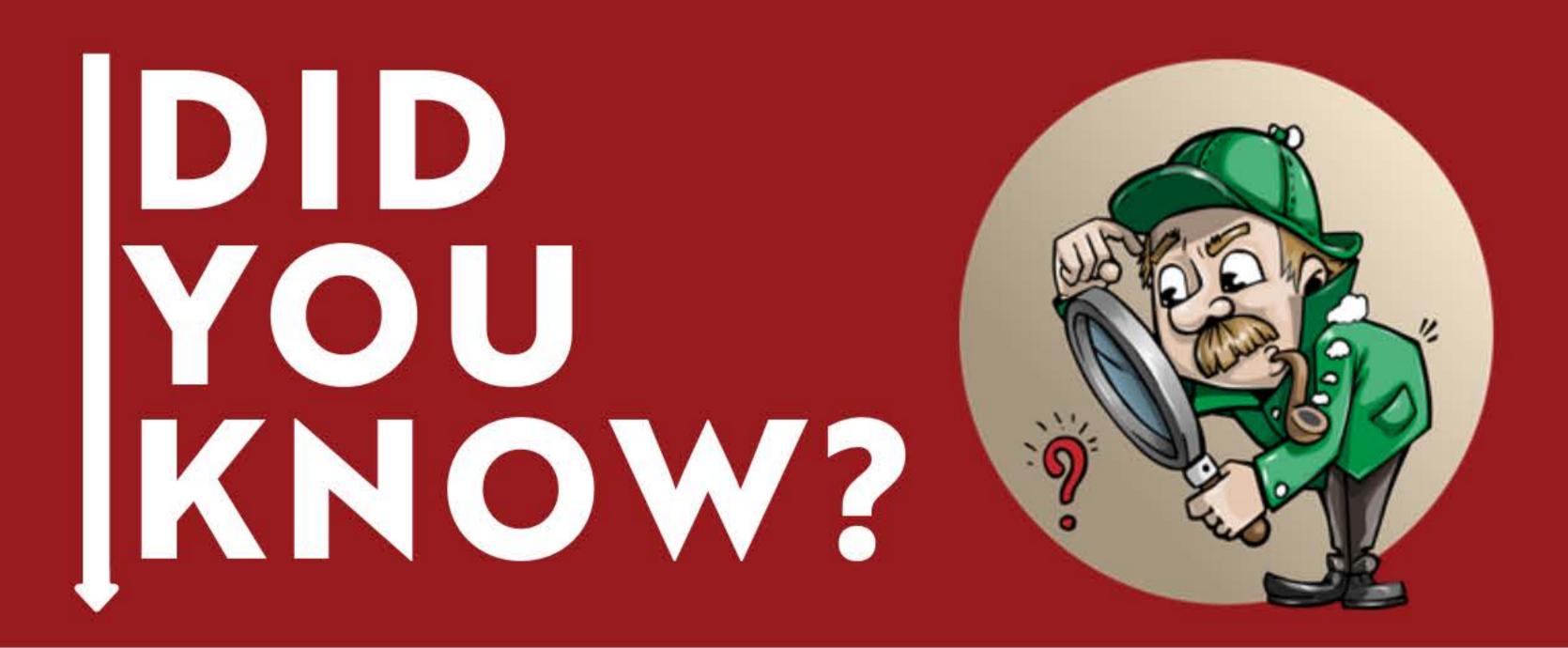
"Like a great family recipe, when it comes to our current crisis in attainable housing it is clear that beyond the most basic ingredients – in the case of housing often boiled to down to supply and demand – is the investment of vision, aspiration and care. I am very fortunate to live in Owen Sound and am energized and excited at the chance to give back and invest in the future of my own community," said Bob Sutton.

The Glassworks Co-operative Board, is grateful to its members and investors for their amazing support and look forward to working with local leaders to bring viable and timely solutions to our housing crisis To learn more or apply to join the Glassworks Co-op please visit www.glassworkscoop.com.

**UPDATE:** On February 2, 2024 at "The Hall" in Owen Sound 8 new Directors were elected to the Glassworks Development Co-op Board during the Annual General Meeting of the membership. New Directors include two CUSW members, Jason MacDonald and Kristopher Stevens. Continuing on is Founding Board member Kelsey Carrier and new Directors Michael Sacco, Harriet Singh Khalsa, Bill Klingenberg, and Glynnis Rengger. The new Board met for the first time on March 15, 2024 and is currently preparing it's plan for presentation to the membership, working towards the goal of developing a high functioning neighbourhood of 300+ high performance homes to address the housing crisis and help support the workforce and employment needs of the region.

Click Here to read the Owen Sound Sun Times Article





#### **CUSW Job Centre**

Use the CUSW Job Centre to check current Joint, National and Employer Postings:

- Click "Visit the Hiring Hall" on each of the above for the Dispatch Rules
- Review Dispatch FAQ's
- Register your layoff date
- Find Support Contact Numbers for Dispatch

#### Homewood Health



Member & Family
Assistance Program

Members and their families have immediate access to a wide range of confidential counselling services offered 24/7 over the telephone. Guidance, support, and counselling are available to Members and their families in several life areas that can sometimes feel overwhelming. Each of us has home-life and Workplace related issues that we need help with from time to time. MFAP is available as part of Power Sector Benefit Trust **PSBT.ca** 

### Now Accepting Journeyperson & Apprentice Applications

Please share with your family and friends that CUSW is now accepting applications for Journeypersons and Apprentices:

- ELECTRICIANS
- POWERLINE TECHNICIANS
- CARPENTERS

- IRONWORKERS
- PLUMBERS
- AND MORE!



#### Out of Work Dues

Don't forget to keep your dues up to date! Out of work dues are \$25 a month and can be paid through your online banking directly to CUSW. It will appear as an OTC (over the counter) payment when you view your contributions online.

#### Security Clearance

You can check your security clearance status on the CUSW website. Make sure your information is accurate! **CUSW Security Clearance** 



#### **CUSW Calendar**

Remember to take pictures throughout the year that can be used in the CUSW calendar. Please include member names and locations for captions. Pictures can be submitted anytime to communications@cusw.ca



CUSW Has Gone Virtual!

We encourage all Members to submit inquiries by email. If you wish to call, please leave a voicemail and we will respond within 24 to 48 hours.

# Canadian Union of Skilled Workers (CUSW)

info@cusw.ca

Tel: 416-240-7259

Toll-Free: 1-800-376-8539

Fax: 416-240-9970

### Apprenticeships

apprenticeship@cusw.ca

Tel: 416-240-7694

Toll-Free: 1-866-907-7694

Fax: 416-240-9970

# Power Sector Retirement Trust (PSRT)

Lisa North
Sharon Tuck

info@psrt.ca

Tel: 416-240-8479 Fax: 416-240-0993

# CUSW Education and Training Trust (ETT)

#### Training

training@cusw.ca (all training related inquiries)

Training Trust Reimbursements info@ettrust.ca

### Membership

membership@cusw.ca

### Security Clearance

securityclearance@cusw.ca Tel: 416-245-5232

#### Skills

skills@cusw.ca

(Specific to My Skills Profile inquiries)

### Power Sector Benefit Trust (PSBT)

#### Sharlene Saunders

info@psbt.ca

Tel: 416-240-8083

Toll-Free: 1-888-250-2270

Fax: 416-240-0993

#### Donna Durdle

paydirect@psbt.ca Tel: 416-245-9270

#### Allison McKinnon Vanessa Martinez

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