



NEWSLETTER

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Council of Chief Stewards 2013

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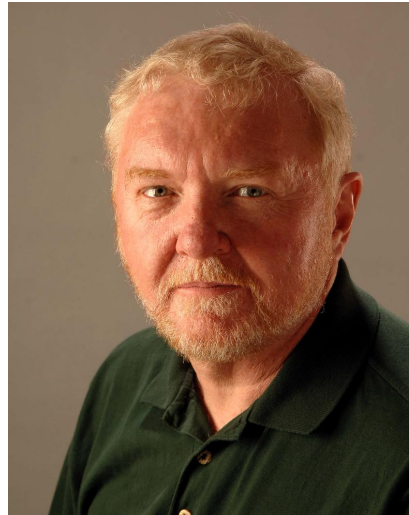
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Introduction

The Power Workers' Union has evolved dramatically over the past hundred years or so and particularly in the last 20 years. We have evolved from an organization that was originally designed to represent the employees of one company - Ontario Hydro - to a modern multi-faceted union that represents members at companies throughout Ontario in 50 separate bargaining units.



**Don MacKinnon
President**

Our Union will have to continue to change and evolve as our industry and our society change more rapidly than ever before. As the leadership of the PWU it is our responsibility to make the tough, proactive choices that will periodically realign our Union to best provide the support our members need - wherever they work - whatever their classification.

Change doesn't come easy nor should the lessons learned from the past be lost. We will need to use our collective experience and our common goals to make the right adjustments at the right times to enable the most effective representation possible for our current and future membership.

In the coming months and years I will be working closely with the Executive Committee, Chief Stewards and our PWU Staff to ensure that as our evolution continues, members will continue to be represented at the highest standards in the union movement.

We are proud of our efforts over the past year to keep up the pressure for sound energy policy development and we participated in many regulatory hearings that shape the business environment for our employers. Although these activities can often be exhausting and frustrating, we do have a worthwhile impact. We provide a

voice of reason and we are clearly recognized as the voice of workers in our industry. No other union in Canada puts more work into these activities than the PWU and we do it because it benefits our members.

We will also continue to look externally and build on our valuable relationships with existing allies and reach out to secure new like-minded organizations, inside and outside the labour movement, to help push back on bad policy development and hard-core right wing attacks on the rights of working people and those less fortunate.

Those attacks have taken a number of forms including: trade and procurement strategies that shift jobs offshore to low-wage jurisdictions; vilification of good pension plans; and most importantly - legislative strategies to weaken unions' abilities to protect and improve the standard of living and rights of working people and retirees. They are designed to make the rich richer and to erode the lot of the middle class.

I am pleased to report to the PWU membership that your Union is strong, financially sound and working harder than ever before as your advocate. As I mentioned earlier, we will continue to evolve and improve our capabilities on behalf of all PWU members so that future generations of PWU members will have an even stronger and more effective Union than we have today.

Electricity Industry and Government Relations Update

Since last year's Council there have been a number of developments on the political front.

Two colossal miscues brought about the resignations of Premier McGuinty, Finance Minister Dwight Duncan and Minister of Energy Chris Bentley. First, the politically-motivated cancellation and relocation of the gas plants slated for Mississauga and Oakville; and second, the heavy-handed approach to public sector bargaining that started with government ultimatums - followed by legislation stripping the province's teachers of their right to free collective bargaining and the subsequent imposition of collective agreements by government edict.

Since the new Premier, Kathleen Wynne, took office early this year she has been trying to create some distance between her leadership and that of the McGuinty government. The legislation that

stripped the teachers' right to freely bargain was quickly abolished and a more moderate labour relations stance was taken.

The Wynne government, again appearing to create some separation from the energy policy of the McGuinty regime, announced a review of the 2010 Long-Term Energy Plan (LTEP). Public submissions to the government closed on September 16th.

It is uncertain how long the minority Wynne government will stave off an election but it is clear that even though the public is not very satisfied with the current state of affairs, they are not clamouring to go to the polls anytime soon.

The PWU made a comprehensive submission - over 200 pages in all - to the government on its LTEP review. The submission can be found at:
http://www.pwu.ca/issues/PWU_Submission_LTEP_2013_EBR_011_9490.pdf.

We advocated for the refurbishment of all nuclear units at Bruce Power and Darlington as well as the building of two new CANDU units at Darlington to replace the more than 3,000 megawatts of greenhouse gas emission-free production from Pickering NGS when it closes in 2020.

We called on the government to maximize utilization of existing generation and transmission assets including the conversion of OPG's coal generating stations to use carbon-neutral biomass and natural gas for peak supply.

We promoted renewal investments in the industry workforce, investments in existing transmission and distribution infrastructure and smart grid investments to enable charging of electric vehicles.

We backed up much of our submission with support from expert independent analysis.

At last year's Council, I reported on the Blue Ribbon Panel appointed by government to investigate and make recommendations for changes that would create efficiencies in Ontario's distribution system. Although we strongly advised the Panel not to make recommendations that would force mergers and amalgamation of Local Distribution Companies - they did just that. We did not stop there however and when the new Minister of Energy, Bob Chiarelli,

was appointed to replace Chris Bentley, he was quick to announce that there would be no forced mergers.

The provincial government is still contemplating their stance on whether or not to try to force amalgamation of public sector pension plans into multi-employer plans and/or jointly sponsored pension plans.

The PWU has called on the government not to meddle with our negotiated pension plans and it is not clear yet whether the Wynne government still has this item as high on the priority list as the McGuinty government did but we will report to you as things develop.

I have met with Progressive Conservative Leader, Tim Hudak, a number of times to talk about a variety of issues but in particular their policy on "right-to-work" legislation which would allow individual workers to opt out of paying their union dues and still take advantage of the union's achievements at the bargaining table.

The Progressive Conservatives are firmly committed to policies that would financially weaken unions, dramatically reduce their ability to advocate for workers, and make it easier for governments and private enterprises to reduce wages, benefits and rights of the working middle class.

Fortunately, we live in a democracy and the only way the hard core right can be successful in attacking the rights of workers is if they can get elected and that would require convincing working people to vote for them - much like talking chickens into voting for the late Colonel Sanders.

Similarly, at the federal level last year, a Conservative MP introduced a private member's bill (C-377) that would require all union expenses of more than \$5,000 to be posted on a government website. These requirements were designed to create animosity between individuals in the general public and unions as well as between individual union members who may disagree with certain union expenditures even though they are approved through the democratic structure of the union.

These public reporting procedures do not exist for any other type of organization or company and they are clearly designed to weaken the collective strength of workers and a precursor to "right-to-work" legislation at the federal level.

When the bill went to the Senate after passing in the House, the PWU and other unions conducted an information campaign for Senators to get them to recognize this as a senseless, discriminatory attack on unions and the Senate. Chris Dassios, our in-house legal counsel, did a tremendous job making our submissions to the Senate Committee and eventually the Senate sent the legislation back to the House of Commons with sweeping amendments that proved to be unpalatable to the Conservative government. It is interesting to note that a number of Conservatives who hold the majority in the Senate supported the amendments in opposition to the government.

Another Tory Bill attacking workers rights to unionize at the federal level, C-525, was introduced under the guise of a private member's bill. C-525 would have changed voting requirements in union certifications. Rather than obtaining a majority of the people voting on whether or not to unionize in bargaining units covered by the Canada Labour Code, the new bill would have required that the union receive votes from a majority of the total number of employees in the bargaining unit whether they vote or not.

In effect this would mean that employees who did not vote would be counted as votes against unionization.

Since Prime Minister Harper prorogued Parliament earlier this summer, all legislation on the docket in the House was wiped out and it is unclear at this point whether the government will reintroduce bills similar to C-377 and C-525.

These fights for free collective bargaining and the rights of workers to form effective unions are not over by any means. The PWU will continue to put the facts forward and push hard to make an impact on these fronts.

One of the organizational improvements we made in the last year that will better prepare for waging campaigns was the hiring of a new full-time Communications Officer. Better two-way communication between the membership and the leadership of the Union has been flagged as an area that needed focus.

When Donald Wallace was hired last spring, we asked him to focus on member communications first and since that time we have seen regular monthly newsletters that will serve to keep our membership much better informed of key issues.

We welcome your feedback and suggestions as to how two-way communication can be further modernized and improved.

Health and Safety

On June 13th of this year, the Fact Finding Panel on 2,4,5-T herbicide (commonly called Agent Orange) released its report that confirmed PWU represented employees of Ontario Hydro were exposed to potentially dangerous levels of the herbicide in the course of their work in the late seventies and early eighties. The PWU has pressed for recognition of Agent Orange-related WSIB claims for decades and will use this report to once again establish benefits for members that suffered health impacts from exposures.

The WSIB has already started to put up their defences stating that individual claims will have to prove the connection between the exposure and the health impacts before establishing compensation benefits, so even though this report is a positive step it is not the end of this 30-year fight on behalf of our members - some of whom have suffered for decades or died. The Union is providing individual representation for affected members and their survivors.

We continue to see deterioration in the health and safety initiatives of some of our employers. Some are focused on their financial pressures to the point that health and safety programs have suffered.

We will not accept a return to the days when accidents, injuries and fatalities were accepted by employers as inevitable. We will continue to educate and support our members and Health and Safety Representatives. We will continue to press our employers to do the right things and we will use our rights to refuse and stop unsafe work where necessary. Health and safety will always be the first priority of this Union.

Bargaining

Once again I am proud to report that your Union is negotiating the best collective agreements in the country. The past year has tested the resolve of our members and our PWU bargaining committees but they have shown remarkable creativity, patience and determination in achieving the best possible results. In the past year the PWU was successful in negotiating 22 collective agreements – the most in any one year in our history – and it is no coincidence that even in these very tough times of restraint and austerity, the PWU

has managed to negotiate real wage increases above the inflation rate.

Your bargaining committees have improved working conditions, strengthened pension plans, improved benefits for PWU members across the province and staved off concessionary demands from employers that are far too numerous to list.

Two key settlements helped set positive trends and break log jams at other negotiations. At PowerStream, the province's third largest Local Distribution Company, the PWU bargaining committee produced a first-class agreement that provided good wage increases, improved benefits and broke new ground on improvements to rest-time payments and breaks on overtime.

Hydro One bargaining was as difficult as one would expect with the government directing the company to produce a collective agreement that provided no overall compensation increases without an equal return through concessions. The end result after a protracted round of negotiations was an agreement with good wage increases, a strengthened pension plan, employment security and benefit improvements.

Without these two agreements we may not have been as successful negotiating agreements at Whitby Hydro, the IESO, and a number of others where our bargaining committees ran into very challenging bargaining environments.

Congratulations to all of those who participated in bargaining on behalf of PWU members. You have demonstrated tremendous resolve, patience and creativity in negotiating the best agreements anywhere and under very difficult circumstances.

Union Training

Succession planning for the PWU leaders of tomorrow remains a top priority and I urge all of you to be active in recruiting your members to participate.

In the coming year, the PWU will continue to focus our Union training programs for new members, Stewards, Chief Stewards, Principal Stewards and Health and Safety Reps.

Regulatory Issues

The PWU was very active participating in regulatory processes over the past year. Of particular note, the PWU, along with OPG and the Society, successfully appealed a rate order decision of the OEB that denied \$145 million in funding to OPG. Success in appealing OEB decisions is very rare and the OEB has indicated they will now appeal the decision of the Court of Appeals to the Supreme Court of Canada.

The PWU has been the primary proponent of including service quality performance as a factor in addressing rate assessments for utilities and we have made significant progress on this front lately. This means the OEB will now place more and more emphasis on service quality standards in the approval of rate requests.

A summary of the PWU's participation in public consultations and hearings for 2012-13 can be found at: <http://www.pwu.ca/issues/PWU%20Regulatory%20Activities.pdf>. It will not only give you a flavour of the importance of PWU participation in these proceedings but it will also give you an understanding of the level of resources committed by the Union in an effort to impact these proceedings on your behalf.

No other union participates in these processes on a regular basis.

Report of the Provincial Review Committee

The report of the Provincial Review Committee, which provides recommendations to the Executive Board regarding the addition, modification or deletion of units, recommended no changes to the unit structure of the Union for the coming year. The recommendation was reviewed and approved by the Executive Board.

PWU Focus for the Next 12 Months

It has become a tradition at Council, to outline a ten point PWU focus that will truly assist our members and their families, as well as improve the prospects for Ontarians getting the reliable, affordable and environmentally responsible electricity system they need for a sustainable and successful economy.

1. First in class health and safety advocacy, collective bargaining and representation for PWU members.

2. Maintain rights to free collective bargaining and successor rights for PWU members.
3. Critical member and representative training along with leadership succession planning and development.
4. Continue our efforts to gain commitments to convert Ontario's existing coal plants to utilize carbon neutral biomass and/or natural gas.
5. Promote the importance of nuclear unit refurbishments and new-build to provide affordable greenhouse gas emission-free base-load electricity and support the transition to electric vehicles.
6. Influence the level of co-operation between Ontario's nuclear companies, the federal and provincial governments, and CANDU Energy to revitalize Canada's role in the global nuclear technology market.
7. Influence government policy and direction regarding the dangers of merchant transmission.
8. Influence the development of sound carbon reduction programs and participate strategically in other regulatory proceedings.
9. Organize strategically.
10. Influence the development of Ontario's electricity policy, and pursue the creation of an effective electricity planning process that begins with an integrated social, economic and environmental vision for the province.

These items are not listed in order of priority – the PWU will pursue these action items simultaneously.

Conclusion

In the coming year we will face many challenges and opportunities. We will do it together and put our members' first in all we do. It is an honour to work together with each and every one of you to improve the standard of living and the quality of life for all PWU members.

Highlights from the Report of the Vice-President, Sector 1, to the Council of Chief Stewards

- Maureen Skopeleanos was elected in an interim Sector Rep election. She now sits on the Executive Board representing the interests of members at the Pickering Site, Ki-nectrics, AMEC NSS, NWMO and OPG's WWMF.
- Scott Duff has completed the transition to Sector 1 Staff Officer. Scott continues to help out with the Hiring Hall as required.
- Kerilyn Borg is the Acting Sector 1 Senior Administrative Assistant.
- Health and Safety continues to be our highest priority. It is an area of focus in our strategic planning process and in our Sector meetings.
- The PWU now has an agreement with OPG to set up an ad hoc electrical safety committee and discussions are expected to begin soon.
- Despite a relatively high standard of safety in Sector 1, concerns remain. Over the last couple of years we've seen electrical contacts, work protection incidents, a lead exposure at Darlington and continuing asbestos concerns at Pickering. The employers still appear to be moving to a mindset of minimum compliance.
- The PWU has an interim agreement with OPG that has PWU-represented OPG employees seconded to contractors doing work for OPG.
- The PWU participated in the CNSC Staff 2012 Integrated Safety Assessment of Canadian Nuclear Power Plants.



Bob Walker
Vice-President
Sector 1

- Our annual meeting with the CNSC President and Senior CNSC Staff took place in Ottawa in August. The PWU made presentations at the CNSC hearings in support of the renewal of Power Reactor Operating License for both Darlington and Pickering. We also made presentations to the Joint Review Panel in support of the environmental assessment for OPG's proposed Deep Geological Repository for low and intermediate level nuclear waste.
- We continue to work through OPG's Business Transformation process, which, to date, has dealt largely with changes to organizational and reporting structures. PWU members at OPG have job security so staff reductions have been through attrition. There will be some movement of staff using Article 11.0 (over/under) and Article 10 (vacancies).
- The PWU has commented on a number of discussion papers put out for review by the CNSC such as fitness for duty (drug and alcohol testing) and safety culture. There will be more discussion papers out for review over the next year such as managing worker fatigue and hours of work.
- OPG has started to engage the PWU in discussions on a long-term staffing plan. The primary goal for Sector 1 is to develop a plan for the closure of Pickering with as little an impact on our members as possible.
- With the successful restart of Units 1 and 2, Bruce Power has eight units in operation making it the largest nuclear generating site in the world. Bargaining will begin immediately.
- The federal government has decided to move to a Government Owned - Contractor Operated model for a restructured AECL at Chalk River. PWU members at Chalk River may be forced to move to a new employer and leave the Federal Government Pension Plan.
- The Collective Agreement with Compass Foods at Bruce Power expires in October 2013. Negotiations have been difficult but are ongoing.
- The Collective Agreement with Compass Foods at Pickering NGS expires in November. Negotiations have been difficult but are ongoing.

- The PWU negotiated a two-year agreement with Compass Foods at Darlington NGS.
- We have recently reached a tentative agreement with Kinectrics.
- We negotiated a one-year agreement with Nuvia Canada (formerly Coor Nuclear Services) that expires on December 31, 2014. The work we do with Nuvia now is in the areas of radiation protection and decontamination. The PWU and the employer have committed to jointly explore other opportunities in the Canadian nuclear industry.
- The AMEC Nuclear Safety Solutions agreement expired on March 31, 2013. Negotiations with AMEC NSS were not successful. We went to conciliation and mediation without success. The members were then presented with a final offer that they rejected unanimously. I will report as the situation develops.
- The PWU has a new collective agreement with the Nuclear Waste Management Organization that runs until March 31, 2015.

Highlights from the Report of the Vice-President, Sector 2, to the Council of Chief Stewards

- OPG has announced the final shutdown of the remaining two units at Lambton GS and the remaining four units at Nanticoke. The Union was notified March 21st of the decision to have the units off line by year-end 2013. The coal closure language was triggered and we have been working with the company to ensure that our members' rights are protected. Of the 388 staff at the two plants, 159 are taking advantage of the voluntary sever-



Brad Carnduff
Vice-President
Sector 2

ance package, 185 are being redeployed, and 44 will be remaining at the plants.

- Thunder Bay GS was able to secure a one-year reliability must-run contract for one unit. The coal closure language was triggered by the company but the members taking the voluntary severance package absorbed the reductions in staff required and no redeployments were necessary. Thunder Bay is testing torrefied biomass and we are hopeful that the plant life will be extended using this new fuel source.
- Atikokan GS is being converted to burn biomass. As a result of the fuel change, the coal closure language was triggered but no redeployments were necessary and staff reductions were minimal.
- Lennox GS was able to secure a ten-year power purchase agreement.
- The lower Mattagami project continues to move forward, apparently on time and on budget.
- OPG has announced that the government has given approval for the construction of a 25-megawatt station at New Post Creek, about 100 kilometres north of Smooth Rock Falls within the Northeast Plant Group.
- The PWU successfully completed a round of bargaining this year with New Horizon Systems Solutions and achieved a three-year deal with economic gains along with improvements to benefits.
- Over the past year, Sector 2 has negotiated collective agreements with Transalta, Mississagi Power Trust, and BPC District Energy. We achieved economic increases of between 2½ and 3 percent with benefit improvements and no concessions.
- Sector 2 has three more collective agreements to renegotiate by year-end: Lake Superior Power, Atlantic Power and Portlands Energy Centre.
- The PWU was able to sign the workers at the Brookfield Renewable Energy Wind Farm in Sault St. Marie. We will be negotiating a new collective agreement this fall.

Highlights from the Report of the Vice-President, Sector 3, to the Council of Chief Stewards

- Discussion about the proposed merger of the OPA and the IESO has stopped. Both organizations are going about their business until they hear otherwise from the government.
- A threat to PWU members and the work they perform is the introduction of merchant transmission by the OEB. The Board has licensed seven new electricity transmitters to compete with Hydro One with the goal of fast tracking the connection of FIT and Micro-FIT generators. What the Board doesn't understand is there aren't enough skilled tradespeople to do all the work required and adding more transmitters would speed up access to the Grid.
- At Hydro One, the PWU was able to negotiate a two-year Collective Agreement with 2½ percent increases in each year in spite of a government directive to hold the line on wage increases.
- After protracted negotiations with the IESO, the PWU was able to conclude an agreement that mirrored the Hydro One deal. Negotiations begin again early in the New Year.
- Inergi and Vertex have both negotiated three-year extensions to their Master Service Agreements (MSAs) with Hydro One. The PWU has negotiated three-year collective agreements that extend beyond the expiry dates of the MSAs.



Mel Hyatt
Vice-President
Sector 3

- At the urging of the PWU, Hydro One has created a joint committee to deal with the back feed safety issue related to FIT and MicroFIT connections.
- The Hiring Hall in Sector 3 has been very active with some 1,600 members.
- The apprenticeship program at Hydro One has 513 members.
- Pending OEB approval, Hydro One has made an offer to purchase Norfolk Power where we have members. We have had discussions with the company about rolling over the Collective Agreement.
- Erie Thames has filed a policy grievance with the PWU claiming that the principal steward cannot represent both the inside and outside workers. We have one day of arbitration and two more are scheduled for next spring.
- The PWU has arranged for retiree benefit coverage for purchase by PWU members who are retiring without them or whose benefits expire at age 65. The chosen supplier is Municipal Retirees Organization Ontario and information has been sent to eligible retirees.

PWU's Queen's Park Lobby Day

On September 24, 2013, 83 Chief Stewards and Observers selected to attend the 67th Council of Chief Stewards from the PWU met with 25 MPPs as part of the PWU's Queen's Park Lobby Day. These meetings were viewed positively by both the Union representatives



and the MPPs who attended. PWU representatives raised a range of issues from workers' rights to electricity policy concerns. Although it is often difficult to read the true feelings of some politicians, the response to many of the views expressed by the PWU representatives appeared to be positive. It is always worthwhile to

engage politicians and to let them know the concerns of workers in our industry.

PWU Health and Safety Activist Award, 2013

At the 67th Council of Chief Stewards on September 26th, PWU President Don MacKinnon presented the annual Health and Safety Activist Award to Dave Dodds (Unit 2-13, New Horizon System Solutions).



PWU Community Volunteer Awards, 2013

The Union takes great pride in the giving spirit of our members across the province and their special contributions to the communities they live in. Each year the PWU selects four members/retirees who have demonstrated outstanding citizenship in their community.

At September's Council of Chief Stewards, President Don MacKinnon presented the annual PWU community volunteer awards, one for a deserving member from each of the three sectors and one from the Retired Workers' Chapter. Although none of the recipients was seeking any recognition for their efforts they can be sure that PWU members are proud of them. Each one received a PWU jacket, a certificate of thanks and a donation of \$1,000 in their name to a charity of their choice.



Don MacKinnon and Shaun Carney

The award winners were:

Sector 1: **Shaun Carney** for his contributions to Big Brothers Big Sisters of Kincardine and District and the creation of a free not-for-profit website titled KincardineHelps.com

Sector 2: **Lynn Fragis** for her activities with the Dunnville Minor Fastball League (unfortunately, Lynn was unable to attend the presentation)

Sector 3: **Maureen Prosser** for her tireless efforts at Wellington Hospice

Retired worker: **Ron Kirchel** for his volunteer activities with the Shoreline Team of Home and Community Support Services and as a Volunteer Driver, Day Away Driver and Meals on Wheels Driver



Ron Kirchel

**Don MacKinnon
and Maureen Prosser**

Retired Workers' Chapter Update



Over the past year, the Retired Workers' Chapter (RWC) has completed a reorganization, filled all the positions on its Executive and delivered training to those retired members who have volunteered to attend Unit Advisory Committee (UAC) meetings. By attending UAC meetings, RWC members are seeking to reach out to those PWU members who have recently retired or who are about to do so. Given the upheaval that our industry is facing, and especially in light of clear, announced intentions on the part of the Ontario Progressive Conservative Party to attack the union movement in general and public sector pensions in particular, the RWC and active PWU members will stand together to fight against these attacks.

Ontario Electrical Safety Awards, 2013



L to R: Scott Saint (ESA Chief Public Safety Officer), Hon. Tracy MacCharles (Ontario Minister of Consumer Services), Dr. Manuel Gomez, John Wiersma (ESA Chair)

Two of the Ontario Electrical Safety Awards handed out in September had special significance for the PWU. The Chief Public Safety Officer Special Recognition award went to Dr. Manuel Gomez - St. John's Rehab Research Program at Sunnybrook Research Institute. Dr. Manuel Gomez and his research team were recognized for their research efforts examining the physical and psychological effects of electrical injuries on the survivors,

resulting in important findings emphasizing the need for education and preventative strategies to decrease the risk of electrical

injuries. The PWU is a key contributor in support of Dr. Gomez's research.

The Powerline Safety Award went to London Hydro. London Hydro was recognized for their ongoing commitment to the safety of its workers and the public through the creation of their "Incident Alert" Safety Bulletin and new tagging procedure. The Bulletin was designed to share incidents and near misses with employees in order to raise awareness and increase prevention of future incidents. Responding to one such bulletin, London Hydro introduced a new tagging procedure to provide additional assurance that after electrical work is ready to be energized, the electrician completes and signs a "SAFE and Ready for connection" tag, and affixes it to the main disconnect switch. When London Hydro workers arrive to energize the service, they check the tag before proceeding and call the electrician if they have questions. London Hydro workers sign and date the tag and leave it affixed to the main disconnect switch to indicate the service is energized.

Organ Donation Reminder

PWU member and former Chief Steward Roger McAllister, who works at Inergi, sent a timely reminder about organ donation. In June, after

several years of serious health issues, Roger found out that his kidneys had failed. After enduring three surgeries, he is now on dialysis three times a week for four hours a time. While Roger is back at work on a modified schedule, he is hoping for a kidney transplant. For more information about kidney donations, click [here](#). To register as a donor click [here](#).

beadonor.ca

Bright Futures Aboriginal Youth Camps, 2013

This past summer, the PWU was a Gold sponsor for Bright Futures Aboriginal Youth Camps put on by Electricity Human Resources Canada.

The youth camp initiative was developed to address one of the key barriers to increasing Aboriginal involvement in the electricity sector: limited educational background in the mathematics and science required for employment in the sector. In keeping with the research findings and best practices such as "start early," the camp is oriented to pre-teen youth (approximate ages 10-13) to build relevant interest, knowledge and confidence in advance of making educational and career choices.

