

DECEMBER 2018

# POWER WORKS



PWU NEWSLETTER

ERHAM & WORTS LIMITED

Thompson Landry Gallery

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# PRESIDENT'S MESSAGE

## A YEAR IN REVIEW

Dear Members,

In the closing days of 2018, I have had the opportunity to reflect upon our collective achievements and the challenges that lie ahead of us. Before touching on some of these, I want to offer my heartfelt thanks to all of you for your continuing support. I also want to express my appreciation to the PWU Executive Team, Chief Stewards, Staff and their families. Your unwavering dedication and commitment make our successes possible.

During the last twelve months, we have achieved several major accomplishments together. Thanks to the efforts of your Executive Team, Bargaining Committees and Support Staff, the PWU continued to secure solid agreements. For the first time in our history, Collective Agreements with five of our largest employers expired concurrently. Three of these agreements were renegotiated at the same time and ratified by the membership. Presently, we are engaged in the conciliation process with Alectra as we merge five collective agreements into one. As well, we are currently in a legal strike position with OPG and job action activities have taken place post December 13th voting results. The members of OPG have voted in favor of a strike action at 59.8%. We appreciate the support of all members in this activity.

In Sector 3, several representation votes have also taken place in 2018 driven by some local distribution company mergers and amalgamations. We can expect to be involved in more of these votes in the coming years as mergers/amalgamations continue within the local distribution companies.



By **Mel Hyatt**  
*President*  
*The Power Workers' Union*

**Thanks to the efforts of your Executive Team, Bargaining Committees and Support Staff, the PWU continued to secure solid agreements.**





This will create new opportunities for us to grow our membership. The PWU will need your help getting the word out that the Power Workers' Union is Ontario's largest and most progressive labour Union within the electricity sector and the Union of choice.



One message heard loud and clear from the membership was “get with the times” on communications. Our approach has been re-focused to deliver PWU messaging in an integrated way using a range of media based in both traditional and new technologies. Hopefully, you have all accessed the new website and are aware of the methods we are employing (e.g., mail outs, emails, website, social media, newspapers, Twitter, Facebook, YouTube, etc.). We welcome any feedback you may have with regards to the way we communicate.

In October, we conducted a system wide survey to gather grassroots-level feedback. Every single comment expressed has been read and analyzed. I would like to sincerely thank you for your participation in this survey. We will launch it again in January as the responses received are highly valuable. It will help us measure all that has been accomplished so far while providing us a greater insight on what could be further improved. We will publish a report on the survey results to all members in the first half of 2019, once the two rounds of survey data collections are completed.

In Sector 2, we have been focused on creating options that will keep the biomass-fueled Thunder Bay Generating Station operating and Atikokan Generating Station operating post 2025, when its current contract is set to expire. We are working with other key players to further develop these options and are also in discussions with related decision-makers and investors. Positive changes have also been made to the dedicated administrative organization that supports the critical functions necessary for our Union's day-to-day operations. Our goal is to continue to better provide expert advice and guidance on these everyday matters. These include WSIB appeals, H&S prevention, legal defense, grievances and arbitrations, job evaluations, equality work and diversity representation, as well as pension and benefits.



An additional newsletter, focused on sector and unit-specific information, will be published twice per year (post sectorial meetings) starting in 2019. This will respond to the desire of our membership to be kept better informed of the Union's sector-related news.

As a union, the PWU believes we have a responsibility to speak out as worker experts on energy issues. We want to help ensure the future of our members' jobs and Ontario's electricity system. For over seven decades, our Union has been a key player.



Our membership work in all parts of the system, operating and maintaining generation, transmission, distribution and control functions. We've successfully partnered with both private and public employers to help these companies achieve success. We all work, live and play in communities across Ontario, and our families pay electricity bills too.

We believe our broad knowledge of the energy sector, decades of "on the ground" experience, and learned expertise give us a unique perspective on what constitutes a "common sense" electricity policy. Over the past year, there is ample evidence to suggest that our advocacy efforts have contributed to the achievement of some significant milestones.

- Repatriating all employees from INERGI CSO to the Hydro One family.
- Canadian Nuclear Safety Commission (CNSC) approval of the extended operation of the Pickering Nuclear Station to 2024.
- A partnership with the PWU and LiUNA in support of the production of molybdenum-99 at the Darlington Station.
- NSC 10-year renewal of Bruce Power's Power Reactor Operating License. This allows the site's eight units to operate through 2028.

However, we have no time to rest on our successes as the new year promises many new challenges. Globally, the energy sector is undergoing a major transformation driven by ongoing deregulation; increasing private sector participation; globalization versus new trade rules; new technologies, specifically IT, artificial intelligence, automation and distributed renewable technologies; and finally, climate change.





Here in Ontario, we have seen a change in the provincial and municipal governments and energy policy directions. We are working diligently to engage the new decision-makers and further share our ideas. Consistent with these actions, your Executive continues to address ongoing priorities with specific strategies and ongoing public communications, outreach and advocacy for better energy policies that acknowledge the important role of labour.



In the new year, your Executive will be engaged in a strategic plan focused on what may lay ahead in the coming year. We have an important range of issues to explore: labour and energy policy threats and opportunities; staffing requirements; financial governance; capacity building; staff development; best in class bargaining; etc...

We still have much work to accomplish and we're ready for what lies ahead. Together, we are stronger.

**Thanks to all of you.**

**Wishing you  
and your loved  
ones a safe and  
happy holiday  
season.**





# RECENT NEWS



## DAVE TRUMBLE WINS NATIONAL SAFETY COUNCIL AWARD

The NSC 'Service to Safety Award' is the most prestigious award offered to individuals who display outstanding contributions to the field of safety.

Candidates are nominated by both NSC members and the general public, and further reviewed by NSC Division committees. To qualify, candidates must have had a sustained impact on the safety movement at the local, national or international level that resulted in increased injury prevention. This may also include advancement of safety theory and research.



Dave Trumble recently received the honourable Service of Safety Award. Even more impressive, Dave is the first Canadian to receive the award, as it is typically given to Americans. The award recognizes individuals who have shown a life-long commitment to health and safety, and who have made a significant difference in the workplace or community. Dave has devoted years of advocacy in the field, and has served as both chair and co-chair of various committees for the NSC labour division. His activism has been an amazing contribution to the PWU, members, and many others in the community, and we would like to thank him for his continuous dedication.



## LARRY ALDERDICE RECEIVES HEALTH & SAFETY AWARD

Larry Alderdice, PWU Chief Steward and former Sector Rep at Bruce Power, recently received an honour from the Grey Bruce Labour Council by being chosen as 2018's Workers' Health & Safety Centre Activist of the Year. He was nominated by Dave Trumble, VP of the GBLC, who provided a letter to outline Larry's many accomplishments in the realm of Health & Safety and as a longtime Union Rep at the Bruce Site, a statement that was similarly echoed by PWU President Mel Hyatt. After decades of involvement in union activities, Brother Alderdice will be retiring at the end of the year.

Larry started working on the Bruce Site in the mid-1980's, where he quickly became involved in the Union as a Shop Steward. He worked hard to represent the membership at the Bruce Site and stayed informed on Health & Safety issues. In the 1990's, Larry was elected as Chief Steward and worked even harder to represent the PWU membership during the difficult period when Bruce A was closed.

When British Energy (which became Bruce Power) entered the scene in 2000 with an interest in resurrecting the site, he worked in a leadership role alongside the PWU Chief Stewards and Union to secure a deal that would benefit not only the membership, but the local area.

Larry has always looked after workers' rights with respect to their Health and Safety needs by providing leadership and support through participation in senior-level Union-Management meetings. To name a few, Larry worked on the Joint Working Committee, the Joint Policy Committee, as well as the Joint Committee on Radiation Protection. He was also involved in many aspects of conventional and radiological safety by supporting lower dose rates, quality training, as well as the Right to Refuse Unsafe Work.





### Larry Alderdice Receives Health and Safety Award (continued)



In 2004, he was named to the PWU Executive Board and helped lead the Site Chief Stewards to successfully bargain many collective agreements with Bruce Power. Larry Alderdice helped create jurisdictional accords (CPAA) that continue to protect the jurisdiction of PWU work.

Larry was also integral in the creation and administration of the Bruce Site Equity Committee Disbursement Fund. This committee's purpose is to make cash disbursements of Bruce Site equity funds to community organizations and local causes.

These disbursements are made on behalf of all 2,600 PWU members who work for Bruce Power and have resulted in millions of dollars going out to the communities of Grey Bruce and Huron. Beneficiaries of this fund have been community groups, such as local hospitals, schools, food banks, volunteer organizations, and various charities - both locally and provincially - as well as other initiatives that help support the GBLC as well.

One of the most significant pillars of a union is Health & Safety - a pillar that Brother Alderdice took on with strength. Larry Alderdice was a key leader at the Executive Level of the Union, a representative that could always be counted on through thick and thin, and he will be greatly missed when he retires.



## DEMONSTRATING YOUR OCCUPATIONAL HEALTH AND SAFETY PROGRAM'S RETURN ON INVESTMENT

In a perfect world, companies would invest in safety because protecting workers is the "right thing to do."

While some of you may be lucky enough to work for companies that operate on the basis of that principle, most Occupational Health and Safety (OHS) managers have to make their case in terms of Return on Investment (ROI) – proving that dollars invested in safety improve the company's financial performance.

Since safety doesn't generate revenue, safety managers must show that it cuts company costs. But saying that "safety saves money" is a cliché. The real challenge for OHS managers is to back up the assertion with substantive economic arguments. The venerable Liberty Mutual Insurance remains the go-to source for such information.

### SAFETY AND ROI

Liberty Mutual, a leading provider of Worker's Compensation Insurance, interviewed 200 executives responsible for workers' comp at their companies—75 from mid-size companies with 100 to 999 workers, and 125 from big companies with over 1,000 workers. A whopping 95% of those executives said that workplace safety has a positive effect on financial performance.

The really juicy stuff: Of this 95%, 61% reported achieving an ROI of at least \$3 for every \$1 they invest in safety. Understanding how the executives calculated this ROI provides insight into how your own corporate officers think and enables you to make a stronger case for safety.

### DEMONSTRATING THE ECONOMIC VALUE OF SAFETY

When workplace injuries and illnesses occur, a company incurs two kinds of costs:

- **Direct Costs** including payments to injured workers, reimbursement of medical bills and other expenditures covered by insurance; and
- **Indirect Costs** including loss of productivity, cost of training replacement workers, damage to the company's reputation, increased future premiums and other losses not covered by insurance.





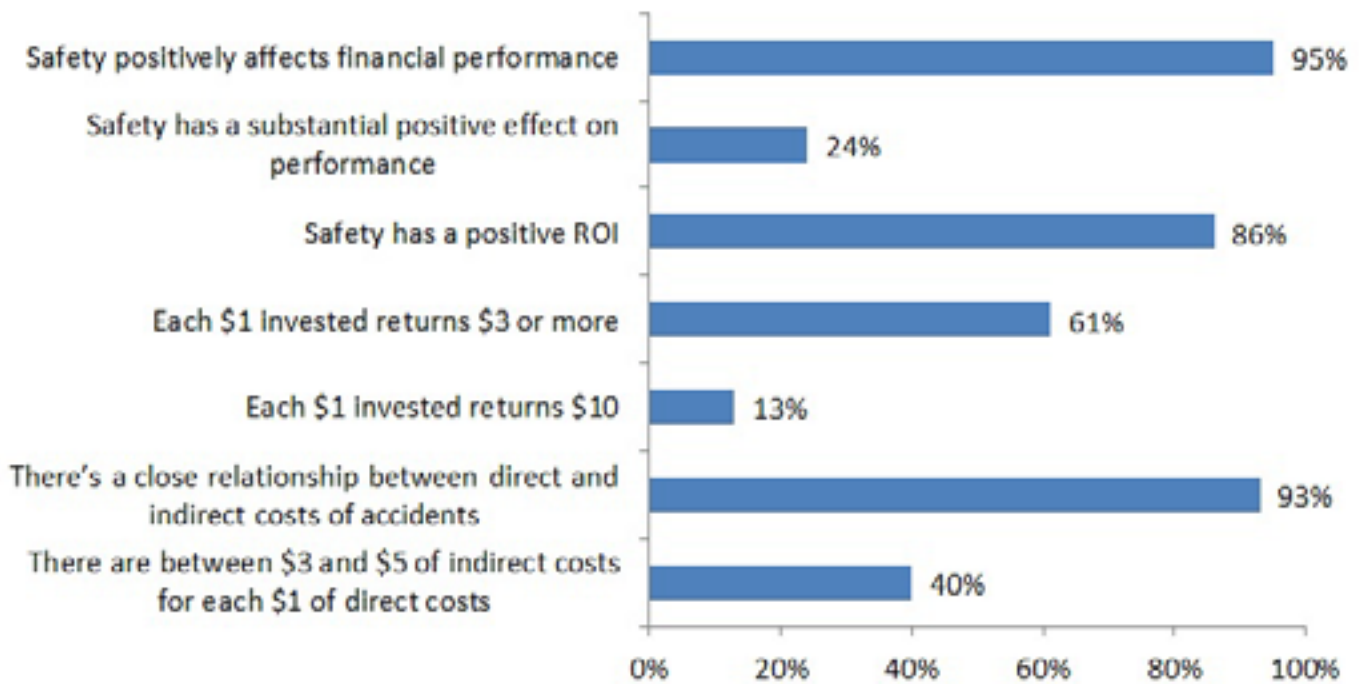
**Demonstrating Your Occupational Health and Safety Program's Return on Investment** (continued)

Direct costs are the obvious thing that companies look at when analyzing safety's ROI. Indirect costs are the hidden costs that tend to get overlooked. But as the Liberty Mutual report suggests, focusing on direct costs underestimates the real savings of injury prevention. Ninety-three percent of the executives at Liberty Mutual surveyed say there's a direct relationship between direct and indirect costs.

Forty percent report that \$1 of direct costs generates between \$3 and \$5 of indirect costs. Thirteen percent of respondents (and findings from other studies) report that the relationship between indirect and direct costs is as high as 10 to 1.

**HERE ARE HIGHLIGHTS OF THE SURVEY:**

**FINANCIAL EXECUTIVE PERCEPTIONS ON SAFETY ROI**





# PWU EVENTS



# ONTARIO TREE CLIMBING CHAMPIONSHIPS

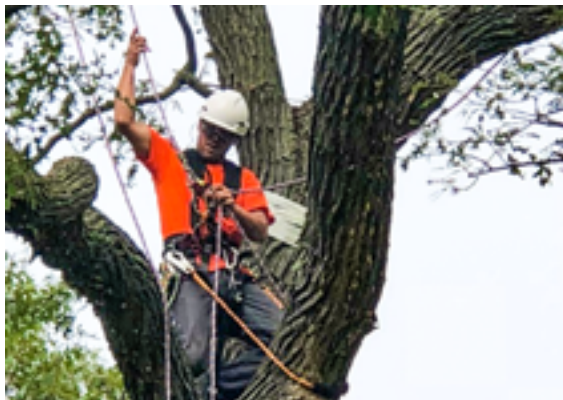
September 15<sup>th</sup>, 2018

A dedicated group of Forestry Staff representing Hydro One took the time on Sept. 15<sup>th</sup> to volunteer at the International Society of Arboriculture Tree Climbing Championships held at Canatra Park in Sarnia, Ontario. The day of the event ran smoothly, with all five preliminary events being completed by approximately 2 pm, while the Masters Challenge started before 3 pm.

Our Hydro One Volunteers completed many jobs, including: running the scoreboard, managing the aerial rescue, as well as judging the aerial rescue and work climb events. We also had some volunteers assisting with the BBQ for all the competitors/ volunteers and any of the public who were in the park.

Our volunteers did an excellent job in helping organize this event and were great representatives of Hydro One!

Hydro One sponsored an event for the competition (\$600) which was awarded to the Community Investment department for the Aerial Rescue Event.



## Volunteers

Syd Buckler	Aerial Rescue Judge
Scott Mathieson	Event Support
Ben Taylor	Event Support
Jeff Borton	Event Support
Wyatt Borton	Event Support
Mark Fraser	Event Support
Trevor Robinson	Event Support
Kim Meeker	Work Climb Judge
Chris Sayer	Score Board
Mike Ceelen	Score Board
Ella Taylor	Runner
Maxwell Taylor	Runner





## DETAILS OF THE TREE CLIMBING COMPETITION:

The competition starts with five preliminary events:

- Secured Footlock Event
- Throwball Event
- Aerial Rescue Event
- Work Climb Event
- Belayed Speed Climb Event

All 35 climbers (25 men & 10 women) complete the five events and receive points that determine who will be selected to compete in the Masters Challenge. This year, six climbers completed the Masters Challenge, a challenge that involves climbing a tree that contains the five preliminary event components. The winners of the Masters Challenge - one man and one woman - are selected and then sent (with all expenses paid) by the Chapter (ISA Ontario) to the World's Climbing Championship, which is being held in Columbus, Ohio, USA in 2018.

Awards are given out for the top three contenders in each of the preliminary events for both men and women. This year, the climbers representing Hydro One were successful - as Sheldon Micro was awarded 1<sup>st</sup> place in the secured footlock event, and Nathan Malbrecht took 3<sup>rd</sup> place in the Throwline Challenge event.

Hydro One is only one of many companies, such as Davey Tree, SJL from Sarnia, and Asplund, that make up a very cohesive group of individuals that take the time and energy each year to volunteer and run these championships.





# THE LINEMAN'S RODEO

October 10<sup>th</sup> - 13<sup>th</sup>, 2018



The Lineman's Rodeo in Kansas is an international event where the best linemen from around the world compete in events based on traditional lineman tasks and skills. The first Lineman's Rodeo was held in September 1984 with 12 participating teams, and has since grown to over 200 teams and 300 apprentices.

Our Hydro One unit team spent months training at the Kleinburg facility to prepare for this competition and performed amazingly well. This event has international recognition and worldwide participation. Some teams are solely dedicated to this task and train all year round. A PWU delegation who came down to support the team comprised of Vice-President Tom Chessell, Tom Nicholls, Kevin O'Rourke and Craig Middleton.

To view some of the competitor's performances, you can visit our social media pages. We cover the event live yearly and are already preparing for the 2019 event.

## SCORES:

### Journeyman: Best of the Best

28<sup>th</sup> Rank  
(Orleans Team)

50<sup>th</sup> Rank  
(Thunder Bay Team)

Craig Homes

Troy Normand

Mike Thompson

Mat Langlais

Aaron Levere

James Moreau



# PWU EVENTS

## THE LINEMAN'S RODEO

For full results, visit <https://www.linemansrodeokc.com/results-final/>

### Journeyman Pole Climb

#### 34<sup>th</sup> Rank

Craig Holmes  
Mike Thompson  
Aaron Levere

#### 59<sup>th</sup> Rank

Troy Norman  
Mat Langlais  
James Moreau

### Journeyman Hurtman Rescue

#### 9<sup>th</sup> Rank

Troy Norman  
Mat Langlais  
James Moreau

#### 26<sup>th</sup> Rank (Hydro One)

Craig Holmes  
Mike Thompson  
Aaron Levere

### Journeyman Mystery Event #2

#### 49<sup>th</sup> Rank (Hydro One)

Troy Norman  
Mat Langlais  
James Moreau

#### 93<sup>rd</sup> Rank

Craig Holmes  
Mike Thompson  
Aaron Levere

#### 120<sup>th</sup> Rank

Jeff Burton  
Anthony Deboer  
Jake Nicol

#### 127<sup>th</sup> Rank

Corry Ruch  
Rudy Kerec  
Richard Smedley

### In the Journeyman: Seniors Division

#### 8<sup>th</sup> Rank

Corry Ruch  
Rudy Kerec  
Richard Smedley

### Journeyman Mystery Event

#### 30<sup>th</sup> Rank

Craig Holmes  
Mike Thompson  
Aaron Levere

#### 110<sup>th</sup> Rank

Jeff Burton  
Anthony Deboer  
Jake Nicol

### Journeyman IOU Division

#### 9<sup>th</sup> Rank

Craig Holmes  
Mike Thompson  
Aaron Levere

#### 33<sup>rd</sup> Rank

Troy Norman  
Mat Langlais  
James Moreau

#### 43<sup>rd</sup> Rank

Jeff Burton  
Anthony Deboer  
Jake Nicol



Honorable mention to Dustin Lichty who won 3<sup>rd</sup> place in the Pole Climb in the apprentice group category.

### Apprentice Pole Climb

3<sup>rd</sup> Place: Dustin Lichty

9<sup>th</sup> Place: Cole Rivard

103<sup>rd</sup> Place: Nicholas Millward

### Apprentice Written Test:

\* High level skill test, minuted

57<sup>th</sup> Place: TJ Bressette

### Apprentice: Best of the Best

49<sup>th</sup> Rank: TJ Bressette

82<sup>nd</sup> Rank: Cole Rivard

119<sup>th</sup> Rank: Nicholas Millward

122<sup>nd</sup> Rank: Dustin Lichty

173<sup>rd</sup> Rank: Justin Pellerin



# A DAY WITH THE MAPLE LEAF'S ALUMNI

November 10, 2018

On November 10<sup>th</sup>, we held a Day with the Maple Leaf's Alumni in Cobourg. Members had the chance to meet alumni Rick Vaive and Shayne Corson, as well as Carlton the Bear - the official mascot of the Toronto Maple Leafs.

Members skated with their families and participated in contests to win Maple Leafs swag. Special congratulations to all those who took home prizes!

This event also gave our Executive Committee the opportunity to give thanks to members for their ongoing commitment.

We will be hosting two more events in 2019: the first on February 23<sup>rd</sup> in London, and the second event on March 30<sup>th</sup> in Mississauga. We're looking forward to seeing you all there!

Keep an eye on [pwu.ca/events](http://pwu.ca/events) for event registration.

Check out our facebook page ([@PWUConnects](https://www.facebook.com/PWUConnects)) to see more photos of the event!





# PWU IN OUR COMMUNITIES





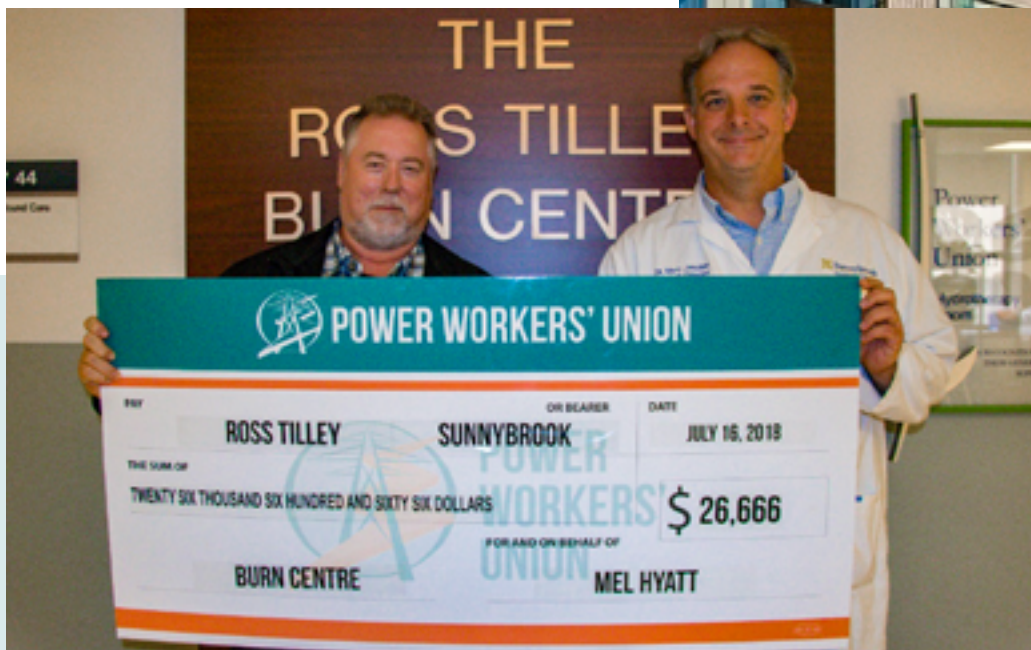
# CHANGING OUTCOMES FOLLOWING ELECTRICAL INJURY

The Power Workers' Union is helping support two important research projects at Sunnybrook Health Sciences Centre, focused on changing outcomes for patients with electrical injuries. With their generous donation, Dr. Marc Jeschke, director of the Ross Tilley Burn Centre at Sunnybrook, and his colleagues are advancing our understanding of the unique after-effects of electrical burns.

In the world's first large-scale study on high vs. low-voltage electrical burns, published in 2017, Dr. Jeschke and Sunnybrook plastic surgeon Dr. Shar Shahrokhi, recommended more accurate tracking of patients by low versus high-voltage injuries to better understand outcomes.

In a follow-up study, Dr. Jeschke and his team are measuring the acute and long-term effects of electrical injuries of patients treated at St. John's Rehab. With data collection complete, analysis is now underway.

Through philanthropic investment made by the Power Workers' Union, these studies will help improve understanding of how to best support patients with electrical injuries.



## PETITION FOR A SAFER INTERSECTION

PWU member Janet Dawson from Port Elgin has taken the initiative to bring attention to a public roadway concern at HWY 21 and Bruce Road 20. With the increase of people working on the MCR and 7 Acres development, the route to Bruce Power is becoming heavily travelled, and multiple accidents have occurred at this intersection. The dedication of our PWU members contributes to ensuring communities remain safe.

In her own words, Janet explains her initiative:

*I have started a petition about the growing concern with the intersection of Hwy 21 and Bruce Road 20 (to Bruce Power). It is one of the most dangerous intersections in Bruce County with multiple near fatal crashes every year and it's going to get worse with more and more people using these roads. In the past two weeks alone there have been two crashes and a handful of near misses.*

*The petition link is: <https://www.ipetitions.com/petition/highway-21bruce-road-20-improvement> I encourage you to visit the link and sign the petition using your personal computers or phones and (non-BP) email address.*

***This is not a Bruce Power sponsored petition. It is something that I have started as a citizen who is concerned about public safety at this particular intersection.***

*Note: This message was approved by Communications and Code of Conduct.*





# PWU UNSUNG HEROES

## **Branka Stefanovic, Billing Clerk and Co-Chair of JH&SC at Alectra in Hamilton**

*Among the 18,000 PWU members, there are many unsung heroes who give back to their community through volunteering. We wanted to share with you some of these very personal stories of community involvement as they make up who we are as a Union. A union is a reflection of its membership, and ours is comprised of kind-hearted, socially-conscious individuals that are the change they want to see in the world. Today, we specifically wanted to share Sister Branka Stefanovic's story.*

Branka's interest in volunteering began through her experiences with young adults that have autism. As Branka and her friends grew up, they began to have their own families - some of which included autistic children. These children sensitized Branka to the unique challenge of raising children with special needs and motivated her to give back to the community. Inspired by the community's form of assistance to her friends' children, Branka decided to fundraise for a charity that specializes in autism dog service.

The day-to-day aspect of volunteer work consists of standing somewhere for long periods of time and in various weather conditions.

The public reacts in various ways - some are very generous and receptive, while others avoid eye contact and walk by. The most challenging situation occurs when you have three competing charities in a given location.

It takes a special mindset to do this on weekends after a full week of work, especially given some of the situations that occur. Branka recounted the times she had almost been robbed, explaining that she refused to let go of her box of collections. Despite knowing it would have been the safest approach, she could not imagine letting the donations go.

Branka shared with us a story about a challenging period where she and her charity coordinator had difficulty collecting donations, a result of inclement weather conditions and the fact that her coordinator had recently experienced a death in the family. During this difficult time, a call came that Branka's charity had won the PWU \$1,000 charity donation. It seemed as if this contribution came at exactly the right time, a sentiment that Branka echoes by saying 'Life finds a way to give to those who give.'

This donation positively impacted the charity's ability to provide a much-needed service to individuals with autism. Many people do not realize that it takes a full year of dedicated training and a total of \$25,000 to raise a service dog, as the dog needs to be acclimatized to the public, school settings and also within the family unit.

Branka stressed the importance of asking the permission of the handler before petting a service dog. When assisting a person with a disability, the dog is at work, providing protection, comfort and security, while also preventing panic. This service allows individuals with autism and their family to be more mobile, so care must be taken.

### BRANKA'S MESSAGE TO ALL:

*When you see the benefit of a service dog in a family, you can't help but know why you need to do this for others. A family with children affected by autism live a various set of challenges we do not experience, and I have seen firsthand the way their lives improved with a service dog available. Families work hard to care for their loved ones affected by autism, and we should too. By getting involved in your community, you can make a difference in the lives of so many families.*

On behalf of everyone in the Power Workers' Union, we want to thank Branka for her inspiring activism in the community.

To learn more about Branka's involvement in the charity called Autism Dog Services, you can follow her on Instagram ([@luckybgirl](#)) and on Twitter ([@LuckyBgirl](#)).





## DONOR WALL AT GODERICH HOSPITAL

The Alexandra Marine & General Hospital Foundation was recently presented with a \$15,000 donation made on behalf of the 2,600 Power Workers' Union members who work for Bruce Power.

The Power Workers' Union Bruce Site Equity Committee has been in place since early 2006 and its purpose is to help out communities by making cash disbursements of Bruce Site equity funds. Since its inception, hundreds of thousands of dollars have been donated to benefit local communities and causes.

AMGH Foundation Executive Director, Shannon LaHay, shared that the "AMGH Foundation is grateful that the Power Workers' Union members at Bruce Power continue to recognize the need to support quality health care close to home. We know that AMGH is the local hospital for many employees at Bruce Power, in addition to our regional services that serve all of Huron County as well as patients from Grey and Bruce Counties."

The PWU donation will be used to purchase priority patient care equipment at Alexandra Marine and General Hospital. This donation will subsequently help hospital employees continue to provide the best care they can, while also offering patients a multitude of services.

The Foundation campaigns in order to raise funds needed to purchase important equipment - equipment that will ultimately be used to help members of our community.

[www.amghfoundation.ca](http://www.amghfoundation.ca)

