

POWERWORKS

Winter NEWSLETTER



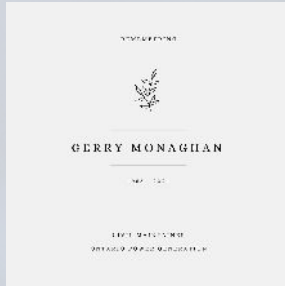
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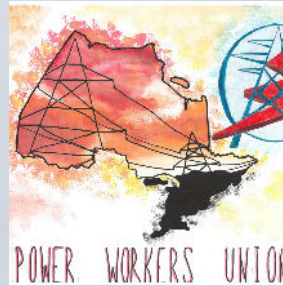
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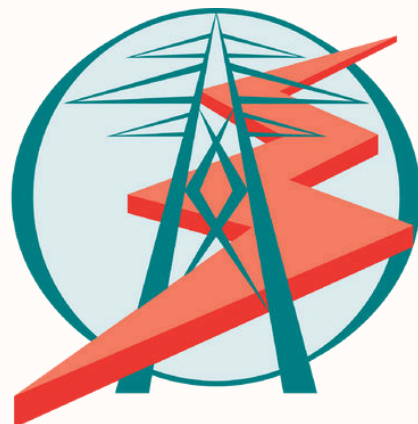
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POWER WORKERS' UNION

The People Who Help Keep The Lights **ON.**

A MESSAGE FROM THE PRESIDENT

As the year comes to a close, we can reflect on another successful and busy season. PWU Members have continued providing clean and reliable electricity to the citizens of Ontario. Beyond our borders, PWU Members assisted utilities in the southern U.S states, restoring power to thousands of people, businesses and hospitals after the devastating effects of two powerful hurricanes struck the area. It was the PWU Membership that also restored power to thousands of people in Ontario after the recent record setting snowfall. The PWU Membership continues to prove they are the workers in the electricity sector who help keep the lights on when it is needed most.



Hydro One Workers spotted during RWC Member's Vacation in Georgia, US.

Over the spring and summer, the PWU published a series of discussion papers on the emerging critical risks facing Ontario's electricity system and better ways for Ontario to meet its growing electricity demand with lower carbon emissions, in a more reliable, affordable and timely manner.

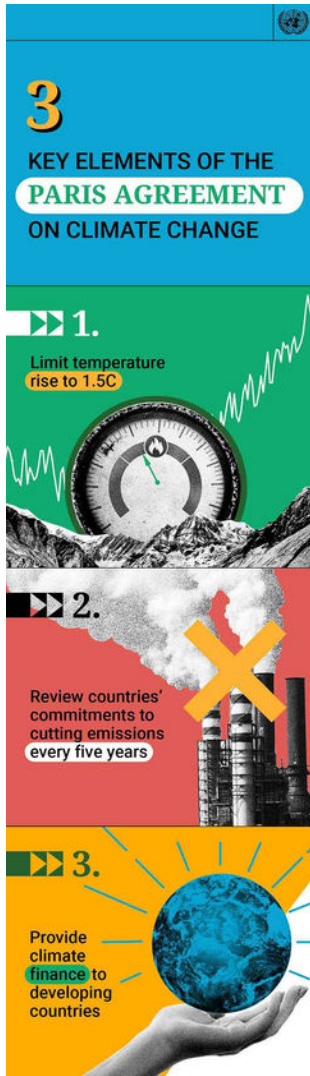


Image from un.org.

The worsening consequences of climate change are creating a global consensus on the urgent need to achieve a net zero economy. Electrification of the economy, including the creation of a low-carbon electricity grid, is universally considered to be a critical prerequisite for achieving net zero and fulfilling Canada's commitment to the Paris Accord.

The papers presented three areas for mitigating these risks:

1. Mitigating reliability risks through better planning in light of the rapidly growing demand for electricity in the province.
2. Mitigating affordability risks by returning the procurement approach to focus directly on the nature of consumer driven hourly demand and how to supply it.
3. Mitigating deliverability risks by better enabling innovations that will buy time for building the electricity system infrastructure to catch up with demand.

The PWU made four recommendations for Local Distribution Companies (LDCs), the Independent Electricity System Operator (IESO), the Ontario Energy Board (OEB) and government.

1. LDCs should be mandated to minimize load variability on Ontario's bulk electricity system.
2. The IESO's ongoing procurement of grid scale storage should be re-evaluated.
3. The OEB should be provided with a new mandate and criteria for rate design.
4. The government should prioritize adoption incentives for fuel switching technology such as:
 - a) bi-directional chargers
 - b) dual fuel heat pumps
 - c) accelerated hydrogen strategy

A MESSAGE FROM THE PRESIDENT

CONTINUED

The Ontario government is taking proactive actions to direct procurement activities that the existing resource adequacy framework and associated procurement approach would not otherwise enable:

- Four small modular reactor (SMR) units at Darlington, Bruce C evaluation and Pickering refurbishment
- Upgrading of Ontario's hydro facilities
- Extension of the operation of Atikokan to mitigate reliability risks in the North
- Evaluating the nuclear capacity to meet the needs of the IESO's Pathways to Decarbonization (P2D) report
- An exploration of the potential for new hydro in Ontario
- Acceleration of Ontario's bulk system planning to address the pending transmission bottlenecks in and around the GTA

The government report on the "Pressing Case for More Power" prioritizes new nuclear, hydro development, and integrated resource planning around shared evidence-based forecasts, considering higher growth scenarios from accelerated electrification, and evolving technological trends that the PWU believes are essential to mitigating deliverability risks.

Next year, 2025, is set to be a year for elections in Ontario and Canada. Although an election is not required until 2026 in Ontario, it is beginning to look like an election in the spring is imminent. Similarly, the federal government is expected to call an election later in the year. With these two elections the PWU will continue to advocate for clean, reliable and affordable electricity which includes a strong and aggressive program of building the province's generating capacity and enhancing and strengthening the transmission and distribution systems.

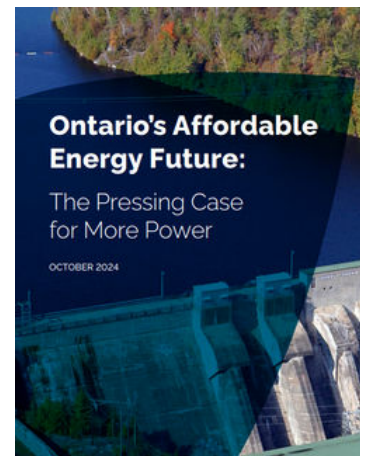


Image from ontario.ca.

The PWU has and continues to release a series of Opinion Editorials. The first in the series of three was released on November 29th. The series is intended to focus the political parties, federal and provincial, on the need to continue electrifying the economy prior to the next elections. Electrification of our economy is the single largest opportunity to displace fossil fuels and dramatically reduce carbon emissions. Ramping up carbon free electricity production in Canada will require different approaches from province to province to provide the most benefit to people in each province.



Jeff Parnell

President
Power Workers' Union

There is encouraging progress at the federal and provincial levels in establishing critical financial instruments like clean energy investment tax credits, green bonds, and other policy necessities to both attract investment for these large projects and to keep electricity rates as low as possible for consumers. Transmission and distribution companies will also need access to low-cost financing for the infrastructure capacity upgrades required to power electrification essentials such as electric vehicle charging and the transition to heat pumps while ensuring reliability with system designs that can withstand the increasingly volatile weather.

I would like to thank the PWU elected Representatives and Staff for their commitment and dedication over the past year. I am certain that looking forward to the new year and the challenges it will bring we will be able to count on their continued support.

ON BEHALF OF THE PWU I WOULD LIKE TO WISH EVERYONE A SAFE AND HAPPY HOLIDAY SEASON.

WE REMEMBER

REMEMBERING



MIKE MAHAR

1949 - 2024

LINES JOURNEYPERSON
HYDRO ONE

REMEMBERING



GERRY MONAGHAN

1955 - 2024

CIVIL MAINTAINER
ONTARIO POWER GENERATION



IT ONLY TAKES A SECOND

CONTRIBUTED BY BAILEY FARRELL

The members of the PWU Health Safety and Environment Committee invited a new friend to speak at the PWU's 78th Council of Chief Stewards (Council) this year in Toronto after listening to him at the National Safety Council Conference. Eric Giguere is a motivational safety speaker whose powerful message has touched thousands of workers - the same way it touched every person who was on the edge of their seats listening to him during Council on September 26th.

Eric's story begins like most of ours - he went to work thinking it was about to be a day like any other. Little did he know, it would end up being anything but. On October 4th, 2002, Eric became a victim of a workplace accident that would change his life, and the lives of those around him forever.

"IT ONLY TAKES A SECOND TO CHANGE YOUR LIFE FOREVER, AND IT CAN HAPPEN TO ANYONE." ERIC GIGUERE

Eric was working as a labourer at the time of his life altering workplace event. He was one of two labourers on the job, along with a supervisor and a backhoe operator. Although a complete work group, the supervisor was up ahead, planning future work and not overseeing what was currently happening. Their objective that day was to install water lines in a rural setting, a task that involves digging and working within a trench that was roughly six and a half feet deep into the ground. While working the unthinkable happened, and one of the walls collapsed in on him, trapping him, suffocating him, and ultimately presuming him dead.

Luckily for Eric, his friends and family, and now every person who gets to hear him speak - he survived to share the importance of not cutting corners, the importance of putting your safety first, especially because you never think it will happen to you.

Eric's story deeply impacted everyone present at Council, and it's our hope that his message resonates across PWU represented workplaces. His message is clear, the critical decisions we make at work affect everyone around us, not just ourselves. Eric travels the world delivering his message and hopes he can save lives by making workplaces safer.

Should you wish to learn more about Eric and the motivational safety awareness speaking he does, or would like to purchase his DVD, it can be found at the link below:

[DIGITAL TRAINING VIDEOS | SAFETY AWARENESS](#)



**Changing attitudes.
Saving lives.**



**"A WORK-RELATED ACCIDENT CHANGED MY LIFE, AS WELL AS MY PERSONAL COMMITMENT TO SAFETY AWARENESS."
ERIC GIGUERE**



PLACE YOUR ORDER ONLINE



AND RECEIVE IT WITHN A WEEK!

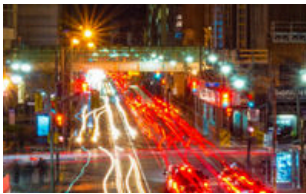
----- WWW.SHOPPWU.CA -----

**CANADIAN, UNION-MADE, SOLD AT COST
\$5.00 FLAT RATE SHIPPING ALL OVER ONTARIO**



CANADA'S FIRST DEEP GEOLOGICAL REPOSITORY

With the ever-growing acknowledgement of the need for more energy that is environmentally responsible, sustainable and reliable- all roads point to Nuclear power. As it stands today, 50.2% of all energy generated in Ontario is generated by Nuclear power- equal to 10,909 MW of electricity. This is a lot of electricity, and as the IESO's Path to Decarbonization (P2D) report explains, it's not nearly enough for the anticipated population growth and electrification of Ontario's power grid. The forecasted increase in electricity demand is nearly triple the amount of what is currently being used today.



Pathways to Decarbonization

A report to the Minister of Energy to evaluate a moratorium on new natural gas generation in Ontario and to develop a pathway to zero emissions in the electricity sector.



image from ieso.ca

The Government of Canada has made many commitments as of late that encourage the necessary development and expedited expansion of Ontario's Nuclear fleet. Committing to further refurbishments at Ontario Power Generation (OPG), brand new small modular reactor's (SMR's) at OPG, the expansion of transmissions lines, upgrading hydro facilities, and the potential for a new build at Bruce Power. With all this essential new Nuclear power being generated, it begs the question of **what happens to the Nuclear fuel once it's been spent?**

The appropriate, long-term storage of nuclear fuel has been a dilemma the folks at Nuclear Waste Management Organization (NWMO) have been considering and strategically planning for decades. Currently, when nuclear fuel is used, it is safely stored in licensed facilities at reactor sites. Used **nuclear fuel bundles** are removed from the reactors and submerged in water filled containers, which allow for their heat and radioactivity to decrease. After 10 years, they are moved to **dry storage**, for ~50 years. A new solution must be discussed as we approach the end of this method's lifecycle. Although it is a safe option for now and used fuel's radioactivity decreases with time, chemical toxicity persists.

With all of this considered, the NWMO has announced their solution, three decades in the making: here enters: Deep Geological Repositories (DGRs). This method of storing used fuel is a safe, long-term management solution for that protects not only people, but also the environment.



As of 2023, there are approximately 3.3 million used **nuclear fuel bundles** in Canada. This would fit into nine NHL hockey rinks. ~90,000 fuel bundles are generated each year.

Dry storage is a 40+ year tested and proven solution to dealing with used 10 year old nuclear fuel through storage containers that are comprised of 20 inch thick cement walls that are lined with 0.5 inch steel to provide an adequate barrier against radiation.



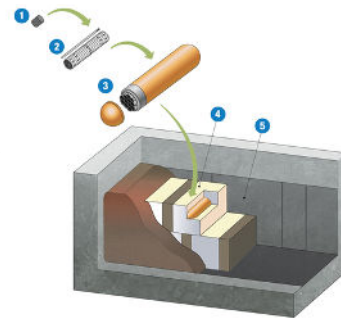
CANADA'S FIRST DEEP GEOLOGICAL REPOSITORY

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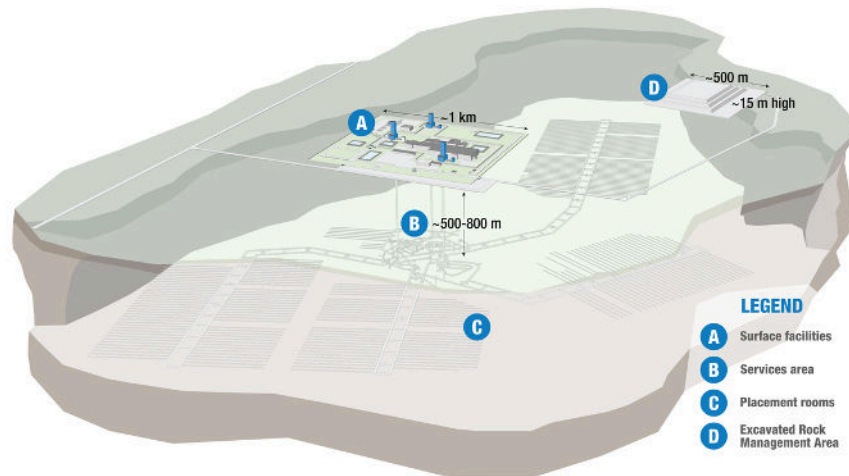
HOW DO DGRS WORK?

DGR's work by using an underground footprint that is approximately 2 km by 3 km, 500 metres below ground, deep enough that the chance of involuntary human intrusion is almost zero. Drilling and blasting of rock is used to construct the site, consisting of a network of horizontal placement rooms. These horizontal placement rooms will then house the used fuel. The DGR's use a series of five engineered and natural barriers that work together to contain and isolate used nuclear fuel:

- **Barrier 1:** nuclear fuel pellet
- **Barrier 2:** fuel element and bundle
- **Barrier 3:** used nuclear fuel container
- **Barrier 4:** bentonite clay
- **Barrier 5:** geosphere



This method has been confirmed by international consensus as the safest way to manage used nuclear fuel for the long term, having a 175 year timeline. The DGR will be large enough to store all of Canada's current used fuel, as well as used fuel from emerging technologies such as SMRs.



HOW DID THEY CHOOSE WABIGOON?

The NWMO began this community driven site selection process 14 years ago in 2010, with 21 communities over Ontario showing interest in hosting the DGR. It was then narrowed down to two locations; Wabigoon Lake and Saugeen Ojibway Nation – South Bruce. Wabigoon Lake Ojibway Nation was ultimately chosen as they have demonstrated they understand the full scope of the project and support making it apart of their community.

CANADA'S FIRST DEEP GEOLOGICAL REPOSITORY

CONTINUED

WHY IS WHAT HAPPENED IN WABIGOON IMPORTANT?

What is happening between Wabigoon Lake Ojibway Nation, the town of Ignace and NWMO is important because it shows something that many companies only hope can happen. That through informed, willing and collaborative indigenous partnerships, construction and development of projects are not only possible to achieve, but is resulting in a true success story.

Lise Morton, NWMO Vice-President of Site Selection, has said, "By challenging us, they helped the NWMO grow and become a better organization, and they directly shaped this project."



This desire of all parties to participate meaningfully shows that prioritizing the need to take responsibility in this generation for the safe management of Canada's used nuclear fuel, ensures it will not be a burden for generations to come.

"This is a historic moment," said Laurie Swami, NWMO President and CEO. "This project will solve an environmental issue and supports Canada's climate change goals. And today's decision was driven by a consent-based siting process led by Canadians and Indigenous peoples. This is what making history looks like."



**"THIS IS WHAT MAKING HISTORY LOOKS LIKE."
- LAURIE SWAMI**

The PWU acknowledges the importance of this process and congratulates all parties on a fair, pivotal, and symbiotic partnership.

All images and information within this article has been derived from nwmo.ca.

More information about this first of its kind endeavour can be found on the NWMO's website:

[HOME | THE NUCLEAR WASTE MANAGEMENT ORGANIZATION \(NWMO\)](http://nwmo.ca)



2025 CALENDAR'S ARE IN!!

REQUEST YOURS TODAY!!

18,000 PWU Calendar's were printed and delivered to the PWU office in November. These have since been sent to Chief Stewards who have requested them, and RWC Members. These are free of cost to PWU Members.

These calendars have been created using the winning submissions from this year's PWU Calendar Contest. The chosen winners names can be found on page 16.

HOW DO I GET ONE?

Should you wish to obtain a calendar, reach out to your Chief Steward today!

KEEP YOUR EYE OUT IN THE SPRING FOR NEXT YEAR'S PWU CALENDAR CONTEST!!

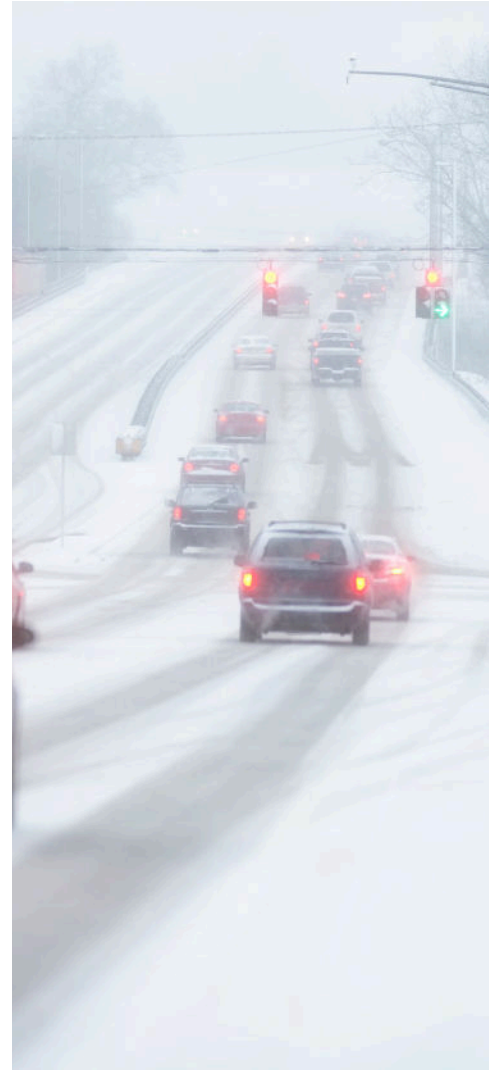
WINTER SAFETY

CONTRIBUTED BY BAILEY FARRELL

Winter is off to a quick start here in Ontario. Highways and roadways in Northern and Southern Ontario have already been shut down for lengthy periods of time due to unsafe road conditions and school buses have had to be cancelled on a couple of occasions. Whether it is from heavy lake-effect snow or a cold front affecting the weather in your region, we all need to do what we can to stay safe at work and in our personal lives throughout the winter months.

Winter conditions make driving on Ontario's roads more dangerous for even the most experienced of drivers. Icy or slippery conditions can appear with very little notice or without warning at all. Visibility can be diminished, whether it is from heavy lake-effect snow or storm front affecting the weather in your region. When it comes to winter driving, here are some best practices to keep in mind:

- If driving presents a risk because of conditions, consider postponing your trip until it is safe to travel. It is our decision whether we choose to drive or not. Use [Ontario 511](#).
- Be alert and well rested.
- Poor visibility can make driving challenging.
- Remove all the snow from your vehicle including on the roof, hood, windows and lights.
- Adapt your driving to the conditions - reduce your speed and you reduce the risk of accidents. In extreme weather don't use cruise control.
- Put more distance between you and the vehicle in front of you.
- USE WINTER TIRES - Winter tires are recommended for cold, snowy or icy conditions as they provide better traction than all-season tires because of softer rubber composition and tread design.
- Be prepared to call for help. Keep your phone fully charged and keep a phone charging cable in your vehicle. Pack additional winter clothing or a safe alternate heat source in case you get stuck on the road.
- If driving becomes too risky, look for a safe place to stop until it's safe to drive again. Find a safe place to pull safely off the roadway as soon as you can. It's best to stop at a rest area or exit the main roadway.



Exposure to winter conditions makes walking outdoors difficult and you're likely well aware of the increased risks of slips and falls that ice and snow bring. Whether you are a PWU member who predominantly performs work outside, or most of your work is indoors but you must traverse a parking lot to get to work, walking outdoors can pose a risk. Slips and trips result from unintended or unexpected changes in the contact between our feet and the ground or walking surface. When it comes to managing risks, there are many variables to consider:

- The type of walking surface.
- The slope of the surface.
- Whether the surface contains snow/ice or other slippery contaminants.
- Our personal gait or stride.

WINTER SAFETY

CONTINUED

So, what can we do to prevent ourselves and other PWU members from sustaining serious injuries

- Use of “ice cleats” or other traction aids, when and where appropriate.
- Do our part to clear snow from and sand/salt walkways if we are the first to arrive.
- Report uncleaned or snowed-in parking lots or walkways to the employer, supervisor or telephone hotline and your JHSC.
- Ice is an additional slip hazard during the winter months, so inspect outdoor surfaces regularly for ice and use appropriate ice-clearing practices.
- Lace boots tightly above the ankle – loose boots offer little support.

Exposure and working in the cold winter conditions can be hazardous to our health and in some circumstances life-threatening. Protective clothing and additional job planning are needed for work at or below 4 degrees Celsius. Here are some items to consider when planning to work outside during the winter:

- If the weather conditions present serious risks, consider rescheduling the outdoor work or activity for another time.
- Consider the level (physical) and duration of work activities.
- Choose protective clothing to suit the temperature and weather conditions (wind speed, humidity or wetness, Wind Chill Temperature Index)
- Cover all exposed skin, wear a hat, mittens or insulated gloves, and insulated waterproof footwear.
- Know the early signs of both frostbite and hypothermia.
- For continuous work in temperatures below the freezing point, heated warming shelters, cabins, vehicles or rest areas should be available. Proper rest periods in warm areas should be part of the plan.
- Clothing should be worn in multiple layers which provide better protection than a single thick garment. The inner layer should provide insulation and be able to “wick” moisture away from the skin to help keep it dry.
- Under extremely cold conditions, heated protective clothing should be made available.

We all need to do what we can to stay safe at work and in our personal lives throughout the winter months. Every precaution must be taken to reduce the risk of collisions that put road users' lives in danger. Here are some additional links to published information that you may find useful:

- [CCOHS: Cold Environments - Working in the Cold](#)
- [Driving safely in winter](#)
- [Winter is coming: Tips to prevent slips, trips and falls as the snow starts to fly - OHS Canada Magazine](#)[OHS Canada Magazine](#)



It is my sincere hope that we all enjoy the winter months and that every one of us maintains great health and safety as we work our way through this time. With the Holiday Season quickly approaching, I wish everyone a safe and happy holiday season. If you have any questions regarding the information contained, please reach out to me through bfarrell@pwu.ca. Be safe and well!

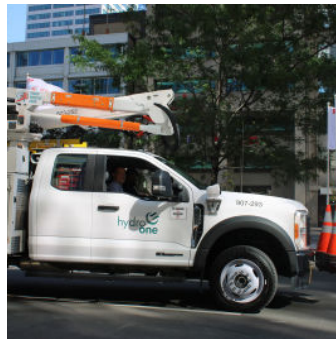
Bailey Farrell
PWU Health & Safety Staff Officer

LABOUR DAY

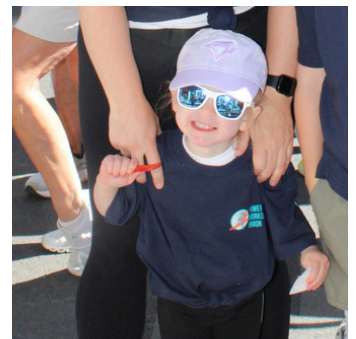
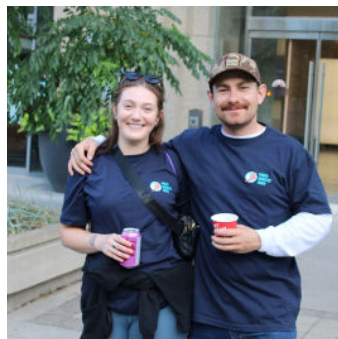
This year was unlike any other when it comes to the Labour Day parade. We sent out our Labour Day registration form on a Monday, and by Thursday – we were over capacity! the PWU had to request more wristbands from the Toronto York Region Labour Council, bringing our contingency amount from 500 PWU Members marching to over 650!!

For those who may be new to the PWU or maybe don't know- every year along with over 25,000 other unionized brothers and sisters, PWU Members take part in Canada's largest annual display of solidarity, the Toronto Labour Day Parade. The historic parade starts in downtown Toronto and concludes at the Canadian National Exhibition (CNE).

Upon arrival at the PWU's starting point, members receive CNE tickets for friends and family that have registered, a free t-shirt and hat, as well as \$25.00 cash for lunch. This year, we had navy t-shirts, with your choice of white baseball cap or a REVERSIBLE bucket hats! These were a hit, and if you want one, be sure to come out next year as they're exclusive to the Labour Day Parade.



HAPPY
LABOUR
DAY

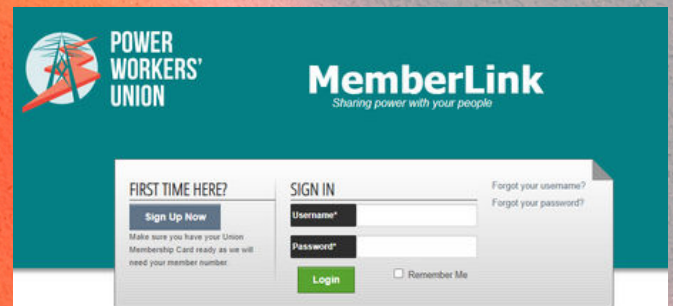


**THANK YOU TO EVERYONE WHO CAME OUT AND MARCHED WITH US THIS YEAR,
WE HOPE YOU ENJOYED YOUR DAY AT THE CNE!!**

HAVE YOU ACCESSED THE PWU MEMBER PORTAL?

As PWU Members, you have access to an exclusive site that holds a ton of useful information.

If you haven't accessed the site before, you can register by clicking **Sign Up Now**.

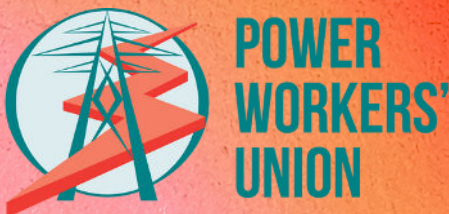


By signing up with your personal email, you are ensuring that you will receive the most current bulletins, emails, and most importantly, links to electronic ratification voting.

You can register for events here, and find all relevant bulletins archived here as well.

IF YOU HAVEN'T SIGNED UP YET, BE SURE TO DO SO AT:

[HTTPS://MEMBERS.PWU.CA](https://members.pwu.ca)



The People Who Help Keep The Lights **ON**.

if you have any issues signing up, please reach out to slafave@pwu.ca and she will be able to assist!

78TH COUNCIL OF CHIEF STEWARDS

This year we hosted our 78th Council of Chief Stewards (Council) at the Toronto Airport Marriott Hotel. Council spans two days and contains training sessions, key notes speakers and different sessions where committees update all attendees on the work they did that year. Council is attended by Chief Stewards and its primary purpose is to review the previous year, address any issues or concerns, and establish actions for progress. This is the sole forum where amendments can be proposed, discussed, and voted on by the Chief Stewards; if approved, they are then incorporated into the PWU Constitution.



At Council, we also take the opportunity to recognize outstanding PWU members who are the recipients of the PWU Don MacKinnon Health & Safety Activist Awards and the PWU Community Volunteer Awards. Members can nominate others for these awards, and a committee reviews the nominations to select the winners. Each award recipient receives a cheque or EFT for \$1,000, which is donated to a charity of their choice.

The PWU Don MacKinnon Health & Safety Activist Award honors members who have made exceptional contributions to improving the health, safety, and well-being of individuals in workplaces and communities across Ontario. The PWU Community Volunteer Award acknowledges members who dedicate their time and energy to volunteering for the betterment of their communities.

THE DON MACKINNON HEALTH & SAFETY ACTIVIST AWARD

FOR YOUR COMMITMENT TO SAFETY

Don MacKinnon Health & Safety Activist Awards

- **Sector 1:** Brent MacLeod
- **Sector 2:** Devin Cook
- **Sector 3:** Michael Stirling
- **Sector 4:** Dawn Sheardown
- **RWC:** Terry Pigeau

PWU COMMUNITY VOLUNTEER AWARD

FOR YOUR COMMITMENT TO YOUR COMMUNITY

PWU Community Volunteer Awards

- **Sector 1:** Jakub Skwara
- **Sector 2:** Jill Konarowski
- **Sector 3:** Brandi Cristo
- **Sector 4:** Michael Russell
- **RWC:** Linda Crombeen

CONGRATULATIONS TO ALL OUR AWARD RECIPIENTS!!

RETIRING SOON?



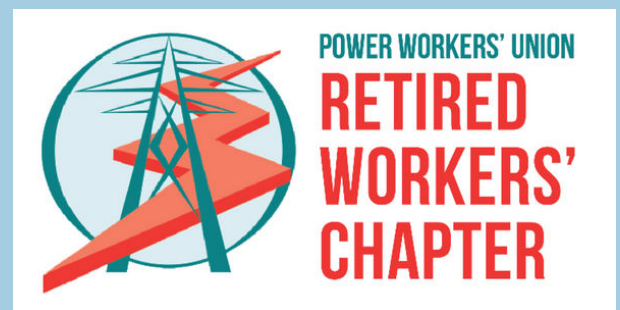
CONSIDER JOINING THE PWU'S RETIRED WORKERS' CHAPTER (RWC)!

The RWC was formed in 1996 and is an independent organization from the PWU. It was formed to ensure that the PWU has access to the advice and experience of PWU retirees, while also working diligently to ensure that retirees' pensions, rights, and benefits (where applicable) are retained or improved and not reduced.

The RWC has a Constitution which outlines the rules of operation. The Chapter is administered by an Executive Board which meets semi-annually and an Executive Committee that meets four times per year. The day-to-day affairs are carried out by the President. Members pay annual dues (\$15.00/year) which cover the operation of the organization.

As a member of the RWC you would be entitled to a number of important benefits including:

- The ability to recommend changes to collective agreements that contain provisions affecting the livelihood and health of pensioners;
- The opportunity to connect with the RWC either by mail or by email at rwc@pwu.ca to raise concerns and questions;
- Automatic free enrolment in identity theft coverage arranged through the PWU;
- Regular information updates through the RWC newsletters and bulletins directed at the needs of pensioners;
- Invitations to regional meetings around the province where you can connect with other pensioners and meet RWC Executive Members;
- Invitations to events such as the PWU Labour Day Parade as well as other events from time to time.



The PWU Retired Workers' Chapter Executive.

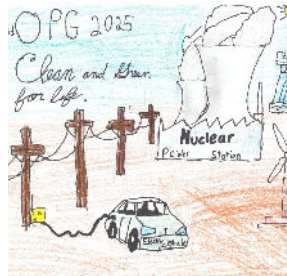
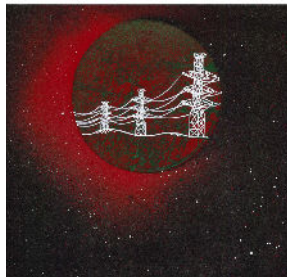
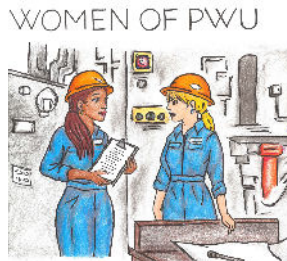
**FOR MORE INFORMATION OR TO JOIN THE RWC, VISIT OUR WEBSITE AT:
[HTTPS://WWW.PWU-RWC.CA](https://www.pwu-rwc.ca)**

2025 PWU CALENDAR

The PWU Calendar Contest Committee met at the PWU head office in August to review the over 75 calendar contest submissions, submitted by PWU members and their families. Winners of the contest receive a \$500 prize, along with recognition on social media and in this newsletter!

The winners for 2025's PWU Calendar Contest are the following:

Cover	Madilyn Hooke
January	Megan Hui
February	Emily Mijares
March	Sarah Choi
April	Maria Hora
May	Aria Lopez
June	Kendra Hussey
July	Sartaj Aulakh
August	Johanna Pitapit
September	Gordana Kozovska
October	Joshua Pauls
November	Meesha Finck
December	James Hora



THANK YOU FOR READING

POWERWORKS - WINTER NEWSLETTER - 2024



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