

POWERWORKS

summer NEWSLETTER



WITHIN

WHAT'S INSIDE THIS ISSUE



03

PRESIDENT'S
MESSAGE



07

BRUCE POWER SAFETY
EXPO



08

ELECTRICAL
PRODUCT SAFETY
AND TRAINING



10

PWU HAPPENINGS



13

MEMBER SPOTLIGHT:
JILL KONAROWSKI



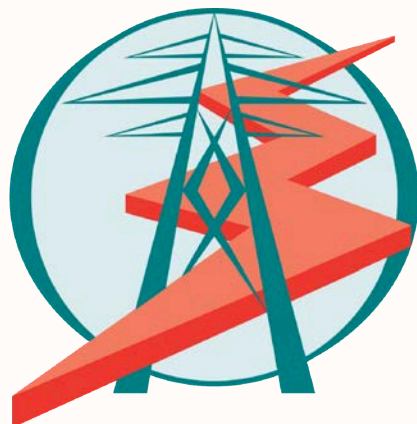
16

IN THE COMMUNITY



19

CHRIS DASSIOS



POWER WORKERS' UNION

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

A MESSAGE FROM THE PRESIDENT

This spring flew by, just as quickly as I'm sure this summer will. Within this time, the PWU head office has kept very busy, with press conferences, events, ceremonies and more, there hasn't been a shortage of work to do.



A significant event happened in March of this year, the retirement celebration for PWU Legal Counsel, Chris Dassios. Over Chris' 29 year tenure with the PWU he has fought relentlessly for the rights of PWU Members, representing them thousands of times, to the highest degree. We go into detail about Chris' career with us later in this Newsletter.

For me personally, Chris was able to offer sage advice, provide sound guidance through moments of tribulation, always with a smile and clever joke. The affordability the PWU had to depend on such a person for so long, is something we should all feel grateful for. Thank you Chris, from all of us at the PWU.



The PWU's legal department is now in the very capable hands of Jessica Latimer, and although there are big shoes to fill, we have no doubt that Jessica will forge her own, positive and meaningful way through.

In April, the PWU launched the first in a series of discussion papers that will explore how Ontario Needs Better Planning to Avoid an Electricity System Crisis. The papers are intended to broaden the discussion of Ontario's approach to system planning and the accelerated decision-making required to secure new reliable and affordable, low-carbon, long-life energy assets.

Ontario's Powering Ontario's Growth (POG) report laid out a pathway to ensure Ontario has the energy needed to power economic growth and electrification over the next three decades while maintaining its clean electricity advantage. The POG and the recent Electrification and Energy Transition Panel (EETP) report lay out strategic imperatives for proactively planning Ontario's electricity system.

Ontario urgently needs to accelerate building the scale of low-carbon infrastructure on a timeline that meets the province's long-term resource requirements. The strategic imperatives are not being adequately addressed by the IESO's annual planning and resource acquisition approach.

The PWU will be releasing three papers in the coming months to examine how Ontario's current approach to planning and procuring critical long-term, low-carbon electricity resources needs significant changes and additional policy direction.

A MESSAGE FROM THE PRESIDENT

CONTINUED

On April 28th the PWU recognized the National Day of Mourning to remember and honour those who have been injured, become ill, or lost their lives while at work. I and other PWU Representatives attended ceremonies across Ontario to remember that tragedy can happen in any workplace and there are hundreds of thousands of Canadians affected.

On April 28th we remember our friends, our co-workers, our family members. It is our chance to gather in community with others who feel the loss and re-commit ourselves to improving workplace health and safety to prevent future tragedies.



Jeff Parnell addressing Hydro One Workers at their National Day of Mourning Ceremony.



PWU and CUSW Members Memorialized at Hydro One's National Day of Mourning Ceremony in Ottawa.



It is important that we all continue to work for continuous improvement in all workplaces. As we improve steadily on and develop new health and safety education pieces that meet and guide our Members, we must also learn and apply our knowledge in real time in our workplaces.

This year, Members and workers in our workplaces have been affected by serious accidents. In February, a Member was crushed between two pieces of equipment and sustained serious injuries. In April, a Member fell 80 feet from a transmission tower and sustained serious injuries. Also in April, a contract worker sustained severe injuries from an electrical flash while working in an underground vault. There is still work to be done to protect our Members and all workers.

“No work is so important nor is an emergency so great that we cannot take the time to do our work safely.” This continues to hold true today, just as it did a decade ago. Too regularly, the work we do on a daily basis places us around hazards that can cause great harm. Unless these hazards are systematically controlled or eliminated, injury, illness and fatalities will too often be the outcome.

A MESSAGE FROM THE PRESIDENT

CONTINUED

As part of the ongoing commitment to help Chief/Principal Stewards represent the members of the PWU, the Union organized a Chief and Principal Steward Training session on May 6th - 8th in Richmond Hill and was well received by more than 60 attendees. The session focused on dispute resolution training, and included instruction on preparation strategies, the legal framework, and understanding their role in the successful dispute resolution process.

General Counsel Chris Dassios opened the three-day session with an in-depth history of labour law, arbitrations and mediations. He spent considerable time explaining expedited arbitration and mediation and the benefits to the Member, the Union and the Employer of having a timely facts-based system.

Associate General Counsel Jessica Latimer followed with how to properly prepare for arbitration and mediation. This included mediation strategies, the gathering of evidence and the requirements for a successful mediation.

I would like to take this opportunity to welcome the newest members of the PWU. The Members at Greater Sudbury Hydro, Greater Sudbury Hydro Plau and Agilis voted overwhelmingly to join the PWU in a vote conducted by the Ontario Labour Relations Board on May 2nd, 2024. These new members join the existing PWU local distribution company Members across Ontario in Sector 4 and reaffirmed that the PWU is the Union of choice in the electricity sector.



Jessica Latimer addresses the Chief Stewards at the Dispute Resolution training in May.



Jeff Parnell

President
Power Workers' Union

AS WE MOVE INTO SUMMER, I HOPE EVERYONE IS ABLE TO TAKE SOME TIME WITH FAMILY AND FRIENDS TO RELAX AND ENJOY THE MANY WONDERS THIS PROVINCE AND COUNTRY CAN OFFER. PLEASE STAY SAFE.

2024 PWU AWARDS

THE DON MACKINNON HEALTH & SAFETY ACTIVIST AWARD



2023 Health & Safety Award Winner James Cameron.

Every year, the Power Workers' Union (PWU) recognizes and celebrates the contributions individual members make to enhance health and safety in their workplace.

A winner will be selected from each PWU Sector (1, 2, 3, & 4), as well as the Retired Workers' Chapter (RWC).

PWU COMMUNITY VOLUNTEER AWARD

Every year, the Power Workers' Union (PWU) seeks out the opportunity to recognize our PWU members who contribute to their communities through volunteer work.

A winner will be selected from each PWU Sector (1, 2, 3, & 4), as well as the Retired Workers' Chapter (RWC).



2023 Community Volunteer Award Winner Quinton Jacobs.

NOMINATIONS FOR BOTH AWARDS CLOSE:

FRIDAY, AUGUST 9TH

Each winner receives a \$1000 donation to the charity of their choice, and is invited to our Council of Chief Stewards Banquet and dance in September with their families.

BRUCE POWER SAFETY FIRST EXPO

CONTRIBUTED BY BAILEY FARRELL

PWU JHSC members from the Bruce Power Nuclear Generating Site (BPNGS) took the lead and helped provide a fun filled learning experience for all during the *Bruce Power Safety First Expo* held on April 11th, 2024.

The event was a huge success, thanks to the role PWU JHSC members played in delivering important Health and Safety information at each three individual locations at Bruce Power. Having three locations meant that more Bruce Power staff could easily access one of the venues where the most up to date Health & Safety information was shared.



Specific items of interest included:

- Understanding the internal processes involved in acquiring and securing the proper PPE required to complete tasks safely.
- Inspecting important Fall Protection system components to ensure they are safe to use.
- Selection criteria for choosing the proper PPE for the task, items such as Safety Glasses and Hand Protection (gloves).

Several new technologies were also on display that are used to enhance training and/or help reduce exposure to chemicals and agents that are harmful to workers.

Our thanks to all our PWU JHSC representatives working at Bruce Power for their participation in the event, as well as the work they perform daily to help keep the Bruce Power NGS a safe place to work.



*PWU JHSC Members from Bruce B
Front - Jay Hutchinson, Hugh Cahill, Tom Desmond
Back - Lauren Messer, Ryan Brown*

ELECTRICAL PRODUCT SAFETY AND TRAINING

CONTRIBUTED BY JENN VAUTOUR

eSAFE is an independent, non-Regulatory business that falls within Sector 3, Unit 28/29 of the Power Workers' Union, under current Chief Stewards, Jenn Vautour and Patrick Fee and is one of the few unionized product approval/certification agencies in Canada.

eSAFE is responsible for approving electrical equipment destined for the Canadian market and for manufacturers shipping their products globally. Their work is in Equipment Inspection, Equipment Certification, Equipment Testing, and they offer exceptional Technical Training.

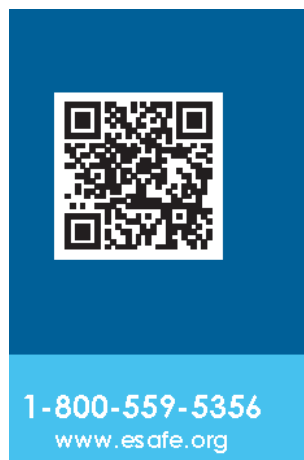
eSAFE is accredited by the Standards Council of Canada to field evaluate and field certification of a broad scope of electrical equipment in both hazardous and non-hazardous locations. Their experience is vast and includes assembly line machinery and material handling equipment, extrusion and injection equipment, plant automation equipment, used and/or retrofit equipment, robotic technologies, renewable energy equipment (e.g. solar wind turbines), and automotive manufacturing and their suppliers. As well as buildings and mobile structures like tiny homes and also power generation equipment link wind turbines and energy storage systems. Many of these machineries are in OPG connected PWU workforce sites.

For the USA market, eSAFE, in conjunction with their partners, can apply a mark of approval to compliant electrical equipment destined for the United States and has the ability to apply both a Canadian and US Label, to UL/ANSI/NFPA Standards.

Each year, eSAFE's PWU workers evaluate over 100,000 electrical products and systems to ensure compliance with CSA Codes and Standards.

The Power Worker's Union, Unit 28/29 proudly represents 36 front-line PWU members within eSAFE.

If any of our Power Workers' Union members or their employers are looking for an electrical product approval or certification agency, or need some equipment testing or technical training like SPE-1000 changes, we encourage them to visit the eSAFE website at www.esafe.org or by calling toll free to **1-800-559-5356**.



SPE-1000:21
UPDATES COURSE

Discover the Benefits of our
SPE-1000:21 Updates Course!

2025 PWU CALENDAR CONTEST

All PWU, RWC Members, and their immediate families are eligible to submit their sketches, drawings, paintings or photographs for the 2025 PWU Calendar.

A group of representatives will choose 13 images, 1 for each month and the cover.

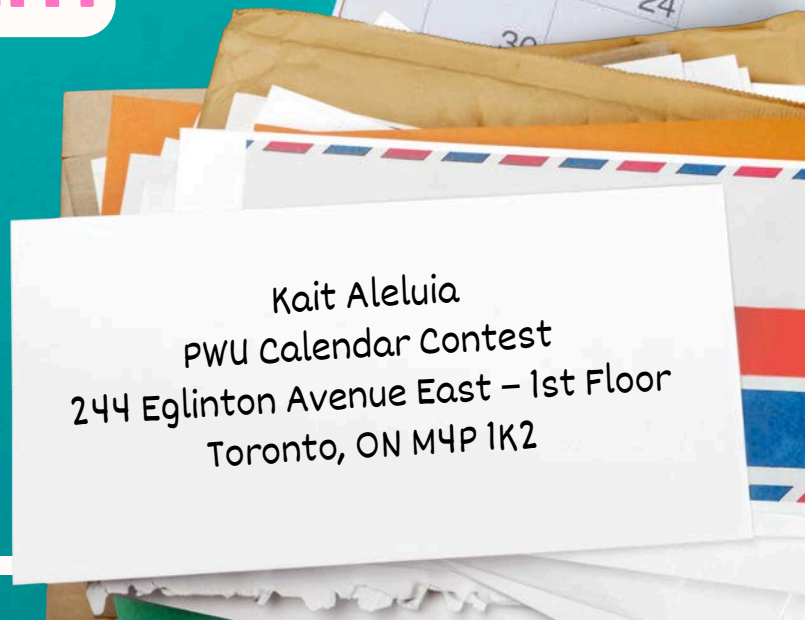
Each individual whose image is selected for the calendar will receive \$500 and have their name included with their winning entry.

DEADLINE TO SUBMIT:

JULY 12TH

Please reach out to communications@pwu.ca for a form, and mail your entries to:

Kait Aleluia
PWU Calendar Contest
244 Eglinton Avenue East – 1st Floor
Toronto, ON M4P 1K2



PWU HAPPENINGS

NATIONAL DAY OF MOURNING

April 28th is the National Day of Mourning, a day set aside to recognize the somber fact that tragedy happens in our workplaces, affecting thousands of Canadians every year. On the 28th, we take the time to remember and honour those who have been injured, become ill or have died while at work.

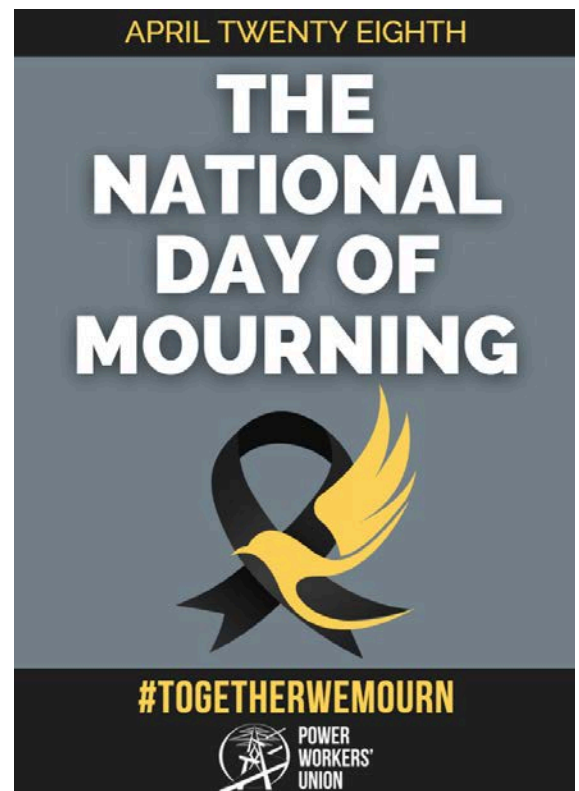


For the second year in a row, the PWU's Health and Safety Department prepared National Day of Mourning Kits for Chief Stewards. The kits were made to help support Chief Stewards who may have to host ceremonies at workplaces that don't take the time to observe. Within it also included resources for Members who need support, an outline of how a ceremony should be ran, a poster and more. There were also stickers that were made available for Chief Stewards to distribute to their Members.

We received good feedback about these kits and will be sure to update them next year. We also are going to facilitate a National Day of Mourning video that will recognize and pay tribute to the lives lost at the PWU.

Although a few utilities don't take the time to commemorate the day, the majority of PWU employers do, and there were ceremonies all over the province from Ottawa to Pickering to Kincardine.

The PWU will continue to advocate for worker's health and safety and will stay the path of making meaningful steps forward in the name of prevention.



Jeff Parnell, President of the PWU attends Bruce Power's National Day of Mourning Ceremony.

PWU HAPPENINGS

CONTINUED

PWU ANNUAL CHARITY GOLF TOURNAMENT

The PWU Annual Charity Golf Tournament took place on Thursday June 6th at Nottawasaga Inn and Resort in Aliston. This year, the PWU hosted 178 golfers and had a total of 19 corporate sponsors. All proceeds from the tournament, as it has been for the past decade, go to three incredible organizations; the Ross Tilley Burn Unit at Sunnybrook Hospital, the MS Society of Canada and Diabetes Canada.

PWU ANNUAL CHARITY GOLF TOURNAMENT 2024



The cost of the tournament to play covers participants cart fee, 18 holes of golf, lunch as well as dinner. All other money raised is donated by our corporate sponsors, as well as our three contests – the putting contest, 50/50 draw and raffle ticket sales.

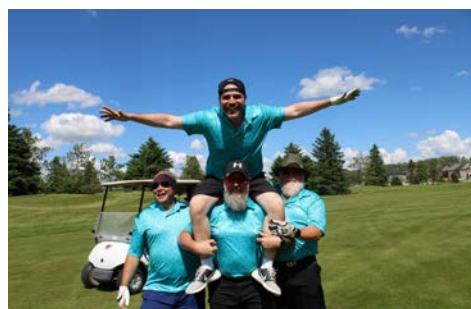
With all of this considered, the PWU is proud to announce that we were able to raise \$72,000!

But wait, it gets even better. The PWU has also committed to donating an additional \$3,000 to our donation, making the total that each organization will receive \$25,000! Last year we raised \$60,000 – so it was great to see everyone showing up and giving what they could for a wonderful cause.

We look forward to seeing you next year!



WE RAISED
\$75,000





NEW CLOTHING IS HERE!!



ALL NEW, ALL YOURS.

WWW.SHOPPWU.CA

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



MEMBER SPOTLIGHT: JILL KONAROWSKI

ONE OPG AWARDS: PRESIDENT'S AWARD

CONTRIBUTED BY JORDAN ANDREWS

On Friday June 14th, I had the opportunity to attend the One OPG Awards in Niagara Falls, an event that recognizes the innovation and dedication of those working at Ontario Power Generation (OPG). Admittedly, my attendance to the event was that of the last-minute kind, so I didn't have an opportunity to familiarize myself with the winners and their accomplishments. When I arrived, I was asked to accept an award on behalf of one of our members who couldn't make it due to the fact Jill was attending her daughter's graduation ceremony for a registered nurse program that was the same day. Not only was it an award, it was THE award of the afternoon, the most sought after President's Award. I did my tiny, miniscule, part of accepting the award on Jill Konarowski's behalf, making a commitment to myself to learn what it was that Jill did to make her eligible and deserving of this award, and sharing her story.



This story of Jill's is that of a think global act local approach that continues to grow and grow. It began when Jill attended an International Women's Conference in Niagara, where she learned of different events being hosted by other Unions, and thought to herself, "hey this is something we could do". She then took the steps to contact OPG for a Women In Trades initiative that targeted young females within the Kingston area, teaching them about the opportunities that lie within the trades- and within two minutes of pitching it, it was approved.



Jill's target audience for this initiative was the next generation, so she began exploring avenues of who it was she had to speak to, to get her message across. She started by reaching out to one person, who lead to another, and so on and so forth. This domino effect of conversations finally lead to a conversation with representatives from the local district school board. The board listened to Jill's pitch and thought the idea was not only great, but they knew of the perfect event for it. The only caveat being that the event was to take place in a mere four weeks.



MEMBER SPOTLIGHT: JILL KONAROWSKI

CONTINUED

What would be daunting for many, Jill took with stride. Jill was able to organize a team of both men and women, to attend the Skills Ontario event, located at St. Lawrence College, where over 125 females attended. Her vision was to break down barriers and divisions and to show the youth that we work well together and support each other.



Lennox Trades Promoting Trades Event.

On top of organizing a team, booth, etc., Jill was also asked to be a key-note speaker at the event... with three days notice. Yes, she did that too.

Her speech was sincere and very relatable to those who heard it. Like many, when Jill was young, she hadn't heard of careers in the energy industry, careers that were unionized, protected, or ones that had good benefits and a pension. She didn't know the importance of it until her path brought her through it. Her career has been one of change and determination, learning skills necessary to move forward within the company. She began her career in 2015 as a PWU temp where she worked in a department as an administration clerk. She then became a full-time employee working as a general tradesperson in 2017. By entering the power plant at Lennox GS, she learned of the many different career opportunities within the trades. Careers that she had no idea even existed. She then took some extra courses which included welding and millwrighting, to gain more experience. She then advanced to a civil maintainer, and then became a mechanical technician/technologist - the position she still holds today.

The events Jill organizes and contributes to continue to grow with her largest event taking place this past spring. It was a Trades Promoting Trades event at Lennox Generating Station, where 350 kids attended, 85 staff assisted, and more than 15 labour partner/unions came with booths to share information with the kids and had hands on engaging displays.



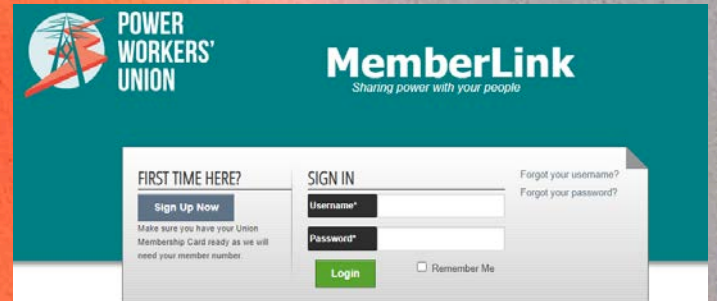
Jill was featured in marketing campaigns for her trades promoting trades work and was pictured on billboards across Ontario.

Jill's desire to make the path unobstructed for our younger generation is vital in ensuring the energy sector is staffed for years to come. Jill has no intention of slowing down and will continue to share her experience, explain the opportunities, and remove barriers, all while instilling the belief and importance of continuous improvement. Jill is a natural born leader, with many keen minds looking forward to see what she accomplishes next- the Power Workers' Union included.

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)



**POWER
WORKERS'
UNION**

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

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

IN THE COMMUNITY

ONTARIO ELECTRIC UTILITY HOCKEY TOURNAMENT

Colin Ruttan, Chief Steward for Sector Unit 3-03 Hydro One, participated in the Ontario Electric Utility Hockey Tournament. This tournament took place this past spring and was in support of Kidsport London. Kidsport is an organization that partners with volunteers to provide sport opportunities for children in communities all over Canada.



Colin and his hockey team.

The tournament was able to raise \$19,720.00 for Kidsport London.



Organizers of the tournament.



MOTHER'S AGAINST DRUNK DRIVING



Robert with MADD volunteers.

It's important to remember that although work takes up a majority of our lives, each Member is so much more than just the work they do. Each Member has an individual, complex story, and is devoted to different organizations hobbies based on their unique experience. This is the case for PWU Member Robert Lindsey, who went through an unthinkable tragedy, and spends much of his free time continuing to advocate.

Robert has been a PWU Member for 24 years, and in 2018, Robert's brother Richard Lindsey was tragically killed by a drunk driver. Since then, Robert has committed much of his free time to advocating for the importance of not drinking and driving.

In 2020, Robert joined Mother's Against Drunk Driving (MADD) Durham Region, and has been a volunteer spreading the message ever since.

One of their fundraisers from last winter included a partnership with Durham Regional Police Service where they would assist in R.I.D.E. programs across Durham Region, keeping their community safe from impaired drivers.

IN THE COMMUNITY

CONTINUED

KINCARDINE PRIDE

Bruce Power Chief Stewards Jason Croft, Brittney Hartel and Chris Reid joined past PWU Health & Safety Staff Officer Dave Trumble at Kincardine's pride parade.

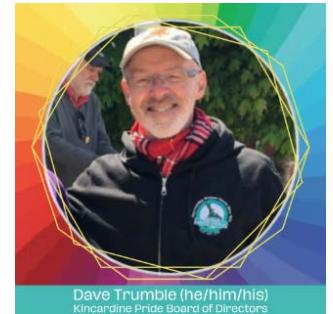
Dave sits on the Kincardine Pride Board of Directors, and has over 40 years experience as a trade union advocate.

The PWU donated \$750.00 to Kincardine's Pride, a not-for-profit organization that holds the equal rights of everyone, celebrating each person's gender identity and gender expression to be non-negotiable rights in the Municipality of Kincardine.



Dave Trumble, Jason Croft, Brittney Hartel, Chris Reid and Marilyn Clarke.

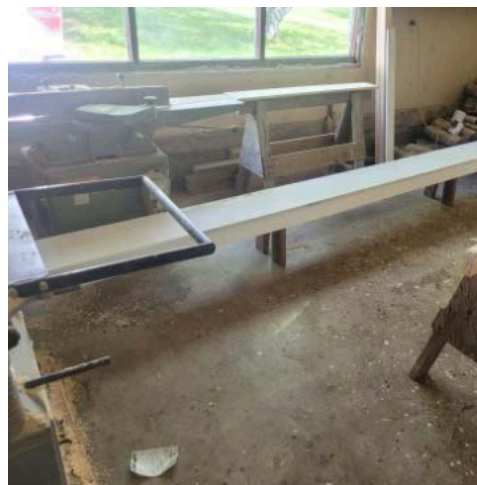
PRIDE IS
EVERYDAY



Dave Trumble (he/him/his)
Kincardine Pride Board of Directors

BENCHES FOR T-BALL

The PWU was a sponsor for a T-ball team in Sault Ste. Marie this year. With the funds contributed, the team was able to have benches made for their field this year.



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)**

CHRIS DASSIOS

THE MAN, THE MYTH, THE LEGEND.

In March of this year, the PWU celebrated the distinguished and impressive career of legal counsel, Chris Dassios. Chris worked with the Union for over 29 years, fighting relentlessly to ensure Members were represented to the highest degree possible. Throughout his career, Chris took on many roles, some of which include a scholar, teacher, lawyer, colleague and dear friend.

THE TEACHER

Before working at the PWU, Chris was a peer mentor at Gowlings for many people, one of those being well-known PWU lawyer, John Monger. As John accounted in his personal address to Chris at his retirement celebration, “He taught us to take the work seriously, to find pride in our important role, and to respect the institutions of justice...but never to take ourselves too seriously.” Chris would encourage his mentees to take on responsibility and initiative, being more than understanding when they would fall short, explaining the premise of failure being a key part of the learning process.

Chris was also an adjunct professor at Osgoode Hall where he taught constitutional litigation and wrote a leading law textbook with Andrew Lokan, lawyer at Paliare Roland Rosenberg Rothstein LLP. Many people, colleagues, Members and PWU Staff alike would seek Chris out for sage advice and guidance when dealing with countless issues- knowing his expertise would be sound and well thought out.



*Jessica Latimer, John Monger,
Nick Coleman and Chris.*

THE LAWYER

Chris' career highlights include the introduction and creation of both the Chestnut Park Accord and Inn on the Park Accord.

The Chestnut Park Accord is an agreement between the PWU, Building Trades Unions (BTU's) and Generation employers (Ontario Power Generation, Bruce Power, etc.) that defines jurisdictionally who does what trades specific work. The employer will bring the job opportunity to the table, then based on the Accord, both Union parties then decide who gets what work. The Inn on the Park Accord echoes the same sentiment, but is only valid and used within transmission and distribution company, Hydro One.

CHRIS DASSIOS

CONTINUED

These agreements were critical in ensuring our Members were obtaining work that belonged to the Union, that we had been doing historically, in a way that minimizes dispute for all parties. These agreements still hold true and are used to this day.

He was involved in many judicial reviews and appeals at every level of court, “putting his client’s interests first, taking genuine joy in being part of a litigation team, doing the best work he could, and doing it with complete integrity.” - John Monger



Chris and fellow lawyer and friend, John Monger.



John Monger, Jessica Latimer and Chris.

THE COLLEAGUE

Each year, at every Council of Chief Stewards, all in attendance would make sure they were in the audience to listen to Chris’ yearly update. Filled with candor, self-deprecating and sometimes fiendish humour, incomparable knowledge, the juxtaposition always resulted in a message that resonated. Next year’s Council will not be the same without him, and many have already noted how they will miss his enthusiastic reporting.



Chris and late friend and colleague Howard Phorson.



Chris with John Ives and John Sprackett at the Toronto Labour Day Parade.

THE FATHER & HUSBAND

With over 29 years of experience working for the PWU, Chris’ legacy is one of pride, honour, legendry knowledge and undeniable wit.

Jessica Latimer, another one of Chris’ mentees has embraced his role as general counsel for the PWU. Although the shoes are big to fill, we know Jessica will have no problem forging her own way through.

We wish Chris many pinot grigio’s and grappa’s as he enjoys retirement with his loving wife Gianna, and two children whom he is ever so proud of – Alessa and Michael.



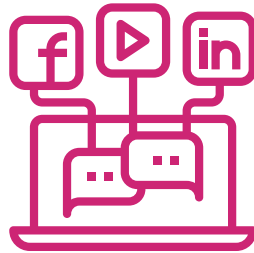
Chris and his wife Gianna, kids Alessa and Michael.

THANK YOU FOR READING

POWERWORKS - SUMMER NEWSLETTER - 2024



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