

Construction Specifications Canada is an organization representing diverse interests in the construction industry and related professions. It is dedicated to improving the quality and flow of information between these interests, whether in the form of specifications, contract administration or marketing.

May 2024 Edition Editor: Tracey Stawnichy

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# **ACM 2024**

**Date:** Thursday, May 2, 2024 **Time:** 11:45am – 1:00pm

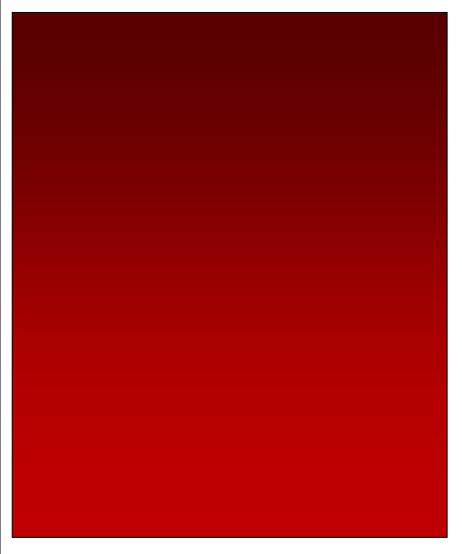
Place: Matrix Hotel – Amber A Room

10640 - 100 Avenue NW, Edmonton, AB T5J 3N8

Registration and lunch served 11:45am. Meeting begins at noon.

This is a member's only event.

The Edmonton Executive Committee welcomes our Chapter members to attend our Annual Chapter Meeting.



2024 Edmonton Chapter Executive				
Director	Tracey Stawnichy	780 994 3699		
Chairman	Andrew Brassington	587 341 5268		
Vice-Chairman	Dylan Leclair	587 335 9552		
Secretary	Jessica Prosser	587 340 7169		
Treasurer	Catherine Osborne	780 705 7108		
Architectural	Kevin Osborne	780 717 1007		
Chapter Liaison	Position Open			
Education	Mike Ewaskiw	780 554 4457		
Engineer	Jamie Murphy	780 983 0288		
General Contractor	Position Open			
Interior Design	Corry Bent	780 995 1647		
Manufacturer/Supplier	Mike Lafontaine	780 907 4920		
Marketing, Promotion, and Communications	Jamie Murphy	780 983 0288		
Membership	Dave Lawrence	780 901 7260		
Newsletter	Tracey Stawnichy	780 994 3699		
Specifications	David Watson	780 758 4147		
Website Administrator	David Watson	780 758 4147		
Trade Contractor	Kevin Kramers	587 232 0613		
Program	Abby Sharpe	780 953 2950		
Owner's Rep	Cam Munro	780 231 1739		
Sustainability	Position Open			
At Large	Dave Lawrence	780 901 7260		

# **Advertising Rates**

Business Card: April 1 to May 30

Rates cover your ad on our website 24 hours per day, 7 days per week.

Business card on-line:

Annual \$100 if received by May 1;

\$75 if received by August 1;

\$50 if received by November 1;

\$25 if received by February 1
Add \$50 to have a link to your company web site from the CSC Edmonton Chapter web page.

# **Chapter Sponsor**

#### **New Chapter Sponsor Bundles:**

edmonton.csc-

dcc.ca/About+Us/Sponsor+Opportunities+-+CSC+Edmonton+Chapter/

# **Student Sponsor**

# **Meeting Sponsor**

\$50 for Individual (personal) Sponsor \$250 for Corporate Sponsor

#### FOR FURTHER INFORMATION

Contact any member of the Executive, attend one of our Chapter Meetings, send your name and address to CSC Edmonton Chapter, PO Box 35093 Mid Town PO. Edmonton, AB T5J 0B7, or go to edmonton.csc-dcc.ca for additional contact information.

#### **GOALS OF CSC**

Construction Specifications Canada is a multi-disciplinary non-profit association dedicated to the improvement of communication, contract documentation, and technical information in the Construction Industry. CSC is a national Association with Chapters in most major Canadian Cities.

To this end, CSC pursues the study of systems and procedures that will improve the coordination and dissemination of information relevant to the construction process.

We seek to enhance the quality of the design and management aspects of the construction activity through programs of publication, education, and professional development, believing that by so doing, we can contribute best to the efficiency and effectiveness of the construction industry as a whole.

#### **OBJECTIVES OF CSC**

To foster the interest of those who are engaged in or who are affected by the compilation or use any forms of specifications for the construction industry.

To publish literature pertaining to the construction industry.

To engage in activities to improve procedures and techniques related to the construction industry.

The opinions and comments expressed by the authors do not necessarily reflect the official views of Construction Specifications Canada. Also, appearance of advertisements and new product or service information does not constitute an endorsement of those featured products or services.

# **Announcements:**

# Chair's Message



Andrew Brassington, CSC Edmonton | Chapter Chair

Hello Chapter Members,

Spring has sprung and the city is alive with activity. With things continuing to change, there comes succession.

It is bittersweet to be writing this, as it will be the last Chair's message I will write from this position in the Executive.

Our ACM is coming up on May  $2^{nd}$ , and there are opportunities to for members to step up and join the Executive. There will be several positions open, including the opportunity to become the Vice Chair.

I will be moving into the Director's role, and Vice Chair Dylan LeClair will be stepping up as Chapter Chair.

I want to thank everyone on the Executive. as well as the members, for a memorable 4 years in this role.

We have a number of events still ahead, including our golf tournament on June 6th.

I wish everyone continued success and a fantastic rest of the year, and I hope to see you at a CSC event soon! Cheers!

# Membership in CSC

#### **Dave Lawrence**



In the construction industry's fast-paced environment, the need for and value of Construction Specifications Canada is greater than ever. CSC brings together individuals from all segments of the construction industry. All who have a vested interest in Canada's largest industry are invited to join CSC. When you join CSC, you become part of the only association that brings together professionals from all aspects of the construction industry.

#### **DESIGN TEAM**

CSC offers members of the Design Team the opportunity to meet with other members and exchange information. It also affords you the chance to help improve technology and its management, and the means to improve ways in which your ideals are translated into clear, concise, and complete documentation.

#### **BUILDING TEAM**

If you are a member of the Building Team, CSC offers you the opportunity to become involved in formulating specifications. Your valuable input into the programs can help generate time and cost savings, as well as improve performance.

#### **SUPPLY TEAM**

The multi-disciplinary composition of CSC allows members of the Supply Team to meet with other members of the construction team. CSC programs in data filing and information retrieval are geared to present convenient and concise information on your products for proper evaluation and specification.

#### THE STUDENT

If you are a student of architecture, engineering, or construction technology, CSC will provide you with a greater exposure to, and a better understanding of, the construction industry, giving you an excellent opportunity if you plan a career in the construction field.

# **People and Places – Welcome to new and past CSC Edmonton Chapter Members!** Fresh Faces (New Members)

None this month.

# Yes, We've Moved (Contact / Mailing Address Update)

Chris Makepeace, Retired

P: (780) 9055637

E: chrisbmake@gmail.com

# Previous Members Re-Joining / Re-Activated

None this month.

# **CSC Education:**

#### Mike Ewaskiw, CTR

# Principles of Construction Documentation

The PCD course is an introductory course that will enable the student to have a better understanding of construction documentation (specifications, drawings, and schedules), products, bidding procedures, and contracts. It is also a prerequisite to all the other CSC education courses.

#### Specifier 1

Specifier 1 is an intermediate level course that will take the individual beyond the concepts previously introduced in the PCD Course. Although some of the same topics are included, the depth of comprehension and explanation exceed that of the PCD course. The Specifier 1 is a prerequisite for the Certified Specification Practitioner (CSP) designation from CSC. Successful completion of the course may be credited toward the experience component requirements for the Registered Specification Writer (RSW) designation.

#### Technical Representative

The TR course provides a better understanding of contract documents and bidding procedures, product representation, professionalism, and ethics, and will provide a new depth of understanding and explanation of concepts beyond what was previously introduced in the PCD course. The course is designed for the individual involved in the supply section of the construction industry, such as manufacturer representatives, agents, or distributors of products. The student will have successfully completed the PCD course. Contact Mike for all your education needs.

P: 780-237-7844 E: mewaskiw@stonhard.com

# **EDUCATION COURSES**

# **Upcoming Classes:**

Principals of Construction Documentation (PCD) – Monday, September 9, 2024, 6:00pm – 9:00pm Specifier – Monday, September 9, 2024, 6:00pm – 9:00pm Construction Contract Administration (CCA) – Monday, September 9, 2024, 6:00pm – 9:00pm Technical Representative (TR) – Monday, September 9, 2024, 6:00pm – 9:00pm

# **Upcoming Classes Online:**

Principles of Construction Documentation (PCD) – TBD Construction Contract Administrator (CCA) – TBD Specifier – TBD Technical Representative (TR) – TBD

# **Upcoming Virtual Classes:**

Principles of Construction Documentation (PCD) – TBD Construction Contract Administration (CCA) – TBD Specifier (SP) – TBD Technical Representative (TR) – TBD

**Social Media:** 

#### Check us out:













# GOLF

# **TOURNAMENT**



**SAVE THE DATE** 

MORE INFORMATION TO FOLLOW.

2024

JUNE 6

CATTAIL CROSSING GOLF CLUB

24427 TOWNSHIP RD 542, EDMONTON, AB T8T 1L4 The Edmonton Executive Committee would like to thank all our sponsors of Infonet 2024 – we are immensely grateful for your generous support, and look forward to continuing the CSC journey with you all!



# Articles of Interest

# **Australia Bans Engineered Stone Due to Silicosis Risk**

Sourced from: https://www.dezeen.com / Rima Sabina Aouf



Australia has become the first country in the world to ban engineered stone, following rising cases of silicosis among workers who handle the material.

The ban was agreed at a meeting of Australian federal and state workplace ministers on Wednesday, and will come into place across the country from 1 July 2024.

The ban targets engineered stone, also known as agglomerated stone – a type of material made by mixing crushed stone with a resin binder.

# "This is a dangerous product"

While it is valued as a durable and affordable alternative to natural stone for kitchen benchtops, the material can be dangerous while being cut because it releases a fine silica dust into the air.

Australia has recorded rising cases of the lung disease silicosis in stonemasons who have handled the product, leading it to be dubbed "the asbestos of the 2020s" by union leader Zach Smith.

"This is a dangerous product that's known to cause the potentially fatal disease silicosis, and it has no place in our workplaces," said Queensland industrial relations minister Grace Grace in a statement following the meeting.

"The rate of silicosis illness in Australia for those working with engineered stone is unacceptable," said her Western Australian counterpart, Simone McGurk. "This prohibition will ensure future generations of workers are protected from silicosis associated with working with engineered stone."

#### Ban follows report finding no safe level of silica in engineered stone

The move comes nine months after an investigation by three Australian news outlets accused supplier Caesarstone of not doing enough to warn people of the dangers of working with the material and the country's construction union launched a campaign calling for the ban.

A subsequent report by the national policy body Safe Work Australia found that engineered stone workers were significantly over-represented in silicosis cases and were being diagnosed with the disease at much younger ages than workers from other industries, with most being under the age of 35.

It also found that the risk from engineered stone was distinct from that of natural stone due to the material's physical and chemical composition, and that this was likely contributing to more rapid and severe disease.

The report concluded that no level of silica was safe in engineered stone and that the material should be prohibited in its entirety.

Silicosis is caused by tiny particles of silica becoming embedded in the lining of the lungs and manifests in symptoms such as shortness of breath, cough, weakness, and fatigue.

The condition is life-altering and potentially fatal, with many formerly healthy young sufferers describing being unable to work or play with their kids.

# Caesarstone commits to supplying Australia with "alternative products"

In response to news of the ban, Caesarstone commented that while it disagreed with the decision, it is taking the necessary steps to ensure supply of alternative materials to Australian consumers.

"The Caesarstone brand is well known in Australia and its products have earned tremendous success over the years," said Caesarstone CEO Yos Shiran. "We are already taking steps to supply our Australian market with alternative products while maintaining our strong market presence."

It has previously argued that its material is safe if handled correctly and that the silicosis danger was the fault of employers and work safety bodies.

Other companies including Ikea and Bunnings had already committed to phasing out the material in the Australian market

The ban will apply to the manufacturing, supplying, processing, and installing of engineered stone but not its removal, repair, disposal or minor modifications.

Australia's workplace ministers will meet again in March 2024 to finalise details of the ban, including the transition period for contracts that have already been implemented and the precise definition of engineered stone.

The country's Model Work Health and Safety Regulations currently exclude concrete and cement products, bricks and pavers, porcelain, ceramic tiles, roof tiles, grout, mortar and render, and plasterboard from the definition of engineered stone, but ministers have indicated that additional products would be added to the exemptions.

This may allow future engineered stone products to be exempted from the ban if there is "compelling evidence" that they can be used safely.

# A Sneak Peek at the World's Biggest Airport Set to Open in 2030

Sourced from: https://www.msn.com / Eleanor Noyce

The airport has six runways (Image: Foster + Partners)



From watching the planes taking off at departures to sampling that pre-flight pint, flying can be a hugely exciting experience.

And, with the world's largest airport set to open in 2030, aviation enthusiasts now have something new to set their sights on: a mammoth airport with six giant runways to the tune of £23 billion.

King Salman International Airport will be opening in Riyadh, Saudi Arabia, in

seven years' time and is anticipated to become the biggest airport in the world, serving more people than any other.

Spanning over 57 square kilometres, an impressive 12 square kilometres has reportedly been set aside for retail outlets – so you can shop while you wait to board.

The design of the airport is being overseen by Foster + Partners, a company that has also worked on the Midtown Bus Terminal in New York City and the new Marseille Airport.

It will integrate the current terminals in place at King Khalid International Airport, which has been operational since 1983.

Want to plan ahead of the new airport opening? Here are a few tourist favourites in Riyadh, Saudi Arabia:

- The National Museum
- Al Rajhi Mosque
- Riyadh Zoo Monument
- Wadi Namar Waterfall
- Grenada Mall
- Masmak Fortress

Though the airlines that will operate out of King Salman International Airport have not yet been announced, the construction is set to create approximately 150,000 jobs, from air traffic control operators to baristas.

The airport will create 150,000 new jobs (Image: Foster + Partners)



The new construction is estimated to serve 120 million passengers, with this likely increasing to 185 million by 2050, and is part of a drive to increase tourism in Riyadh.

'The airport project is in line with Saudi Arabia's vision to transform Riyadh to be among the top ten city economies in the world and to support the growth of Riyadh's population to 15–20 million people by 2030,' a statement from the Saudi Press Agency read.

The largest airport in the world is currently King Fahd International Airport, also known as Dammam Airport, in Saudi Arabia.

Opened to commercial operations in 1999, it previously served as a US airbase during the Gulf War, now providing connections to 43 destinations.

More than 10 million passengers travel in and out of the airport each year, with 37 airlines operating here. It's also the third largest airport in Saudi Arabia in terms of passenger volume.

# How to Say No and Set Better Boundaries at Work

Sourced from: https://www.fastcompany.com / Aytekin Tank

Earlier this year, one of my favorite mentees, Dan, told me he was fed up.

His inability to say no at work was sabotaging all his efforts.

Dan was doing everything else right: growing a successful startup from scratch, building his brand, attracting investors – but his productivity was being hindered by a deluge of daily requests that left him depleted by the end of the day. Plus, by not setting boundaries, his challenges were trickling down and impacting his team.

Dan is far from alone in this challenge. Employees are experiencing a burnout epidemic. An estimated 42% of workers say they are burned out at work.

It's essential then, to know how to set boundaries and how to say no to adding tasks to your plate.

But many employees struggle with telling managers no. And managers need to lead by example to establish a culture where saying no is acceptable in order to ensure their employees feel supported. Here are five ways you can achieve this:

# **Learn to Spot the Signes of Bad Boundaries**

It starts with frustration. Many leaders may not be able to pinpoint where exactly they need to establish boundaries, but they will be able to feel it. Dan knew he shifted in and out of a constant state of being overwhelmed, but he didn't make a habit of keeping track.

If your blood pressure spikes whenever you're asked to participate in an activity you don't have time for – pay attention to that. "Anxiety can also be an alarm bell for a breached boundary," write Keisha "TK" Dutes and Michelle Aslam for NPR. "Like, if you're feeling worked up ahead of interacting with a specific person or stressed in anticipation of declining a request."

Nedra Tawwa, a licensed therapist and author of Set Boundaries, Find Peace, adds, "Those [feelings] are indicators that perhaps there is space for boundaries in this situation."

# Make Boundary-Setting a Daily Practice

Practicing healthier habits around where we give our time and energy can seem like a daunting task. But by taking the initiative to put our boundaries in motion every day, we can start becoming more comfortable in how we show up for others and for ourselves.

In his story for Harvard Business Review, Joe Sanok explains that we can overcome the impulse to succumb to other people's requests by re-empowering ourselves. "Change your mindset around how boundaries work," he writes. "Understand that boundaries are limits you identify for yourself and apply through action or communication."

Experts note that we can begin a daily practice of setting boundaries by regularly assessing the things we're willing to tolerate. If something feels off, you can create a boundary by communicating that you're overextended.

#### **Keep Your Priorities Front and Center**

I'm a big proponent of saving your brain for the big stuff, and that means keeping your eye on the ball at all times. When you know where your focus is, it becomes easier to say no.

For example, when writing my book, Automate Your Busywork, I knew I had a deadline looming – I couldn't take on every request asked of me at work. For this reason, I made it a point to set boundaries around my time, and communicated these to my staff who were all aware of my priorities.

This, in turn, allowed team members to similarly create their own tools and strategies to explain their bandwidth and prioritize company objectives to others.

# **Demonstrate Boundary-Setting to Others**

One of the most challenging aspects of boundary-setting is how to respond to people who simply don't respect your boundaries.

A coworker can dismiss your request for "no work talk during lunch" and begin venting about their upcoming project. It's up to you to determine what happens next. According to Tawwab, we need to clearly communicate that there's no room for negotiations on a matter. "At some point, we need to say, 'Stop.' They need to know that that door is closed."

In the case of your coworker, you can respond by reiterating your boundary, and if that doesn't make a dent – choosing to begin having your lunch elsewhere.

Remember, write NPR contributors Dutes and Aslam: "You can choose the frequency, duration, and limitations of how you're in a relationship with a person, a role, or an organization." It's up to you.

# **Foster a Culture of Respect**

Ultimately, you have to figure out how to balance the energy of wanting to be liked and wanting to be a good leader. As I explained to my mentee, Dan, if being "liked" creates an environment of resentment and frustration in your workplace, then you're not setting the right tone for you or your staff.

Keep in mind: Employees are constantly looking to you for examples of how to act. If you're a pushover, they will be, too. If you're chronically burned out, you're showing them that this is the norm.

Setting boundaries, and making it a daily practice, goes beyond simply saying no. It's about instilling a sense of empowerment in your team members and establishing a culture of respect where people aren't afraid to speak up or voice their opinions. By demonstrating your commitment to treating people with mutual respect, you ensure that your business doesn't just grow – it flourishes.

# **National Tour Offers Overview of Major New CCDC Documents**

Sourced from: https://canada.constructconnect.com / Don Wall

The Canadian Construction Documents Committee (CCDC) has announced a nationwide barnstorming tour starting later this month to update owners, contractors, and construction lawyers on a stack of new CCDC contract templates.

The first session will be held in the Niagara Region on April 29 and the road trip wraps up with sessions in Rimouski, Que. and Medicine Hat, Alta. on May 17.

Toronto-based construction lawyer Geza Banfai, a committee member who has been involved in rewriting a number of CCDC documents, suggested the construction landscape is increasingly complex, necessitating new contract documents.

The national tour with 27 seminars will be addressing eight new CCDC forms that are being published in May while he has been involved in updating another three existing documents that are now out for review by constituent organizations and will likely be the subject of a future seminar tour.

"I wouldn't call it an explosion, but there's certainly more coming on board," Banfai said. "The demand for new contract forms is out there. It's keeping us busy."

#### 'Owners went overboard'

The new documents are: CCDC 16, Guide to Changes in the Contract; CCDC 20, Guide to Construction Contract Administration; CCDC 220, Bid Bond; CCDC 221, Performance Bond; CCDC 222, Labour and Material Payment Bond; CCDC 2MA, Master Agreement between Owner and Contractor; CCDC 4, Unit Price Contract; and CCDC 18, Civil Works Contract.

Banfai said the three other updated documents include changes to the construction management (CM) suite – CCDC 5A, Construction Management Contract for Services; CCDC 5B, Construction Management Contract for Services and Construction; and CCDC 17; Stipulated Price Contract Between Owner and Trade Contractor for Construction Management Projects.

In general, Banfai said, the updates are intended to refresh the documents and bring them in line with the new Ready-for-Takeover milestone introduced in the CCDC 2 – 2020 Stipulated Price Contract.

The CCDC introduced Ready-for-Takeover in 2020 to give the parties greater certainty about their relationship at the end of the project and eliminate the need for supplementary conditions to deal with them, he explained.

Previously, CCDC was essentially silent on a number of matters important to the owner, such as occupancy, final cleaning, delivery of operating and maintenance manuals and as-built drawings, and training, leaving these to be dealt with by reference to the "substantial performance" milestone stipulated in lien legislation.

Banfai said the problem with substantial performance is that, as a milestone, it does not deal explicitly with those end-of-projects items, leaving owners to use supplementary conditions of various kinds — some reasonable, others unnecessarily onerous, he said.

"The problem with the supplementary conditions in some cases was that the owners went way, way overboard," said Banfai.

# Read-for-Takeover a new triggering milestone

CCDC's Ready-for-Takeover milestone is an attempt to establish order in a way that meets the needs of both owners and contractors, Banfai explained.

"Eventually we got to a place everyone can live with."

Substantial performance remains as the trigger date for holdback release purposes, he said. But Ready-for-Takeover now serves as a triggering milestone for such matters as commencement of warranty and duration of insurance coverages.

Ready-for-Takeover has been introduced in each of the new CCDC 5A, CCDC 5B and CCDC 17 documents, and probably represents the most significant change in the documents, said Banfai. Other reforms include the introduction of a target price option into CCDC 5B in addition to stipulated price and GMP, and greater clarity about the distinction between pre-construction services and the construction work which the CM is to perform.

In CCDC 17, there is now greater clarity about the roles of the CM and the consultant in their impacts on trade contractors, Banfai said.

The cross-Canada sessions are the first in-person seminars since the pandemic.

### ASSOCIATION LINKS

Alberta Construction Safety Association (ACSA)

www.acsa-safety.org

 Alberta Building Envelope Council (ABEC)

www.abecnorth.org

Building Information Modeling (BIM)
 Forum

www.insightinfo.com/bimforum

 Biomimicry Guild www.biomimicryguild.com  Architecture 2030 www.architecture2030.org

 BuildingSMART Alliance (North American Chapter of BuildingSMART): www.buildingsmartalliance.com BuildingSMART International (formerly IAI) www.buildingsmart.com

 Biomimicry Institute www.biomimicryinstitute.org

- Canadian Green Building Council (CaGBC) www.cagbc.org
- CCDC Documents www.ccdc.org/home.html
- Construction Specifications Institute (CSI) www.csinet.org
- International Construction Information Society (ICIS) www.icis.org
- OmniClass www.omniclass.ca www.omniclass.org
- Uniformat www.csinet.org/uniformat
- Institute for BIM in Canada (IBM) www.ibc-bim.ca

- Canada BIM Council
  - www.canbim.com
- Canadian Green Building Council (CaGBC)
   Alberta Chapter:
   www.cagbc/chapters/alberta
- Construction Specifications Canada (CSC) www.csc-dcc.ca
- buildingSMART Data Dictionary bsdd.buildingsmart.org
- MasterFormat

(https://secure.spex.ca/siteadmin/freedocuments/images/1.pdf)

- buildingSMART Canada www.buildingsmartcanada.ca
- Ace BIM www.acebim.ca

# **ASSOCIATION LIAISONS**

Alberta Association of Architects (AAA) http://www.aaa.ab.ca/

Alberta Painting Contractors Association (APCA) www.apca.ca

Alberta Wall & Ceiling Association (AWCA)

http://awca.ca

Alberta Roofing Contractors Association (ARCA) http://www.arcaonline.ca

info@arcaonline.ca

American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) http://www.ashrae.org//ashrae@ashrae.org

The Canadian Wood Council (CWC)

http://www.cwc.ca info@cwc.ca

Portland Cement Association ConcreteTechnology@cement.org

Interior Designers of Alberta www.interiordesignalberta.com

Alberta Painting Contractors Association (APCA) www.apca.ca

Association of Professional Engineers, Geologists, and Geophysicists of Alberta (APEGGA)

http://www.apegga.org/ dward@apegga.org

Association of Science and Engineering Technology Professionals of Alberta (ASET) <a href="http://www.aset.ab.ca/">http://www.aset.ab.ca/</a>

Russ Medvedev, russm@aset.ab.ca

Building Owners and Managers Association (BOMA)

http://www.bomaedmonton.org/

edmonton@boma.ca

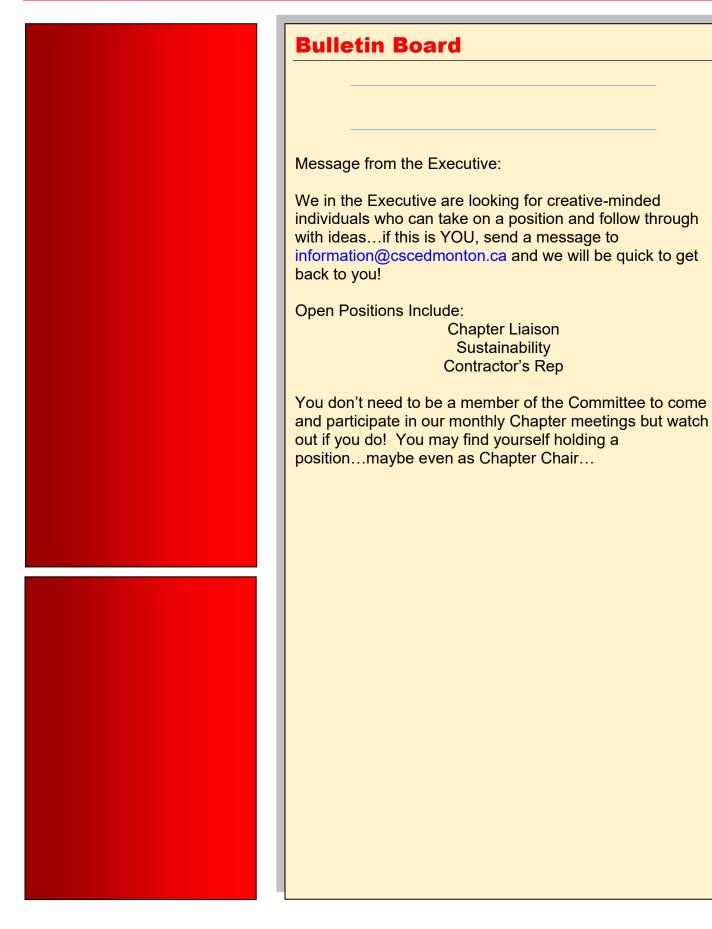
Consulting Engineers of Alberta (CEA) <a href="http://www.cea.ca/">http://www.cea.ca/</a> info@cea.ca

Edmonton Construction Association www.edmca/.com

contact@edmca.com

Terrazzo, Tile & Marble Association of Canada (TTMAC)

http://www.ttmac.com/ association@ttmac.com



# The Executive

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#### Officer Interior Design



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#### Officer Contractor



Position Open

#### Officer Manufacturing



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#### Officer Technical Program



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David Lawrence Retired P: 780-901-7260 davidlawrence@interbaun.com

#### Officer at Large



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Officer Sustainability



Position Open

#### Officer Marketing



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#### Officer Trade Contractor



Kevin Kramers, CET, CTR, RRO ARCA - Technical Officer P: 587-232-0613 technical@arcaonline.ca

#### Officer - Owner's Rep



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