

Workers' Health and Safety Legal Clinic Newsletter

Summer 2017

Vol. 25, No. 2

In this issue:	Page
Annual General Meeting on September 19, 2017	2
• Meeting Notice and Agenda	
Annual Report 2017	3-8
• Law Reform	3
• Casework/Advice	4
• Outreach/Public Legal Education	5
Ministry of Labour's response to the Coroner's Jury Verdict into the death of Jose Branco	9
Submission on Bill 148 to the Standing Committee on Finance and Economic Affairs	10
U of T Multidisciplinary Capstone Design Projects 2016-2017: Mercury Handling Protocol for Occupational Health and Safety	13
Outreach Activities:	14
Preventing Injuries amongst Undocumented Workers Project	
• ¡Buena Paga! — Weekly Radio Program	
• El Cafecito — Monthly Social Outreach Activity	
Women of Inspiration's Overnight Vigil	15
Injured Workers' Day	
Upcoming Events: Labour Day on September 4, 2017	15
For Future Issues	16
Publication Information	16

AGM Meeting Notice and Agenda – September 19, 2017

Annual General Meeting

Date: Tuesday, September 19th, 2017

Location: 180 Dundas Street West, 19th Floor, Toronto, Ontario, M5G 1Z8

Time: 6:00 pm

Agenda

1. Welcome and Introductions
2. Approval of the AGM Agenda
3. Approval of the AGM Minutes dated September 28, 2016
4. Annual Report 2017
5. Annual Audited Financial Statements
6. Board of Directors Election
 - Board members who are up for election for two-year terms: Carl Mohan, Vern Edwards, Oyinkan Akinyele, Ashley Fisch, Georgina Clinton, and Fortunato Rao; Two vacancies are also up for election this AGM.
7. Vote of Confidence in the Board of Directors

REFRESHMENTS

Project presentation by Edward Liu on the subject of “Engineering Controls for Mercury Contamination” from University of Toronto’s Multidisciplinary Capstone Design Projects

GUEST SPEAKER - Jose Perreira

Post Traumatic Stress Disorder: *Lost in a Dark Place*

[Click here](#) to access a .PDF version of the AGM agenda.

WHSLC

Annual Report 2017



The Workers' Health and Safety Legal Clinic (WHSLC) exists to promote and provide access to justice to low income non-union workers/organizations by providing advice, representation, public legal education and law reform concerning occupational health and safety and related workplace laws through consistently high quality services in a cost-effective, efficient and innovative manner.

The Clinic's activities in pursuit of those goals are described below under the following headings:

- I. Law Reform**
- II. Casework**
- III. Outreach** (including networking, community development and education)

I. Law Reform

The Clinic continues to promote improved occupational health and safety laws and their enforcement. As well, we promote improved WSIB laws on behalf of our client community. 2016-17 afforded the opportunity to promote Employment Standards reform with the emergence of the Changing Workplaces Review Report.

The Clinic's law reform activities are as follows:

- i. Written and oral submissions regarding Bill 70 to the Standing Committee on Finance and Economics;
 - ii. Further written submissions concerning Ontario Labour Relations Board's (OLRB) procedures as requested by the leaders of the consultation regarding the Changing Workplaces Review;
 - iii. Oral submissions in reference to Workplace Safety and Insurance Board (WSIB) Appeal Procedures and WSIB Policies;
-

WHSLC

Annual Report 2017



- iv. Oral submissions on Ministry of Labour enforcement role as part of the Occupational Health and Safety Strategy;
- v. Oral submissions on WSIB to the Minister of Labour;
- vi. Written submissions on WSIB to the Ombudsman;
- vii. Oral submissions concerning Vulnerable Workers as part of the Provincial Occupational Health and Safety Strategic Plan;
- viii. Oral submissions to the Minister of Labour on employer training accreditation;
- ix. Written and oral submissions to committee of the legislature on harassment provisions of the OHS Act, Bill 132 and Bill 127; and
- x. Written and oral submissions to the committee of the legislature on Bill 109 concerning claim suppression at the WSIB.

II. Casework and Advice

Our casework statistics have continued to increase as a direct result of the reallocation of administrative funding to direct service that began in the Fall of 2016 due to the retirement of our Office Manager. These funds allowed us to hire a full time intake lawyer, Jennifer Chan. Jennifer has improved the timeliness of our service because callers are no longer screened by reception and instead have direct access to legal advice, and referral where appropriate.

As well, we continued to use FEG funds to have a Spanish speaking articling student that we co-fund with the Centre For Spanish Speaking Peoples. As a result, we have reached more Spanish speaking low wage workers, and have assisted them with their employment issues.

We continue to represent people at hearings and mediations within and outside the GTA in OLRB section 50 reprisals, ESA terminations, Ontario Human Rights Tribunal as well as WSIAT matters, and Small Claims Court wrongful dismissal matters.

WHSLC

Annual Report 2017



Casework/Advice Statistical Review

The increase in Clinic staff has definitely impacted our statistics. We are growing and helping more people than ever gain access to justice:

Number of Casework Staff/Comparison of Annual Statistics:

2016-2017	4 lawyers, 1 full time articling student, 1 part time articling student, and 1 summer law student
2015-2016	3 lawyers, 2 part time articling students, and 1 summer law student
2014-2015	2 lawyers, ½ articling student, and 1 summer law student

Casework Statistics for the 12-month periods ending:

	March 31, 2017	March 31, 2016
Cases	119	99
Advice	458	458

III. Outreach/Public Legal Education

The job share between Carl Kaufman, Community Legal Worker with the Clinic since 1997, and Genevieve D'lorio, a long-time clinic volunteer continues to the present. They each work 2.5 days a week.

Our Community Legal Workers are dedicated to providing public legal education sessions in the community on occupational health and safety and other workplace laws. They are often

WHS LC

2017 Annual Report



the first contact that participants have to accessing Legal Aid Ontario services and as such, play an integral role in facilitating access to justice.

Our Funding Application for 2017-2018 reported that since the job share began in October 2015 we are able to be more flexible with scheduling and tailoring of workshops to fit the needs of the individuals we present to. As a result, we are connected to more community organizations and educational institutions that provide job readiness training and other programs that serve youth, newcomers and job-seekers across the GTA.

	Contacts	Participants
Total April 1, 2016 - March 31, 2017:	226	3102
Total April 1, 2015-March 31, 2016:	149	1976

Vocational, job readiness and occupational specific language training programs present structured and accessible spaces for participants to learn about their rights at work as well as familiarize themselves with the legal resources available to them in Ontario. Special thanks are extended to our steadfast community partners: Toronto District School Board, Jobstart, YES, West Neighbourhood House, Operation Springboard, St. Stephen's Community House, JVS, Working Skills, ACCES Employment, YWCA JUMP Scarborough, YMCA Newcomer Information Centres Next-Steps Employment Centres, Skills for Change, George Brown College, and Humber College.

The Clinic continues to work with other groups who share similar goals and objectives.

These groups are:

- i. Workers' Compensation Network
- ii. Toronto Injured Workers Advocacy Group (TIWAG)

WHSLC

2017 Annual Report



- iii. Ontario Federation of Labour Health and Safety and Workers' Compensation Committees
- iv. Provincial Workers' Rights Advocacy Group
- v. Institute of Work and Health and Occupational Health Clinic for Ontario Workers (OHCOW)
- vi. Prevention Program Review Group
- vii. Prevention Council
- viii. Experience Rating Working Group
- ix. Inter-Clinic Employment Insurance Working Group

Staff Lawyer, John Bartolomeo was quoted in a Toronto Star article regarding WSIB. John was also interviewed by Jim Richards on CFRB.

In keeping with tradition, every year Lawyer/Director Linda Vannucci speaks about new developments in WSIB and OH&S on the Labour News Program, which runs for an hour at 8:00 pm every Thursday night on 1610 AM Radio, Voces Latinas.

In the 2016-2017 academic year, Clinic volunteer, Dr. Michael Grossman oversaw the hosting of first year and fourth year placement students from the University of Toronto's Engineering Strategies Project. Summaries of some of these projects are reported in Clinic newsletters.

Presence on the Internet

During Summer and Fall of 2016 we worked with an IT consultant to make our website more accessible. As of December 2016 we have a more modern website with moving parts and fillable forms. We are able to regularly update communication posts, as well as develop new webpages as required by the Clinic's activities.

WHSLC

2017 Annual Report



Earlier in 2016, we also took the opportunity to update the Clinic's name to reflect our provincial mandate. The Clinic filed a minor amendment to drop the word "Toronto" so that we are now named the Workers' Health and Safety Legal Clinic. Furthermore, we refreshed our logo and updated our print materials and publications to advise the public of our expanded areas of service in Ontario to include general employment law.

Membership Report

As of March 31, 2017 the Clinic had 170 members and a newsletter mailing list of approximately 200 names of individuals and organizations.

Legal Aid Ontario

Because of the timing of the FEG funding we had a surplus of 2014-15 and 2015-16 funds which LAO has allowed us to use to hire an articling student for 2016-17 and two for fiscal 2017-18.

Other Source Funding

As of June 2016, the Clinic is in partnership with the Centre For Spanish Speaking Peoples (CSSP). We will provide training and support to the project which has received \$140,000 in funding by OHSP (Occupational Health and Safety Prevention Innovation Program) to hire a Spanish speaking social justice lawyer on a two year contract. The aim of the project is to do outreach, public legal education, advice and representation to undocumented young Spanish speaking workers who are engaged in hazardous work. As of March 31, 2017, CSSP and WHSLC created public legal education materials in both Spanish and English for distribution by the social justice lawyer. ■

Ministry of Labour's response to the Coroner's Jury Verdict into the death of Jose Branco

By Kevin Simms, Student-at-law

On July 4, 2017, the Ministry of Labour ("the MOL") responded to the [Coroner's Jury Verdict](#) reviewing the tragic workplace death of Jose Branco. Their response makes evident the government's unwillingness to increase enforcement of fall protection safety and jobsite inspections contrary to their very own guidelines.

Jose Branco died on the job on October 17, 2014 due to unsafe health and safety practices. He worked as a sub-contractor, sheeting new homes. Mr. Branco was working on the second floor of a home near Vaughan, when he fell to his death. Although he had installed guardrails to prevent a fall, he was not wearing a fall arrest harness. His workplace death triggered a mandatory inquest.

The Chief Coroner made specific recommendations to the MOL to address the circumstances surrounding Mr. Branco's death.

The MOL agreed that pre-fabricated metal guardrails should comply with regulations under the *Occupational Health*

and Safety Act ("the OHSA"). They also released an Alert, in accordance with the Coroner's Jury recommendation, but it was released over a month after Mr. Branco's death. The MOL agreed that employers on construction sites should ensure that all pre-fabricated metal guardrails meet the OHSA requirements.

However, when Coroner's Jury recommendations looked to extend the MOL's direct involvement with enforcing the OHSA, the Ministry showed a reluctance to engage. The MOL stressed that "[t]he onus is on the workplace parties to ensure that all potential hazards are addressed".

Although the MOL agreed that safety checklists for jobsites may be useful, they re-emphasized the workers' and employers' roles in enforcing workplace safety.

With regards to increasing Fall Protection training to every two years, the MOL simply pointed out that guardrails are not included in Fall Protection training, and noted that current regulations adequately address

fall protection. This sidesteps the issue that guardrail safety is not included in Fall Protection training and again places the enforcement responsibilities onto the workplace parties.

Finally, when recommended to monitor workplace adherence to JHSC policies, the MOL again countered that it is the responsibility of workplace parties to ensure that legal requirements are met.

The consistent redirection of responsibility for health and safety training and policy development, contradicts the MOL's own [Construction Sector Enforcement Initiative](#). Under this initiative, the MOL indicates that the inspection of fall protection equipment is one of their enforcement goals. If the MOL is, in fact, concerned with enforcing the safe use and proper installation of fall protection equipment they must demonstrate a greater commitment to Ministry involvement in inspecting job sites. Failure to do so may result in further workplace tragedies like Jose Branco's death.■

Submission on Bill 148 to the Standing Committee on Finance and Economic Affairs

By Jeffrey Pariag , Staff Lawyer

In late July, the Clinic provided a written submission on Bill 148 to the Standing Committee on Finance and Economic Affairs. Our submissions put forward support for certain sections of Bill 148 while identifying other sections that are inadequate. This article highlights some of the Clinic's submissions.

Definition of an Employee

Bill 148 does not amend the definition of an employee to include dependant contractors. This is very problematic because of the ever evolving nature of the employer-employee relationship and of work. As the notion of work changes, so should the definition of an employee. The common law has recognized that dependent contractors are entitled to similar rights of employees.

As such, we recommended that Bill 148 be revised so that the definition of an employee includes a person who is a "dependant contractor".

Personal Emergency Leave

Bill 148 amends the PEL provisions in a manner that makes PEL accessible for all workers. Bill 148 extends PEL to all workers, regardless of the size of the workplace. Bill 148 also amends the PEL provisions in a manner that provides workers with 2 paid days of PEL. While the Clinic's submissions indicate support for the proposed amendments related to PEL, we respectfully suggested that paid PEL days be increased from 2 to at least 5.

Filing an ESA Claim

With some exceptions, the ESA currently requires workers to contact their employers and attempt to resolve their dispute directly before filing an ESA claim. In our experience, this requirement is a waste of time and an unnecessary barrier for those who believe they have been wronged. We have never resolved matters in recent memory with this cumbersome step. Bill 148 would amend the ESA by eliminating this requirement. As a result, we support the proposed amendment.

Exemptions and Special Rules

Our office has been a long critic of the exemptions and special rules that are found in the ESA. These exemptions allow employers to bypass the remedial provisions found in the ESA that relate to minimum wage, public holiday pay, termination pay, severance pay, hours of work, and many other basic employment standards.

While a review of the ESA exemptions and special rules has been announced by the government for fall 2017, we are nevertheless of the view that any special rules and exemptions to the remedial provisions of the ESA must be allowed to exist only if certain conditions found in the ESA are met. As such, we submitted that Bill 148 should be amended in a manner that clearly outlines criteria for the existence of exemptions and special rules.

Scheduling Provisions

Bill 148 aims to provide employees who have at least 3 months of service with the right to request a location or

schedule change. We support this amendment because it will give employees the right to try and have some control over their hours and place of work. As noted in our submissions, we support this amendment in principle but we suggested that Bill 148 be amended to mandate that the employer's response be in writing. Additionally, we submitted that the MOL should specify a timeframe for the employer's response in Bill 148, and suggested that 14 days is appropriate.

Right to 3 hours of pay

Bill 148 will also provide employees with an entitlement to three hours of regular pay if the employee regularly works more than three hours per day, if the employee is required to present themselves for work, and if the employee works for less than three hours. We support this amendment.

Right to on-call pay

Bill 148 will require employees to be paid three hours of pay in situations where the worker is on call and is either not called in to work or called in to work less than three hours. We support this amendment.

Right to Refuse requests or demands to work

Bill 148 gives employees the right to refuse an employer's request or demand to work or to be on call on a day that the employee is not scheduled to work or be on call if the request or demand is made less than 96 hours before the time he or she would commence work or commence being on call. While we support this amendment, we suggested in our submissions that Bill 148 be revised to require that requests or demands from employers be in writing, and that also to require that an employee's response be in writing.

Shift Cancellation Pay

Bill 148 provides workers with an entitlement to three hours of pay if the employer cancels a shift within 48 hours of the start of the shift. We supported this amendment in our submissions.

Vacation Pay

Bill 148 increases the current 2 week paid vacation entitlement to 3 weeks for workers who have at least 5 years of service. While we support this amendment because it

improves the vacation pay entitlement for workers with at least 5 years of service, our submissions stated that this amendment does nothing for workers who have less than 5 years of service with their employer. We also noted that workers are no longer spending their entire working years with the same employer, and that there is a growing shift to temporary work, contract work, part time jobs, and precarious work. As such, we submitted that all workers should be entitled to 3 weeks of paid vacation in Ontario, and that Bill 148 should be amended accordingly.

Publication of Employers who receive Notice of Contravention

Bill 148 proposes to give the MOL the ability to publish the names of employers who have been issued a Notice of Contravention. We support this amendment because the possibility of being "named" will deter employers from contravening the ESA.

Improving Collection of ESA orders

Bill 148 proposes to give the MOL several new methods to collect on the orders that are

Bill 148 – The Fair Workplaces, Better Jobs Act, 2017

(Continued from Page 11)

issued by the ESA. We submit that these changes improve the MOL's ability to collect on the orders that it issues. Therefore, we supported this amendment in our submissions.

Protection from Unjust Dismissal

Bill 148 does not provide workers with protection from unjust dismissal. Our submissions state that Bill 148 should be amended by creating new provisions that provides protection from dismissal without cause.

Settlement

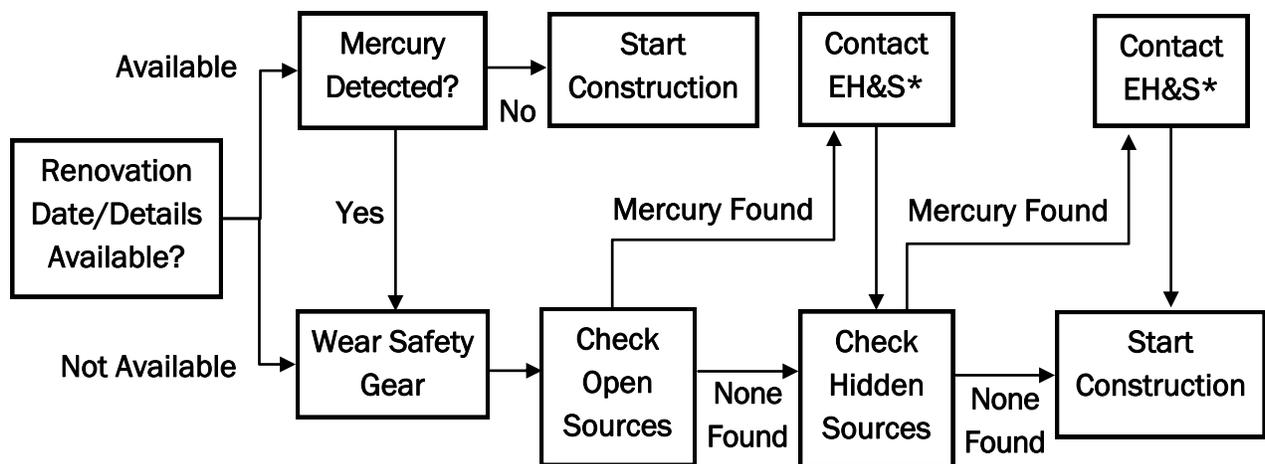
At least one other worker advocacy organization submitted settlement should be only permitted in certain circumstances. We are of the view that there are many reasons behind why and how settlements are reached, and our submissions put forward an opposing view by stating requirements to limit the ability of the parties to enter into settlement is unwarranted and inappropriate.

Minimum Wage

While we support the proposed

increases to Ontario's minimum wage, we pointed out in our submissions that increasing the minimum wage will have a negative effect on injured workers who are "deemed" to be able to earn a certain wage. To protect injured workers, we suggested in our submissions that the Workplace Safety and Insurance Act be amended to prohibit the WSIB from deeming workers at the new minimum wage in situations where the worker was injured before the minimum wage increase comes in to force. ■

Figure 1: Condensed flow chart of the process map for the mercury handling protocol's instruction manual.



* EH&S – Environmental Health and Safety

U of T Multidisciplinary Capstone Design Projects 2016-2017

Mercury Handling Protocol for Occupational Health & Safety

By Genevieve D'Iorio, Community Legal Worker

The University of Toronto's Faculty of Applied Science and Engineering fosters innovators through its annual Multidisciplinary Capstone Design Projects course. In partnership with industry advisors, open-ended design challenges were proposed to 4th year student teams. Engineering students from different disciplines collaborate to improve, innovate, build and test projects.

The Workers' Health and Safety Legal Clinic once again partnered as an industry advisor for the Multidisciplinary Capstone Design Project course to review and address the risk of mercury exposure in the workplace. Longstanding clinic volunteer, Dr. Michael Grossman oversaw the placement students' project development and execution.

Until mercury became acknowledged as being toxic to the human body, mishandling of the element was prevalent, including improper disposal and accidents. Over time, mercury

deposits accumulate and are sealed off in locations such as vapour traps, piping and underneath debris. Disturbances, such as renovations and construction, may expose these deposits, posing long-term health risks for workers.

The team developed a protocol to mitigate the risk of direct exposure to mercury liquid and vapour, and to allow a safer working environment for those employed in construction. By detecting and safely disposing of hidden mercury deposits, workers can avoid hazardous exposure to mercury, reducing occupational illnesses such as loss of peripheral vision, muscle weakness and impairment of speech.

First, the student team visited various types of laboratories to narrow down the possible sources of mercury contamination, including workbenches, fume hoods, chemical and waste storage, within drywalls, beneath floor tiles, and plumbing systems. The RA-915M Portable Zeeman Mercury Analyser was

recommended to be used for the protocol. Verified with research and theoretical situations, each step of the protocol was designed to minimize a worker's exposure to mercury.

A flow chart (See page 12, Figure 1) was designed to show the condensed version of the process map for the protocol, and an instruction manual was developed to further detail the procedure for detecting mercury exposure.

We believe that partnerships such as this project are crucial to the development of safer workplace practices in Ontario, as well as providing students with important opportunities to apply theory to real-life situations. We look forward to hearing about their research and findings at the Clinic's upcoming Annual General Meeting in September.■

[Click here](#) to access a .PDF of the protocol's instruction manual .

Outreach Activities

Preventing Injuries amongst Undocumented Workers Project

By Julio Díaz, Project Lawyer

Undocumented workers in Ontario are more likely to take physically demanding jobs for less than minimum wage, and are more often exposed to hazards that cause accidents and injuries.

The Centre for Spanish Speaking Peoples and the Workers' Health and Safety Legal Clinic continue our joint two year initiative to prevent health and safety injuries among Spanish-speaking undocumented and non-status workers. Julio Díaz is the lawyer leading this project's development.

Since early spring, we have participated in numerous demonstrations, cultural events and community fairs, and we have outreached through workshops and presentations.

We are pleased to announce two interactive initiatives that have been created to further connect with the Spanish-speaking community:

¡Buena Paga! "Well Paid!"

¡Buena Paga! radio program began on June 3, 2017 on Voces Latinas, a radio station that broadcasts shows for the Hispanic community in the GTA. The hour-long show provides a platform to discuss common employment and health and safety issues facing Spanish-Speaking undocumented workers.

Each week, the program focuses on a new topic featuring a guest speaker and case scenarios. People calling in bring their own experiences and knowledge to the discussion.

For information about our upcoming shows and to listen to the previous programs, go to the previous programs, go to *¡Buena Paga!* webpage at www.buenapaga.ca.

Tune in to *¡Buena Paga!* every Saturday from 3:00pm to 4:00pm on Voces Latinas CHHA 1610AM!

El Cafecito

"The Little Coffee Shop"

On the last Thursday of each month, the Center for Spanish Speaking Peoples (CSSP) hosts a gathering place for workers.

Launched on July 27, 2017, *El Cafecito* provides a café-like experience where workers are invited to stop by for a cup of coffee and to chat, sing karaoke and listen to live music shows for free. While this initiative welcomes all workers, it is specifically designed to be a friendly space for Spanish-speaking workers who often struggle to find places where they can feel safe and share their experiences and concerns.

Join us at the next *El Cafecito* on **Thursday, September 7, 2017 from 6:00pm to 9:00pm** at CSSP located in Toronto at 2141 Jane Street, Room 100.

All are welcome to attend! ■

For more information about the project, please contact Julio Díaz by phone at (647) 642-3164 or by email at diazj@lao.on.ca.

Injured Workers' Day Events



Injured workers, advocates and allies gathered at Queen's Park on June 1st and marched down University Avenue to the Ministry of Labour to fight for the well-being of injured workers and their right to access Workers' Compensation Benefits from the Workplace Safety and Insurance Board.

On the eve of Injured Workers' Day, Women of Inspiration Injured Worker Group hosted their 11th Annual Overnight Vigil celebrating the resilience of injured workers and featured a showcase of music, poetry, storytelling, and satire.■



Top Photo: Women of Inspiration, Overnight Vigil at Queen's Park - May 31, 2017

Bottom Photo: Injured Workers' Day March at the Ministry of Labour - June 1, 2017

Upcoming Events: Labour Day on September 4, 2017

Labour Day honours organized labour and celebrates the strength and solidarity of workers.

For many, Labour Day signals the end of summer, but this statutory holiday began as a working class struggle and demonstration in the streets of Toronto in 1872. Fighting for a nine-hour work day at the time,

the printers' revolt victory was a major milestone in the evolution of workers' rights.

Toronto's annual Labour Day Parade takes place on **Monday, September 4, 2017**. Participants will gather at **9:30 am** at **Nathan Phillips Square** (100 Queen St. West) and will then march to Exhibition Place.

Contact the Labour Council for further information at (416) 441-3663.■

[Click here](#) to learn more about Labour Day events happening across Ontario.



Workers' Health and Safety Legal Clinic

180 Dundas St. West
Suite 2000, Box 4
Toronto, Ontario,
Canada M5G 1Z8

Telephone: 416-971-8832
Toll free: 1-877-832-6090
Fax: 416-971-8834
Email: whslc@lao.on.ca

www.workers-safety.ca

Follow us on
Facebook and **Twitter**

Who We Are

The Workers' Health and Safety Legal Clinic (WHSLC) is committed to the promotion of safe and healthy workplaces throughout Ontario with a focus on the non-unionized sector of the workforce. We seek to do this by informing workers of their basic legal rights at work in the areas of health and safety, workers' compensation, human rights and employment standards as well as legal advice and representation to non-unionized workers attempting to improve conditions in their individual workplaces. In particular, we provide representation to workers who have been unlawfully punished or terminated for exercising their rights.

On a broader scale, we work independently and with other like-minded groups, agencies and organizations to advocate for the enactment of improved standards affecting workplace health and safety and employment rights.

Publication Information

Reproduction

Permission to reproduce this publication's whole items is granted *gratis* for one year for non-profit use only provided no changes are made to the content and the copyright holder is identified and notified in advance.

Errors and Misstatements

happen, although we try to be careful and strive for accuracy. We will try to correct any errors as soon as possible. Please let us know if you see any needed corrections or explanations.

Publication Clause

The publication includes information considered correct and up-to-date according to its content. It also contains general information and opinions. Nothing here is meant to be taken as legal advice or to replace getting legal advice for a particular situation.

Legal advice should be obtained from professional counsel, which might include our Clinic's lawyers, when acting on a lawyer-client basis.

Publication Credits

This newsletter was written and produced by the Workers' Health and Safety Legal Clinic. © 2017

For Future Issues

- ⇒ Clinic Personnel
 - 2 Articling Students
 - 1 Summer Student
- ⇒ Outreach Activities Update

THINK GREEN — Go Paperless!



We are looking to reduce the Clinic's use of paper in the distribution of our newsletter.

To receive our newsletter via email, please contact us by telephone at

416-971-8832 or toll free **1-877-832-6090** or email us at whslc@lao.on.ca.