



# The Heavy News Weekly



## Online apprentice mobility tool to go live in the fall

*Originally published by Journal of Commerce and featured in CCA Weekly*

**The Canada Apprenticeship Forum (CAF) is developing a website that will describe the documentation apprentices need to have if they move from one jurisdiction to another and want to continue their apprenticeships.**

Online apprentice mobility tool to go live in the fall

Dubbed a "labour mobility tool," the website will be launched October 2015 and will be accessible free of charge from the CAF's website.

"The tool will facilitate apprenticeship mobility across Canada, which will help to address the challenge of skills shortages in some industries in some parts of the country," said CAF executive director Sarah Watts-Rynard.

Each province and territory is currently responsible for apprenticeship, resulting in 13 different systems across the country.

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Canadian  
Construction  
Association

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This can lead to barriers in skills training mobility and may interrupt the continuum of training for apprentices, who need or want to move while completing their apprenticeship.

Watts-Rynard said the online resource will cover all the necessary paperwork for the 13 Canadian provinces and territories.

"It will cover all the documentation requirements that apprentices and employers need to know, plus useful background relocating information, such as how to obtain health insurance, a driver's license and housing," she said.

"It will be a one-stop window for anyone looking for guidance on apprentice mobility."

Although Canadian apprentices and employers are expected to be the biggest users, Watts-Rynard said apprentices in other parts of the world, who are considering a move to Canada, will likely use it too.

"Based on the number of inquiries we've received, we expect the new website will be well used," she said.

Watts-Rynard said CAF has made the labour mobility tool as streamlined as possible.

"Users won't need any special computer expertise," she said.

"And, the website will be accessible by mobile devices, such as smart phones and tablets, in addition to computers."

The CAF is providing all the content for the new site, although the development of the algorithms to make it run have been out-sourced to technology experts.

The new website, which has been in development since June 2014, will be launched in the third week of October at the CAF's Apprenticeship Symposium.

The launch will take place while provincial and territorial governments are working on implementing another initiative to improve apprenticeship mobility.

The recently signed Provincial-Territorial Apprentice Mobility Protocol spells out a provincial-territorial approach to mobility for apprentices.

The protocol is expected to take effect in all jurisdictions in January 2016.

Watts-Rynard said the CAF was working on the tool – which is its own idea – before the protocol was conceived.

"We saw it as a way to support various bilateral agreements between some jurisdictions and harmonization efforts with on-the-ground information for employers and apprentices who weren't sure how to navigate requirements," she said.

Watts-Rynard added that the apprentice mobility protocol makes the new website even more useful.

"With promotion of labour mobility as a solution to labour shortages, it will be even more important to provide clarity around what to expect," she said.

"This is particularly true because the process to have experience recognized will differ in each jurisdiction."

Watts-Rynard said the CAF is planning to support the launch of the site with a number of promotional initiatives.

In addition to the Oct. 22-23 Apprenticeship Symposium in Ottawa, the CAF will be holding an Oct. 14 webinar called Employer and Apprentice Experiences with Mobility in Canada, and November workshops in Halifax, Calgary and Burnaby called Tackling Skills Shortages in Canada: An Apprenticeship-Focused Approach.

Jeff Ritter, CEO of the Saskatchewan Apprenticeship and Trade Certification Commission and chairman of the Canadian Council of Directors of Apprenticeship (CCDA) said the tool will help apprentices and employers.

"They will be well informed about what to expect when they move from one jurisdiction to another, or hire from another jurisdiction," he said.

Ritter said the CCDA was aware of the labor mobility tool, although it was not involved in its development.

"The CCDA is undertaking operational activities to enhance mobility between jurisdictions, most notably the harmonization of apprenticeship training across Canada," he said.

Gary Herman, CEO of B.C.'s Industry Training Authority, said the CAF's digital tool will augment the apprenticeship protocol and level the playing field between jurisdictions in Canada.

"The tool will benefit all apprentices in Canada, especially in the construction industry, because workers must go where the work is," he said.

"And, it will make it easier for construction apprentices to come to B.C., as we wait for large projects, such as Site C, to start construction."

## MHCA Executive Board Member, Nicole Chabot, is taking on STARS CEO Rescue on the Island challenge - pledge now and show your support!

Nicole Chabot, Vice President of L. Chabot Enterprises Ltd. and Education, Training & Gold Seal Committee Chair with the Manitoba Heavy Construction Association, is getting ready to take on the bold and exciting *CEO Rescue on the Island* challenge in support of Shock Trauma Air Rescue Society (STARS).

On September 15, 2015, Chabot, and other selected community leaders, will board the STARS air ambulance helicopter and will be transported to an unknown destination in Manitoba. With only their cell phones in-hand, each contender will compete to raise money by facing a series of challenges to help secure a flight home.

Chabot's mission within this challenge is to help raise awareness around the importance of keeping workers and the public safe.

"In the construction industry, every responsible company has a plan in place to keep our people and the public safe. That being said, sometimes even the best laid plans can be turned upside down by the unexpected. STARS offers a service which we hope we will never need – but it's a comfort to know they will be there if and when we need them," says Chabot. "Fundraising events like this are important because these donations can help ensure that STARS continues to save lives. For this reason, I'm asking for your help in gathering support."

To support Nicole Chabot on her rescue mission, simply visit <https://foundation.stars.ca/nicole> to fill out the online pledge and the tax receipt will be emailed directly to you! Please note that donations of all sizes are welcome and appreciated and that all amounts qualify for a tax receipt and your gift will go directly towards the cost of care for a fellow Manitoban.

To learn more about STARS and their ongoing missions across Western Canada, visit [www.stars.ca](http://www.stars.ca).



# **Changes to the Highway Traffic Act - Safety Fitness Certificate Program**

Changes to the Safety Fitness Certificate (SFC) program under the Highway Traffic Act may result in additional administrative and operational requirements for the heavy construction industry and all operators of heavy equipment.

As of September 1, 2015, Manitoba Infrastructure and Transportation (MIT) will require all companies who own ANY T-plated heavy vehicles (4500 kg or above) will be required to obtain a Safety Fitness Certificate (SFC) and meet all applicable SFC program requirements, unless the vehicle is used exclusively for personal use. Individuals owning heavy vehicles that are not used exclusively for personal transportation will need to know how to comply with the Safety Fitness Program requirements. Registration will cost the same and there is no fee for a Safety Fitness Certificate.

A heavy vehicle is defined as a truck or truck tractor with a registered gross vehicle weight of 4,500 kg or more.

## **Key Issues or Changes:**

- Changes will be implemented beginning September 1, 2015, and will become effective as companies/owners renew registrations on their vehicles. Companies will need to comply with all *Safety Fitness Certificate Program* requirements 30 days after the effective date of your vehicle registration renewal/reassessment. For example, if the effective date of your vehicle registration is November 1, 2015, you must meet all requirements on December 2, 2015.
- Standards will apply to all commercial heavy vehicles or those owned by individuals and not used exclusively for personal use.
- Standards for heavy vehicle inspections have been amended, changing the inspection frequency for truck tractors from every six months to every 12 months.
- **As per existing requirements, to be registered in the Safety Fitness Certificate Program, companies must ensure:**

Driver's comply with hours of service requirements

Daily trip inspections are conducted (currently required under COR™)

- If vehicle is traveling more than 160 km from the place of business the driver must have written inspection report with them

Driver records are obtained and reviewed which includes:

- Driver's license disclosure

- Driver's abstract

- Disclosure of all accidents and violations

Vehicle is maintained

Manufacturer's defects are remedied upon notice from manufacturer

A Compliance Officer is designated

Vehicles are marked with name of company

Adequate records are maintained

Please note that staff at the Manitoba Department of Infrastructure and Transportation has offered to facilitate information sessions for industry if there is interest. If you are interested in attending such a session, please contact the main MHCA office at (204) 947-1379 and MHCA WORKSAFELY™ staff will arrange a meeting.

For additional information on changes the *Safety Fitness Certificate Program* you may contact:

**Manitoba Infrastructure and Transportation** or your **local insurance broker**.

Heavy Vehicle Safety Initiative

Motor Carrier Division

Unit C - 1695 Sargent Avenue

Winnipeg MB R3H 0C4

Telephone: 204-945-7571

Toll free: 1-877-340-9068

Fax: 204-948-2078

August 19, 2015

### **PROVINCE APPOINTS NEW CHIEF PREVENTION OFFICER**

Labour and Immigration Minister Erna Braun announced today that Dennis Nikkel has been appointed as the new Chief Prevention Officer. Nikkel will be responsible for providing advice to the Manitoba government on the prevention of workplace injury and illness.

“Every worker in Manitoba deserves to come home safe at the end of the day,” said Minister Braun. “This appointment ensures the province stays on track with the goals of Manitoba’s Five Year Plan for Workplace Injury and Illness Prevention. The plan aims to improve services for workers and employers in an effective, fair and measurable way.”

The chief prevention officer will be responsible for:

- overseeing the continued implementation of the province’s injury and illness prevention strategy;
- ensuring public awareness and prevention activities promote understanding of and compliance with Workplace Safety and Health enforcement efforts; and
- ensuring delivery of effective public awareness programs and prevention activities.

In addition, the chief prevention officer sits on SAFE Work Manitoba’s prevention committee to help coordinate prevention activities with the mandates of the Workers Compensation Board and Manitoba government.

“All Manitobans have a role to play in reducing injury and illness,” said Nikkel. “I’m looking forward to working with employers, workers, government and the public to make Manitoba a safer place to work.”

Nikkel has worked for the Manitoba government for 36 years, first as an environmental control officer and then as director of occupational health for Workplace Safety and Health. He has served as chair of the Minister’s Advisory Council on Workplace Safety and Health since 2011.

“Our new chief prevention officer was selected for his long-standing commitment, expertise and experience in workplace injury and illness prevention,” said Minister Braun. “His contributions have played an integral role in laying the foundation for a number of the significant initiatives keeping workers in Manitoba safe today, and I’m pleased to welcome him to this new role.”



## The National Trade Contractors' Coalition of Canada seeks support in new federal Prompt Payment Legislation

The National Trade Contractors' Coalition of Canada (NTCCC) has approached the Canadian Construction Association (CCA) in ask of support of its initiative to see federal Prompt Payment Legislation enacted.

The Prompted Payment Legislation would see that all construction contracts that have been appointed by the Government of Canada, as an **owner**, will be structured under a secured payment system that ensures that all payees (contractors and subcontractors) receive standardized payments. These payment structures will be identical to those originally stated in the Canadian Construction Documents Committee (CCDC) Standard Contract forms.

With the Prompted Payment Legislation in place, the owner will be required to pay the contractor and the contractor will be required to pay all levels of subcontractors on a monthly (or more frequent) basis.

Interest will apply on all late payments and if either the owner or contractor does not comply with this new prompt payment system, unpaid payees will have the right to stop work and/or to terminate the contract/subcontract as per the CCDC contracts and CCA Standard Contract Form.

Unfortunately, the nature of the heavy construction industry is the normalcy of *late payments*. Late payments have become an unfortunate and unequal bargaining power between the contractor and their subcontractors. Contractors can't afford to miss out on a bidder's list for tenders and subcontractors have no ability to determine the structure of payments from the contractor; therefore, contractors are retaining funds (originally collected the subcontracted work) and using it to finance their own operations.

This systematic problem is in need of a systematic solution and the Prompt Payment Legislation will provide the next steps to achieving a payment standard across Manitoba's heavy construction industry.

### What do you think?

The Manitoba Heavy Construction Association is interested in your thoughts and opinions on the Prompt Payment Legislation and how it may impact the heavy construction sector, if the bill is enacted. Please send your responses by email to Megan Funnell, Marketing Communications Specialist, at [mfunnell@mhca.mb.ca](mailto:mfunnell@mhca.mb.ca) by end of day on **Friday, August 28, 2015**.

Thank you – your input is greatly appreciated and we look forward to hearing from you.

Sincerely,

Chris Lorenc, B.A., LL.B  
President  
MHCA



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# Get Gold Seal Certified

Since 1991, the Gold Seal Certification program has set the Gold Standard in the Management of Construction. Today, more than 8,000 construction professionals have been recognized as Gold Seal Certified.



## What is Gold Seal Certification?

The Gold Seal Certification program is a nationally recognized certification for project managers, superintendents, estimators, construction safety coordinators and owner's project managers in the Canadian construction industry involved in:

- General Contracting
- Electrical Contracting
- Mechanical Contracting
- Road Building & Heavy Construction
- Specialty Trades



**Gold  
Seal  
Intern**  
**GSI**



**Gold  
Seal  
Certified**  
**GSC**



**Professional  
Gold  
Seal  
Certified**  
**P.GSC**

## What are the benefits of Gold Seal Certification?

Whether you are a construction professional, a contractor, project manager, or an owner of a construction project, Gold Seal Certification can help you set a high standard - the Gold standard - on a construction project.

There are many benefits to Gold Seal Certification:

**For individuals**, Gold Seal Certification offers opportunities to improve skills, advance careers, and provides recognition for years of experience and education.

**For contractors and subcontractors**, it signifies a commitment to excellence in the management of construction, shows that your organization values professionalism and ongoing education. As well, Gold Seal Certified employees provide a competitive advantage on tenders.

**For owners**, Gold Seal Certification is an investment in quality, best practices and ensures excellence in the management of a construction project.

**goldsealcertification.com**

# Groundbreaker

The Official Publication of the Manitoba Heavy Construction Association

# WORKSAFELEY™ THE SAFETY ISSUE



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THE MHCA OFFICE  
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a digital health & safety program with



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Join the club! Share your WORKSAFELEY e-COR™ **Tips & Tricks** with us and be featured in the upcoming issue of *Heavy News Weekly*



# Training Schedule

## August

Flagperson (1/2 day AM)  
COR™ Leadership in Safety Excellence  
COR™ Principles of Health & Safety Management  
COR™ Auditor  
Train the Trainer  
Excavating and Trenching (1/2 day AM)  
Committee/Representative Training (1/2 day PM)

August 10 MHCA Office  
August 17 - 18 MHCA Office  
August 19 MHCA Office  
August 20 - 21 MHCA Office  
August 24 - 25 MHCA Office  
August 26 MHCA Office  
August 26 MHCA Office

## September

Flagperson (1/2 day PM)  
Traffic Control Coordinator  
COR™ Leadership in Safety Excellence  
COR™ Principles of Health & Safety Management  
COR™ Auditor  
WHMIS (1/2 day AM)  
TDG (1/2 day PM)  
Excavating and Trenching (1/2 day AM)  
Committee/Representative Training (1/2 day PM)  
Train the Trainer

Sept. 8 MHCA Office  
Sept. 10 - 11 MHCA Office  
Sept. 14 - 15 MHCA Office  
Sept. 16 MHCA Office  
Sept. 17 - 18 MHCA Office  
Sept. 21 MHCA Office  
Sept. 21 MHCA Office  
Sept. 22 MHCA Office  
Sept. 22 MHCA Office  
Sept. 23 - 24 MHCA Office  
Sept. 23 - 24 MHCA Office

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	29	30	1	2
3	4	5 COR Leadership in Safety Excellence	6	7	8	9
10	11	12	13	14 Training Flagperson	15	16
17	18 COR Leadership in Safety Excellence	19 COR Leadership in Safety Excellence	20 COR Auditor	21 COR Auditor	22	23
24	25	26	27	28	29	30

For the full calendar of upcoming training schedules, visit [www.mhca.mb.ca/worksafely](http://www.mhca.mb.ca/worksafely)

**TO REGISTER,  
PLEASE CONTACT:**  
Sarah Higgins  
[sarah@mhca.mb.ca](mailto:sarah@mhca.mb.ca)

## Easy Does It

By Peter G Hall, Vice President and Chief Economist



Crack open a newspaper, business journal or news-magazine, scan TV business news, or surf the biz-net, and you'll hear a message over and over: diversify. More and more, this message is aimed at foreign business. If you're not in fast-growing emerging markets, you're falling behind. It hasn't always been a message that has played well in Canada, but it sure seems to have taken hold. More businesses are venturing into non-traditional markets, a trend that is only likely to increase as the success stories mount. As you're enjoying the summer, and maybe thinking about those strategy meetings that will kick off the fall season, considering new markets is not a bad idea. So, where in this big, wide world should you go?

The answer obviously depends on a number of factors. Demand conditions in potential markets. Their need for your product. The size and scale of operation you would require to support expected production. Legal requirements. Contacts. The list can be endless, and there is a whole advisory industry built around providing critical answers. One of the many factors is ease of doing business. This used to be pretty hard to get a handle on, absent large consulting and legal budgets. For large companies, not as much of a problem, but for small and medium-sized firms, prohibitive. The Internet and other recent communication media have lowered the cost significantly. So have surveys, conducted regularly by multinational institutions.

The World Bank's Ease of Doing Business Rank is a good first stop. OECD nations dominate the top rankings, but there are a few emerging market surprises. Taiwan, a more developed market, ranks well, but it is actually topped by Georgia (which at 15th, ranks just ahead of Canada), Estonia and Malaysia. Not surprisingly, the UAE do well at 22nd rank, but right behind them are Latvia, Lithuania and Thailand – which incidentally are ahead of the Netherlands. A number of Latin American and East European nations make it into the top 40. What are some of the factors that produce these surprising results?

Many of these countries distinguish themselves by making it easy to start a business. On this score, Georgia ranks 5th, Lithuania is 11th, and Estonia is 17th. Canada compares relatively well, at 16th. Another measure is dealing with construction permits. Georgia is 3rd in the world, The UAE 4th, Lithuania 11th and Malaysia 13th. Lots of other nations are ahead of Canada, which ranks 118th. It turns out that getting credit is also important. Canada scores well here, at 7th spot, but getting credit in Georgia is just as easy. Estonia, Lithuania, Latvia and Malaysia share 23rd rank with Germany and Ireland.

Trading across borders is another element of the index that bears noticing. Here again there are certain key emerging market stars. Estonia ranks 6th in the world. Less surprising are the UAE at 8th, and Israel at 12. Mauritius is also ahead of a lot of OECD nations, at 17th place. Where certain emerging markets also do well is in registering property.

Among the remaining criteria, getting electricity is one in which emerging markets under perform compared with developed markets. Resolving insolvency can also be tricky in emerging markets; scores tend to be much less favourable. Other factors that figure into the ranking include things like protecting minority investors, paying taxes and enforcing contracts. These factors are a mixed bag, with higher and lower rankings shared among the developed and emerging markets.

This quick overview might be enough to whet the appetite. Much more information on this is just a simple click away, and a very easy one-page read. It's certainly not enough to build an entire case on, but should be earmarked as one of a number of tools that can add significantly to the due diligence that Canadian companies of all description are doing prior to engaging with new and unfamiliar foreign markets.

The bottom line? Diversification is taking Canadian exporting by storm, and the number of success stories in non-traditional markets is building up quickly. As you consider joining the fray, or expanding on the markets you are already active in, know that there are simple tools that are affirming - and eye-opening!

## **The Manitoba Water Services Board**

Sealed tenders, marked as follows will be received by the undersigned at The Manitoba Water Services Board, Imperial Square, 2010 Currie Blvd., Box 22080, Brandon, Manitoba, R7A 6Y9, no later than 11:00 a.m., prevailing Brandon time on:

**August 28, 2015**

for the following works:

**The construction of a reject water holding pond consisting of approximately 7,000 cubic metres of excavation and embankment, 360 lin. Metres of reject water pipeline and reject water pumping station for the Municipality of Deloraine-Winchester.**

**MARKED**

**M.W.S.B. No. 1108**

### **Municipality of Deloraine-Winchester Reject Water Holding Pond and Pumping Station**

Tenders will be publicly opened and read at the location, time and date specified above.

Each tender must be accompanied by a fully executed BID BOND on the form provided and in favor of the Minister of Finance for the amount shown on the Tender. Under NO CIRCUMSTANCES will a certified cheque be accepted in lieu of a Bid Bond.

Tender documents may be obtained by provincially registered companies on or after **August 17, 2015** at 2010 Currie Blvd., Brandon, MB. Contact us at (204) 726-6076 to request the documents in PDF digital or hard copy format.

The lowest or any tender may not necessarily be accepted.



**August 21, 2015 - Manitoba Infrastructure & Transportation - [www.gov.mb.ca/tgs/contracts/tenders/index.html](http://www.gov.mb.ca/tgs/contracts/tenders/index.html)**

**C.O. X02468 - STOCKPILING WINTER SAND**

**Location:** Warren Sub-Region Area

**Tender Availability:** Currently available

**Tender Due:** 12:00 Noon, August 24, 2015      **Owner:** Infrastructure and Transportation      **Phone:** 204-239-3361  
Crushing and stockpiling winter sand at Department's Maintenance Yards.

**TENDER NO. 6587 - SPILLWAY CONCRETE REPAIR WORKS**

**Location:** Shellmouth Dam

**Tender Availability:** Currently available

**Tender Due:** 12:00 Noon, August 24, 2015      **Owner:** Infrastructure and Transportation      **Phone:** 204-945-3637  
The work involves structural repairs to the spillway, located near the west end of the dam, and the conduit outlet, located near the east end of the dam. Construction will include the placement of concrete, reinforcing steel, epoxy crack injection and polyurethane sealant for the repair of deficient concrete sections and contraction joints of the Shellmouth Dam (Section, Township, Range: NW-1-23-29W1 and SE-11-23-29W1) in the Municipality of Shellmouth-Boulton.

**August 21, 2015 - City of Winnipeg - [www.winnipeg.ca](http://www.winnipeg.ca) Phone: 204-986-2491**

**TENDER NO. 699-2015 - 2015 REGIONAL AND LOCAL STREET PROGRAM - GRASSIE BOULEVARD AT LAGIMODIERE BOULEVARD AND LAGIMODIERE BOULEVARD AT BISHOP GRANDIN BOULEVARD INTERSECTION IMPROVEMENTS.**

**Tender Availability:** Currently available

**Tender Due:** 12:00 Noon, August 26, 2015      **Owner:** City of Winnipeg      **Phone:** 204-986-2491

**August 21, 2015 - Manitoba Infrastructure & Transportation - [www.gov.mb.ca/tgs/contracts/tenders/index.html](http://www.gov.mb.ca/tgs/contracts/tenders/index.html)**

**TENDER NO. 6581** - BITUMINOUS PAVEMENT (INCLUDES BASE) PTH 3, SASKATCHEWAN BORDER TO SOUTH JCT PTH 83

**Closing:** August 11, 2015

**Results:**

(M) Russell Redi-Mix COR™	\$5,664,750.00
(M) Nelson River Construction Inc. COR™	\$5,963,700.00
(M) Maple Leaf Construction Ltd. COR™	\$7,020,625.00
(M) Borland Construction Inc. COR™	\$8,252,400.00

**TENDER NO. 6582** - SUPPLY OF PRECAST PRESTRESSED CONCRETE GIRDERS FOR BRIDGES OVER SPRUCE CREEK (MAPLE CREEK) ON MUNICIPAL ROAD 142 N.

**Closing:** August 11, 2015

**Results:**

Armtec	\$550,016.00
(M) Lafarge Canada Inc. COR™	\$597,700.00

**TENDER NO. 6584** - BITUMINOUS PAVEMENT (INCLUDES GRADE WIDENING & BASE) PTH 10 AT 0.8 KM AND 6.5 KM NORTH OF BOISSEVAIN

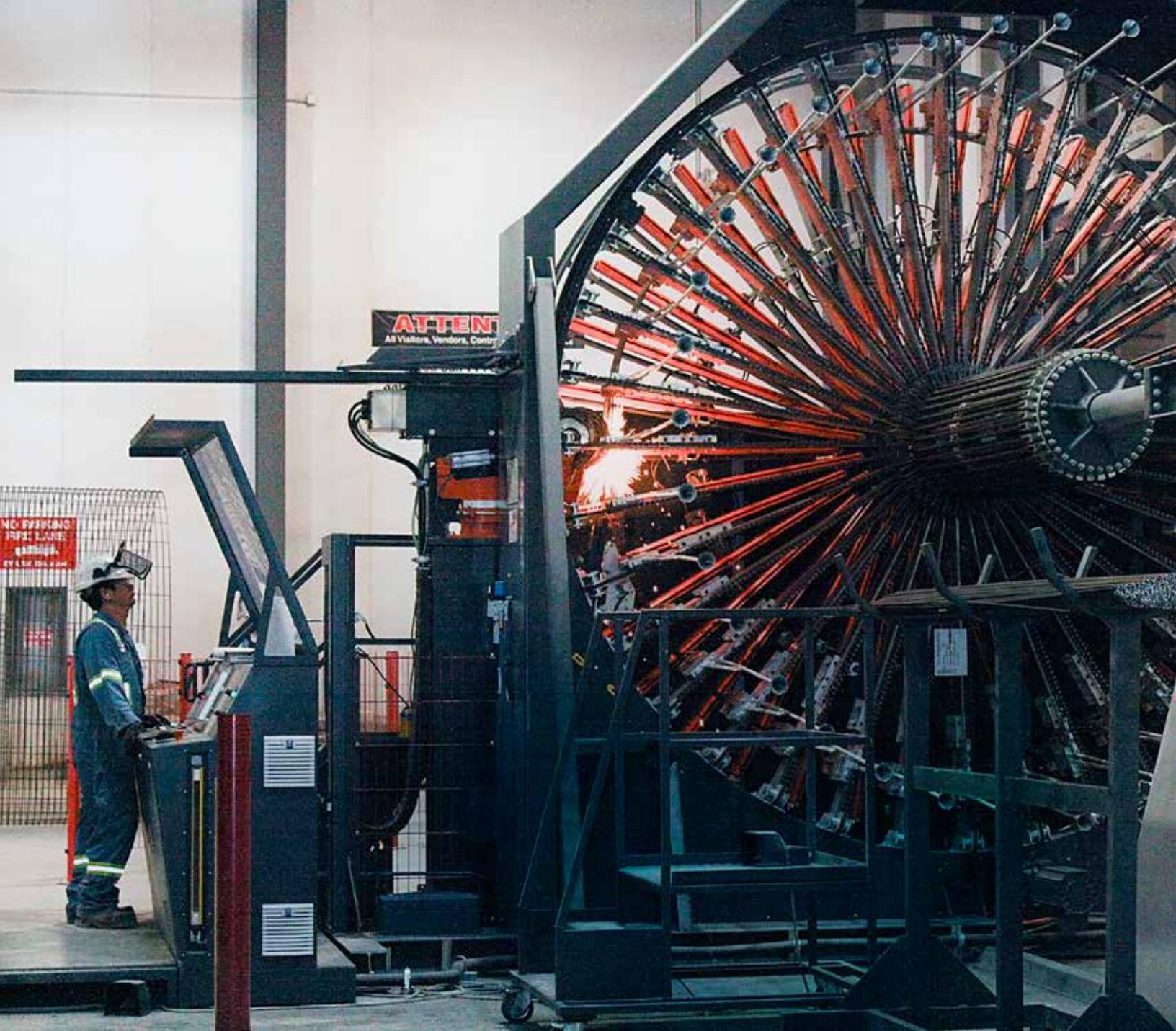
**Closing:** August 13, 2015

**Results:**

(M) Tri-Wave Construction Ltd. COR™	\$1,251,412.50
(M) Clint Moffat & Sons Ltd. COR™	\$1,330,500.00
(M) Nelson River Construction Inc. COR™	\$1,493,382.50
(M) Russell Redi-Mix Concrete COR™	\$1,516,400.00
(M) Maple Leaf Construction Ltd. COR™	\$1,749,735.00

**August 21, 2015 - City of Winnipeg - [www.winnipeg.ca](http://www.winnipeg.ca) Phone: 204-986-2491**

**No results this week**



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