

CALGARY

ECAT

Employee & Client
Assistance Team
403-819-0583

Phones do not accept text messages— staff need to call ECAT.

INSIDE:

POLICY REVIEW	2
H&S COMMITTEE WORKER ELECTIONS	3
HEALTH AND SAFETY MINTUES	6-8

TIME SHEET HAND-IN

- **December 17th 2018** –
For all shifts worked
between December 1st
& December 15th.
- **December 31st, 2018** –
For all shifts worked
between December
16th & December
31st.

UPCOMING:

- **HEALTH AND
SAFETY MEETING**
December 13th, 2018
at 9:30 AM
- **RPAC MEETING**
December 11, 2018 at
10:00 AM

Making it Happen!- Supporting Social Inclusion

Raymand is a new client with ICE in Lethbridge. He started services with the agency in May of 2018. Although he is a relatively young man, Raymand lives in an assisted living facility due to his health concerns. His ICE staff visit him at the facility to support him with his regular routines and to assist him with community access. Since May, Raymand has become involved with many additional local activities.

Upon starting services with ICE, Raymand identified that he really wanted to increase his physical health. He had been visiting a physiotherapist but had struggled to complete the assigned exercises so he had not achieved much physical



RAYMAND

improvement. Raymand's ICE staff started working with him every day to complete the recommended physio exercises. Staff motivated Raymand by showing him the improvements he was making over time as he worked consistently. That encouragement and support really made a difference in how Raymand felt about his exercise routines and his

health.

Once Raymand started to feel better physically it made it easier for him to participate in additional activities of interest to him. Prior to ICE involvement he didn't typically participate in any of the many recreational activities offered at the assisted living facility where he lives. Now they are a regular part of his week. Raymand also keeps busy out in the community where ICE staff support him to go swimming, attend movies and to enjoy walks in the park.

We're very happy to have Raymand as part of ICE in the South Region. His willingness to put in consistent work to achieve better health is an inspiration to us all.



Gladys Soosay

Employee Spotlight

Gladys has been an employee with ICE since 2011. She has been a residential Team Leader and is a highly valued employee. Gladys works with Raymand on weekday mornings. Her calm demeanor and her sense of humor while working with her clients really helps her to motivate them. She has a special knack for supporting people to achieve their goals.

POLICY REVIEW

3.4.11 VACATION

An employee will accrue vacation pay at a rate of 4 %; after 5 years of employment at a rate of 6%, as per Employment Standards for the province of Alberta. The agency will provide vacation accrual at a rate of 8% for employees who have worked for more than 10 years.

All casual employees may request a pay out of vacation pay twice per year. Payouts will only occur on May 31 and/or Nov 15. No request will be considered within the first year of employment. The employee can continue to work and receive a vacation payout. Any vacation pay received will be processed through payroll by submitting a request form two weeks prior to the date requested. Supervisors will not approve a request unless the documentation is submitted within these time lines.

All casual employees who have signed terms of employment and work a fixed schedule may also take their earned vacation time off with pay. The employee is entitled to his/her vacation with pay only after he/she has worked for the year and earned

it. The employee must complete the vacation request form.

All full time employees must take their earned vacation time off with pay. The employee is not able to request a pay out of his vacation pay and continue to work. The employee is entitled to his/her vacation with pay only after he/she has worked for the year and earned it. I.C.E. will not advance vacation with pay in the current working year. All holidays should be taken within one year after they are earned. Employees should submit their request for annual vacation no later than 6 weeks prior to the dates being requested or 2 weeks if requesting less than 40 hours of time off.

Vacation will not be approved prior to one year of employment and must be approved in advance by your supervisor for all employees regardless of your status.

The employer has the final approval of the time when the annual vacation is to be taken. **No vacation will be approved over Christmas or Easter for those employees providing direct client care.**

October 2018

Looking for Answers? Below are some online links you may find of assistance:

https://www.canada.ca/en/health-canada.html	Health Canada is responsible for helping Canadians maintain and improve their health. It ensures that high-quality health services are accessible, and works to reduce health risks.
www.ccohs.ca	The Canadian Centre for Occupational Health and Safety (CCOHS) promotes the total well-being—physical, psychosocial and mental health—of working Canadians by providing information, training, education, management systems and solutions. It makes credible information about workplace hazards and conditions easily and widely accessible to all Canadians.
https://www.albertahealthservices.ca/findhealth/service.aspx?Id=1001957	Linking Albertans to a wide range of health information and service options.
https://work.alberta.ca/occupational-health-safety.html	Alberta Occupational Health and Safety works in consultation with industry to help prevent work-related injuries, illnesses and fatalities.
https://work.alberta.ca/occupational-health-safety/ohs-publications.html#laws	The OHS site provides access to a wide range of information bulletins and on-line training options
https://work.alberta.ca/occupational-health-safety/resources.html	

Joint Health and Safety Committees at ICE

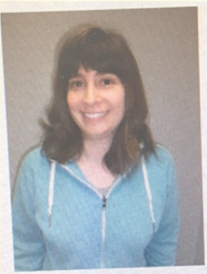
Ways that Members of the ICE Health and Safety Committees help:

- Responding to the health and safety concerns of employees,
- Assisting to develop health and safety policies and safe work procedures,
- Developing and promoting education and training programs (i.e. Promoting Safety),

- Participating in worksite inspections and investigations,
- Investigating worker reports of dangerous work and refusal to work.
- With health and safety orientations for new employees.

In the Calgary region front line staff at ICE will be electing 3 worker H&S representatives at the Annual ICE Christmas Party.

MEET YOUR CALGARY HEALTH & SAFETY COMMITTEE CANDIDATES



Jacqueline Kernohan

Please consider my name to be put forward on the H&S Committee for this next year. I have been a member of ICE H&S for 9 months and have learned a great deal. I have found the training I have received and experience I have gained on the committee has made me a better staff. I like giving back to the community and connecting with the other staff at the agency. On the committee we go through the Health and Safety Manual. We make recommendations on incidents that have happened throughout Southern Alberta and on topics for the newsletter and the minutes go into the newsletter and are posted on our board in the office.

Please consider my candidacy for the Health and Safety Committee for this next year. I have been on the Health and Safety committee since April/May of 2018. I would love to stay on the committee because I feel that I can learn more about health and safety at ICE and help communicate it to other employees. Currently I have been helping review policy and procedures, as well as reviewing the meeting minutes. I work in both res and non-res community support.



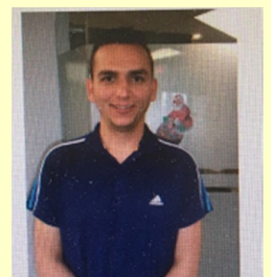
Rosalind Chow



I nominate myself as a candidate to be on the ICE Health and Safety committee. I have been on the committee for two months and I would like to continue as I have just started and would like to fulfill my commitment. I feel I could be a great asset to the team. I am always observant for hazards in the community and feel that I can contribute skills to the H&S committee. I do both residential and non-residential work for ICE.

Stephanie Miller

I, would like to nominate myself continue my membership with the ICE Health and Safety committee. My current position is as a non-residential community support worker, I also work in a shared residence. I have been a member of the committee since January of this year. Within the committee, we review policies, new legislation and potential hazards in the workplace and community. I contribute by providing feedback on hazards that could potentially be dangerous. Safety is my number one priority and I would welcome an opportunity to share my H&S knowledge.



Hiran Almarales

SAFE WINTER DRIVING

Winter driving can be risky. If driving is part of your job, follow these tips to ensure that you are well prepared.

Tip 1: Get your vehicle ready for winter

Winter weather is hard on your vehicle and its engine. Prepare for winter in the fall, by getting a complete check-up of your battery, lights, brakes, tires and windshield wipers. Fill up on winter washer fluid in the -40°C temperature range and carry an extra jug in your vehicle.

Tip 2: Install 4 matching winter tires



Winter tires have been designed for use in snow. They carry a pictograph on the side-wall of a peaked mountain with a snowflake and meet high standards for winter traction performance.

Tip 3: Watch the weather

It's a good idea to visit www.weatheroffice.gc.ca for local weather reports, before you leave home. Environment Canada issues warnings when it expects blizzards, heavy snow, freezing rain or drizzle, cold snaps and winds. Watch for black ice at temperatures between +4°C and -4°C, where the road surface ahead looks black and shiny. It is often found on shaded areas of the road, bridges and overpasses long after the sun has come out.

Tip 3: Prepare for Driving

•**The safest strategy is to avoid driving in bad weather conditions.** If driving clients, look for alternatives such as taking DATS or other public transportation. If you must drive and/or drive clients, check weather and travel conditions before heading out. Give yourself extra time for travel and, if weather is bad, wait for conditions to improve. Always tell someone where you are going, the route you plan to take and when you expect to arrive. Fill out the community access section of the staff communication log. If you don't arrive on time, and people are worried about your safety, they will know where to search for you. If driving becomes too risky, turn back or look for a safe place to stop until it is safe to drive. Make sure you have enough fuel. Try to keep the fuel tank at least half-full.

•**Be alert, well rested and sober behind the wheel and always wear your seat belt.**

•**See and be seen.** Remove all snow from your vehicle's

hood, roof, windows and lights. Clear all windows of frost and fog. If visibility becomes poor, find a place to safely pull off the road as soon as you can. If you can't exit, pull off the road as far as you can. Get out from the passenger side, to reduce the risk of being hit by other drivers. If visibility is poor, put on your emergency flashers.

•**Stay on main roads and drive carefully:** Match your speed to the road and weather conditions. Avoid passing another vehicle when weather and road conditions are bad.

•**Wear warm clothes** that do not restrict movement and ensure that the clients that you are driving are also dressed for the weather conditions.

•**Be prepared to make a call.** If possible, take a fully charged cell phone with you. These are very useful in an emergency or if you need help. *911 is often a free call. But don't talk and drive. Let someone with you make the call, or pull over to a safe spot to place a call.

Keep the following items inside your vehicle: road maps, ice scraper and brush, flashlight, first aid kit, and blanket.

Tip 4: Avoid Collisions

The danger of skidding is greatest when you are taken by surprise. Since not all vehicles respond in the same way to icy, slippery roads, learn how to handle your vehicle in all types of weather. Read the owner's manual to learn about your vehicle's braking system and tire traction. You may also consider taking a winter driving course. A good way to avoid skidding is to drive appropriately for road and weather conditions: **SLOW DOWN**. Allow extra travel time and be very careful when you brake, change lanes, make turns and take curves.

Proper braking is important to safe winter driving. Since it takes longer to stop on a slippery road, you should leave more distance than normal between you and your vehicle in front of you and pay attention to the road – as far ahead as you can.

Tip 5: Stay Calm

Stay calm if you get trapped in a storm or snow bank. **Don't** do any heavy lifting, shoveling or pushing in the bitter cold - it can kill. **Do** make sure the tailpipe is not blocked by snow, to keep carbon monoxide from getting into your vehicle. Then, if your vehicle is not at risk of being hit by other drivers, stay inside so you have shelter. Going out into a storm puts you at risk of getting lost, or suffering from the cold.



ICE THANK YOU CARD INCENTIVE WINNER



Theresa W. received a thank you card from her manager for providing an Occupational Health and Safety Officer a tour of the worksite.

Other Thank you cards:

Cheryl C and Tanya D also received thank you cards from their manager for providing OH&S a tour of their worksites.

Justin S received a thank you card from the booking coordinator for sharing parts of his Halloween Costume with his client.

ICE OFFICES WILL BE CLOSED
Tuesday December 25th, 2018,
Wednesday, December 26th, 2018 for
Christmas
&
Tuesday January 1st, 2019 for New
Year's Day.

CALGARY CONGRATULATES LONG TERM EMPLOYEES!

Staff	Years	Date
Linda D	11	December 3, 2007
Anamarie B	6	December 31, 2012
Valerie R.D.	5	December 16, 2013
Whitney D	5	December 30, 2013
Lori J	4	December 17, 2014
Hazeline A	3	December 9, 2015
Anu G	3	December 9, 2015
Joji P	3	December 9, 2015
Jenae L	2	December 15, 2016
Rosalind C	1	December 2, 2017
Abishesh (Abi) U	1	December 2, 2017
Vanessa H	1	December 4, 2017
Behzad (Ben)	1	December 10, 2017
Hiran A.S.	1	December 19, 2017
Kristine C	1	December 29, 2017
Gladys M	1	December 19, 2017
Maria M	1	December 19, 2017
Rona D	1	December 20, 2017

TRAINING

PET (Pre-Employment Training)

December 10- 12th, 2018

9 am - 5 pm

As described on the ICE website

CPI (Crisis Prevention Intervention)

1 day refresher

December 14th, 9:00 am—4:30 pm

As described on the ICE website

PBI

**(Proactive Behaviour
Intervention & Positive Behavior Supports)**

December 13th, 2018

9 am - 5 pm

As described on the ICE website



Health & Safety Committee Meeting Minutes October 25, 2018 - Calgary

(Note—newsletter copy of minutes edited for space).

3.1 A) Review of Regional Health and Safety Meeting Minutes - Section 3.2 Internal Incidents (Injury, Health, Property Damage) South: Sept 12, 2018

No Internal Investigations to report

Grande Prairie/Northwest: Sept 6, 2018

No Internal Investigations to report

3.1 B) Review of Regional Health and Safety Meeting Minutes – Section 3.3 (Near Miss Incidents)

Edmonton: Sept 5, 2018

A meeting was held for a staff member in the meeting room by reception at the Edmonton office. The employee involved in the meeting became agitated. The staff had brought a male companion with them to the office and that individual was seated in reception during the meeting. When ICE staff ended the meeting the companion approached one of the two managers involved in a physically intimidating manner and was verbally abusive raising his voice. The staff and her companion were asked to leave the premises and the lifeline button at the front reception desk was pressed to call 911 for the police. The visitors were informed of this. Additional ICE staff who had heard/witnessed the threatening manner of the visitors attended the scene to provide support and they also encouraged the visitors to leave peacefully. The persons did eventually leave the office.

After the incident a manual deadbolt lock was installed on the inside front door.

Recommendations: Review and revision of office emergency responses/ safety procedures for workplace violence, once this is completed, office staff will be offered additional training. Signage to be posted in reception regarding zero tolerance for workplace violence on site. Training for supervisors/ managers in strategies effective for avoiding workplace violence (i.e. advance planning for situations of potential conflict).

Near Miss Incident Investigation completed.

South: Sept 12, 2018

No Near Miss Investigations to report

Grande Prairie/Northwest: Sept 6, 2018

No Near Miss Investigations to report

3.2 Evaluation of current Internal Incident Investigations for Injury, Health, Property Damage :

August 22, 2018

Staff and client were pleasantly talking and applying sunscreen while waiting for bus. Client suddenly hit staff with an open hand and with force. It seemed as though client may have been playful with staff when she hit him. Staff then kept a safe distance and the police were called. Staff continued to keep safe distance from client until they returned home. Staff disclosed to management that client is at times physically aggressive towards staff (staff failed to report these incidents as they occur). A power struggle occurred earlier in day where staff was completing paperwork and requested space from client. Client then became agitated, yelling at staff.

Incident Investigation completed.

Recommendations: Staff to report all incidents as they occur as per policy. Staff to maintain eye contact and keep safe distance from client at all times not just during behaviour escalation as client may not show signs of agitation. Discuss with team that any paperwork to be completed when client in in her room or asleep, this information to be updated in orientation. Consult with RPAC.

August 23, 2018

Staff was running late to shift. When staff arrived at client's house,

client was waiting outside visibly agitated. When staff asked client to come into car, client refused and began yelling at staff asking for her bus pass. Client then began opening and closing passenger door with force multiple times. Staff tried re-directing client to go back into her home. Client then began hitting the passenger side mirror and windshield causing a large crack in the windshield. When a neighbour drove past incident, client stopped the behaviour, smiled and waved at the neighbour providing staff with enough time to drive away from incident safely.

Incident Investigation completed.

Recommendations: Review with staff not driving an escalated client. Staff to re-trained on PBI. Review policy and procedure on reporting incidents as they occur as staff disclosed that there have been previous incidents of client escalation that have not been reported.

August 27, 2018

Staff noticed that the toilet in the office was clogged. Staff tried unclogging the toilet and while removing the lid, staff's hand slipped causing the lid to fall to the ground and break. Plumber was contacted to replace lid and unclog toilet.

Incident Investigation completed.

Recommendations: Signage posted in office bathrooms indicating if toilet is clogged to report to office staff for plumber to be contacted. Signage posted informing not to flush paper towel or feminine hygiene products down toilets. Ensure staff are only completing duties that they are trained to complete.

September 25, 2018 @11:40am

While staff and client were walking in Fish Creek Park, client threw about a 1 foot sized branch at staff's back. Staff stated it did not hurt and asked client not to throw objects at staff. Staff and client continued walking, client then threw smaller branch and small rocks towards staff's feet. Staff again asked client to stop throwing items and continued on their walk in the park without incident. Note: client is new to ICE, non-verbal and difficult to motivate client to access his community. It is unknown if this behaviour was because client was happy to be outside. Parents of client also informed management that client often functions better in the afternoon as he is not a morning person.

Incident Investigation completed.

Recommendations: Review PBI skills with staff i.e. not to walk in front of client, walk behind and maintain visual contact with client. CSC developed and provided client with a communication system, system also trained with staff. Client's schedule to be adjusted to better suit his needs. Consult with RPAC.

September 26, 2018 – Two Incidents

10:30am

Staff and client were waiting in line for coffee. During this time, it was noticed that there was a fly buzzing around the restaurant. Staff reported safe distance was maintained, staff standing side by side with staff's body semi facing client. Client hit staff's neck, then stated "fly". Staff encourage client to tell staff next time fly lands on staff and staff will handle situation.

Incident Investigation completed.

Recommendations: Although staff stated was keeping safe distance, client was still able to hit staff, ensure staff is following safe distances and maintain eye contact on client at all times. Review Positive Approaches and Risk Assessment and ensure competency. Review any plans/protocols regularly to ensure effectiveness.

2pm

Staff and client were swimming in swimming pool. Staff requested space as client has challenges with boundaries. Client hit staff in head with a pool noodle. Staff requested client to stop and moved away from client. Client then glared laughed and came towards staff again and hit staff 2 more times. Staff removed self

Meeting minutes continued from page 3...

from pool and watched client from side of pool. Hit from pool noodle did not cause injury. Note: Staff had recently received training on CPI Sept 21/18

Incident Investigation completed.

Recommendations: Follow PBI/CPI skills of maintaining safe distance and eye contact. When client has object such as pool noodle in hand, engage in increased safe distance. Review Positive Approaches and Risk Assessment and ensure competency. Review any plans/protocols regularly to ensure effectiveness.

3.3 Evaluation of current Near Miss Incident Investigations: August 14, 2018

Staff reported that while working with a client with a wheelchair, staff experienced a medical concern that was believed to be due to lifting of the chair. This was later confirmed by a physician to not be the cause of the medical concern. While completing investigation it was noted that no formal training on lifts/transfers of training was completed with relief staff, only orientation and shadowing with regular staff.

Near Miss Investigation completed.

Recommendations: Ensure those staff who work with individuals that have wheelchairs/walkers or requires assistance with walking have the required training from a professional (i.e. nurse or physio therapist). Ensure staff are able to identify if they are physically able to complete a task asked of them.

August 18, 2018

While staff was completing housekeeping duties of cleaning the microwave, staff reported a small black burnt mark on the door (on the wire mesh on the door in between the glass panels). Staff assumed the mark could be due to metal objects being used in the microwave. A sign "do not use" was posted.

Near Miss Investigation completed.

Recommendations: When completing monthly safety checklist, ensure small appliances are checked. Review with the team, HACD "microwave use". Signs were posted in home stated to not leave microwave unattended and to not place metal or foil in the microwave.

September 14, 2018

Staff and client were exiting bus and walking to c-train. Staff noticed ice on the walkway ahead and encourage client to hold onto handrail while walking. Staff and client continued walking and almost slipped on ice but due to holding onto handrail was able to keep self balanced. Staff reported ice to 311.

Near Miss Investigation completed.

Recommendations: Management encourage staff to purchase and utilize ice grips on shoes, ensure footwear has proper tread. During snowy/icy conditions to utilize Access Calgary. When weather is poor and able to do so adjust schedule (i.e. do activities indoors).

September 23, 2018

Staff and client returned to residence from their outing, client was visibly upset during outing and when returning. Client asked staff for scissors and staff gave scissors to client, client then cut her hair. For safety of both staff and client, staff requested for the scissors to be returned and locked. Client refused, went into the office grabbed documentation read it and threw it to the ground, pushed chairs over in the dining area, then went to bedroom with door closed. Space was given, ECAT was contacted and client gave scissors back to staff.

Near Miss Investigation completed.

Recommendations: Management discussed the risks with staff of providing client with scissors when anxious/agitated. Review with

staff Appendix #2 Safe Practices for Handling Behaviour Escalations.

September 26, 2018

The building fire alarm went off and staff encouraged client to evacuate. Client refused to leave without bringing her cats with her. Client was only able to get a hold of one of her cats and when walking down the staircase was having difficulty, stopped and began to cry. Smoke was present in the building. By the time staff and client exited the building it took over 5 minutes which is not a successful fire drill.

Near Miss completed

Recommendations: Staff to be made aware that in the event client refuses to evacuate, staff to exit the building safely and notify fire department. As the client refused to leave unless bringing her cats, its recommended to surrender the cats to reduce the risk.

3.4 Review of COR Audit and Action Items

The committee reviewed implementation of assigned portions of the ICE 2017 – 2018 COR 1 year Action plan:

Element 2-3

Non-Residential – enhanced involvement of workers in hazard assessment. Feedback from the Calgary region regarding the Non-Residential hazard assessment format was collected. Some Non-Res staff expressed being confused about the process of how to complete the form (how often to complete, number of sites to complete for etc.)

It was suggested to provide clearer instructions on use of the form. Quarterly completion of the form tool was suggested as an appropriate frequency.

Decisions were made during Forms committee to discuss the frequency of completing this document and when it would need to be completed. ICE management to finalize decision regarding implementation of the form based on information collected during the pilot process.

Element 3 Web link information actions have been implemented.

Web- links have been appearing on- going in the ICE Pages. – Element 1-2. Web link information has been circulated for inclusion in PET / Training materials, and on the ICE Webpage.

Element 6 Emergency Response

The committee was informed that Jasmine will no longer be apart of Emergency Response Committee and Brigitte will be completing this document with assistance from other managers in the office. Brigitte to be trained on how to complete Emergency Response Action Plans prior to Jasmine's departure on Nov 2, 2018.

3.5 Review of Master Hazard Assessment and Control Document

Reviewed pages 8-13 of the General Section

Driving: recommended adding smoke as part of conditions could be driving in. When smoke utilize in car circulation rather than taking air from outside. Under winter – recommend adding winter tires. Recommend adding to safe work practices "when possible, schedule trips during non- peak hours, reduce the number of trips through enhanced planning, schedule trips when weather / road or behavioral concerns present increased hazards."

Driving Clients: Recommend adding to safe work practices "when possible, schedule trips during non- peak hours, reduce the number of trips through enhanced planning, schedule trips when weather / road or behavioral concerns present increased hazards."

Edmonton – September 5, 2018 Meeting Minutes

Residential programs have until Sept 30 to consult with members

Meeting minutes continued from page 4...

of their teams on site specific hazard documents. Front line staff (whole teams) are expected to be active participants and are required to sign off on the opportunity to participate. The process to have residential Site Specific HACD additions completely updated and in place on site is October 31st. These may be neatly hand printed/ written.

South – September 12, 2018 Meeting Minutes

Review of the new information added to the HACD. Talked about the new form to have employees sign when amendments are made to the site-specific information. Talked about the additions to Appendix A including: Client Mobility/Fall Support, Self-Care/Mental Health Wellness Tips, Creating and Maintaining a Positive Workplace Culture, Safety for Cooking, Strategies for Community

Safety and Safety Precautions for Opioid Exposure. Those in attendance read through the information.

Grand Prairie/Northwest – September 6, 2018 Meeting Minutes
New HACD will be available and reviewed for next meeting.

3.6 Policy Review—Review of Policy 3.5.1 Health and Safety

4.0 OTHER BUSINESS

ICE Page – Suggested Articles – getting winter ready.
Informed Committee Members of training available online at link
https://www.ccohs.ca/products/courses/course_listing.html

NEXT MEETING – December 13th , 2018 at 9:30 am

ICE HAS A TD GROUP RSP PLAN!

Refer to **Policy 3.4.18**
FUTUREBUILDER RSP

If you are eligible, ICE will
match your
contributions!

To sign up, please contact:
780-453-9664



Sssssshh... it's the
READING ZONE



There's a New Policy Manual in town.

All ICE staff must read the new Policy Manual and sign a staff participation form by **January 31, 2019**

Please contact your coordinator to make arrangements to come to the office to read the manual.

\$100.00 ICE Employee Referral Incentive Program Winners

Employees or Support Home Operators who refer a person to ICE who successfully meets our hiring requirements and completes their three month probation with a minimum of 120 hours worked, receive \$100.00!

You are invited to attend the Annual Christmas Party and Awards Ceremony hosted by ICE

December 6th, 2018
11:30 am – 3:00 pm
Marlborough Park Community Centre
6021 Madigan Dr. NE, Calgary, AB



Ugly Sweater and Pizza Party

Lunch will be served at 12:00 pm for those who replied by November 30th.

We will be having an
Ugly Christmas Sweater contest –
wear your worst!