

Alberta Advisory Council on Women's Issues A Six Year Review Preface

he last six months of 1992 to the present, has been a period of transition for the Alberta Advisory Council on Women's Issues. The Council has said good-bye to three members and a chairperson, and is looking forward to welcoming some new faces. We wanted to produce a document that would provide some continuity between one generation of the Council and the next. That is why we felt this would be a good time to put together a review of our work and some of the significant events of our history.

The Advisory Council chose the month of International Women's Day (March 8) to release the review. The purposes of that celebration and this document are similar: to recognize the work that women have done to improve their living conditions, to raise community awareness regarding women's issues, and to celebrate together the achievements and victories of women.

When we look at the work yet to be done if we are to achieve the full and equal participation of women in the life of this province: it is important to look at how far we've come, and then we know — there can be no turning back.

Respectfully,

The Alberta Advisory Council on Women's Issues

en years ago, women's groups from across the province formed the Provincial Committee for an Alberta Council on Women's Affairs. Their sole purpose was to push the provincial government to establish a women's advisory council. Their membership roster reads like a who's who of women's organizations in Alberta at that time: the YWCAs in Edmonton and Calgary; the University Women's Clubs of Edmonton, Calgary, and Red Deer; Women of Unifarm; Alberta Council of Women; Alberta Women's Institutes; Catholic Women's League of Alberta; and, Alberta's Business and Professional Women's Clubs. As well, many women wrote letters and lobbied their MLAs.

On April 7, 1986, Dick Johnston, then Minister Responsible for Women's Issues, announced the formation of the Alberta Advisory Council on Women's Issues and appointed Margaret Leahey as the full-time chairperson.

Five months and an election later, the new Minister Responsible for Women's Issues, Dennis Anderson, introduced Bill 19, *The Alberta Advisory Council on Women's Issues Act.* Through this legislation, the Council would advise and report to the Government on all matters pertaining to women, and assist them in providing the opportunity for women's full and equal participation in the life of the province. The legislation was reported to the Legislature on September 9, 1986. Later that fall, the Government appointed fourteen women from across Alberta to serve for terms varying from one to three years.

In its first year, the Council concentrated on gathering the views and concerns of women throughout the province. They held an open house to introduce their office to the public; traveled to Calgary, Edmonton, and Grande Prairie for a series of public meetings; met with a number of women's groups and organizations; and received letters and phone calls from individuals on a wide variety of issues like employment, midwifery, politics, poverty, violence and welfare.

The ability of the Council to undertake research was one of the first things that Council members discussed as a group. As a result, they issued this statement of principle:

"In order for the Alberta Advisory Council on Women's Issues to fulfill its legislated mandate, it will research women's issues on an ongoing basis. The Alberta Advisory Council on Women's Issues recognizes the importance of independent and credible research conducted on women's issues. The Alberta Advisory Council on Women's Issues may also, if deemed feasible and warranted by the Council, conduct primary research."

Under this principle, the Council released a discussion paper and information booklet on new reproductive technologies (NRTs) in 1988. The documents explored the medical, social, and legal implications of the technologies and outlined the concerns expressed by many advocacy groups in Canada. Next, the Council released a number of recommendations calling for Government action on such issues as: day care, women's health, domestic violence, pay equity, Widow's Pension Program, education for Aboriginal people, and the concerns of immigrant women.

Then came a tumultuous year for the Council. One in which they received much praise and much criticism. Margaret Leahey's term as chain person ended March 1989. Elva Mertick, a member of the original council, became the new chairperson. The structure of the council also changed: the chair's position became part-time and the Council hired a full-time executive director, Laurie Blakeman, to manage the day-to-day administration. At their planning retreat, the council established 3 working committees: legal, economic, and wellness (social/health); and set out their goal and objectives.

From 1989 to the present, the Council has directed their efforts toward research. In spite of limitations of budget and resources, they have released papers on: employment equity; women and the constitutional process; midwifery; and women on welfare. The Council also appeared before the Royal Commission on New Reproductive Technologies, and the Horsman Commission on the Constitution. They continue to call on the Government for action on employment equity, maintenance enforcement, welfare, and gender equity in education.

Since June 1992, when Ms Mertick's term ended, the Council has been without a chair. However, their work has not stopped. This year, they plan to update their popular paper on employment equity and to begin researching the economic status of women over the age of 55. The issues of gender equity in education, women's health, and violence against women are also priorities. Members have elected a vice-chair from within their ranks to serve until the appointment of a new chairperson.

Over the past six years, the Advisory Council has produced eight

position papers and made 63 recommendations to the provincial government. While it hasn't always been easy, progress has been made over the long term — midwifery is legal; small improvements have been made to the Maintenance Enforcement Program; the Foreign Qualifications Task Force was established and produced some good recommendations; and women were able to learn about and participate in Canada's constitutional process. Most important, the Council has given women a voice.

Council Members Past and Present

Margaret Leahey (Edmonton)

April 1986 - March 1989

chairperson from April 1986 – March 1989

Lori Andreachuk (Lethbridge)

November 1986 - February 1991

Wendy Church (Red Deer)

November 1986 - November 1990

Olga Cylurik (Edmonton)

November 1986 - February 1990

Kathryn Habberfield (Langdon)

November 1986 - March 1989

Brigit Hawkins (Alberta Beach/Spruce Grove)

November 1986 - February 1991

Nancy Louis (Hobbema)

November 1986 - March 1989

Elva Mertick (Calgary)

November 1986 – June 1992

chairperson from April 1989 – June 1992

Lucy Milne (Medicine Hat)

November 1986 - March 1989

Pam Sidhu (Calgary)

November 1986 - March 1989

Deanne Sidoruk (Grimshaw)

November 1986 - March 1989

Janet Slaughter (Fort McMurray)

November 1986 - December 1989

Hazel Smith (Olds)

November 1986 - February 1990

Bernadette Swan (Edmonton)

November 1986 - March 1989

Leah Waters (Lethbridge)

November 1986 - March 1989

Donna Graham (Vulcan)

June 1989 - May 1993

Lauraine Howatt (Grande Prairie)

June 1989 – June 1992

Reva Joshee (Calgary)

June 1989 - December 1989

Geraldine Many Fingers (Cardston/Calgary)

June 1989 - May 1993

Edna McHutchinson (Calgary) June 1989 – November 1991

Ann Tweddle (Edmonton) June 1989 – May 1993

Amal Umar (Calgary) June 1989 – February 1994

Leona Walsh (Consort) June 1989 – February 1992

Amanda Bailey (Edmonton)
February 1990 – September 1992

Pat Lambert (Fort McMurray) February 1990 – June 1992

Derryn Yeomans (Red Deer) February 1990 – February 1994

Rita Thompson (Olds)

November 1990 – May 1993

Beth Reimer-Heck (Edmonton) November 1990 – May 1993

Gayle McKenzie (Whitecourt/Blue Ridge) June 1991 – May 1993

Brenda Hill (Lethbridge)

December 1991 – February 1994

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Irene Onody (Bow Island)

December 1991 - February 1994

Patricia Pardo-Demiantschuk (Calgary)

December 1991 - February 1994

Staff Past and Present

As is often the case when recording women's history, we could not find the names and records of the women who provided staff support for the Advisory Council from 1986 to 1989. The legacy of their fine work remains.

Laurie Blakeman*

Marg Cooke

Diane David*

Michele Emslie

Peggie Graham

Joan Hayes

Tina Hegedus

Lorena Iceton*

Brenda Loyie

Colleen Novotny*

Shabniz Chaglani

*currently on staff.

Goal

To achieve full and equal participation of women in all aspects of Aberta society

Objectives

- I. To be effective advisors to the Alberta government In order to do that we will:
 - A. Develop processes and skills to function effectively
 - B. Be knowledgeable
 - C. Be focused and specific
- 2. To ensure all work of the council is governed by recognition of the existence of racism and its negative effects.
- 3. To identify, evaluate and priorize issues of concern to women
- 4. To market the council's strategic plan and current priorities while still keeping lines of communication open
- 5. To identify issues to the women of Alberta, to provide leadership that educates, and stimulates awareness about these issues
- 6. To work towards increased consultation by government with the council, as policy and legislation is being developed
- To ensure ongoing cooperation and consultation with the women's secretariat

- 8. To ensure ongoing dialogue and cooperation with the community regarding issues of concern to women
- 9. To provide leadership to the community for the creative development of new processes of participation which recognizes diversity

The objectives of the Advisory Council have grown each year since 1989. Goals 1, 3, 4, 5, 6, and 7 were developed in 1989. Council added #8 in 1990; #9 in 1991. In 1992, the order of the objectives were changed to include #2.

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Legislation and Mandate

he Advisory Council is an arm's length advisory group to the provincial government. They operate under their own legislation that establishes the size of council, the minimum number of three meetings per year, the reporting structure — they report directly to Minister Responsible for Women's Issues — and the mandate: "to work toward the full and equal participation of women in the life of the province by:

- I. identifying issues of concern to women that may be addressed by government;
- 2. making recommendations to government on these issues;
- 3. consulting with and providing information to the public;
- 4. carrying out other activities the Minister considers appropriate."

 The provincial government appoints Council members to serve one-, two-, or three-year terms. Council members are volunteers and receive a per diem only for attending council meetings. They also contribute thousands of hours of volunteer time to network with women, keep up-to-date

The Advisory Council is a blending of many voices. Council members represent various geographic areas in Alberta (rural and urban). The women are of various ethnic backgrounds, religions, ages, and abilities. They work inside and outside the home in traditional and non-traditional occupations. What they have in common is the desire to work toward the full and equal

on issues, and perform research.

participation of women in all aspects of Alberta society. The Advisory Council tries to accomplish that goal through a process that is inclusive and based on consensus.

Four staff members facilitate and support the work of the Council. As well, they answer over 6000 inquiries from the public each year on subjects ranging from finding the appropriate government department or agency, providing advice and information on women's issues, to how to network with other women's organizations.

The Advisory Council publishes a quarterly newsletter which is mailed to over 6000 individuals and organizations throughout Alberta and Canada. The mailing list is divided into the following categories: business, community service, education, government, health, legal, and media. The Council provides use of the mailing list to women's organizations in the province, although the names of individuals are not released in order to protect their privacy.

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Constitutional Reform

he issue of constitutional reform and women's participation in this process became a priority for members of the Advisory Council's Legal Committee in 1990. The Council determined that the best way they could assist and encourage women to become involved in the constitutional discussion process was by providing a tangible starting place.

To do that, the Council commissioned a paper called, "Women and the Process of Constitutional Reform." The paper placed the constitutional situation of the time in its historical perspective. It also described the significance of constitutional negotiations for women and provided an opportunity for Alberta women to reflect on the ways in which they could participate in the negotiations.

The Advisory Council made a submission to the Alberta Select Special Committee on Constitutional Reform on May 31, 1991. In her statement, Elva Mertick, then the chair of the Advisory Council, said "More than ever before, women have to be involved in this constitution-making process. We cannot sit back and expect that our concerns will be recognized, understood and incorporated into the new visions of Alberta and Canada which are now being created."

"Women and the Process of Constitutional Reform," was used by individual women and women's groups to assist them in preparing their own submissions to the provincial special committee, the federal government, or both.

Employment Equity

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he Advisory Council defines employment equity as follows: "A comprehensive and active process adopted by an employer to provide for appropriate representation of designated groups within the Alberta workforce. Employment equity involves not only identifying and eliminating employment barriers and discriminatory practices; but also applying special measures and accommodating differences to ensure equality of opportunity and the amelioration of conditions which restrict equality."

The Advisory Council has been hearing from women about the issues of employment equity and pay equity since their inception. In 1987, the Council recommended that the provincial government conduct a comprehensive study on pay equity. In March 1991, the Council produced a paper called "Employment Equity: Gaining Acceptance," and presented it and five recommendations to the provincial government. The Council believes that employment equity legislation is necessary if women, aboriginal peoples, persons with disabilities, and members of visible minorities, are to achieve the full and equal participation in all aspects of Alberta society.

The Advisory Council also recognizes that the implementation of employment equity programs requires, not only legislation to compel the business world, but programs to ready the workplace. That is why they recommended that the Province establish an Employment Equity Commission. The Commission would assist and educate employers in implementing

researcher. Unfortunately, this data was unavailable from Alberta. A survey of the programs in other provinces was conducted; however, the range of responses proved to be of limited value.

The Legal Committee continues to pursue this issue at several levels. The Committee believes that the solution is not as simple as saying that MEP needs improvement. The focus should be on the way society views the break-up of families and the way that it is dealt with in the courts.

## **Midwifery**

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he Advisory Council's Wellness Committee released a discussion paper on midwifery in May, 1988, after the issue was first raised at a public Council meeting in Calgary. The committee heard presentations from several groups, including the Alberta Association of Midwives and the Calgary Association of Parents and Professionals for Safe Alternatives in Childbirth. The committee also circulated a province-wide questionnaire to obtain input from a variety of interested persons and received more than 500 responses.

In March, 1990, the Advisory Council followed up their discussion paper with a recommendation to the provincial government that legislation be enacted to license midwives as independent practitioners under a governing body and that midwifery services be included in the provincial health care system. Later that summer, the Alberta Association of Midwives formally requested that midwifery be designated under the *Health Disciplines* Act, prompting an investigation by the Health Disciplines Board to determine whether to recommend such a designation.

The Health Disciplines Board released their report and recommendations in February, 1991. In their recommendations, they agreed that midwifery should be designated under the Health Disciplines Act and they called on the Government to establish an advisory committee to advise the Board on implementation issues.

As a result of these various reports and recommendations, the

provincial government appointed an 11-member midwifery services committee. Their report and recommendations were released by the Government in the spring of 1992. Their recommendation echoed that of the Advisory Council — that midwifery in Alberta should be a fully recognized and publicly funded health discipline.

Bill 50, designating midwifery as a self-governing "health discipline," was introduced in the Legislature on June 23, 1992. The process establishing the policies and regulations will take an additional two years.

## New Reproductive Technologies (NRTs)

n the 1980s, advocacy groups, as well as religious and legal associations across Canada called for an intensive study into such concerns as surrogate motherhood, sex selection, test-tube babies, artificial wombs and asexual reproduction — all existing NRT procedures.

The Advisory Council joined with these organizations in strongly supporting the establishment of a Federal Royal Commission to study all aspects of the biological revolutions taking place in the world.

To help create wider public awareness of the legal, social, and ethical implications of the new technologies, the Advisory Council published an information booklet and a special discussion paper in October 1988.

On September 13, 1990, the chairperson of the Advisory Council presented a brief to the federal government's Royal Commission on New Reproductive Technologies (NRTs). The Council elaborated on some of the implications of NRTs for women's health and well-being within the context of three categories identified by the Royal Commission: problems and treatments associated with infertility; procedures and techniques which focus on the embryo or fetus; and use of fetal tissue and "genetic material" in research on and treatment of disease, or for other purposes. The members of the Advisory Council felt that it was important to address the Royal Commission from their perspectives as women, stating:

"A woman who is not informed fully will be restricted by the range of

choices open to her and a woman who is restricted from exercising choice will not be helped by the provision of information. These two elements cannot be separated."

"The Alberta Advisory Council on Women's Issues is aware that new reproductive technologies can benefit women and our society as a whole. We do not disagree with the development of these technologies, our concerns lie in their application. The Council supports the need for continued research and urges the Royal Commission to make recommendations which give women absolute and final choice and control over their own reproductive destinies."

## Recognition of Foreign Qualifications

n June 1992, the provincial government announced plans to establish a Foreign Qualifications Information and Assessment Centre. The centre will assess foreign academic credentials and provide information about how to qualify and apply for trades and professions in Alberta.

The formation of the non-profit centre was recommended by the provincial government's Task Force on the Recognition of Foreign Qualifications. In 1988, the Minister of Labour established this task force in response to concerns raised by foreign-trained individuals that their qualifications were not receiving adequate recognition, and to a recommendation made by the Advisory Council.

The call for career centres, which would facilitate use by the immigrant community, was one of sixteen recommendations regarding programs and services for immigrant and visible minority women made by the Advisory Council in June, 1988. The recommendations came after the Council completed a province-wide survey of aid organizations for immigrants, focusing on the concerns of immigrant women.

Through consultations with various communities, several areas of concern were identified: English as a Second Language training programs; employment training and re-training programs; the recognition of foreign credentials; and family violence.

In terms of recognition of foreign credentials, the Advisory Council found that an individual's higher education qualifications may have allowed them easier access into Canada; however, these qualifications are often not recognized by professional and trade associations in our country. As a result, we are wasting the talents and skills needed to develop our economic strength.

#### Other recommendations called for:

- The provincial government to consider providing additional funding to maintain and improve ESL programs, including those which are community based.
- Programs to be specifically developed for immigrant women with input from the federal and provincial governments and immigrant women's organizations. These programs must encompass skill training appropriate to all skill levels.
- More comprehensive career counseling be provided specifically for immigrant women in regards to need and interest and that immigrant women be encouraged to enter more non-traditional training areas.
- 4. Increased organization and involvement of the immigrant community in the operation of women's shelters in Alberta. Cultural isolation and language barriers often deny immigrant women access to women's shelters. Cross-cultural training programs are needed by the shelters and immigrant organizations to alleviate the barriers.

## Supports for Independence and its Effect on Women

he Advisory Council has had a long-standing interest in the issues surrounding economic independence for women. They identified one of those issues as being the provincial government's changes to social assistance under the Supports for Independence program.

For two years beginning in 1990, the Advisory Council's Economic Committee investigated whether or not women on social assistance achieved economic independence. Their investigations included:

- I. The personal experiences of Council members who have worked in the field of social assistance;
- 2. Discussions with women across Alberta; and

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3. Discussions with staff of community organizations and agencies.

As a result, the Advisory Council decided to study and make recommendations to the provincial government specific to the Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called," Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called," Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called," Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called," Supports for Independence and a specific to accommissioned study called, "Supports for Independence and a specific to accommissioned study called," Supports for Independence and a specific to accommission accommission and a specific to accommission and a specific to accommission accommission and a

After reviewing this study together with their own initial research, the Acceptance concluded that the program could be successful and of perfect to all participants — women on social assistance, the provincial and the taxpayer. However, the Council did see a need to the taxpayer that hinder a woman from moving from social assistance.

tance to true economic independence and put forward five recommendations as a result.

The Advisory Council's recommendations focused on changes to the Supports for Independence legislation. They include:

- a. better definitions of terms used in the program;
- b. partnerships between the government departments of Family and Social Services, Health, and Advanced Education and Career Development:
- training programs that are linked to market demand and emphasize employment that pays sufficient income to assure sustainable economic independence;
- d. more accessible information on the program for people applying for assistance and for workers in the program; and finally,
- e. transitional benefits to qualifying recipients when they leave the Supports for Independence program.

### Other Issues

#### **Abortion**

he issue of abortion tested the Advisory Council's ability to build consensus. The perspectives of both sides of the debate were well-represented around the Council table when Bill C-43: An Act Respecting Abortion was introduced by the federal government. Ultimately, Council's position on the issue remains that abortion, like all matters of reproductive health, must be considered to be part of health issues in general. The Advisory Council's resolution states, "it is the position of the Alberta Advisory Council on Women's Issues that abortion should not be recriminalized through legislation."

#### Day Care

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The first set of recommendations made by the Advisory Council concerned quality day care. In particular, the Council called for: minimum educational standards for child care workers; standards and evaluation techniques for day cares: and, the availability and accessibility of alternative child care choices.

## De-insurance of Contraceptive and Sterilization Procedures

The Advisory Council added its voice to the public concern expressed the provincial government moved to de-insure sterilization and approximately previously covered under the Alberta Health

Care Plan. The Government later re-examined their position and re-instated coverage for the procedures.

#### Minimum Wage

The Advisory Council has taken the concerns of women regarding the level of the minimum wage in Alberta to provincial government on two occasions — once in October 1987 and again in 1991.

In an October 23, 1991, media release, the Advisory Council called on the provincial government too legislate a regular review of the minimum wage. The Council reported that, "Two-thirds of the minimum wage earners in Alberta are women. In rural Alberta, 65% of farm women earn some offfarm income to support or help support their families. Generally, these jobs are part-time positions for minimum wages. Their jobs tend to be concentrated in the service and retail areas, which do not historically offer employee benefits such as health and dental care, or pensions."

The provincial government increased the minimum wage in 1992; however, at \$5.00, it is still below the national average of \$5.23.

#### Systemic Barriers

In 1991, the Advisory Council wrote to the Minister Responsible for Women's Issues, regarding the direct and systemic barriers farm women face when dealing with the Alberta Agricultural Development Corporation (ADC).

"... Until the early eighties, farm wives were not eligible to receive wages or pay into UIC or CPP. Because of this lack of financial recognition, the ability to accumulate capital was hindered and women did not show

personal equity until just recently. Today when a married farm woman applies for a loan, a husband is usually required to co-sign because she is still wiewed by the lending agencies as not being financially independent! Additionally, the marriage contract leads the lending institutions to believe the married couple share a common interest."

"It is these attitudes toward common interest and the refusal to view farm wives as individual producers that cause farm women to feel discriminated against when attempting to obtain Hail and Crop Insurance, Drought Assistance, and Beginner Farmer Loans." The point is "if a woman is a farmer in her own right, she should be viewed independently and be eligible for the same grants, loans, and insurance as any other farmer. To treat independent farm women in any other manner is blatant discrimination."

The Council raised this issues just as the Alberta Agricultural Development Corporation reviewed ways of changing the definitions and eligibility criteria for the programs mentioned above in order to avoid any possible discrimination. Their recommendations, supported by our letter, were approved by the Minister of Agriculture shortly afterwards.

The Advisory Council has also made an effort to ensure that the nominating processes for positions on government agencies, boards, commissions, committees and task forces, be inclusive of women, aboriginal people, people with disabilities, and members of visible minorities. The Council has argued that there is the need for greater operating flexibility on the part of some government agencies so that they can eliminate the systemic discrimination that bars members of the four designated groups from participating in a meaningful way.

## **Upcoming and Ongoing Issues**

#### Economic Status of Women over 55

ecent Statistics Canada reports say that women aged 55 to 64, who live alone, are one of the most vulnerable groups in Canadian society. Many have sporadic work experience, hold low-paying jobs, and qualify for few social benefits. As the Canada Pension Plan is based on income, those women who contributed less or who were absent from the workforce for any length of time receive smaller benefits later in life. Only 35% of women in today's workforce contribute to private pension plans.

As their next project, the Economic Committee will investigate the economic status of women over the age of 55.

#### **Education**

The Advisory Council has identified education as a key area of concern for women in Alberta, especially in the areas of gender equity, access to math and sciences, and levels of self-esteem of girls and young women when making career choices that ultimately determine their economic status as adults.

Because of this concern, the Council has been participating in various surveys, conferences, and workshops that could lead to changes in the education system in ways that best respond to the problems facing girls and young women.

#### **Labour Force Development**

The Advisory Council has had a long-standing interest in the area of career training and re-training for women. Women are traditionally concentrated in low-paid occupations, and need encouragement, education, and training to break into non-traditional fields. Women returning to the workforce often require not only training for a new career, but also on how to conduct job searches and job placements.

The Council will pursue their interest in the allocation of training dollars by the federal and provincial governments by participating in the consultation processes implemented at both levels.

#### Legal Advocacy

The Advisory Council office has received a large number of submissions around the topic of women, the law, and the administration of justice. The Council's Legal Committee has done limited research in the areas of: the role of mediation; women's access to the legal aid system for family law matters; maintenance enforcement and the judicial system. A focus for the future may be on the need for an advocate for women within the legal system.

### For further information

For further information about the Alberta Advisory Council on Women's Issues or to request copies of our publications, please contact the office:

Alberta Advisory Council on Women's Issues

9810 - 111 Street

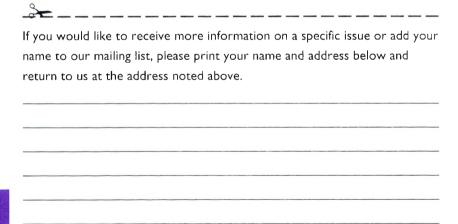
Edmonton, Alberta

T5K IKI

Telephone: (403) 422-0668

Fax: (403) 422-9111

You can place long-distance calls to us free of charge from anywhere in the province through the RITE operator. Look under "Government" in your local telephone directory.





## ALBERTA ADVISORY COUNCIL ON WOMEN'S LSSIIFS

9810 - III Street

Edmonton, Alberta

T5K IKI

Telephone: (403) 422-0668

Fax: (403) 422-9111