IN THE MATTER OF AN ARBITRATION
UNDER THE *LABOUR RELATIONS ACT, 1995*

B E T W E E N:

PUBLIC SERVICE ALLIANCE OF CANADA “the union”

-and-

TOURE CLEANING SERVICES LTD.,
c.o.b. TOURE CLEANING SOLUTIONS “the Employer or Toure”

Employer

Appearing for the Union:

Paul Champ, counsel
Emilie Taman, counsel
Chandra Buschold

Appearing for the Employer:

No one appearing

AWARD

I was appointed pursuant to section 49 of the *Labour Relations Act, 1995* to adjudicate a grievance filed by the Union alleging that the Employer failed to pay wages and accrued vacation pay to approximately 62 employees.

The hearing of this grievance was scheduled for May 13, 2026. Notice of the proceeding was provided to the Employer on April 8, 2026.

Notwithstanding receipt of notice of the proceeding, Toure did not attend on the scheduled hearing date. I stood the matter down for 20 minutes in the event that Toure was experiencing difficulty joining the Zoom hearing. The hearing ultimately commenced at 10:20 a.m. in Toure’s absence. It is also noteworthy that Toure has not participated in any aspect of this section 49 referral. I have issued three interim decisions in this matter, all in the absence of any participation by Toure.

This matter proceeded on its merits on May 13, 2026.

Union's Position

Mr. Champ, on behalf of the Union, submitted that Toure was bound by a collective agreement with the Union and had breached that agreement by failing to pay wages and accrued vacation pay to 62 employees. He further submitted that Toure had contravened certain provisions of the *Employment Standards Act, 2000*. In his submission, any monetary award should be paid to the Union to be held in trust for eventual distribution to the affected employees. The Union further submitted that I should award damages for lost income arising from Toure's failure to comply with the notice requirements for termination found in the collective agreement and in the *Employment Standards Act, 2000*. Finally, the Union sought prejudgment interest if I found wages or damages to be owing.

Evidence

The Union called one witness, Chandra Buschold. Ms. Buschold introduced an affidavit, together with approximately 13 exhibits, and gave viva voce testimony. At the material time, she was both an employee of Toure and the local president.

Ms. Buschold testified that Toure was a contractor with the Department of National Defence, providing cleaning and maintenance services at the Garrison on the Canadian Armed Forces base in Petawawa, Ontario. Toure ceased performing work at the base on January 31, 2024.

The collective agreement in force during the period relevant to the grievance ran from May 1, 2022, to April 30, 2027. Ms. Buschold testified that Toure was, and remains, bound by that collective agreement.

I heard evidence that employees in the bargaining unit frequently experienced payroll difficulties with Toure. Some employees received their pay late, while others did not, at times, receive any wages for work performed and were required to follow up with the Employer. Toure at times issued cheques that were returned, causing hardship to employees and resulting in bank charges. Following complaints and grievances, Toure began making direct deposits to employees' bank accounts. Employees were paid on a biweekly basis for hours worked. Work schedules were assigned by Toure managers, and a punch clock at the worksite recorded the start and end of employees' shifts. Payday fell on every second Thursday for work performed up to the Tuesday of that same week.

Ms. Buschold further testified that, on January 31, 2024, some employees were informed by Toure managers that Toure's contracts with the Department of National Defence had been terminated and that they were not to report to work on that date or thereafter. Some employees received telephone calls, some were advised in person and some received text messages. Ms. Buschold herself received an email.

Apart from three employees, all other employees had not received their wages on Thursday, January 25, 2024, for work performed during the pay period from January 8 to January 20, 2024. In addition, none of the employees who worked between January 21, 2024, and January 31, 2024, were paid their wages for that period.

It was Ms. Buschold's evidence that employees in the bargaining unit never received notice of the termination of their employment from Toure, nor did they receive records of employment. She stated that, after informing employees not to report to work after January 31, 2024, Toure ceased all meaningful communication. On February 13, 2024, the Union filed the grievance that is the subject of this arbitration.

Ms. Buschold conducted an extensive investigation to establish the wages owing. She obtained pay stubs for all employees for the pay period ending January 21, 2024. While pay stubs were generated for that period, the employees, with three exceptions, did not receive either their pay or their pay stubs. Those pay stubs were provided to Ms. Buschold by former Toure managers. In addition, she reviewed reports from Toure's payroll system setting out the hours worked by employees in the bargaining unit for the period from January 22, 2024, to January 31, 2024.

Ms. Buschold prepared a spreadsheet identifying each affected employee and setting out the calculations supporting their claims for unpaid wages and vacation pay. That spreadsheet was entered into evidence.

Specifically, she testified that Toure owes unpaid wages and accrued vacation pay to the former employees listed in Schedule "A" in the amount of $157,700.99. She also calculated prejudgment interest in the amount of $13,861.27.

Ms. Buschold also testified that Toure gave employees no notice of the termination of their employment. Dexterra Group Inc. ultimately assumed the abandoned contracts previously held by Toure at the base. Former Toure employees were offered employment by Dexterra Group Inc. effective February 20, 2024.

The witness further testified that employees in the bargaining unit never received written notice of termination that complied with the *Employment Standards Act, 2000*. They also did not receive records of employment, payment in lieu of notice, or severance pay. Further, the Union received no notice of Toure's impending cessation of operations at the base.

On Ms. Buschold's evidence, Toure is liable to the employees listed in Schedule "B" for loss of income suffered from February 1, 2024, to February 19, 2024. The total amount of those loss-of-income damages is $132,538.08. She calculated prejudgment interest in the amount of $11,649.55.

Union's Submissions

Mr. Champ, on behalf of the Union, submitted that under articles 38 and 39 of the collective agreement, the Employer was obliged to pay employees biweekly for hours worked in accordance with the wage schedule. Employees also accrued vacation pay under article 20 of the collective agreement. By failing to pay wages earned and accrued vacation pay, Toure breached the collective agreement. In total, the amount owing for the breaches of articles 38 and 39 is $171,562.26

It was further submitted that, under the *Employment Standards Act, 2000*, and in particular sections 11 and 38, employers are required to pay employees all wages earned and accrued vacation pay. Mr. Champ submitted that I have jurisdiction to find a violation of that statute pursuant to section 99 of that statute. The Union submits that, by failing to pay wages earned and accrued vacation pay, Toure also contravened the *Employment Standards Act, 2000*. The amount owing for that contravention is $171,562.26.

The sum of $171,562.26 represents the total amount owing for wages and accrued vacation pay. The Union advanced two legal bases for recovery: breach of the collective agreement and contravention of the *Employment Standards Act, 2000*. The Union does not seek double recovery, but rather an order requiring Toure to pay that amount on either or both bases.

Mr. Champ submitted that I should allow the grievance and find that Toure breached the collective agreement and contravened the *Employment Standards Act, 2000*. To remedy those breaches, he submitted that I should order Toure to pay the amounts owing to each employee, together with prejudgment interest.

The Union further submitted that Toure should be ordered to pay loss-of-income damages for breaching article 6 of the collective agreement. In addition, Toure's failure to provide notice to employees, failure to issue records of employment, and non-compliance with section 54 of the *Employment Standards Act, 2000* supported an award of damages for the resulting period of unemployment. The Union's position was that Toure owed an obligation to provide notice that it was ceasing operations, and that such notice could have been used by employees to secure alternative employment that might have commenced immediately after their last day of work. Instead, Toure gave no effective advance notice. Dexterra Group Inc. ultimately assumed the abandoned contracts previously held by Toure at the base, and former Toure employees, as noted, were offered employment effective February 20, 2024. Accordingly, the Union submitted that Toure ought to be liable for the employees' period of unemployment between the cessation of work and the commencement of employment with Dexterra Group Inc.

In addition, Mr. Champ submitted that I should remain seized with respect to any further order concerning the liability of the sole director of Toure Cleaning Services Ltd., Mr.

Abdoulaye Toure, and with respect to any other issues arising in the implementation of this award.

Finally, Mr. Champ submitted that the wages and damages should be paid to the Union, in trust, to facilitate distribution to the affected employees.

Mr. Champ relied on the following provisions of the collective agreement:

6.01 The Employer agrees to keep the Union informed of reductions and/or cancellations affecting contract and will, if requested, provide written confirmation within one week of receiving formal notification from a client of intent to reduce or cancel a contract.

20.08 Vacation Pay

(a) Vacation pay shall be paid on the pay period following the vacation for amounts owing up to the start of the vacation, with the balance due payable by cheque on the pay period prior to Christmas (December 15th).

(b) Employees will have the option of banking vacation pay, accrued over the last twelve (12) months, for up to three (3) months post-December 31st, which can be paid out on a written request to the Employer. The Employer agrees to release a vacation pay request on the next scheduled payroll run. Requests must be in writing and forwarded to the Petawawa Office. The employee will be provided with confirmation of their request from the Employer. Any balance remaining by the end of the year shall be payable by cheque on the pay period of each March. The Employer will honour the above requests to a maximum of three (3) times a year. This is in addition to article 20.08(a).

Article 38 – Wages and Pay Administration

38.01 The Employer will pay employees pursuant to the wage schedule set out under Article 39 – Wages - Schedule “A”.
38.02 The payment of wages will be made bi-weekly on Thursday by direct deposit, and pay stubs will, subject to unforeseen circumstances, be provided the day prior.

Article 39 – Wages Schedule A - Article 39 sets out the wage grid for cleaners.

Mr. Champ also relied on the following provisions of the *Employment Standards Act, 2000*:

11 (1) An employer shall establish a recurring pay period and a recurring pay day and shall pay all wages earned during each pay period, other than accruing vacation pay, no later than the pay day for that period. 2000, c. 41, s. 11 (1).

35.2 An employer shall pay vacation pay to an employee who is entitled to vacation under section 33 or 34.

38 If an employee's employment ends at a time when vacation pay has accrued with respect to the employee, the employer shall pay the vacation pay that has accrued to the employee in accordance with subsection 11(5).

54 No employer shall terminate the employment of an employee who has been continuously employed for three months or more unless the employer,

> (a) has given to the employee written notice of termination in accordance with section 57 or 58 and the notice has expired; or
>
> (b) has complied with section 61.

99 (1) If an employer is or has been bound by a collective agreement, this Act is enforceable against the employer as if it were part of the collective agreement with respect to an alleged contravention of this Act that occurs,

> (a) when the collective agreement is or was in force;

100 (1) If an arbitrator finds that an employer has contravened this Act, the arbitrator may make any order against the employer that an employment standards officer could have made with respect to that contravention, but the arbitrator may not issue a notice of contravention.

Decision

I have no difficulty finding that Toure is bound by the collective agreement between it and the Union. I further find that Toure breached that collective agreement by failing to pay wages and accrued vacation pay to members of the bargaining unit.

I accept Ms. Buschold's evidence with respect to the quantum owing. She undertook substantial work to assemble the information necessary to determine the amounts due, and her spreadsheet plainly reflects significant care and effort. In light of her clear, concise, and unchallenged testimony, I accept the conclusions reflected in that spreadsheet. I found Ms. Buschold to be a credible and reliable witness.

I further find that the failure to pay wages and accrued vacation pay contravened sections 11, 35.2, and 38 of the *Employment Standards Act, 2000*.

Finally, Toure ceased operations without providing any advance notice to the Union. That conduct breached article 6 of the collective agreement. Ms. Buschold testified that she personally, as an employee of Toure, was informed by email on January 31, 2024, that

Toure's contract with the Department of National Defence had been terminated. She also testified that other employees were informed on January 31, 2024, by two Toure managers that the contract had ended. Some employees were informed by text message, while others received telephone calls.

The Union, as the employees' authorized bargaining agent, received no advance notice of the termination of Toure's contract at the base.

The breach of article 6 warrants a meaningful remedy because that provision serves a practical protective function. By requiring the Employer to keep the Union informed of reductions and cancellations affecting the contract, article 6 is directed to enabling the bargaining agent to respond promptly to developments that may jeopardize employees' continued work and income. On the evidence before me, Toure gave no advance notice to the Union of the loss of its contract, even though the cessation of operations necessarily had immediate consequences for the employees' employment and earnings. That breach must therefore be addressed by a remedy that is responsive to the harm that foreseeably flowed from the Union being deprived of the opportunity to act when timely notice could still have made a difference.

This conclusion is reinforced by Toure's contravention of section 54 of the *Employment Standards Act, 2000*. As Ms. Buschold testified, some employees received only a telephone call, others were told verbally on January 31 not to report to work or to leave work, and others received only a text message or an email.

In the circumstances of this case, compensation for the period from February 1 to February 19, 2024, is the remedy that most closely restores the affected employees to the position they would likely have occupied had Toure complied with both article 6 of the collective agreement and section 54 of the *Employment Standards Act, 2000*. I do not reach that conclusion because the Employer's conduct was merely troubling or unfair. I reach it because the evidence establishes that Toure abruptly ceased operations on January 31, 2024, without advance written notice to employees and without notice to the Union, and that former Toure employees were then able to commence employment with Dexterra Group Inc. on February 20, 2024. The proven period of unemployment therefore runs from the day after the shutdown until the commencement of replacement employment. A narrower remedy limited to declaring the breaches, or confined only to wages otherwise payable on termination, would not address the actual loss suffered during that interval. By contrast, the February 1 to February 19 period corresponds to the loss that the evidence shows the employees in fact sustained before comparable employment became available.

In my view, that remedy is supported by the evidence and by the purpose of the breached provisions. Section 54 requires written notice of termination so that employees are not left in uncertainty about whether their employment has ended and so that they may take orderly steps to protect their income. Article 6 imposes a related, but distinct, obligation to notify the Union of reductions and cancellations affecting the contract, thereby enabling the bargaining agent to assist employees collectively when their employment is at risk. I do not accept that the ad hoc oral communications, text messages, and isolated email described in the evidence satisfied either obligation. Had Toure complied with article 6, the Union would have had a timely opportunity to communicate with members, seek records of employment, press for clarification regarding the cessation of work, and assist employees in taking immediate steps toward alternative employment and income protection. Had Toure complied with section 54, employees would have received the written notice required by statute rather than learning, in a piecemeal and informal way, that they should not report to work. On this record, the ensuing period of unemployment was a reasonably foreseeable consequence of those failures. Article 6 was intended to reduce precisely that kind of dislocation, and section 54 was intended to prevent precisely that kind of uncertainty.

I therefore find that compensation for the proven unemployment period is an appropriate compensatory measure on these facts. The evidence identifies both the start and end of that period with sufficient precision: operations ceased on January 31, 2024, and former Toure employees were offered employment effective February 20, 2024. The award is limited to the interval between those two dates. It is not punitive, and it is not based on speculation. Rather, it reflects the best measure available on the evidence of the income the employees lost during the period in which they were out of work following Toure's unlawful and contractually deficient shutdown.

To conclude, I find that the breach of article 6 of the collective agreement supports an award of lost-income damages because the failure to notify the Union foreseeably deprived the employees of the assistance and protective intervention that article 6 was designed to facilitate at the moment their work was being eliminated. I further find that Toure's contravention of section 54 of the *Employment Standards Act, 2000* provides an independent and concurrent basis for the same compensatory result, because employees were denied the written notice of termination required by statute. I do not award separate amounts under each heading, and there is no double recovery. Rather, the same proven loss is recoverable on either or both legal bases. In addition, the failure to provide records of employment, the failure to pay wages and accrued vacation pay, and the history of late wage payments form part of the factual context in which the foreseeability and seriousness of the resulting income disruption must be assessed. The damages awarded are therefore compensatory, not punitive: they are intended to place the affected employees, so far as money can do so, in the position they would likely have occupied had Toure complied with article 6 and section 54.

Accordingly, having considered the evidence adduced by the Union and the submissions made on its behalf, I make the following findings, declarations and orders:

1. This grievance is allowed;

2. I find that, by failing to pay wages for work performed from January 8, 2024 to January 31, 2024, and accrued vacation pay from January 1, 2024 to January 31, 2024, Toure Cleaning Services Ltd. breached articles 38 and 39 of the collective agreement and contravened sections 11 and 38 of the *Employment Standards Act, 2000*.
3. I further find that Toure Cleaning Services Ltd. owes unpaid wages and accrued vacation pay to the former employees listed in Schedule "A" in the amounts there specified. The total amount of unpaid wages and accrued vacation pay owing is **$157,700.99**. Toure Cleaning Services Ltd. also owes interest on those unpaid wages and accrued vacation pay to the former employees listed in Schedule "A", calculated at the prejudgment interest rate under the *Courts of Justice Act*, from February 13, 2024, being the date of the grievance, to the date of this Order, in the amount of **$13,861.27**.
4. Pursuant to section 100(1) of the *Employment Standards Act, 2000*, I order Toure Cleaning Services Ltd. to pay forthwith the wages, vacation pay, and prejudgment interest described in paragraph 3 above, in the total amount of **$171,562.26**, in trust to the Public Service Alliance of Canada for distribution to the affected employees, together with post-judgment interest from the date of this Order to the date of payment, calculated in accordance with the *Courts of Justice Act*.
5. I further find that Toure Cleaning Services Ltd. breached article 6 of the collective agreement by failing to provide notice to the Union of the reduction in work and contravened section 54(a) of the *Employment Standards Act, 2000* by failing to provide written notice of termination of employment.
6. As a remedy for the breaches of the collective agreement and the contraventions of the *Employment Standards Act, 2000* described in paragraph 5 above, I declare that Toure Cleaning Services Ltd. is liable to the employees listed in Schedule "B" for loss-of-income damages for the period from February 1, 2024 to February 19, 2024.
7. I therefore find that Toure Cleaning Services Ltd. owes the total amount of **$132,538.08** in loss-of-income damages, together with prejudgment interest on those damages payable to each employee, calculated at the prejudgment interest rate under the *Courts of Justice Act* from February 19, 2024, to the date of this Order, in the amount of **$11,649.55**.
8. Pursuant to the findings in paragraph 7 above, Toure Cleaning Services Ltd. is ordered to pay **$144,187.63** in trust to the Public Service Alliance of Canada for distribution to the affected employees, together with post-judgment interest from the date of this Order to the date of payment, calculated in accordance with the *Courts of Justice Act*.
9. I remain seized for any further enforcement or implementation issues.

Dated at Toronto, Ontario, this 2nd day of June, 2026.

Arbitrator Michael McCreary

SCHEDULE "A"

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Amyotte, Mary	$3,151.06	$276.96	$3,428.02
Beauregard, Donna	$3,257.96	$286.36	$3,544.33
Bedard, Penny	$3,590.86	$315.62	$3,906.48
Biernaskie, Rachel	$2,834.87	$249.17	$3,084.04
Blain, Tor	$3,781.66	$332.39	$4,114.05
Boisvert, Kyle	$3,820.51	$335.81	$4,156.31
Born, Murray	$3,512.14	$308.70	$3,820.84
Brown, Tammy	$2,051.67	$180.33	$2,232.01
Buschold, Chandra	$1,028.28	$90.38	$1,118.67
Carroll, Jasmine	$2,935.40	$258.01	$3,193.40
Chassie, Barb	$2,229.71	$195.98	$2,425.69

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Chenier, Elizabeth	$1,223.31	$107.52	$1,330.83
Collin, Angie	$2,682.05	$235.74	$2,917.80
Corriveau, Loretta	$2,896.89	$254.62	$3,151.52
Elford, Brenda	$3,077.12	$270.47	$3,347.59
Elford, Danni	$1,988.44	$174.78	$2,163.21
Forrest-Green, Darlene	$353.16	$31.04	$384.20
Goodall, Wanda	$1,289.06	$113.30	$1,402.37
Goodall, Wayne	$1,306.82	$114.86	$1,421.69
Gorr, Christina	$3,266.34	$287.10	$3,553.44
Grife, Jennifer	$3,549.02	$311.94	$3,860.96
Haggerty, Lori	$1,339.42	$117.73	$1,457.15
Henderson, Jeff	$2,544.45	$223.65	$2,768.10

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Hoffman, Ashley	$2,869.82	$252.25	$3,122.07
Kennedy, Tanya	$2,622.74	$230.53	$2,853.26
Krueger, Marvin	$2,528.22	$222.22	$2,750.44
Lavergne, Jessie	$1,170.47	$102.88	$1,273.34
Leach, Pauline	$2,172.83	$190.98	$2,363.82
MacDonald, Sherry	$1,815.80	$159.60	$1,975.41
MacDonald, Tanya	$3,211.21	$282.25	$3,493.46
Majer, Melanie	$2,211.75	$194.40	$2,406.16
Maramot, Christine	$3,084.20	$271.09	$3,355.28
McAuley, Allison	$2,597.74	$228.33	$2,826.07
Mills, Christopher	$2,595.07	$228.10	$2,823.17

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Miron, Abigail	$922.33	$81.07	$1,003.40
Miron, Amanda	$2,943.47	$258.72	$3,202.19
Miron, Hannah	$1,395.51	$122.66	$1,518.17
Morgan, Robin	$2,607.20	$229.16	$2,836.36
Murphy, Randy	$3,013.97	$264.92	$3,278.89
Neadow, Cory	$2,956.81	$259.89	$3,216.71
Panke, Sue	$2,879.57	$253.10	$3,132.67
Patterson, Lolene	$2,604.42	$228.92	$2,833.34
Pleasant, Linda	$2,510.74	$220.68	$2,731.42
Rabishaw, Rebecca	$2,558.63	$224.89	$2,783.52
Robinson, Sabine	$2,967.40	$260.82	$3,228.22
Rudderham, Danielle	$2,191.66	$192.64	$2,384.29

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Ruddy, Jennifer	$2,563.59	$225.33	$2,788.92
Shires, John	$3,328.34	$292.55	$3,620.88
Silke, Tim	$2,169.09	$190.65	$2,359.75
Smith, Jutta	$1,489.18	$130.89	$1,620.07
Smolenaars, Erik	$2,921.90	$256.82	$3,178.72
Stoppa, Audrey	$3,265.48	$287.02	$3,552.50
Tandy, Sarah	$2,948.60	$259.17	$3,207.77
Tachell, Melina	$1,904.37	$167.39	$2,071.76
Thibert, Tom	$2,701.28	$237.43	$2,938.71
Turcotte, Alycia	$1,602.38	$140.84	$1,743.22
Turcotte, Angela	$3,072.88	$270.09	$3,342.98

Name	Amount Owing	Interest from February 13, 2024 to May 13, 2026	Total Amount Owing, including interest
Turcotte, Donna J.	$3,316.38	$291.50	$3,607.87
Turcotte, Donna M.	$3,285.46	$288.78	$3,574.24
Weese, Tanya	$3,031.88	$266.49	$3,298.37
Wieland, Cory	$3,258.52	$286.41	$3,544.93
Wieland, Cynthia	$2,699.91	$237.31	$2,937.22
Totals:	**$157,700.99**	**$13,861.27**	**$171,562.26**

SCHEDULE "B"

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Amyotte, Mary	$2,092.90	$183.96	$2,276.85
Beauregard, Donna	$2,365.69	$207.93	$2,573.62
Bedard, Penny	$2,262.83	$198.89	$2,461.73
Biernaskie, Rachel	$2,262.83	$198.89	$2,461.73
Blain, Tor	$2,468.54	$216.97	$2,685.52
Boisvert, Kyle	$2,365.69	$207.93	$2,573.62
Born, Murray	$2,365.69	$207.93	$2,573.62
Brown, Tammy	$2,063.69	$181.39	$2,245.08
Buschold, Chandra	$2,183.31	$191.90	$2,375.22
Carroll, Jasmine	$2,092.90	$183.96	$2,276.85
Chassie, Barb	$2,294.59	$201.69	$2,496.28

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Chenier, Elizabeth	$2,183.31	$191.90	$2,375.22
Collin, Angie	$2,046.95	$179.92	$2,226.87
Corriveau, Loretta	$2,183.31	$191.90	$2,375.22
Elford, Brenda	$2,466.15	$216.76	$2,682.92
Elford, Danni	$2,485.29	$218.45	$2,703.73
Forrest-Green, Darlene	$1,133.64	$99.64	$1,233.29
Goodall, Wanda	$2,365.69	$207.93	$2,573.62
Goodall, Wayne	$2,355.80	$207.06	$2,562.86
Gorr, Christina	$2,244.53	$197.28	$2,441.81
Grife, Jennifer	$2,593.34	$227.94	$2,821.29
Haggerty, Lori	$1,102.44	$96.90	$1,199.34
Henderson, Jeff	$2,262.83	$198.89	$2,461.73

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Hoffman, Ashley	$2,063.69	$181.39	$2,245.08
Kennedy, Tanya	$2,063.69	$181.39	$2,245.08
Krueger, Marvin	$2,294.59	$201.69	$2,496.28
Lavergne, Jessie	$2,307.45	$202.82	$2,510.26
Leach, Pauline	$2,262.83	$198.89	$2,461.73
MacDonald, Sherry	$1,478.56	$129.96	$1,608.51
MacDonald, Tanya	$2,183.31	$191.90	$2,375.22
Majer, Melanie	$2,063.69	$181.39	$2,245.08
Maramot, Christine	$2,092.90	$183.96	$2,276.85
McAuley, Allison	$2,063.69	$181.39	$2,245.08
Mills, Christopher	$2,181.59	$191.75	$2,373.34
Miron, Abigail	$1,428.71	$125.58	$1,554.29

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Miron, Amanda	$2,063.69	$181.39	$2,245.08
Miron, Hannah	$1,428.71	$125.58	$1,554.29
Morgan, Robin	$2,468.54	$216.97	$2,685.52
Murphy, Randy	$2,171.85	$190.90	$2,362.75
Neadow, Cory	$2,421.85	$212.87	$2,634.72
Panke, Sue	$2,365.69	$207.93	$2,573.62
Patterson, Lolene	$2,063.69	$181.39	$2,245.08
Pleasant, Linda	$2,123.22	$186.62	$2,309.84
Rabishaw, Rebecca	$2,063.69	$181.39	$2,245.08
Robinson, Sabine	$2,468.54	$216.97	$2,685.52
Rudderham, Danielle	$2,063.69	$181.39	$2,245.08
Ruddy, Jennifer	$2,063.69	$181.39	$2,245.08

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Shires, John	$2,183.31	$191.90	$2,375.22
Silke, Tim	$2,183.31	$191.90	$2,375.22
Smith, Jutta	$1,448.93	$127.35	$1,576.28
Smolenaars, Erik	$2,262.83	$198.89	$2,461.73
Stoppa, Audrey	$2,262.83	$198.89	$2,461.73
Tandy, Sarah	$2,262.83	$198.89	$2,461.73
Tachell, Melina	$2,063.69	$181.39	$2,245.08
Thibert, Tom	$2,183.31	$191.90	$2,375.22
Turcotte, Alycia	$2,262.83	$198.89	$2,461.73
Turcotte, Angela	$2,183.31	$191.90	$2,375.22
Turcotte, Donna J.	$1,740.64	$153.00	$1,893.64
Turcotte, Donna M.	$2,262.83	$198.89	$2,461.73

Name	Amount Owing	Interest from February 19, 2024 to May 13, 2026	Total Amount Owing, including interest
Weese, Tanya	$2,183.31	$191.90	$2,375.22
Wieland, Cory	$2,377.23	$208.95	$2,586.18
Wieland, Cynthia	$2,183.31	$191.90	$2,375.22
Totals:	**$132,538.08**	**$11,649.55**	**$144,187.63**