

The BAIN CO-OF NEWS is published by the Newsletter Committee.

We are always looking for people to help with distribution, printing, lay-out, artwork and writing articles.

We especially want input from Bain residents - letters, articles, notices, ads - we'll even take gossip sometimes. Do YOU have something to say? Say it in the BAIN NEWS. Please sign all submissions.

If you have anything to offer, please contact:

> Diane Saibil 53 the Lindens 465-3907 or 598-1641

OF

Carol Ramm 17 the Maples 463-9050

PLEASE NOTE: Newsletter Policy re ANONYMOUS SUBMISSIONS

It is the policy of the Newsletter Committee not to print anonymous submissions. So, if you've submitted something without putting your name to it, it is sitting in our files and has not appeared in the Bain News. Anyone in this position - if you let us know who you are, we'll be pleased to put your contribution in print next issue.

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SCHEDULE FOR THE AUGUST ISSUE:

Deadline for Submissions: August 7

Production Day: August 17

Thanks to all those who helped on last month's issue:

Carol Baum Heather Barker Jill Walton Francisca McNally Ben McNally

Charlotte Morgan Gail Kenney Gord Keith

Carole Linton Hugh Tapping all other distributors (don't know who you are) & the Mysterious Partyers who helped run it off.

Bev Smith 有我我我我我我我我我我我我我我我我我我我我我我我我我我我我我我我我我我

Deepest sympathies to the family and friends of Viola Forsythe of 7 the Oaks .

BAIN WELCOMES for July:

- A lot of new faces, so let's take it by Courtyards:
- 2 the Elms: Sheila Isaccs, and her 2 children, Susan & Joseph.
- 2 the Oaks: Juel Wade & her sister Debra Womack. Between them they have 6 kids, and Debra has expressed an interest in organizing childrens' activities.
- 49 the Oaks: Simon & Lorayne Tunley. Baby Tunley is expected in September.
- 14 the Lindens: Skye Hughes and her daughter, Amber.
- 28 the Lindens: Cathy Speck.
- 49 the Lindens: Miriam Wohl and her son Simon.
- 22 the Maples: Omar Mall.
- 29 the Maples: Kathie Christmas, and her children, Kelly-Ann and Richard.
- 45 the Maples: Constanza Acuna & Marcelo Puente. Marcelo is a musician et the Trojan Torse Colles House on the Danforth.
- 61 the Maples: Khavar & Dilpasir Muttagi, and their three children, Nassar, Yassar and Aleena.
- and a late addition Patricia Muir at 60 the Oaks

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Letter to the editor of BAIN NEWS!

We are leaving the Co-op after having lived here for almost 6 years. The reason for our leaving has nothing at all to do with the Co-op. We moved here when the place was owned to perpetuate the handout or wel-by the private landlord, and witnessed fare mentality. It amounts to saying and participated in the long struggle "those who can't afford their own of the Bain residents for selfdetermination. So what we're about to say is not the observation of casual observers or of inactive mem-

As far as we are concerned, the Co-op is a resounding, inspiring success! Considering the alternatives in housing that exist for people of our incomes in this city, think for one moment, of what we have done.

* We have rescued our homes from destruction by a notorious slum landlord.

*We have piloted our cause through a maze of difficulties.

*We have wrested control from the

*We have learned to manage the place better than any outsiders ever could.

*We have established our own community through our own efforts -with more than a little democracy.

Despite all the difficulties that have cropped up and will continue to crop up, the Co-op works. It is a truly pleasant place to live. For its age and condition it is efficient and well-managed. The sense of community (often criticized) is greater than any place we can think of. All Bain residents can be proud of what they have built -- we are an example to many others of what people can do collectively when they set their minds to it. But running our own show means

listening to criticism as well as A number of residents still praise. maintain that things would improve

if we were owned and run by the city. Going back to city ownership is a cop-out. We have proven we can hand] the responsibilities of being our own landlord from collecting the rents, to selecting prospective residents, upgrading the apartments

We don't need any handouts.
Reverting to city ownership would be
to perpetuate the handout or welprivate homes are incapable of helping themselves to a better housing alternative than the conventional

landlord-tenant setup'

There are also criticisms about the Co-op's leadership-- either too much or too little, and the business -like "unsympathetic" way in which financial and social problems are solved. Also that general meetings are run with a "heavy hand". These criticisms are unfair. The way this Co-op is run is the essence of democracy. That doesn't mean it necessarily runs well all the time, but it is democratic. The rank and file Co-op members can control this Co-op if they want to. Our Co-op has hundreds of members

some active, some inactive, some sympathetic and some indifferent. The more members who become involved in managing the Co-op, the larger the pool of ideas, and the more likely the Co-op will change for the better.

The quality of the leadership her is a reflection on the input and support of the active members. There are many who do volunteer their services to make Bain a better community On the other hand, the difficulties the leadership face are often tied to the indifferent and sometimes hostile members.

So the next time you think about community involvement and people actu ally taking some control over their lives -- remember what we are trying to accomplish and think of how difficult how extraordinary it is from anything else going on in our society.
Bain Co-op is worth the effort.

All the best,

Judy & Larry Haiven Judy Therry

BAIN STREET FESTIVAL

1979

SATURDAY, SEPTEMBER 8

SQUARE DANCING, KIDS' GAMES

FUN FOR EVERYONE

Anyone interested in helping with the planning and organization please call Peter Tabuns at the Bain Office, 466-2186.

RESIDENTS' COUNCIL NEWS

June 19/79 Meeting

A special meeting was held to discuss the summer hiring proposal and staff vacations.

MOVED: 1) that 2 students be hired to do primarily(a) eavestroughs and(b) screens, with funds from the maintenance contingency, as specified below:

- hire 2 persons under 24 years of age for a maximum of 13 weeks at a wage of \$4.00/hr.

- costs:13 weeks @ 2 workers @ 40 hrs/wk. = \$4160 employee benefits @8% = 340 Grant from Gov't. of Ontario = \$1300 Net cost to Co-op = \$3200

and 2) that a hiring committee be struck

MOVED: that Pat LeBrun and Cec Rodriguez be granted 1 week leave of absence and that they be paid retroactively if the Personnel Policy is approved by a General Meeting.

June 26/79 Meeting

MOVED: that the following by-law change go to the July General Meeting: By-law #1 Article 4 " A member of the Co-operative, in order to terminate his/her membership rights, must also terminate his/her occupancy in the Co-operative."

MOVED: that Laura Lee Delice's resignation from Residents' Council be accepted with regret.

MOVED: that Susan Robinson be accepted on Residents' Council.

MOVED: that the Membership Report for June 1979 be accepted as written.

MOVED: that a memo be sent to all committees specifying that all proposals should go to the Finance Committee before being brought to Residents' Council.

July 3/79 Meeting

Peter Holland reported that Lori Stephen and Stephen Kemnedy had been hired for the summer to do easvestrough and screen work.

Peter mentioned that there had not been very much response to the idea of group personal contents insurance, so the idea is not being pursued right now.

MOVED: that a notice be put in the July Newsletter asking for courtyard rep volunteers.

MOVED: that a notice be put in the July Newsletter asking for a volunteer to be a Co-op Crier (to announce meetings etc.) and that a bell be acquired for this purpose.

MOVED: that Peter Holland investigate temporary road barriers (to slow down traffic) and split month parking for Bain Ave. and angle parking on Sparkhall (to increase the number of spaces and slow MOVED: that the Co-op erect a sign on Bain Ave. warning drivers to watch for children.

COUNCIL NEWS CONT'D

MOVED: that stickers be available to residents (for their front doors) indicating that they don't want to receive advertising flyers.

MOVED: that a proposal to spend \$1500 to replace 4 basement floors damaged by water, be recommended to the July General Meeting.

VOLUNTEER JOBS AVAILABLE

Be a Courtyard Rep. ! Do exciting things such as:

- organize courtyard social gatherings and call courtyard meetings
- welcome new neighbours
- keep your courtyard in touch with Residents' Council and keep Council in touch with your couryard

These activities only come up occasionally, so the time commitment is not that great.

The courtyards in need of reps. are :

Elms & Pines - 1 to16 the Elms & 1 to 6 the Pines

East Lindens - 65 to 74 the Lindens & 25 to 28 the Aberdeens

North Lindens - 1 to 38 the Lindens

South Lindens - 45 to 64 the Lindens & 17 to 24 the Aberdeens

South Oaks - 45 to 62 the Oaks & 9 to 16 the Aberdeens

North Maples - 1 to 38 the Maples

South Maples - 45 to 62 the Maples & 1 to 8 the Aberdeens

If you're interested or want more information, cal Pat Maloney (465-8011) or Carol Ramm (463-9050) or drop a note at the office.

And Another Job . . .

COUTRYARD CRIER

Wanted: Someone to walk up and down Bain announcing General Meetings and other events.

Qualifications: Must have good lungs.

Benefits: You'll be provided with a bell.

If you are interested in this challenging position, please let the office know or call Pat Maloney at 465-8011.

GENERAL MEETING REPORT - JULY 10, 1979

47 people braved a heavy rainfall to attend the meeting, held at Withrow School.

Personnel Policy

MOTION: that the Personnel Policy be adopted with these amend-ments: "that the Grievance Section be referred back to the Personnel Policy Committee" (to check on the grievance procedure in the event of a firing).

"that an employee be allowed 17 weeks unpaid paternity leave"
'that an employee be allowed 1 week paid paternity leave"

Basement Repairs

MOTION: that \$1500 be approved to fix the basement floors in 3 apartments. (these floors were damaged by water).

Residents' Council Report

A brief report was made on Council's activities in the past month. See the Residents' Council Report in this Newsletter for details.

MOTION: that Susan Robinson be accepted onto Residents' Council.

By-law Change

MOTION: that a resident, in order to terminate his or her membership in the Co-op must also terminate his or her occupancy in the Co-op.

Extended Child Care Subsidy

MOTION: that child care subsidies be extended to cover members of all committees and organized volunteer work groups.

Parking Policy

MOTION: that the Parking Policy be adopted with this amendment: "that sections 1b, 1c, and 3 be dropped from the Polacy." (these sections restricted repairs in parking lots and garages.

KITCHEN MEDICINE FOR YOUR PLANTS

stermilk for spider mites

the leaving and stippling of foliage. Here is a cure that works. Put one half cup buttermilk and 4 cups in 5 gallons of water. You can reduce this recipe to your own needs. Apply once a week for one month, or until mites are gone.

Stale Beer for snails and slugs

If you have any stale beer, save it. Just place it in a small pan. The slugs are attracted to the pan and drown. To repel snails in your vegetable garden scatter handfuls of ashes, around the base with some some suds and dip plants in it of your plant. Snails don't like crawling over dry ashes.

Vinegar helps azaleas and gardenias

Add 2 tablespoons of vinegar to 1 quart water and pour a cupful around the base of the plant every 2 or 3 weeks, until the yellow leaves disappear. Cut flowers also last longer with a solution of 2 tablespoons vinegar and 2 tamapeons sposugar in water.

Cigarette and cigar butts

These are one of the best aphid killers for garden and house plants. Add 2 or 3 to a cup of water and soak till you get a weak tea coloured solution.

For Cats and Dogs

If they are causing a problem in your garden, chop up a bulb of garlic or pepper and add a tablespoon of cayenne pepper. Add water (2 cups) and steep. Pour in garden.

Something To THINK ABOUT

Decisions in the Bain Co-op, unlike those in virtually every other organization of a comparable size, are made directly by the membership rather than by a board of directors. For that reason Bain is a living example of a principle which is agreed upon by all members of our society - that people who are affected by decisions should have a say in the making of those decisions.

However, because of the difficulties in getting a quorum at general meetings the decision making In that case it would call a process at Bain is in imminent danger special general meeting. of breaking down. Since last year's annual meeting 14 general meetings have been scheduled. Of those, 6 have been either not held at all or have been cancelled part way through due to lack of a quorum. The result would recommend two other changes is a large back-log of unfinished business.

The Jume general meeting, which could not be held, provides an example of the implications this has for the co-op. Residents' Council had planned to ask the membership at that meeting if it was in favour of spending money not included in the budget to hire temporary staff this summer. Since the meeting was not held, and since this was not a decision which could be deferred until August, Council had no choice but to approve the hiring itself, using money from the maintenance budget to avoid violating the spending policy.

As long as we are unable to hold general meetings this example of a de facto shift of power from the membership to Residents' Council will be repeated again and again.

Why don't people attend general meetings? Probably because there is no reason why they should. The co-op is no longer going through the various crises associated with its beginnings and the business transacted at general meetings is for the most part of a routine, administrative nature. By not attending meetings the membership is saying that it is happy with things as they are and that it sees no reason to concern itself with the administration of the co-op.

But as long as there is a gap between policy (all decisions must be ratified at monthly meetings) and the practice (meetings can't be held) we have a problem. I suggest that we change the policy to fit the practice. I would like to propose that we move to a system of holding only two general meetings a year. One would be held in April, to approve the financial statement and elect the Residents' Council, and the other would be held in October to discuss the budget. For the remainder of the year Residents' Council would exercise all the power now held by the membership, except when it felt that a particular decision should be made by the full membership. In that case it would call a special general meeting.

As a check on this increased power of Residents' Council I would recommend two other changes Council would be required to publicize its proceedings more than at present, through the newsletter reports, which would be more detailed and which would include reports on upcoming items as well as decisions made in the past, and by letting it be known that agendas and minutes are available on a regular basis to anyone who requests them.

At the same time, the requirements which must be met by a member who wants to call a general meeting would be made less stringent. If at any time a group of people were unhappy with the way Council was doing things they would have every right, and hopefully would be encouraged, to call a meeting of the members to discuss the situation.

No doubt this suggestion is far from perfect. Certainly, a number of details would have to be worked out. But I present it as a starting point for discussion in the hopes that other people will put forth suggestions of their own.

Something has to be done and we might as well start doing it now.

Doug Macdonald

BAIN FOOD COOP

Tid-Bits!

If you've visited the
FOOD Co-OP recently (nestled as conveniently in 5 the Aberdeens)
then we don't have to tell you about the marvellous selection of fruits and vegetables now available (courtesy of Summer, and much of it locally grown!)



ds an experiment for 3 weeks, beginning next weekend, July 14th,

the Food Co-op's Saturday hours will be 10:00am-1:00 Pm.



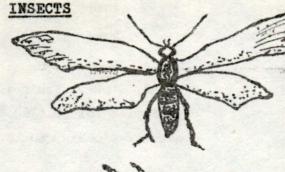
FOOD CO-OP MEETING

3

The next meeting of food co-op members will be held Thursday July 26 th at 7:30 pm at the Food Co-op. Come and Bring Refreshments!

Positions Available

The food Co-op needs a Secretary, Maintenance Co-ordinator and a Dry Goods Buyer. . . If interested or for more information please call Dixie at 465-6478 or 921-0368.



Once again the music of summer bursts upon us; the pitter patter of little feet, the whirr of tiny wings, and, of course, the resonant slap of flesh on flesh as some human makes a niggardly attempt at vengeance on the fly or mosquito who has exacted his measure of flesh.

Summer is insect time, and. while many of us take little solace in the explosion in the population of wee beasties, it has

advantageous aspects. Insects perform some highly valuable functions, most of which get overlooked the moment that the bee

stings, or the ants invade the apartment.

Considering the devastating impact the presence of man has had on most forms of life on our planet, the continuing success of insects is quite remarkable. While mammals, birds, reptiles, fish, even plants have declined tragically in numbers, species of insects are discovered every year, and even the most familiar have exhibited an

astounding resilience to even the most vicious chemical concoctions we have hurled into the battle against them.

In our unabating war against the cock-roach, for example, human civilisation is clearly the loser. Even at Bain the possibility has been raised that co-op gardeners may be ingesting noxious overspill. A look at the numbers of mammals and birds driven to the brink of extinction by the intemperate use of DDT is appalling, but still the chemicals pour out, usually with more telling effect upon the hand that uses them than upon their intended victims.

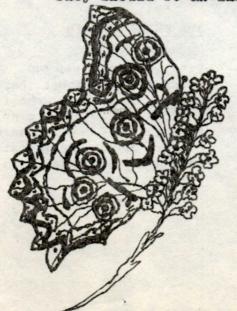
All this despite the fact that the vast majority of insects has neither positive or effect on man, his crops, nor his hegative domesticated animals. They are simply there, living lives of quiet dedication, indispensable links in the planetary food chain. To tamper with them in any way seems not only hunnecessary but also foolhardy.

Among the insect products and byproducts which man has been able to exploit, honey, wax, silk and lac are perhaps the best known,

and it should not be forgotten that many primitive human cultures ate insects and their eggs.

Insects perform vital roles as pollinators of flowers, a process which ensures the production of seeds. Insects also return dead plants and animals to the soil, starting the food chain off all over again.

They should be an inspiration to us all!



Once upon a time, I, Chuang Tsu, dreamed I was a butterfly, flying happily here and there, enjoying life without knowing who I was. Suddenly I woke up and I was indeed Chuang Tsu. Did Chuang Tsu dream he was a butterfly. or did the butterfly dream he was Chuang Tsu? There must be some distinction between Chuang Tsu and the butterfly. This is a case of transformation.

> Chuang Tsu Inner Chapters Knopf. 1974

MAINENANCE MEMO'S

Lot's of thanks to <u>Richard Donat</u> of South Lindens for doing the Lion's share of work in the S.E. courtyard. From the South East Lindeners!!!!!

REMINDERS

We have several people who want their windows washed.
So far, no young people have replied to take the job. This is a freelance job for anybody wanting to pick up extra pocket money during the summer. You can borrow Co-op equipment such as ladders etc.

A lot of people have responded to the Memberships committee's plea for help. 5 The Maples is the next big job and if you are willing to put in a few hours this month, drop your name into the office or get in touch with Andy Taylor who is co-ordinating this time.

LOST AND FOUND

Lady's watch was found in SE. Lindens courtyard around the beginning of June. See office staff.

GARBAGE PICKUP

Garbage Pickup is Tuesday and Friday, around noon. Put garbage bags out on Bain Avenue or Sparkhall on these Mornings only. Bags put out the night before get term open by animals making a terrible mess and smell. Trash pickup is Wednesday.

BOAT PEOPLE

St. Vincent de Paul Society (461-1437) will pick up furniture and store it especially for the "BOAT PEOPLE" if you call and specify this request.

OH, RATS or mice !!!

Rats or mice invading the house?
Set out a saucer or two of instant
mashed potato powder. The vermin
like it - and when they get
thirsty, the powder swells up inside
'em and POW!!! they burst.

THANKS - Steve Fruitmen , 48 Maples for cutting the new grass behind South Maples

Carolyn Skelly, 84 Bain, for watering trees & shrubs in West parking lot.

Dan Dollery, 10 Oaks & Gary Jamison, 20 Oaks for cutting tall weeds all along Sparkhall side of Co-op.

OPPORTUNITY

There have been a number of requests for someone to work in the laundry and do other people's laundry - for a fee. If anyone is interested in doing this type of work, at times that suit you, please see Peter Holland in the office.

YET AGAIN.... PLEASE NOTICE

Two months notice must be given to the Office, if you are move-ing out. If you move out before this time you will be held responsible for the rent anyway. This is a policy of the Co-op.

SET.WELL.SOON.VIOLET.KARRANCHUK.

THE BELLS OF BAIN

Fred Weinstein was our Town Crier for the General Meeting, held up at Withrow School. Tuesday the 10th, he went through the Co-op reminding members of the meeting and we had an unprecidented turn-out for the meeting.



DICYCLE LAWS

A PICYCLE is defined by law as a VEHICLE. The same "Rules of the Road" which apply to the safe operation of all other vehicles operated on public roadwys in Ontario apply as well to the operating of bicycles.

Some laws, though, pertain especially to bicycles. The following is a list of these laws, in condensed form, from the HIGHWAY TRAFFIC ACT and the METRO TRAFFIC BY-LAW.

LICHTING (after dark or in poor lighting) On the front a lamp showing a white or amber light. On the rear, a red light or an approved red reflector.

DELI OF HORM A bicycle shall be equipped with a tell or horn in good working order.

the right to allow other vehicle to pass.

UNSAFE VEHICLE Mc person shall operate or permit the operation of a vehicle in a dangerous or unsafe condition.

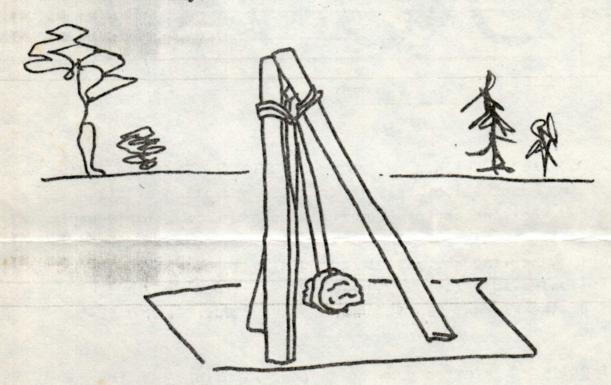
ATTACH TO VEHICLE A person on a bicycle shall not attach it or himself to a vehicle.

RIDE TWO CH A BICYCLE He person riding a bicycle designed for the carrying of one person only shall carry any other person thereon.

Cyclist must keep to the right of the road. Cyclists must keep both hands on the handlebars. Nust not park so as to obstruct traffic. Picycle with over 24" wheel diameter prohibited on sidewalk. A person shall not operate a bicycle on a highway where prohibited by signs.

ORGANIC WEATHER INDICATOR

- 1. If rock is white, it's snowing.
- 2. If rock is swinging, it's windy.
- 3. If rock is wet, it's raining.
- 4. If rock flashes off and on, there is a local thunderstorm.
- 5. If tiny rocks are striking the rock, it's hailing.
- 6. If you can't see the rock, it's either foggy or night-time.
- If rock is motionless, dry, and casts a strong shadow, have a nice day.



STOLEN FROM ORGANIC GARDENING, APRIL '79

GARDENING TIPS FOR JULY

Cut carnations last 4 or 5 days longer if bleach is added to the water to crystallize the stems. Remove all leaves below the water line to avoid foul odors.

Zucchini types are bushy plants that yield tremendous crops if picked continuously all summer. Production is considerably reduced if the fruit is left to mature on the vine to the full 18 inch length. Pick and eat 4 to 8 inch zuccini for peak flavour. Peppers have the same flavour at all stages of their growth, so they can be harvested at any time. Once picked, though, they do not store well, and are apt to turn mushy, while those left on the plant

will stay crisp and fresh and turn a dazzling red in the bargain. Harvest some while young and leave the others on the plant for later picking.

JULY GARDEN CALENDER

- -If weather is dry, water liberally.
- -Keep the lawn mown.
- -Pick dead flowers off roses and annuals.
- -Relax and enjoy the outdoors.

DO'S AND DON'TS OF RUNNING

The sport of running has become so popular within the last few years that a few words of warning may be in order to point out some of the Do's and Don'ts of running in the summer.

- DON'T run when the relative humidity I is 99.9 per cent and the temperature is 40 C (doing so is considered dangerous as well as very very stupid).
- DO run in the evenings or mornings when the temperature is to be on the cool side.
- DON'T try to keep pace with another runner who may be much more experienced than you are. Run at your own pace and stop if you're tired.
- DO wear two pairs of socks in order to protect your feet from unnecessary painful blisters (a small amount of powder on the feet is also a good idea).
- DO drink small amounts of water when you get thirsty (be careful of dehydration!)

- DO enjoy the "fresh air" and the scenery while you run.
 Running is also a good time to do some thinging, philosophizing and even fantasizing (again, watch out for those telephone poles!)
- DON'T partake in the sport of girlwatching/boy-watching while running (you could quickly find yourself wrapped around a telephone pole in the process).
 - DO start slowly, increasing your distance a little every week.

 Try to maintain a fairly constant speed.
 - DO alternate running days with relaxing days or other sports days.
 - DO buy a good pair of running shoes.

 This item is well worth spending \$30.00+ on (they're your feet...)

If you are interested in helping out in a current worthwhile labour struggle, your support would be appreciated at the strike now going on at A.E.S. Data Ltd. in Mississauga.

Seventy-five workers, members of the Canadian Union of Operating Engineers and General Workers, Local 101 went on strike June 18 for a first union contract and a decent wage.

The Company, which is majority-owned by the Canada Development Corporation, manufactures word-processors (ultrasophisticated typing and data storage machines). Compared to other plants in the electronic industry, AES's wages are disgraceful. Assemblers (mostly women) make \$4.50 an hour. Highly skilled electronics technicians make only as high as \$6.30 an hour.

The Company is attempting to keep production going with scab labour. Mass

pickets are being organized on selected mornings in the week. The response so far has been good. Several Bain residents have come out.

If you are interested in participating, call the Union office at 929-9717 or the Haivens at 461-5260.

Larry Haiven

RIVERDALE CREDIT UNION

A local Credit Union is being organized. Anyone interested in getting involved with the organizing committee should contact Norm McKinney, 3 the Pines or:

J. Kovanets 137 Fulton 461 - 8853

• MAINTENANCE COMMITTEE	6 MAINGENANCE COMMITTIES COMMITTIES	SO HAMPER MENT COMMITTEE COMMITTEE COMMITTEE	23 *MAINTENANCE COMMITTEE	* WAINTELANCE COMMITTEE	TORONO
* OFNFRAL * * MEETING * **********************************	PARWSIETTER DEADLINE • RESIDENTS' COUNCIL	* RESIDENTS	**SIDENTS' COUNCIL	17	tuesony
75	8 *FINANCE COMMITTEE	1 August	PIMANCE COMMITTEE		VEDIZESDAY
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79	ਨੋ	\(\sqrt{1} \)	29	22	\$2132.
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CAROL RAMM 4639050

MEMBER INVOLVENCY VIVAN ORBENE — 4653907

GILL MALONGY —— 4658011

BOB ALLEN 4562097

HELEN SPROM — 4690782

BRUCE HARDING - 4654064

PERSONNEL POLICY
DOUG MIRLDONALD - 461416

MAINTENANCE EMERGENICIES
NON OFFICE HOURS CALL: 483-1003
AND ASK FOR PAGER 3322