

THE CARPENTERS' DISTRICT COUNCIL OF ONTARIO



TRADE TALK

Spring 2021

BUILDING A STRONGER FUTURE



MANAGE YOUR BENEFITS IN THE PALM OF YOUR HAND

Make the move to digital to efficiently access benefit plan information

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For your convenience at this time of year, we remind you that your **T4 and Union Dues receipts are available online!**

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View all of your coverage details. Coverage lookup coming soon!



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View your claims history and check the status of your claims



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**STANDING UP TO
TAX FRAUD
SPEAK OUT. TAKE ACTION.**

**Construction Industry Tax Fraud
Days of Action – April 14-17, 2021**



Cover Photo: Nancy Adams of Local 675 is Layout Lead with 4 Star Drywall Ltd. on a Bloom Long Term Care Residence in Ajax Celebrating "International Womens Day" for a video see: www.thecarpentersunion.ca



**The Carpenters' District
Council of Ontario**

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MESSAGE FROM THE E.S.T.

Tony Iannuzzi, Executive Secretary Treasurer

Brothers and Sisters:

It has now been over a year since the World Health Organization declared that COVID-19 was a global pandemic. While much about our lives has changed, one thing that has remained consistent is the Union's commitment to keeping its members safe.

I am proud of how you, our members, have worked tirelessly in the face of this pandemic. Through you, we have helped keep Ontario's economy going and have continued to build important infrastructure needed by this Province. Those members of our health care local, HOPE Local 2220, have continued working in Long-Term Care and Retirement Homes (sometimes during COVID-19 outbreaks) to provide care for the most vulnerable of our society. I thank you all for your efforts.

With restrictions lifting in many areas across the Province, it is important that each and every one of you continue to comply with public health guidelines, both on and off the jobsite.

More and more employers are beginning to implement COVID-19 testing on their jobsites. The Union supports the use of these tests, provided certain criteria are followed, including: (1) the testing requirements apply equally to all onsite workers and only relate to testing for COVID-19; (2) the testing is carried out by an independent qualified health care provider; (3) the results of the testing is kept confidential and private; (4) the testing is carried out in a private and suitable place on/adjacent to the jobsite during working hours; (5) employees are paid for any time spent taking on-site tests. If you have any questions or concerns about the use of on-site COVID-19 testing, please contact your business representative.

I am pleased to report that our Training Centres across the province have reopened, in accordance with the guidelines in effect for the area in which each Training Centre is located. This may mean that there are limits in place with respect to how many individuals can attend classes, and it may mean that training courses may have to

be rescheduled to accommodate changing guidelines. On behalf of our Training Centres, thank you for your patience in this regard.

We are hopeful that with the rolling out of vaccines, the pandemic will be under control sooner rather than later and that we can return to meeting in person. However, we must continue to do our part to flatten the curve. This means not meeting in person before it is safe to do so. I know our locals are eager to resume in person membership meetings and the Council is looking forward to resuming our regular delegate meetings. We will resume these meetings just as soon as it is safe to do so.

We hope to see you soon. In the meantime, stay safe.

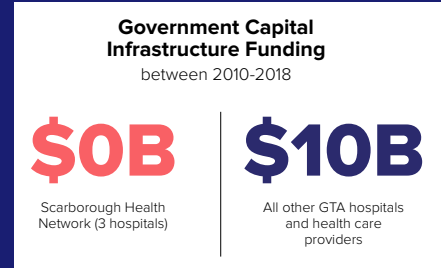
In solidarity,

Tony Iannuzzi

Executive Secretary Treasurer

BUILDING BETTER HOSPITALS

for Scarborough's brighter, healthier future

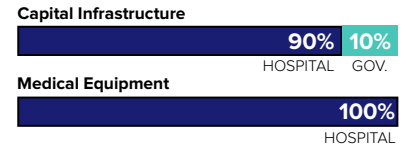


OUR HOSPITALS

Across three hospitals and eight satellite sites, SHN employs some of our generation's best physicians, nurses and medical professionals. These teams are delivering exceptional clinical expertise and techniques to treat Scarborough's patients and families effectively, inclusively and with compassion.

SHN is home to Ontario's largest nephrology program, and operates the fourth largest maternal and newborn program in the province. We deliver North America's largest regional community-based cardiovascular rehabilitation program, and are the designated cardiac care and spine centre for Scarborough and surrounding communities to the east. SHN is also home to a state-of-the-art Eye Centre specializing in glaucoma and cataracts surgeries.

Ontario Hospital Funding Model



Centenary



General



Birchmount

3rd largest community health network in Canada

Serving a catchment area of

832,000 people

831 beds and 85 bassinets

5,920 deliveries

59,900 surgeries

600,000 outpatient visits

Scarborough Health Network Foundation (SHN Foundation)
108-3030 Lawrence Ave E, Scarborough, ON M1P 2T7
416-431-8130 | SHNFoundation.ca | foundation@shn.ca



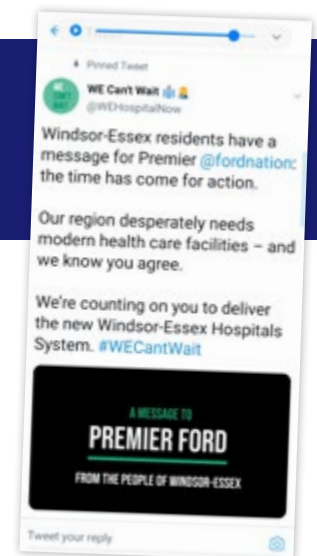
STANDING UP TO TAX FRAUD. SPEAK OUT. TAKE ACTION.

CARPENTERS SUPPORT HEALTHCARE AND TRANSIT.

TAX FRAUD DESTROYS COMMUNITIES.

TAX FRAUD LET'S STOP IT!

CARPENTERS SUPPORT HEALTHCARE



These banners are a positive face on our Tax Fraud campaign – Imagine What We Could Build- in Healthcare!

In communities throughout Ontario healthcare needs are pressing- in Scarborough, in Windsor and in Brampton.

For more info see : SHNFoundation.ca & Fair Deal for Brampton.



MESSAGE FROM THE PRESIDENT

Mike Yorke, President

What a difference a day makes' – sang Dinah Washington, 'what a difference a year makes' sang no-one ever! But that's the tune we are all dancing to now! What an incredible year of change, challenge and tragedy. Our lives have certainly been upended since March 11th of last year when the WHO declared the Covid 19 outbreak a Global pandemic. By and large the construction industry has weathered the storm well and with vaccines for the masses in sight, better days are surely ahead.

Speaking of better days, in this issue of Trade Talk, you will note that our union continues to lead the industry on many fronts, resulting in workers with better skills, working on safer jobs (31% safer – see page 16) organizing like never before (page 8) and building up this province from one end to the other.

Industry Challenges- Opioids

Of course, there are always challenges but that's where leadership comes in – we were pleased to recently host a Zoom meeting with General President McCarron and 3,000 Canadian members where the GP spoke directly to some of those challenges - like how do we restart the training at the ITC in Las Vegas safely and efficiently? He also spoke of the crisis in our industry of suicide and Opioid use and that the union is developing programs to take on this emergency. Instructors and staff are currently engaged in mental wellness awareness programs which is a solid step in the right direction. Our colleague John Gaal of St Louis carpenters has given us his insight on the subject as well. (see pages 18 &19)

Industry positives

Other positive news is that the development community has clear confidence in the Commercial Real Estate (CRE) sector and shovels are going in the ground continually and, using innovation and state of the art design to ensure safety of the future office workers and others (see pages 40 &41). Last issue we noted the support that our trade show sector truly needs and a positive signal there, is a proposal at Toronto city hall for a development at 11 Bay Street for

a complete overhaul and rebuild of the Westin Conference Centre (see page 20). Innovation is key to leading and staying there, and concrete forming is no exception, a recent article from the Daily Commercial News looks at three projects in Toronto all using unique leading-edge formwork systems, starting on page 42.

UBC International Campaign

This year, our Regional Council's NoTaxFraud.com campaign will be bigger and more integrated with the UBC national and international campaigns than ever. As the third year running the challenge is to move beyond education and awareness and on to legislation and actions that result in the Underground economy being curtailed and strangled. When unscrupulous contractors engage in Tax Fraud it rips off and exploits workers, hurts communities and damages the legitimate construction employers and employees. As we note in our materials that you will soon see on site- 'You pay your taxes ~ Why should some contractors get to cheat on theirs?' For more info see: NoTaxFraud.com and stoptaxfraud.com

So again – the Carpenters are leading; in our industry and in our community for all workers. I have great pride in this union and trust you do as well!

Have a great spring season, work safe, enjoy the time with your families and we will see you soon!

In Solidarity,

Mike Yorke
President

STANDING UP TO
TAX FRAUD
SPEAK OUT. TAKE ACTION.

Construction Industry Tax Fraud
Days of Action – April 14-17, 2021

TAXES BUILD OUR CRUCIAL TRANSIT & HOSPITALS.
TAXES PAY FOR CHILDREN'S EDUCATION.
TAXES ENSURE STRONGER COMMUNITIES.
TAX FRAUD HURTS COMMUNITIES.

Underground Activity in Ontario's Construction Industry Costs Us All

The underground economy in Ontario's construction industry undermines the province's fiscal position and hurts legitimate contractors. A new study, commissioned by the Ontario Construction Secretariat, estimates that annual revenue losses due to underground activity have increased by 30% over the past decade.

FACT Between 2013 and 2017, the Province of Ontario and Federal Government lost between \$1.8 billion and \$3.1 billion annually as a result of contractors operating in the underground economy. This represents an increase of 30% since our last study in 2009 when annual revenue losses were in the order of \$1.4-\$2.4 billion.



FACT The primary driver of the underground economy is employers improperly classifying their workers as 'Independent Operators' rather than employees. **Floor Covering Installers, Tilers, Painters, and Carpenters** are particularly vulnerable to this illegal practice.

FACT **Only 22%** of 'Independent Operators' are registered with the WSIB. Close to 84,000 independent operators are not paying WSIB premiums.

FACT Unscrupulous contractors who illegally style workers as 'independent operators' rather than employees enjoy an unfair competitive advantage over legitimate contractors who comply with their WSIB, payroll and employment standards obligations.

WHAT CAN WE DO?

Continued enforcement efforts are required to rein in the underground economy and create a level playing field for legitimate contractors who support health and safety and apprenticeship programs. **Get the Facts!**

Source: Ontario Construction Secretariat, Prism Economics & Analysis, The Underground Economy in Ontario's Construction Industry, 2019

stoptaxfraud.net notaxfraud.com thecarpentersunion.ca iciconstruction.com



You Pay Your Taxes, Why Should Some Construction Contractors Get to CHEAT? THEIR TAX FRAUD COSTS EVERYONE.

TAX FRAUD LET'S STOP IT!



Carpenters' District Council of Ontario



ORGANIZING DIRECTOR'S MESSAGE

Henry Pereira, Director of Organizing

I hope this message finds you and your loved ones well.

The word “unprecedented” has been the go-to term to describe the ripple effects of the COVID-19 pandemic - a pandemic that no one could have predicted which turned the world upside down in 2020.

While the future is still unknown, this crisis has shown us that workers do not give in to hardship easily and will continue to fight for fair wages and safe working conditions on behalf of themselves and their coworkers.

Because unionized workers can bargain over conditions, while non-union workers are stuck with accepting almost anything the boss wants to do, never has the need for a union been more urgent.

We all know that joining a union is the most effective way to improve your wages, benefits and working conditions. Now, it is also the best way to make sure that you and your coworkers are included in the decisions that your employer makes during and after the COVID-19 pandemic. Unions fight hard every day to ensure employers fulfill their obligations to keep workers safe, and 2020 has seen an increase in individual interest to join unions.

While there are still major obstacles that make it difficult for workers to actually join a union, employers have made it as difficult as possible for their employees to turn to unions for help navigating these unprecedented times.

Like many organizations, unions had to adapt quickly to changes brought on by COVID-19. The pandemic has presented new challenges and opportunities for organizers. Our organizers have had to change the way in which they connect with workers.

Organizing builds power by engaging and connecting people in collective action. Because organizing workers is most successful with face-to-face communication, the pandemic has created a difficult situation for unions that want to offer support to workers but face new challenges.

Organizing is like storytelling. While talking face-to-face will always be a better way to communicate with new and existing workers, connecting with workers remains a challenge.

So much of organizing is relationship work and building connections with people, but limited accessibility to jobsites, social distancing, and stay-at-home orders are adding a real complexity to that relationship-building work.

Gone are the big employee meetings in break rooms, lunch areas, or even rented hotel conference rooms that organizers often put together to help organize companies.

As we continue to work around the challenges of gathering in person, organizers across the province are part of a new generation of labour activists that have had to stretch themselves beyond the person-to-person skills using creative techniques and tools to get their message out, including organizing online.

Digital campaigning leverages technology to create change, so the Carpenters' District Council of Ontario is taking steps to capitalize on the organizing opportunity presented by COVID 19. We have become adept at organizing employees virtually, using social media, text messages, zoom meetings, etc., to connect with groups of employees.

Although 2020 was a successful year for the CDCO's organizing department, we didn't win every application. But even unsuccessful attempts at organizing can have a lasting impact in the workplace by getting employees thinking about the big picture, how hard they're working and where the profits of their labour are going. They also understand that because of unions, workers across Ontario have decent pay, benefits and pensions. But they had to stand up for their rights and fight to win those gains.

In so doing, employees are more likely to engage in union organizing again in the near future and when they do, the Carpenters' Union will be here for them.

The Carpenters' Union has a long history of improving workers' everyday lives, and we will continue to work hard every day to protect the rights we've won, and to win new rights for all workers.

If anyone you know is working for a non-union contractor/ company or knows someone who is, please ask them to call us at 905.652.4140 ext. 291 and we will be happy to assist them in improving their working conditions.

On behalf of the organizing department, please continue to stay safe and healthy.

In Solidarity,

Henry Pereira
Director of Organizing



MESSAGE FROM EQUITY DIVERSITY INCLUSION REPRESENTATIVE

Chris Campbell, Equity Diversity Inclusion Representative

My Dear Brothers and Sisters,

Thank you for the privilege of serving as the Equity Diversity Inclusion Representative of the Carpenters' District Council of Ontario (CDCO).

A major focus of my responsibility is to address issues of racism, fight discriminatory hiring practice and promote our trade to women and persons in the BIOPIC community. I will also be proactively fostering and engaging effective relationships with local community partners around the province. This work has been severely hampered because of the COVID-19 pandemic but we persevere using "virtual alternatives." I am also the point person for Community Benefits at the CDCO.

Declaration

Last year was like a roller-coaster for our membership. We faced some major issues such as:

- The COVID-19 pandemic
- The impact and symbolism of George Floyd's murder
- The peaceful protests by the Black Lives Matters movement
- Charter of Inclusive Workplaces and Communities by the CDCO
- Nooses on our construction sites in Ontario

It is significant to note that construction industry leaders and the City of Toronto together took a public stand against Anti-Black racism and discrimination. This culminated with the Declaration of Inclusive Workplaces & Communities by Mayor John Tory during Black History Month 2021. I would like to acknowledge the efforts of Tony Iannuzzi, Mike Yorke, John Cartwright and others in making this a reality.

TCBN

The CDCO works closely with the Toronto Community Benefits Network (TCBN). This organization advocates having a minimum of ten per cent of the hiring on major infrastructure projects going

to women, members of the BIOPIC community and equity seeking groups.

In Toronto there are currently seven large projects under CB agreement totalling about \$15B. The City's framework agreement was strengthened in February 2021. City Council named the TCBN as a key strategic partner to support the implementation of the Framework and the ten per cent equity target on construction projects procured by PMMD over \$50 million, and Housing Now projects.

Equity Diversity Inclusion Committee

An Equity Diversity Inclusion committee was established at Local 27 and will be replicated provincially at the CDCO. This will start during the first Workshop/training on April 10th & 11th. We look forward to all local unions participating.

Black History Month

We have a long history of African and Black Caribbean construction workers contributing to the United Brotherhood of Carpenters & Joiners of America in Ontario. During Black History Month this year, the CDCO made a profound effort to highlight their struggles and contributions to the industry. This was done through video interviews, articles in local newspapers and various social media outlets. Ucal Powell, Lister Tennent, Oscar Kelly, Sean Blake, Clifton Donegal, Robert Mitchell, Desire Smith and Mulisius Joe were among the members recognized.

Chris Campbell

Equity Diversity Inclusion Representative



LOCAL 18 HAMILTON

Matt Creary, Western Ontario Regional Manager and Local 18 Coordinator

The beginning of a new year 2021 and hopefully the end of a pandemic and boom in Construction once again. Local 18 has been quite lucky to keep the majority of our members working, if they wanted too, throughout this last year. We have averaged about 90% employment and many members have had no slow downs or work stoppages. We have had a hard time bringing in new apprentices as the Provincial interior protocols for companies regarding maximum people allowed indoors, at meetings in buildings, but we have had several apprentices available during the 2020 year. Things are picking up even more now and we hope to initiate at least 20-40 new apprentices by May 1st 2021.

Local 18 along with Local 785 Cambridge, 2486 Sudbury and the awesome CDC Legal team continue to battle at the Ontario Labour Relations Board to keep our bargaining rights with the City's that these locals have certified. Once the Progressive Conservatives and Doug Ford came into power, Bill 66 was one of their first bills which allowed City's out of bargaining rights with Unions. With the support of CLAC, Merit Shop and the Progressive Contractors Association, the government implemented this bill and we have been fighting it ever since. Although, in Hamilton we seem to be still being awarded many projects within the City of Hamilton with a guess of about 85% of the work still being awarded to signatory contractors with the Carpenters Union.



The work in the Hamilton Niagara area has been quite steady and productive. We are building a brand-new Amazon Plant for sorting, deliveries and shipping in the Mount Hope area. This 3.4 million square foot, 4 level building has a 1 million square foot ground floor. We have Tilt Wall from London performing concrete work with Triple Crown Enterprises on site as well. The interior package has been awarded to PJ Daly so far and other contractors will be onsite with doors, hardware interior millwork etc. Amazon also purchased an old plant in Stoney Creek and are renovating it currently into another shipping, receiving warehouse/distribution center. This has created many construction jobs and people will need to be hired full time to service the plant for Amazon when completed. Reimar Concrete have been at this site performing miscellaneous formwork and Skeates Contracting have secured the interior package. Onsite photos are not allowed at either site for security reasons and Amazon has asked the building trades to please respect their privacy.

Down in the Niagara area we are under construction in Thorold of the new Canada Summer Games Building. This 210,000 square foot, 2 story building will be a multipurpose sports and recreation facility that is scheduled to host the 2022 Niagara Region Canada Summer Games. Estimated value of 80 million and we have signatory contractors on site with Aquicon Construction as the general contractor and the Daly-Smith consortium working on the interior package at this time. I have included some pictures from Greg Reilly of the project.

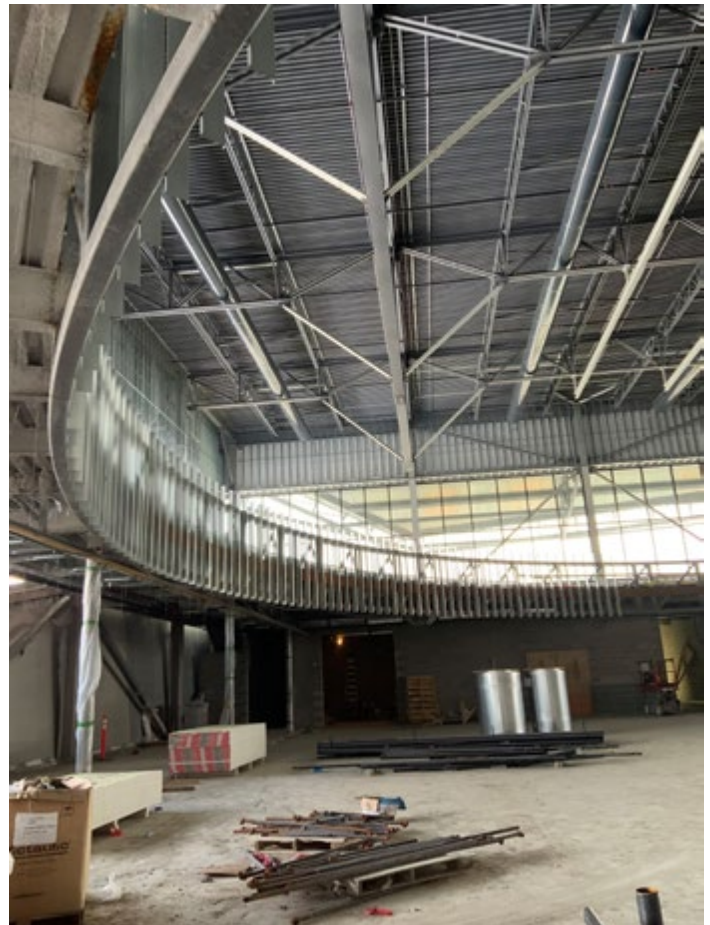
Finally, I would like to bring to the attention of all the CDC, UBC members that you should all be in a government apprenticeship program, if one pertains to your specific trade and be attending trade school and challenging the Interprovincial Red Seal Exam. Many UBC members with years of experience are requesting to transfer to Local 18 and they have not done a formal apprenticeship program. Local 18 requires all members to be a registered apprentice, approved journeyman candidate or Certificate of Qualification (or Red Seal) in their trade. If you are not registered, you should contact your local union and find out how to get registered and attend school. Local 18 will only grant a minimal number of hours, if accepted to transfer in, and will require all members to finish their apprenticeships and challenge the Red Seal exam. I hope all the provincial coordinators of their local unions will read this and continue to have new members sign into the apprenticeship program to allow for easier transitions across Ontario, local to local.

In Solidarity,

Matthew Creary

Western Ontario Regional Manager

Local Union Coordinator





LOCAL 494 WINDSOR

Tomi Hulkkonen, Local Union Coordinator

As we move into spring of 2021, I am confident with the outlook for Ontario and for Local 494 in Windsor. I do not believe that there is much to add to the now global story of the pandemic that we have lived through for the past year that hasn't already been said. Although this past year has brought about changes and restrictions that most of us have never experienced in our lifetimes, it has also taught us things that we did not even consider just a little over a year ago. Now, more than ever, the skills of our members have been put to the test as we power through projects in all sectors of the industry. Health Care, Commercial, Institutional and Residential projects have all come under greater Health and Safety scrutiny and regulations this year. Our members and contractors have been able to continue to safely deliver the highest quality of construction with limited impact to our lives.

Everywhere that you look in Essex and Kent County, members of the Carpenters' Union have put their hands to task assisting with critically important work to ensure the Health and Safety of workers, health care patients and the general public. Pandemic response has created opportunities for Local 494 members to not only continue delivering on essential projects, but also work on solutions for keeping schools, businesses, hospitals and health care clinics safe. We will be introducing Infection Control Risk Assessment (ICRA) training soon to all our members and I highly recommend that our members take this valuable course. We will be looking to introduce the concepts to the Health Care construction sector as quickly as we can have our members trained.

Training has continued to be our main emphasis and Local 494, partnered with the Greater Essex County District School Board, were successful in securing Provincial Funding to host a full time Co-op student program here in our building with a dedicated classroom and full access to our shop space during the normal school hours. Students from traditionally under-represented groups now have an opportunity, through this program, to consider a career in the construction Skilled Trades, and more specifically with the Carpenters' Union. The program has now placed its first group of

students with our signatory contractors, and although construction may not ultimately be for all of the students, we are able to offer real careers to students from within our own building. Many students have reported as to how thankful and excited they are to have an opportunity that most of us never did. We are sure that this program and our partnership with the GECDSB will offer great things for many years to come.

With several school projects just starting and coming to tender this year, a large increase in EPSCA projects in our area, the Gordie Howe International Bridge plaza work about to start and a huge boom in the residential sector, 2021 looks to be a year of many opportunities. I would like to thank all of our members who have had to work these last few months in difficult times and conditions and assisting your fellow brothers and sisters who may be facing difficulties at work and their personal lives. As we work to put COVID into the past, I am very positive for the outlook of the Windsor and Essex and Kent County area for the years to come.

In Solidarity,

Tomi Hulkkonen

Local Union Coordinator



LOCAL 1256 SARNIA

Bob Schenck, Local Union Coordinator

Brothers and Sisters,

The work in Sarnia/Lambton is progressing well considering we are in the middle of a pandemic. Hopefully the vaccines are received and distributed in a timely fashion.

Union meetings are still postponed due to COVID-19; however, Local 1256 Office & Training Facility remain open & operate under strict COVID-19 guidelines.

Sarnia/Lambton, the Province of Ontario and all of Canada has had a vital piece of energy infrastructure since 1953, Enbridge's Line five, comes under attack by Michigan Governor Gretchen Whitmer. Shutting down Line 5 will result in rising oil and gas prices, propane shortages, and the potential loss of thousands of direct and indirect jobs in Ontario and most of Canada, as well as in Michigan, Ohio, Pennsylvania and Indiana. Any potential alternative to Line 5 would mean a dramatic increase in the number of tanker trucks on our already congested highways and through our communities, dramatic increases to rail cars and possibly increased shipping through the Great Lakes of the crude oil and natural gas liquids feedstock required to produce refined products including gasoline, diesel, aviation fuel and other petroleum products we depend on daily.

The Local Union has participated on numerous calls with Ken Hall and his team at Enbridge, Sarnia Building Trades, Politicians and the Sarnia Construction Association to prevent Michigan Governor Gretchen Whitmer's revoking the Transit Pipelines Treaty signed in 1977 that states neither federal, state nor provincial governments shall implement measures which would "have the effect of, impeding, diverting, redirecting or interfering with in any way, the transmission of hydrocarbon in transit."

Enbridge has previously announced plans to replace the current 4-mile twin pipelines crossing the Straits of Mackinac with a concrete encased 12 foot outside diameter tunnel in bedrock more

than 100 feet below the lakebed which virtually eliminates any future risk of a spill into the Great Lakes.

EST Tony Iannuzzi has written to Prime Minister Trudeau supporting Enbridge and Line 5. We would request any members and their families to also write letters on support or sign the on-line petition:

Petition e-3081 – Petitions (ourcommons.ca)

Petition – Canadians: Stop Michigan from closing Enbridge

Line 5 Pipeline – Change.org

Congratulations to the following Graduating Apprentices on obtaining Red Seal Status: Andre LeBlanc, Tim Kilbreath, Eric Roberts

Also, Congratulations and Best Wishes to the Retirees of 2020: Daniel Myers, Richard Cadieux, Kevin Walker, Don Vandervies, Geoffrey Russell, Alan Vandenheuvel, Dave Campbell and Paul Soulard.

Retirees of 2021: Doug Proulx, Michael Devereaux.

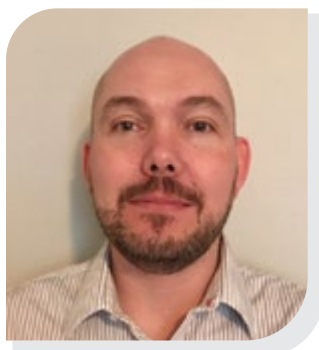
New Members 2020: Graham McKee

Transfers 2020: Jason Lockrey

In Solidarity,

Bob Schenck

Local Union Coordinator



LOCAL 1946 LONDON

James Hueston, Local Union Coordinator

While the challenges of 2020 continue to linger in many sectors, we have been most fortunate that construction has continued. Our members have met these challenges with strength and patience.

We were deeply saddened by the tragedy at a local construction site this past December, it is our hope that these losses will not be in vain, and will highlight the need for workplace safety and vigilance for all contractors, union and non-union alike.

We know our members are anxious for the days where we can meet again to discuss Union business and to gather with our friends and colleagues once again, for now our office staff, Business Reps, Organizers, and myself continue to be available for our members questions and concerns.

Holiday Season

Once again, our membership has shown the strength and love of community.

This year we partnered with Minuteman Printing and several other community partners to collect food donations for the London and St. Thomas Food Banks. Together we donated 2 tons and 98lbs of food!! Local 1946 was the largest single contributor!!

We also donated an additional 121lbs of food separately.

In spite of the gathering restrictions Local 1946 and 98.1 Classic Rock teamed up to once again make Christmas a little brighter for those less fortunate in our community, with a \$2000 donation of toys and games purchased locally through Hobby and Toy Central in London.

Training

Training continues to be a focus, as we move forward through 2021. As we start to see restrictions lift, we will begin to increase training by opening up our course offerings and expanding our class sizes.

Certificate of Qualification

We would like to take a moment to congratulate the following members, for achieving the C of Q this past year:

- Adam Lo – Carpenter – Feb 27, 2020
- Michael Cripps – Carpenter – Nov 28, 2020

In Solidarity,

James Hueston
Local Union Coordinator





LOCAL 2222 GODERICH

Ryan Plante, Local Union Coordinator

What a year it has been! During these difficult times, the members of Local 2222 have shown that they can adapt and rise above adversity. As we reflect on the highs and lows of the past year, we feel pride in our members' dedication to their craft, and their support of their brothers and sisters. Since the pandemic began a year ago, we have obtained over 1200 online training certificates. Our members have shown that they are dedicated to expanding their knowledge and improving their skills even through challenging and continuously changing times. In addition to our regular online courses, we have seen much success with the addition Mark Breslin's leadership training. Breslin is identified as the number one speaker on change management, workforce development and next generation leadership. We look forward to implementing Mark's, "Survival of the Fittest" training as our next step in encouraging a learning mindset and creating skilled carpenters who are adaptable leaders.

In 2021 we expect to continue to see high volumes of work, for which we are all tremendously grateful for. The Major Component Replacement Project at Bruce Power continues to progress well with the commencement of the Steam Generator Replacement Program. We are also celebrating the announcement of the approval for the construction of a new hospital for Markdale. The project was awarded to BIRD Construction. As a Union contractor, having BIRD Construction chosen to complete the project meant a huge success for the carpenters of Local 2222. We look forward to commencing work on the new Markdale hospital this spring.

We continue to reach out in community support, to help provide both aid and education to those who need it. COVID-19 has sent many to local food banks in need of additional support. Local 2222 answered the call for help by donating \$5000, spread over Grey, Bruce, Huron, and Perth Counties. In efforts to support youth engagement within the trades, we donated money to a local school board to assist in the purchase of a CNC machine. The Hospice also continues to be a large part of our community involvement. While recognizing that this is a much-needed facility within our community, we feel our efforts need to be focused on doing our part to aid in end-of-life care. We began work on the 2nd suite at the hospice and are thrilled to once again be working with

wonderful people like Carol Rencheck who has been Co-Chair of the project from its infancy. Carol recently extended her gratitude publicly saying that, "UBC Local 2222 has been there for us from the beginning. Ryan's response to any request is 'don't ask, just tell us what needs to be done,' which is amazing support to have from this talented membership. We are thrilled to have their support to transform our suite into a home-like setting for those needing our support and care."

2021 promises to be another year filled with successes, both within our community involvement and our achievement in creating community leaders who want to excel in their career as carpenters and expand their knowledge within the trade. We hope to be able to resume our regular monthly meetings in the near future and look forward to the day that we can once again join our brothers and sisters and gather in celebration of our accomplishments.

In Solidarity,

Ryan Plante
Local Union Coordinator



Josh Neitzel volunteering at Huron Shores Hospice



Joshua Middleton volunteering at Huron Shores Hospice



Markdale - Artist rendering of the new hospital in Markdale

UNIONIZED CONSTRUCTION WORK IS SAFE WORK



BUILDINGS TRADES UNIONS IN ONTARIO'S ICI CONSTRUCTION SECTOR ARE

31% SAFER

WHEN COMPARED TO NON-UNION FIRMS

Source: Institute for Work & Health. 2020. Updating a Study of the Union Effect on Safety in the ICI Construction Sector.

THE UNION EFFECT

Unionization is associated with:

 **29%**
LOWER
incidence of Critical
Injuries Claims

 **25%**
LOWER
incidence of Musculoskeletal
Injury Claims

 **31%**
LOWER
incidence of Lost-time
Injury Claims

*In analyses without statistical adjustment in comparison to non-union firms. Statistical adjustments do not significantly alter the Union Safety Effect.

WHY CHOOSE UNION?

Unionization is associated with:


SAFETY FIRST
Unparalleled focus on worker safety results in lower rates of injuries requiring time away from work.


TRAINING
95 joint union-employer training centres delivering 3 million hours of trade and safety training.


PARTNERSHIPS
Unions and contractors working together to enhance safety and construction practices.

ABOUT THE RESEARCH

 2012 - 2018
7 YEARS
WSIB* claims data from 2012 - 2018


60,425
construction firms assessed

1.7
MILLION
cumulative FTE employees

39
WSIB
construction sector groupings

*The Workplace Safety and Insurance Board (WSIB) administers a single-payer workers' compensation insurance program for the Province of Ontario.



WORKING SAFELY EVERYDAY WITH OUR UNIONIZED PARTNERS



TRAINING COORDINATOR'S MESSAGE

Adam Bridgman, Provincial Training Coordinator

Local 249 Kingston is currently building a brand-new training center and meeting hall. Located feet from their existing facility, minutes from the 401 and downtown Kingston this will be the home of Local 249 for decades to come. Long-time Local Coordinator Don Fraser and Business Representative Adam Gillis have put a lot of thought into the local members current and future needs. From the incorporation of local materials to the use of natural lighting, the local design team of architectural firm Shoalts and Zaback and local general contractor Cupido Construction have highlighted the different aspects of the trade and architectural features in the building.

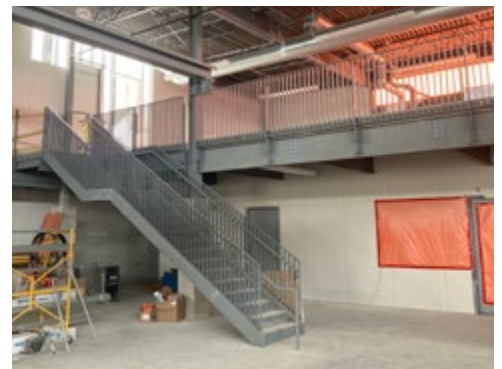
The new member meeting hall (approximately 1,500 square feet), training center and office area (21,500 square feet) has exterior glass panels and clear span windows atop massive GluLam beams, emphasizing the natural light of the building. Materials utilized in the center's construction are heavy timber and wood roof decking, exposed board form coloured concrete walls, fiber cement panels, interior wood ceilings, wood doors and frames, and wood wall paneling. The open concept design and the use of manufactured timber products throughout the building connects new design technologies with our 140 year old heritage. Kingston is often referred to as the Limestone City, and this is represented in the meeting hall with its large exterior sidewall consisting of locally quarried limestone. The training center floor has the same clear span windows supplying the 17,500 square foot shop floor and classroom area with natural light. Interior glass partition walls allow an unobstructed view from the member hall, through the classroom to the shop floor.

Keeping an eye on the future, the size of the training center will allow for membership growth as well as provide the ability to host many additional training programs. Forward thinking, there are two charging stations for electric vehicles at the training center.

Much like many projects over the last year, Covid-19 restrictions has impacted construction. The initial start date was delayed, building material supply chain delays have also posed a challenge throughout the project. However, the building is optimistically scheduled to be completed and open for July.

This project is a great example of the CDCO forward-thinking locals, addressing current membership needs and preparing to meet future industry demand. With the ever changing environment of construction and training this building, like many of our local training centers will allow for us to remain an industry leader.

Adam Bridgman
Provincial Training Coordinator



INDUSTRY PARTNERS JOIN FORCES TO OFFER NEW SIDING INSTALLERS TRAINING COURSE

Daily Commercial News



CARPENTERS UNION – The Carpenters’ Union, the College of Carpenters and Allied Trades and Building Up recently partnered to offer a new siding installation training program for youth. A second session is being held to train individuals with TradeLinx.

A number of groups who saw a need in the industry came together recently to offer a new siding installation course at the College of Carpenters and Allied Trades in Vaughan, Ont.

“It came together very quickly,” said Chris Campbell, equity and diversity representative with the Carpenters’ District Council of Ontario. “They posted a notice at the union looking for workers who do siding and roofing. I called the rep who takes care of that and said, ‘I have folks from the community, how about we run a course and train them.’ I am just glad we could bring it together and make it happen in such a short time and have positive results.”

The training required five days in a facility with an instructor, followed by two weeks onsite. The contractors, community organizations and the Carpenters’ came together for a meeting to iron out the details and the program was up and running the following week.

“The union has space at the back of the union training centre,” explained Campbell. “The community organization will take care of their wages for the three weeks...and the expense of their tools. Giancola Aluminum supplied the materials for the siding.

“The union took care of the wage of the instructor and the mockup wall was taken care of by the union.”

The first session was run with Building Up and the second one is primarily with TradeLinx. Both provide pre-apprenticeship training.

“We’re taking people from two government funded community organizations, that goes into the community and recruits youth, at-risk youths who have been disadvantaged, youths looking for an opportunity to start a career in the construction trades,” Campbell noted, adding there is an advantage for those taking the course.

“By taking this course they get a little bit of hands on experience about a sector of the union. They didn’t join the union and sit and wait for the hiring hall to call them. With this they came in the

union and they learned this skill and they were able to go straight out to work. Six months or a year down the road they can join the union.”

Once they completed the five-day training, the workers were sent to a site in Brampton, Ont. to gain hands on skills. The goal is for them to stay on and work with the contractors who they trained with.

“We’re in short supply of siding installers, so we took people (from Building Up) and trained them on siding installation and hooked them up with this company and they all went to work on a jobsite for Mattamy Homes in Brampton, a six-storey midrise,” explained Darren Sharpe, residential sector co-ordinator with the Carpenters’ Union.

He said siding installers can make a good living, anywhere from \$50,000 to \$180,000 a year depending on how hard they work.

“The average age of a siding installer is in the 50s. We have no young people coming in,” he added.

Marc Soberano, executive director of Building Up, described the organization as the bridge between the construction industry looking for workers and people in the community looking to work in the field.

“It’s been a perfect marriage between the two organizations,” said Soberano, adding they work with people from different backgrounds including racialized groups, youth, women, newcomers to Canada and those who have been in trouble with the law and are looking for a fresh start.

“Chris Campbell came to speak at our training centre and told them what it’s like to be a member of the union. We started talking about some opportunities to get Building Up folks working and help them meet some of their recruitment needs. Before we knew it we had developed this program that we were working on together.

“Six of the eight people who went through the program are already working on a siding jobsite with union contractors and they are out there starting their careers,” he added.

Amaury Yusti, owner of AY Exteriors and Solutions, had two of the participants from the program join his crew on a site in Brampton. Although it’s very soon to tell, he said the workers are doing well.



“I’ve been looking for help for years,” he noted. “It seems like the understanding and the training are there and they seem to be familiar with some of what we do. They get the terminology and they get what I want, now they have to gain some experience and become productive. It takes a while. I can see the progress on a daily basis. I give them a task and I can see how they improve every day.

“They are doing this because they want to, they want to be a tradesman,” he added. “I can sense they want to be here. It’s a good start.”

“It’s been a perfect marriage between the two organizations,” said Soberano, adding they work with people from different backgrounds including racialized groups, youth, women, newcomers to Canada and those who have been in trouble with the law and are looking for a fresh start.

THE RETURN OF THE TRADE SHOW INDUSTRY – A REALISTIC VIEW

Nancy Milani, CEM-AP, CMP

As we look ahead with restrictions being lifted, the majority of Canadians becoming vaccinated and life getting back to somewhat normal we must consider how the recovery will be for the industries who have been decimated by this pandemic. The hospitality, entertainment, event and trade show industries have literally been shut down for almost a full year with no return date in sight. The economic impact as a result has been billions of lost dollars.

What does the resurgence look like for them? The Canadian Association of Exposition Management (CAEM) and the International Association of Events & Exhibitions (IAEE) have been lobbying all levels of government for the safe reopening and financial aid for the trade show industry. Most large Canadian events have been cancelled in Q1 and Q2, some pushed into Q3 and Q4 and many have already made the decision to cancel outright in 2021 and hope for a return in 2022.

The reality is with vaccine distribution holdups, border closures, and governmental mandates on gatherings it is going to be a slow recovery for the industry. This combined with company policies restricting travel for the balance of 2021 and fear to attend large gatherings (even with safety protocols in place) bodes for a realistic recovery in 2022.

Smaller and Hybrid events (combined live and digital) are expected to be quite prevalent as the recovery process begins. Associations and event producers have pivoted to online learning and conferences and are doing this successfully. Advancement in technologies offer cost effective platforms with a variety of options that include, presentations, matchmaking and networking. Trade shows however are more difficult to produce virtually as the full experience cannot be replicated. Unfortunately, the industry won't likely see the full return to the large events until 2022 and 2023.

There is still much uncertainty in the industry but what we can ascertain is trade shows will be back, in a big way, as nothing beats face to face!



11 Bay Street proposal at Toronto City Hall is a \$1Billion project of a 54 Story commercial office building on a newly rebuilt Westin Conference Centre and linked to The Westin Harbour Castle Hotel

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LOCAL 27 TORONTO

Paul Daly, Local Union Coordinator

I would like to start by saying thank you, thank you to all the members that have continued to protect their families, colleagues and selves while continuing to go to work and build this great city.

We have had steady employment for most of the past year for the majority of the members of local 27. We are aware of the industries that have been drastically affected by the pandemic but it has been the skills of the carpenters and apprentices that have brought their adaptable training to the industry and helped contractors diversify their business into new markets.

The ongoing mentoring by forepersons, Journeys and apprentices talking carpenter to carpenter has been inspiring. Here are a couple of people that have shown leadership and lead by example:

We are showcasing some of our carpenters and apprentices working on various sites promoting the trade and the support for each other in this issue of Tradetalk, It is part of our ongoing communications to the general public and our people we are putting faces to the membership of local 27

Local 27 has had a history of being innovative and are recognized by the various levels of government and the general public as setting the standards for training, professionalism and community involvement.

By now you should have received your tuff duck vest through the mail, the jacket distribution on Labour Day couldn't happen last year but it wasn't going to stop our representatives from getting out these quality vests. The special events committee has been working hard on coming up with innovative ways to get good quality products into our members hands.

The future looks very bright for us in the construction industry. With over 8500 members working in the GTA under the local 27 banner.

Paul Daly
Local Union Coordinator



Dean Marsh & Wife Adrienne

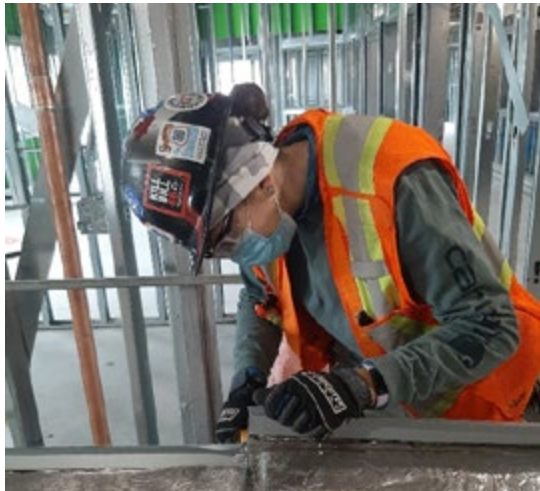
*We are happy and sad to announce the retirement of Dean Marsh, Resilient flooring business representative. Dean has been an outstanding addition to this organization for 46 + years , a true inspiration for all of us. His contributions were integral to our success and continuity of our flooring industries training and growth . On behalf of the Executive and Staff of Carpenters Local 27, we would like to wish him the best of luck in his future. **Happy retirement Dean.***



We would like to introduce you to Carpenters Local 27 Special Events Committee

From left to right, Rick Baric, Joe Iannuzzi, chair, Kevin Harrigan, Sean Blake and Mark Russo.

Carpenters Local 27 would like to thank the Special Events Committee for their dedication and commitment to this union and its members.



Today the Carpenters' Union Local 27 is proud to spotlight our Sister, Journey person Angela Norman. Angela is employed with Steel City Millwork and is seen here making the final cuts to expansion joints at Michael Garron Hospital before install.



Anibal DaSilva – Local 27 Member
"Have a positive attitude, always be willing to listen, ask questions if you're not sure, and have the tools to teach our younger apprentices."



This is our Aluminum Composite Panel Installation Training Program being taught over at the College of Carpenters and Allied Trades!



LOCAL 397 OSHAWA

Joel Neville, Local Union Coordinator

As we continue to navigate ourselves through the challenges brought on by the COVID-19 pandemic, we can now see light at the end of the tunnel, with vaccine roll-outs, even as slow as they may be. I think we all look forward to the day where we can sit comfortably on a patio enjoying a cold beer with our friends and colleagues. All of us are longing for the opportunity of safe travels and a time we can socialize freely without communicating with each other through a mask.

I am happy to report that we have had lots of work and that 2021 looks to be another busy year. The Unit 3 Refurbishment at Darlington G.S. is underway along with other ongoing projects, including the Unit 3 Steam Turbine Refurbishment, with all scaffolding and related activities to be performed by Aluma/Safway.

Local 397 is open to serve you, conforming with any and all restrictions as imposed by the Province and local health department, although regular monthly meetings remain cancelled until further notice.

We are hopeful that the pandemic slows down enough so we can once again enjoy our annual golf tournament, which is tentatively booked for Saturday June 26th at Baxter Creek as well as our annual children's Christmas party, which is tentatively booked for Sunday December 5th at Best Western in Cobourg.

Please keep the hall updated with all contact information as well as any changes to your dependents and/or beneficiaries and ensure the hall has your current email on file.

DUES: A reminder that, in January 2020, the UBC's policy on reinstatement of members changed. Members can only be suspended and reinstated one time per initiation date. In other words, your second suspension will give you a new initiation date. For your convenience, dues may be paid via debit, credit card, cheque, money order, cash and email money transfer. Email money transfers can be sent to local397@thecarpentersunion.ca. The question we use is "which local are you a member of?". The answer is "local397".



We will continue to keep you updated on upcoming training and any other events by newsletter. It is your responsibility to ensure your training is up to date and when reporting for work you have all your safety tickets with you as well as the personal protective equipment required for the job site.

Stay safe!

In Solidarity,

Joel Neville
Local Union Coordinator



LOCAL 1030 TORONTO

Durval Terceira, Local Union Coordinator

As we herald the beginning of a new year members of local 1030 can look forward to further positive things after a prolonged and still is a period of suffering under this pandemic. We should be optimistic of this upcoming year, slowly we can see the light at the end of the tunnel with the vaccine going into people's arms, but we cannot let our guard down. We still need to wear a mask, practice social distancing to protect ourselves, our loved ones, and the most vulnerable. Local 1030's first priority is the safety of our members. If you feel you have been forced to work unsafely, please contact your union rep right away so we can deal with the problem quickly and efficiently. Your local union team is working very hard to make sure we grow not just in membership but also in market share. you the member play a big role for that to happen, so please, if you're working beside workers who are non-union tell them to call us so we can sign them up and organize those employers that are taking advantage of them. after all, every person deserves to retire with dignity, with a pension and benefits. time goes by quickly, everyone gets old and god forbid you get hurt on the job, no one is there to protect you and eventually you get replaced by someone else. Local 1030 is here to represent every one, man and women. Local 1030 has been very active in the residential sector and our goal is to represent all sectors in the residential construction, organizing house builders, bricklaying, low rise and high rise forming, framing, roads, pre-engineering panels, and mid-rise framing up to four floors.

Local 1030 Executive board wishes you and your family a great and safe summer and please protect yourself by wearing a mask, practicing social distancing and be safe on the jobsite at all times.

In Solidarity,

Durval Terceira
Local Union Coordinator



Local 1030 members on site at Atriacon Developments in Oshawa. On Bond St. and Mary St. High rise building Project

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LOCAL 675 TORONTO

Claudio Mazzotta, Local Union Coordinator

I extend my best wishes for your health and the health of your family and friends.

As we move away from the winter and head towards spring's warmer weather, our thoughts shift towards change, renewal and revitalization!

No the pandemic has not gone away, however, there is new hope as vaccines are now available beginning with our older and most vulnerable population by spring, continuing throughout the summer and fall for all those eligible and willing to be vaccinated.

Heroes

Well-deserved praise goes out to our Healthcare workers for their determined efforts at taking care of our community! The work they do places intense physical and emotional demands upon them and we are thankful for their service.

Let us not forget our other essential workers. We wish to thank all construction workers, specifically you, our membership. Many of you have not stopped working since this pandemic began. You too are our heroes, working front and center, to continue to keep our economy flowing and working as productively as possible for our society under these extreme circumstances. Your commitment to our craft is commendable and we thank you!

Mental health is an often-overlooked issue in our industry. It can be easy to become overwhelmed especially during these stressful times. Help is available in a variety of ways including contacting CAMH at www.camh.ca, which provides access to mental health and addiction supports. In addition, the Ontario government provides access to resources by going on their link www.ontario.ca/page/covid-19-support.



Ainsworth Clarke
27-year veteran
of Local 675

Ainsworth Clarke
Local 675 Drywall

In February, we celebrated Black History Month, which is a time to not only remember the important events and people who are vital to Black history, but also honour the contributions and success of Black people. Please watch the CDC's video in which Thomas Clarke and his son Ainsworth, both members of Local 675, speak about their experiences in our industry. In order to make changes, we must first listen to and understand the issues experienced by our members, and then take steps to address fighting these inequalities.

Monday March 8th was International Women's Day. Although celebrated on this day, the campaign continues all year long to encourage action and to raise awareness and rally for women's equality, human rights and gender parity. See video at www.thecarpentersunion.ca

Projects

2021 promises to be a busy year. Many upcoming projects have the potential to keep us busy for the next couple of years. In Toronto West, we have some big sites starting up like The West Park Healthcentre, Woodbine Casino & Convention Centre and the Mississauga LRT. Downtown, the Sugar Wharf and The One Condos, are proceeding and the LCBO Tower is almost finished. As mentioned in our previous issue of *Tradetalk*, The Wells, Mirvish Village and McDonald block are underway and flourishing.

Reminders

Our union is determined to eradicate tax fraud in our industry. Workers paid "off the books," or improperly labeled as "independent contractors" fall into this category. This undermines legitimate contractors who support health and safety and fund apprenticeship programs. Contractors are required to pay income taxes, HST and WSIB premiums. Unpaid taxes affect infrastructure jobs like hospitals, which then cannot be funded or built.

Do not be caught up in this scheme. **Please report tax fraud.** For more info see page 7 and sites: notaxfraud.com & stoptaxfraud.net

In light of the ongoing pandemic, we urge all members to sign up for the MyManion app for faster processing on their welfare and benefit claims. As well, please remember to keep in touch with area Business Agents to protect your rights and entitlements. If you are not sure who the Representative is in your area, please contact me at 905 652 4140 ext 308, or my assistant, Sandi Sarra at 905 652 4140 ext. 329.

Remember, we are here to represent you. If you feel your needs are not being addressed, please contact me directly.

In Solidarity and looking ahead to a brighter, better and safer 2021,

Claudio Mazzotta
Local Union Coordinator

Nancy Adams a 17-year veteran of Local 675.
Krystal Nation photo credit



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BROCCOLINI, BIGSHOW SCAFFOLD SHRINK WRAP/SCAFFOLDING PROJECT

Speed of installation and air-tight efficiency against winter elements were among the reasons general contractor Broccolini selected a subcontractor to install shrink wrap facing, rather than tarps, to enclose a more than million square foot industrial building under construction in Ajax.

The GC cut weeks off the project's interior concrete schedule with the decision to employ the wrap over traditional tarp covers, and it kept the cavernous interior weather-tight, allowing concrete pours and other heat-related work to continue through winter, says Jeff Donaldson, head superintendent, Broccolini.

"You can do a project faster, more efficiently and more controlled because it keeps the heat in and Mother Nature out," says Donaldson, noting the air-tight protective facing was installed by

Bigshow Scaffolding & Shrink Wrapping with a crew of carpenters' apprentices and journeypersons from Local 27 in the fall.

Bigshow has been applying shrink wrap to buildings in Alberta for nine years, but its foray into Ontario – particularly the Greater Toronto Area – came only a few years ago.

Nick Sykora, an owner of Bigshow, says the huge Ajax warehouse represents its largest job to date in the province.

The contractor mostly chose to use 42x60-foot shrink wrap rolls for the job which were welded together with propane torches to the steel columns and beams on the 45-foot tall structure.

The Local 27 crew worked from articulated platforms to apply the wrap to the face of the steel structure. Concrete "deadblocks" anchored the wrapping at grade.

The project was done in several segments to protect specific spaces of the building during successive concrete slab pours.

Bigshow co-owner Stephane Tremblay stood side-by-side the Local 27 crew, training and mentoring them through the project.

“We built a six- to eight man team that went from phase to phase on the job,” says Tremblay, noting the crew included second- and third-year apprentices plus journeymen from Local 27.

One of the challenges was controlling the large sheets of the wrap during installation because wind gusts could set a sheet sailing into the air like “a substantial kite.”

Despite winter’s chill and brisk winds, the wrapping remained air-tight and maintenance-free over a four-month period on the warehouse. The owners of an adjacent building weren’t so lucky, says Tremblay, noting that 100 kph winds blew away protective tarp covers one night.

While most GCs in the Greater Toronto Area still use tarps to protect buildings during construction, Tremblay says shrink wrap made the most sense for the large warehouse.

Tarps would have required reinforced scaffolding and a “massive and expensive” amount of wire frame for support for the large-span columns on the fast-track project.

Tremblay sees the market for shrink wrap growing in the GTA through Bigshow’s partnership with Local 27. “The union understands the value, the future of this product and they know to get a substantial market share we need to train our members.”

He says many young carpenters’ apprentices have been open to learning how to install shrink wrap because it gives them additional skillsets to work in construction year-round.

“It’s one of the opportunities through the Local union for young workers to start their careers on a solid financial footing,” adds Rory Smith, business representative for Carpenters Local 27.

Smith says as more general contractors see the cost savings to shrink wrap for most open structures, “it is going to catch on.”

“It is an evolution of protective covering that is more versatile” than tarps, adding it is “adaptable for health and safety purposes because it remains air tight even in a stiff wind.

Tarps, by comparison, leak air at stitched seams, explains Tremblay, noting shrink wrap reduces heating costs by 30-40 percent.



Another reason to use the air-tight facing over fibre-reinforced tarp is that it is made of 100 percent recyclable materials, he says. It is also fire-resistant – an important factor on the structural steel project where welding was required.

Tremblay points out that shrink wrap’s durability has especially been an advantage through the pandemic where project completion delays have been commonplace.

Bigshow’s other wrap projects in the GTA include several jobs for Crosslinx Transit Solutions, Buttcon Ltd., EllisDon, Stephenson’s Rental Services, Multiplex and Tucker Hi-Rise Construction.

Along with single-storey and warehouse type projects, Bigshow has installed the wrap on highrises, including a large mechanical floor at the top of a large office building in downtown Toronto.

“Every year we get more shrink wrapping jobs because more GCs are realizing that it works,” says Tremblay, adding it has led to more scaffolding work as well.

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HEALTHY AIRPORT @ THE GTAA / TORONTO PEARSON AIRPORT (YYZ)

When the impacts of the COVID-19 crisis were truly realized in March of last year, Toronto Pearson needed to be agile and respond swiftly—for its passengers, its workforce and for the communities it serves. On June 23, 2020, after much of the immediate response to the onset of the pandemic had passed, the airport launched its Healthy Airport program. The primary objective was to reinforce the airport for a safe and healthy environment in response to COVID-19 every step of the way for workers and the traveling public. To achieve this, innovation and speed was key, and a series of infrastructure and technology-based projects would follow, all with health and safety as the foundation.

All the innovative projects that were undertaken as part of Healthy Airport focused on making passengers and employees feel safe and comfortable in all the airport's facilities despite the impact of COVID-19. Inside the terminals, the GTAA installed upgraded MERV-13 filters in the HVAC (heating, ventilation and air conditioning) system to help filter out harmful airborne particles. High-traffic moving devices such as escalators and automatic people movers had UV-C light sterilization units installed on the handrails to help limit virus exposure. Touchless operation of elevators was enabled through the use of Bluetooth devices. Other early innovations included touchless washroom faucets, handheld device sanitization units by CleanSlate, touchless water bottle filling stations and baggage cart sanitization tunnels.

These infrastructure investments that are part of an advanced, multi-layered approach to transforming the airport in response to COVID-19 have proven to be instrumental not only in keeping the airport a safe and healthy place for essential travelers and workers, but also in ensuring the airport is ready for a restart of air travel. The efforts being undertaken now will ultimately benefit the recovery of the sector, the communities the airport serves and the nation at large.





LOCAL 785 CAMBRIDGE

Matthew Kwasnicki, Local Union Coordinator

Dear Brothers and Sisters

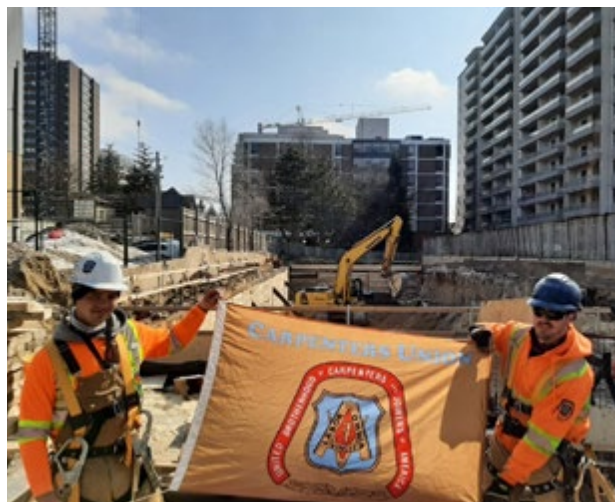
2020 has been a challenging year for all us, in our personal life and in our work life. With Covid-19 still looming around we are being challenged and tested daily at the Local. These restrictions open and close opportunities for us and have pushed the limits to be able to meet the demands that we are expected to meet. I am proud of the hard work from all members and staff that we ended the year consistent to previous years on hours reported.

As we are putting winter behind us and looking to Spring 2021 we are presented with several challenges, but I am confident that we will persevere through them. We will be strategically planning on putting a lot of our efforts on organizing in "ALL Sectors" to help our contractors demands and keep our membership increasing their pensions all while regaining market share in the 785 area. With the help from our neighboring carpenters unions, direction from our Director of Organizing and the Carpenters District Council of Ontario and especially with our 785 members we will be successful. I am confident with this team and as a brotherhood and sisterhood we can be the change that is much needed to attack the Non-union and CLAC companies that have a strong hold in the area. Only as a team can we be successful to achieve this paramount goal that effects 785 members and our unionized contractors we work for. With the hard work and efforts thus far we are already seeing the results, as of early March we have sent local 785 members to Zehr Levesque Group downtown Kitchener to start erecting a mid-rise building. With new relationships like this we will be introduced to changes that this local has not seen for a very long time.

Change is good, Change is hard, Change is needed for us to move forward. Through Change we will repair and rebuild relationships new and old to help build a solid foundation for this great local. From what I have see so far, from each 785 member there is a sense of pride you carry each day to work. I am honored to be apart of the local and at this point of time where we will be apart of the change that will make a ripple effect for generations to come. Thank you local 785.

In solidarity,

Matthew Kwasnicki
Local Union Coordinator



WHAT'S NEW AT THE COLLEGE OF CARPENTERS AND ALLIED TRADES?

We Are Open and Courses are Running!

The CCAT is open for business with strict COVID-19 protocols in place to protect you. If you need assistance, please contact us at: 905-652-5507 prior to paying us a visit. Most issues can be resolved over the phone.

All of our Apprenticeship and Pre-apprenticeship courses are running. We have also modified our course delivery options in keeping with COVID-19 precautions. The following courses are currently available both online and in-person:

- Working at Heights (online theory & in-person practical)
- Working at Heights Refresher (in-person)
- WHMIS and WHMIS Refresher (online)
- Basic Occupational Health & Safety Awareness (online)
- Confined Spaces (online)
- Scaffolding (online theory & in-person practical)
- Scaffolding Refresher (in-person)
- Forklift all Terrain (online theory & in-person practical)
- Power Elevated Work Platforms (online theory & in-person practical)
- Sketch Up Pro – Introduction to Building Information Management Systems (BIMS) (online)
- Basics of Supervision (online)
- Red Seal Exam Preparation (online)
- Print Reading (online)
- Welding (in-person)

Government Incentives for Employers and Apprentices

There has never been a better time to be an apprentice or to employ apprentices. The provincial and federal governments offer several financial incentives to both apprentices and their employers including the recently introduced "Achievement Incentive for Employers" that offers up to \$4,000.00 to eligible employers to employ/train apprentices toward the completion of their apprenticeships. See below for links to this and other financial incentives:

For Employers...

1. **The Graduated Apprenticeship Grant for Employers (GAGE) – Up to \$19,200.00**
<http://www.tcu.gov.on.ca/pepg/graduated-apprenticeship-grant.html>
2. **Achievement Incentive for Employers – Up to \$4,000.00**
<http://www.tcu.gov.on.ca/eng/eopg/programs/>

3. **Apprenticeship Job Creation Tax Credit for Employers – Up to \$2,000.00/Year Per Apprentice**
<http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/ddctns/lns409-485/412/jctc-eng.html>

For Apprentices...

4. **Ontario Tools Grant for Apprentices – Up to \$600.00**
https://www.eoss.tcu.gov.on.ca/AOL/grants/tools_grant/start?lang=en
5. **Apprenticeship Incentive Grant (AIG) for Apprentices – Up to \$2,000.00**
<https://www.canada.ca/en/employment-social-development/services/apprentices/grants.html>
6. **Apprenticeship Completion Grant (ACG) for Apprentices – Up to \$2,000.00**
<https://www.canada.ca/en/employment-social-development/services/apprentices/grants.html>
7. **Canada Apprentice Loan (CAL) Program for Apprentices – Up to \$4,000.00/Level of Schooling**
<https://www.canada.ca/en/employment-social-development/services/apprentices/loan.html>
8. **Tradesperson's Tools Deduction for Apprentices – Up to \$500.00**
<http://www.cra-arc.gc.ca/tx/ndvdl/tpcs/ncm-tx/rtrn/cmpltng/ddctns/lns206-236/229/trds/trdsprsn-eng.html>

More detailed information regarding all of the incentives listed above is available at: www.theccat.ca. Information regarding EI, travel pay and dependent care is provided to all apprentices at the start of each in-school intake. **Apprentices must be registered with formal Apprenticeship Training Agreements in order to qualify themselves and their employers for any of these incentives.**

Working At Heights (WAH) Expiration

The Ministry of Labour, Training and Skills Development (MLTSD) recently sent out notices to everyone who completed their Working at Heights (WAH) training between February 28, 2017 and August 31, 2017, indicating that the WAH one-year training extension ended on March 9, 2021.

If you completed your WAH training during the timeframe listed above, and you are actively working on site, you are now required to complete a WAH Refresher, as your card has expired as of March 9, 2021. To determine when your ticket expires, check the expiry date on the back of your card or simply add three years to the date of issue.

If you have already updated your WAH training with our office, or another MOL approved facility, you can disregard the notice.

Wooden Observation Tower
Pyramidenkogel, Keutschach (A)



WHAT DOES TIMBER CONSTRUCTION MEAN FOR US?

We can mean every single person for whom high living comfort and a green footprint of a building have top priority. Or companies that make their living from timber construction, like Schmid Schrauben Hainfeld from Austria, where essential timber connecting elements have been manufactured for almost 180 years. But also for countries like Austria the building material timber has gained more and more importance in the last 20 years. The proportion of timber construction has already doubled in this period. A quarter of the newly constructed buildings are currently made of timber. The trend is similar from a global perspective - timber construction is booming. There are good reasons for this, because timber is a real jack-of-all-trades. Every cubic meter of used timber captures one ton of CO₂ in long term. Glulam and CLT are highly developed building materials, which means that significantly heavier concrete panels can be replaced by them. Despite its low weight, wood has a very high load-bearing capacity, it carries many times its own weight. The high degree of prefabrication in timber construction is undoubtedly a good reason to use this sustainable raw material. Buildings can be erected on site in the shortest possible time, which saves time, money and also the disruptive factor for neighbours - that's often the reason for timber construction in city centers.

The fact that timber is a burning raw material is often used as an argument against it. Yes, timber burns, just like other building materials. However, the fire behaviour of timber is easier to calculate and control than other building materials. At elevated temperatures, timber forms a layer of coal, this layer maintains the load-bearing capacity for a long time.

North America is also a very important economic factor for Austrian manufacturers. The mass timber boom is growing faster here than almost anywhere else in the world. It is therefore only logical that exports to the North American timber market are an important commercial factor for manufacturers from Austria. This is also the case for Schmid Schrauben Hainfeld as a supplier of timber construction fasteners. Therefore, we have strategically placed our first overseas warehouse in Canada. This should enable our Canadian partner TielnTimber to serve this important market with our Austrian-high-quality timber construction screws in the shortest possible time. The COVID19 pandemic has not yet hit our industry. In recent years Schmid Schrauben has invested in new manufacturing equipment and a new production hall, with the currently increasing capacity level this was an important strategic step to satisfy the growing demand of our products. I wish for all of us, and thus also for our climate, that this positive trend will continue.

Heidi Dodes as Key Account Manager – Timber Construction at Schmid-Schrauben; For more info see: www.schrauben.at



WSIB DEPARTMENT REPORT

Michael Farago, WSIB Representative

The Technical Revolution in Workers' Compensation

For many years, the workers' compensation system in Ontario has followed very much the same practices and procedures, with only gradual and minor changes to account for changes in technology. For example, copies of files were sent out by the WSIB in paper format only and representatives would receive duplicate copies as additional records were added to the file over time. Sorting through these duplicate records was time-consuming and the files took up a great deal of space. If an appeal was necessary to the Workplace Safety and Insurance Appeals Tribunal, an additional paper copy of the file was produced and distributed. Documents could not be e-mailed to the WSIB or the Appeals Tribunal – they could only be mailed or faxed.

The COVID-19 pandemic forced a sudden and dramatic change in many practices and procedures at the WSIB and Appeals Tribunal. Staff at the CDCO who represent workers in their WSIB claims and appeals have had to adjust accordingly. For example:

- Our office now receives file access from the WSIB electronically via a secure system;
- Letters and other documents can be uploaded to the WSIB and the Appeals Tribunal electronically without the need to print them;
- Staff have been provided with the ability to send and receive faxes right from their computers;
- Injured workers are now able to access their own claim information from the WSIB website using their claim number and a personal access code.

Since March 2020, staff of the WSIB and Appeals Tribunal have been working from home. Hearings and meetings that used to take place in person are now able to proceed by phone or videoconference. For some members, this has been a great benefit, as they have not had to spend time and money travelling to a hearing location. In cases where union members did not have access to

videoconferencing technology, they were able to participate in a hearing using a computer in a meeting room at the union office.

While the COVID-19 pandemic has presented tremendous challenges, it has also been encouraging to see the significant efforts being made to protect everyone's health and safety.

COVID-19 and WSIB Claims

As of early March, 2021, the WSIB reported that 17,333 COVID-19 claims were allowed with another 512 claims pending, with most claims coming from nursing and residential care facilities.

A worker should file a claim for COVID-19 if, as a result of workplace exposure, the worker has suffered symptoms or has been diagnosed with COVID-19. A worker should not file a claim if they have been exposed to COVID-19, but that exposure has not led to symptoms or illness.

COVID-19 has also had an impact on those who were injured prior to the pandemic and who were being trained by the WSIB to find other jobs in the open labour market.

Many members have had to quickly adapt to changing circumstances when their schools and training centres closed and they had to become familiar with on-line learning. Now, as members complete their training, they are faced with an uncertain job market. This has placed a great deal of stress on injured union members who are trying to find new employment.

If you need assistance with these issues or help in submitting a claim, please contact the workers' compensation staff at the CDCO.

Michael Farago

WSIB Representative

BARE-KNUCKLE CAPITALISM HAS NO PLACE IN NURSING HOMES

Reprinted with the permission of the Author, from the Toronto Star

Former Ontario Premier Mike Harris chat with Toronto Mayor John Tory at Queen's Park in 2019. "The move toward privatization got started under then-Conservative premier Mike Harris, whose government made long-term care more attractive to private business by removing minimum staffing levels in the homes, making them ripe for profit-making," writes Linda McQuaig. - Rick Madonik

When it became clear last fall that the province's long-term care (LTC) homes were about to be engulfed by the second wave of the pandemic, the Ford government swung into action.

Wasting no time, it promptly introduced legislation – legislation that gave the corporate owners of long-term care homes extra protection from lawsuits that were accumulating against them.

Tragically, the province has shown no such speed or dedication to the task of providing extra protection – or much protection at all – to the elderly people who live in these homes and who, unlike the corporate owners, really are helpless to defend themselves.

It's striking that Premier Doug Ford has given priority to the interests of these corporate owners even as the coronavirus has swept through LTC homes, turning them into gruesome death traps and claiming the lives of almost 3,000 residents.

Investigations, including those done by Toronto Star reporters, have found that the coronavirus death rate has been significantly higher in for-profit homes than in not-for-profit homes.

Dramatic as this finding is, it may only hint at the extent of the problem resulting from allowing the for-profit sector to operate in the Long-Term care industry.

Indeed, the greatest danger may be posed by the emergence in the industry of "financialized" enterprises – firms that operate according to a more bare-knuckle type of capitalism, associated with the financial industry, that focuses relentlessly on cost-cutting to drive ever-higher profit margins.

These financialized firms – which include private equity funds and real estate investment trusts (REIT) – have become a major presence in the seniors housing industry. They operate large chains



and now control just over 30 per cent of government-funded LTC homes in Ontario.

Perhaps not surprisingly, LTC homes controlled by these financialized firms have experienced even higher coronavirus death rates than LTC homes controlled by other for-profit operators, according to Martine August, assistant professor at the University of Waterloo's School of Planning.

So if there are concerns about permitting profit-making in homes caring for the elderly – and there should be – these financialized firms should be particularly setting off alarms.

The financialized firms are "like private ownership on steroids," August says.

One concern is the impact on labour, the biggest cost driver in LTC homes. Unions representing LTC workers charge that for-profit homes generally pay very low wages and offer mostly part-time and casual work – reducing the chance of meaningful relationships developing between staff and residents.

As for financialized LTCs specifically, there's little Canadian research but international studies show they tend to have fewer staff hours

continued on next page...



H.O.P.E. LOCAL 2220

Paula Randazzo, President & Union Representative

The Second wave has been a challenge for HOPE 2220. The infection rate of members working the frontline in LTC and Retirement has tripled since the first wave. To date there is not a single Facility where all staff are fully vaccinated.

As members struggle with loss of 2nd jobs, balancing work and families, many from hotels where they have been staying to protect family members from the risks they face daily, the For-Profit employers have been contracting out their jobs to outside Agency staff. Hiding behind the Emergency Measures Act to strip members of the fundamental rights enshrined in our collective agreements, seniority, call ins, job posting, Over time etc.

HOPE with the continued support of the CDC and our legal department have become emboldened to continue to fight both legally and politically.

and lower quality care, allowing them to increase shareholder dividends and raise executive pay, says August.

All this cries out for more public ownership and control over long-term care homes.

But, in recent decades, Ontario has gone in the opposite direction, encouraging private ownership in the industry. Roughly 57 per cent of the province's LTCs are now privately owned, with two U.S.-based REITs, Ventas and Welltower, among the biggest players in the industry.

The move toward privatization got started under then-Conservative premier Mike Harris, whose government made long-term care more attractive to private business by removing minimum staffing levels in the homes, making them ripe for profit-making.

Harris also paved the way for privatization with his deep cuts to Ontario's social spending. This meant significant reductions in hospital beds, forcing seniors requiring care into LTC homes, which received smaller per-patient government subsidies.

With Elections looming both Federally and Provincial our Union needs to continue to work hard politically and make clear no political Party will get our support unless they commit to paid sick time and moving the For-Profit Care to that of Public or at the very least Non-profit. If we do not achieve these goals, our members health and working conditions will always be subjected to the almighty profit machine. We will continue to see full time jobs disappear and the sector race to the bottom.

Now is the time to push hard for the changes we need in health care in Ontario.

In solidarity,

Paula Randazzo
HOPE Local 2220

From his vantage point as premier, with projections showing a coming explosion in the demand for seniors housing, Harris had little trouble spotting the lucrative potential for financialized firms in the industry. After retiring as premier in 2002, he quickly became chairman of a newly formed REIT called Chartwell Retirement Residences, which operates both publicly funded LTC homes and privately paid retirement homes.

Over the past decade, Chartwell has distributed \$798 million to shareholders and paid its executives \$47.3 million, including an annual salary of \$229,500 for the former premier's part-time chairmanship, which he still holds.

Mike Harris' involvement in the dubious rise of privatization – and financialization – in the long-term care industry makes it all the more outrageous that the Ford government recently awarded him the Order of Ontario, even as the pandemic continues its relentless slaughter of helpless LTC residents.

Linda McQuaig is a Toronto-based freelance contributing columnist for the Star. Follow her on Twitter: @LindaMcQuaig

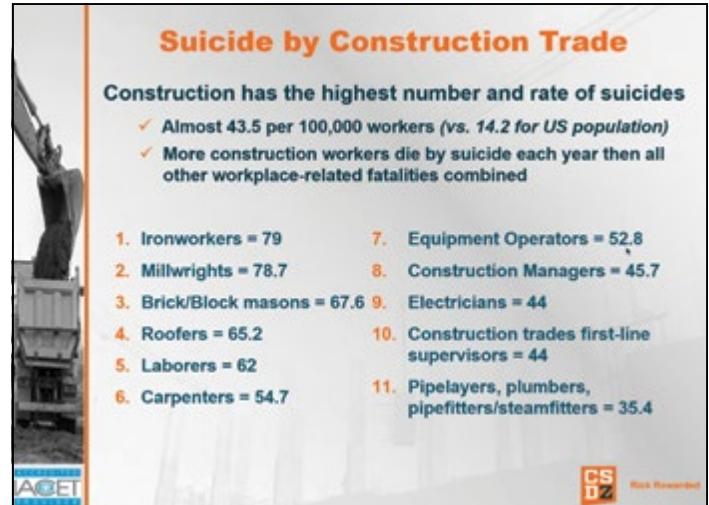
THE TIME IS NOW!

Since the early 2000s, I have had the honor and pleasure of working with researchers in Canada and the USA assist our members improve the **physical aspects of safety** on the job site (i.e., fall prevention, air nail gun improvements, ergonomics, etc.). We often utilized our joint labor-management training centers to implement and/or improve related apprenticeship training to this end. However, it has only been over the past decade that we expanded our focus to include the **mental aspects of safety**. In fact, since retiring over two years ago I have dedicated a large portion of my waking hours towards helping both blue- and white-collar people within the construction industry by **breaking the silence** when it comes to Mental Health, Addiction Awareness, and Suicide Prevention.

Fortunately, my path has crossed with several thought leaders in the Toronto area...one who comes to mind is Mike Yorke, President of the Carpenters District Council of Ontario. In fact, just a few days ago he sent me an article which appeared in a recent *Globe & Mail* that featured 100 vignettes involving citizens across Canada who died since 2016 as a result of the opioids crisis.¹ It is important to note that several recent reports in the USA have ranked the construction industry #1 when it comes to opioids abuse and suicide.^{2,3} In what has been historically a male-dominated industry, it should come as no surprise that construction ranks where it does when considering factors such as daily exposure to dangers, chronic pain from repetitive motion, seasonal pay, etc.

Sadly, the COVID-19 pandemic has exacerbated deaths within our communities. Let me be clear...This is not a union vs non-union issue...It is a human issue. Accordingly, as a brotherhood, we need to do our part in becoming part of the solution vs remaining part of the problem! It is never too late to start and that is why I say **the time is now!** Take the first step by watching this video by Prince EA on Mental Health (<https://www.youtube.com/watch?v=6YbWRqsnHdo>). Then, have a look at what our brother Frank Hawk is doing in Las Vegas (<https://www.facebook.com/watch/?v=1270330576631605>). Interestingly, on a recent Zoom call with over 3,000 Canadian members General President McCarron highlighted this issue and urged our members to reach out to others who appear to be struggling and to check up on one another. Simply ask, "How are you doing?"⁴

TOGETHER we can BREAK the SILENCE!



Sources:

¹<https://www.theglobeandmail.com/canada/article-portraits-of-loss-one-hundred-lives-felled-by-an-overdose-crisis/>

²<https://www.jdsupra.com/legalnews/dealing-with-the-opioid-threat-in-the-8952613/>

³<https://www.ehstoday.com/construction/article/21919003/suicide-in-the-construction-industry-the-silent-killer>

Bio:

Dr. John Gaal served as the Director of Training & Workforce Development for the St. Louis-Kansas City Carpenters Regional Council. He began his apprenticeship 1979. Since retiring, John has earned industry-recognized credentials as a Certified Peer Specialist and a Certified Community Health Worker. In addition, he serves as the president of the International Vocational Education & Training Association (IVETA). John can be reached at jsgaal59@gmail.com.

HAZARD ALERT



OPIOID DEATHS IN CONSTRUCTION



Why are construction workers at risk?

- ▶ The construction industry has one of the highest injury rates compared to other industries.¹
- ▶ Opioids are often prescribed to treat the pain caused by these injuries.
- ▶ Long-term opioid use can make people more sensitive to pain and decrease the opioid's pain-reducing effects.



According to the CDC, 1 out of 4 people prescribed opioids for long-term pain become addicted.²

Injured construction workers often...

- ▶ Cannot continue to work while injured.
- ▶ Suffer a loss in income. Even if an injured worker receives workers' compensation, it is often not enough to make up for lost pay.³
- ▶ Experience anxiety, stress, and depression, which can add to the pain.

*Source: The Demolition of Workers' Comp. <https://www.propublica.org/article/the-demolition-of-workers-compensation>



Overdose deaths are on the rise.

- ▶ In 2016 alone, more than 63,000 people died in the U.S. from an overdose – over **42,000** of which involved an **opioid**, according to the Centers for Disease Control and Prevention (CDC).
- ▶ One study showed that more than half of those who died from an overdose had suffered at least one job-related injury.³
- ▶ Overall, overdose deaths that occurred on the job increased by 30% between 2015 and 2016.⁴
- ▶ In Ohio, for example, construction workers were **7 times** more likely than other workers to die from an **opioid** overdose between 2010 and 2016.⁵

Protect Yourself!

1 Prevent Injuries

Work shouldn't hurt – your employer must provide a safe workplace to prevent an injury from occurring. A commitment to safety reduces the risk for injury and need for pain medication.

Follow safe work practices.



Getting help lifting heavy materials can reduce the risk for injury.

2 Talk to a Doctor

Opioids are addictive and can have side effects.

Ask about:

- ▶ Other forms of pain medication that are not addictive and have fewer side effects.
- ▶ Other forms of pain management such as physical therapy or acupuncture.

Opioids should be the last option to treat your pain. If opioids are prescribed they should be used for the shortest possible time. Safely dispose of any unused medications.



SHUTTERSTOCK.COM/BRANDIS

3 Get Help

Opioids change how your brain works. They trigger one part "that motivates a person to take more" and another part that makes it hard to stop.⁶ Check with your employer or union to find out if they have a program to help, such as:

- ▶ an employee assistance program (EAP); or
- ▶ member assistance program (MAP).

Or ask your doctor for help to find the best addiction treatment option for you.

Remember addiction is an illness that can be treated.

Call this confidential national hotline:

1-800-662-HELP (4357)

If you or someone you know needs help:

- ▶ Contact the Substance Abuse and Mental Health Services Administration at <https://www.samhsa.gov/> or call their confidential national hotline: **1-800-662-HELP (4357)**.
- ▶ Contact your union.
- ▶ Visit CPWR's opioid resource page to find a "Physicians' Alert on Pain Management for Construction Workers" and more: <https://cpwr.com/research/opioid-resources>



Sources: 1) CPWR, The Construction Chart Book, 2018, Chart 38e. 2) Centers for Disease Control and Prevention, Promoting Safer and More Effective Pain Management. https://www.cdc.gov/drugoverdose/pdf/Guidelines_Factsheet-Patients-a.pdf 3) Cheng et al. Comparison of Opioid-Related Deaths by Work-Related Injury. American Journal of Industrial Medicine 56:308-316, 2013. <https://www.ncbi.nlm.nih.gov/pubmed/23143651> 4) Bureau of Labor Statistics, Census of Fatal Occupational Injuries, News Release, 2016. <https://www.bls.gov/news.release/cfoi.n0.htm> 5) Opioid overdose deaths: Which jobs are at risk? http://www.cleveland.com/metro/index.ssf/2017/11/opioid_overdose_deaths_which.html 6) National Institute on Drug Abuse for Teens, Out of Control: Opioids and the Brain, 2018. <https://teens.drugabuse.gov/blog/post/out-control-opioids-and-brain>

Find out more about construction hazards.

To receive copies of this Hazard Alert and cards on other topics, call

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www.cpwr.com

PORTLAND COMMONS OFFICE PROJECT DESIGNED AROUND HEALTH AND WELLNESS OF OCCUPANTS

Daily Commercial News



PHOTO COURTESY CARTTERA – The 15-storey, 560,000-square-foot project will feature staggered floorplates ranging from 20,000 to more than 50,000 square feet and 13 outdoor terraces for its tenants.

A new office project rising in the King Street West neighbourhood of downtown Toronto defies the conventional identity of most office buildings in the core.

“We’re not trying to build the tallest, shiniest attractive tower. This building is designed around the health and wellness of the occupants of the building,” says Dean Cutting, partner at Carttera Management Inc., the Portland Commons developer.

The 15-storey, 560,000-square-foot project will feature staggered floorplates ranging from 20,000 to more than 50,000 square feet and 13 outdoor terraces for its tenants.

“It is a design that is intended to feel like it belongs in the neighbourhood,” says John Gillanders, principal of Sweeny&Co Architects, the project’s architect.

He points out that one of a number of challenges or “design opportunities” has concerned interior space logistics on the north end of the building where floors are cantilevered or straddled over the roof of a heritage building.

As the architectural firm was working through design, the pandemic

struck. Rather than take a pause to rethink the development, Carttera retained ARUP of New York City to “advance” some of features of the building, explains Cutting.

Among those changes is an upgraded HVAC system that includes an air ionization system with hospital-grade MERV 14 filtration and UV light treatment to reduce bacterial and infection agent spread, says Heidi Tibben, Carttera’s vice-president of asset management.

Cutting points out that the most expensive upgrade is a building information system customized to tenant needs. It will provide occupants with a range of data and information about their floor such as the number of employees in the space at a given time and the quality of the air.

As a result of the pandemic, the building will also have numerous touchless access entries along with washrooms with touchless fixtures, he says.

“They (ARUP and other consultants) wanted to make this building pandemic ready,” Tibben adds.

Even prior to ARUP’s arrival though and before the pandemic,

Sweeny&Co had incorporated features well suited for the times. The architect incorporated three interconnected lobbies, each with its own elevator core, and a fourth but separated elevator core with its own building entry, says Gillanders.

Emphasis on indoor air quality too was a priority from the design outset, the architect adds. Raised flooring with underfloor air supply to mitigate the spread of potential viruses and operable windows throughout the building are examples.

“There are a number of things we designed (pre-pandemic) that have some benefit for the concerns that people have now about COVID and being in proximity to lots of people in congested spaces.”

Carttera anticipates that most tenant employees will be within walking or biking distance (360 bike stalls will be included) of the building because it is in a high-density residential neighbourhood.

While there are risks to developing premium office space on spec in the midst of a pandemic, the developer is confident the innovative building is the right move.

“Everybody in Toronto, if not the world, is re-examining their office requirements,” Cutting says, noting that people will be less reluctant to come back to offices after the pandemic if their workplace incorporates features that prevent or minimize bacterial or pathogen spread.

Other reasons Cutting isn’t hesitant about the project’s success is its prime location and the “historically low” office vacancy rate in the core.

The building is targeting LEED Platinum for its core and shell and is also going after a wire-score Platinum certification.

It will be connected to the Enwave Deep Lake Water Cooling network via The Well, a seven-building mixed-use complex now under construction a block east of the Portland Commons site.

Mike Yorke, president of the Carpenters’ District Council of Ontario, says the project sets the bar high in office building innovation because of its flexible design and features that take into account the pandemic.

“It’s a great example of confidence in the long-term health of the Toronto commercial real estate market,” Yorke adds.

The project, which started last September, is scheduled for completion in the fall of 2023. Construction is by EllisDon Corporation.



PHOTO COURTESY CARTTERA – Some of the design opportunities on the Portland Commons office project in Toronto include interior space logistics on the north end of the building where floors are cantilevered or straddled over the roof of a heritage building. The project, which started last September, is scheduled for completion in the fall of 2023. Construction is by EllisDon Corporation.



WILLIAM CONWAY/PROGRESS PHOTOGRAPHY – Portland Commons is a new office project taking shape in the King Street West neighbourhood of downtown Toronto.

TORONTO TOWER PROJECTS A SHINING EXAMPLE OF CLIMBING SYSTEM TECHS

Daily Commercial News

Safety and production have been top priorities in the development of concrete core climbing systems over the past decade and nowhere is that more on show in Canada than downtown Toronto.

A case in point is an electric formwork climbing system, the first of its kind in Canada, being used for the concrete core of a structural steel framed 45-floor office building on Front Street.

Made by M-Tech, the climber jumps an entire floor of the concrete elevator core at once. That differs from hydraulic climbers, which are commonplace in Toronto, that only jump segments of a floor of the core at a time, explains Kevin Nagowski, project manager, Alliance Forming Ltd., the forming contractor for the office tower.

Another reason Alliance chose the electric climber is worker safety, he says.

“We have eliminated the leading edges that you have with other systems which jump separately...creating fall hazards,” he says.

A feature of the system is the location of the electric motor and other moving parts at the top of the climber where they are easily accessible if repairs are required.

“If something goes wrong, we can literally unbolt it right from the top of the tower crane, lift it up and change the main motor out in 10 minutes,” Nagowski says.

By comparison, the hydraulics and mechanicals of conventional climbers are difficult to access for repairs, he points out.

The M-Tech climber is also easy to move because there is no hydraulic system bolted into the elevator core.

Denis Furlan, director of Alliance, says he would not hesitate to use the electric system on another structural steel tower.

He points out the climber is best suited to towers at least 25 storeys tall.

Just a few blocks away in downtown Toronto is a concrete cast-in-place 18-storey tower under construction for Google. The climber there does not require a crane when it carries the exterior coating panels for the concrete elevator core.



DON PROCTER – At Bay and Adelaide Streets in downtown Toronto the 32-storey Scotiabank North Tower is rising with a hydraulic climbing system made by Doka. It is the second time the Doka climber, which consists of three integrated systems, has been used in Toronto by Structform.



165 Front Street. Being built by PCL is a Cadillac Fairview property that will provide a new location for TD Bank

While the benefit of the FCI Self Climbing System by Aluma Systems is that it frees the tower crane for other tasks, the self climber also “frees up real estate” on the tight site, explains Joe Plantamura, general superintendent with Structform International Limited, the formwork contractor for the project on King Street East.

“Real estate is very important in downtown Toronto,” says Plantamura. “I don’t have to take the forms off and look for a place to store them.”

Another advantage to the climber’s design is that it is less labour intensive than some climbers.

“I have eight men (carpenters) working on the core.”

Some systems would require twice as many workers, he points out.

Plantamura says it takes about four hours to strip it, remove all bolts and attachments to the concrete core, and another hour to climb to the next floor.

For experienced workers and foremen, he adds, “it is pretty easy to put together.”

At Bay and Adelaide Streets in downtown Toronto the 32-storey Scotiabank North Tower is rising with a hydraulic climbing system made by Doka.

It is the second time the Doka climber, which consists of three integrated systems, has been used in Toronto by Structform. The first was the recently completed CIBC Square on Bay Street where Doka was customized to complete the 54 floors in only 36 jumps, says Leo Bahou, general superintendent of Structform.

“It is a unique animal, designed to beat the schedule,” he says.

Horacio Leal, business representative of Carpenters’ Local 27, has witnessed the three systems at work and says Local 27 carpenters on the sites are working with high-production climbers without sacrificing safety standards.

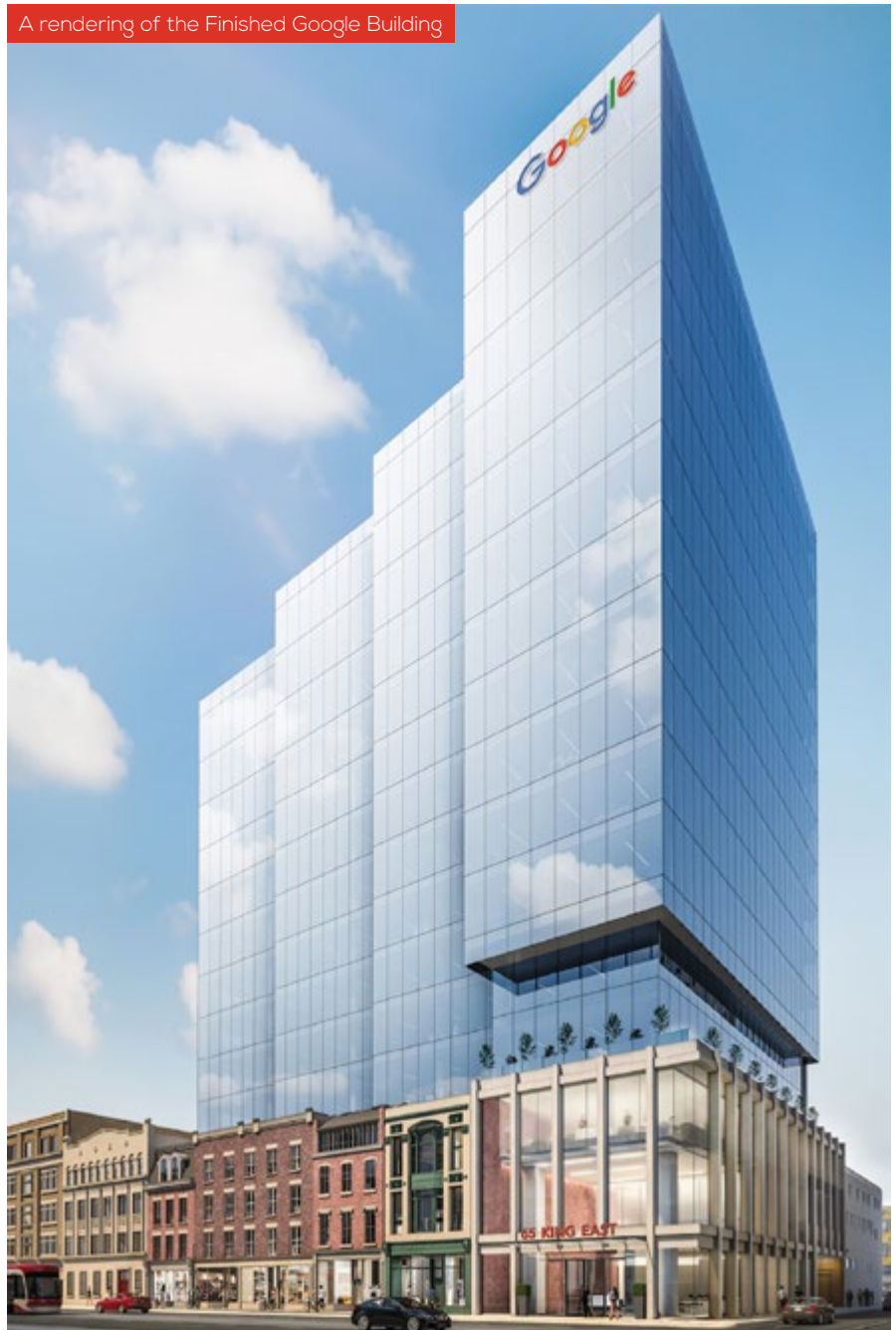
He says he has seen significant improvements in climbers in Toronto over the past 15 or so years.

Expect Toronto to continue to be at the forefront of the new technology, says Mike Yorke, president of the Carpenters’ District Council of Ontario.

“The city is one of the global leaders in the commercial development sector and here is an example of where we are leading on technology and new systems,” he says, adding that the new climbing technology “meshes well” with the Carpenters’ formwork training programs for the next generation of carpenters.

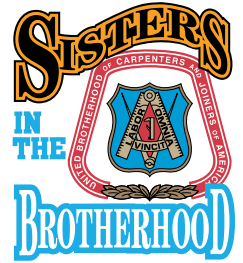
65 King St. E. Project – A concrete cast-in-place 18-storey tower is under construction for Google in Toronto. The climber there does not require a crane when it carries the exterior coating panels for the concrete elevator core. The FCI Self Climbing System by Aluma Systems frees the tower crane for other tasks and also “frees up real estate” on the tight site, explains Joe Plantamura, general superintendent with Structform International Limited.

A rendering of the Finished Google Building





MESSAGE FROM **SISTERS IN THE BROTHERHOOD CHAIR**



Rebecca McDonald, Sisters in the Brotherhood Chair

The theme for International Women's Day on March 8, 2021, is #ChooseToChallenge. Among many reasons, this is one for wanting to applaud our Ontario Sisters for their continued dedication to their apprenticeships, teamwork, and the communities they help build and grow. Due to the level of commitment, UBC Sisters are choosing to challenge what it means to be a skilled trade worker, bringing pride to the United Brotherhood of Carpenters and Joiners of America. We get up every day, put on our steel-toed boots, PPE, and venture out to work. Some days can be demanding and more challenging than others, but we are continuing to pave the way for the next generation of UBC Sisters.

Because continued learning and education are important for all of us - OBCT (Ontario Building and Construction Tradeswomen) has some excellent virtual courses running over the next few months. Public Speaking & Presentation Skills and Mental Health First Aid Standard Virtual are some of the covered subjects and topics. There is no cost and the session are offered during evenings and weekends. I have taken Level 2 Public Speaking & Presentation Skills and found it very beneficial. These communication skills can be utilized in the field, at the job site, in the lunchroom, at the union hall, and in day-to-day life. Should you be interested, please contact me for more information.

Lean in Circles Tradeswomen is funded by the NABTU (North America's Building Trades Unions), and the CBTU (Canada's Building Trades Unions) is a virtual way for Union Sisters to connect once a month. The goal is to learn some new communication skills, strategize more effectively, and share some of the frustrations sisters may experience on the job site/work environment. It's a great way to connect with other tradeswomen in Canada. If anyone is interested in joining, I am Co-Leading a Circle the last Thursday of each month starting March 25th at 7:00 Pm ET. There are other nights of the week available as well. You can reach me at rmcdonald@thecarpentersunion.ca for more information.

As we enter into the busy spring/summer season, I want to I wish our Sisters and Brothers continued good health and stay safe out there.

Rebecca McDonald
Sisters in the Brotherhood Chair



Rokhaya (Rok) Gueye doing Scaffold Training at the CCAT



Mulisius Joe (MJ) on a Metrolinx Transit project in Brampton



Thank you - Carpenters Local 1256



Members of the Carpenters Local 1256,

On behalf of St. Joseph's Hospice, I would like to thank you for your continued support and generous donations over the last nine years equaling a total of \$62,012. St. Joseph's Hospice Donor Recognition Wall was created as a tribute to the generosity of donors, past and present, who have supported St. Joseph's Hospice. Each donor, each gift helps to strengthen and sustain our Hospice Care...Compassion...Community to everyone in Sarnia Lambton. In recognition of your financial support, we have moved the recognition level from an Acorn to a Silver butterfly.

Your donations ensure that the residents of Sarnia Lambton have access to quality end-of-life care and programs for those who have lost a loved one or are losing a loved one.

Respectfully,

Maria Muscedere
Fund development & Community relations Manager
St. Joseph's Hospice

Lesley Coene
Fund development Coordinator
St. Joseph's Hospice



LOCAL 93 OTTAWA

Rod Thompson, Area Manager and Local Union Coordinator

On February 16, 2021, Ottawa returned to an Orange-Restricted Zone. During the provincial shutdown, Local 93 closed its doors for a brief period to the general public; however, staff remained employed full-time to support members who were permitted to enter the building by appointment only, adhering to the public health guidelines and restrictions.

Although the training centre saw a reduction to class sizes, we reacted quickly and proactively by pivoting our delivery methods - training was ultimately uninterrupted and necessary to ensure our essential workers' safety certifications remained up-to-date. Despite a global pandemic and an unprecedented time, construction in Ottawa has not been stifled. We have been actively recruiting new members to meet industry demands as infrastructure continues to surge in the nation's capital and outlying areas.

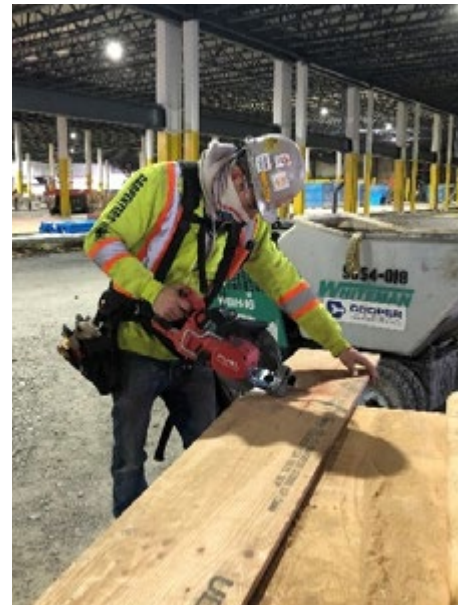
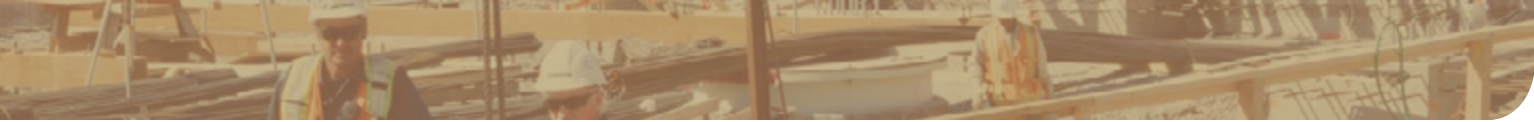
Major projects in the Ottawa area

Canadian Icon - What's old, will be new again - The original Centre Block, built between 1859 and 1865, replaced during 1916 and 1927, is undergoing a major rehabilitation in the Nation's capital - A projected budget that will exceed **1.5 billion dollars** is the source of employment for several Local 93 members. It is the most significant heritage rehabilitation project in Canadian history.

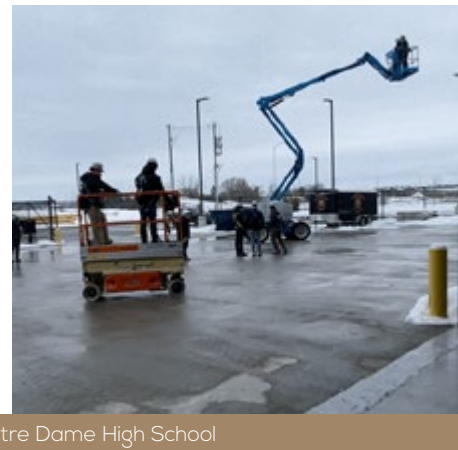


Construction Manager – PCL/ED, a Joint Venture





Ottawa's largest-ever industrial building – Construction of the Amazon distribution centre took off in June 2020, five stories and 2.7 million-square-feet in Barrhaven. The slated completion date is December 2021, an estimated budget of five hundred million dollars and the root of employment for more than one hundred Local 93 members. General Contractor – Broccolini Construction.



SHSM students from Notre Dame High School

Training

It's no secret the past year presented challenges, but it also created opportunity by forcing us to find new and innovative solutions to continue facilitating and delivering programs and courses to our members. Accommodating social distancing requirements, the training centre shop space was transformed into a classroom, which reinforced the significance of "hands-on" learning by integrating and combining theoretical and practical components. It is elevating the overall experience, enhancing the level of understanding, and more effectively engages students.

Although the pandemic caused a brief cessation to our outreach programs, we have since resumed providing vocational training to OYAP (Ontario

Youth Apprenticeship Program) and SHSM (Specialist High Skills Major) students in the hope of attracting future young apprentices to our trade. The courses include Working at Heights, First Aid/CPR, Powder Actuated Tools, Mobile Elevated Work Platforms, and Propane. Since January, more than fifty high school students have received certifications, have been exposed to our diverse trade, and are work-ready.

Congratulations to our latest Red Seal Carpenters - wishing these members great success and prosperous careers:

Nicolas Posso, Brandon Pecarskie, Liam Clark and Jacob Prokpick.

The past year has not been easy and riddled with great uncertainty and change;

maintaining a positive state of mind and attitude has become increasingly more challenging for many of us as the months pass. I encourage all of our members, their families, and staff to reach out to the member's assistance program and seek help if needed. Like everyone else, I hope to see an end to the pandemic in the nearest future so we can return to some normalcy and enjoy the summer months surrounded by friends and family. On behalf of Local 93 Executive and staff, please continue to be healthy and safe.

Yours in Solidarity,

Rod Thompson
President/Local Area Manager



LOCAL 249 KINGSTON

Don Fraser, Local Union Coordinator

While Covid-19 has presented challenges for everyone and has highlighted some shortfalls in both infrastructure and supply chains, the response from the construction industry has been nothing but phenomenal. Construction projects to help boost PPE production and bolster hospital support has been prioritized and the Carpenters Union as a whole has shown they are not afraid to put in the work and long hours necessary to complete these projects. Two projects in Local 249's area that have been implemented to fill the need for PPE and health care and patient support are the 3M expansion in Brockville and the St. Mary's on the Lake field hospital. These two projects also made it possible for Local 249 to maintain employment for members and local contractors during both non-essential construction shutdowns.

3M Brockville:

This 40,000 square foot expansion to 3M in Brockville is being built to produce N95 masks. This is one part of the 'made in Canada plan' to find solutions to Covid-19 to produce safe and secure domestic PPE production for years to come. The project broke ground in mid-September and will be online and producing masks before the end of March 2021. Full Speed Builders is the General Contractor on this fast track project, and has employed many members of Local 249 including Alex DoRego. Since January the project has been operating a day and night shift, seven days a week, to finalize construction and get the production facility up and running. Despite the challenges presented by the winter weather

construction never stopped.

The facility will produce up to 100 million made in Canada N95 masks to help keep frontline workers all across Canada safe during the pandemic and into the future, and has ensured that we have the capacity to produce PPE in our own communities.

St. Mary's on the Lake:

Back in the fall of 2020 Kingston Health Sciences Centre (KHSC) identified the former St Mary's of the Lake site as a centre for an alternate health facility, should there be a need for it during the Covid-19 pandemic. This facility will provide space in the event there is a surge or a need for increase inpatient care in the region. This will also ensure that the area has additional bed capacity for non - covid related complex acute and specialty care for the South East region. In total 70 new beds will be constructed. The field hospital is now ready for occupancy.

With the first phase of this project complete the second phase of the project is ready to begin. The Providence Transitional Care Centre (PTCC) once complete will provide increased capacity to meet the needs of vulnerable adults and those living with dementia. In essence, to provide older adults with the care they need. The target date for the PTCC is the end of May 2021.

This project was undertaken by M. Sullivan & Son and has provided work for Local 249's members through them and their many subcontractors performing drywall and interior systems work, flooring and millwork installation. Local 249 and its

members have been willing partners to help complete this fast track project.

We hope all members and their families are safe and healthy during these trying times.

In Solidarity,

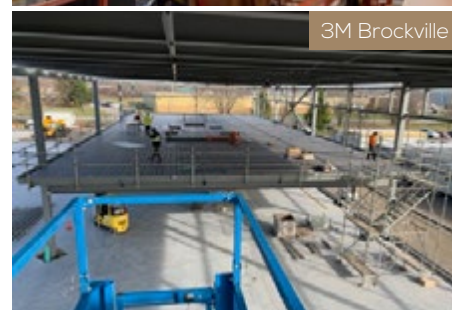
Don Fraser

Local Union Coordinator

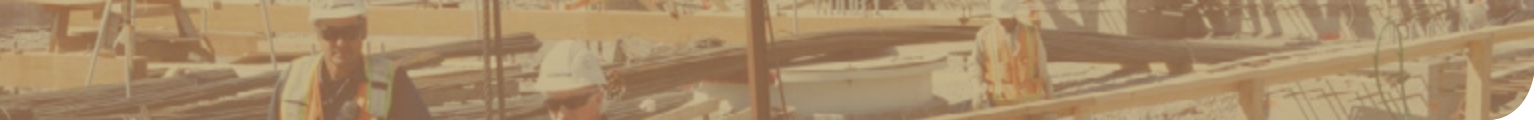


Alex DoRego at 3M Brockville

3M Brockville



St. Mary's on the Lake



LOCAL 2041 OTTAWA

Daniel Bard, Local Union Coordinator

Brothers and Sisters,

We are now one year into living with the new reality of COVID-19. While there continues to be much uncertainty, there are also reasons for cautious optimism. In Ottawa, we are beginning to see the vaccine rollout and at the time of writing this message, our numbers have stabilized enough to allow some restrictions to be lifted.

In addition, we have been fortunate that the construction sector in the Ottawa area has been largely spared from the effects of COVID-19. But in order to maintain that, and ensure jobsites stay open and members working, it is important that we continue to be vigilant in following current COVID-19 protocols. It is important to communicate with the Local if you believe the conditions of your jobsite are slipping or unsanitary in any way.

The work outlook for our members remains strong for the National Capital Region as whole. We are currently at full employment in both the residential and commercial sectors. We are actively seeking apprentices and interior systems carpenters.

Some key projects we are going to see in 2021 are: The Ground breaking of the new \$138-million-dollar Ottawa Public Library and Archives Canada Building. The ongoing roll out of phase two of the \$4.6-billion-dollar LRT project and the continued rehabilitation of the Parliamentary Precinct, specifically Centre Block.

There are also a number of large residential and mixed use developments recently approved by the City of Ottawa, which will follow the line of the new LRT stations.

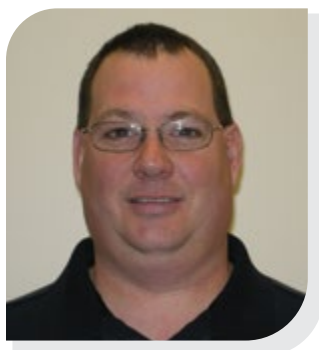
Training of our members and apprentices continues to be a top priority. Health and Safety courses are being offered on a regular basis, with appropriate COVID protocols in place. Class sizes are smaller and that means classes fill quickly, so register early. Please remember, it is your responsibility to notify us if you are unable to attend a course you are registered for. A no show fee will be charged.

While there is reason for optimism that things are going in the right direction for 2021, we have made the decision to suspend this year's golf tournament. However, we are still hoping to bring back the children's Christmas party.

The Local remains open to members; however, member meetings continue to be postponed. We are only a phone call away. Please continue to check with us or visit our website to see the latest information regarding COVID-19.

In Solidarity,

Daniel Bard
Local Union Coordinator



LOCAL 2486 SUDBURY

Tom Cardinal, Area Manager and Local Union Coordinator

Local 2486 is looking forward to great opportunities on two new Gold mines projects in the Area. We have been working very hard with our contractors to secure work at the Cote Gold project by the I Am Gold Corp. The project is located near Sultan, Ontario approximately 2 hours North of Sudbury, Ontario. The Cote project will be one of the largest mills built since Detour Lake mine. The company is spending upwards of \$1.5 Billion which contains a significant number of manhours for our members. RFP have been submitted and we are anticipating an award at anytime and construction is schedule to begin in May of 2021.

Another Gold Mine is the Magino Gold project by Argonaut Gold Corp, this project is located near Dubreuilville, Ontario approximately 3.5 hours North of Sault Ste. Marie. The mine has completed all of its environmental obligations and is in full engineering mode as we anticipate tender by late fall. Contractors are anticipating the mill project will be similar to the Cote project.

Our members have many other projects to look forward to in the Sault area, Tenaris and Algoma Steel have significant projects to start shortly and the twin rink is currently out for tender. Timmins and the Try Town area, KL gold has a tender out for upcoming work in Kirkland Lake, Monteith Construction is set to start on the agriculture building and Timiskaming Shore retirement home has been awarded to Corebuild Construction. In North Bay we will be busy on school work and at CFB North Bay. The Castle Homes retirement center is out for tender as well. Members in Sudbury hopefully will be busy at the Cote Project and Vale has multiple hydro electric projects are on going. PCL has started the exaction for the Extencicare York and varies mining project slate for the year.

I would like to take this opportunity and wish all member a very happy and safe summer

In Solidarity,

Tom Cardinal
Area Manager
Local Union Coordinator



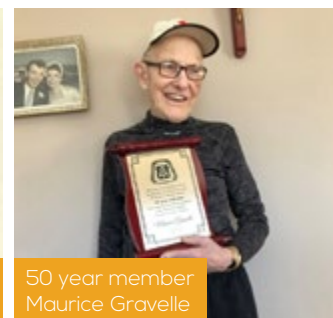
Cote Gold



Magino Site



Brother Arnie Kovala at the top of the stack in Sudbury



50 year member Maurice Gravelle



50 year member Albert Harrison

MONTREAL'S COLLECTIF ESCARGO WINS TOP PRIZE IN SUDBURY 2050 DESIGN COMPETITION

Daily Commercial News

A Montreal-based company is \$50,000 richer after winning the top prize at Sudbury 2050, an international urban design ideas competition that drew competitors from 28 countries.

Collectif Escargo's design is patterned on three themes: unite, regenerate and revive. It won in the Open category, competing against about 70 other teams from as far away as India.

The Collectif's design, called Sève, translates from French to mean sap.

"The idea was like sap flowing: they would start with one idea, pick up with the existing, make new connections," says Terrance Galvin, a professor and the founding director of Laurentian University's McEwen School of Architecture.

The competition was initiated by the school in collaboration with various community groups in Sudbury, Ont.

The idea was to invite creative individuals or teams to respond to a design challenge of creating a regenerative future vision for the urban core of a mid-sized northern Canadian city, Galvin says.

"It was a visionary competition trying to capture the imagination of the public."

The Collectif's Julie Parenteau says the group was surprised and elated by its win.

"All the finalists' proposals were rich, very well made," she says.

Parenteau says the team of four designers was drawn to the competition because the agenda called for a collaborative, multi-disciplinary approach.



"It put together all of the things that are very dear to us such as bringing nature massively into urban life and giving a voice to the citizens in the process."

It also called for sensitivity to the built heritage and the creation of open spaces for art, she says.

Galvin says the 100 or so competitors, including 30 in the student category, met the objective of a visionary competition.

"You want people to be thinking not just about the immediate moment but what is sustainable in the long term (30 years)."

Galvin calls the entries "a gift" to the city.

"Each project has a lot of potentially viable ideas."

He will work with Blaine Nicholls, fellow professional adviser at Laurentian, to create a catalog comprising a synthesis of the entries. Segments of the winning schemes could be implemented soon, such as

regreening laneways and turning areas into pedestrian zones.

Galvin adds a summary of the entries' main ideas will be presented to city council early next year to be used as part of Sudbury's next masterplan exercise.

While the \$50,000 prize money is "significant," the Collectif has not decided what to do with it. Parenteau says the award is important because it provides peer-recognition for the team.

Collectif Escargo, which was formed five years ago, is currently working on a winter outdoor shadow theatre installation this winter for the City of Montreal.

The competition also had 30 individuals and groups competing in a student category. The winning team from Sudbury took home \$10,000.

Galvin says a common thread between the open and student category winners is that they built with the existing city fabric, rather than demolish and start over.

Among the sponsors of the competition was the Carpenters' District Council of Ontario and Element5, a mass timber design/manufacturer.



LOCAL 1669 THUNDER BAY

Evan Reid, Local Union Coordinator

During the past year which has to say the least presented some unique challenges, the work has remained steady and thanks to the great efforts put in by the members of Local 1669 as well as the contractors, Covid 19 issues on jobsites have been kept to a minimum. With many upcoming projects as well as those ongoing the work forecast looks very positive.

Training continues to be ongoing with all safety measures in place. Please stay current with your essential training and if you have any questions regarding the status of your training you can call the office at extension 5. To schedule yourself for training you can do so from our website at carpenterslocal1669.ca. Thank you to the members who have visited the office and Training Centre over the past while for adhering to the public health guidelines and other protocols in place.

With the inability to hold and share information at our regular membership meetings for some time I wanted to point out that with the support of the executive board Local 1669 has continued to support many community organizations, some of which support initiatives across our entire geographical area. Some of the recipients include St Andrews Dew Drop Inn, The Underground Gym, Community Clothing assistance, Thunder Bay Regional Health Sciences Centre, Bullying Canada, Renos for Heroes, United Way of Thunder Bay, Thunder Bay Christmas Cheer, The Salvation army, and Roots to Harvest.

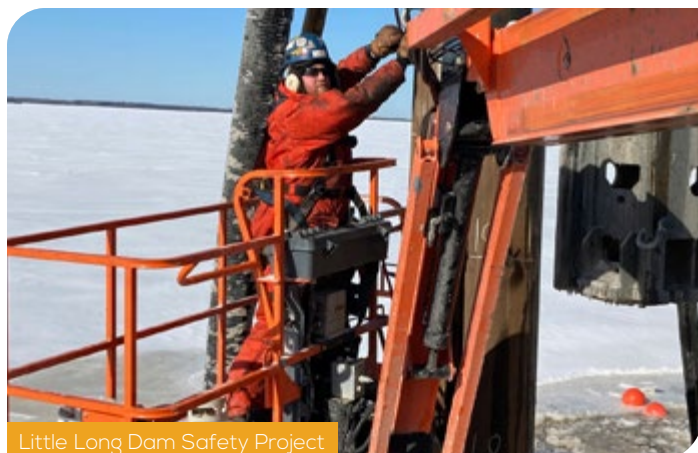
As always if you are in need of something or have any questions do not hesitate to call the office. Take care and stay safe.

In Solidarity,

Evan Reid
Local Union Coordinator



Lakehead University Multi-Use Recreation Facility



Little Long Dam Safety Project

LEGAL DEPARTMENT REPORT



Hello Brothers and Sisters,

The CDCO Legal Department has had a busy few months fighting for the rights of you, our members. Like the rest of the Union (and the world), the COVID-19 pandemic has formed a huge part of the work we have been involved in and, as the situation described in this article shows, it is vital that the members of the UBC stick together and fight for each other as our province goes into the second year of this health emergency.

Our healthcare local, Healthcare, Office, Professional Employees (HOPE) Local 2220, represents employees working at long-term care facilities and retirement homes throughout the Province.

One of HOPE Local 2220's bargaining units includes employees working at the Chartwell Westmount Long Term Care Facility located in Kitchener, Ontario. A COVID-19 outbreak was declared in this Home on December 27, 2020. Little more than a month later, 72 residents had tested positive and 18 of them had died, while 66 of the Westmount's staff had also contracted the virus.

Despite these staggering numbers, management's reaction was to restrict the use of PPE by the workers, particularly when it came to N95 masks. Staff members at the Westmount were having to work without N95 masks or with the wrong size of masks and, when masks were provided some of their managers would bully and berate them for "wasting" supplies. The Union filed a grievance in January alleging that Chartwell Westmount was not adhering to the proper Emergency Directive concerning the distribution and use of N95 masks in long-term care homes under outbreak.

The grievance was referred to arbitration and the Union was able to secure an Order from the arbitrator which sets out, among other things:

- Workers cannot and will not be denied access to an N95 mask when the circumstances require it;
- When a Home is in outbreak, it is the health care worker (and not the Employer) who decides whether she requires the N95 mask and, if so, the Employer must provide the mask;

- No health care worker can be discouraged from exercising her right to request an N95 mask in circumstances where she is entitled to one and workers cannot be punished or penalized, in any way, for exercising their right to decide to use an N95 mask; and,
- Within five days of the Order, the Westmount was also required to notify the Joint Health and Safety Committee in writing with the inventory levels of all N95 masks in the home to make sure that there were enough masks, in the right sizes, to keep these workers safe.

From the perspective of the Legal Department, one of the most important parts of this Award is that it sets up an expedited arbitration process for any future issues regarding the use and supply of N95 masks. Under this process, the Union can get before an arbitrator in a matter of days and it includes holding hearings at night and on weekends. As far as we know, this expedited arbitration process is a first for any Ontario health care union during the current pandemic, and is one which will allow the Union to act quickly to defend its members working in this Home to make sure they have access to N95 masks when they need them.

Your Legal Department is proud of the work we do, but we cannot do anything without the amazing help and assistance we get from dedicated Union representatives and members of the UBC. This case involving the Westmount was not won by the lawyers but because of the hard work of Kim Boyle (HOPE Local 2220 Vice President) and HOPE Local 2220 members Tanveer Mann, Joanne Frackowski, Marie Carrey, Vandy Paroutis and Tania Agostinho, all of whom stepped up and fought for their own rights and those of their fellow Union members. Sisters, thank you for your outstanding efforts!

The entire Legal Department extends our best wishes to all members, and our genuine hope that each of you is keeping safe.

SOCIAL MEDIA HIGHLIGHTS



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Help build the movement for workers' rights and social justice by subscribing to *Our Times*, Canada's independent labour magazine.

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In Memoriam

Local 18 - Hamilton

Pasquale Bommarito
John Parkinson
Leandre Poulin
Rudolf Welker

Local 27 - Woodbridge

Vito Angelo
Serjoe A. Bertasson
Sydney Black
Alva Charles
Pasquale Ciccone
Glen W. Clarke
Dalma Davis
Severino Demarchi
Luigino Filippozzi
Alexander Gray
Earl Hunter
Angelo Itri
Lloyd James
Blago Kraljevic
Glen R. Laginskie
Henry Landry
Vilis Matusevics
Philip McBride
Jose Miranda
Kelly J. O'Krane
Alberico Paniccia
Nikola Pavelic
Helmuth Penthor
Rino Perusini
Vaino Pitkanen
Ian S. Pryde

Cesare Rizzuto
Salvatore Schembri
Carlo E. Sinicropi
Joe Surace
Rocco Surace
Luciano Tonon
Mike Varga
Peter Verheul
Alfonso C. Vicente
Mario Vidulin
Kauko Virta
Bart Voogel
Rudyard B. Walters

Local 249 - Kingston

John A. Malloy

Local 397 - Oshawa

Peter Lawrenson
James Dunn

Local 494 - Windsor

Reynald Roussel

Local 675 - Woodbridge

Nromand Beuparlant
Mike Bertoni
Victor Carias
Sabino Damore
Domenico Decesare
Luciano Deluca
Giovanni Esposito
Giovanni Foscoli

Lorn Gaines
Gabriel Gauthier
Todd Hennenfent
Jacek Kaczynski
Kristofer Lipiec
Luka Mitrovic
Chuck Murray
Luigi Muto
Nick Sztupar

Local 1256 - Sarnia

Rodolph Baumgartner
Elie Bergeron
Barry Crow
Dwayne Molitor
Caryle Searsons

Local 2041 - Ottawa

Mario Chevalier
Hervé Grenier
Michael Lang

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Reginald Gibbs

Local 2486 - Sudbury

Jean Guy Viel
Duarte Carpinteiro
Guy Berthier
Antero Tuhkasaari

Local 1030 - Toronto

Gaston Therrien

All Members:

In an effort to keep our records up to date please provide your current Name, Union ID, Address, Phone and Email to your Local Union hall or email it to:
Susan Nicholson at snicholson@thecarpentersunion.ca

Watch for these Mobile ads to come April 14-17, 2021



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