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**The Carpenters' District
Council of Ontario**

222 Rowntree Dairy Road
Woodbridge, ON L4L 9T2

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MESSAGE FROM THE E.S.T.

Tony Iannuzzi, Executive Secretary Treasurer

Dear Brothers and Sisters,

It is my pleasure to send this message to you and your families wishing everyone the very best of the season and a safe, productive and prosperous new year.

We all have much to be thankful for, including our membership in a union dedicated to the welfare of our members and communities. We continue to be employed at the highest wages and to enjoy the best health & welfare coverage and most securely funded pension plans in the industry. It looks like there will be a fair amount of work available, at least in 2019.

There are serious problems that we will have to deal with very soon. The open period is coming. Don't let anyone talk you into making a bad decision.

We are heading into negotiations. Make your voice heard throughout the process. We need your support to get the settlements you deserve.

Perhaps most importantly, the new provincial government has ripped up Liberal legislation that benefited all working people in the province. You all have family members or friends who need regular increases in the minimum wages they receive just to survive. If not for the changes, all our members would have been entitled to 2 paid days off to deal with personal emergencies. Now they are tearing up our collective agreements with municipalities and school boards.

It is clear that we will have to fight back.

To do so effectively, we will need the active support of each and every member of this great Union, as well as support from the opposition parties and the other trades. I have to ask each of you to get more involved in your union to help us keep and improve your wages and working conditions. Make every effort to attend your membership meetings. You may be asked to join your brothers and sisters when we demonstrate that our Union has never forgotten how to stand up for ourselves.

I look forward to dealing with these challenges with your support.

On behalf of the Executive Board and staff of the Carpenters' District Council of Ontario, we would like to wish all members and their families a very happy holiday season and a healthy and prosperous 2019.

In Solidarity,

Tony Iannuzzi
Executive Secretary Treasurer

Find Us Online

To find more information about the Carpenters' District Council of Ontario (CDC) and the Locals affiliated with the CDC across Ontario, please visit our online home at the websites below.

Local 18	https://local18.ca
Local 27	www.carpenterslocal27.ca
Local 93	http://local93.org
Local 249	https://local18.ca
Local 494	https://local494.ca
Local 675	https://local675.ca
Local 1669	https://carpenterslocal1669.ca
Local 1946	https://local1946.ca
Local 2041	www.local2041.org
Local 2220	https://hope2220.ca
Local 2222	www.local2222.ca
Local 2486	www.carpenterslocal2486.com
Carpenters' District Council of Ontario	https://thecarpentersunion.ca

FAREWELL AND BEST WISHES TO STAFF DEPARTING THE CDC

This year, the Carpenters' District Council of Ontario (CDC) said farewell to staff that made a difference to our Union. Tony Ornelas, Local Coordinator for Local 1072 made the decision after many years of employment to retire and begin the next chapter of life. Tony brought a skill set that was unique to the Carpenters' Union as Local 1072 focused on employers and members who worked within the industrial sector across Ontario. The industrial sector for many years has struggled due to the large number of companies in manufacturing that have made the decision to move operations out of Canada. Through these challenging times, Tony was able to support the members of Local 1072 while developing opportunities that resulted in employment for members. On behalf of the CDC Executive and staff across the province, thank you Tony for the work and time you contributed making our Union stronger.



We also saw our Director of Public Relations Nikki Holland leave to take on a new and exciting opportunity. Nikki took on the role of Director of Public Relations with the CDC and was instrumental in leading government and public relations campaigns. The work Nikki performed was work that most members didn't see on a daily basis. From advocating for members at the Prime Minister's office to speaking to our premier and mayors from across the province, Nikki focused on advancing our Union through working with all levels of government ensuring that government was well informed about the Carpenters' Union and the issues that matter to members. The new opportunity Nikki was offered was CEO/President of the Jewish Federations of Canada. Thank you Nikki for all that you contributed to advancing the Carpenters' Union across Ontario.



Long standing Business Agent serving members of Local 675, Jozo Krizanac has chosen to retire after 41 years of being an active member both on the tools and as a Business Agent. Jozo has played an important role in supporting the members of Local 675 providing guidance to members throughout the years while being a first point of contact for employers across Toronto and the surrounding areas. Jozo will be missed by all who knew and worked with him and his laughter and storytelling will leave a void in the office. On behalf the leadership and staff of the CDC, thank you Jozo for the time and effort you gave supporting our Union and membership.



SUPPORTING THE HOSPITAL FOR SICK KIDS

The Executive Board of the Carpenters' District Council of Ontario recently made a significant donation to Sick Kids Hospital in the amount of 1 million dollars to support the redevelopment and expansion of programs delivered at the hospital. The Hospital for Sick Kids is a world renowned children's hospital based in Toronto, ON that has made a direct impact on the lives of thousands of patients each and every year. Many members and their families have received support from Sick Kids Hospital over the many years it has existed. From bringing a child to the emergency room to dealing with cancer treatment to accessing cutting edge medical care, most people in Ontario have been connected to Sick Kids Hospital in some form. We are proud to be supporting the work being done at Sick Kids Hospital and are thankful to be able to make a difference in the communities we live and work in.



Mike Yorke @MYorke27 • Dec 5

After a great presentation by @sickkids Foundation CEO Kevin Goldthorp & @SickKidsNews VP Peter Goldthorpe to @CarpentersONT, we are proud to have donated \$1 million towards the great community work of #SickKids ~ building a city! #redevelopment #citybuilding #EcDev #healthcare



The Executive Board of the Carpenters' District Council of Ontario being recognized by Sick Kids Foundation CEO Kevin Goldthorp and Sick Kids VP Peter Goldthorpe for their donation made on behalf of the Carpenters' Union to Sick Kids Hospital.



MESSAGE FROM

DIRECTOR PUBLIC RELATIONS AND INNOVATION

Mike Yorke, Director Public Relations and Innovation

Well, that did not take long! After barely six months in office the Conservative Government of Doug Ford has come out swinging gloves off in a manner not seen since, well, not seen since the days of former premier Mike Harris. That's ancient history for many of our members, and, after fifteen years of governments that we could consult with, could converse with it comes as a real sea change. However that's what folks voted for in the recent Ontario election- change, and change is what's on offer.

Governments do get old, get tired and the public yearns for a fresh face, new ideas and approaches, just maybe not in the manner it's being delivered. Although our organization has an almost 140 year history in Ontario we are an organization with an increasingly younger face and membership. The baby boomers are in the midst of a retirement wave and millennials are becoming a larger percentage of the overall membership. Local 27 for example, has gone from 17 % apprentices 20 years ago to almost 47% apprentices today.

So when I note the name Mike Harris no wonder its ancient history to members, many of whom would have been in high school or grade school twenty years ago, when that Conservative leader was out to dismantle unions. But don't worry, we are about to have our own lessons on anti-union legislation delivered by a new Conservative face at Queens Park!

If history has anything to teach us, and it does, the attacks of this government will come fast and hard, and they are! First up was Bill 47 which either rolled back or froze elements of the former liberal governments' labour legislation. From freezing the minimum wage increase at \$14, which was scheduled to rise to \$15 on January 1st 2019, to removing the two paid sick days per year for workers, folks began feeling the pinch of the conservative approach to the economy. However, as we go forward these items will seem like pretty small potatoes by the time they are through.

For workers in our industry, who are always looking down the road to the next job, we always want to see that the jobs pipeline is full or at least showing signs of continued work in the months and years to come. However, this year the Ontario Construction Secretariat (OCS) reports that year over year the industrial, commercial and institutional building permits spending is down by 9%, with institutional spending down 37%. In the middle of that news we have a government that has just pulled funding for three Ontario University expansions effectively cancelling these projects. And innovative projects they were too, with joint ventures of York University and Centennial College in Markham, Sir Wilfrid Laurier University and Conestoga College in Milton, and Ryerson University and Sheridan College in Brampton. With almost a billion dollars taken out of the construction market, it begs the question – where is the so called “jobs agenda” of this government? Don't they know that construction workers depend on these types of investments to earn a living feed our families, putting our kids through school – maybe even these colleges and universities? That also to say nothing of the incredible value these projects bring to these Ontario communities in terms of economic development, strong investments and job creation! We are all the poorer for these cancellations and I guess the sign of things to come!

However, for construction workers that's only the start, as Bill 66 leveled the guns directly at us. Where project cancelling and broad labour reforms take the shotgun/wide net approach, one particular section of Bill 66 is more the sniper/finetuned targeting approach, and is aimed directly at the Carpenters Union!

The impact of Bill 66 will strip away our Collective Agreements with universities, school boards and cities across Ontario. For our members working for these types of employers where does that leave them? The Bill removes bargaining rights and agreements that in many cases we have had for decades! All this was done without any communication or consultation with the industry. Well, maybe some discussion with the non-union sector of the industry.

We plan on confronting this attack on our members' rights full force using all the skills and resources at our disposal. Some of the future actions include participation in each step of the way as this Bill goes through public hearings (something we had no opportunity for before).

We also will have the kind of communication with our members that will make the difference through hard copy and digital contact and news, through jobsite education and actions, through town halls with our members and other construction workers collaboration with other unions and community groups and a court challenge up to and including the Supreme Court of Canada.

As you will know, the Supreme Court has determined that the right to organize and the right to bargain free collective agreements are constitutionally protected by our Charter of Rights and Freedoms. Please be aware of these challenges and that we will engage members each step of the way in taking them on! I look forward to working with you on this.

You may note that my column is on a different page and includes a different title than usual, and you are correct. With the departure of our former Director of Public Affairs, the Council leadership saw the need for continued communication and dialogue with government and to maintain our forefront position in this evolving industry, so has established the office of Public Relations and Innovation. I'm proud to play this role within this great organization. I also want to take this opportunity to wish our former colleague Nikki Holland all the best as she takes up her new role as President and CEO of the Jewish Federations of Canada.

I look forward to working with members across Ontario as we take on the challenges of the day as our industry evolves and the government presents new perspectives.

In Solidarity,

Mike Yorke

Director Public Relations and Innovation

**Looking for resources and information
on workplace health and safety?**

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www.labour.gov.on.ca**

ONTARIO'S **UNIONIZED** ICI CONSTRUCTION INDUSTRY IS

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- 23%** Reported 23% lower rate of injuries requiring time off work
- 17%** Reported 17% lower rate of musculoskeletal injuries
- 29%** Reported 29% lower rate of critical injuries that put workers' lives in jeopardy

Between 2006-2012

*Source: Institute for Work and Health, "Protecting Construction Worker Health and Safety in Ontario, Canada: Identifying a Union Safety Effect," 2013.

A UNION SAFETY EFFECT EXISTS!

WHY CHOOSE UNION? + What Contributes to the Union Safety Effect?

- \$40 Million**
Invested annually in specialized apprenticeship, upgrade and safety training for union tradespeople
- 95 State-of-the-Art Training Centres**
Joint union-employer training centres in every region of the province ensure union tradespeople have the skills required for productive and safe workites
- 1.7 Million**
man-hours of training per year creates a highly skilled, safety focused workforce

UNIONIZED CONSTRUCTION WORKS POWERED BY **A.O.C.S.** IN PARTNERSHIP WITH **the carpenters union of america**

To learn more about the Union Safety Effect, Go to: UnionizedConstructionWorks.com
FOLLOW UCW ON TWITTER @UCWon EMAIL UCW AT: INFO@UNIONIZEDCONSTRUCTIONWORKS.COM © Ontario Construction Secretariat

A UNION SAFETY EFFECT EXISTS IN ONTARIO!

What Else Contributes to the Union Safety Effect?

- Well-established reporting practices** provide the unionized construction industry with a safety advantage
- Programs and practices** that more effectively identify and reduce construction work hazards
- Ongoing skills training programs** that provide a foundation for safer skilled work throughout one's career

*Source: Institute for Work and Health, "Protecting Construction Worker Health and Safety in Ontario, Canada: Identifying a Union Safety Effect," 2013.

ABOUT THE RESEARCH

Study Parameters

- 7 yr** Analysis of 7 years of WSIB claims data
- 45,000** from construction firms
- 1.5 million** employing full-time workers

Methodology & Findings:

- ☒ Independent
- ☒ Scientific
- ☒ Peer-Reviewed

WHO DID THE RESEARCH?

IWH is an independent, not-for-profit research organization that aims to protect and improve the health of working people. Recognized as one of the top five occupational health and safety research centres in the world, the Institute provides practical and relevant findings on the prevention of work injury and disability to policy-makers, workers, employers, clinicians, and health, safety and disability management professionals.
www.iwh.on.ca

Read the full report on the Union Safety Effect at the *Journal of Occupational and Environmental Medicine*

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ORGANIZING DIRECTOR'S MESSAGE

Carlos Pimentel, Director of Organizing

In order to grow our Union into the future, it is crucial to focus both on expanding the number of companies that are signatory to the Carpenters' Union and growing the number of members who are available for work opportunities with signatory employers. Majority of the work the organizing department focuses on across Ontario is targeted towards bringing in new contractors to the Carpenters' Union which leads to employment opportunities for members. More now than ever, the need to organize employers is equally as important as bringing in new members to our Union who will supply the skills and labour necessary to work on the ever growing number of construction projects underway across Ontario.

The construction industry is facing a significant worker shortage due to the number of workers retiring each year across Ontario. These workers who are retiring and leaving our industry in the thousands have created a skills gap in construction specifically related to trained and experienced workers. What is making this situation more challenging is the ability to attract new and young workers to the trades. Although the trades has proven for decades that jobs that fall within construction are good, long term careers, the concept of the trades as a last choice option for post-secondary education remains a significant barrier in attracting people to the trades. When young people are completing high school, the options and paths available for post-secondary schooling are vast when looking at the types of programs offered through universities and colleges. The cost to attend post-secondary education is growing each year and the employment outlook when graduates complete their chosen program is also looking more bleak each year as there is a disconnect between the types of programs people are completing when attending university and college and the jobs that are available for graduates.

The apprenticeship system in Ontario provides an opportunity for those interested in a career in the trades to access in school learning while also being able to earn while learning throughout the duration of any given apprenticeship. Providing an opportunity to benefit from both in school learning and on the job learning, results in being more employable at the completion of an apprenticeship program.

The stigma that exists in promoting the trades as a viable career option from my perspective seems to be driven by parents and the school system more than by the stigma that exists with young people themselves. Although parents want the best for their children and want them to have good paying careers, parents need to be open to the career options and financial benefits that come with working in the trades. Time and time again, I see young members who successfully complete their apprenticeship who are not weighed down with student loans and are able to start building their adult lives through home ownership, investments and career advancement.

To engage potential new members to become part of our Union, The Carpenters' Union has created and developed campaigns and recruitment strategies that are focused on highlighting the benefits and opportunities available in the construction industry. The labour movement has realized the importance of engaging younger generations through using technology and social media. Organizing and recruitment campaigns are incorporating social media and technology more than ever before.

As we advance into the 21st century, the skill sets and education required to work in our changing world is faced with uncertainty. In Ontario, we don't have to look far to see the thriving construction industry that surrounds the cities and towns we live in. If you are looking for a career or are looking for career options to promote to your children, the construction industry is a clear option to consider given the amount of construction currently underway and the future construction that is set to take place in the coming decades and beyond.

To find out more about the training programs and career options available through the Carpenters' Union, please visit www.thecarpentersunion.ca to find out more information and to find the closet office of the Carpenters' Union that serves the community you live.

In Solidarity,

Carlos Pimentel
Director of Organizing

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LOCAL 18 HAMILTON

Matt Creary, Western Ontario Regional Manager and Local 18 Coordinator

Brothers and Sisters,

As 2018 ends and a new year begins, the members of Local 18 and many permit members have had an extremely busy this year working on projects across Hamilton/Niagara and the surrounding regions. I'm certain this activity is common for the entire province of Ontario, construction remains at a steady pace and the opportunities continue to grow. Members have been exposed to an abundance of work in mostly in the industrial, commercial and institutional sectors, but residential, heavy and electrical power systems sectors are keeping pace with just as much work in their industries.

To stay up to date on training courses scheduled and the activities of Local 18, please visit us on our online home website at www.local18.ca. The online website allows all Local 18 members to sign up for courses and view any recent information and resources for members and signatory contractors along with providing information for those interested in joining Local 18. The most effective way to reach all members in these times is via the internet. As more online product become available Local 18 is working with our computer techs to offer simpler, quicker ways for you to communicate with us.

On behalf of the Executive Board and staff of Local 18, we would like to wish everyone a very Merry Christmas and a healthy and safe holiday season.

In Solidarity,

Matthew Creary

Western Ontario Regional Manager

Local 18 Coordinator



A new entertainment complex is currently under construction in Niagara Falls. Companies working on the project include P.C.L. Construction, Reimar Construction, Smith Brothers/P.J. Daly Consortium Drywall.



Members of Local 18 have been working on the Woodward Waste Water Treatment Plant Project.

Follow the Carpenters' District Council of Ontario on Twitter at: **@CarpentersONT**

Visit the Carpenters' District Council of Ontario website at:
www.thecarpentersunion.ca

MENTORSHIP PROGRAM AIMS TO BOOST NUMBER OF BLACK YOUTH IN GTA CONSTRUCTION

NextGen Builders to match youth with professional tradespeople who look like them

CBC News, December 12, 2018

A new mentorship program is being launched in Toronto on Wednesday with the aim of increasing the number of young black people working in the construction industry.

NextGen Builders, a pilot project, will connect youth with mentors who are professional tradespeople.

Organizers of the program say the idea is to diversify the construction industry in the Greater Toronto Area and to provide young people with the skills needed to secure employment and build careers in the trades.

The program is an initiative of Toronto Community Benefits Network, a community-labour coalition, in partnership with LiUNA's African American Canadian Caucus.

According to the 2018 Ontario's Apprenticeship Strategy, less than two per cent of people in apprenticeships in the province are visible minorities. The program hopes to change those numbers and get them to work — including on multi-billion dollar transit expansion projects already underway in Toronto.

In an interview with CBC Radio's Metro Morning, Toronto residents Chris Campbell, a carpenter and mentor, and Ahmed Abdi, a apprentice carpenter on the Eglinton Crosstown LRT project and a mentee, said NextGen Builders is a good idea.

The two, both members of Carpenters Union Local 27, were the inspiration for NextGen Builders. Campbell is a mentor to Abdi, who was born in Somalia but came to Canada when he was 13 and grew up in Rexdale.

The two met at a recruitment event in the Jane Street Hub, a community centre that brings together organizations to offer services and health care to area residents. Abdi told Campbell he wanted to be a carpenter and asked him for help. In turn, Campbell invited Abdi to meet union members.

When Campbell started in the construction industry about 30 years ago, he said he was subjected to many racist comments. He was the only black person at many sites where he worked.

"There were a lot of challenges," he said.

For example, he had to deal with "the name-calling, the taunting, the rejection, the difficulty in getting work."

But Campbell said he likes to tell young people now: "Yes, you are going to have challenges, but the good folks you meet over the years far outnumber the bad folks."

Campbell said he is mentor because it's a way of "paying it forward."

Abdi, for his part, said Campbell helped him to break into the construction industry in Toronto, something he said was extremely



Chris Campbell, left, and Ahmed Abdi, right, were the inspiration for NextGen Builders, a new mentorship program for young black people in the Greater Toronto Area. (CBC)

difficult because he lacked connections and was geographically isolated.

Abdi said he thought he would end up doing menial work but always wanted to get into the trades. He even went to Alberta to work.

Campbell worked with Abdi in his first year, before he got a job with the Eglinton Crosstown project.

"Chris has been with me every step of the way," he said.

"Even to this day, anytime I needed help, or anytime I have an issue, I have somebody I can go and talk to. It's nice to have somebody like Chris to talk to."

NextGen Builders will include professional development seminars for mentors and mentees in the first two months, weekly calls and monthly face-to-face meetings between mentors and mentees, quarterly networking and professional development opportunities, and a mentoring coach to ensure there is support.



LOCAL 1256 SARNIA

Bob Schenck, Local Union Coordinator

After a somewhat slow summer the employment in Lambton County has come to near full employment with the start of the NOVA Chemicals expansion. Pile driving is currently under way with approximately 4,000 piles being driven and the welding to go along with them has created increased manpower requirements. With the piles being placed the formwork has also began to increase. Currently Local 1256 has over 95% employment.

With the shutdowns in the spring and recent announcements of possible further expansions which we are waiting for confirmation on these projects, it will be an extremely busy time in Lambton and we will issue manpower request in Ontario as well as Eastern & Western Canada as the needs arise.

The Annual Labour Day Parade was well attended with over 300 members celebrating and marching. The Children's Christmas party was held at the Galaxy Cinemas December 8, 2018. The Retirees Christmas Dinner was held on Dec 13th, 2018. The Retirees November BBQ was well attended with 95 registering.

Local 1256 will be hosting the Provincial Apprenticeship Contest for 2019. This event will be held June 11 – 13, 2019. Further information and details will be provided to all Ontario Local Unions in the New Year.

Local 1256 wishes everyone and their families a Merry Christmas and a Happy & Prosperous New Year.

Fraternally Yours,

Bob Schenck

Local Union Coordinator

GIVING BACK ONE MEAL AT A TIME

Each day in Toronto, there are over 8,000 homeless men, women and children who rely on the support of others to make it through each day. The legal department with the Carpenters' District Council of Ontario wanted to help make a difference and were provided with the opportunity to help through The Toronto Lawyers feed the Hungry Program. The Toronto Lawyers Feed the Hungry Program has provided hot, healthy community meals to Toronto residents in need since 1998. The program provides more than 60,000 meals annually and is made possible through donations to The Law Society Foundation and the work of volunteers.

The legal team with the Carpenters' District Council of Ontario is comprised of a dedicated staff of lawyers, paralegals, legal assistants and administrators who are focused on supporting members and our organization with legal services and advice. To find out more about The Toronto Lawyers Feed the Hungry Program, please visit www.lawyersfeedthehungry.ca.



Staff of the Carpenters' District Council of Ontario representing the legal department, being recognized for their contribution to our community.



LOCAL 1946 LONDON

James Hueston, Local Union Coordinator

Community Outreach

In January 2018, Local 1946 and its members donated an estimated \$9000.00 in Loblaws gift cards.

Grace Café is a self-funded street mission located in St. Thomas, Ontario. The café offers breakfast and lunch FREE of charge to anyone who walks through the door. From all walks of life, for any reason, no questions are ever asked. If you need a meal, warm clothes or just some where to get out of the cold and warm up with a cup of coffee and some good company, all are always welcome.

In the summer 2018, Grace announced that they needed to move to a new location, the need for the services provided by Grace Café had outgrown their current space. Once Local 1946 heard of this, we immediately jumped into action. It was discussed with our L.A.C to have some of our apprentices volunteer and immediately the contractor's on the L.A.C took the lead offering their skills and support. BCN Flooring offered to supply and install all the flooring for the entire space, and CD Drywall & Acoustics offered to supply all framing and drywall. I even ran into Steve Creses (Owner of CD) onsite helping his crew with the installation, myself and Shawn McLean (local trainer) finished off all the rough framing on Thanksgiving weekend. The project was completed in November 2018 and the members and contractors involved in the project are very proud of the end result and for the new space that will be used by Grace Café.



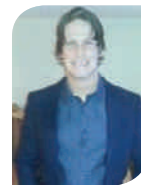
Members of Local 1946 helped with the renovation of Grace Café, a self-funded street mission located in St. Thomas Ontario

Certificate of Qualification

As we approach the end of 2018 we would like to take a moment to recognize those members who have obtained their Certificate of Qualification. Our congratulatory wishes go out to, Coleton Pollock (Drywall), Kenneth Van Casteren (Carpentry), Darius Rusnak (Carpentry), Scott Walters (Carpentry), Patrick Donnelly (Carpentry), Adam Hamill (Carpentry), Jean Pierre Calvert (Carpentry), Chad Hardy (Carpentry) and Jeffrey Turner (Carpentry).

We Welcome Our New Team Members

Over the summer Local 1946 added two new members to our team:



Shawn McLean
Building Manager/Trainer



Laura Talian
*Dispatch Administration/
Reception*

In Solidarity,

James Hueston
Local Union Coordinator



LOCAL 2222 GODERICH

Ryan Plante, Local Union Coordinator

As 2018 ends we look back on a successful year for Local 2222. Members benefited from an increase in work across all sectors. With many major projects continuing throughout 2019. The Major Component Replacement Projects at Bruce Power are set to begin next year investing 1 billion dollars per year over the next 20 years. We anticipate membership growth through recruitment partners such as Helmets 2 Hardhats (H2H), local Indigenous networks and youth employment programs in order to meet the demand for manpower.

Local 2222 has recently purchased a facility in the heart of Kincardine to support our expected growth and commitment to our members and contractors ensuring we continue to deliver the most up to date training. Our newly renovated 13,000 square foot facility will be fully operational in 2019. A unique concept to our new training facility will be the partnerships we have created with strategic partners such as Fanshawe College, Contact North and VPI Working Solutions, these partnerships will support the engagement of youth development in the skilled trades.

We had the pleasure of hosting the 2018 Provincial Apprenticeship Contest in Blue Mountain. I would like to thank the many volunteers, contestants and sponsors for a memorable event. Brother Ian Strahan placed 2nd overall in the Carpentry Contest.

Throughout the year Local 2222 hosts many social activities such as our annual Golf Tournament raising \$10,000 in support of Kincardine Community Living and Women's House of Huron Bruce. In addition, we proudly supported the construction of Huron Shores Hospice in Tiverton opening last April.

I would like to recognize Sue Lassaline for her dedicated service over the last 40 years. Sue will be retiring at the end of this year. We wish her all the best in the next chapter of her life.

On behalf of our Executive, Staff and Members Local 2222 wish to extend our wishes for a safe and happy Holiday Season and prosperous 2019!

In Solidarity,

Ryan Plante

Local Union Coordinator

Local 2222 was proud to present Community Living Kincardine & District with a \$5000.00 donation.



The Provincial Apprenticeship Contest was hosted by Local 2222 in Blue Mountain in June 2018



The staff, volunteers and members who assisted with planning and running the 2018 Provincial Apprenticeship Contest. Thank you to all those who made the 2018 Provincial Contest a success

The Retirees of Local 2222 are an important part of the Carpenters' Union history in Ontario.



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The provincial contest took place in Blue Mountain. The set up for the contest before the practical contest begins



RECOGNIZING APPRENTICESHIP AT THE 2018 PROVINCIAL APPRENTICESHIP CONTEST

Each year the Carpenters' Union across Ontario hosts an annual contest to showcase and highlight the skills of apprentice level members across the province of Ontario. Under the Carpenters' Union umbrella in Ontario, there are several trades that offer formal apprenticeship training opportunities including general carpentry, floor covering and interior systems. Making the choice to start an apprenticeship is the first step to beginning the journey to becoming a ticketed journeyman. A formal apprenticeship offers both an opportunity to learn important skills and knowledge that are learned both on and off the tools.

The benefit of completing an apprenticeship is accessing the opportunity to learn while you earn. On average 80% of the hours needed to complete the training requirements for any apprenticeship are completed while working on the tools, earning a good wage and having access to both a pension and a health benefits plan. The remaining 20% of the hours required to complete an apprenticeship happen in a classroom/workshop environment. The combination of on the job learning and in class learning, allows apprentices to be exposed to a variety of jobsites, projects and types of work performed throughout an apprenticeship.

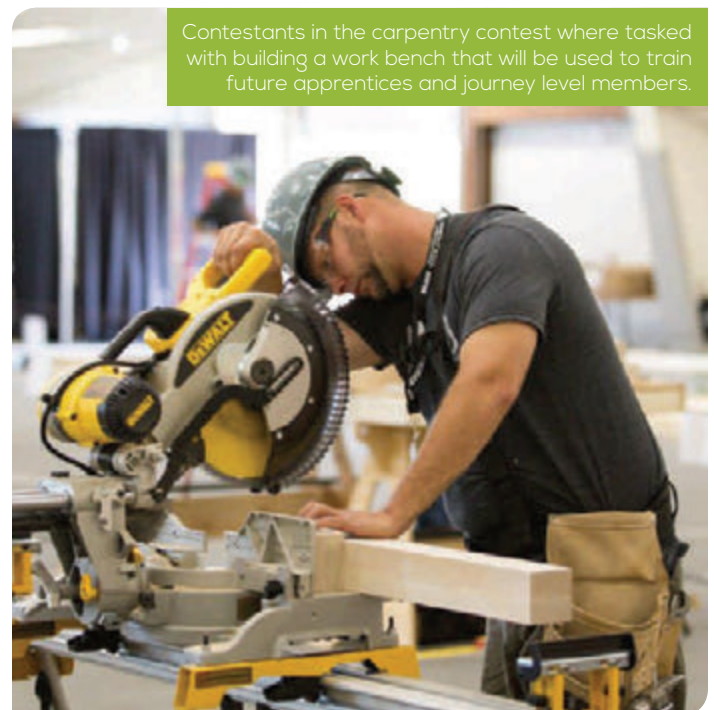
During the 2018 Provincial Contest that took place in June of this year, Locals from across Ontario had members participating in the annual event. The contest included both a theoretical test, similar to a Certificate of Qualification exam and a practical component that tests the hands on skills of apprentices.

Hosting this annual event takes effort, time and commitment. Local 2222 based in Goderich hosted the event this year that took place in Blue Mountain over the course of 3 days. The Local 2222 team was led by Local Coordinator Ryan Plante and a team of staff,

members and volunteers. On behalf of the Carpenters' District Council of Ontario, thank you to Ryan and the Local 2222 team for hosting an exceptional event.

For those members who placed 1st in each of the individual contests, those members went on to compete in the National Apprenticeship Contest representing Ontario that took place in August of this year in Richmond, British Columbia.

To find out more about formal apprenticeship programs affiliated with the Carpenters' Union, please visit the online home of the Local you are a member of or are interested in joining.



Contestants in the carpentry contest were tasked with building a work bench that will be used to train future apprentices and journey level members.

Below are the top three winners in each of the contests that were held during the 2018 Provincial Contest:

Drywall Contest Results:

1st Place: Michael Higdon – Local 675 Toronto
2nd Place: Conor McClorey – Local 397 Oshawa
3rd Place: Steve Richardson – Local 18 Hamilton

General Carpentry Results:

1st Place: Tim Poser – Local 785 Cambridge
2nd Place: Ian Strahan – Local 2222 Goderich
3rd Place: Richard Jacques – Local 494

Floor Covering Results:

1st Place: Lawrence Di Franco – Local 27 Toronto
2nd Place: Shawn Boisvert – Local 18 Hamilton
3rd Place: Colin Froats – Local 93 Ottawa

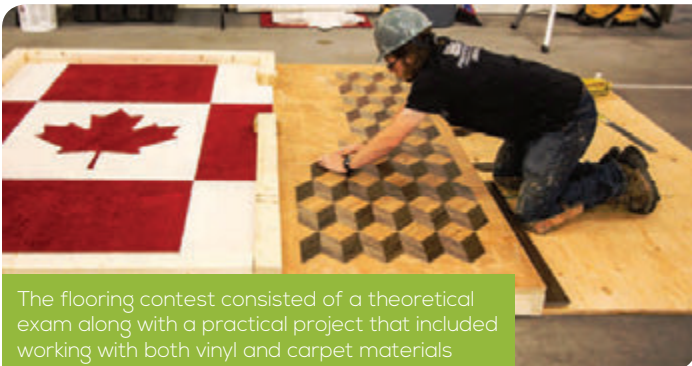
Members who participated in the flooring contest are recognized during the awards banquet. Congratulations to Brother Lawrence Di Franco for placing 1st in the flooring contest.



Congratulations to Brother Michael Higdon for placing 1st and all the drywall contestants who took part in the event



Contestants who took part in the carpentry contest are recognized. Congratulations to Brother Tim Poser for placing 1st at the event.



The flooring contest consisted of a theoretical exam along with a practical project that included working with both vinyl and carpet materials

Contestants in the drywall contest were challenged with constructing an intricate structure that incorporated a wide range of skills and knowledge needed to complete the project





LOCAL 27 TORONTO

Paul Daly, Local Union Coordinator

Dear Brothers and Sisters,

On behalf of the Executive and Staff of Carpenters and Allied Workers Local 27 please accept my best wishes for a safe and happy holiday season.

This past year has been an extremely busy time for members of our Union who have contributed their skills and knowledge on a wide variety of projects, from single family homes to the largest infrastructure projects across Toronto and the Greater Toronto Area. The strong work picture that has been employing members is forecasted to continue into 2019 creating many employment opportunities including opportunities in millwork, concrete forming, scaffolding and access work.

I want to thank the over 3000 members who made it to our Annual Family Picnic. Despite the rain, members and their families still came out and had a great time enjoying great food, rides, entertainment and connecting with friends and colleagues. For those who were not able to attend, I look forward seeing you at the annual event in 2019.

Local 27 recently celebrated our Annual Pin Dinner, which recognizes members for their years of service to our Union. Congratulations to all of our members who were recognized during the celebration. During the pin dinner, 28 members who achieved 50 years of service were recognized along with 11 members who achieved 60 years of service and 4 members who achieved 65 years of service. Local 27 is incredibly proud of all members and are especially proud of the contributions of those members who have worked in the past to make the Carpenters' Union what it is today.

Each year Local 27 recognizes the child or grandchild of a member who is attending their first year of University or College through providing an annual bursary of \$2,000 to offset tuition fees. I would like to congratulate our bursary recipient winners Ms. Jazmin Snyder Eadie and Ms. Neeve Hay for being selected as the 2018 Bursary recipient winners. Congratulations Jazmin and Neeve for being selected.

Carpenters Local 27 has participated in various events throughout the year promoting apprenticeship opportunities available for future members. One of the events to highlight that we are proud of supporting is Timber Fever 2018. About 100 students from 10 different universities participated together at University of Toronto's New School of Architecture, building clean drinking water stations as part of the fourth annual competition. Staff, members and volunteers supported the competition by providing guidance on safe tool use and practical construction techniques to use during the competition. Sixteen teams designed and built their own interpretation of a water station composed of lumber, plywood and two-five-gallon water bottles. The Timber Fever event showcased the best and brightest minds coming together to collaborate and create while demonstrating construction techniques used to build projects from the simple to the complex.

I would like to thank all members for continuing to make sure that health and safety is top priority while working on jobsites small and large. Union members are proven to be 23% safer than non-union workers on construction projects as stated in the research report produced by the Ontario Construction Secretariat. I want to thank each and every member for making health and safety a priority throughout 2018 and into 2019.

In November, Local 27 along with the College of Carpenters participated in The Building Show at the Metro Toronto Convention Centre. The Buildings Show is Canada's largest Construction Industry Exposition and Conference. Local 27 along with the College of Carpenters demonstrated numerous techniques and skills related to construction including floor covering, trim, siding and shingling techniques. Educating the industry and general public on the skill level and knowledge of members of the Carpenters' Union, is an important component in attracting new talent and experienced workers to our union.

As you may be aware, your negotiation committees are negotiating and preparing for new Collective Agreements for the 2019-2022 period. We want to thank all members who contributed to this process by sending us what they would like to see discussed during

negotiations. To stay informed and up to date on negotiations related to Local 27, please attend the Local 27 monthly membership meeting, the 2nd Tuesday of every month.

Through the College of Carpenters, they provide numerous courses focused on skill upgrading and health and safety. I encourage all members to take every opportunity to upgrade and diversify your skills through the multitude of training courses and programs offered by The College of Carpenters. With the amount of employment opportunities available currently, this is the time to diversify your skill set and build on existing knowledge and experience. Professional development is an important piece of ensuring that members remain the most productive and safest workers in the industry. To view the current and future course schedule of courses offered through the College of Carpenters, please visit their website at www.theccat.ca.

On behalf of the Executive Board and staff of Local 27, I would like to wish everyone a joyous holiday season and a very Happy and safe New Year.

In Solidarity,

Paul Daly

Local Union Coordinator



Paul Daly touring the Eglinton Crosstown LRT at the Keelsdale Station along with Tony Barbosa.



Dean Marsh, Steve Zizek and Lawrence DiFranco showcasing the flooring demonstration during The Buildings Show.



Don Pentiluke and member (name to confirm) showcasing the roofing techniques demonstration during the Buildings Show.



LOCAL 397 OSHAWA

Joel Neville, Local Union Coordinator

Brothers and Sisters,

As 2018 nears the end, I am glad to report that the members have again enjoyed good work opportunities throughout the year.

The Darlington Refurbishment Project continues to employ many of our members. Re-tubing is underway on Reactor #2 and preparation work is underway for the shut down of Reactor #3.

The ICI sector in the area is seeing strong growth both in the institutional and industrial sectors. The Conference Board of Canada has forecast the City of Oshawa to have the highest economic growth in Canada. If you drive along the newly opened portions of the 407 East, you will see thousands of new homes being constructed, meaning population growth which equates to schools, retail, health and recreation facilities to accommodate the growth.

Local 397's membership continues to grow with 46 new members in 2018.

Fifty three members attended Local 397's Retirement Luncheon held on May 4th, 2018. We also had an fantastic turnout for the Retirement Luncheon on October 26th, 2019.

I would like to congratulate the following members on achieving 50 years of service to the Brotherhood in 2018:

Henry Ouellette

Kelvin Bebee

Joseph Chiodo

The Carman family has a combined 100 years of service with Carpenters' Union. A plaque to honor the Carman's service is currently in the works.

We held our annual golf tournament at Baxter Creek on Saturday July 14th with 32 teams registered. Thank you to everyone who came out and to all those Locals for their kind donations that



**The CARMAN'S
DOUG, WAYNE, RYAN**



Over 100 Years Service

The Carman family has a combined 100 years of service with Carpenters' Union. A plaque to honor the Carman's service is currently in the works. Thank you to all the Carman's for being proud members of The Carpenters' Union.

provided us with a nice prize table. Our 2019 tournament will again be held at Baxter Creek on Saturday June 22nd.

Again, I will remind you of the benefits of being a member, be proud of it and tell others.

In Solidarity,

Joel Neville

Local Union Coordinator



LOCAL 1030 TORONTO

Ziggy Pflanze, Local Union Coordinator

Brothers and Sisters,

With 2018 coming to a close, it has been a very busy year in solar and residential housing market. There are still employment opportunities to work on solar farms in Kingston, Nanticoke, and Ottawa as well as opportunities in low rise formwork. In addition, several other Local 1030 signatory companies are also looking for general labourers.

A friendly reminder that our office is open Monday to Friday from 8:00am to 4:30pm. For your monthly dues payments, we accept cash, cheque, debit, and credit card payments. Payments can be made in person at the Local 1030 Hiring Hall located at 222 Rowntree Dairy Rd., Woodbridge, ON or by phone 905-652-4140.

If you have been laid off or are looking for work, please make sure you call our office to get put on the Out of Work List. It is important to inform our Local when you are available for work as there are employment opportunities available.

As a reminder, General Membership meetings are held on the third Wednesday of each month at 7pm. The meetings are held at the offices of Local 1030 located at 222 Rowntree Dairy Road. For more information about monthly meetings or if you need to speak with a staff of Local 1030, please call 905-652-4140 to be directed to a staff of Local 1030.

Best Wishes for a Joyous Holiday Season and a very Happy New Year from the Local 1030 Executive Board and Staff.

Yours in Solidarity,

Ziggy Pflanze

Local Union Coordinator

Local 1030 Executive and Staff

Ziggy Pflanze, President, Tony Candiano, Tony Losak, Tony Pacenza, Durval Terceira, Jaime Melo, Daniel Averó, Horacio Leal, John Carvalho, Joe Jeronimo, David Aguiar, Gary Realeijo, Fabiano De Almeida, Jack Goncalves, Lori Pflanze, Elizabeth Hunt

UPDATE ON WSIB

Recently, there have been several significant changes to WSIB policies and practices. The following changes have been particularly favourable for our members and their families:

1. Non-Economic Loss awards

A class action lawsuit succeeded in having the WSIB reverse its practice of reducing lump sum payments to injured workers with pre-existing conditions that, prior to the work-related injury, had never caused impairment. The WSIB reviewed 4,500 decisions about these non-economic loss (NEL) benefits dating back to 2012, and adjusted the payments accordingly. As a result, many union members received payments this past year refunding the portion of the NEL that had previously been denied. Going forward, NEL benefits will no longer be reduced for injured workers with asymptomatic, pre-existing conditions.

See 'Update on Non-Economic Loss (NEL) award review' on the WSIB website.

2. Chronic Mental Stress

A Canadian Charter of Rights and Freedoms application challenging the Workplace Safety and Insurance Act, 1997 (the Act) found that provisions in the Act discriminated on the basis of disability because they prevented workers who suffer from chronic mental stress from applying for benefits. The application led to an amendment of the Act. As a result, members may now file claims based on chronic mental stress when workers can show they have a diagnosed mental stress injury "caused by a substantial work-related stressor arising out of and in the course of the worker's employment".

See WSIB Operational Policy Manual 15-03-14: 'Chronic Mental Stress'.

3. Benefits payable to spouses of deceased workers

A change in policy was prompted by a case in which a deceased carpenter's wife received minimal payment because her husband, who had died as a result of mesothelioma, was not employed at the time he passed away. Previously, the policy did not address the situation where a worker retired or was no longer engaged in the accident/exposure job at the time of diagnosis. Now, as a result of the change, if a deceased worker was no longer working on the date of diagnosis, the WSIB may now take into account the average earnings of a person working in the same occupation at the time of diagnosis in order to calculate payments for the worker's survivors.

See WSIB Operational Policy Manual 18-02-09: 'Determining Average Earnings – Periodic payments for Survivors'.

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CCAT APPRENTICESHIP GRADUATES ENCOURAGED TO 'MAKE BIG PLANS'

Don Procter, Daily Commercial News



Make big plans.

That was the message Mike Yorke, president of Carpenters' Union Local 27, told graduates at the College of Carpenters and Allied Trades (CCAT) 2018 apprenticeship graduation ceremony held recently in Concord, Ont.

"I love that line that says 'dream big, think big' because that's what our industry is all about," said Yorke. "That is your role from here on in, to make big plans. This union came from big plans. The CCAT, it also came from big plans, and the city that you will build from here on out, that's going to be from big plans too and you are going to play a role in it."

He congratulated the graduates on their hard work and pointed out while the industry is evolving, training is still key.

"Our commitment is to deliver the best job at the best price, the most productive

workers and that is what you are going to be, that is your goal and your responsibility out there," he said.

"You are starting a new stage in your career. You've got four or five years of apprenticeship behind you, now you're going out in the industry. There is probably a lot more expected of you. Gone are the days when you can say I'm only a second or third year apprentice I shouldn't have to know how to do that, now the challenge is you've got to know and you've got to deliver. We know that you will."

He pointed out the industry is strong right now with some of the largest jobs happening in the Greater Toronto Area.

"We have some of the coolest jobs in Canada happening right here with CIBC Square, the Vaughan hospital, Eglinton Crosstown, you can play a role in all that," said Yorke. "That is what building a city is all about and that is our role as an

organization and individuals. I am asking you to take the opportunity to lead, to build and to create your own legacy."

Ontario's Chief Prevention Officer Ron Kelusky was the guest speaker at the event. He conveyed the importance of safety to the new graduates.

"As the chief prevention officer, my role is to talk about safety and to ensure that when you go out there and you work for an employer and you are affiliated with an organization, that organization takes your safety very seriously and equally that you take your safety seriously. We want to make sure that your long career is in fact that, a long career," said Kelusky.

Compared to other sectors, Ontario's construction industry has one of the highest rates of workplace injuries and fatalities. The Construction Safety Action Plan, which was developed in close partnership with labour and employers,

includes a series of recommendations.

"I've made a commitment to everybody on the committee that I don't want this to be another glossy report that goes nowhere," said Kelusky. "This committee will stay active until we get the job done. There are a number of initiatives to support the action plan that have already been implemented but there is still a lot of work to be done because no industry should be unsafe."

He also said developing a Working at Heights standard is not enough and it needs to be reviewed.

"We're trying to look at whether or not it makes a difference," said Kelusky. "It's not just as simple as saying we trained 500,000 people, that's a really good statistic and then walk away. That's an output. We've got to start looking more importantly at outcomes. The outcomes we want to look at is are there fewer fatalities, are there fewer criticals, are there fewer injuries?"

A study was also conducted to determine why injuries and fatalities happen, he noted.

"What we found is the majority of people who died weren't wearing fall protection," said Kelusky. "Then we looked deeper and found that a majority of people died working for a company with five or less people. Fifteen per cent of the people who died, died in their first month of work."

"We also found that 18 per cent of the people that died, died from a fall that was about three metres high."

"Fatalities are not acceptable, critical injuries are not acceptable and lost time injuries are not acceptable," he added. "I'm not saying we could eradicate it completely. It's not impossible to be safe, it's a culture, it's a process. I know we can."

LOCAL 27 BECOMES A PATRON SUPPORTER OF THE LEAGUE OF CHAMPIONS

Within the construction industry, health and safety on job sites is a top priority for our Union as well as for contractors, industry partners and all stakeholders involved in construction. To promote the importance of health and safety and develop leaders and champions focused on promoting jobsite health and safety, The League of Champions was created with a mission to help organizations build a safety culture that includes incorporating both new apprentices, young workers and experienced workers into the discussion of creating a safer work place. Building awareness around jobsite health and safety is a vital role of The League of Champions and Local 27 is proud to be a patron member. To find out more about the League of Champions, please visit www.theleagueofchampions.com.



Mike Yorke, President of Local 27 visits The League of Champions booth during the 2018 Buildings Show.



Business Agent Mike Humphries (2nd from right) receives a plaque recognizing Local 27 joining as a patron supporter.

CCAT'S FEMALE INSTRUCTORS HAMMER THEIR WAY TO LEADERSHIP ROLES

Don Procter, Daily Commercial News

In the male-dominated construction industry, a carpenters' apprenticeship training centre in suburban Toronto is proving you don't need testosterone to get in the game.

Of the 20 to 25 full- and part-time instructors at the College of Carpenters and Allied Trades (CCAT), five are women, teaching classes ranging from basic carpentry to health and safety. And those women come with experience in the industry.

Two instructors have extensive work histories in scaffolding and formwork — fields regarded as the most physically demanding.

Alexandra Kelloway, one of the first Ontario Youth Apprenticeship Program (OYAP) students to train in the field, instructs scaffolding — a field she worked in for about a decade.

"She's a great role model because she has been successful in a male-dominated (scaffolding) trade," says Cristina Selva, CCAT's executive director.

Kerry Hill also breaks the mould. Among the classes she teaches is one on formwork, notes Selva.

"She started her apprenticeship with us through the formwork apprenticeship program, which, like scaffolding, is the trade you would least expect to see women."

But Hill, who might be one of the first women in formwork won't be among the last and, Selva says, others have been successful in the trade.

Jane Davis, who teaches health and safety courses at the training centre, recently got a technology teaching certificate through Brock University, qualifying her to teach in high schools.

Kathryn Trickett is one of the longest reigning female instructors, having taught at the training centre since 2012.

Selva paraphrases an American politician who saw how essential women can be to an industry like construction.

"Men and women are like right and left hands: It doesn't make sense not to use them both."

But does having more female instructors translate to improving the odds that women will see the trade as a viable career option? Probably, says Selva.

Among the classes Kerry Hill teaches at the College of Carpenters and Allied Trades (CCAT) is one on formwork. She currently is one of five female CCAT instructors.

Female instructors can be the difference in a young female apprentice's desire to stick to the trade. She points out that female instructors play a significant support role and that is important when the ratio of women to men is tiny in classes or on the job.

A few years ago the CCAT established a mentorship program which helps struggling female apprentices in class or at a jobsite move past their troubles.

Selva says male instructors also play a vital role in mentoring female students but there are some challenges women face that a female instructor will better understand.

The CCAT has been building a case for more women in the trades for over a decade in part because the traditional male labour pool is drying up.

"One of those ways was to seek out potential instructors from, at that time (a decade or so ago), our very small pool of female apprentices and carpenters," she says.

The five CCAT instructors were hired based on merit and Selva says there is always room for more women on staff.

“Men and women are like right and left hands: It doesn’t make sense not to use them both.”

Cristina Selva, CCAT's executive director

The CCAT's executive director is not aware of any other carpenters union training centre with as much female representation on staff. Lots of centres talk the talk but few walk the walk, she says.

The industry can't ignore the recruitment of any demographic group that has traditionally been under-represented (women and various ethnic/racial groups) because skilled labour shortages are surging, says Selva.

“They are going to be the source of our future carpenters, floor covering installers and workers.”

She says it is any training centre's social responsibility to be welcoming all people into the fold.

Selva says Tony Currie, program director of the CCAT, has been instrumental in getting more women into jobs teaching at the centre.

She adds retention is often more challenging than recruitment. To meet that end it can start with something as simple as hiring an apprentice as a peer tutor to students having trouble with classes.

As young apprentices move through the program towards Red Seal certification, the CCAT keeps an eye on any male or female with an aptitude for instruction.

“When we see that (through class time and work experience) we offer them opportunities to maybe do (teach) some part-time courses.”

The best ones take further steps to become full-time instructors. Each instructor receives training at the United Brotherhood of Carpenters training facility in Las Vegas to meet requirements for various levels of instruction.



Female CCAT instructors include, from left, Jane Davis, Laura Butchers and Kathryn Trickett.



Among the classes Kerry Hill teaches at the College of Carpenters and Allied Trades (CCAT) is one on formwork. She currently is one of five female CCAT instructors.



LOCAL 675 TORONTO

Claudio Mazzotta, Local Union Coordinator

Brothers and Sisters,

Across Toronto and the surrounding areas, one does not need to look far to see the amount of construction taking place. From homes to condominiums to transit to large scale industrial, institutional and commercial projects, members of Local 675 have been fully employed and have contributed to the growth and development of the cities in which we live.

Throughout the course of 2018, there were several events and developments that I would like to share. In June of this year, the Carpenters' Union across Ontario held their annual Provincial Apprenticeship Contest that was hosted by Local 2222 in Collingwood, ON. The 2018 contest was an opportunity for the best and brightest members of our Union to showcase their skills and experience in the crafts represented by our Union. Local 675 was proud to have Brother Michael Higdon representing our members displaying the skills and techniques he acquired through completing his apprenticeship and working with signatory contractors through our Union. I am happy to let you know that Michael placed first in the drywall contest and proudly represented all members of Local 675 during the event. The apprenticeship system in Ontario is an important component to ensuring Ontario has the best trained tradespeople in the province. The apprenticeship program that Brother Michael went through provided him with both the theoretical and practical knowledge to be successful within interior systems. From placing 1st in the Provincial Contest, Michael went on to represent Ontario at the National Apprenticeship Contest that took place in August, hosted in Richmond, British Columbia. Michael did an amazing job at the National Contest placing 2nd in the event. Thank you Michael for representing our Local on both the provincial and national level, you have made us proud. For those interested in finding more information about the apprenticeship programs available to members, please visit the Interior Finishing Systems Training Centre website at www.ifstc.com.

Local 675 hosted two annual member events in 2018 that I would like to highlight. In July, Local 675 hosted our annual picnic for members and their families at Croatia Park in Mississauga. The picnic provided an opportunity for members, colleagues and friends to reconnect and enjoy a day of food, fun and laughter. Being a member of Local 675 gives you the opportunity to attend events that are held to recognize and thank members for their contribution in making our Local the most productive interior system Local in Canada. Recently, Local 675 hosted their annual Children's Christmas Party and had over 3000 members and their families attend the party in early December. Each year the holiday party for members and their children grows and we look forward to hosting the annual event next year. Member events such as the annual picnic and the children's holiday party take time, dedication and organization to plan and host. On behalf of myself and our Local, thank you to all the staff and volunteers who made each of these events a success.



The Children's Holiday Party had rides, food, toys and games for all who attended.

A continued focus for Local 675 and the Carpenters' Union is to provide support to groups and organizations to improve the quality of life for not only members of our Union but for the communities we live and work in each and every day. Recently, the Interior Finishing Systems Training Centre made a one-million dollar donation to Sick Kids Hospital to build a new facility to expand the services and supports for patients with construction anticipated to start in 2019. Being able to give back to our community is one of the ways the labour movement supports communities. Giving back to the communities we belong creates a better life for us all. To stay up to date on the activities of Local 675, please visit us on our online home at <https://local675.ca/>.

On behalf of the Executive Board and staff of Local 675, we would like to wish all members and their families a happy holiday season and a safe and prosperous new year.

In Solidarity,

Claudio Mazzotta

Local Union Coordinator



Brother Michael Higdon competed during the 2018 Provincial Apprenticeship Contest representing Local 675. Michael placed 1st in the provincial contest. Michael is pictured with staff and Board Members from Local 675.



Staff and board members of the Interior Finishing Systems Training Centre and staff from Sick Kids along with industry partners, gather to recognize the 1 million dollar donation made on behalf of the Interior Finishing Systems Training Centre.



Brother Michael Higdon representing Local 675 during the 2018 National Apprenticeship Contest. Michael placed 2nd at the national event.



Members and their families attending the annual picnic held each summer hosted by Local 675



LOCAL 785 CAMBRIDGE

Sean O'Dwyer, Local Union Coordinator

Local 785 is once again experiencing full employment with all sectors of the ICI that is enabling to maintain a solid and steady work stream for the Cambridge local. The industrial sector has been performing well with a number of projects in the area including: a food processing plant, work in the auto sector that is ongoing with Toyota, as well as a number of spin-off suppliers to Toyota including the stamping plant in Simcoe.

On the commercial side we have an upcoming \$100 million addition / renovation to the Fairview Mall in Kitchener along with additions and renovations being added to three other shopping malls in Cambridge, Waterloo, and Guelph. Loblaw's has a number of projects on the go which include: a \$60 million reconstruction of the entire Pioneer Plaza, a new store coming to Brantford, and renovations to two others. Our members will also be busy starting a new office tower in downtown Kitchener, a cast in place structure with a two-level parking garage that also includes five stories of office space above. With regards to our local Universities, all three have projects underway. University of Waterloo has two large projects proceeding as well as \$55 million in renovations at a new construction site out to tender. There are two upcoming residential projects being conducted at both Wilfred Laurier University and at University of Guelph in addition to the three current projects that are in motion. Lastly, in Fergus our members are working on the construction of the brand-new Fergus hospital currently at the initial stages of drywall as well as continuous working being done at the Cambridge Memorial Hospital. All these projects are keeping Local 785 members busy as of current and will continue to well into the future.

We continue to have ongoing work with the Region of Waterloo maintaining a consistent work flow for Local 785 members. We have just started phase three of the Kitchener Waste Water Treatment Plant (WWTP) and a \$20 million project at the Hespeler WWTP. Several more WWTP are out to tender and will be closing soon. This spring, the construction of a new \$60 million bus maintenance facility will commence along with the Regional transit hub project

with commercial and residential elements totalling \$300 million meaning a 100% UBC carpentry work including the residential towers. All in all, local 785 is projecting full employment at least for the next 3 to 4 years if not more.

A proud moment for Local 785 as the winner of the Ontario Provincial Apprenticeship contest in carpentry for the second year in a row. For 2018 this win is particularly sweet as our competition winner Brother Tim Poser joined our local through Helmets to Hardhats as an army veteran who served in Afghanistan. One more congrats to Brother Tim Poser.

Recently Local 785 successfully signed one of Ontario's largest water treatment and waste water treatment contractors securing 785 and the UBC into the WWTP business in a big way. This new contractor takes on projects in the \$150 million range. The company Bennett Mechanical Institutions will be a great asset to the Carpenter's Union in a market that we need more success in. The Cambridge local has had a great year thanks to all our hardworking members.



Brother Tim Poser and Local 785 President Kevin Kestle at The Provincial Competition.

Local 785 Returns to Long Point Eco Adventure!

This year Local 785 decided to return to the Long Point Eco Adventure, located in Norfolk County along the shores of Lake Erie. The 2-hour zipline adventure through the Carolina forest tree tops was a popular activity for most and a major draw in for our return. Local 785 members are allowed to select two adventures to try out for the day and this year included some exciting new additions. The youths enjoyed fishing and wetland wildlife exploration. When the kids wrapped up their adventures, they had a chance to tire themselves out on the two oversized bouncy inflatables. The adults kept busy with their own fulfilled Eco-adventures including; Axe throwing, zip-lining, and the newest adventure was a bike wine tasting tour “the Grape Escape”. The Grape Escape is a scenic bike tour that included tastings and stops at four local wineries. Outside of the Grape Escape adventure, wine tastings at the Burning Kiln Winery was open to all age appropriate members. The Burning Kiln Winery is conveniently located directly across from the Long Point Eco-Adventure and provides an absolutely stunning location and background for Local 785 members to relax and enjoy the summer. The Burning Kiln is not only a beautiful location it is an award-winning winery notably being named the official wine selected by the Ontario Legislature in 2011. At the end of the day fellowship and fun was had by all and it was another successful picnic for Local 785.

I would like to thank all our members and their families and wish all members a very Merry Christmas and a Happy New Year.

In Solidarity,

Sean O'Dwyer

Local Union Coordinator



Brother Jordan Brown and Guest enjoying some wine on their Grape Escape Tour.



Brother Dan Polinsky enjoys the view from the tree tops at Long Point Eco Adventure.



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LEADING THE WAY
CARPENTERS.ORG/SISTERS

LIFE AFTER THE MILITARY: A SECOND CAREER IN THE TRADES

Making the decision to start an apprenticeship and career in the trades is a big decision. For Tim Poser, proud member of Carpenters' Local 785 based in Cambridge, ON, he made the choice to join the trades soon after making the decision to transition from military life to a career that would allow him to be closer to his family and friends. The path Tim took ultimately led him to join the Carpenters' Union and start an apprenticeship in General Carpentry. The path each person takes starting a career in the trades varies from person to person. For Tim, his path to the trades started on his 16th birthday. Although at the time, Tim may have not seen a career in the trades in his future, the path that he was about to begin was the start of his journey not only in the military but also in the trades.

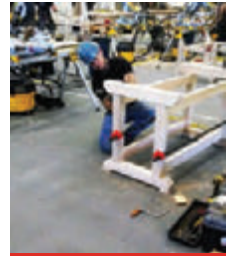
The year was 2004 and Tim Poser was turning 16 years old. Tim made the decision to join the Canadian Army Reserve. Although Tim did not tell many people he was joining, he knew that it was something he thought about and wanted to do for some time. After joining the Reserves, Tim had the opportunity while still in high school to enroll in a cooperative education program offered at his high school that allowed students to complete Basic Training prior to graduating. After successfully completing Basic Training, opportunities to participate in numerous programs and activities while in the Reserves led Tim to make the decision to transfer from the Reserves to the Canadian Armed Forces on a full time basis. Tim was stationed at Canadian Forces Base Petawawa as a Combat Engineer who travelled regularly to different military facilities throughout Canada to learn and gain skills needed to

be successful in the military and in life. Tim was posted to 2 Combat Engineer Regiments and was soon deployed to Southern Afghanistan. During his deployment, Tim was attached to an infantry platoon and conducted searches for weapons caches and improvised explosive devices in the south of Afghanistan. When Tim returned to Canada in December 2010, he continued training and was promoted to Sergeant in 2013. Soon after being promoted, Tim realized that he missed having his family and friends close by, and made the decision to request release from the military in 2014. Tim was honorably discharged from the military in 2014. Shortly before leaving the military, Tim participated in several sessions offered by the military that outlined options and opportunities for careers outside of the military. During one of these sessions, Helmets to Hardhats (H2H) delivered a workshop discussing the opportunities in trades that are open to members of the military. H2H is a national organization across the United States and Canada supporting members of the military transition into careers in the trades. The training that Tim had participated and completed during his time in the military had numerous similarities to the trades. Tim enjoyed working with his hands, solving problems, taking initiative and working with others. The skills that Tim was taught in the military were highly transferable and practical for the skilled trades.

Tim soon returned home and started working as a Junior Foreman with a non-union contractor. This opportunity provided Tim with the exposure to the trades needed to make a firm commitment to his future as a tradesperson. The question for Tim was: what trade should he pursue and if he should continue working in the non-



Tim in Afghanistan serving in 2010



Tim participating in the 2018 OPAC.



Tim Poser (second from left) meeting with Prime Minister Justin Trudeau (centre) along with Tony Iannuzzi (second from right), Executive Secretary Treasurer of the Carpenters' District Council of Ontario, Member of Parliament for Vaughan Francesco Sorbara (first from right) and Local Coordinator for Local 785 in Cambridge, ON, Sean O'Dwyer (first from left).



Tim with his wife and 2 children

union sector. Tim had narrowed his choice down to two trades that he was interested in and after looking at the pros and cons for each trade, Tim made the decision to pursue General Carpentry. Soon after Tim reached out to Local 785 of the Carpenters' Union based out of Cambridge, ON.

Fast forward to 2018, Tim recently passed his Certificate of Qualification Exam and earned his Red Seal in General Carpentry. Working for Ball Construction, Tim is a proud union member and is learning all that he can to advance his career. Tim was selected to represent Local 785 in the Ontario Provincial Apprenticeship Contest in the general carpentry contest, and placed 1st in the province. Being recognized as the top apprentice in Ontario, Tim has proven not only to himself and his family but to those considering a career in the trades, that success is possible.

Programs such as H2H provide the information and avenues for those leaving the military to start a career in the trades. The trades provide an opportunity to access well-paying jobs while learning new skills in a fast paced changing environment. Since leaving the military, Tim married the love of his life in 2016 and is enjoying family life along with his wife, son and step daughter. Tim has proven that transitioning from the military to the trades into a well-paying career with opportunities for training and advancement is possible. When Tim was asked what skill he felt helped him make the transition from military to civilian life, the one skill that kept coming up was initiative. Although H2H and the support provided by the military helped Tim transition, the initiative that Tim took reaching out to employers and ultimately the Carpenters' Union made the difference in succeeding. The choices that Tim has made to start a career in the trades after military service clearly paid off not only for his own career but for the life he has been able to create for his wife and family.

To find out more about Helmets to Hardhats Canada, please visit: www.helmetstohardhats.ca



Tim holds the 1st Place trophy for the general carpentry contest during the 2018 Provincial Apprenticeship Contest along with (r) Tony Iannuzzi, EST for the Carpenters' District Council of Ontario, (l) Morgan O'Dwyer, Training Coordinator for Local 785 and (2nd from right) Kevin Kestle, Business Agent Local 785.

HELPING VETERANS ONE STEP AT A TIME

Several years ago, Durval Terceira made the decision

that he wanted to give back to veterans who served in the Canadian Armed Forces. Leading up to the decision, Durval became aware of Renos for Heroes. Renos for Heroes was founded in the fall of 2010 by Toronto based contractor and tv personality Jim Caruk.

The goal of Renos for Heroes is to support wounded soldiers when they return home from active duty through making changes to their homes to support and improve their mobility while minimizing the expense and reducing the stress of undergoing a home renovation.

Through speaking with family, friends and colleagues, Durval made the decision to organize the first walkathon in 2015 in support of Renos for Heroes. Since 2015, Durval has led the walkathon event each year raising thousands of dollars on behalf of Renos for Heroes in support of returning veterans. On behalf of the Carpenters' Union and all members, thank you Durval to you and your team for making the decision to give back to our troops and to those who have protected all of us in times of war and conflict. To find out more about Renos for Heroes, please visit: www.renosforheroes.org



SUPPORTING VETERANS THROUGH PARTNERSHIP AND COLLABORATION

Retired members of Local Union 397 Tom Bach and Paul Cole didn't hesitate to help rebuild retired Canadian Veteran Mcpl Matt Follows back deck and stairs when they were asked to support. Matt Follows served in the military for 20 years and signed up to serve the same time as Mike Humphries, a Business Agent who works out of Carpenters' Local 27. Matt Follows and Mike Humphries were in the 778 Squadron Air Cadets, and both attended Bayview Secondary School. Matt joined the Signals Regiment as a Radio Operator, posted by the Canadian Airborne Regiment. Matt and the Regiment were deployed to numerous locations and tours of duty including Cyprus, Iran, Germany, Kosovo and Rwanda.

After retiring from the military, Matt found employment as a long haul driver for a trucking company, but his injuries from serving soon caught up to him and he ultimately became home bound and unable to continue working and living life as he once had. In 2017, Matt made the journey to support Durval Terceira and the team of staff, members and volunteers kicking off their walk to Parliament Hill in support of Renos for Heroes. Matt instantly felt connected to the work of Renos for Heroes and knew he had found an organization that was supportive of veterans and their lives after military service ended.

Renos for Heroes reached out to Joel Neville of Local 397 to ask for support with the project to assist Matt in making his home more accessible. Joel put Renos for Heroes in touch with members Tom Bach and Paul Cole. Both Tom and Paul knew they wanted to help with the project. Tom Bach, is a 22 year veteran and member of the Carpenters' Union and Paul Cole is a 41 year veteran and member of the Carpenters' Union.

The project in Matt's home took 4 days to complete and the work included taking out an old deck, repairing concrete and the rebuilding of a new deck and stairs.

On behalf of Renos for Heroes and Mike Humphries, many thanks to Tom, Paul and Joel and the members of Local 397 for their



Members Tom Bach and Paul Cole with Matt Follows proudly recognizing Renos for Heroes after completing a project on behalf of Matt Follows.

continued support of Renos For Heroes and a special thanks to Retired Mcpl Matt Follows CD for your service to this country.

To find out more about Renos for Heroes and the supports the organization offers to members of the military, please visit their website at: <https://www.renosforheroes.org>.



TRAINING FOR THE FUTURE: THE CARPENTERS' INTERNATIONAL TRAINING CENTRE

Members of the Carpenters' Union have been building up the cities we live and work in across Canada and the United States for more than 130 years. The skills and training members received throughout the 20th century focused on learning skills directly related to using tools to build infrastructure needed to accommodate growing populations. The Carpenters' Union recognized the need to expand the training members receive to provide the skills and training needed to be successful both on and off the tools.

Experts are anticipating more change in the construction industry in the next ten years than has happened in the construction industry in the last fifty years. The shift in the construction industry is being driven by the increased use of technology in construction combined with an influx of techniques and materials that enables construction to take place faster, safer and for less cost than ever before.

The leadership of the Carpenters' Union realized in the early 2000's the rapid changes that were about to take place in the industry and the need to develop training programs for members that would enable members to thrive and add value and productivity to the thousands of job sites members work on each year. Through the Department of Education located at the Carpenters' International Training Centre in Las Vegas, a series of programs were developed for members to attend in order to learn and develop skills that would separate the members of the Carpenters' Union from the competition being recognized as the most productive, efficient and safest workforce in the industry.

A series of programs have been developed to support members through their careers with Carpenters' Union. From apprentices, journeypersons, forepersons, superintendents and signatory contractors, the programs that have been created support the skill development and knowledge needed to be successful in the 21st century.

To find out more about upcoming dates for programs offered at the International Training Centre, please reach out to your home Local for more information and to request an application to apply for programs that you may be eligible to attend. You can find more details about the programs listed at www.carpenters.org.

PROGRAMS OFFERED

UIC DEPARTMENT OF EDUCATION AND TRAINING  <p>Who is eligible? All UIC members, including those who are not currently active in the UIC, are eligible to attend these programs. The programs are designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p>	3RD YEAR APPRENTICE PROGRAM: HELPING BUILD OUR INDUSTRIES <p>Participants of the 3rd Year Apprentice Program are in a unique position to learn from the best in the industry. The program is designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century.
UIC DEPARTMENT OF EDUCATION AND TRAINING  <p>Who is eligible? All UIC members, including those who are not currently active in the UIC, are eligible to attend these programs. The programs are designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p>	UIC JOURNEYMEN: BUILDING LEADERSHIP FOR A STRONG FUTURE <p>The UIC Journeyman program is designed to provide members with the skills and knowledge needed to be successful in the 21st century. The program is designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century.
UIC DEPARTMENT OF EDUCATION AND TRAINING  <p>Who is eligible? All UIC members, including those who are not currently active in the UIC, are eligible to attend these programs. The programs are designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p>	UIC JOURNEYMEN: NEXT LEVEL UIC LEADERS <p>The UIC Journeyman program is designed to provide members with the skills and knowledge needed to be successful in the 21st century. The program is designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century.
UIC DEPARTMENT OF EDUCATION AND TRAINING  <p>Who is eligible? All UIC members, including those who are not currently active in the UIC, are eligible to attend these programs. The programs are designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p>	FOREMAN TRAINING PROGRAM: BUILDING A SOLID FOUNDATION <p>The Foreman Training Program is designed to provide members with the skills and knowledge needed to be successful in the 21st century. The program is designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century.
UIC DEPARTMENT OF EDUCATION AND TRAINING  <p>Who is eligible? All UIC members, including those who are not currently active in the UIC, are eligible to attend these programs. The programs are designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p>	COLLABORATIVE LEADERSHIP: BUILDING JOINT LEADERS <p>The Collaborative Leadership program is designed to provide members with the skills and knowledge needed to be successful in the 21st century. The program is designed to provide members with the skills and knowledge needed to be successful in the 21st century.</p> <p>Program Objectives:</p> <ul style="list-style-type: none"> • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century. • To provide members with the skills and knowledge needed to be successful in the 21st century.



LOCAL 93 OTTAWA

Rod Thompson, Area Manager and Local Union Coordinator

As I reflect on the events and accomplishments of the past year and share some of the exciting things that have transpired in Ottawa, I feel it is important to begin with a "Thank You" to the membership and staff at Local 93 for their hard work and continued support as we celebrate another successful and productive year.

To kick-start my re-cap of 2018, I would like to recognize the following members for attaining their Red Seal Certification. It is a huge achievement and I wish each a long and prosperous career in the trade.

Jason Agnew

Tim Gervais

Quintin Jennings

Devon Havenaar

Joseph Lavictoire

Zacharie Lavoie

Braden LeCouvie

Chris Ward

Dan Bekolay

Jose Antunes

Jason Burke

Dominique Bergeron

Matt Collins

Lucas Dunklin

Trevor Edgar

Tory Chislett

Janis Parry

The launch of our promotional campaign with CTV made a profound and positive impact on our recruiting efforts. As such, we have been actively educating others about our Trade, Union, who we are and what we do, forming new relationships with industry stakeholders and the next generation of skilled trades people. We are grateful to have had the opportunity to connect with and train more than 400 local high school students in the past year providing safety certifications and "hands

on" sessions in our Training Centre. We look forward to building on this in the years to come.

Belonging to an organization that is progressive and encourages continued education is an honor and a privilege. The following members took time to invest in their professional growth and development to include both soft and hard skill training this past year - the value on and off the job site is profound and undeniable.

2018 UBC Sisters in the Brotherhood Conference

Rebecca Hayward, Janis Parry-Hood, Kara Scott, Meghan Pook

"The trip really helped put things in perspective and allowed me to feel like I'm not alone, there are other females in carpentry. What a fulfilling, inspirational and truly humbling trip to embark on with my fellow sisters. I feel so fortunate. Cannot wait to see what the future holds!"

- Rebecca Hayward

"I feel empowered, educated and newly excited about my chosen career. I look forward to further opportunities with the SIB and the union as a whole"

- Meghan Pook

"I saw my future self in the women who led us. It was an amazing experience."

-Janis Parry-Hood



2018 Collaborative Leadership Conference Mathieu Lavergne, Al Maurice, Mykall Logan



2018 Journeyman 212 Bryan Landry, Matt Gilchrist, James Somers, Tyler Schaefer, Phil Major



"The Journeyman 212 has taught me how to generate healthier workplace relationships by being able to apply and control my personal emotions to increase productivity in the fast-paced workforce. I will take the knowledge I've gained with me throughout my Carpentry career"

- Tyler Schaeffer

"This course is going to be a great tool for me; it made me more confident about myself at work and also at home. I am very thankful that UBC helps us by training us to become professional carpenters. I'm a proud UBC member and always will be."

- Bryan Landry

Some exciting News - I am pleased to announce Local 93 and Local 2041 will host the 2019 National Apprenticeship Contest September 11 to 14, 2019 here in Ottawa. This event allows competitors to showcase and demonstrate their skills in various trades from across the country to include Carpentry, Interior Systems, Flooring Installation, Scaffold and Millwrights. We invite you to join us as we witness and celebrate some of the best tradespeople in our industry.

In June, we held our 10th annual charity golf tournament and I am happy to share that it was our largest and most successful to date. I extend my sincerest gratitude to the staff for organizing, all those who attended and generously donated to the Children's Hospital of Eastern Ontario.

I encourage you to visit our new website local93.org and check us out on Facebook, Twitter and Instagram

On behalf of the Executive and staff at Local 93, I wish you a safe and happy holiday season. May 2019 bring health and prosperity to you and yours.

Fraternally,

Rod Thompson

Area Manager

Local Union Coordinator

**Online Resources to Stay Updated
on Construction and the Labour
Movement in Canada**

The Daily Commercial News:
canada.constructconnect.com/dcn

BuildForce Canada:
buildforce.ca

Ontario Ministry of Labour:
labour.gov.on.ca

Canadian Labour Congress:
canadianlabour.ca

Ontario Federation of Labour:
ofl.ca



LOCAL 249 KINGSTON

Don Fraser, Local Union Coordinator

The work situation in Local 249's area has been extremely busy throughout 2018. The largest ongoing project in this area is the Napanee Generating Station, being performed by the State Group. This job has not only provided work for Local 249's members but also members from across Ontario and Canada. At one point during 2018 over two hundred members were working on the NGS site between the day and night shifts.

Local 249's Zone 2 is also experiencing a boom of work. Tweed Inc. has expanded their cannabis operations at the old Hershey factory in Smiths Falls. This has led to major renovations of existing buildings on the property as well as the construction of new buildings to support their growing business. A visitors centre and large distribution warehouse has been completed by PCL Contractors, with more work projected for the future.

Also in Zone 2, after some delay due to soil issues, the Brockville General Hospital is underway with a \$130 million expansion to the existing hospital. The general contractor on this project is EllisDon. Bellai Brothers out of Ottawa has been awarded the contract for the formwork and the tower crane was stood at the end of September. The project involves the construction of a four-storey addition of approximately 175,000 square feet and approximately 20,000 square feet of renovations. Upon completion of the project, which involves a relocation of support services and facilities, there is expected to be a net increase of approximately 22 inpatient beds as well as expansions in the complex continuing care, palliative care, and rehabilitation programs.

Scaffolding has been a major source of work in the Kingston area over the last year. Much of the work being performed at the Napanee Generating Station is scaffolding support for other trades.

AGF has been awarded the scaffolding work at the Historic Murney Tower which is being repointed by a local masonry company.

Scafom North America was tasked with building the scaffold for the resurfacing and repainting of a water tower close to Kingston's downtown.

Congratulations to Durval and his team on his walk from Local 249's Training Centre to the Parliament Building in Ottawa in support of Renos for Heroes.

The staff and Executive of Local 249 would like to wish all members a safe and happy holiday season.

In Solidarity,

Don Fraser

Local Union Coordinator



A rendering of the proposed expansion of the Brockville General Hospital valued at \$130 million.



The historic Murney Tower is currently under construction with AGF being awarded the scaffolding work.



Scafom North America has been working on the resurfacing of a water tower close to downtown Kingston



Durval Terceira and staff, members and supporters arrive at Local 249 on route to Parliament Hill in their charity walk supporting Renos for Heros.



LOCAL 2041 OTTAWA

Daniel Bard, Local Union Coordinator

Brothers and Sisters,

I am pleased to report that 2018 has been an excellent year for our members and the outlook for 2019 and beyond is equally strong. Members of Local 2041 have been working on, and will continue to work on a number of substantial projects in our region.

The rehabilitation of the Parliamentary Precinct is a massive decades long project. This year saw the completion of the West Block phase. This was a significant undertaking, which included the complete rehabilitation of 176,000 sqft and the addition of 115,000 sqft of permanent building space. Members also worked on the Government Conference Centre, transforming the 100-year-old structure into the interim Senate space, as ongoing work on the parliamentary precinct continues.

Another showcase project was the rejuvenation and expansion of the National Arts Centre, which added another 36,000 sqft, bringing the total size to 1.2 million square feet of event and performance space.

Looking ahead, there are a number of large scale projects both in the ICI and residential sectors

- The redevelopment of LeBreton Flats, which will completely transform the 21-hectare site, continues to move forward.
- Zibi is a multi-phased development plan which is billed as a world-class sustainable community and redevelopment along the banks of the Ottawa River.
- Planning and consultation is still moving ahead with the new Civic Campus of the Ottawa Hospital.
- Stage 2 of the LRT project is still scheduled for completion in 2023.
- With the expansion of the LRT, we are already seeing significant growth in the residential sector, especially high rise condo.

Employment opportunities for our members will continue to be strong for the foreseeable future, and the need for skilled interior systems journeymen and apprentices remains high. Now is a great opportunity for new members to become part of our Union.

We are currently completing our new website. Stay tuned for a launch date in January 2019! On this new site, members will be able to register for training, update their address and get the latest updates and information.

In 2019, along with Local 93 and Millwright Local 1410, Local 2041 is looking forward to hosting the National Apprentice Contest at our new Training Centre. Expect to receive more information as the date approaches in early 2019.

On the training front, courses are being delivered focused on Working at Heights refresher, WHMIS GHS, and PEWP. To register for training, please contact the Local to find out training dates and to register for training.

On behalf of the Executive Board, and staff of Local 2041, we would like to wish all members and their families a healthy and safe Holiday Season.

In solidarity,

Daniel Bard

Local Union Coordinator

Follow the Carpenters' District
Council of Ontario on Twitter at:
@CarpentersONT



LOCAL 2486 SUDBURY

Tom Cardinal, Area Manager and Local Union Coordinator

Brothers and Sisters,

Northern Ontario has seen steady employment for majority of 2018 driven by the mining industry in Ontario. The mining industry has seen an influx of mine development in recent years. From the TAHOE Gold Mine in Timmins to the Kirkland Lake Gold Mine, members have been seeing numerous employment opportunities become available related to mining. For 2019, several mining projects for northern Ontario will start including the Cote Gold Mine and the KGHM Mine project.

With most members employed, the Local has relied on Carpenters' Union members from Atlantic Canada, Quebec and Alberta to assist with the manpower demands through our Local. On behalf of Local 2486, thank you to the dozens of members who filled the available employment opportunities. We are grateful for the support and encourage any members from the Carpenters' Union from across Canada to call our Local to enquire about available opportunities.

Members have been busy on numerous other projects across Sudbury, Sault Ste. Marie, North Bay and Timmins focused in the industrial, commercial and institutional sectors. Between the mining industry and the numerous ICI projects currently under construction, 2018 has been an excellent year for our Local and 2019 is projected to be a prenominal year for construction in the north.

Every year the Carpenters' District Council of Ontario hosts an annual competition for apprentices showcasing the skills of apprentice members in the areas of carpentry, floor covering and interior systems. The 2018 Provincial Apprenticeship Contest was held in June of this year and we were very proud to have Brother Darren Malden Jackson represent Local 2486 in the carpentry contest and Brother Brandon Bertrand representing our Local in the drywall contest. The provincial contest is an opportunity for members to demonstrate the skills and knowledge gained through completing an apprenticeship. Thank you Darren and Brandon for taking the time to participate in the provincial contest!



Members of Local 2486 at work on projects across the north.

The benefits of being a member of the Carpenters' Union are not only seen when looking at things such as wages, health benefits and pension contributions. Benefits of membership are also seen through the opportunities to attend member events along with member recognition events recognizing of years of service for members belonging to our Union. Local 2486 recently recognized members who celebrated 50 years of service. We would like to recognize the following members for achieving 50 years of membership:

Roger Gauthier

Isidio Mariotti

Rauno Lampinen

Phil Chrevrier

Ray Guenette

Veikko Leino

Frank Carboni

Rosaire Seguin

Congratulations to those recognized for 50 years of membership to the Carpenters' Union.

On behalf of the Executive Board and the staff of Local 2486, we would like to wish all members a happy holiday season and a safe and healthy 2019.

In Solidarity,

Tom Cardinal

Area Manager

Local Union Coordinator



Members of Local 2486 at work on projects across the north.

**Looking for resources and information on workplace health and safety?
Visit the Ministry of Labour website at www.labour.gov.on.ca**



LOCAL 1669 THUNDER BAY

Evan Reid, Local Union Coordinator

As 2018 closes we are looking forward to 2019, which should prove to be another strong construction season in Northwestern Ontario. Projects in the mining sector are looking very optimistic for future employment, as do projects such as several new OPP stations, the strong possibility of a new Jail to be built in Thunder Bay, and several large school builds are just a few projects we have to look forward to. I would like to thank our signatory General Contractors and Sub Contractors who are always looking towards securing the next project which keeps Local 1669 members working.

On September 16th local 1669 hosted a family fun day for members and their families to attend. This was a success with many members and their families taking part. Thank you to everyone who helped with the preparation as well as to those who attended and made the day a memorable one.

This year we had Brother Ryan Bortolon represent Local 1669 at the annual Provincial Apprenticeship contest which was hosted by Local 2222. I would like to congratulate Ryan Plante and his team at Local 2222 on a job well done. Local 2222 did a wonderful job of hosting the event at Blue Mountain Resort. A great time was had by all.

The Carpenters Local 1669 Training Centre has been very busy in all aspects of occupational health and safety training. Along with providing training to our members we have seen an increase in training through our partnerships with the local school boards. I would also like to highlight the numeracy camp that the training centre hosted for the

Lakehead public School Board. This 3 week program had 17 students participate in a in a camp that linked math with carpentry applications. Participants learned math skills and applied these skills while building tool boxes and dog houses. The dog houses will be donated to the community.

Last winter The Local 1669 Training Centre delivered its first Drywall, Acoustic and Lathing Applicator Level 1 Apprenticeship Program to our members. Having this capability allows our members to obtain apprenticeship training locally, as opposed to having to travel to other parts of the province to complete the training. Late last year the Local 1669 Training Centre was proud to host a Skills Ontario/Canada event which included over 100 female high school students participating in activities and seminars. This event was facilitated by female mentors from various trades and provided a phenomenal opportunity for young women to be exposed to the career possibilities in the trades. Thank you to those who contributed to the event making it a success. With the trades facing a high level of retirements currently and in the future, it is more important than ever to expose as many young people as possible to the benefits of a career in the trades.

In March of 2018 the Carpenters Local 1669 Training Centre was granted TDA (Training Delivery Agent) status for the 403A General Carpentry Program for all three levels of delivery. The Training centre is looking forward to providing high level carpentry training to Northwestern Ontario carpentry Apprentices in the near future. This past summer the Carpenters Local 1669 training centre delivered a Pre Apprentice Program

for Anishinabek Employment and Training Services. This program was a huge success with 18 participants completing the General Carpentry Level 1 program. Through generous community support from Resolute Forest Products, Sawmill division and Nor-Ont Supply, 2 sheds were built as a component of the program. In return, the sheds were donated to not for profit organizations in Thunder Bay. This added value component gave the participants some additional framing skills and also had the opportunity to learn in a team environment. Hopefully there is an opportunity for the program to return.

In Late August the Local 1669 Training Centre was host to the Union Training Initiative Funding Program- Equipment stream funding announcement. The funding our training centre received has allowed us to purchase some technologically advanced equipment to train our members as well as other key groups throughout Northwestern Ontario. On August 30th the Honorable Patty Hajdu visited the training centre with guests, Honorable Harjit Sajjan Minister of National Defence and Member of Parliament Don Rusnak. I would like to thank the federal government for choosing our Local and Training Centre for the announcement. Local 1669 is proud to be the leader of training and skill building for members residing in Northern Ontario.

The Staff and Executive Board of Local 1669 would like to wish all members and their families a healthy and happy 2019.

In Solidarity,

Evan Reid
Local Union Coordinator

TRAINING VERIFICATION CARD



Scan the card. See the Skills.

The UBC's Carpenters International Training Fund (CITF) now provides real-time training, certification and qualification reports for UBC members. The Training Verification Card (TVC) system revolves around a single plastic card featuring a QR code. One scan of the code gives employers an up-to-the-minute report from a database that is updated as soon as a member completes a course or earns a certification/qualification.

Scan the TVC

Use a QR code reader application on a smartphone to view the records. Don't have a scanner application? Download one for free from your mobile device's App or Play Store.

Access the Record

The TVC verifies all current training, certifications and qualifications for a Union Carpenter, which allows employers to verify current membership and verify current training, qualifications and certifications by accessing:

- Member name
- Photo (if available)
- UBC ID
- Local Union
- Classification (Apprentice or Journeyman)
- Union status
- Initiation date
- Dues paid through date
- Training, certifications and qualifications
- Welding certifications
- Additional certifications and qualifications acquired from a third party

Program Security

Our goal is keeping the records of our members accurate and ready for your review.

- All previously issued paper cards are now invalid.
- Once a member requests a replacement card, his or her current QR code is deactivated and a temporary card is issued with a new QR code that will work for 2 weeks. When the permanent card arrives, the temporary card is deactivated and the new QR code becomes active.
- The TVC is mailed to the member's home address with instructions on its purposes and use.
- Cards will not print if the member has an incorrect address in the CITF's records.
- Cards will not have a photo of the member if no photo is on file with the CITF.

The TVC is more effective when the member's photo is on the card. However, the photo can only be displayed if the member has a photo on file with the CITF. Members can have their photo taken at their local training center.

Understanding the Message

Training History Not Available = this is a non-member

Invalid Code = old card (maybe it was found after receiving the replacement card) or expired temporary card

No Current Training History = all training has expired

Questions?

Contact your Local UBC Training Center

Go to www.carpenters.org for a directory of UBC-affiliated Training Centers

IT'S TIME:

THE 2018 UBC SISTERS IN THE BROTHERHOOD CONFERENCE

In August of this year, the 2018 UBC Sisters in the Brotherhood Conference was held at the Carpenters' International Training Centre August 26th to August 29th. The purpose of the conference is to provide an opportunity for female members of the Carpenters' Union to come together and learn about the topics and themes that are relevant to women in the trades.

The Carpenters' District Council of Ontario had 22 sisters attend the conference representing members from across the province who participated in the 4 day conference that included a variety of workshops and speakers that focused on topics impacting women in the trades. Guest speakers included General President Doug McCarron, United States Democratic Leader Nancy Pelosi and Canadian Minister of Status of Women Maryam Monsef. The theme for the 2018 Sisters in the Brotherhood Conference was It's Time. The participation of women in construction across both Canada and the United States has been typically low when compared to men. Currently, women make up approximately 4% of the construction industry and the need to increase the number of women working in the trades is more important than ever. With the large number of workers retiring from the construction industry and increased construction activity, women are needed in construction.

For Sisters across Ontario, it is important to become active and engaged with your home Local and the Carpenters' Union. An easy way to become engaged and active is through attending monthly membership meetings to learn more about how to get involved and become an advocate for increasing the number of women in our Union.



General President of the UBC Doug McCarron (centre) meetings with Democratic Leader Nancy Pelosi (left) and the Minister of Status of Women Maryam Monsef (right).



Minister Maryam Monsef and Democratic Leader Nancy Pelosi arriving at the 2018 Sisters in the Brotherhood Conference.



The Canadian delegation for the 2018 Sisters in the Brotherhood Conference

TODAY'S **SISTERS IN THE BROTHERHOOD** IS BUILDING A BETTER TRADE AND A STRONGER UBC!



THOUSANDS OF WOMEN HAVE FOUND SUCCESSFUL CAREERS IN THE UBC

From delivering high-quality performance to supporting Union causes, Sisters in the Brotherhood makes contributions that help build a better trade and a stronger UBC:

- ✓ **MEMBER INVOLVEMENT:** We attend Union meetings and serve as Council delegates, offering input on issues that affect women, men, and the UBC.
- ✓ **COMMUNITY INVOLVEMENT:** We support community activities as a way to promote a positive image of the Union, the UBC, and Union workers.
- ✓ **POLITICAL ACTION:** We serve on political action committees and support UBC positions at rallies and campaign events.
- ✓ **RECRUITING MEMBERS:** We help organize workers, recruit members, and provide input on the establishment of apprentice programs.
- ✓ **MENTORING MEMBERS:** We provide new members with guidance on ways to succeed on the job and with advice on how to become valued UBC members.

LEADING THE WAY
carpenters.org/sisters

YOU CAN ALSO FIND US ON
FACEBOOK.COM/UBCSISTERS



“This Union has
always stood for
fairness and the rights
of all workers.”

-Douglas J. McCarron
UBC General President



SCAN ME WITH YOUR
MOBILE DEVICE QR READER



2019

Winter/Spring IFSTC

Apprentice & Upgrading Course List

Certificate of Qualification Exam- 14-Jan-2019 06-Feb-2019
Prep – Drywall (Night classes)

Layout (Night classes – twice 15-Jan-2019 07-Feb-2019
weekly/4 weeks)

Certificate of Qualification Exam- 25-Feb-2019 01-Mar-2019
Prep – Drywall (Full day classes)

Basic Drywall Acoustic 25-Feb-2019 21-Apr-2019

IFSTC 2019 HEALTH & SAFETY COURSE LIST

- WHMIS 2015 (Wednesdays and Friday mornings)
- Working at Heights (Mondays, Tuesdays and Thursdays)
- Propane in Construction
- Working at Heights Refresher (Wednesday and Friday mornings)
- PEWPs (alternate Wednesday afternoons)
- Suspended Access Equipment
- First Aid Training (FEE)
- Basics of Supervision
- STILTS

OTHER IFSTC 2019 Upgrading COURSE LIST

- Blueprint Reading Course
- Infection Control Risk Assessment



Basic Level Apprenticeship Graduation August 2018



Basic Level Apprenticeship Graduation October 2018



Top Health and Safety Apprentice
Advanced Class April 2018 Luca Pace



Top Apprentice David Dyer October 2018



Top Apprentice Advanced Class April 2018 Kyle Banks



Top Health and Safety Apprentice Shane Petrovic October 2018



Basic Level Apprenticeship Graduation February 2018

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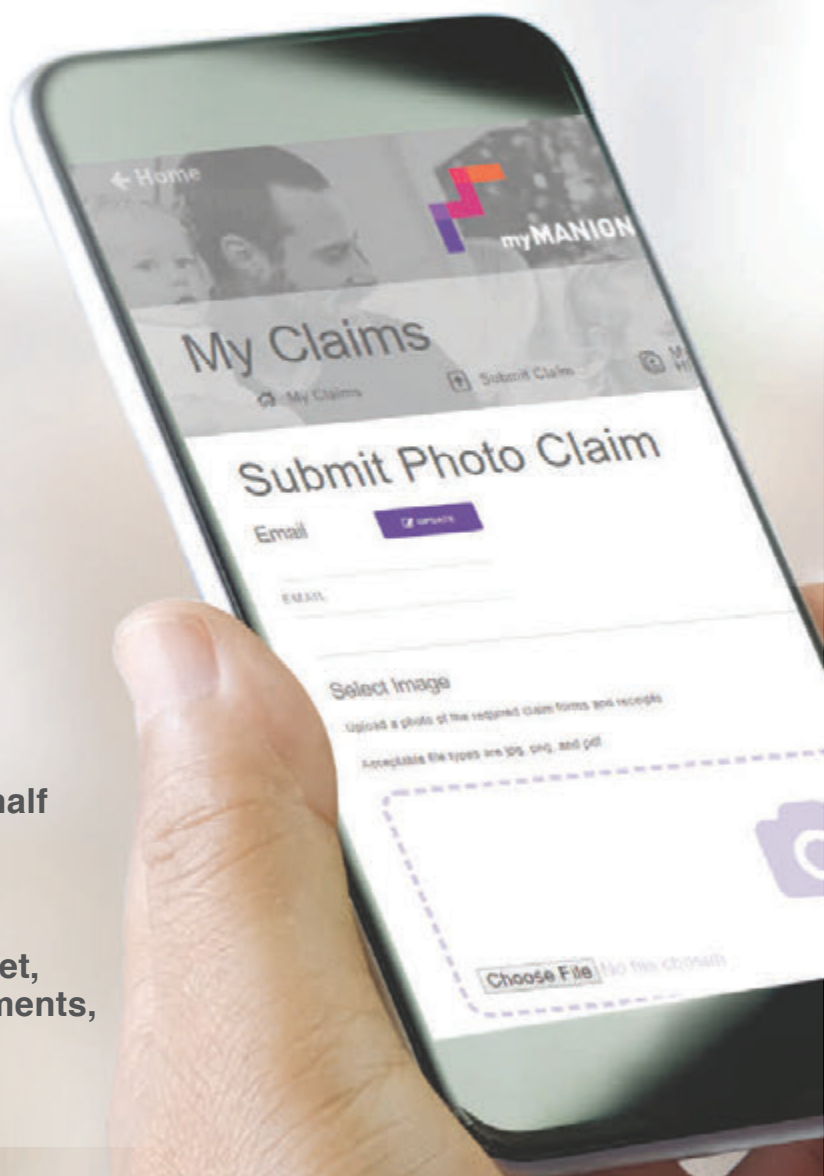
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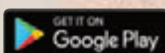
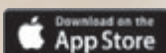
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In Memoriam

Local 18

Alexander Moodie
Antol Gyorl
Arnold Richard
A Satkevicius
Carl Schwanz
Charles Taibi
Cirillo Martignago
Edgar T Sutherland
Fernand Gadoury
Finn Brandemark
George Schneider
Guerrino Ruzzier
Heinz Horst Schulz
Italo Cantarelli
Kenneth Jack
Konrad Paul Kot
Mark C Nymeyer
Martin Maier
Mate Mitar
Norman Hawe
Ramsey Morrison
Shayne Wright
Thomas A Trotta

Local 27

Albert Doug Heenan
Alexander McGill
Alfred Schinko
Alfred Vahi
Anacleto Giotto
Andrew Nawalany
Angelo Cancellier
Antonio C Pimentel
Antonio Cupido
Antonio Defazio
Antonio Mastronardi
A O Jaakelainen
Athanassio Nturlas
Aurele N Belair
Ben Q Anderson
Brian H Williams
Charles B Vincent
Charles Crewe-Read
Clement Daley
Cristian Mauricio Quiroz Perez
Daniel Dame

David Llano
David Rodrigues
Delroy C Barnett
Denis John Glackin
Derrick T Martin
Domenico Dalcin
Douglas G Gladwin
Duncan Fowler
Edward Gatchell
Edward McGonigal
Elliott Cooper
Elmer Buote
Ernest P Matuszek
Francesco Lucchitti
Frank A Cidade
Frank Bellissimo
Frank Sguigna
Franz Simitz
Franz Wolfstetter
Gary David Martin
Geo Koji Morishita
George Strachan
Gerard J Cleary
Gilles Baron
Gino Martintoni
Giovanni Seravalle
Giuseppe Berto
Giuseppe Viola
Gordon D Baxter
Gordon Dracup
Gunter Kupas
Hans Findeisen
Harold Penny
Herb C Lance Sr
Horst G Wiesner
Isa Joseph Freij
Jack Hakomaki
Joaquim Narciso
Johann Pachler
John H Stirling
John Kaidonis
John Milroy
Jose Almeida
Joseph A Ramard
Joseph Cameron Amos
Joseph Zarb

Kalervo O Mallinen
Keith Willi Effenberger
Larry Meehan
Lawrence Josephs
L Craig Loder
Leopold Primc
Ljubisa Karovic
Lloyd McDonald
Lucas Juskiewicz
Luigi Pighin
Mario Bevilacqua
Max Ferner
Naphthali Douglas
Nicola Calapa
Noel Troy
Omar Hodzic
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Paul Richard Sheldon
Paul Stubbs
Rainer Pollari
Rauno Autio
Raymond Armstrong
Richard Lewke
Rinaldo Bussoli
Robert Baigent
Robert J Garratt
Rocco Guida
Ronald E Latham
Sebastien Friolet
Seymour Clarke
Spase Stasovski
Steven B Copeland
Terry Brush
Theophilus Hastic
Thomas Clark
Tony Romano
Veikko Makinen
Vincenzo Salatino
Vittorino Paccagnella
William A Mantle
William Joseph
William Parks
Local 93
Alex Ostroskie
Andre Boisvenue
Andre E Valade

Gary Ehrh
Jean-Guy Tessier
Jorge Bettencourt
Kevin Mousseau
Louis Daly
Maxie Stewart
Michael Edwards
Ottavio Bucciarelli
Rheal G Lafontaine
Werner Grosspietich

Local 249

Bruce Free
Joseph E Stufko
Thomas L Heffernan

Local 397

Alfred Niemeier
August Kautzky
Edward A. Rabishaw
Herman A. Groh
Kenneth E. Mills
Kurt Hottinger
Paul Joseph Bouthilllette
Peter Arnold Harness
Robert J. Servos
Ron Armas Wirtanen
William Edward Leggette

Local 494

Aime Lebel
Andre Pelchat
Edward C Repaye
Lee Vendrasco
Matthew P Monaghan
Otto Guenzel

Local 675

Adam Connolly
Agostinho D Correia
Albert D Melanson
Alfredo Nunes
Andrew Cosier
Antonio Lombardi
Bozo Dzeko
Cesidio Difazio
Donato Viggiani
Eduard Neumann

Franco Delgobbo
Gerald Rawn
Gino Dagostino
Hugo Sarries
James Clayton
James Taylor
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Mark Bailey
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Paul Elford
Paul Hartley
Pietro Capirchio
Roland Butler
Sandor Csorkuly
Scott Beggs
Seok Kim
Stephen Boyd
Stephen Leroux
Zackary Lalonde

Local 785

Aaron T Schweitzer
Arthur Rudy
Bernhard Adolf Schuster
Carmine Fiorenzini
Chris Sumsion
Gregory M Pigeon
Gregory T Pettit
John Ferrara, Sr
Junyi Xiang
Larry John Dickson
Leroy Ronald Reist
Mark W. De Vries
Mervin Benoit
Milan Kandic
Paul R Hammer
Russell Scott
Silvo Murovec

Local 1256

Germain Breault
James Sharpe
Kevin Patrick Shaw
Larry Shortt
Maurice Croteau
Robert Barnes
Robert Hartley
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Local 1669

Edward Emerick
Gabriel A McKay
Jack James Dunn
John Tunkkari
Jorma Kivistö
Josef Gojsic
Ladislav Vitasek
Lauri Majjala
Len Marcon
Richard A Yurchuk
Sime Bradica
Teuvo T Hirvasoja

Local 1946

Bruce A Mcinnis
Kenneth Marshall
Kevin R Coutts
Magnus Graham
Paul S Warwick
Rick Faulkner

Local 2041

Tony Caruso

Local 2222

E. James Horton
Howard H Parker

Local 2486

Aarne Kovala
Arthur Duguay
Brian L Brinkmeier
Gilbert R Scott
Gilles Rheal Berube
Leonardo Francolini
Pekka T Kurkinieni
Stephen Sidney Bailey
Toivo Virtanen



The Carpenters' District Council of Ontario

222 Rowntree Dairy Road
Woodbridge, ON L4L 9T2



Please call your locals for the dates and times of your general meetings.