

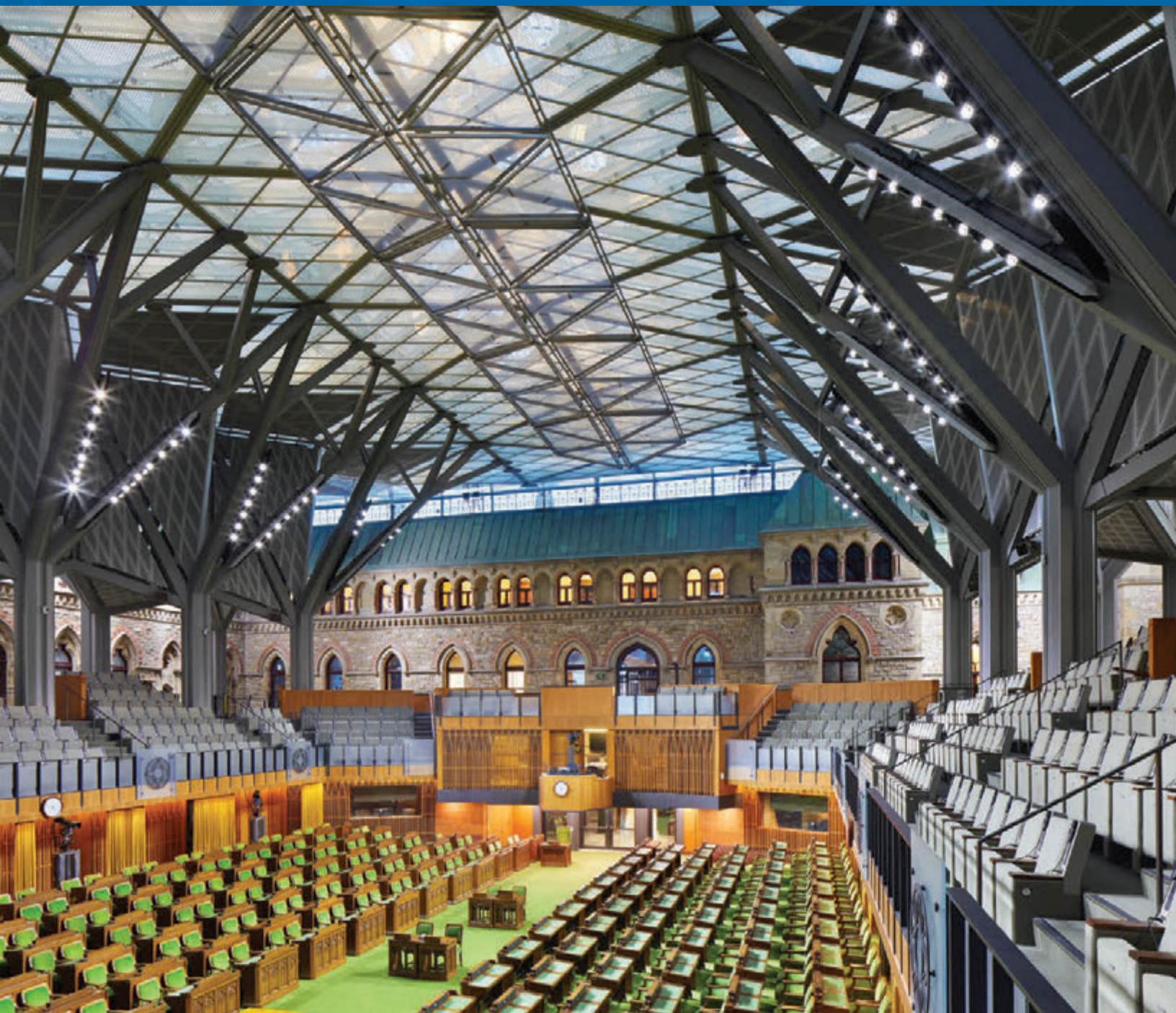
THE CARPENTERS' DISTRICT COUNCIL OF ONTARIO



TRADE TALK

Winter 2020

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Cover Photo: The magnificent new House of Commons in the West Block!
A shining example of our members skills!
Photo Credit: Tom Arban



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**The Carpenters' District
Council of Ontario**

222 Rowntree Dairy Road
Woodbridge, ON L4L 9T2

EXECUTIVE COMMITTEE

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MESSAGE FROM THE E.S.T.

Tony Iannuzzi, Executive Secretary Treasurer

Brothers and Sisters:

I am writing this greeting with the hopes that you and your families have kept safe and healthy during this ongoing pandemic. We, as a Union, have been faced with challenges the likes of which we have never seen. I am proud to say that we have risen to meet those challenges. With the hard work of you, our members, construction in Ontario has continued during this uncertain time.

Your health and safety remains the primary concern of the CDCO. I want to urge each and every one of you to be safe, to comply with public health guidelines, and to report any unsafe work or jobsites. Your business representatives are a telephone call, a text, or an email away and we, as a Union, will assist you if you feel your jobsite is not safe, including by notifying the Ministry of Labour, if necessary.

Despite this pandemic, life has continued during these trying times. In August, the United Brotherhood of Carpenters and Joiners of America held its General Convention, as it does every five years. This year, the Convention looked very different than in years past. Each and every district of the UBCJA attended the Convention via video conferencing. During the Convention, the International Officers were reelected for another term of five years. My sincerest congratulations to Douglas McCarron (General President), Frank Spencer (General Vice President), David Tharp (Second General Vice President), Thomas Flynn (General Secretary-Treasurer), Dennis Donahou (Southern District Vice President), Randy Thornhill (Western District Vice President), Bill Waterkotte (Eastern District Vice President), Mark McGriff (Midwestern District Vice President), and Jason Rowe (our own Canadian District Vice President). We, at the CDCO, look forward to continue working with the McCarron team to further the objectives of the UBCJA: to organize the un-unionized, to serve our members, and to advance the labour movement.

The COVID pandemic has forced us to cancel a number of events, which we look forward to every year, including our Labour Day celebrations as well as Christmas/Holiday parties and lunches. We look forward to getting together to celebrate as soon as we can do so safely.

We have also had to cancel our September CDCO Delegates meeting and our Local Unions have had to cancel their local membership meetings. We are working with our Locals to get those meetings back up and running in a safe manner as soon as possible.

Despite the pandemic, I have some exciting new appointments to announce. I have appointed Mike Humphries as our Veteran Liaison Representative. Mike will work with military veterans to help them embark on a new career in the trades. He will also act as a mentor and point of contact for those transitioning from military life to our trade. I have also appointed Chris Campbell as our Equity and Diversity Representative. Chris will be working with Toronto Community Benefits to recruit youth from priority neighbourhoods into the trades. He will also be involved in community outreach programs to enhance the relationship between minority communities and the Union throughout the province. Importantly, Chris will represent the Union on issues of equity and diversity, as they arise. I wish them both well in their appointments and am sure each will do a lot of good work in these important areas.

As we enter the last part of 2020, it is important to remember that this crisis is not over. We all must remain vigilant in the battle against COVID-19. We do not know how long this pandemic will last. What I do know, though, is that our members are resilient. By looking after yourself and your fellow brothers and sisters, we will get through this together.

We wish you and your families a happy Holiday and a happy and healthy New Year.

In solidarity,

Tony Iannuzzi
Executive Secretary Treasurer

RESERVIST TURNED CARPENTER HANDS IN THE TOOLS TO HELP AT LTC HOME

Daily Commercial News

When carpenter and active military reservist Dimitrij Berdnikov was asked by the Canadian Armed Forces to volunteer in the military's initiative Operation LASER to assist in a troubled long-term care home during the pandemic in the Greater Toronto Area, the 28-year-old was quick to sign up.

"I didn't have any real (health) concerns or any apprehension about doing it. I thought this was the time to help out. Nothing like this pandemic had ever happened before," says Berdnikov who is in the Governor General's Horse Guards, a regiment in the reserves of the Canadian Armed Forces.

Assigned to an outside crew to support military personnel working inside a Toronto long-term care centre, Berdnikov supplied clean laundry, food and other needs for more than two months.

That is a radical shift in duties and a cut in pay for the soon-to-be fourth-year apprentice who took a leave from his job as a carpenter with Eastern Construction, building a community centre in North York.

Berdnikov is a member of Carpenters' Local 27 in Toronto.

In 2016, after four years in the military reserves, he was looking at career options and the building trades was on his list.

Through the Helmets to Hardhats (H2H) program, he met carpenter Mike Humphries, a Local 27 business representative and its liaison to the H2H.

"I didn't know anything about carpentry at the time but thought I'd give it a try and I have liked it ever since," says Berdnikov.

Recently, Humphries and fellow business representative Sean Blake supplied the troops working in GTA long-term care homes with coffee and donuts, a gesture of gratitude on behalf of Local 27.

"We wanted to pay tribute to all those reservists and military personnel who were deployed to help our elderly through the COVID crisis," says Humphries, a military veteran himself.

Canadian Armed Forces Lt. Erika Palakovic says support personnel include medical staff for patient care and general duties staff to



prepare food for patients plus clean and disinfect the homes. To date, the military has been deployed in five long-term care centres in Ontario.

Berdnikov recommends the experience to any of his fellow carpenters in the H2H program.

"It was rewarding," he says. "My advice is to reach out to Mike (Humphries). He can help you find a spot."



Recently, reservist Dimitrij Berdnikov was asked by the Canadian Armed Forces to volunteer in the military's initiative Operation LASER to assist in a troubled long-term care home during the pandemic. The soon-to-be fourth-year carpentry apprentice jumped at the chance. Representatives from the Carpenters' Union Local 27 recently supplied troops working in GTA long-term care homes with coffee and donuts.



MESSAGE FROM THE PRESIDENT

Mike Yorke, President

Dear brothers and sisters,

I trust that all is well with you and your families as we weather this ongoing global COVID pandemic. We may have hoped nine months ago, that it would have largely been over by now, but events have proven that's not to be the case. Hopefully a vaccine is within reach and recent news reports give us confidence in that. However, so far at least the impact on our industry has been limited with many contractors pivoting in response to clients new demands as well as a stabilization of both the condo/residential and ICI sectors after an initial shock. Work hours are almost exactly the same as last year's and that's a great sign, and we continue to read the tea leaves for signs of where construction is heading. One sector I will point to that requires assistance and support is the Trade Show & Convention industry which has been a desert since March. Exhibit contractors and our members working for them are among those hurt most along with tourism and hospitality in general. I am pleased to read about a program known as **#ExpoRecovery** which has a goal of restarting this sector in a safe, clean and confident manner, but candidly it's an uphill battle.



The Citizen Care Pod at 222 Rowntree Dairy Road – Can this be a model for Tradeshows in an #EXPO Recovery?



US Election Night on CNN (CNN/ Van Jones photo)

Another uphill battle recently that's come out successfully is the recent US election of Joe Biden and Kamala Harris as President and Vice President elect. I'm certain that it was a focus of many of our members in Ontario as it certainly was for UBC members across America. Our union brothers and sisters, led by the political team of Kyle Makarios and Justin Weidner really deserve credit and congratulations on this historic win!

We were pleased to also have council members active on a couple of recent federal by-elections here in Ontario resulting in two new Liberal MP's – Marcie Ien in Toronto Centre and Ya'ara Saks in York Centre, however clearly that's not to compare with the US results! We also have a by-election race for Toronto city council, but more about that later in direct communication with members in Scarborough Agincourt Ward 22. Please advise this office if there are specific requests of the council on political initiatives in your community.

Speaking of community involvement I wish to point out a couple of initiatives that two of our Toronto based Locals (27 & 675) have collaborated on: support for #StrollTO / #DineOutTo and for sponsoring a set of murals along Eglinton west / Little Jamaica! In starting this column I noted the impacts of the virus on communities and economic sectors – hospitality has been hit hard as we see restaurants closing from one end of the province to the other, our mainstreets are really hurting and Eglinton more than

most as its been hit with a double whammy – COVID and the LRT construction so the Little Jamaica area is in need of help. That's where City Councilor Mike Colle comes in and he asked us to partner in a series of murals done by local artist Adrian Hayles to recognize some community leaders from over the years. The first mural is of local barber Jimmy Wisdom, others include Black leaders such as Dudley Laws and lawyer Charles Roach, so we await with interest these artworks but are proud to support a community in need.



Councillor Mike Colle speaking at unveiling of Jimmy Wisdom Way mural in Little Jamaica on Eglinton west

And, on a broader level support was given directly to the city of Toronto in sponsoring the #StrollTO initiative, which, linked to #DineOutTo was all about getting people out walking their neighborhoods, supporting local art installations and local restos. It also allowed for us to build crucial links to the local BIA's (Business Improvement Area @TABIANews)

I could not wrap up a note to you without recognizing the incredible changes taking place in our society, driven in part by COVID but also sparked by the killing of George Floyd in Minneapolis. As we watched events taking place in the US it was clear that Canada was not immune to social upheaval and turmoil. Racist events took place on projects where our members were working, and as is our responsibility we responded. One local adopted a Charter of Inclusive Workplaces and Communities, (on page 29) others participated in community events and also industry initiatives to challenge racism and racist acts in our industry. We will continue to do so and are proud of our commitment to a more inclusive industry, that respects the rights of all workers. Emblematic to that approach is the recent appointment of two current CDCO staff, to new roles- as H2H Liaison and another to

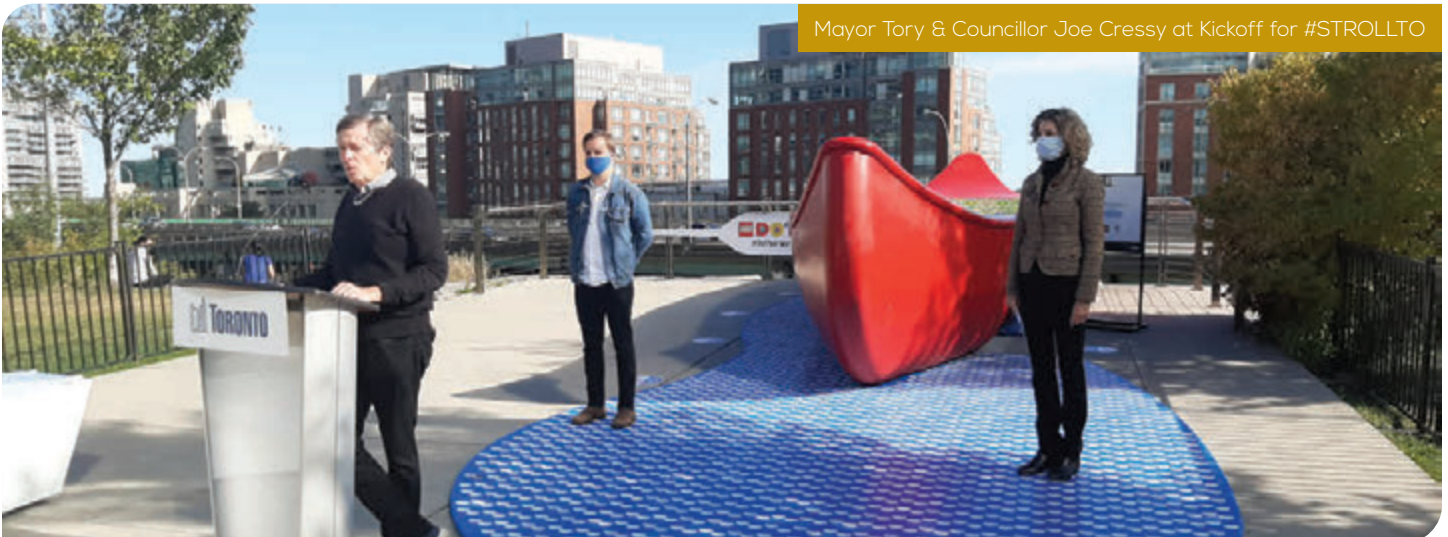
Equity and Diversity repetitive (more info pages 19 & 20) Congrats and best wishes to each of these brothers.

In closing, I will note that for almost 140 years our union has taken on many challenges and still survives- and we will survive this one. That's due to many factors and what comes firstly to my mind is the ability to work together for a common goal, to have a great vision of what it takes to get there and making solid investments in our next generation thru the excellent training centers we have across the province. Also, it's the skills and determination we bring to the job, as tradesmen and women as site leaders- just look at the Parliament hill project or the Canadian Nuclear Labs project (pages 40-43) both incredible examples of what members of the CDCO do every single day!

Please have a great holiday season with your friends and families and safe and prosperous New Year

In Solidarity,

Mike Yorke
President



Mayor Tory & Councillor Joe Cressy at Kickoff for #STROLLTO



ORGANIZING DIRECTOR'S MESSAGE

Henry Pereira, Director of Organizing

Brothers and Sisters,

We are too familiar with the many ways in which the COVID-19 pandemic has transformed our personal and professional lives over the last several months.

As a result of COVID-19, we have seen a drastic rise in the number of health and safety concerns raised by employees, including work refusals. In this new “normal” where social distancing and protective personal equipment is needed, employees want to feel protected and secure during these times of uncertainty.

Across Ontario, many workers employed by non-union contractors are still forced to work without personal protective equipment, and when they advocate for health and safety protections or wage increases, they have often been retaliated against or even fired for doing so.

Workers are facing unprecedented challenges in the age of the coronavirus. Many have lost their jobs, been temporarily laid off with no idea when they are going to return, or been forced to work despite the ongoing health crisis. But instead of letting anxiety over an uncertain future get the best of them, many workers are choosing to organize.

Our organizing department has faced many new challenges since the COVID-19 pandemic outbreak earlier this year, but has pushed forward with our goal to organize the un-organized.

Unions mean more power for workers to bargain for better wages, benefits and working conditions. For management, however, unionization is often viewed as a loss of power and control. As a result, many employers tend to resort to both subtle and drastic measures to keep workers from speaking out. When workers stick together, they can overcome management's tactics and, in the end, make a better place to work for everyone.

During normal times, when a union organizing drive begins, management is quick to commence their own campaign. They will tell employees that they have the right to deal with them

directly without the intervention of a union on any matter, both with respect to wages and benefits (often promising any new or additional benefits).

Another point management makes an issue is the cost of belonging to a union. They will tell the employees that dues, membership fees, and special assessments may be expensive. What they do not say is that dues paid to the union are tax deductible, and that those dues are a small price to pay in exchange for proper representation, good wages, benefits, a healthy pension and better working conditions.

Some companies tell employees that unions cannot guarantee them anything. Of course, we know this is not true.

While many employers run very strategic campaigns, taking full advantage of the range of effective anti-union tactics available to them, by adapting and tailoring our own actions, our locals across the province have been very successful with our organizing drives during these difficult times.

We have had to adapt how we usually organize in this new “normal”, but we have been successful in doing so. So far this year, the Carpenters' District Council of Ontario has filed over 50 applications for certification with the Ontario Labour Relations Board, resulting in 26 certificates and 6 settlements with Contractors engaged in various sectors of the construction industry across the province.

The coronavirus has underscored what we all already know: unions play an important role in protecting working people. Not only can we help them attain better wages, better benefits and better pensions, we can also stand up to employers and demand better working conditions so that our members can continue building this province and return home safely to their families at the end of the day.

On behalf of the organizing department, I hope everyone continues to stay safe and healthy.

In Solidarity,

Henry Pereira
Director of Organizing

RENOS FOR HEROES



I would like to take this opportunity to thank everyone for supporting Renos for Heroes and making a difference in the lives of so many returning military veterans who have served protecting our country. In the past eight years since the Carpenters' Union launched the Annual Renos for Heroes Walkathon, with your help we have raised over \$500,000.00 – imagine what we can do in another eight years.

Your support for the annual walkathon has allowed Renos for Heroes and our community partners to make the necessary modifications needed to ensure veterans are able to return and live at home with their families and loved ones.

This year the 2020 Renos for Heroes Walkathon annual tradition continued, but in order to navigate the pandemic, things changed and we transformed the event into a Virtual Walk Challenge, which took place on August 29 2020. The Virtual Walk Challenge allowed participants to choose to walk either 5k, 15k, or 30k while maintaining the safety of everyone. We invited businesses, colleagues, friends, and family to join us.

All funds raised will go toward assisting veterans who have been injured and are in need of modifying their existing home to meet their mobility needs post injury. Depending on the degree of physical impairment, renovations can require extensive alterations to a structure and its systems, which take time, skills and finances.

Without these vital changes for veterans recovering and adapting to life post injury, an individual's home can seem like a prison and inaccessible in so many ways.

Renos for Heroes is a registered charity, which provides building services to improve lives of injured Canadian soldiers and their families. Whether a soldier's injuries are physical or a result of Post Traumatic Stress Disorder (PTSD). Renos for Heroes is committed to making changes to their homes, minimizing expense and reducing stress.

If you are interested in donating to Renos for Heroes. Please send donations to:

Online donations: www.renosforheroes.org

Cheque donations: Renos For Heroes | 53 Chauncey Ave | Toronto | ON M8Z 2Z2

In Solidarity,

Durval Terceira
Local Union Coordinator,



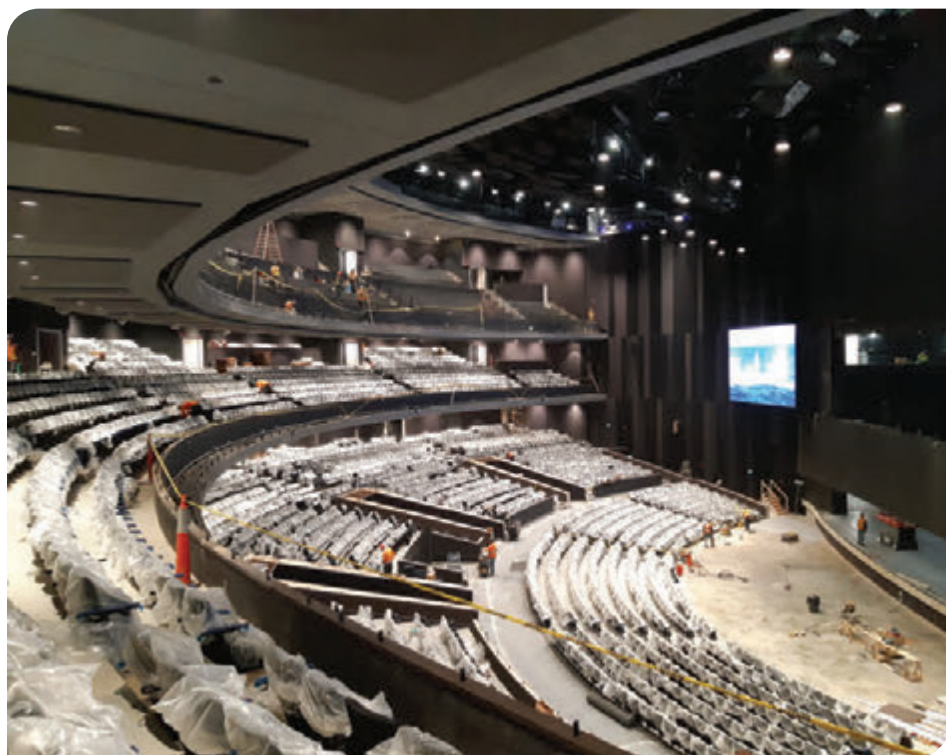


LOCAL 18 HAMILTON

Matt Creary, Western Ontario Regional Manager and Local 18 Coordinator

It is very difficult not to talk about what is happening in Ontario, Canada and the rest of the world right now. Covid-19 has got everyone in a tailspin and worried about their health, children, family and other friends and loved ones more than we ever did before. The elderly seem to be the ones most vulnerable to serious consequences at first but as things open up, you see the young under 40 group are contracting the virus in larger numbers now due to the social distancing neglect. I hope that I may enlighten you on what local 18 has been doing and will continue to do to keep everyone safe while on site at our facility in Hamilton and Niagara throughout my report.

We have local 18 gators (sleeves for your neck to pull up for easy face covering) for sale at a cost to Local 18 of \$8.00 being sold to members for \$2.00. They are very practical, light weight and washable. We have installed electronic thermometer tester stations in each building of the property and in the Drywall Trade school as well. Training will continue now at a steady pace with limited participants, which means, more classes needing to be run if we have the members interested in attending each course. Formwork, scaffold. PEWPS and others will be up and running very soon so sign up on the member portal for early registration. WHIMIS and Confined space are being offered virtually online so you can upgrade at home at a convenient time for you!! Working at



Heights renewals are ongoing, and you will all need some upgrading soon. Contact our web site for information and sign up for the online course and our training department will contact you.

The staff have all been working throughout the pandemic with no reported cases of Covid-19 here or at our homes. We continue to work every day with limited contact to the public, members or contractors inside the building. Both offices are open, and the lobby area is accessible for anyone that needs to come in. We prefer a phone call for any member needing to speak with a rep/organizer and

make an appointment. We, your Reps, are out on sites and the road every day and not in the office or available for drop ins. You can also email info@local18.ca if you'd like to book an appointment with any of the staff. We will return your email ASAP.

Local 18's hiring hall is having issues sending members to work at this time, so we are opening the doors to new applicants, apprentices and journeypersons. Many of our current members will be removed from the hiring hall very soon, due to their inability to want to go to work, return our phone calls or for various other non-work-related excuses. They will be

required to speak with the business manager or executive committee prior to returning to the out of work list. We are a business here trying to supply contractors with competent trades people and if your refusing to go to work, we will find the people that want to work, sign them up and send them to work. Thank you to the members that are working and have been working right through this worldwide pandemic. We, reps and staff, appreciate your dedication to working and respecting our agreement with the contractors, trying to complete their projects for clients, on schedule.

There are jobs coming available daily and right now most of the requests have been for formwork carpenters, but a few others for various aspects of our trades. We are also fielding more calls recently for scaffold recalls from employers that did lay off members before and during these uncertain times. All recalls for previous employee's has been extended to the end of the year, with no restrictions. If the member has worked for that employer, the recall rights will be allowed.

All apprentices that have been brought in to Local 18, in the last 2 or 3 years, had applied here to start an apprenticeship, so we were of the understanding that they wanted a career, employment opportunities, a pension plan and a future. Travelling is only 1 part of construction that our apprentices and journeypersons must deal with for every job. Rarely will you be on a project within walking distance to your home or even withing 15 or 20 minutes. Consider driving 45 minutes to 1 hour for any job each day which, should not be an issue considering the hourly rate we all get paid for working within the Union environment. As well as your rate of pay, benefits and Pension continue to grow for you hourly in your banks which increases your gross pay package considerably. We recommend that you think about it when refusing work especially with the excuse that it is too far, and gas is expensive!

In closing I am excited and proud to announce Local 18's first ever "Sister Member" to achieve her "RED SEAL" certificate in General Carpentry and journeyperson status since 1882 when Local 18's U.B.C charter was issued. Only 138 years for us to be able to "**Congratulate Lia Vansevenant**" on achieving this goal. I hope and expect there will be a few more sisters soon joining Lia, due to her great work ethic and effort over the past several years as an apprentice member. Congratulations again Lia, and this is wonderful incentive for your sister members to join you and achieve the Red Seal certificate and wage increase to journeyperson status.

In Solidarity,

Matthew Creary

*Western Ontario Regional Manager
Local Union Coordinator*





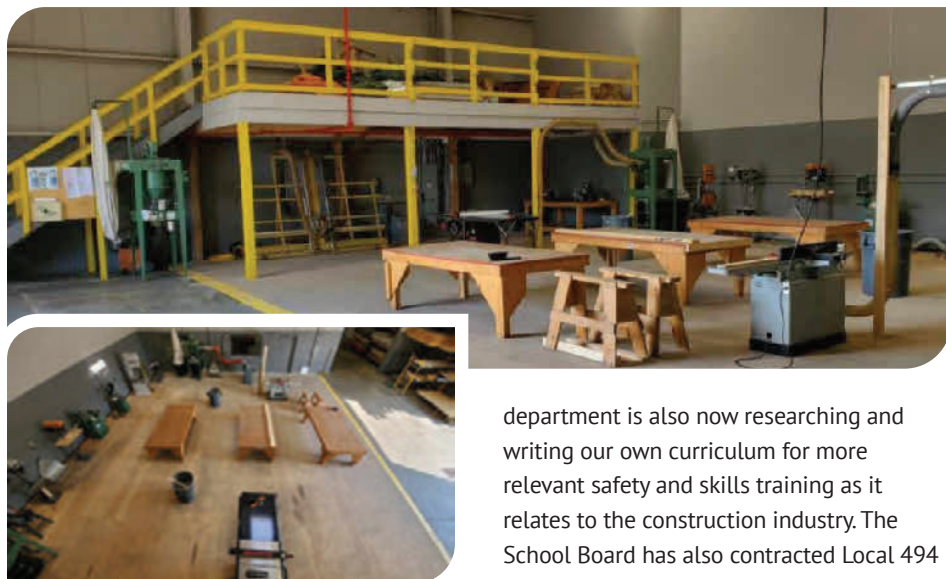
LOCAL 494 WINDSOR

Tomi Hulkkonen, Local Union Coordinator

2 020 has certainly been a year that nobody could have seen coming. Here at Local 494, we were building on the end of 2019 with an even more promising outlook for this year. We were quite busy coming into March this year when everything was upended by the COVID-19 shutdowns that blanketed North America. Ontario deemed construction workers to be essential and then further restricted which sectors of construction were essential.

Throughout the evolving and ever-changing regulations, restrictions and new legislation, the Carpenters' District Council of Ontario and Local 494 have calmly continued to do what we do best. We have serviced our contractors with qualified and skilled tradespeople to suit the demands of the construction industry. We have ensured that our members and all construction workers have had safe and clean working conditions on their work sites. We have serviced our members' needs remotely and in person as needed. We have also been busy preparing for the future with our continued relationship with our local public high school board the Greater Essex County District School Board (GECD SB).

Local 494 members stepped up to the plate immediately during the initial rise of cases by building Infectious Containment wards at local hospitals and at field hospitals. This work has been recognized by the industry and highlighted by the Daily Commercial News and the UBC's own Carpenter magazine. We have also donated PPE to local hospitals, as well as advised and assisted employers and our partners in the education sector. Our Carpenters working for the GECD SB have also been busy preparing



schools with infectious spread barriers and other safety related renovations.

Earlier this year the GECD SB submitted a grant proposal to the Provincial Government to be able to host a full time Co-op program with Local 494 here at our training centre. We are now putting the finishing touches to another renovation that will host over 20 students every day and provide them with access to the best training available for students anywhere to prepare for the workforce. Our training centre is now fully fit out and flexible enough to accommodate several programs even in this time of COVID based restrictions.

We have not slowed down on organizing new contractors with several certifications filed and labour board cases ongoing. As we continue to work through this year of changes, we are actively looking to add qualified Carpenters, Drywall Mechanics and Floor Layers to our roster. Our training

department is also now researching and writing our own curriculum for more relevant safety and skills training as it relates to the construction industry. The School Board has also contracted Local 494 to develop new curriculum and methods to deliver training not only at our centre for their students, but remotely through virtual methods. All of this has placed demands on our staff and trainers, and we are looking to add trainers to our roster to support this demand.

As we power through the rest of this year, we are planning our next steps are for continued success. Training will be a priority and I encourage all members to continue to update their skills. Infectious Control Risk Assessment (ICRA) training will be delivered and highly recommended for members as soon as it is provincially available. I also hope that all of our brothers and sisters will continue to work safe and assist each other and our communities in this time where not everyone has the opportunities that we have.

In Solidarity,
Tomi Hulkkonen
Local Union Coordinator



LOCAL 1256 SARNIA

Bob Schenck, Local Union Coordinator

Brothers and Sisters,

The work in Lambton County is picking up after an extremely slow return from COVID-19 with the NOVA Expansion and having some small shutdowns. We thank the Locals and members for assisting to provide the required manpower to work at these projects prior to COVID, and, will call for those wishing to return when our manpower is depleted. There are Major Shutdowns scheduled for the spring of 2021 and we will again be requesting additional manpower from the Locals for those projects.

Union meetings are still postponed due to COVID; however, our Training Facility continues to operate under strict COVID guidelines.

The Local 1256 Bursary winners are:

Melanie Blackburn	\$2,500 – Western University
Alexander Ross	\$2,500 – Windsor University
Alicia Wilkinson	\$2,500 – Fanshawe College
Brian B Burns Jr.	\$2,500 – Lambton College

Local 1256 has initiated the following 52 Apprentices in 2020: Terry Parsons, Larry Scott McDonald, James Archer, Brock Armstrong, Christian Arsenault, Mathieu Arsenault, Ernesto Aviles, Theodore Bouma, John Corbett, Luke Duffield, Daniel Gormley, Daniel Hachey, Mike Hart, Eric Kennedy, Jason Lithgow, Edward Loerts, Laughlin MacDonald, Roan MacKay, Michigan Mitchell, Tyler Moran, Wesley Morrison, Deanna Murphy, Brady Noyle, Derrick Oliver, Cody Perriam, Sabin Ramsay, Cody Reeve, Zackery Roehler, James Roszt, Dave Rowland, Marcus Saint, Brett Sriver, Jared Smalls, Paula Vandenheuvel, Natasha Vandergulik, Mike Vriesema, Jakob Washington, Bryan Williams, Earl Cottrell, David Cartwright, Mario DiNunzio, Cameron Kolthoff, Jeff Laanstra, Brett Lindsay, Ishaque Mohammed, Matthew John Roberts, Jorden Rumbold, Jonathan Sedge, Wesley Tremaine, Lee Woods, Ryan Crockford, Nick Booth.

Congratulations to the following Graduating Apprentices on obtaining Red Seal Status: Harrison Plain, Steve Thompson, Ryan Minzen, Dan Reny, Jonny Rowe, Jacob Starr, Tanner Boudreau-Pirsich, James Roehler, Jeffrey Johnson, Max Main, Asa Stokes, Stuart McCaskill, Alexander Rodriguez-Castillo, Arthur John Lansdowne, Tiler Cogswell, Troy Huckle, Bryan Wood, Michael DeGroot, Scott Ritchie, Lance Hillis.

Also, Congratulations and Best Wishes to the Retirees of 2020: Edison Isaac, Galvin McNally, Claxton Duffy, Ghislain Morin, Gary Dion, Richard Cadieux, Kevin Walker.

The Sponsorships and Charity fundraisings continue to be received despite the COVID-19.

Local 1256 thanks EST Tony Iannuzzi, John Moszynski and the Legal Department for their support to obtain dispensation to fund these important Charities during this troubling time. Noelle's Gift, The Kidney Foundation, Canadian Breast Cancer Society, Mental Health & Suicide Youth, St. Joseph's Hospice and Sarnia-Lambton Rebound are a few of the recipients.

Best wishes to everyone and their loved ones for a safe & Merry Christmas and for a Prosperous & Happy New Year.

In Solidarity,

Bob Schenck

Local Union Coordinator



LOCAL 1946 LONDON

James Hueston, Local Union Coordinator

As the summer fades into Fall and we set our sites on the pending holiday season, we reflect on the challenges that 2020 brought and the changing landscape before us.

While gathering restrictions continue to impede membership events, we have implemented a safe plan for training which has been met with enthusiasm from the members. We continue to expand our course offerings to ensure members stay engaged while being mindful of the social distancing rules.

Even with so much uncertainty ahead we look forward to once again be able to meet and host events. We know our membership is anxious for the same.

Before I close, I would like to say a sincere and heartfelt thank you to our administrative staff for their diligence and steadfast support for the members, organizers and staff throughout these difficult months.



Stay safe and have a wonderful holiday season!

Election

Our elections were held in September this year, to those members of our previous Executive Board who will not be returning this term we would like to extend a sincere thank you for all of your hard work and dedication during your time in office.

We would also like to take this opportunity to welcome in our new Executive Board:

President	James Hueston
Vice President	Robert Patterson
Recording Secretary	Caleb Maudsley
Fin. Secretary/Treasurer	Dustin Hare
Conductor	Scott Shewan
Warden	Mike Cripps
Trustee	George Dierolf
Trustee	Sam Limberopoulos
Trustee	Marc Plante



Training

While we continue to be met with changing gathering limitations, we have successfully begun offering training for our members within safe social distancing parameters. We continue to expand new course offerings in order to keep the members engaged.

Certificate of Qualification

As Trade School resumes, we would like to wish the best of luck to our apprentices who will be attending over the remainder of this year.

In Solidarity,

James Hueston

Local Union Coordinator



LOCAL 2222 GODERICH

Ryan Plante, Local Union Coordinator

2020 has certainly been a year of challenges and change. As we grow closer to years end, Local 2222 reflects proudly upon our members' ability to unite and adapt through times of uncertainty. During a time when many are facing unemployment, we are grateful to have a steady stream of employment opportunities for our Brothers and Sisters. We completed the MCR Unit 6 bulkhead program at Bruce Power and look toward the next large evolution of work. The feeder tube removal program is set to start early November, and we are hopeful to be working on the new Markdale Hospital in early 2021.

We continue to expand our Local through the recruitment of new members. As our membership increases, we are happy to be resuming our regular training program. While implementing new health and safety protocols, we have completed multiple scaffolding programs. These programs combined with our new online courses will provide necessary support for the upcoming work ahead.

In addition to our regular training program we have also started a mentorship program. As part of our ongoing commitment to creating a positive safety culture, we implemented Mark Breslin's "Professional Construction Leader Program". Adapting to the challenges of the current circumstances surrounding Covid-19, a micro learning video series designed specifically for the construction industry allows us to reach our membership online. Our hope is to create field leaders who are motivated to guide others in a safe, positive, and productive way.

While much of the world around us has changed, we looked for a way to keep morale high within the Local. We were thankful that with some modifications and restrictions we were able to continue our Annual Charity Golf Tournament. In the 15th year of our tournament we were able to raise \$5000 for Community Living of Kincardine and District, and \$5000 for The Women's House Serving Bruce and Grey. The day was not only a successful way of raising \$10 000 for charity, but allowed our Brothers and Sisters to unite in a safe way to celebrate the many months of hard work and dedication in what has been a stressful and uncertain time.



In a community derived of small towns, our local hospice plays a key role as a much needed extension of our hospital. We continue to extend our support to the Huron Shores Hospice, and recently completed a small renovation. The reconstruction allowed the hospice to purchase a specialized bed, which will greatly benefit those in end of life care. Projects like this allow us to connect and give back to a community that consistently supports the members of Local 2222 and their families.

As we continue to adjust to our changing times, we are grateful for all our Brothers and Sisters who stand strong in the face of adversity. On behalf of the Staff and Members of Local 2222, we wish you all continued health and safety.

In Solidarity,

Ryan Plante
Local Union Coordinator



Kevin & Derek from Ball Construction getting certified in the ICRA Lab at the CCAT.

ICRA Infectious Control Risk Assessment training has come to the forefront with the onset of COVID-19. With aging Long Term Care (LTC) facilities and Hospitals across the province requiring extensive renovations as well as the Carpenters commitment to providing a safe and healthy environment during construction ICRA training is in more demand than ever. ICRA Awareness training for Carpenters is available through the CITF Online Learning Center, visit <https://auth.carpenters.org/login> to register and take part in the training. ICRA 3-day Certification course can be taken at the local training centers.

ICRA Saves Lives



TRAINING COORDINATOR'S MESSAGE

Adam Bridgman, Provincial Training Coordinator

Challenging times call for fast and effective measures, and that is exactly what our local training centers have implemented in the face of the COVID-19 pandemic. From daily health screenings that include temperature checks, to face coverings, to social distancing, and to smaller class sizes, CDCO training centers have been providing safe in-person training for mandatory Health and Safety classes, such as Working at Heights, since as early as May. Responding to Ontario's Minister of Labour, Hon. Monte McNaughton's, recommendation to resume apprenticeship training in June, our training centers acted quickly by developing a series of protocols and procedures which allowed apprentices to safely return to in-person training throughout the summer.

For all of us, this pandemic has caused change. Training, at its roots, is all about change, improvement, and adaptation. Change has a way of pointing out flaws; whether it is a shortcoming in a skill-set or a system that requires innovation. The ability to adjust and to adapt to change is what is going to set us apart. From the International Training Center (ITC) to our local training center, we have all had to respond in real-time and to revisit how training is delivered. The ITC has moved several training sessions to an online delivery model through their Learning Management System (LMS). Locally, we have utilized video conferencing and creative scheduling to deliver many pre-existing courses, including Basics of Supervision, Print Reading, and ICRA, online. Change has driven us to begin developing and redeveloping courses with a greater emphasis on embracing technology, online capabilities, and portability. We have successfully managed to meet the demands of the ever-changing work/training environment without losing sight of the practical training aspect that is essential for our craft.

As we move forward with training in the presence of COVID-19, things will continue to look different. Protocols and procedures will remain in place to ensure the safety of members, staff, and instructors. The training staff across the province will diligently revamp existing protocols as required to meet the ever-changing regulations being set out by both Public Health and local agencies.

Training centers across the province are dedicated to evolving with the constant changes being brought about by the pandemic. Through both reactive and proactive approaches, training centers are working jointly with members and signatory contractors to provide the best possible training environments. We appreciate the patience, support, and understanding from the membership during this unprecedented time.

Adam Bridgman

Provincial Training Coordinator



Gabe diligently instructing the Working at Heights class at the IFSTC



Working at Heights training at the IFSTC.



Matt, cutting a stair stringer during his final phase of apprenticeship training at the CCAT



Will, using a Builders Level during his final phase of apprenticeship training at the CCAT

LEGAL DEPARTMENT REPORT



Many members may not realize that the CDCO has its own legal department and even those members who are aware may not know exactly what this department does. Because of this, EST Tony Iannuzzi has asked that the legal department provide a regular report in the Trade Talk.

The CDCO's legal department consists of two sections; one for Labour Relations and the other for WSIB and related claims. All together there are thirteen staff, consisting of lawyers, paralegals, legal clerks, assistants and researchers. Like every other part of the Union, the COVID-19 pandemic has altered the way that the legal department works, but it continues to fully operate serving interests of the CDCO, all of the local unions and the members.

One of the changes which has occurred since the pandemic struck, is that the WSIB section of the legal department has been filing COVID-19 related WSIB claims. Although we hope that all of our members remain safe, you should be aware that if you test positive and you may have contracted the virus through your work, a WSIB claim should be filed on your behalf. If you think this applies to you, you should contact your business representative as soon as possible and they will help you with the process.

Before the pandemic, the legal department used to do hearings before statutory tribunals (like the Ontario Labour Relations Board) and arbitrators in person. This has changed. Now all of our hearings are currently being done over Zoom. This is likely to continue for many months to come. While there are some problems, electronic hearings have certainly been a lot easier for a lot of the locals throughout the province, like Windsor, Ottawa, Thunder Bay, and Sudbury whose business representatives and members no longer have to travel to Toronto for their legal cases.

In the spring, the legal department was heavily involved with the Ministry of Labour in trying to make sure that onsite conditions were safe and sanitary. On the whole, we think our industry improved greatly in the early months of the pandemic in terms of providing such things as hot running water and clean washroom facilities on construction sites. We urge all members to make sure that things aren't allowed to slip back to how they used to be. If the conditions on your jobsite are getting worse, or if you feel they are

unsanitary in any way, please contact your business representatives and they will then either deal with your problems or get the legal department involved.

The pandemic has also led to the Carpenters' Union becoming involved in constitutional challenges in support of the sisters and brothers in HOPE Local 2220. Under the government's emergency regulations for long-term care homes, employers have been allowed to "gut" collective agreement rights. Now these employers can unilaterally change workers' shifts, scheduled vacations, days off, along with eliminating seniority for promotions and being able to bring in lower-paid workers to do the jobs of the existing employees. Obviously, everyone realizes that the current health emergency requires special measures, but why should it be the front line workers who have to pay the price of losing their collective agreement rights, to make sure that long-term care facilities are safe and healthy places for our seniors? This is surely asking too much of those employees.

Hopefully, this is the first of a regular series of reports from the legal department in which we will do our best to keep the membership informed about interesting new issues and cases we are working on. In the meantime, all of us in the legal department wish all of the members and their families a safe and happy holiday season and all the best for 2021.

Holiday Hours:

Open regular hours Wednesday, December 23rd.

Closed Thursday, December 24th to Sunday, January 3rd.

Open regular hours Monday January 4th 2021.

Note: These hours may vary by Local Union.

CAMPBELL OF THE CARPENTERS' UNION ASSUMES NEW EQUITY, DIVERSITY ROLE

Daily Commercial News

For Carpenters' District Council of Ontario's Chris Campbell, reaching out to help young, disenfranchised people take positive steps towards construction careers is nothing new.

For many years, even after his work days have ended, Campbell has volunteered to support good causes, often steering youth off dead-end streets onto successful paths in the apprenticeship trade.

Now, however, that mission will play a larger part of Campbell's job description as he moves from being a business representative to equity diversity representative, a newly created post in the Carpenters' Union.

Embracing his new role, the 52-year-old is pleased at how it all came to be.

"Tony Iannuzzi (the Carpenters' executive secretary-treasurer) saw the need to have a full-time person to be involved in community benefits and diversity-related issues on building projects across Ontario," Campbell said.

The job will see him working with governments, social agencies and developers on large infrastructure developments such as Toronto's subway, LRT and hospital projects that have Community Benefits Agreements (CBA) in place.

A CBA requires a percentage of the project hires to be from the surrounding communities, including disenfranchised neighbourhoods.

"I see myself reaching out to urban young people – including incarcerated youth – and mentoring them through the apprenticeship process."

The job is one of collaboration with the likes of the Toronto Community Benefits Network (TCBN), which has struck partnerships with construction companies and governments to ensure that disenfranchised youth have trade opportunities on major projects. The Eglinton Crosstown LRT is a case in point.

Campbell says times have changed in many diverse and lower income neighbourhoods where community leaders no longer accept going unnoticed.

"The construction industry and three levels of government have heard from local communities that community benefits agreements are needed on these multibillion dollar projects in their neighborhoods," he explains.

Campbell sees his job as "an opportunity for the Carpenters' council

to take the lead in recruitment and mentoring of youth from urban and even rural areas of Ontario."

No stranger to giving a helping hand for decades, Campbell's resume includes volunteering for organizations such as the Toronto Breakfast Club, Helping Hands Jamaica, the Coalition of Black Trade Unionists, the Black Business and Professional Association and the Toronto Police Service.

Rosemarie Powell, executive director of the TCBN, calls Campbell "a champion for community benefits and for equity, diversity, inclusion in the industry."

Campbell has been instrumental in helping young people into trade careers since Powell met him about five years ago, she says, noting that since COVID-19 in March, Campbell has helped more than 100 young people find work in the trade.

"He has been a master mentor in giving Black youth support and advice in the NexGen Builders Mentoring Program," Powell says, noting the program is a community, labour, industry partnership to support under-represented groups on their journeys into careers in the trades.

Mitzie Hunter, MPP for Scarborough-Guildwood, has been involved with Campbell on a number of community initiatives, including one in which members of the carpenters' and painters' unions volunteered to paint the Jamaican Canadian Association's facility.

She believes Campbell is tailored to his new post.

"I think he is a terrific role model and will help to attract more people from diverse backgrounds into the trades," she says.

A staunch supporter of CBAs, Hunter sees them as a means of creating on-ramps for young people and others into construction careers.

While Campbell goes into his new post knowing he can't make major changes overnight, he is optimistic that he can have a positive impact on the lives of young people on the edge.

"I am open to learning new skills in this role and genuinely believe I can make a difference with the support of the membership, executives and leadership of our organization."



HELMETS TO HARDHATS AND RENOS FOR HEROES REPRESENTATIVE

It's no secret that ex-military veterans often make good carpenters. Military training gives personnel the soft skills needed to make for an easy transition into the field of carpentry.

So it should come as no surprise that the Carpenters District Council of Ontario has created a full-time position focused on the Carpenters' involvement with Helmets to Hardhats (H2H) and Renos for Heroes (RFH).

The job will focus in part on recruitment but also on mentoring and support of those new members. "One of my goals is to help them make the transition smoothly and easily," explains Mike Humphries, the man chosen for the post.

The 54-year-old business representative from Carpenters Local 27 was the obvious candidate for the position. Humphries, a military vet himself, has been involved with Local 27 for more than a decade. In that time he has taken on numerous military outreach initiatives, including RFH and H2H. One of his roles has been to provide wellness checks in the veterans' community

"I've been very fortunate to be involved with an organization like the Carpenters union that has completely supported the (military) veterans' community 100 percent when they have requested help."

Humphries says it was at the Renos for Heroes 10th anniversary gala dinner last February that Tony Iannuzzi, executive secretary-treasurer of the Carpenters District Council, approached him to take on the new job working directly with RFH and H2H.

Veterans bring important quality traits to the field, such as discipline and a strong work ethic, he says. "A veteran will have an

advantage over some others because they have the soft skills needed today in our workforce."

It is a win-win scenario. "There are jobs available they can fill right now and I think it is part of our (union's) obligation to assist more people in these and other communities that need help."

Humphries says he has signed up ex-military into the union who have had anywhere from three years to 30 years' experience in the armed forces. Most often they have worked out well.

Mike Yorke, the Council's president, says the response from construction employers who have hired Canadian military veterans has been "overwhelmingly positive. The contractors have been full partners in this and post-COVID-19 it will be more important than ever to have an inclusive economic recovery."

The coronavirus pandemic has hampered signing up new members but during the past several months Humphries has pressed on, managing to bring on four veterans.

Yorke calls Humphries, "the right person in the right place at the right time" for the new role. "What Mike brings is not just a wealth of experience and skills, but also the degree of realism and credibility."

"He's lived the lives of these vets and they clearly relate and respond to his outreach," says Yorke.



Humphries, who at age 13 joined the air cadets, left the military 25 years ago to become a carpenter. "I was at a point in the military where I didn't see too much advancement and the Carpenters offered good training, wages and benefits. It was the right time to move into a new career and be closer to family."

He went through the apprenticeship program, working in the field for many years. For the past 13 years he has been on staff at the Local.

Humphries says he was brought up in an environment where giving back to the community was important. He recalls his grandfather (also a military veteran) helping people that could use a hand as a matter of course. "Everyone always said to me, 'He'd give you the shirt off of his back.'"

Humphries is cut from the same cloth. "I have a good job, I lead a good life. It's a pleasure for me to give back to those less fortunate."

"A veteran will have an advantage over some others because they have the soft skills needed today in our workforce."



LOCAL 1072 TORONTO

Jennifer Bennett, Local Union Coordinator

Brothers and Sisters,

We have now surpassed six months of the COVID-19 pandemic. We wish a speedy and safe recovery to all of our members and their family members who have been touched by this disease. With the number of cases increasing, it is more important than ever that each and every one of you remain vigilant in adhering to the recommendations of Public Health in order to stay safe.

If you have any concerns about how your workplace is handling a COVID-19 outbreak (or how it is operating during this pandemic), please contact me. It is the Union's primary goal to protect our members as best as we can during this trying time.

For anyone who is required to be off work as a result of COVID-19, the Government of Canada has created a new benefit to replace the CERB benefit. It is the Canada Recovery Benefit (CRB). More information about this benefit, including eligibility requirements, can be found at <https://www.canada.ca/en/revenue-agency/services/benefits/recovery-benefit.html>

Even during these hard times, the Union is making efforts to better represent you. The Industrial Sector has merged from five separate locals into one unified province-wide local. In so doing, we will be able to represent you with a more unified voice and allow for greater participation from you, our members.

Like many of you, I am missing our regular Union meetings. I look forward to being able to reinstate these meetings just as soon as it is safe to do so. In the meantime, I want to remind you that the Union is only a phone call away. Please call or text with any concerns or simply to check in.

I am heartened to see how our members have banded together to get through this pandemic. I hope you continue to look out for your fellow brothers and sisters and take the necessary precautions to keep yourself safe.

While this holiday season will look different than in years past, I wish all the best to you and yours.

In solidarity,

Jennifer Bennett

Local Union Coordinator – Industrial Division

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LOCAL 27 TORONTO

Paul Daly, Local Union Coordinator

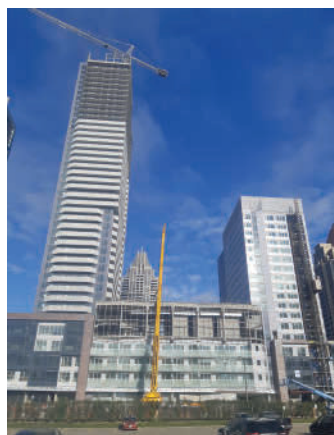
The summer of 2020 has been an eventful time for Carpenters Local 27 as we quickly drawn into the most colorful season of fall. In addition to promoting the best interest of this local by distributing masks, sanitizers and gloves to our membership, we continue with our ongoing mandate to support, protect and make certain that everyone is practicing safe and healthy ways of dealing with this pandemic. The employment picture for our membership has remained strong and steady throughout these obscured times.

We have been lucky so far with limited effects of COVID on the construction industry compared to other industries. We have increased our delivery of the Infection Control Risk Assessment (ICRA) program. It is a continuing education course of best practices for health care construction, for the protection of construction workers, health care workers and patients.

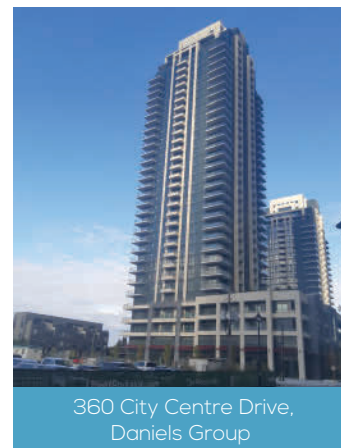
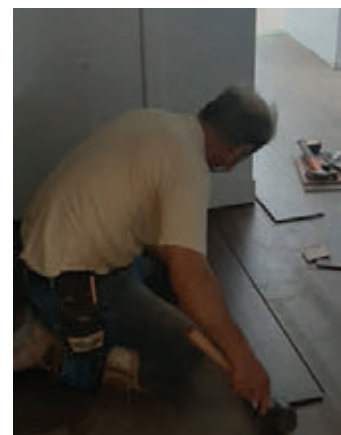
There are a couple of new projects that I would like to tell you about that are on the go right now; one which I think you will find of interest is starting at 160 Front Street (the Cadillac Fairview Tower, which is the new TD Tower), the general contractor is PCL and the Formwork contractor is Verdi Alliance. This multimillion-dollar project demonstrates a unique way of performing formwork with a new forming system lift in Toronto called the M-Teck. The M-teck system is a new climbing system its used to build the main core of a building in the commercial sector. It originated in London England in Canary District and also used in Dubai for a couple of their formwork projects. Pictures on this are enclosed.

Across the street from Brickston Mews, at 360 city Centre Drive, in both the North and South tower, Daniels is doing all the resilient flooring strictly done by the Carpenters union.

One of the biggest projects in the city of Mississauga that will stretch over 30 acres and over 10 phases, ranging from 38 to 49 Storey's is located at 4099 Brickston Mews. Amecon Construction is the builder. For the first tower in Phase 1 that has been completed, all the resilient flooring is done entirely by the carpenters union.



4099 Brickstone Mews,
Amecon Construction



360 City Centre Drive,
Daniels Group



Carpenters Local 27 working for Super Interiors
doing the millwork at the new Carpenters Hall.



Cheque Presentation for Princess Margaret, from left to right: Director of the Ride at University Health Network Tammy Jones, Local Union Coordinator Paul Daly, Business Representative Frank Munno and Vice President of Corporate & Community Partnerships Steve Merker for Princess Margaret.

As we have the above projects starting, we also have a few coming to a close. Among those are two worth mentioning, the Cooksville Go Parking Garage and Kiss Ride, that was done by Ellis Don and also in Mississauga the OPP 401 Dispatch Office built by Bird Construction.

It is encouraging as the Local Union Coordinator to see all our members out there working, being safe and a great source of support for recruitment and retention. As General Vice President Douglas McCarron would say "Carpenters speaking to Carpenters" Speaking to fellow carpenters, friends and neighbors about the pride of being a Union Carpenter whether you do Formwork, Trim, Mill, Resilient Floor layer, Shingler Roofer, Siding Trougher, Office system installer, Welder, Industrial workers, Display or Caulkers the pride of being part of the largest carpenters union in Canada is reflected back to me by our contractor partners. As the union we will do our part to make certain that our members are being trained with good benefits in times of need and a great pension's to look forward to in your years for retirement

For some not so good news, unfortunately this year we have had an abundance of cancellations of our annual scheduled events, – which included the always well attended picnic, Labour Day, Pin Dinner, the foreman lunch and lastly the most important, our general membership meetings. Due to government restrictions, we are not able to have more than 100 people at a time in the same space. Since we are in unprecedented times and uncharted territory, even for our government, there is no sure answer on when we can re-open our doors to these annual events. This will be a truly interesting holiday season as we wait to see what other restrictions we will be imposed with 2021 which is just around the corner.

I would like to remind the membership that our dues, hiring hall and reception areas are open. When coming to the building, please use all safety protocols. Please wear a mask at all times, make sure you use the sanitizer provided and fill out the short questionnaire for contact tracing

As this is probably the final trade talk for this year, I would like to wish all our

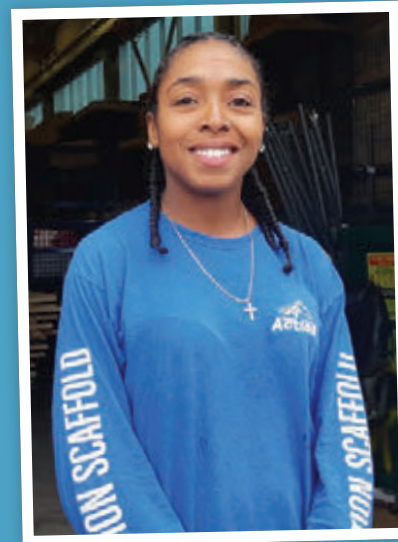
MEMBER SPOTLIGHT RIANNE WEBLEY

3 years as a scaffolder. Worked building scaffolds on light houses to subways.

Came in from pre apprenticeship with local 27. Basic school completed and just starting intermediate.

When asked why go union? Her response was "It has changed my life." "I am able to provide for my family."

Rianne is great member who participates in her union. She has encouraged others to join and employers speak very highly of her.



members a safe and happy holiday season.

I am optimistic that 2021 will be a much better year.

Be safe, be well

Paul Daly
Local Union Coordinator



LOCAL 397 OSHAWA

Joel Neville, Local Union Coordinator

I hope you and your families have all remained well. We have lots of work in the area and work at Darlington is booming again.

As we have been unable to conduct meetings, we were not able to have a traditional nomination and election for local officers. Nominations were done by email and an election was required to elect three Trustees, with voting conforming to provincial and local health authority guidelines.

Acclaimed:

President – Tim Caine
Vice President – Joel Neville
Financial Secretary – Robert Lang
Treasurer – Josh Neville
Recording Secretary – Andrew Neville
Conductor – Dale Carreiro
Warden – Doug Hogan

Elected:

John Clancey
Chris Crowe
Todd Marion

We would like to congratulate the following members on achieving 50 years of service in 2021.

William Johnston, Quintin Begg and Lloyd Springer.

We will keep you updated on upcoming training and any other events by newsletter.

Stay safe!

In Solidarity,

Joel Neville
Local Union Coordinator





LOCAL 1030 TORONTO

Durval Terceira, Local Union Coordinator

2020 has been a challenging year for the world. COVID-19 has killed over a million people around the world and we have to play our part to help protect ourselves our families and the most vulnerable by practicing social distancing.

As difficult as this year had been, Local 1030 has been very active. Our goal is not only to grow, but also to continue successfully developing very good relationships with our members and employers.

Local 1030 has been very successful and that is because of our members. Our members believe in our local, we believe in our members, and for that, we are thankful.

We are looking forward to 2021 to be a better year, health wise and work wise. We are looking to grow in all sectors of the residential construction industry, both in the low-rise and high-rise, and the bricklaying industry. Growing within local 1030 gives us an opportunity to serve our builders.

Finally, that time of the year is upon us, and the Executive Board and staff of Local 1030 want to take this opportunity to wish you and your families the best of the holiday season and a happy new year with lots of love, happiness and health.

In Solidarity,

Durval Terceira

Local Union Coordinator,



Liv Communities Project - Garner Road, Ancaster



Brook Bamford
Working for Liv Communities
doing Handyman Services



Bricklayers working at Activa in
Robert Ferrie Drive Kitchener



LOCAL 675 TORONTO

Claudio Mazzotta, Local Union Coordinator

Brothers and Sisters,

The last time we touched base in this format was in the summer when we were 2 to 3 months into the COVID-19 lockdown. Here we are more than 8 months into the pandemic and the Ontario government's new colour-coded COVID-19 reopening framework has loosened rules in some areas and imposed restrictions in virus hot spots.

As our government continues to implement strategies to combat this crisis, we must continue to flow with the ever-changing requirements placed on us individually and as an industry. I would like to extend my hope that all of you, and your family and friends have done as much as you can to keep yourselves safe and continue to do so.

Largely declared an essential industry, many construction projects were not shut down. Although, continuing financial demands on government resources have had an impact with some projects being cancelled or placed on hold.

Encouragingly, demand for condo development holds steady and land is continuing to be serviced for the low-rise and residential sector. As a large number of baby boomers retire, development continues for projects like Long Term Care homes, Retirement and Community living homes and other Adult living homes. Many boomers are choosing to give up single dwelling homes in favour of town homes, stacked town homes and mid-rise condos. Conversely, with many employees now working from home, and commute time no longer a factor, there has also been greater demand for single unit housing in suburbs.

Some upcoming and ongoing projects are the Convention Centre and Casino at Woodbine Race Track, the Purolator hub in Etobicoke, the LRT station at Humber College Blvd, the Well Condos at Spadina and Front Sts., which are both residential, and ICI. The Honest Ed's Property is developing 4 residential towers, the Cadillac Fairview ICI Tower at Lower Simcoe and Front Sts., as

well as The One, a residential tower which will be 85 stories. Also included to this list is the Courthouse project, a reno/expansion, encompassing 8 buildings and a city block. In addition, the building of the Vaughan Metropolitan Centre (VMC) located at Hwys 400 & 407 is a huge project encompassing 12,000 residential units, and massive office and retail space. This will keep our membership busy for quite a while.

As many of you know, the US presidential election was held on November 3rd and resulted in Americans voting in new president, Joe Biden. While there is still a process for the final counting of ballots, we are optimistic that this may create some stability with positive impacts for Canadians in terms of work, trade and economy.

In our own industry, the General Convention was held on August 21st & 22nd via Zoom. Our General President Douglas McCarron was re-elected, as was the executive board for another 5 years. We are in good shape south of the border.

Safety jackets and hoodies will soon be ready for our members. Since our regular Labour Day event was cancelled due to the pandemic, we are currently investigating safe measures for distribution. Stay tuned for more information about this.

Please reach out to us via **Instagram and twitter or call us at 905 652-4140.**

On behalf of the Executive Board and Staff of Local 675, we ask you to please stay safe and keep in touch!

In Solidarity,

Claudio Mazzotta
Local Union Coordinator

NEWS FROM THE INTERIOR FINISHING SYSTEMS TRAINING CENTRE



New Industry Apprentice Liaison

Tom Smith is the Industry Apprentice Liaison for Interior Finishing Systems Training Centre (IFSTC). He is a graduate of Humber College where he received a Diploma in Design and Marketing.



Tom was self-employed for nearly 20 years where he successfully ran a print and marketing company. After closing his business, he spent some time working in the oil sands in Alberta operating one of Canada's largest dredges. In 2013, Tom was hired as an Enforcement Officer with the Ontario College of Trades. As a Provincial Offences Officer for 6 years, he was responsible for enforcing the compulsory trade's licenses in Ontario to ensure Individuals held a Certificate of Qualification and would also verify apprentices were properly signed to an Ontario Registered Training Agreement. Using his experience, Tom invested a great deal of time promoting and educating individuals, parents, businesses, schools and Stakeholders on the benefits of our youth entering the skilled trades sector. Tom looks forward to this new exciting chapter and hopes to be able to help mentor our next generation towards a challenging and rewarding career in the skilled trades industry.

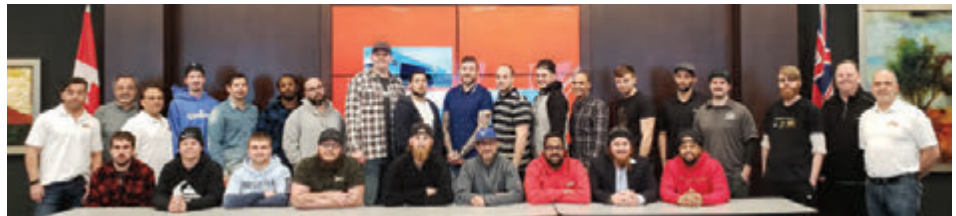
Graduates and Award Winners



Top Drywall Apprentice – February 2020 –
ADVANCED Class – Mathew Esteves



Top H&S Drywall Apprentice – February
2020 – Advanced Class – Luca Pace



February 2020 ADVANCED Class Graduates

HOW LOCAL 675 IMPACTED YOUR LIFE

Being part of this family has impacted my life in many good ways, I have the support that I need to grow and improve in my work, as well as taking advantage of all the courses that they offer, learning and knowing that if I call I can get an answer, advice, information, that will help me keep achieving my goals. I can assure you I've been treated with respect and fairness and if not I have someone next to me providing me with support and making sure that my rights are respected, and even in a tough time like now I feel safe and I can get the support I need. It has also had an impact in my confidence and economic, and it keeps getting better stronger every day, as well as knowing my hard work will get me a fair pay, and learning that at my work my gender, religion, skin colour won't be an issue, to me being treated differently. I've also learned during my 6 years that being part of the family Local 675 means support, reliability, fairness, respect, trust, and much more, Finally I would like to thank all the people that work hard to make all this possible.



Nelly Aguilar

CARPENTERS' UNION ADDRESSES RACIST ACTS ON CONSTRUCTION SITES

By Canadian Architect

In response to recent racist and hateful acts that have taken place at construction sites across Toronto, the Carpenters' District Council of Ontario, United Brotherhood of Carpenters and Joiners of America (the "Carpenters") have expressed their disgust of the incidents.

The organizations state that they "denounce these acts in the strongest terms and commend our industry employer colleagues for their actions in promptly addressing these repulsive incidents by launching internal investigations into what happened, contacting the Toronto Police Service, and overtly characterizing these acts as hate crimes."

After reports of two incidents of nooses being found by subtrade workers on June 10 at the Michael Garron Hospital construction site, which is being built by EllisDon, community members rallied together and started pasting posters to the hoarding.

The Carpenters state that they will not tolerate any behaviour that makes anyone feel unsafe on their worksites.

"Now's the time for all employers in the construction industry, as well as governments at all levels, to implement more safeguards to protect employees and focus more resources on long-term education to help eradicate racism in the workplace," said the Carpenters in a recent release.

"We recently signed the Charter of Inclusive Workplaces & Communities – brought forward by the Carpenters Local 27 – as part of a multi-union effort supported by



Construction hoarding at Michael Garron Hospital – a community aligned against hate.

the Toronto and York Region Labour Council to create safe and respectful workplaces," said Mike Yorke, President, Carpenters' District Council of Ontario. "While only a first step, this Charter holds us accountable and reminds us that we must learn and grow together as an industry."

The Charter of Inclusive Workplaces & Communities is available online and will be posted on all job sites and in administrative offices where members are working.

"We are also committed to holding regular on-site meetings providing a forum to ask questions and promote discussion about how we can support an inclusive and diverse workplace, strengthening our commitment to equality, respect, and dignity for all," said the Carpenters.

The Carpenters also encourage members to be vocal in combatting racism.

"Keep having those difficult conversations with family, friends, and colleagues,"



CDCO staff members participate in a BLM rally.

said Tony Iannuzzi, Executive Secretary Treasurer, Carpenters' District Council of Ontario. "These deplorable acts of racism need to stop. We encourage everyone to speak up against racism in all its forms, and get involved in activities within your community. Know that we stand behind you 100 per cent."

"Bigotry has no place in our communities, and the Carpenters are committed to doing more with our industry partners to create just and respectful workplaces for the thousands of women and men in the skilled trades."

CHARTER OF INCLUSIVE WORKPLACES & COMMUNITIES



Discrimination in all its forms threatens our country's rich social fabric, including the workplaces of union members and the communities in which we live. Dividing people because of race, religion, ancestry or any other difference that undermines human rights serves only to weaken our unions and our society.

We commit to standing up for the rights and dignity of everyone in order to promote inclusive, just and respectful workplaces and communities.

- 1** Anti-Black and all other forms of racism, xenophobia, Islamophobia, anti-Semitism and bigotry have no place in our workplaces or communities.
- 2** Discrimination and acts of hate against union members and others marginalizes and excludes them from participating fully in our unions, workplaces and their communities.
- 3** The dignity of every member is essential to a healthy and vibrant union and workplace.
- 4** We will continue to work with all levels of government, Indigenous peoples, civil society and communities to develop policies, programs and initiatives to reduce and eliminate racism, hate and bigotry.
- 5** We must work together to nurture inclusive workplaces and strengthen our shared commitment to our shared values of equality, respect, justice, and dignity for all.

If you experience or observe racist behavior, racial harassment or hate crime – contact your union rep / steward / union immediately for support and representation! Racism is not acceptable – not now, not ever!

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* Maximum initial battery voltage (measured without a workload) is 20 volts. Nominal voltage is 18. ** FLEXVOLT ADVANTAGE(TM) tool when paired with a DCB606 FLEXVOLT® battery vs. DCB205 battery.

LOCAL 785 CAMBRIDGE

None of us have ever experienced an event like COVID-19 which has had such a drastic impact on every part of our lives, from how we work to how we manage our daily lives at home with our families.

In the spring, when the COVID-19 emergency was first declared, sites were initially shut down. This was a very hard time for our members not knowing when they might return to work or any type of normalcy. We, your Union, did our best to keep our members informed of the rapidly changing landscape. When sites began to reopen, the Union was there to advocate for you for safer working conditions and we made great strides in that regard.

In the early summer, work started to pick up with five different school renovations in our area, along with PCL Construction renovating local facilities, and two Amazon distribution centers, which kept our members busy.

With some larger projects in our area finally under way, we are hopeful that the year will end strong. Cooper Construction is the General on the new expansion of the 11-story Google building and Verdi Alliance has started the formwork there. Uni Form Structures has been awarded two residential high rises in Kitchener and are using Local 785 Carpenters to do the formwork. The Local is excited to be doing residential work again. This is a great development for this local. Cambridge Memorial Hospital will soon be undergoing a 60 million reno by Ellis Don. BMI Construction has started a new



Farm Boy grocery store in Waterloo, valued at \$5 million. Fortis Group and Stu-Cor have started two new Shoppers Drugmart locations in our area. Fortis also has been granted the new Library in the City of Waterloo and a Ministry of Transportation building in Kitchener.

All these new projects are generating quality employment for our members.

There has been excellent participation in all the essential training courses that we have been able to provide in a way that responds and adheres to COVID-19 restrictions.

We would like to congratulate both **Tim Dobing** and **Eric Kovac** for receiving the Red Seal Certificate in Carpentry in 2020.

As COVID-19 numbers are starting to climb and we are getting ready to start the flu season. I hope that you, your loved ones, stay safe and well. If you have any



concerns with the safety or cleanliness of your jobsites, please contact any of your representatives here at Local 785 and we take action to ensure that sites are safe, including calling the Ministry of Labour.

It is time to support one another and stand together to guarantee that everyone gets the support they need to get through this current crisis.

In Solidarity,

Local 785

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



Effects of COVID on CCAT Services

Due to the pandemic, CCAT was forced to close and cancel all courses from March 16th to June. The Ministry of Labour, Training, and Skills Development allowed courses to restart as of the end of June; however, we were able to do so under very strict COVID protocols and at only half of the capacity of our regular class sizes. For example, our apprenticeship classes now have only 6-8 students versus our pre-COVID classes of 15 students. This has made it challenging to address all of our members' training needs to the same standard as that established prior to COVID.

Virtual Learning

A special thank you to our Program Coordinator Tony Currie and our team of fantastic instructors for turning a challenge into a new opportunity. CCAT's program staff wasted no time after the spring shutdown before starting to explore alternative course delivery methods. Since then, CCAT has developed and implemented ten online courses:

- Health and Safety Awareness
- WHMIS
- Confined spaces
- Print reading
- Red Seal Exam Preparation
- Basics of Supervision
- BIMS – Sketch Up Pro
- Scaffolding (theory portion)
- Working at Heights (theory portion)
- Power Elevated Work Platforms (theory portion)

Stay tuned for additional virtual training programs that are currently under development and will be launched in the New Year.

Graduation

The pandemic has wreaked havoc with so many of the important life events to which we all look forward. Unfortunately, CCAT's annual fall apprenticeship graduation ceremony also fell victim to COVID. The good news is that we will be honouring both the Class of 2020 and the Class of 2021 together in our first ever double cohort apprenticeship graduation. We are looking forward to hosting a BIG post-COVID Graduation Ceremony in the fall of 2021.



Instructor Joe Williamson conducts an Emergency Lower test during Scissors Lift training. This session ensures that members leave the CCAT and arrive on site with all applicable safety tickets.



Covid protocols in place at the CCAT include COVID screening each morning for staff, students and guests – safety is the priority!

MASS TIMBER MEETS MASS TRANSIT ON URBAN MAINSTREETS

A six-storey housing complex nearing completion in The Beaches neighborhood of Toronto represents a new model in the midrise residential market for mass timber construction.

The complex at 1602 Queen St. East consists of a 20-foot-wide six-plex on concrete slab at grade. Slated for completion in November, the project is by R-Hauz Solutions Inc.

Company principal Leith Moore says the pilot is going up quicker than a conventional concrete building and the design is “repeatable” so R-Hauz plans to build similar residential projects in Toronto, starting next year.

The Beaches complex is comprised largely of cross-laminated timber (CLT) with some glulam panels. Once the concrete slab is in place, it takes about 5.5 weeks to assemble the mass timber building and with experience that erection period on future buildings is expected to drop, he says.

The mass timber project’s general contractor is Buttcon Limited. Mark Butt, vice-president of construction, says while the building goes up quicker than a concrete building would, it is not without its construction challenges. For example, CLT has a 2-3 mm tolerance so the placement of its anchor bolts has to be precise and the foundations walls have to be spot on and level.

He adds that just-in-time deliveries of the CLT were essential to keep the project running on schedule.

As the tight site has a limited set-down area, all materials were made to be less than 20 feet long. It took 17 truckloads to deliver the materials once and sometimes twice daily from the Markham plant of mass timber supplier/installer Timber Systems Limited. “The proximity of our plant to the city proved to be a major advantage to the installation crew since arrangements for deliveries were able to be almost on-call,” points out Gary Williams, president of Timber Systems.

The confined site also posed a challenge for exterior cladding on the blind sides of the building because there was not enough space for crews to manually do the installation. The prefabricated wall panel system proved ideal, says Butt. Gage Metal Cladding Limited,

CMV Architects and Timber Systems designed the details for prefabricated wall panel system.

Timber Systems subcontracted the installation of the six-storey building out to an experienced mass timber crew of carpenters from FGP Construction based in Montreal. FGP teamed up with two carpenters from Carpenters Local 27 in Toronto, says Williams.

Local 27’s affiliated College of Carpenters and Allied Trades offers the province’s only mass timber training course for carpenters at its centre in Vaughan. Williams sees the value of that in-house training. “To be able to have actual physical material which shows what a two-storey mass timber building looks like and to understand how to handle those (large timber) pieces is something that carpenters never had to work with before.”

Butt also sees the merits of the timber course. “Right now (Carpenters) Local 27 has the best training facility in Ontario and pre-COVID they were running courses regularly to get carpenters trained on mass timber installation,”

Moore says because R-Hauz has plans to build a number of similar CLT designs starting next year, it is in the company’s best interest to work with Local 27 and the CCAT to ensure that tradespeople continue to be trained to work on its projects.

“We have graduates now from the program working on this site, getting their apprenticeship chops honed on the first residential rental mass timber,” says Moore. “We want that to continue.”

Mike Yorke, president of the Carpenters District Council of Ontario, says the Council made a commitment to its members to set up the mass training course at the CCAT. “Now we are saying, you get the training for your workers here and you will be getting the work in this industry.”

Butt points out the project has the same number of carpenters as typically required on a framing crew for a similar-sized stick frame project. The difference? Mass timber goes up much quicker.

David Moses, of Moses Structural Engineers, the structural consultant for the project, has plenty of experience with mass timber. He sees the advantages of the R-Hauz design. “They are leading the pack to provide a design solution (for residential rental



Aside from the environmental benefits to mass timber, its speed of construction, reduced construction noise and the esthetically pleasing finish are among the attributes that give the product a promising future.

midrise). At the end (of this project) I'm sure they are going to look at what worked and what didn't work and tweak it a little more."

Moses says aside from the environmental benefits to mass timber, its speed of construction, reduced construction noise and the esthetically pleasing finish are among the attributes that give the product a promising future.

But mass timber isn't a midrise residential solution for all projects. "If you can't pair predesign and offsite manufacturing with mass timber it is still going to be more expensive than traditional buildings," says Moore.

"A lot of people say we are a precursor to a whole lot more but we are a precursor to a whole lot more of what we do. I think it is going to take a few more years before it translates into a more typical condominium application. The dream of highrise mass timber, that's further off."

Moore adds: If a movement is successful to shift the Ontario Building Code from

prescriptive to performance driven, that will allow architects to specify more wood designs but currently they are required to come up with alternate solutions which slows the design permit process

As Buttcon nears completion of the project, Butt attests to the CLT design meeting expectations. "I'm a full advocate for the product. It's got so many pros, and as long as we can find a way to bring the cost of the product down (through local fabrication), I hope to do many of them."

The cost of the mass timber materials in Ontario is still high, however, largely because there are no local manufacturing facilities in the province. The Queen St.'s timber supply was imported from Austria and the only manufacturers in Canada are in northern Quebec and B.C.

That will change soon though as Element5 is setting up a \$50 million plant in St. Thomas, set to open early next year. "When we see that we can start getting the costs down," the CLT market will grow, Butt says.

The St. Thomas plant will have the capacity to annually produce enough mass timber for the equivalent of about eight buildings the size of Brock Commons, the 18-storey mass timber/hybrid student housing complex at U.B.C. in Vancouver, according to Patrick Chouinard, founder and director of new business at Element5.

Timber Systems' Williams, who has been in the wood industry for 50 years, sees increases in mass timber developments coming soon in Ontario for another reason. "The potential for wood has been unleashed by changes to the building code."

And that potential is ripe for midrise residential on urban streets in places like Toronto. "Our city needs development on its main streets, needs new rental options, needs to lead on youth employment and sustainability, and this project delivers big time on these issues and more," points out Yorke.

PINEHURST'S SUDDEN BANKRUPTCY LEAVES ITS CARPENTERS, MILLWRIGHTS IN THE DARK

Daily Commercial News



Pinehurst Store Fixtures Inc. recently declared bankruptcy. The firm is a global store fixtures and architectural millwork manufacturer. Pictured here are four of its unionized employees who are now uncertain about their future.

Cabinet-maker Jason Hooker and 70 or so other employees were left in the dark when their Orangeville, Ont.-based employer Pinehurst — a global store fixtures and architectural millwork manufacturer whose retail clients included Chanel, Starbucks, Giorgio Armani and Canadian rapper Drake — filed for bankruptcy recently.

While staff knew the company had been facing some tough times, “nobody thought they were in big trouble like this,” said Hooker, one of 49 unionized employees in Carpenters’ Local 27 employed by Pinehurst.

The 47-year-old said he is worried that he and his co-workers might never see another nickel from the company.

Jennifer Bennett, co-ordinator for the industrial sector of Carpenters’ Local 27, said the union is currently in negotiations with the company’s trustee, BDO Canada, concerning severance


and termination payments. A meeting has been scheduled with the creditors June 3.

She said most of the unionized employees have 20 or more years of experience at Pinehurst.

“It’s sad for some of them who have only a few years left before retirement because they don’t know if they can find work.

“The Carpenters’ union is going to do everything in its power to make sure its members get what they are owed. We will also be doing our best to help them find new work,” she said. “We are advising the workers to stay in close contact with us while the situation unfolds.”

Hooker has 25 years of service with Pinehurst, making cabinets, doing glass and metal work and he was a specialist in Corian surface applications.



"I'm scared I might have to sell my house," he said. "I'm a father of two. I take care of my mother. Income is obviously a big thing for me right now."

He speculated on whether company officials saw COVID-19 as "the perfect opportunity to close" or it closed "for its own personal reasons."

Bennett spent time recently assisting employees with information and helping them remove their personal belongings from the company's facility in Orangeville.

She said she has been told "a big number" of non-bargaining unit employees have also lost their jobs at Pinehurst.

Workers in the plant include skilled cabinet makers and carpenters from Local 27 along with stock-keeping and shipping employees.

Bennett said the union was notified of the closure not by company officials but rather by BDO.

Since mid-March all of the unionized workers had been on a temporary layoff because of COVID-19. Most them were receiving employment insurance benefits, she said.

The union had been in bargaining sessions for a new collective agreement with the company (Pinehurst Store Fixtures Inc.) earlier this year. The old agreement expired last November.

Bennett said the company had a for sale sign on the property for a number of months but one of the owners said "he was planning to downsize. They didn't tell us anything in bargaining about plans to shut down."

She said Pinehurst laid off all of its workers in mid-March as COVID-19 peaked.

"At the time, they said that this was because they were worried about the virus but now, looking back, we think they were just using that as an excuse."

Hooker, who owns a house in Orangeville, is concerned about how he will make ends meet with his only income being employment insurance.

"I'm scared I might have to sell my house," he said. "I'm a father of two. I take care of my mother. Income is obviously a big thing for me right now."

Founded in 1967, Pinehurst moved from Mississauga to Orangeville 10 years ago. Over the years, it built a luxury retail clientele in Canada and the U.S.

In effort to help employees find new jobs, Bennett said she will reach out to Orangeville and surrounding area industrial businesses that the Carpenters' union represents.

"We have some companies that are store fixture companies."

Grant Brewster, vice-president and general manager of Pinehurst, said he when he called owner Donald Christie in mid-May to see when production would start up again, he was told by Christie the company is "pulling the plug, calling it a day."

"It was a shock," Brewster, who has been with Pinehurst for 11 years, said.

He suggested while the coronavirus might have been a factor in the closure, "it may have been a convenient exit point."

Brewster said he hopes employees will at the very least receive the vacation pay owed to them. Employees with at least five years of service could also qualify for a severance package.

Owner Christie could not be reached for comment as of press time.

BANKRUPTCY HITS COUNCIL MEMBERS HARD

These are tough times for many of our members. For example, this article which ran originally in the Daily Commercial News in May, 2020, highlights the problems of approximately 50 members of Local 27 who were laid off by their employer, Pinehurst, a manufacturer of store fixtures and architectural millwork.

Update

By way of an update, Jennifer Bennett continues to work hard on behalf of all of these members to try and get them every penny of the severance and termination pay which they are owed. So far, all of the workers have received a partial payment but there is much more money outstanding. Jennifer Bennett, Local 27 and the entire CDCO are committed to tracking down any money and assets which we may be able to claim so that our members don't have to pay the price for this bankruptcy.



H.O.P.E. LOCAL 2220

Paula Randazzo, President & Union Representative

As our communities' struggle with the second wave, HOPE Local 2220 frontline members are working tirelessly to care for our most vulnerable. The second wave has our Healthcare professionals struggling with increasing positive cases in both Residents and Members.

HOPE LOCAL 2220, with the CDCO Legal department, has been on the frontline in the fight for our members' rights under the Charter. We will continue to lead the charge to make sure that our members' constitutional rights are protected.

With the passing of the Emergency Measures Act, (EMA) employees working in LTC and/or Retirement Homes communities have had the right to collective bargain stripped. Our members have been stripped of their right to grieve, had vacation, bereavement, leaves cancelled or withheld. They have been forced to choose one workplace while the For-Profits bring in agency workers, many of whom are permitted to work in more than one workplace. The EMA allows for schedules and shifts to be altered or eliminated. Seniority now means nothing.

The Carpenters are not standing by while our members have had their basic right to be unionized trampled. HOPE is the first Healthcare Service Union to not only fight the For-Profit health care corporations, but to challenge the Ford Government under the Charter of Rights and Freedoms.

We have not stopped at a Charter challenge and the grievance procedure. HOPE Local 2220 has also taken the fight to the Ministry of Labour. We are forcing the For-Profits to provide the required PPE, proper sanitation, and infection control. We have stopped them from bringing positive tested PSWs and Nurses back to work before it's safe to do so. We have insisted on proper food and medical services in the hotels where our members have to live to do their part to stop the spread.

This past year has shone a light on what our sisters and brothers deal with everyday in LTCs, Retirement Homes and the community. They have been declared heroes (and rightfully so!) However, our heroes are not paid or treated like heroes. Most do not have sick leave or benefits; many have 2 and 3 jobs and have worked short for years before the pandemic hit. Our governments have turned a blind eye to the grip the For-Profit corporations have by putting profits over people. HOPE, with the CDCO, will continue to fight and represent our members.

The HOPE staff have worked tirelessly to represent our members during a year where our collective agreements were gutted. I'd like to personally thank the staff of HOPE Local 2220 for working 24/7 on behalf of our members. I'd also like to personally thank all our members for putting themselves at risk to help the most vulnerable in our communities. I would like to wish the HOPE Staff, and all the members of HOPE, a healthy and safe New Year filled with hope and courage!

In solidarity,

Paula Randazzo

HOPE Local 2220



Mark Lewis, Mike Yorke and students on Long-Term Care Facilities

CDCO STUDYING ONTARIO LONG-TERM CARE

Ontario's long-term care facilities have been at the epicenter of the current health care crisis we are facing. The vast majority of COVID-19 related deaths in Ontario have occurred amongst LTC's residents. The government has begun an inquiry into what went wrong and how the problems could be fixed. As part of this, the CDCO has embarked on a study focused on the design and operating standards of our LTC's and how they relate to the challenges we've experienced during this pandemic.

Long-term care facilities in Ontario are granted "bed licenses" by the government. As part of the licensing process, they are designated as falling within one of four categories (A, B, C or D) depending on the standards they were built to. In terms of their ownership and operations, LTC's in our province can be privately owned and operated (by for-profit companies such as Extedicare or Chartwell) or can be owned and operated by non-profit corporations (often community or religious groups) or can be homes for the aged run by local municipalities.

Based on what we have determined so far, the CDCO believes that the troubling spread of COVID-19 through long-term care facilities in Ontario over the past year points to the need for an overhaul of not only how these homes operate but how they have been built and designed. Much of the infrastructure is old and in dire need of renewal. The CDCO hopes that COVID-19, and the government's inquiry, will rip the band-aid off this industry and will lead to real and significant change.

The study we are conducting includes research on the province's LTC's and how different types of homes have been affected by the pandemic. Findings to date show the highest coronavirus infection rate has occurred in homes built to 1972 (or older) provincial nursing home standards. These D- and C-level facilities typically having four persons per room and one bathroom. These D- and C-level homes comprise more than 33 percent of the entire province's long-term care beds.

According to the statistics we have been able to gather involving LTC's that reported major virus outbreaks, the COVID-19 infection rate was 60 percent amongst the residents in the facilities built to the 1972 standards, based on a bed count of 4,636. Think of how much the world has changed since 1972. Then ask yourself, why are we still housing a third of Ontario's seniors in long-term care homes that meet standards of almost 50 years ago?

By comparison, the homes under outbreak defined as A- level facilities, meaning that they meet or exceed the 1999 provincial

long-term care manual standards, fared much better. Their infection rate was only 26 percent of residents, based on our study's count of 6,548 beds. These newer homes have one or two beds per suite and more useable floor space per occupant than earlier-built homes along with having more modern HVAC systems.

While finding remedies to the complex issues this industry faces is anything but simple, a solution is vital and work on it is urgently required. We're deluding ourselves if we don't try and fix the problems which this crisis has shown exist with our out-of-date LTC infrastructure. Major renovations and re-building efforts will be required.

Which sector of the industry the older homes fall into is also significant. Of the C-level beds (built to 1972 provincial nursing home standards), 80 percent are in the for-profit sector; only 12 percent are not-for-profit and 8 percent operate as municipal homes for the aged. Because so many of the old homes fall into the for-profit sector, there are going to have to be some difficult decisions made about who is going to be responsible for the upgrades and how they are going to be done.

Renovating old long-term cares is also no easy matter. The CDCO believes strongly in the value of Infectious Control Risk Assessment (ICRA) training for construction work in hospitals and long-term care facilities. Retrofitting within medical settings is some of the most dangerous work our members do because of the contamination that can exist in the ceilings, the floors and the walls.

Currently, Local 27's College of Carpenters and Allied Trades (CCAT) in Woodbridge offers the only comprehensive union training course in Ontario. The 24-hour program includes 16 hours of in-class theory and 8 hours of hands-on training. Students receive an ICRA certificate from the United Brotherhood of Carpenters International Training Centre.

The CDC's goal in conducting this study is to be a reference point in the provincial government's enquiry into the future of long-term care in our province. These facilities are for seniors who contributed their lives to make Ontario such a great place to live. They shouldn't be living in what are now substandard facilities which could contribute to making them sick. Because of this, your Union is pressing the government to consider a major infrastructure spending program to rebuild homes across this province which meet the best standards in the world.



CNL TIMBER BUILDINGS WILL SHOWCASE ENVIRONMENTAL BENEFITS OF WOOD IN CONSTRUCTION

The revitalization of the Canadian Nuclear Laboratories at Chalk River is underway on a number of fronts, with general contractor -- a joint venture of Arnprior-based Sullivan and Chandos Construction of Alberta -- building three mass timber (MT) buildings under an integrated project delivery (IPD) contract.

Mass timber is new to CNL but the owners and the entire building/design team are collaborating to “blaze trails” with the new medium. “The best thing to happen to IPD is mass timber and the best thing to happen to mass timber is IPD,” says Donald Chong, principal of HDR, the lead architect for the three (MT) projects as well as for the longer-term overhaul of the CNL.

“For these projects you need to have everyone at the table together and that is happening here through IPD,” points out Chong, adding that through the CNL projects the GC and others are helping to establish mass timber’s place in the building world.

The largest of the three and one of the “showcase” mass timber buildings in Ontario is the six-storey Business Hub now under construction. More than 100,000 square feet, the building has a reinforced concrete lower level and concrete elevator and stair core tied into five floors of a cross-laminated timber structure, says Chris McMahon, project director of Sullivan.

The IPD team is continually evaluating cost-effective methods for tying the concrete structure into the timber frame – work that will be done over the winter, McMahon says. “We’re investigating a number of options. It will definitely be a challenge to erect.”

The other buildings are each two storeys. One is a logistics office/warehouse expected to be completed in the fall and the other is a support office facility that includes space for maintenance and site

operations. It is slated for completion around the end of the year.

Both buildings have elevator cores comprised of CLT. “It’s been enjoyable to watch the speed with which these two buildings are erected,” says McMahon.

He says the timber projects allow for simultaneous construction -- “overlaps” -- such as the building cladding. “It is a benefit to this type of construction: you can stand back and look at different ways to schedule the work differently from how a typical (conventional) building may be built.”

Chong says one of the things that is special about the two mass timber buildings is that typically these “high-bay warehouse” designs are built with “the cheapest simple, 30-foot structures. Doing them with wood was unprecedented. We found ways to make sure that everything from the base details to the cladding was all integrated.”

McMahon adds the pandemic has slowed construction, resulting in the need to protect the wood structures during downtime from inclement weather and other issues such as nesting birds.

CLT structures require different types of fasteners for assembly and systems like fire-stopping materials that are critical as compared to what you may see in conventional steel or concrete structure, McMahon points out.

“You definitely have to think outside the box but in general the day-to-day construction with wood can be a lot easier than working with standard construction materials.”

The general contractor has partnered with Montreal-based Nordic Structures on the engineered wood design. Nordic also is supplying



"It puts Canada on the leading edge in advanced design and construction with mass timber"

an experienced crew for the installation "to help show us tricks of the trade."

Chong agrees, noting that Nordic's experience with mass timber is integral to its success. He also credits structural engineer LEA as being instrumental in the design process.

The GC has also employed experienced carpenters from Ottawa-based Carpenters Union Local 93 who have been quick to catch on to construction methods for the cross-laminated timber projects. "We were lucky to get skilled carpenters with some pretty extensive knowledge (experience) that is helping to make the work pretty straightforward."

McMahon says the CLT projects cost about the same as conventional steel or concrete construction but wood has green benefits over the two.

"Canada can definitely gain from this industry growing. There is a lot of potential job creation and sourcing materials (timber) locally. It would be nice to see that (wood) industry in the north pick up."

Wood also offers "pretty unique designs," which can eliminate the need for some finishes applied in conventional building, helping to offset costs, he says.

Over the next decade, CNL will be transforming its Chalk River Laboratories (CRL) through the revitalization of essential site infrastructure, the decommissioning of aging infrastructure and a significant investment in new, world-class science facilities.

The transformation will position CNL to remain a leader in developing peaceful and innovative applications from nuclear technology through its expertise in physics, metallurgy, chemistry, biology and engineering.

An innovative approach to design taking into account sustainability have been key factors behind CNL's selection of mass timber, says Mohammad Mohammad, senior research advisor, Natural Resources Canada (NRCAN).

To the best of his knowledge it is the first time mass timber products have been used in a nuclear project.

"It puts Canada on the leading edge in advanced design and construction with mass timber," says Mohammad, who is part of NRCAN's Green Construction Through Wood program that is providing funding for the CNL mass timber projects

NRCAN is funding three of the four mass timber buildings going up at the CNL, including the support facilities, business hub and the Advanced Nuclear Materials Research Center (ANMRC). The program provides funding to mass timber projects that demonstrate innovative use of advanced engineered wood products and supports critical research and development activities associated with the design and construction of those projects including; fire, structural, seismic and acoustics research on mass timber.

He sees the growing market for mass timber developments being driven largely by the products' environmental and sustainability benefits. But using more wood in construction can also help further develop the timber manufacturing industry in Canada

"We are excited to see The Canadian Nuclear Laboratories proceed with three buildings that will showcase the environmental benefits of wood in construction while highlighting the structural diversity of mass timber products," said Marianne Berube, Executive Director of Ontario Wood WORKSI, a program of the Canadian Wood Council.

"The educational value of these buildings is significant and will contribute to wood use in low-rise commercial construction being recognized as a cost effective solution that aligns with the Federal Governments strategy of delivering carbon-friendly and energy efficient buildings throughout Canada," says Berube.

McMahon says the appetite for the construction of mass timber structures is growing across the Canada. "I would personally love to do another one of these structures soon."

PARLIAMENT HILL, OTTAWA – CENTRE BLOCK RENOVATIONS

Centre Block -- the most recognizable federal government building on Parliament Hill in Ottawa -- is undergoing a major rehabilitation program that could provide steady work for many construction workers (including members of Ottawa's Carpenters' Local 93) for up to a decade.

The ambitious project which commenced more than a year ago includes seismic upgrading to the near-century old structure, asbestos abatement in walls and ceilings, electrical/mechanical systems replacement, elevator improvements, a new underground Parliamentary Welcome Centre and exterior stone and mortar rehabilitation and restoration. PCL/ED, a Joint Venture, is the construction manager.

"This job can have its challenges," says Jeremie Astles, general foreman, of the joint venture comprised of PCL Constructors Canada Inc. and EllisDon Corporation. "You have to be good on your feet in terms of problem-solving."

Astles says his job is made easier with the help of a skilled workforce that to date includes about 70 carpenters from Local 93. "The Local's carpenters training centre has provided an excellent workforce with a lot of determination. They'll be here through the duration of the project."

To bring the century-old Gothic Revival structure up to modern seismic code standards, the building team will be installing base isolation units into cutaway sections of "beefed up" foundation walls. The idea is that during an earthquake the ground moves but the building remains relatively still. Currently, the site has about



300 workers, including personnel from the construction manager, a handful of subcontractors and the heritage consultant/contractor Heritage Grade which employs a few carpenters from Local 93.

The project will accommodate additional crews as work ramps up in different areas. Those contractors and consultants will have offices in a site office built earlier this summer by Local 93 carpenters, says the general foreman. "The carpenters got to do the wood frame structure and interior cabinetry – which they don't normally get to do in ICI. They really enjoyed that."

There are other tasks carpenters will do that are atypical of most projects. Building protection systems for the existing structure and its architectural details is an example. Hallway wainscoting, for one, is being framed behind protective fire-rated hoarding and plexiglass windows will be built into the hoarding to visually monitor the original walls and details. SkudoBoard, a heavy-duty, synthetic, protective rigid board ion will be taped down to many original floors during construction and for heavier traffic ¾-inch plywood is laid over the top. Other Local 93 carpenters are building crates to store valuable heritage assets.

Astles says one of the major construction challenges will be the Parliamentary Welcome Centre connecting the West, East, and Centre Block buildings. It will provide circulation and program space for the Parliamentary Precinct. The welcome centre's excavation will be below grade into bedrock where drilling and blasting are required. Seismic monitors and survey prisms will be installed inside and outside the building to monitor progress. The excavator is Site Preparation Limited.

Asbestos remediation work done on levels 4-6 is part of a demolition contract that meets rigorous specifications which include



multiple air sampling tests throughout the block. "It is a very clean system," says Astles. The contract is being done by Inflector Environmental Services.

Under two separate contracts Gem Campbell Stonemasons Inc. and a Joint Venture of York Marble and Atwill-Morin have been contracted to remove and restore interior masonry stonework.

"All the material will be marked, labelled, inventoried, shipped off site and stored. Cleaning and repairs -- such as Dutchmen repairs -- will be done to conserve as much of the original stone as possible," he points out.

While details of the work have not been finalized, large sections of the exterior will be covered in scaffolding to complete the stone work. Prior to construction, 3D images were taken of the building, inside and out, to verify all important historical elements.

While the pandemic has had little impact on the construction schedule, PCL/ED had to do some major tweaking to meet stringent health and safety protocols. When COVID-19 struck, the construction manager had just completed a temporary

mechanical/electrical system allowing for the easy installation of 47 additional hand-washing stations throughout the large building, Astles says.

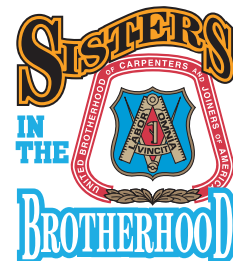
Furthermore, PCL/ED has created separate construction zones on the site so that an outbreak could be contained to one area. Other safety measures include one-way access/egress pathways and the construction team also holds pandemic update meetings weekly.

Each worker is screened prior to site entry. Along with being asked a series of questions, crews are evaluated for signs of fever with thermal imaging cameras. While cloth masks are mandatory on site, Astles says in cases where crews need to work less than two metres apart additional PPE is required.

It might not be a challenge to get the construction crew on board with the stringent safety measures. "It is a very iconic building and there is a lot of pride among the workers, knowing what this building means to Canada," says Astles. "They feel very fortunate to work on this building. It's interesting to see the Canadian pride coming out of this workforce."



MESSAGE FROM **SISTERS IN THE BROTHERHOOD CHAIR**



Rebecca McDonald, Sisters in the Brotherhood Chair

As we reflect back on this unprecedented, challenging year, I would like to applaud our Sisters and Brothers for their continued resilience. We work in an industry that is always changing. This means, taking steps towards being more diverse, utilizing new innovative methods and ensuring the health and wellbeing of workers. This pandemic has highlighted our ability as union members, contractors and employees to evolve with the times.

Many locals within the Carpenters' District Council of Ontario have seen an increase in their Sister representation this year. For example, Local 249 in Kingston has doubled their number of Sisters in the last 4 months. As well, Local 27 Toronto now has over 220 Sisters and 48 are Journey Carpenters! Through outreach to local high schools, trade events focused on women and colleges employing women as instructors, we are breaking the stigma of being a woman in construction.

Although we are seeing an increase in Sisters in our local unions, Sisters may still feel like they are alone in their struggles. There are a few groups on Facebook that many Sisters are a part of already such as: Canadian UBC Sisters and UBC Sisters in the Brotherhood. The focus of these groups is celebrating the wins and supporting through the tough times. If you are not connected through Social Media you can reach out to me by email rmcdonald@thecarpentersunion.ca

The UBC Sisters in the Brotherhood Virtual Caucus happened Friday October 16th. Around 300 Sisters from all over North America participated from their homes, training centers and job sites. This Caucus was in conjunction of the Tradeswomen Build Nations 2020 Conference which took place virtually the following day Saturday October 17th. One of the major takeaways from this conference was an exciting new program being launched by North America's Building Trades Unions (NABTU) and Build Together. "Lean in Circles for Union Tradeswomen" is a platform for Sisters of all trades to meet virtually once a month. This is a great way to stay



connected, feel supported and help empower other Sisters through the everyday grind! Visit <https://leanin.org/circles-for-union-tradeswomen> for more details or you can contact me through email.

Wishing a safe and joyous holiday season to all.

Rebecca McDonald
Sisters in the Brotherhood Chair

CARPENTERS' LOCALS UNITE FROM ACROSS CANADA AND U.S. FOR VIRTUAL CONVENTION

Daily Commercial News

The International United Brotherhood of Carpenters, headquartered in Las Vegas, held its convention recently, with about 2,000 delegates and guests in attendance – virtually.

Put on every fifth year to cover a raft of formal union business, including the election of its president and executive board, the conference is normally conducted over four days but this time it was pared down to one day because of the coronavirus pandemic.

While Las Vegas remained the hub for the virtual conference, delegates also attended virtual satellites in cities across Canada and the U.S. for the abbreviated version one day last weekend, says Tony Iannuzzi, executive secretary treasurer of the Carpenters' District Council of Ontario (CDCO), adding both the reigning president Doug McCarron and the general executive board were re-elected.

Iannuzzi says at times organizing the virtual satellite for the conference to ensure a smooth election process was daunting.

For instance, when Toronto was still in stages one and two of the pandemic, only small numbers of people were allowed to congregate, presenting a challenge on how to accommodate elected delegates and guests from each Carpenters' local.

"I was concerned that this was going to crash on us...but we got through it and it went well," he says.

To meet health and safety protocols, the CDCO permitted only about 70 delegates in Vaughan, Ont. at the Paramount Eventspace, a large hall that can accommodate 1,500 people, says Mike Yorke, delegate and president of the CDCO.

Other satellites were held in Winnipeg, Calgary, Vancouver, Halifax and the Millwright Regional Council of Ontario hosted a satellite in Richmond Hill.

While the comradery and networking opportunities associated with the physical convention were missed, Iannuzzi says the virtual experience has opened his eyes to future fits for virtual meetings and conferences, even after the coronavirus pandemic passes.

"I can see us using that (virtual format) for a lot of other things," he says. "We might have smaller conventions that we could hold this way," such as a Canadian district conference, for example.

Yorke agrees.



Pictured are Warden Gary Realjo with Carpenters' Union Local 27 delegate Chris Campbell (right). They were attendees of the recent International United Brotherhood of Carpenters convention, which is normally held in Las Vegas, but this year was held virtually with 2,000 guests in attendance.

The experience might open the door to options to how to handle conventions in the future, he says.

"It shows that we can do these things virtually and at great distance."

Still, he points out that physical conventions and trades shows have a place going forward.

"The union has many members that manufacture displays and exhibits and then install them at normal conventions and trade shows globally," he explains. "We really look forward to a restart of this sector for the members and for the economic recovery benefit it brings."

The conference was the 42nd General Convention for the union which held its first conference in Chicago in 1881.

Thirty-six carpenters from 11 U.S. cities attended.

"We have come a long way," Yorke points out.



LOCAL 93 OTTAWA

Rod Thompson, Area Manager and Local Union Coordinator

In the wake of a global pandemic, social and economic crisis, great uncertainty and adversity, the world changed, but so did we. Despite challenges, adjusting to the “new norm” and working conditions, members continue giving their best every day. Although processes were modified and altered to conform to changing circumstances, as a Union, we continue to make safety our number one priority. Granting the construction industry faced temporary jobsite shutdowns around the globe, it is back to business in the Nation’s capital with no sign of deceleration and several significant projects currently underway.

Among those slated to begin in the near future, the Unionized Building and Construction Trades Council and the New Civic Development for the Ottawa Hospital came to an agreement on September 3rd, 2020 for the Ottawa Civic Hospital’s expansion - a \$2-billion, five year project. This exciting endeavor promises to use more than 35,000 members of the trade unions in Ottawa and means more opportunity and long-term employment for our members, signatory contractors, and industry partners.



Working in Partnership – “Communities don’t just grow, they are built”

Featured Contractor: Bellai Brothers Construction Ltd.

Since 1954, Bellai Construction has serviced Eastern Ontario and the Outaouais in the commercial, industrial, and residential sectors. Throughout their years in the area, Bellai has always stood by its five core values: Family, Quality, Safety, Integrity, and Teamwork. The company can boast 740 employees and numerous major projects under their belts, including the Canadian Tire Centre, Canadian War Museum, and Parliament’s West Block. Their mission: By relying on their extensive experience, integrity, passion, and dedicated workforce, they strive to achieve their mission to be the trusted partner of choice for all construction projects.

Local 93’s 30-year partnership with Bellai has proven to be a fruitful one. Many members have found career-long employment with the company, and we are proud to work in conjunction with them to help support the construction industry in the area.

When asked about his experience working with Local 93, Bellai’s Director of Recruiting and Manpower, Martin-Charles Guilbeault, says, “Since day one, everyone that I had a chance to meet or talk to have been just great to me, and always done in a professional and friendly way. Many staff members from Local 93 worked at Bellai in their past life, and I have worked with them before, which



makes things easier for me!” Martin-Charles was asked to nominate an employee and Local 93 member whom he thinks embodies the values of both the Union and Bellai. The name was quick to come – Patrick Lamarche, a current Site Supervisor whose initial stint with Bellai in 1997 proved him to be a cooperative team player, and self-starter who demonstrated technical knowledge beyond his years. After returning from parental leave, Patrick, with more than 15 years of service with Local 93, continued to improve his skill set by completing multiple Local 93 Training Centre courses. In 2015, he was promoted to Site Supervisor with Bellai and was mandated to deliver the Bank of Canada Rehabilitation Project with a group of 25 workers.

Today, Patrick mentors two Junior Supervisors, Pascal Boileau and Justin Blais, young leaders with almost 15 combined years in the Union. With Bellai’s support, the two men demonstrate their reliability and skill daily while climbing the ladder and working to their strengths. Their professionalism and the respect they engender have made it easy for Patrick to trust them with their teams of 25-30 workers. The next generation of tradesmen and women will do just fine in their hands.

Unfortunately, we have had to cancel our annual kids’ and adult Christmas events due to the unprecedented times. We look forward to celebrating with everyone next year. Although the holiday season may present a little differently this year, on behalf of Local 93 Executive and staff, I hope you can enjoy some time with loved ones. I wish everyone a safe and prosperous 2021.

In Solidarity,

Rod Thompson
President/Local Area Manager





LOCAL 249 KINGSTON

Don Fraser, Local Union Coordinator



In the spring Local 249 broke ground on the construction of its new Hall and Training Centre. The facility features many of the different aspects of Carpentry work in its design and finishes from architectural board form concrete walls, insulated metal panels, architectural panels, to post and beam timber framing and wood ceilings and interior wood paneling.

The expanded and updated warehouse and shop area will allow Local 249 to facilitate a variety of new training opportunities to its members. An overhead crane in the shop area will be utilized for formwork training and timber framing training.

This expansion not only benefits our members but also our surrounding community as we will have the opportunity to host and facilitate youth orientated training that is otherwise lacking in the Kingston and Smiths Falls area.

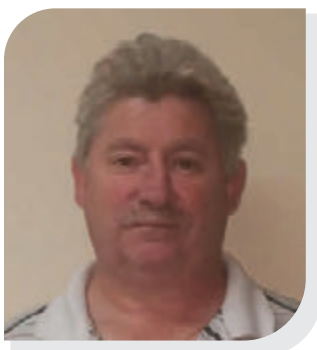
In Solidarity,

Don Fraser

Local Union Coordinator

Arrival on site of mass timber components for the new local 249 Hall and Training Centre.





LOCAL 2041 OTTAWA

Daniel Bard, Local Union Coordinator

Dear Brothers and Sisters,

2020 has been a difficult year in ways many of us never could have anticipated. As the year draws to a close, I want to take this opportunity to thank each of you for all your efforts throughout the year. We have come through a year that was filled with many challenges, whether members who continued to work throughout the shut down on essential projects, or those who stayed home, to protect their families and community. I want to extend my appreciation to each and every one of you for your valuable contributions to the Local and the UBC.

Over the past couple of weeks, it has become clear that Ottawa is currently in the second wave of the pandemic. Information continues to change daily; please check our website frequently and contact the local directly regarding any specific questions you have.

Most projects are back up and running, and your worksite should have well established COVID-19 procedures in place. These should include proper hand sanitization and sanitary washrooms.

The health and safety of our members and their families, remains our primary concern. If you do not believe your jobsite has the proper health and safety protocols in place regarding COVID-19, or otherwise, contact the Local so we can put you in touch with a Rep, who will be able to address your concerns.

Despite the ongoing uncertainty surrounding COVID-19, the outlook for the construction industry in the Ottawa area remains strong.

On September 3, an historic partnership between the Building and Construction Trade Unions of Eastern Ontario and the Ottawa Hospital was signed, which launches the next stage in development of the construction of the new \$2-billion-dollar Civic Hospital Campus. The scheduled opening date of the new hospital is fall of 2027. We expect to have an official start date announced in January 2021.

Summer 2021 should also see the beginning of the construction of Ottawa's new \$138-million-dollar Ottawa Public Library and Archives Canada building.

Progress also continues to be made on the \$4.6-billion-dollar stage two of the LRT project.

There are also a number of significant residential and mixed use developments that have been approved by Ottawa city council, which will see a number of towers going up across the city, many near the new LRT stations.

Work is still ongoing at number of other major projects as well, among them the ongoing rehabilitation of the Parliamentary Precinct and the \$319-million-dollar training complex at CFB Petawawa.

In person training resumed earlier this summer at the Local, with the appropriate COVID-19 protocols in place. Contact the Local to register.

Also, we are working closely with the CITF, and the Carpenter's District Council of Ontario to provide our members with Infection Control Risk Assessment (ICRA) training. The ICRA program is designed to teach our members best practices that protect patients by working safely during all phases of health care facility renovations. More details to come early in 2021.

On behalf of the staff and Executive Council of Local 2041, we offer our best wishes and happiness to you and your families as we all look forward to 2021.

In Solidarity,

Daniel Bard

Local Union Coordinator



LOCAL 2486 SUDBURY

Tom Cardinal, Area Manager and Local Union Coordinator

Despite the economic downturn due to Covid-19 and restrictions imposed by the Ford government in general local 2486 managed fairly well through these difficult times. The majority of our members maintained their employment however it was with a slight decrease in hours. This year we have seen a complete halt in the spring on the commercial work where the Ford government shut us down, but the industrial work was deemed essential, however it struggled a little.

Most of our regular membership meetings have been canceled due to restrictions on public gatherings, we have held meetings this summer when restrictions were temporary lifted. We have been updating our web site and Facebook page in order to keep the members informed.

Training also took a little step back until we were able to offer some online programs such as the Confined Space, C of Q upgrade, WHIMS and others, contact local 2486 for details. When restrictions were lifted we were able to hold a basic General Carpenter in September and an intermediate in October, Basic Drywall and Advanced Carpenter classes are scheduled for January 2021.

Covid-19 will not stop us from having our kids Christmas party. This year we will be having a drive thru party on December 5, 2020 please register with our office.

We also want to congratulate our 50 year members:

Robert Guertin Executive member
from 1996 to 2020

Paul Poirier SR. Executive member
1990 to 1993

Jerry Martin Executive member and
Past Business Manager 1987 to 1996

Jean Marie Gionet



The 2021 construction outlook is somewhat difficult to predict during covid-19 however we can look forward to some of the following projects:

Cote Gold, Magino Gold, Detour Gold, Marina Point and Extended Care York.

I would like to take this opportunity and wish all of you a very safe and happy holiday season and the best of luck and health in the new year stay safe.

In Solidarity,

Tom Cardinal
Area Manager
Local Union Coordinator



LONG-TERM CARE FIASCO A WARNING ABOUT PRIVATE OWNERSHIP

Linda McQuaig, Contributing Columnist, Toronto Star

Please put me in a long-term-care home, said nobody ever.

Still, few probably expected that these homes would become horror houses of death, taking their place at the very epicentre of a raging pandemic and accounting for some 75 per cent of coronavirus deaths in Ontario.

An important aspect of this momentous tragedy is that the coronavirus death rate has been significantly higher in private, profit-making homes than in not-for-profit homes.

This higher death rate in the profit-making homes began in the first wave of the pandemic and it continues now in the second wave, according to a report last week by a team of Star reporters.

If that wasn't alarming enough, then came the news earlier this week that private equity — known for ruthlessly squeezing every ounce of profit out of its businesses — is keenly eying the long-term care industry in Ontario.

Indeed, the private equity firm Arch Venture Holdings is lining up investors as it gears up to become a major player in the industry, the Star reported.

All this should heighten concerns about the role of profit-making in long-term care homes (also known as nursing homes).

The situation should alert us more broadly to the foolishness of our rush to privatize services that would be better left to the public sector — not just nursing homes but health care, education and other areas where the public interest is at stake.

Privatization has become a kind of economic dogma in recent years, with

business commentators and politicians routinely asserting that the private sector is more efficient and always does things better — an assertion that is rarely accompanied by any evidence.

In fact, the crucial difference separating the private and public sectors is that the private sector is focused on profit-making. Indeed, this is the only real purpose of a business enterprise.

So, regardless of what industry spokespeople say, a private company in the nursing home business is focused on maximizing profits, as its board of directors demands.

And it will typically do this by scrimping on staff costs — hiring fewer workers and paying them rock-bottom wages with no benefits. This generally results in high turnover and worse conditions for the residents, as well as the workers.

Certainly, Ontario's three big private nursing home chains, which receive government funding under the same formula as not-for-profit homes, have been good at maximizing profits.

Over the past decade, the three chains paid out \$1.5 billion in dividends to shareholders and \$138 million in executive pay, according to the Star investigation.

The chains insist these payouts come out of profits they earn selling private services to residents in these and other retirement homes, which are not funded by government.

In fact, it's hard to know exactly what's going on, since the government is notoriously lax in its regulations and oversight of the industry — as the pandemic vividly illustrates.

This laxness appears to be traceable back to Mike Harris, the former Conservative premier whose government removed minimum staffing levels for nursing homes in the late 1990s and encouraged the involvement of private businesses.

After retiring from politics in 2002, Harris has profited handsomely from the lucrative private nursing home industry he helped create, serving as chairman of Chartwell Retirement Residences, one of the three big chains. (His annual salary for this part-time position is \$229,500, and he has \$4.4 million in Chartwell holdings.)

Over the past decade, Chartwell paid its executives \$47.3 million and distributed \$798 million to shareholders.

Meanwhile, in the 28 nursing homes Chartwell owns or operates in Ontario, the COVID-19 infection rate has been 47 per cent higher and the fatality rate 68 per cent higher than the provincial average, according to the Star investigation.

The nursing home market isn't the only area where Mike Harris' privatization policies still reverberate.

His 1999 privatization of Highway 407 has already cost Ontario drivers billions in higher tolls and will cost them many more billions before the privatization deal expires — in 78 years.

Contrary to business mythology, the private sector doesn't always do things better. Rather, it always does things to make a profit, and that can leave the rest of us paying a high price — in dollars and deaths.

Linda McQuaig is a freelance contributing columnist for the Star and author of "The Sport & Prey of Capitalists."



LOCAL 1669 THUNDER BAY

Evan Reid, Local Union Coordinator

First, I would like to say that I hope this message is well received and that all members and families are doing well and surviving the difficulties that have been present for quite some time now. We can all hope that the global health crisis begins to loosen its grip on society in the near future. Northwestern Ontario has so far been fortunate with the number of cases of Covid19 however I'm sure all members will continue to do their part to maintain and improve this trend. I recognize the difficulty that our Brothers and Sisters from other areas of the province are facing and wish everyone all the best for the upcoming months.

Despite all the challenges, the work picture has been and remains very positive for the members of Local 1669. We have basically been in a position of full employment throughout the fall which has been great and with several largescale projects on going as well as on the horizon the work picture looks promising. Work throughout our geographical area has resulted in many work opportunities for members residing in most communities we serve.

There have been opportunities for a number of entry level apprentices within Local 1669 this year and I would like to say welcome aboard, work safe and work hard. Opportunities are endless with a good attitude and work ethic. For those on the other end of their working career I wish you all the best in your retirement years and thank you for your service.

Training has resumed and course dates and times can be found on our website at carpenterslocal1669.ca. Please ensure you are current with your training. I am happy to report that the Carpenters Local 1669 Training Centre has again partnered with AETS to provide a 10-week pre apprentice training program for Carpentry and Welding. I wish all participants the best in the future. I would like to thank all members as well as visitors to our office and training centre for recognizing and adhering to all protocols and safety guidelines we have in place. Again, thank you.

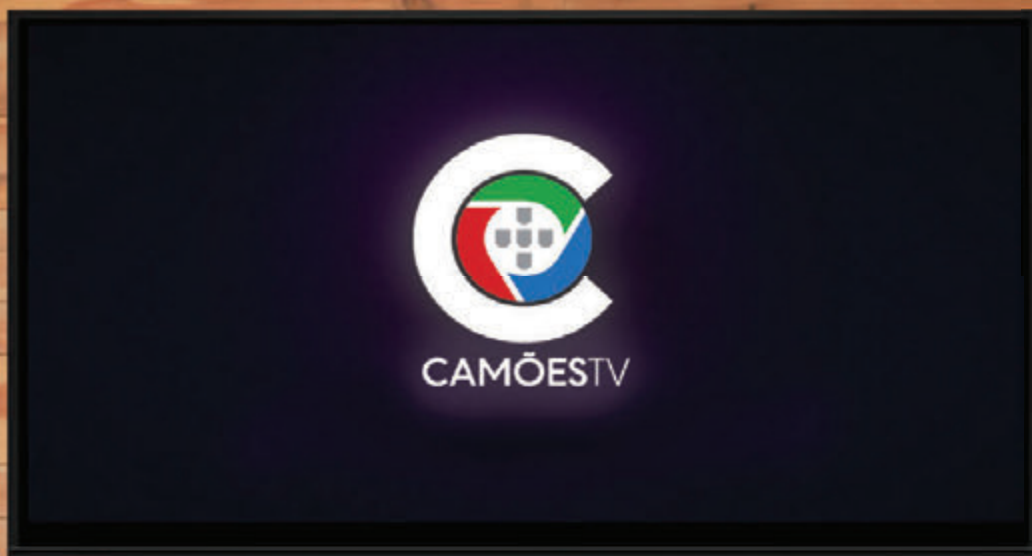


Unfortunately, the Local has been unable to host and participate in a number of events this year including the parade of lights, member appreciation day and the children's Christmas party. We will all have to look forward to next year. On behalf of the Local executive board and staff we would like to wish all members and their loved ones a wonderful Christmas and a happy new year. As always if you are in need of anything please do not hesitate to give the office a call.

In Solidarity,


Evan Reid
Local Union Coordinator

*Momentos lindos com a família
começam em casa.*

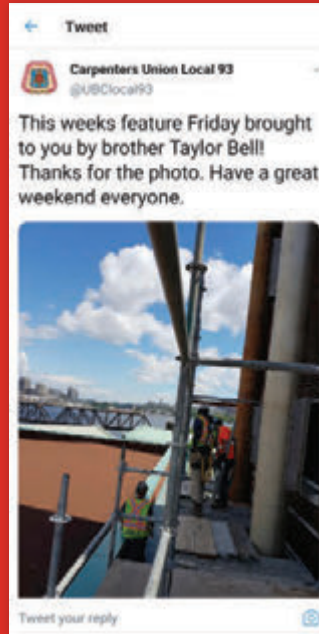


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SOCIAL MEDIA HIGHLIGHTS



Ontario Construction Secretariat and Carpenters Union offer strong support for Helmets to Hardhats

The Ontario Construction Secretariat recently offered support to the work of Helmets to Hardhats Canada (H2H) in the form of a \$100,000 donation and the Carpenters District Council has strengthened its ties to H2H by assigning staff representative Mike Humphries as liaison. In the photo, taken at the Council offices in September, are, from left: Mike Humphries, CDCO H2H rep, Tony Iannuzzi, Carpenters EST, Robert Bronk, CEO of the OCS, Pat Dillon Manager, Ontario Building Trades, Mike Yorke, CDC President, Joe Maloney National Executive Director of H2H, Tim Peterson, OCS Board Member, Ron Johnson CEO of ISCA and Normand Trepanier Deputy Director of Placements - H2H.

For more info see:

helmetstohardhats.ca, isca.ca,
iciconstruction.com, ontariobuildingtrades.com
and thecarpentersunion.ca



In Memoriam

Local 18 – Hamilton

Larry Balsor
George Celap
Paul Dunham
Angelo Gallo
David Kollee
Joseph Mitterling
Luigi Romano
Rixford Springer

Local 27 – Woodbridge

Girts Alberts
Jan Baran
Jeremy S. Bartosh
Domenic Bernardi
Sydney Black
Frank Burnett
James Burns
William Butchart
Luciano Clauser
Keith Colson
George R. Cummings
Jose D. Delgado
Giuseppe Deluca
Vasil Dimovski
Leslie Ferguson
Jose A. Figueira
Luigino Filippozzi
Anthony Gagan
Wilmot George
Bruno Gilas
Tarcisio Giovagnoli
Gunter Groeger
Thomas M. Hnatko
Blaise P. Howse
Ugo Innocente
Alipio A. Jorge
Trevor A. Joseph
Michael J. Joyce
Metro Karaim
Gus Katsaros
Bryan Kerr
Stevan Klipina
Luigi Lalomia
Andrew C. Larrain
Paolo Loduca
Vilis Matusevics
Gord J. McIntyre
Manuel Mendes
John Mortensen
Nick Moustakas
Milan Ostojic
Dino Palu

Rino Perusini
Clifford J. Podlovics
Arnold R. Rolfe
Wladyslaw Rzeszowski
Chris Sherfey
Johnny A. Skalic
Jas A. Timm
Walter Tracogna
Klaus Troelitzsch
Ettore Vanin
Raphael Walters
Dermot J. White
Grant S. Worden
Elmar A. Zarins
Nick Zunic

Local 93 – Ottawa

Edward Gervias
Keith Pink

Local 249 – Kingston

Tony A. Meireles

Local 397 – Oshawa

Kim Durrant
Wayne Reynolds
Vince Salvatore

Local 494 – Windsor

Vincenzo Grimaudo
Romano Manzoni
Sante Muzzin
Lawrence R. Ronne

Local 675 – Woodbridge

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The staff and members at Carpenters' District Council of Ontario remembers all those who served and who are on active duty today, including our own brothers and sisters. Today we think of all our fellow Canadians at sea and at bases and deployments around the world who protect us, who stand on guard, and make the ultimate sacrifice for our freedom.

Lest We Forget.



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