

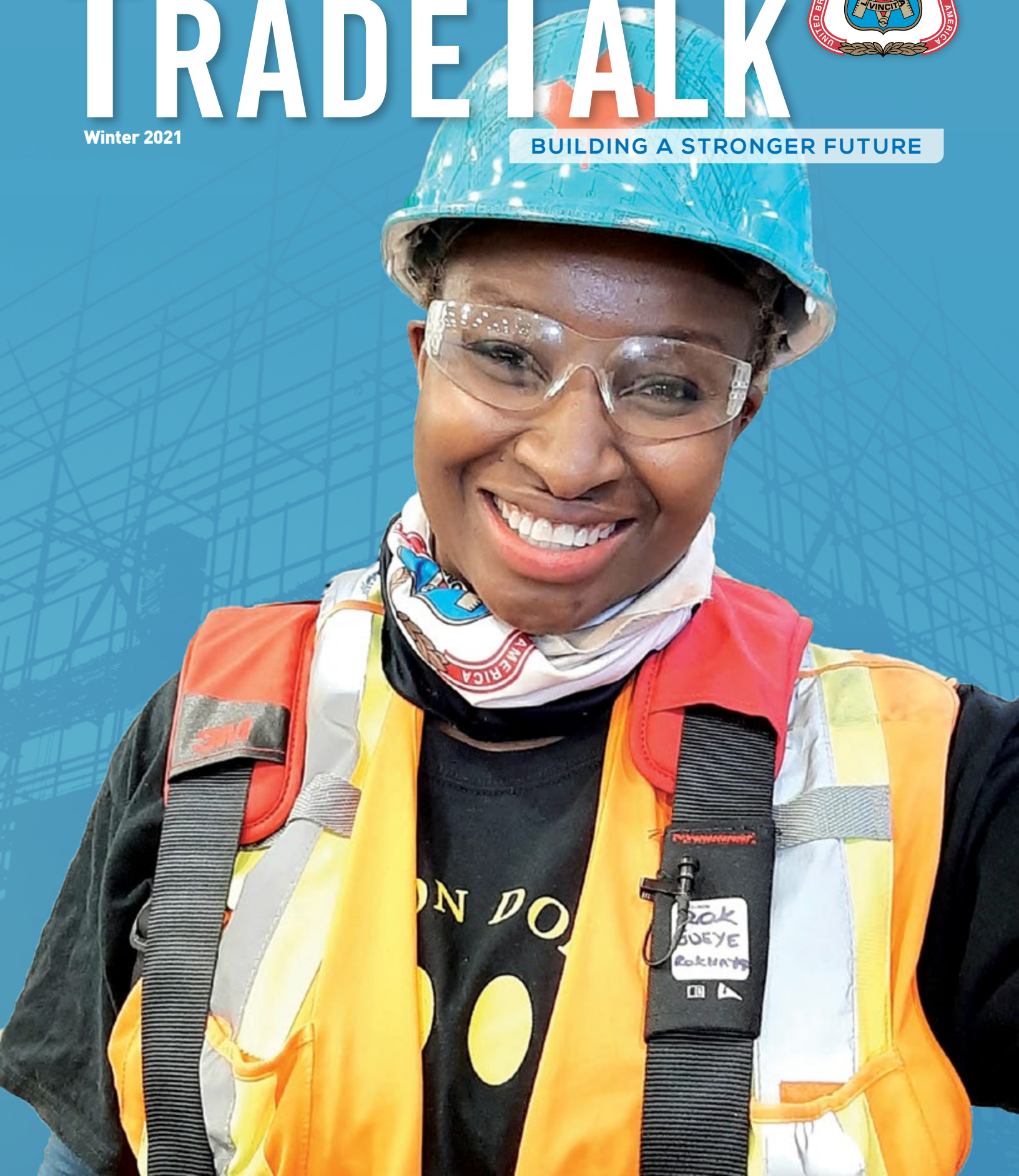
THE CARPENTERS' DISTRICT COUNCIL OF ONTARIO



TRADE TALK

Winter 2021

BUILDING A STRONGER FUTURE

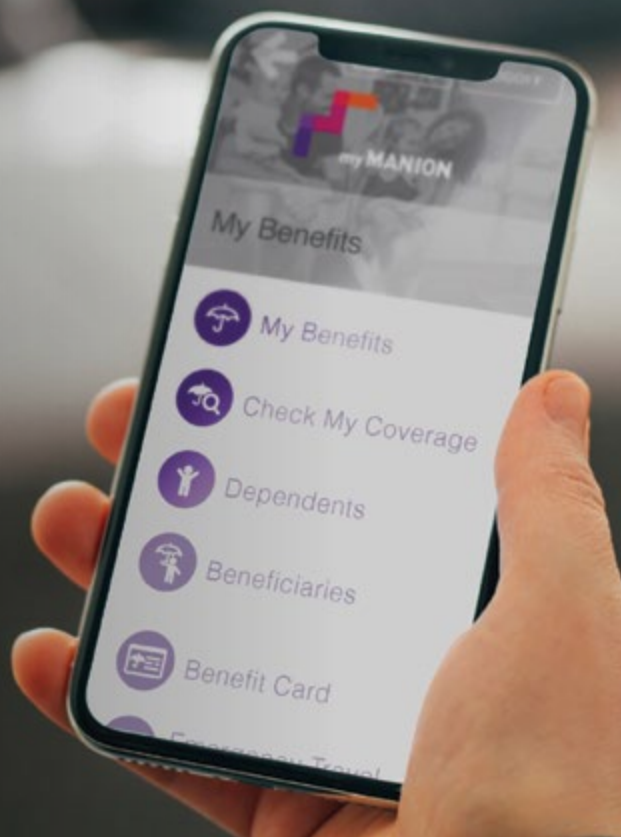




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CONTENTS

FEATURES

- 4 Message from the E.S.T.
- 5 News Updates
- 6 Message from the President
- 7 Political Updates
- 8 Organizing Director's Message
- 9 Message from Equity Diversity Inclusion Representative
- 11 The Aboriginal Apprenticeship Board of Ontario
- 16 Carpenter Apprentice shows it's never too late in life to pursue your passion
- 18 Renos For Heroes
- 20 Mass timber at OPG
- 29 COP26 Charts a Path
- 30 Niagara 2022 Canada Summer Games
- 33 Training Directors Report
- 35 CCAT Update
- 37 WSIB Report
- 40 New Federal Cabinet
- 42 Kingsway Entertainment District
- 44 International Totems Supertall 2021!
- 46 Toronto Urban Design
- 48 Message from Sisters in the Brotherhood Chair
- 57 Legal Department Report
- 59 In Memoriam

AREA 1

- 10 Local 18 - Hamilton
- 12 Local 494 - Windsor
- 13 Local 1256 - Sarnia
- 14 Local 1946 - London
- 15 Local 2222 - Goderich

AREA 2

- 22 Local 27 - Toronto
- 24 Local 397 - Oshawa
- 26 Local 675 - Toronto
- 28 Local 1030 - Toronto
- 34 Local 785 - Cambridge

AREA 3

- 50 Local 93 - Ottawa
- 52 Local 249 - Kingston
- 53 Local 2041 - Ottawa

AREA 4

- 54 Local 2486 - Sudbury
- 56 Local 1669 - Thunder Bay

Cover Photo: Carpenters Apprentice shows it's never too late in life to pursue your passion. Carpenters Local 27 member Rokhaya Gueye.



**The Carpenters' District
Council of Ontario**

222 Rowntree Dairy Road
Woodbridge, ON L4L 9T2

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*Executive Secretary
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GEMMA BEIS



MESSAGE FROM THE E.S.T.

Tony Iannuzzi, Executive Secretary Treasurer

Brothers and Sisters:

As 2021 comes to a close, I think we can all agree that this will be a year few of us will ever forget. 2021 was the first full year of a global pandemic and we have had to grow and adapt with that reality.

With vaccination rates on the rise and case counts declining, Ontario has begun to reopen in earnest. In light of this, and in accordance with the prevailing opinions of Public Health, the CDCO has implemented a Vaccination/Testing policy which is applicable to all who enter our building. Any visitors to the building (and all employees) must be prepared to show proof of vaccination (fully vaccinated plus 14 days) OR must be willing to undergo a rapid antigen test on site in order to come into any areas of the building other than the front lobby or the dues/hiring hall. This policy is being strictly enforced in order to do our part to keep our staff and our members safe.

Your workplaces may also be implementing vaccination and/or testing policies. If that is the case, and you are at all concerned about the effect of such policies on you, please provide your business representative with a copy of the policy as soon as possible so we can assist in determining whether the policy is reasonable and applicable.

In other news, the negotiation season approaches for many of our collective agreements. I have started having discussions with the Employer Bargaining Association regarding our ICI agreement, and our locals are in the process of beginning discussions regarding our various other agreements. This round of bargaining, like everything else in the last little while, may look different, depending on any COVID restrictions which could be imposed. We hope to meet in person as much as possible, but will adapt if required to do so. If you have any issues of importance you would like your bargaining committee to consider, please do not hesitate to reach out to your business representatives.



EST Tony Iannuzzi (Left) is joined by Dr. Jose Manuel de Jesus Carneiro Mendes the Consul General of the Republic of Portugal in Toronto to discuss solutions to the shortage of skilled trades workers - now at critical levels.

I want to end by giving my best wishes, and the best wishes of everyone at the CDCO, to Matt Creary, Local Union Coordinator of Local 18 and Area Manager of Area 1. Matt will be retiring on December 31, 2021. Matt has served the CDCO tirelessly and we will all miss him.

Finally, on behalf of everyone at the CDCO, I wish each and every one of you and your families a happy holiday season and a joyous new year. I have high hopes that 2022 will be better for all of us.

In solidarity,

Tony Iannuzzi

Executive Secretary Treasurer

NEWS UPDATES

Montesano at UN in NYC

Longtime member and respected contractor (Lido Construction) of the Carpenters Union Danny Montesano (center in red tie) attended the launch of The Abraham Global Peace Initiative at the United Nations. Montesano is on the organization's Board of Governors. He is pictured here with Canada's Ambassador Bob Rae, Avi Abraham Benlolo the Founder and Chairman, Arlene Perly Rae, Paul Godfrey and colonel Kobi Marom.

For more info see: <https://agpi.ca/>



80 Bond in Oshawa topping off

Local 1030 senior rep Durval Terceira (right) with Oshawa Mayor Dan Carter at the "topping off" ceremony for the 80 Bond project of Atria Development. This 25 story purpose built rental project is a testament to the developers commitment to a strong and vibrant downtown Oshawa!

For more info see:

atriadevelopment.ca

🐦 @AtriaDev @DanCarterOshawa



Paul Oberman Belvedere at Daniels

Juan Du, Dean of Daniels School of Architecture, U of t, welcomes guests to the unveiling of the Paul Oberman Belvedere at One Spadina! With one of the most magnificent views in the city (looking right down Spadina to the lake) the Belvedere is a solid addition to an already glorious legacy building. The renovation of this historic property was completed in 2018 by Eastern Construction (union employer) and the Belvedere was finished this fall by Somerville (also union) and funded by a donation by Eve Lewis of WoodCliffe in the name of her late husband Paul.

By the way, the Daniels School also has a "Carpenters Union Classroom" thanks to generous donations by the CDCO and local's 27 & 675!

For more info see: 🐦 @uoftDaniels, @EasternConst, @juanDU_DUJuan



Vhils artwork on Dundas West

Deputy Mayor Ana Bailao unveiling the incredible mural at 1628 Dundas West that honors the legacy of Portuguese cleaning ladies and their fight to unionize! The well-known Portuguese artist Vhils applied his trademark approach- chipping away small pieces of plaster to reveal the beauty of the artwork beneath the surface. Thanks to members of the Painters DC46 for providing the scratch coat/ rough coat for Vhils to work his magic on!

For more info see: 🐦 @vhils1, @anabailaoTO, and @LilPortugalBIA



MESSAGE FROM THE PRESIDENT

Mike Yorke, President

Dear Brothers and Sisters,

I hope that you, your families, friends and colleagues are well as we come to the end of another year, and the end of another year of global pandemic. The challenges to our union have been large but not insurmountable and I believe we have come thru stronger and more united with strategic plans, not only to grow-but to lead and prosper.

Just look to the column by Henry Pereira the CDCO Director of Organizing (DO) where in his report (page 6) he notes the recent surge of interest in nonunion workers wishing to join the union. As our GP Douglas McCarron has noted – “there has never been a better time to join the union than now, never a greater need and never better rewards”! The skills our members provide will drive economic development post – Covid. Infrastructure investments in both countries total in the hundreds of billions of dollars and union companies and workers are leading the way on performing this crucial work – whether it’s in healthcare, education, roads & bridges, power plants commercial, residential and more – we do it all!

I would also like to recognize the solid commitment of staff and members focused around a vision of leadership for our country – in the recent re-election of Prime Minister Trudeau! Photos of a few of the many campaigns we worked on are seen on the page opposite. Thanks for your time spent building positive relationships with our federal leaders. The article on pages 40/41 gives some insight into the various cabinet postings and how we can continue building on those relationships.

We are also active on the Provincial level, in fact, the PAC office hosted a Town Hall for members in Peel Region / Brampton on the subject of a Ryerson University proposal for a School of Medicine in Brampton. This is fantastic news and we were glad to have joining us on the call, Ryerson President Mohamed Lachemi, Brampton City councilors

Charmaine Williams (Wards 7 & 8) and Jeff Bowman (Wards 3 & 4) along with Brampton South MP, Sonia Sidhu and Queens Park Minister Prabmeet Sakaria, MPP for Brampton South. Building support for projects like these within our membership shows the value of collaboration with the carpenters. The results on a project like this include: good jobs, better healthcare, investments in education and opportunities for our #Next Gen workers, as Community Benefits was a key part of the discussion. All leading to stronger communities.

I trust that you will find many of the articles and updates of value and of interest as it’s clear that the Carpenters are building Ontario and better lives for our families at the same time! All the best for a healthy, safe Holiday Season and a prosperous New Year!

In solidarity,

Mike Yorke
President



The challenges to our union have been large but not insurmountable and I believe we have come thru stronger and more united with strategic plans, not only to grow-but to lead and prosper.





ORGANIZING DIRECTOR'S MESSAGE

Henry Pereira, Director of Organizing

Brothers and Sisters,

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

I would like to start my report by thanking everyone that continues to assist the organizing department. This includes our legal department, local coordinators, business representatives and the support staff.

During normal times, the job of a union organizer is the toughest in the labour movement. COVID-19 has made that job even tougher.

Despite the pandemic, changing marketplaces, long hours, time away from their families, and sometimes frustrating setbacks, our organizers continue to win the trust, confidence and support of workers across the province which gives us the opportunity to file applications for certification at the Ontario Labour Relations Board. For this, a big thank you to each and every one of them.

As I write this report, the Carpenters' District Council of Ontario has filed over 60 applications this year. While some of those applications are still pending at the OLRB, we have 31 certificates so far this year. These certificates are for contractors working throughout the province of Ontario in all sectors of the construction industry and have resulted in creating more employment opportunities for our brothers and sisters, and growth in our membership.

Increasing our market share in the construction industry is beneficial not only for our members, but also for our contractors, as a level playing field makes it more competitive during the bidding process.

Organizing is also crucial to addressing the shortage of workers. By bringing in new members, and providing them access to exceptional training opportunities, we can help build the skilled workforce so desperately needed to continue to build this province.

I would like to take this opportunity to welcome all of our new members that have joined the Carpenters' Union this year, and to thank them for their vote of confidence.

On behalf of the organizing department, I wish you and your families a very happy holiday season and a healthy and prosperous New Year.

In Solidarity,

Henry Pereira
Director of Organizing



MESSAGE FROM EQUITY DIVERSITY INCLUSION REPRESENTATIVE

Chris Campbell, Equity Diversity Inclusion Representative

Dear Members,

As many of you know, I have recently been travelling to our local unions around the province to learn more about their efforts to increase Equity Diversity and Inclusion within our Union. It has been a positive and eye-opening experience. I still have a few more local unions and training centres to visit, but I am getting there, despite COVID-19 restrictions.

At the last meeting of the CDCO's Equity Committee, Tony Iannuzzi, our Executive Secretary Treasurer, spoke about the need to have an "open door" policy to welcome new members and the need to attract promising talent for our contractors as our older members look forward to their retirements. (Minutes of the meeting are available upon request.)

I have learned that there are still a lot of myths out there in various communities and organizations about becoming an apprentice carpenter. Some of the sponsorship assistance and financial grants that are available to help someone get started vary according to the local support system in the area. However, please note, that the general requirements to join the Carpenters' Union as an apprentice in Ontario are as follows:

You will need:

1. To be a minimum of 16 years of age;
2. A valid social insurance number or work permit issued by the Government of Canada that allows you to work in the construction industry;
3. Government-issued photo identification showing your date of birth. (E.g. Driver's License or Passport);
4. A minimum grade 10 transcript or equivalent GED – (General Education Development certificate);
5. A mailing address, phone number, and email address to receive correspondence from the Union, hiring hall, and Ministry of Colleges and Universities;

6. You must be capable of performing the duties of a carpenters' apprentice and be willing to learn new skills;
7. You must be willing to sign a contract of apprenticeship;
8. You must meet all Ontario COVID-19 vaccination and test requirements;
9. You must have access to transportation;

Please also see the link to the Carpenters' District Council of Ontario to find the closest office for more information.
<https://thecarpentersunion.ca/find-a-local/>

Thanks to the federal government for its generous support for the UBC's Canadian Equity Diversity & Inclusion initiative. Also, thanks to the Jamaican Canadian Association, Black Business and Profession Association, Correlation of Black Trades Unionist, Toronto Community Benefits Network, Building Up and others for their letters of support. We look forward to collaborating with Miss Kelly Power of the UBC Canadian District Council office to develop this initiative.

This year the Government of Canada declared Sunday, August 1st Emancipation Day and Thursday, September 30th National Day of Truth and Reconciliation. Our leadership, staff and members acknowledge the struggles and hurt of colonialism. We stand in solidarity with the Indigenous and Black communities for a better tomorrow for all Canadians.

Chris Campbell

Equity Diversity Inclusion Representative





LOCAL 18 HAMILTON

Matt Creary, Western Ontario Regional Manager and Local 18 Coordinator

Projects in the area have been very busy with 100% of members employed. There is currently a great demand for carpenters, drywall & acoustic mechanics and apprentices. The industrial sector continues to thrive as major companies like Stelco, Dofasco and Imperial Oil continue to expand and upgrade. We continue to seek and recruit new members on a weekly basis to try to meet the current strong demand.

Renovations of local 18's Main Office front façade and entry are near complete, the general contractor with the winning bid was Bestco Construction from Ancaster. The tired look of the stucco has been refreshed with a new metal panel system, timber framing and new doors and windows. We can't wait to have our members and guests visit and see the upgrades!

2022 will be the year we see the passing-of-the-torch as Local 18's coordinator Matt Creary has announced his retirement from the Council for the end of 2021. Matt has been a member since 1987, was hired by the Greater Ontario Regional Council in 1997 as an Organizer, later in 1999 he began his service as a Business Representative and later in 2009 as Local Coordinator.

Matt has been a member of the Local's Executive since 1998, initially serving as Trustee until 2009 when the Torch was passed to him to be the Local Coordinator. He was elected to the Financial Secretary position in 2009 and has served ever since in that role.

Throughout his membership,



Matt dedicated a great deal of his time and energy to every Union committee or event he could have possibly joined which set a very high standard of engagement for members and colleagues to follow.

We wish Matt and his family the very best that retirement can bring, good health, good times and lots of golf!

In Solidarity,

Matthew Creary

Western Ontario Regional Manager

Local Union Coordinator



THE ABORIGINAL APPRENTICESHIP BOARD OF ONTARIO: **ABORIGINAL SUPPLY MEETING CONSTRUCTION DEMAND**

How can you tap into the youngest and fastest growing population in Canada to meet your construction labour needs? The answer is the Aboriginal Apprenticeship Board of Ontario (AABO).



AABO is a not-for-profit organization dedicated to increasing the number of Aboriginal people in the trades in Ontario, and recently Alberta, British Columbia, New Brunswick, and Saskatchewan.

AABO is a central point of contact between Indigenous Skills and Employment Training (ISET) organizations and our industry partners. ISETs work with unemployed and underemployed clients within Indigenous communities and urban centres. Employment counsellors assess each client to determine their job-readiness and create a plan to assist with skills upgrading and employment opportunities.

Industry partners and employers benefit knowing that the clients they receive will be pre-screened to meet their requirements by an employment counsellor who can stand behind the client with confidence.

AABO can connect you with the appropriate contacts in Indigenous communities across the province, assist in arranging an introductory meeting, and assist in arranging community information sessions.

Through our six regional steering committees in Ontario (South Western - Windsor to Fort Erie; GTA/Clarington - Toronto to Oshawa; Eastern Ontario - Ottawa to Akwesasne and Belleville; North Central - Sudbury area; North Eastern - Timmins; Northwestern - Thunder Bay and remote communities), stakeholders meet every three months to discuss current and anticipated projects and the current labour supply within that area. If you are interested in participating, please contact AABO as we are always looking to expand our steering committee network to ensure inclusion and representation. Steering committees are also being established in our four expansion provinces.

We are also excited about the launch of our web portal. This portal - created for our industry partners, career seekers, tradespeople and mentors - has three primary purposes:

- an online mentoring program
- a trades capacity database for all First Nations, Metis and Inuit communities across the province
- an employer/apprentice matching service.

We anticipate that this will be a busy year in which we will foster new relationships.

Services we offer:

- Indigenous Cultural Competency Training
- Meeting facilitation with Indigenous communities and groups
- Guidance and facilitation in Indigenous communities for outreach and meetings
- Assistance with bid submissions
- Assistance with meeting your requirements and reporting obligations as they relate to Indigenous procurement and employment/economic opportunities

AABO is available to attend meetings whether to facilitate connecting you with a particular community or providing advice or information. If AABO can assist, please contact Sara Monture, Executive Director: saramonture@aabo.ca or either of our Community Engagement Coordinators: Danny Deleary, ddeleary@aabo.ca or Valerie Vanderwyk, vvanderwyk@aabo.ca

AABO continues to value its relationship with provincial organizations such as the United Brotherhood of Carpenters and the Carpenter's District Council of Ontario. We share your vision of a diverse, equitable and inclusive workforce.

Through collaboration, AABO will continue to network with the UBC to bring opportunities to Indigenous youth to attain professional careers in the skilled trade of carpentry. With the support of Carpenter's District Council of Ontario in provincial programs such as Tomorrow's Trades, Indigenous youth can find additional opportunity to access quality training, education and apprenticeship.



LOCAL 494 WINDSOR

Tomi Hulkkonen, Local Union Coordinator

A year and a half after COVID-19 disrupted the world as we knew it Local 494 in the middle of the busiest construction boom that we have seen in recent years in Essex and Kent counties. Large and medium sized Institutional projects have lead the way for our members, but residential housing starts also continue to grow and the market does not show any signs of slowing down. We have members working in all sectors including residential, heavy, EPSCA and the ICI sector and are currently experiencing 100% employment for our members. We are now preparing for a new round of bargaining for our ICI Provincial agreement that expires April 30, 2022.

Training continues to be our main focus here at Local 494 and the Carpenters Training Centre. With the hard work put in by our staff we have seen annual training numbers continue to increase with over 1000 attendees completing various types of training in our facility last year. Recently through meetings with St Clair College and the Greater Essex County District School Board we agreed to develop and deliver a new Dual Credit program for students with our training coordinator Logan Kane developing the curriculum. We will continue to look at ways to improve our existing training as well as develop and introduce new streams of training not only for our members and Coop students, but for the industry in general.

Workwise we have several school projects ongoing, projects at the University of Windsor, several townhouse and condominium projects, as well as the Gordie Howe International Bridge Plaza work picking up steam. Our members have also been busy with Hydro One transfer station projects at locations in the region as well as numerous commercial sites and industrial plants. Our challenge locally (and provincially) has been to keep up with demand in the construction sector. We are looking at ways to reach out to and bring in under-represented workers that have had difficulty in the past with entering the construction world. We have always been active with organizing and Shawn Ramey and Brandon Fitch have been successful with filing several certifications this year that will provide employment to new and existing members here at Local 494.

Closing out 2021 has us reflecting where the past year has brought us to, but we also know that it is not a time to rest, but rather work towards new goals with all of our members. As the Holiday Season is almost here I also want to take this time to wish everyone and their families a Merry Christmas and a safe and happy New Year and Holiday Season. I hope that we can all remember and help those that are less fortunate than we are in our ways and that 2022 is a better year than the difficult times that we have all been through recently.

In Solidarity,

Tomi Hulkkonen

Local Union Coordinator



LOCAL 1256 SARNIA

Bob Schenck, Local Union Coordinator

Brothers and Sisters,

Sarnia/Lambton is extremely busy and has been unable to fulfill manpower request for over six months. We are in the process of filing for temporary foreign workers as we have major shutdowns in the spring of 2022 as well as the commissioning of NOVA Chemicals new unit.

Local 1256 has held Union Meetings again with nominations for the Local Union Executive in September and elections in October. Congratulations to the new Executive; President – John LaBelle, Vice President – Ron Hicks, Recording Secretary – Tony Cantalini, Financial Secretary – Dino Furlan, Treasurer – Erik Illemaann, Conductor – Brad Longeway, Warden – Bryan St. Pierre, Union Trustees – Rob Anderson, Jacob Hyatt, Harrison Plain.

Local 1256 has purchased the sponsorship of the Sarnia Sting Junior A hockey team which includes the placement of the Union and logo at each blue line, banner on the rink boards as well as below the restaurant, the four corners of the scoreboard as well as the scoreboard during warmups prior to games, the glass outside the Box Office, the warm up jerseys and various other promotions that previously were purchased by LIUNA.

Congratulations to our graduating apprentices on obtaining Red Seal Journeyperson status; Carl Askin, Michael Little, Jeff Maaten, Malcolm McCaskill, Alex McDonald, Ryan McDonald, Cody Miller, Darren Paul and Ryan Watt.

Congratulations and best wishes to Retirees Dennis Klompstra, Murray Laur and Don McLellan.

Merry Christmas and Happy New Year to all and your families.

In Solidarity,

Bob Schenck

Local Union Coordinator





LOCAL 1946 LONDON

James Hueston, Local Union Coordinator

As we move into the final quarter of the year and begin to think of the most wonderful time of the year, we reflect on the past 12 months, the challenges, and the victories. It has been a very busy year, despite the ongoing pandemic and corresponding restrictions. We were very excited to see our membership grow, and we look forward to watching our new apprentices flourish in their respective trades in the coming years.

We continue to await, the return to life before COVID, and brighter times where we can once again share in the camaraderie of the brotherhood through in person meetings and events. We have begun planning for 2022, with great hope.

I would like to close by expressing my gratitude to the staff of Local 1946 who continue to rise above during these unprecedented times for not only our membership but for our community as well.

All the Staff of Local 1946 wish you a Merry Christmas and prosperous New Year.



Community

In the face of the remaining restrictions, our C.U.P.P Team, is set to assist in the building of a new pavilion at the Sari Therapeutic Horse Ranch.

This pavilion will be used by many who visit the ranch to rest and visit with loved ones. We are very honoured and excited to be part of this project.



Training

We are very excited to take part in the Tomorrow's Trades Program. This is a free workforce development pilot program by the Provincial Building and Construction Trades Council of Ontario. Tomorrow's Trades was created to build pathways and remove barriers for those traditionally underrepresented in the skilled trades, including women, indigenous youth, black youth, persons with disabilities, newcomers, at-risk youth, returning veterans, reservists, cadets, and those from racialized communities. We want to equip those interested in pursuing a career in skilled trades with the construction sector essential skills needed to become a high-quality apprentice

In Solidarity,

James Hueston
Local Union Coordinator



LOCAL 2222 GODERICH

Ryan Plante, Local Union Coordinator

We have all had to change the way we work in response to COVID-19. Navigating shifts and uncertainty has become the norm. As we approach the end of another challenging year, I could not be more proud of how well the members of Local 2222 have learned to adapt and adjust to meet the needs of an ever changing environment.

While we are grateful to maintain a steady stream of work throughout the many waves of the pandemic, we were eager to get out and celebrate a year of dedication and hard work at our 16th Annual Golf Tournament. The charitable tournament has always been a great way to reunite and raise money, but the pandemic has brought a new sense of enthusiasm to the day. It was a successful tournament in which we raised \$10 000, split equally between Community Living of Kincardine and District, and The Women's House Serving Bruce and Grey. We celebrated some sense of the way things used to be, enjoying perfect weather, great food, and the company of our remarkable Brothers and Sisters.

We have reached the practical portion in our 30-week Women in Carpentry program with Fanshawe College. The talented and eager group of women have started an 8-week hands on workshop where they will be building 2 sheds for local schools. They are gaining valuable knowledge in residential construction, and we are excited to see where this group takes their new found love of carpentry.

In working with the Organization of Canadian Nuclear Industries (OCNI), the First Nations Power Authority (FNPA), and Atunda, we have successfully reached the job placement portion of the program. The project is focused on opening doors for traditionally underrepresented groups, such as Indigenous people and women, to enter careers in the skilled trades. This group successfully built a shed for The Women's House Serving Bruce and Grey, and we are looking forward to their next step in which they will be introduced to a 5-week placement with one of our nuclear contractors.

We successfully completed Mark Breslin's 14-week Survival of the Fittest Program. Congratulations to all those who completed the program! We wish you much success in your leadership journey as you continue on with commitment and values that will make you all valued and successful Carpenters.

Wishing all our Brothers and Sisters a safe and happy holiday season, and a wonderful year ahead.

In Solidarity,

Ryan Plante

Local Union Coordinator





CARPENTER APPRENTICE SHOWS IT'S NEVER TOO LATE IN LIFE TO PURSUE YOUR PASSION

By: Angela Gismondi, September 14, 2021

It took over two decades but Rokhaya Gueye is finally working in the field she loves.

Twenty-two years after graduating from George Brown College's (GBC) construction engineering technician management program, Gueye is pursuing an apprenticeship at the College of Carpenters and Allied Trades in Vaughan, Ont.

"I wear many hats," said Gueye, a carpenter with Local 27 and co-founder and CEO of Global Connection Venture. "You can't put me in a box. I'm passionate about construction, empowering women and youth and I am a mentor and coach. I'm a community organizer and a serial entrepreneur."

After she finished the program at GBC in the late '90s, Gueye, who is originally from Senegal but has lived in Toronto and the surrounding area for over 30 years, got hired by a construction company.

She quickly realized her chosen field wasn't ideal for a single mother.

"When I finished the program I got hired," recalled Gueye. "I was ecstatic. It was starting at \$45 an hour, with the union, working at Pearson airport. I did the orientation and they said the following day we start work at 7 a.m. Guess what? Day care opens at 7 a.m. I couldn't do the job."

Instead she started working at a telecommunications company where she stayed for 17-and-a-half-years.

"I had to pivot completely," Gueye said. "My heart has always been in construction. That's why I did it on the side, I was always volunteering. No matter what I did it was always bringing me back."

Over the years she has volunteered with Habitat for Humanity and Million Dollar Smiles which builds playgrounds for children battling critical illnesses. She would also work with her father doing renovations.

Then in 2019 she got laid off and everything changed.

"When I got laid off I thought this is amazing. I could now go back to what I love best, so I started looking into it," Gueye said. "In 2020 I decided to go online to find out how can I get into the union, where can I go, what can I do, and surprisingly I found a flyer from Toronto Community Benefits Network (TCBN). I called, signed up with my girlfriend and we said let's do this. The rest is history."

"When I got laid off I thought this is amazing. I could now go back to what I love best, so I started looking into it," Gueye said. "In 2020 I decided to go online to find out how can I get into the union, where can I go, what can I do, and surprisingly I found a flyer from Toronto Community Benefits Network (TCBN). I called, signed up with my girlfriend and we said let's do this. The rest is history."

While volunteering to hand out flyers, Gueye met Mike Yorke and Chris Campbell of the Carpenters' Union Local 27. She signed up to be part of the union and is also on the diversity and inclusion committee.

"They gave me a shot," Gueye said. "I've been just in awe of all the things we can do in the trade and really happy to be in it."

She is currently doing the basic general carpentry training Level 1. She completed many of the training courses online during the COVID-19 pandemic. She hopes to complete her Red Seal.

"What is great about the apprenticeship program you learn as you earn," she added. "That's something that I really loved."

Over the years, Gueye worked for Hardrock Forming on the Woodbine Casino project. She also started her own company focused on mentoring and coaching youth and is a mentor with TCBN's NexGen Builders.

"I was the only Black woman out of 350 on the site," said Gueye, adding some of the other workers on the site were supportive and some were not. "Some of them were like 'what are you doing here? You haven't quit yet?' Some of them said, 'Rok, you're too positive. In two months you will be negative.' And I say, 'no my positivity will rub off on you and then we'll all be positive.'"

Her training has taught her how to be able to fix things herself.

"A few years back, I was a single mom, lived in a townhouse, things were falling down and every single time I would wait until my neighbour's husband came home to help me fix things," Gueye explained. "I started buying the tools and trying to use the drill. I



Rokhaya Gueye, a carpenter at Local 27, used to work in the telecommunications industry. In 2019 she lost her job and decided to change careers and be a carpenter, something she has wanted to do for the past 22 years.

thought 'why can't I do it instead of waiting for someone to come and lend me the tools?'"

Being able to see something that you built is another rewarding part of the job.

"The thing I love about construction is it's tangible," she said. "You do a project and when you walk by or drive by you can say 'I've done that.' This is so impressive. And the fact that you are learning every day."

She hopes to inspire other women to enter the trades.

"The trades are really a skill that you will be able to use your entire life," she said. "Once you have a skill nobody can take it away."

Gueye has received a number of awards including the Business Impact Award, Humanitarian Award and Top 100 Black Women to Watch in Canada.

Story Credit to: Daily Commercial News

CARPENTERS' REP CONTINUES HIS TREK RAISING FUNDS FOR RENOS FOR HEROES

By: Don Procter

For the ninth year in a row, Durval Terceira has walked to raise money for the Renos for Heroes (R4H) program.

"The walk went great, weather was sunny, everything went well," says Terceira, the coordinator of the Carpenters Local 1030 in Toronto, who completed the walk earlier this fall.

At press time he had raised \$93,000 but expects to reach \$100,000 by the time all donations come in. Cheques of \$10,000 each are from three organizations: the Interior Systems Contractors Association of Ontario, the International Union of Painters and Allied Trades and the United Brotherhood of Carpenters' international.

The money goes to renovations to improve accessibility and convenience for injured military veterans and their families.

Mike Humphries, veteran liaison representative for the Carpenters District Council of Ontario, says some of the money Terceira raised will be used for materials for an outdoor deck for a veteran at his residence in Angus.

That project is in keeping with the kind of thing many veterans want: "a space for privacy and to enjoy the outdoors," explains Humphries.

Terceira says he loves doing the annual walk. "I think they (Renos for Heroes) do an amazing job for our soldiers. It takes a special human being to defend our country ... our values and sometimes give their life for it."

Over the past eight years, Terceira has walked about 1,200 kilometres for the organization, bringing in about \$600,000. "The first year we made \$30,000 and we've raised \$100,000 for the past three years."


Usually, Terceira's annual walk is well over 100 kilometres (one walk was 260 kilometres) but because of the




pandemic he is limiting this year's walk to a one-day event and a distance of 20 kilometres.

Whether COVID-19 is around or not next year, the 54-year-old will continue to do the annual event. His long-term goal is to do an annual relay walk with other union locals across Ontario.

Humphries says that Terceira's annual fund-raising walk has proven to be a major source of support for R4H's projects over the years. Another traditional fund-raiser has been the organization's annual gala dinner but because of the pandemic it has been cancelled the past two years and won't run in 2022.





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Carpenters' District Council of Ontario

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MASS TIMBER AT OPG

As part of the Ontario Power Generation's Climate Change Plan launched last year, the company is working towards a low carbon and sustainable future through initiatives such as its new headquarters planned for construction next year adjacent to the Darlington Nuclear Station.

That headquarters will be constructed in mass timber. "We wanted to find a way to make sure the construction is low carbon and mass timber is fantastic for that ...," says Matt Sikstrom, Clarington Campus project manager, OPG.

To be called the Clarington Corporate Campus, it will provide space for hundreds of workers in non-station-based positions from OPG offices across the Greater Toronto Area, Niagara and Durham Regions when it opens in 2024.

Bird Construction Inc. has been awarded the engineering, procurement and construction contract through a competitive



"It will be a cool thing to have a carbon capture building made of mass timber open on the 10th anniversary of the last brick of coal they (OPG) burned."

Phillip Jones, senior principal, Stantec

Phillip Jones, senior principal, Stantec, says the opening date of the new headquarters in 2024 is significant. "It will be a cool thing to have a carbon capture building made of mass timber open on the 10th anniversary of the last brick of coal they (OPG) burned."

Jones calls it "a very exciting project," but it will be modest in design, reflective of the fact that the OPG is a Crown corporation of the Ontario government.

The design team is reviewing sustainable technologies such as geothermal heating and solar power for the new HQ.

The project will be an ICI building trades-union site and construction is slated to begin in the first half of 2022. Along with the new building, plans call for a new parking lot, outdoor flex space and nature trails.

procurement process. The design prerequisites include low carbon and environmentally-sustainable standards.

Bird was selected in part because it has mass timber construction experience and is well versed in sustainable building design and low carbon ideas for building construction, says Sikstrom.

The OPG's mandate for the project includes indigenous engagement and equity diversity. "Bird brought very significant experience in both those areas," adds Sikstrom, noting that the architecture of the campus will "pull in indigenous design aspects."

Two Row Architect, an indigenous firm based in Brantford, will be a consultant to Stantec, the project's designer and partner to Bird.

Stantec has extensive experience with mass timber in B.C. and Australia, but in Ontario designing in the medium is relatively new for the company.

Connie Hergert, OPG's vice-president of real estate, says constructing the headquarters is "a real opportunity to advance (OPG's) climate action plan through sustainable building practices and sustainable building operations."

She says OPG is also evaluating technologies for the development of a small modular reactor (SMR). It plans to break ground on an SMR as the new campus opens in 2024.

OPG's goal is to become a net-zero company by 2040.

The Carpenters District Council's president, Mike Yorke, says he's impressed by the OPG's commitment not only to an ambitious climate change programme but also by partnerships it is forging with indigenous groups to develop skills training and increase employment opportunities. "They are showing leadership that needs to be recognized."



LOCAL 27 TORONTO

Paul Daly, Local Union Coordinator

On behalf of the Executive and Staff of Carpenters Union Local 27 please accept my best wishes for a safe happy holiday season and a prosperous New Year.

This is a great time to look back at 2021 with a bit more self-assurance. The employment outlook is strong, with a big demand on Formwork, Scaffolding/Access, Mill/Trim, Office furniture and Cladding.

Recently in partnership with the apprenticeship office, we started offering a Cladding course with a great amount interest. It has been extremely successful not only with our members but with our contractors too. We are looking to make this an apprenticeship program to fulfill the needs of our low-rise residential siding contractors/ICI contractors to provide employers with a more skilled apprentice who will have a better understanding of all the products and how to install them.

This past year has been one of solid growth. Our members contributed their skills on a wide variety of projects, from the Eglinton Crosstown LRT worth over 11 billion dollars to the PCL Long Term Care building for Lakeridge Health in Ajax, worth over \$135 Million, Ellis Don, as well as Eastern's mass timber projects, among many more.

Overall, for Local 27 members it has been a very busy year, getting ready for bargaining of our new, Collective Agreements scheduled for early spring. Letters were mailed to the ICI, Residential Flooring and ICI Resilient-flooring members for any input they feel should be added in our 2022-2025 Collective Agreements. If you have anything you would like to see in our next Collective Agreement, please feel free to direct any correspondence to my office.

I also wanted to take this opportunity to thank the Special Events Committee who are doing an amazing job. Thanks to them, the Labour Day drive-through has been extremely successful.

I am hopeful 2022 will bring us more opportunities to gather and share stories with friends and family. As a part of our ongoing communications to the public and our members we are showcasing some of our carpenters and apprentices working on various sites promoting our trade, here are some faces we are putting forward of our members.

In closing, on behalf of the executive and staff of Carpenters' Local 27, I would like to wish our membership and their families a safe and happy holidays.

Paul Daly

Local Union Coordinator



Members of the Carpenters Union local 27 employed with Toronto Community Housing Corporation (TCHC) are working at Cliffwood Manor. The Tyvek suits are worn as another layer of protection for the member but also our Seniors that call Cliffwood Manor Home. The COVID 19 Pandemic has brought Infection Control to the forefront and our members are doing their part to stop the spread.

Back row from left to right: Lead Hand Paul Bredin, General Foreman Dara Nolan. Front Row: 2nd Term Apprentice Haley Wheeler, Journeyperson Donovan Talbot, 1st Term Apprentice Claudia Skorniewska



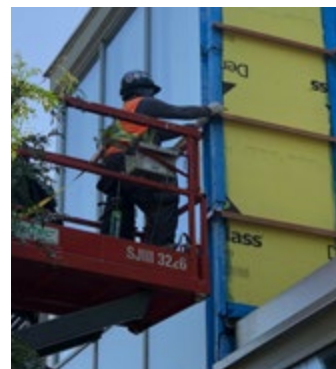
We're proud of our members for taking part in our Millwork training program! This training teaches the fabrication and installation of decorative and functional elements, which includes trim, molding, cabinetry, doors, windows and much more!



August 28th we had our First Annual Charity Motorcycle Ride!

This was in support of Renos for Heroes. Riders started at 10:00am at the Carpenters' Union building and rode to Peacekeepers Park in Angus, Ontario.

Lunch was provided by the Royal Canadian Legion Branch 499. Thank you to everyone who participated.



Local 27 member Mario Lopez. Mario is working on the building envelope in preparation for installing new cladding at Thorncliffe Park Public School in Toronto. Mario has been working for Lucami.



The Carpenters' Union Local 27 is proud to support the Game-On Ball Hockey Tournament in support of kids mental health!

Members came out to build 2 rinks for the tournament. A donation was also made to the Milton Orthotics & Wellness Centre Foundation in support of this event.



Local 27 member Spencer Regan. Spencer is installing the J-trim to the Acrovyn wall protection panels in Michael Garron Hospital. Spencer has been working for Steel City Millwork.



LOCAL 397 OSHAWA

Joel Neville, Local Union Coordinator

Greetings Brothers and Sisters,

Not much has changed since my last report in the summer issue. There's still lots of work and it is business as usual.

I have included more pictures of members for this issue. I want to wish you all the best for the holiday season.

In Solidarity,

Joel Neville

Local Union Coordinator



GDB Constructeurs - Lock 19 Trent Canal System



Josh Neville congratulating Billy Johnston on attaining Life Membership.



GDB Constructeurs - Justin Mahaney, Brandon Gibson and Rankesh Jeyarajah



Kirby Morgan Helmet Training Technician Course at Local 397



Tower Scaffolding - Peterborough Water Tower



Aluma - Skyway Bridge Rehabilitation



JP Rowland - Josh Mountney



JP Rowland - Ben Parisien



Local 397 supported the build of Lakeridge Health's new Interventional Radiology (IR) suites.



Joel Neville congratulating Quintin Begg on attaining Life Membership.



Local 397 recognition plaque on Interventional Radiology suite.



LOCAL 675 TORONTO

Claudio Mazzotta, Local Union Coordinator

Dear Brothers and Sisters,

Hoping that this issue of Trade Talk finds you and your loved ones well as we enter into the Fall and Winter season. Life, as we have come to know it in the past two years, continues to return to normal.

For the first time in more than a year and a half, capacity restrictions are being lifted, giving rise to hope that we will finally put this chapter of our lives in the past. In spite of this, we are seeing Vaccine Certificates being requested more frequently throughout all industries in Ontario, which are largely being left to individual businesses and employers to implement.

Serving our membership continues to be our highest priority. Until the risk of COVID-19 is reduced, the Carpenters' Union, in accordance with Public Health guidelines, is requiring that all visitors to the 222 Rowntree Dairy Road office provide proof of full vaccination or take a rapid antigen test, if not fully vaccinated, to enter the building (beyond the lobby or dues/hiring hall). Also, to limit the spread of COVID-19 and avoid further lockdowns, we are conducting union business over the phone or by video conferencing as much as possible. We appreciate your cooperation in this regard.

By now, most of our membership has received jackets and hoodies, which were distributed during the Labour Day drive-thru event. I am also pleased to report that the annual golf tournament held on September 2, 2021, was a resounding success, with more than a hundred thousand dollars raised for charities, including Renos for Heroes and the Scleroderma Society of Ontario. Renos for Heroes is dedicated to renovating homes and building services for the families of the brave men and women who sustained injuries while serving our country. We thank all of our participants and sponsors who took part in raising money for these great causes.

Drywall work is projected to continue full steam ahead in the GTA. A few projects include The Wells, Mirvish Village, West Park Health Centre, OLG Casino at Woodbine and Williams Fire Campus.

Our Annual Children's Christmas party will be held as a drive-thru event on Sunday November 28, 2021 where Santa will be giving gifts to the children! Please mark this date in your calendars. As further information becomes available it will be posted on our website and social media, so please stay tuned.

Your area Business Agents are always here to represent you and protect your rights and entitlements, so don't hesitate to contact them with any questions or concerns. Of course, you can always reach out to me at 416 652 4140 ext. 308, or my assistant, Sandy Sarra, at 905 652 4140 ext. 329.

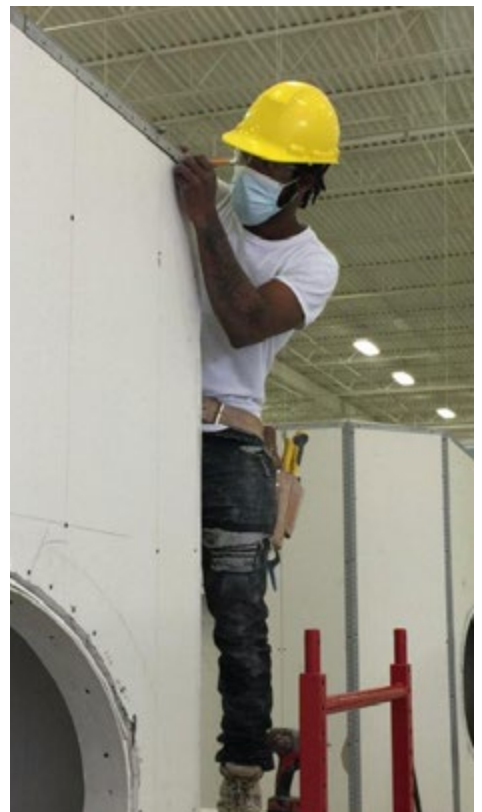
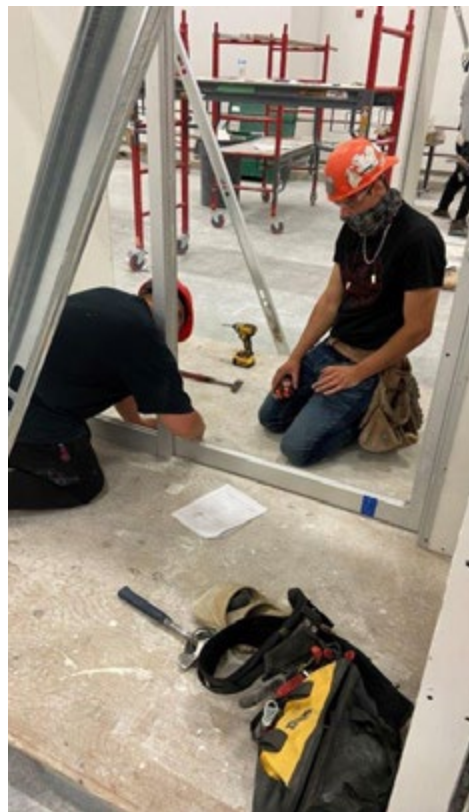
Let me close by expressing our gratitude and loyalty to the membership of Local 675. We at Local 675 have always believed that our strength comes from our unity. Thanks to each and every one of our members' hard work and dedication, Local 675 remains one of the strongest Unions in the industry!

On behalf of the Executive Board and Staff of Local 675 we wish you a very Merry Christmas, Happy Holidays and a Happy New Year!

In Solidarity,

Claudio Mazzotta

Local Union Coordinator



ISCA Class A - BASIC Graduates Oct-2021



LOCAL 1030 TORONTO

Durval Terceira, Local Union Coordinator

Dear Brothers and Sisters,

First of all, I want to begin by thanking you for another difficult year dealing with the pandemic.

Local 1030's first priority is the safety of our members and their families. I hope this message finds you well with your loved ones. Let's keep ourselves, our communities, our province and country safe, ending this pandemic by being vaccinated.



Local 1030 is growing and doing amazing things for our members and the industry. As busy as we are, we try to find a way to help our Canadian soldiers who have kept and continue to keep us safe.

On September 25, we again had our Virtual Walk to raise funds for Renos for Heroes. It is something that I am very proud of and committed to do every year. I want to thank our members, our employers in the industry and of course, our Carpenters District Council of Ontario, and all the locals for donating and allowing me to do this. I am happy to report that we raised over \$92,000.00 to help our veterans. I want to thank them our Canadian soldiers for their service. They give us our democracy and the things that we enjoy the most, our freedom, and some of them pay the ultimate sacrifice doing it.

Even though it has been a great year, some of our members suffered injuries on the job. On April 16th, Local 1030 member Steve Rysdale and Local 18 member Jayson Coon fell down an elevator shaft when their suspended work platform collapsed beneath them. It has been very difficult for them and their families, and it will be a long road ahead of recovery. They are strong and we are here to help them every step of the way.

To all of our members, please contact us for any information you require. Let's work together so that we can achieve great things.

I want to take this opportunity to thank you, our members for your hard work and dedication to this union.

It's that time of the year again, on behalf of myself, the whole Executive Board and staff, we wish you and your family Merry Christmas, Happy Holidays and a Happy New Year.

Please stay safe and we will see each other soon.

In Solidarity,

Durval Terceira
Local Union Coordinator

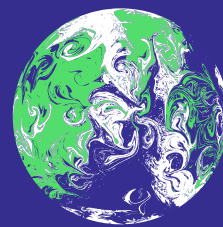


As most of you may already know, 2 members of the Carpenters' Union were injured at a workplace incident in Niagara on Friday April 16, 2021. Local 18 member Jason Coon (Right) and Local 1030 member Steve Rysdale (Left) fell down an elevator shaft when their suspended work platform collapsed beneath them.

Follow this link to read the article
<https://www.stcatharinesstandard.ca>

These young members have a long journey to recovery and the Carpenters' District Council of Ontario would like to support them by matching every dollar donated by our affiliated locals.

COP26 CHARTS A PATH TO GET OUT OF CODE RED



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World leaders met at the COP26 UN climate summit in Glasgow to tackle the most urgent issue of our time – keeping our world safe from climate change. As the talks proceeded, over 100,000 people took to the streets in Glasgow to demand a just and a sustainable future. While the outcome could have been stronger, there is a new sense of momentum emerging from the final outcome. But extreme weather events threaten more and more communities, and the pace of change is urgent.

The global labour movement has been campaigning for the principle of Just Transition, where workers and their communities are supported, and unions are at the table, as plans are being made for the future low-carbon economy. After a decade of fighting for this principle, COP26 saw wider support for Just Transition than ever before. Done right, this could lead to a job-rich transformation as every sector moves to low-carbon operations.

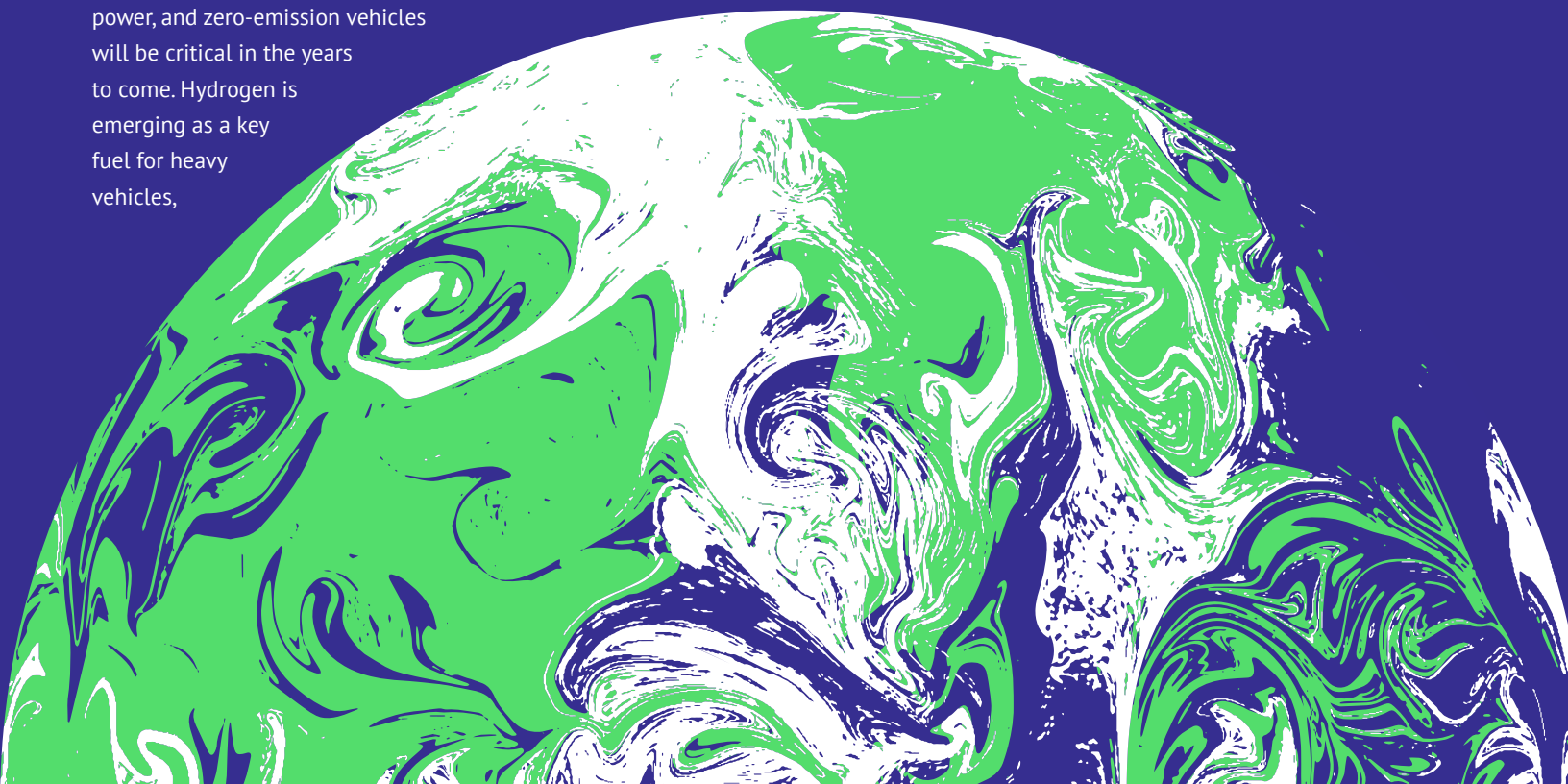
Most CO2 emissions come from buildings and vehicles, so the construction industry is called on to develop net-zero building standards while also delivering a mass program of energy retrofits. Investment in public transit, in wind and solar power, and zero-emission vehicles will be critical in the years to come. Hydrogen is emerging as a key fuel for heavy vehicles,

industrial processes and energy storage. In Sweden, the world's first “green steel” plant has opened to supply Europe's automotive industry.

At COP, labour's voice aligned with community and political leaders calling for a green new deal that ensures that everyone is included in our shared, sustainable future. It's up to all of us to make this happen – for the sake of generations to come.



John Cartwright was part of the labour delegation at COP26 and is a retired UBC member and former President of Toronto-York Region Labour Council.



NIAGARA 2022 CANADA SUMMER GAMES



Next August in the Niagara region, more than 5,000 athletes, coaches and others will gather to compete for medals at the country's largest multi-sport event: the Niagara 2022 Canada Summer Games.

The big sporting event will feature two major facilities -- now under construction -- the 210,000 square foot Walker Sports and Abilities Centre and the Henley Rowing Centre. Both will be legacy projects expected to have a long future ahead serving the community in and around St. Catharines.

The general contractor for both centres is Aquicon Construction, a unionized contractor experienced in athletic and recreational facilities construction. The company has had its work cut out for it right from the start. "When the project was bid, there was a budget issue so we worked with the group in either eliminating or adjusting areas to fall within budget," says Daniel Aquino, president of the general contractor for the two large infrastructure projects.

Another issue was weather because construction of the large sports and abilities centre -- the main facility for the games -- commenced in December. "We were able to get all the foundations poured over winter in time for erection of the steel in spring, which I thought was a great accomplishment."

That building is striking in part because of its unusual roof -- a series of sloping planes at varying angles -- which is supported on a structural steel frame with metal deck and some precast elements. The "very unique roof shape which has a series of folding planes has been determined by the heights we need to do the athletic activities in the three big rooms and to control the natural light for the performative environments," explains Robert Allen, partner in charge, MJMA Architecture & Design, the architect retained for the big sports centre and the Henley Rowing Centre.

The roof, which will have green sections, overhangs entries to "make porches or welcoming spaces," Allen says, noting that while the design looks complicated "it is actually a series of simple spans." MJMA worked closely with consultant Blackwell Structural Engineers, which, along with Aquicon and steel fabricator NRE (Niagara Rigging and Erecting Company Ltd.) ensured a fast erection. "I've never seen a steel frame go up this quickly."

The athletic centre will have a quadruple gym area that includes an elevated 200-metre track. One of the two NHL-sized arenas under construction will double as an event space with additional seating capacity. A high-grade track and volleyball courts are among the outdoor facilities constructed.

Aquino says that centre posed a number of challenges, starting with construction sequencing. "We had to make sure that the (steel) structure was completed before we started pouring the two large arena slabs. We had one shot ... we couldn't stop pouring part way" to deal with any key construction above the slabs.

"Very long steel members" were required to complete the "expansive gym," adds Aquino, noting that NRE "did an excellent job of preparing the work and having all the documents reviewed with the trades."

With a massive drywall scope to the project, Aquicon retained local-area union contractors Smith Brothers Contracting Corp. and P J Daly Contracting Limited in a joint venture to complete the work.

MJMA, which specializes in the design of sports, recreational and civic buildings, also designed the Henley Rowing Centre, a net zero, 5,700 square foot glass and mass timber structure on Henley Island at Martindale Pond in St. Catharines.

The building features a large timber section cantilevered on the building's exterior to provide shade for athletic activities and spectators. Calling it "a pavilion in the landscape," Allen says the centre ties into two buildings on the site to organize a quadrangle-like form.

Aquino says the rowing centre had to be founded deeply on helical piers because of the soft ground conditions. The building is predominately made of glulam and CLT with a small portion of structural steel. A triple-glazed curtainwall helps the building meet high efficiency standards.

"We wanted to use mass timber – a material great at carbon sequestration and one we could use as a prime material and in the finish of the building," points out Allen, adding that the design required extensive design sessions with Timmerman Timberworks Inc. and the structural engineer.

Aquino says the month-long provincial shutdown caused by the pandemic threw an unexpected wrinkle into construction. "We used that time to continue the manufacturing of the steel ... making sure everything was in order so when the site reopened ... we were able to push the erection to make up some time."

Aquicon also opened up work for some trades such as the masonry and deck contractors ahead of time "so they could get back somewhat to where the original schedule required them to be," the general contractor says, adding that careful planning in the early stages of the project eliminated potential materials shortages.

Following pandemic-driven health and safety protocols on a site that peaked at well over 100 workers had its challenges but Aquino says the team's protocols paid off because the site never had to close for a COVID-19 outbreak. "Our guys did a great job of keeping the site safe."

He says the project is still on track for substantial completion in December.

Greg Reilly, business representative of Carpenters Local 18's Niagara division, says the games projects have been good for unionized labor. Along with Aquicon Construction, contractors who have worked on the big athletic facility include: Reimar Forming & Construction, formwork; PJ Daly/Smith Brothers, drywall and acoustics; PTL Carpentry Inc., millwork; and, Gym-Con, sports flooring. Union subs at the rowing centre include: Reimar Forming, Timmerman Timberworks and Skyway Canada, scaffolding.

Brock University, along with the Niagara Region, the City of St. Catharines and the City of Thorold, has entered into a long-term agreement and formed a consortium to manage and operate Canada Games Park following the games. The facilities will meet "a vital need for a new multi-use and multi-generational sport

and recreation facility in Niagara, and we are thrilled that the Consortium partners have come together with a collective vision to ensure its potential is maximized for all Niagara residents for many years to come," says the games chair Doug Hamilton.





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TRAINING COORDINATOR'S MESSAGE

Adam Bridgman, Provincial Training Coordinator

As Covid-19 restrictions begin to relax, training centers across the province are filling up. Apprentices that were not able to attend schooling due to smaller class sizes, the demand for carpenters for jobs that were delayed, postponed or behind schedule, the rising demand for skilled trades people have led to training schedules that are as busy if not busier than pre-Covid-19 times.

Carpentry and interior system apprenticeship training is in full swing in Thunder Bay, Sudbury, Ottawa, Hamilton, and Toronto working hard to train apprentices through out the various levels of schooling. School boards across the province have increased their construction trade programs relying heavily on our training centers to provide work-ready health & safety training and introductory carpentry training. Windsor being a prime example of a flourishing relationship between Greater Essex County District School Board and Local 494. Relationships like this are vital to ensure that we can continue to support the community, recruit new members and grow as union.

At the other end of the province in Ottawa the training center is running the WIN-IT program. This program is focused on Women, Indigenous and New-Comers to the trade. This program has 3 streams. A 3-day work-ready route getting participants the minimum course needed to get to work, a 5-day path that also includes first-aid training, lastly a 6-week pre-apprenticeship that covers soft-skills, concrete formwork, framing, scaffold, welding among others essential lessons to ensure a successful transition from the training center to the construction site.

Another great example of new training initiatives is the Tomorrow's Trades program. This program was developed by the Building Trade Council of Ontario (BTCO) and is focused on getting under-represented groups into the construction trades. Although developed by the BTCO, the Carpenters' Union has stepped up in a major way. Local 18, 1946, 93 & 2041 have graciously hosted this program out of their facilities. The 12-week program is designed to introduce new-comers to the construction industry to various trades,



spending a couple of days exploring the different trades. Where participants spend a short period of time at other trades training centers, we have the 2 cohort classes for 3-weeks each. Over the course of the 3-weeks participants learn valuable skills in concrete formwork, wood and metal framing, and scaffold. Each local has catered the training to match the local areas labour demand to recruit and supply contractors with highly productive candidates from the program.

Tomorrow's Trades and Local 93's WIN-IT are great examples of programs subsidized by the Skill Development Fund, a provincial fund that was set up by the Ministry of Labour, Training and Skills Development to promote broader workforce development initiatives. Moving forward into 2022, training across the province is growing and looking to expand programs like these into our other locals. Lesson learned from today's training programs will pave the way to successful training programs tomorrow.

Adam Bridgman
Provincial Training Coordinator

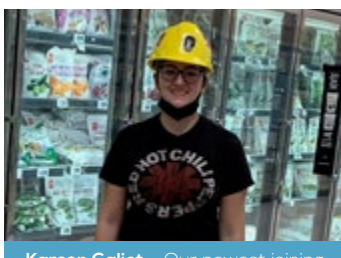


LOCAL 785 CAMBRIDGE

Matthew Kwasnicki, Local Union Coordinator



Local 785 members completing their Swing Stage Training



Karsen Galiot – Our newest joining sister to Local 785



Retiree Members Ned Krivic & Claude Bernard volunteering at the Great Six Nations job fair

What a year 2021 has been! Local 785 has had considerable growth in hours reported to date that has surpassed yearly totals up to the last 5 years. Congratulations to all contributing members!

As we enter the end of the 2021 year, we can reflect on some great milestones we have accomplished. We have seen retirements, early retirements, transfers and sadly some deceased members this year but still have grown the local by over 10 % in working membership.

We have introduced a new probationary procedure into the local with close to 100 new members that have been through the probationary system. With this in process we are confident that with joint effort from Foreman, Lead hands and upper management we can collectively select the best candidates to join the UBC. This will ensure that we will have the absolute best new members joining the Local that the industry can offer.

Acoustically we have seen growth with an increase of members that have either transferred, rejoined, or have been stolen from the non-union from our representatives. The Drywall Sector makes up more than half of the reported hours to the local. Expect to see more focus on training and support towards that sector in the 2022 year. An example of that would be a Pre-Apprentice Steel Panel Course we are going to be running by the end of this year or beginning of the next year. Adam Bridgman the Provincial Training Coordinator has been very instrumental on designing and assisting the local in this endeavor.

As well this year we have launched Vubiz an online training portal for all 785 memberships. This offers over 350 self-development skills that will assist members at their pace to learn from a very wide variety of topics to ensure increase knowledge on good job site practices. I encourage all 785 members to take advantage of this

opportunity, especially the confined space and WHMIS courses.

The Executive Board has just recently approved the Union Strong APP for all 785 members. With the hopes of better communicating with our members on current events, membership meeting and training courses. We are very hopeful this will connect the Brother/Sisterhood in these still very strange times.

Training has gone up this year as we have had over 32 training courses to date in this 2021 year. Not as high as previous years but due to restrictions and limited class sizes I am happy with the results. We all appreciate the instructors for their time given up on weekends to assist in this very important job. As always please reach out to the hall if you don't see classes offered and we can start trying to schedule it.

I am very excited to see the Retirement Committee meeting again monthly, I encourage all members who are interested to call the hall for more details if not already involved. Claude Bernard and Ned Krivic from the Retirement Committee donated their time at a recent outdoor job fair for the Great Six Nations community at Chiefs Woods Park in Brant County. I applaud them for being great ambassadors of our Union to the community!

And finally, the work forecast looks really good going into the late fall with all members off the unemployed list. It's expecting to be a busy winter in our area with random call outs from other provincial locals starting camp jobs or shut down work.

If you want to work, it's here for you!

In solidarity,

Matthew Kwasnicki
Local Union Coordinator

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

COVID-19 Vaccination Policy

The Board of Directors of the College of Carpenters and Allied Trades values the health and safety of its students, staff, and visitors above all else as we strive to continue to meet the training needs of our Union and Employer partners during the COVID-19 pandemic. Consequently, the Board has revised its COVID-19 policy in keeping with the best practices established by other post-secondary institutions across Ontario.

Effective January 4, 2022 anyone entering CCAT's premises, including staff, students, visitors and third-party service providers, at both the 222 and 420 Rowntree Dairy Road locations will be required to follow the College's COVID-19 Policy and show proof that they have received two doses of Government of Canada-approved COVID-19 vaccines at least 14 days prior.

Upon arrival, all persons will also continue to be required to complete a screening form for contact tracing purposes and to wear masks while on the premises.

Apprenticeship Course Dates

Please note that our Apprenticeship course schedule has been altered next year due to the pandemic related closures and disruptions of 2021. The winter intakes will run as follows:

Carpentry Apprenticeship:

- Level 1 (Basic) January 31 – March 25, 2022
- Level 2 (Intermediated) January 31 – March 25, 2022
- Level 3 (Advanced) January 31 – April 1, 2022

Floor Covering Apprenticeship:

- Level 1 (Basic) February 21 – April 29, 2022

The above courses will be open for registration through the CCAT website (www.theccat.ca) as of December 4th, 2021.

Health and Safety and Continuing Education Courses

Effective January 3rd, 2022 the refundable deposit required to register for any health and safety or continuing education course at CCAT will increase from \$50.00 per course to \$100.00 per course. As always, the deposit will be returned to you once you have completed the course.

The following are the *last* dates on which Working at Heights and Scaffolding courses will be available in 2021:

- | | |
|--------------------------------|------------------------|
| • Scaffolding | December 2 – 19, 2021 |
| • Scaffolding Refresher | December 4 – 5, 2021 |
| • Working at Heights | December 14 & 16, 2021 |
| • Working at Heights Refresher | December 19, 2021 |

The Board of Directors, Joint Local Apprenticeship Committee, and Staff of CCAT wish all of you and your families a joyful holiday season and a happy healthy 2022!



Cristina Selva, (left) Executive Director of the College of Carpenters speaks with York Center MP Ya'ara Saks while touring the #ICRA lab at the CCAT.

For more info see @the_CCAT @YaaraSaks

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WSIB DEPARTMENT REPORT

Michael Farago, WSIB Representative

Modified Work and the Re-employment Obligation

The Workplace Safety & Insurance Board offers protection to construction workers who have been unable to work due to a workplace injury.

Employers in the construction industry have an obligation to offer these workers accommodated work. Even when they have fully recovered, these workers have a right to remain employed for at least two years from the date of injury or one year after they are able to do the essential duties of their pre-injury job, whichever date comes earlier. This obligation assumes that work is still available with their employer.

However, there are important conditions to keep in mind in order for the WSIB's protections to apply. These include the following:

- There must be an accepted WSIB claim for a workplace injury. It is not enough for an employer to have informally accommodated someone for medical reasons.
- The worker must have been absent for work due to the injury and not simply to attend medical appointments. Alternatively, the worker must be doing modified work that normally pays less than their regular pay. To prove this last point, it can be helpful to keep a running list of the tasks performed during the day. This can be compared with the job tasks that a person would normally perform.
- If an employer offers suitable modified work following a workplace injury, it is important to respond – if suitable work is refused, the WSIB considers that the re-employment obligation has come to an end.

If more than two years have passed since an injury, a worker who has been performing modified work may still be entitled to assistance from the WSIB if their condition deteriorates or they are laid off from their job.

However, if more than six years have passed since an injury, it will be more difficult to have additional benefits paid. The WSIB

considers long-term claims to be “locked-in” after six years and generally they will not pay additional ‘loss of earnings’ benefits unless specific conditions are met.


If you have questions or require assistance with return-to-work issues, please contact the workers’ compensation staff at the CDCO.

Michael Farago





WSIB Representative

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From the Executive and Staff at the CDCO



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NEW FEDERAL CABINET SIGNALS GOVERNMENT'S PRIORITIES

One can make a convincing argument that the federal election was unnecessary because the end result was essentially the same: a minority Liberal government. What has changed, however, is the composition of Cabinet. Much has been made of gender parity, with 19 of the 38 ministers around the Cabinet table being women but, in this iteration Prime Minister **Justin Trudeau** has chosen three women to hold powerful posts. Early on, the PM signalled that **Chrystia Freeland** would remain as Deputy PM and finance minister.

Added to the ranks are Oakville MP and legal scholar **Anita Anand** who takes up the portfolio of national defence where sexual misconduct has been an ongoing issue. She exhibited determination in procuring Covid vaccines. Hamiltonian **Filomena Tassi** takes over Anand's former role at public services and procurement.

Montreal area MP **Mélanie Joly** moves from economic development to the high-profile position of foreign affairs.

The Cabinet shuffle also signals where the priorities are. New Minister of Environment and Climate Change, **Steven Guilbeault**, is an activist who supports the development of clean technologies. Similarly, Thunder Bay MP **Patty Hajdu** takes over the indigenous services portfolio.

Housing

StrategyCorp's post-election summary of the new Cabinet began with this line: "Canada's first prime minister once signed his occupation in a hotel ledger as "Cabinet-Maker." This is an appropriate analogy for the Carpenters Union. The 44th Parliament will be focused on housing supply as the lack of affordable housing and rental accommodation were major themes during the summer campaign. **Ahmed Hussen** has been tasked to lead the new Ministry of Housing and Diversity and Inclusion.

Shortly after the appointment, Minister Hussen was interviewed by CBC's The House and said "I think the first and foremost thing is to

“Immigration will remain a key pillar of Canada’s recovery and I’m committed to ensuring that we continue to have the workers we need, where we need them.” With the ongoing retirements of skilled construction trades, immigration will fill an important role in ‘building back better’.

Sean Fraser, Minister of Immigration, Refugees and Citizenship

build housing supply.” He elaborated on campaign themes about banning foreign ownership in the housing sector and implementing a tax on vacant homes owned by non-Canadians. He also wants to work with partners such as municipalities to not only address housing supply but also repair the existing housing stock.

To leverage housing based on federal-provincial agreements on transit, Hussen will not have his own standalone department. Rather, it will be contained within the infrastructure ministry. Last May, former infrastructure and communities minister **Catherine McKenna** negotiated a deal with Queen’s Park where new transit lines in Toronto and Hamilton would have conditions attached such as community benefits agreements and commitments to build affordable housing within transit-oriented developments.

Hussen will also be responsible for the Canada Mortgage and Housing Corporation.

Infrastructure

The Prime Minister’s long-time friend **Dominic LeBlanc** retains the Intergovernmental Affairs portfolio but has been given added responsibility for Infrastructure and Communities. Hussen will be working closely with LeBlanc to leverage relationships with provinces and territories.

Immigration

Nova Scotian **Sean Fraser** has been directed to lead the Ministry of Immigration, Refugees and Citizenship. He has had a long-standing desire to stem the outflow of young people from his home province. An improved immigration system is necessary to attract skilled trades to come to Canada.

But it is a multi-pronged issue. When immigration levels return to pre-pandemic levels, or higher, the housing crisis will be made worse unless ways can be found to supply a wide range and mix of housing at many price points. In fact, Canada is planning to welcome 1,233,000 new permanent residents over the next three

years. Processing applications will have to improve if this ambitious annual target of 400,000+ people is to be met.

Following the swearing in ceremony, Fraser tweeted that “immigration will remain a key pillar of Canada’s recovery and I’m committed to ensuring that we continue to have the workers we need, where we need them.” With the ongoing retirements of skilled construction trades, immigration will fill an important role in ‘building back better’.

Ottawa will need to work with Queen’s Park to ensure that strategic intake is facilitated through the Ontario immigrant nominee program and other methods.

Innovation

François-Philippe Champagne will lead the Ministry of Innovation, Science and Industry. With new building methods and materials, the construction sector is a prime candidate for innovative approaches. As world leaders discuss lowering carbon emissions, it is important to reinforce that green building approaches such as tall wood represent worthwhile solutions.

The pandemic has served as a catalyst for technological evolution as well. Municipalities, for example, have adopted online e-permitting and planning review solutions so that the processing of development applications and building permits would proceed without face-to-face Council meetings or with inspectors having to be on-site.

The above represent the broad strokes on the priorities that the new federal cabinet will be focusing on. When mandate letters from the Prime Minister’s Office are delivered to the new ministers and made public, we will have a better idea on the specific ways in which these priorities will be implemented.

November 4, 2021
Andy Manahan, Manahan Consulting Services



KINGSWAY ENTERTAINMENT DISTRICT (KED) IN THE CITY OF GREATER SUDBURY

Excaavation is underway on a \$200 million development for the Kingsway Entertainment District (KED) in the City of Greater Sudbury that will have a “huge impact on the building trades” in northeastern Ontario for years to come.

Tom Cardinal, coordinator, Carpenters Union Local 2486 in Sudbury, sees the massive development which includes a \$100 million sporting and event centre as “significant” for his contractor members and he thinks the site could be a magnet for more development.

“We are talking about the potential for \$300 million of development on one site,” he says. “The economic impact to the city will be incredible.”

The KED is anchored by a three-party partnership led by the city of Sudbury which will build the sports and concert centre with a seating capacity of up to 6,500. Other partners are Gateway Casinos with plans for a \$60 million casino and an unnamed hotel operator proposing a \$40 million, 180-room hotel and convention centre.

The city will be going to a design-build competition on the events centre project. Three pre-qualified contractors are expected to make their submissions by next spring, says Dario Zulich, president of the Kingsway Entertainment District Inc.

“It’s important for our local economy immediately in terms of construction jobs and for the next three years.”

Bot Construction Group of Oakville will commence site preparation work in late November, says Zulich. The excavation includes blasting rock over the winter to optimize elevations for maximum function and design. Building the arena/event centre into a natural depression on the site will reduce the need for rock blasting during construction.

According to a city of Sudbury staff report, site preparation will cost about \$9.7 million. The city will be responsible for \$5.9 million, while Gateway will pay \$2.2 million. The hotel operator will cover just over \$1 million of the site costs. KED Inc. will pick up the remainder of the tab.

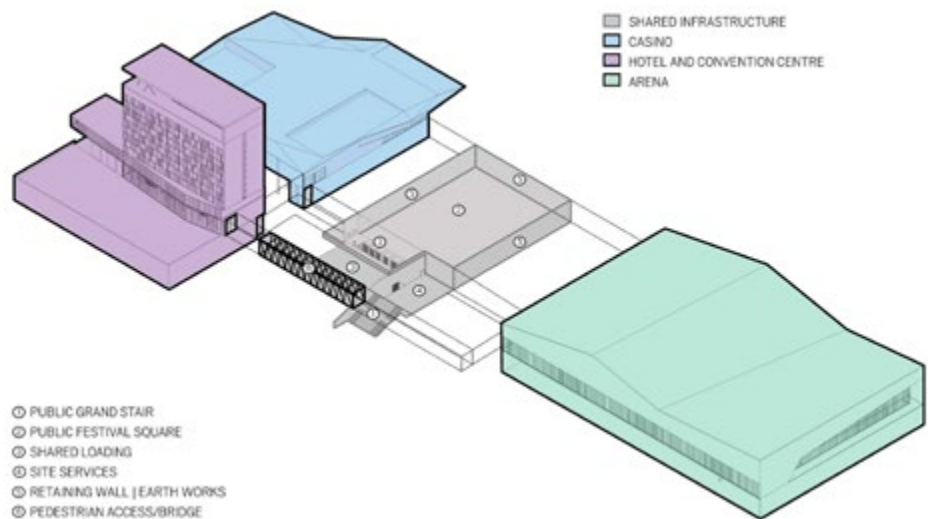
After the site preparation is complete, the construction of roads, intersections, and a stormwater management pond will begin.

Zulich says the big project will increase tourism and spur further projects. He has been in discussion with restaurants and a film studio to locate on the site. There is also call for other opportunities such as a sports hall of fame, additional ice pads and an auditorium.

“There are a lot of dominoes that will fall after the centrepiece is built,” he says. “I am hoping that (development) it is going to continue for years to come.”

The developer says the building trades have told him they are confident that they have or can develop the capacity to meet the construction demand.

He sees the city of Sudbury on a solid development path as other major projects are also on the books, including Junction East, the new central library and art gallery.

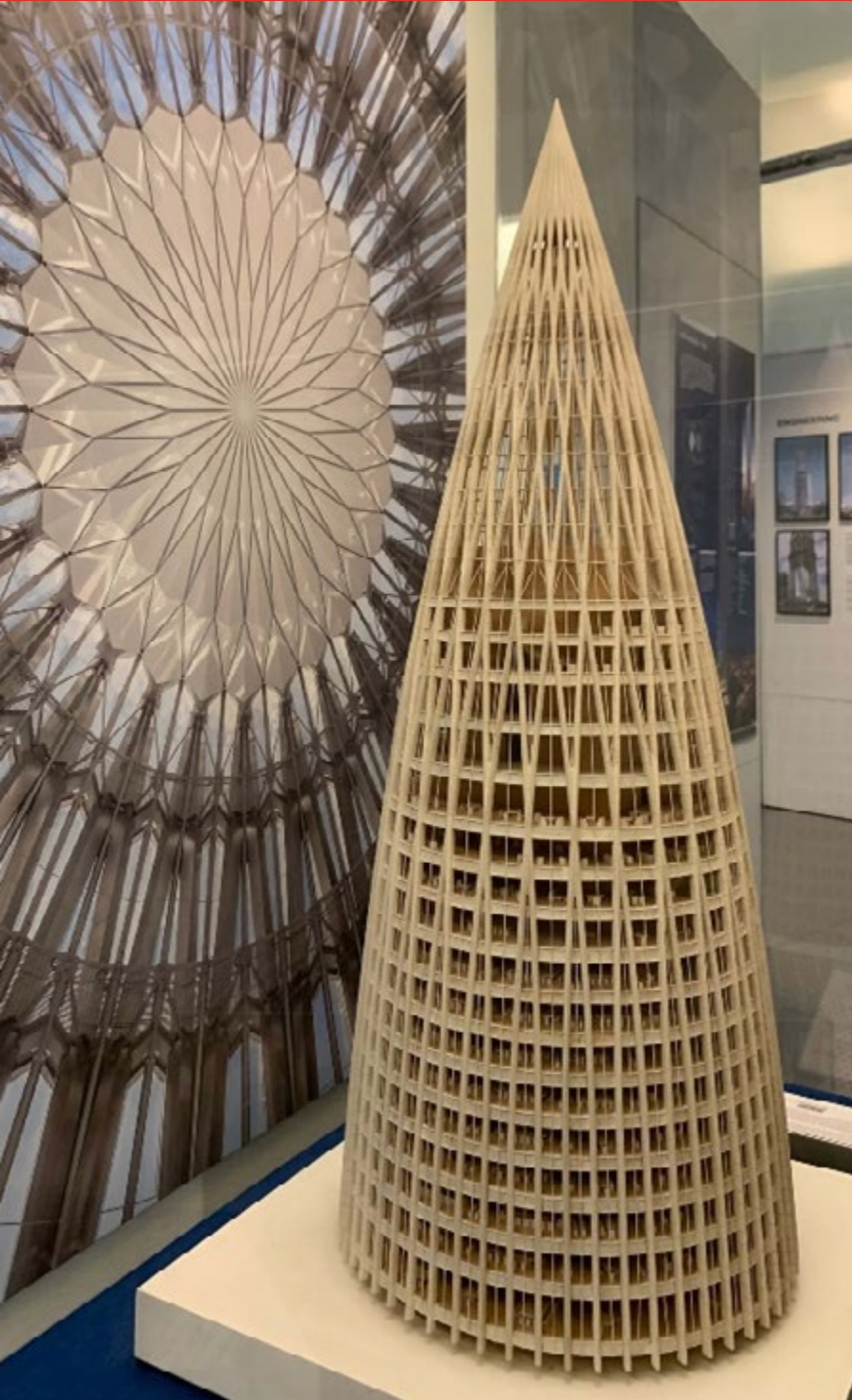


“We are talking about the potential for \$300 million of development on one site. The economic impact to the city will be incredible.”

*- Tom Cardinal,
Local 2486 Coordinator*

INTERNATIONAL TOTEMS SUPERTALL 2021! examines the structural evolution of the supertall skyscraper

By Matthew Marani • September 3, 2021 • Architecture, East, Review



SUPERTALL 2021! is an exhibition at New York's Skyscraper Museum that explores the evolution and current status of the unique building typology (Courtesy The Skyscraper Museum).

The last two decades have witnessed the relentless march of global capital and technical expertise, and, with it, the advance of a distinct building typology—the supertall skyscraper. From Central Park South to the shores of the Persian Gulf, to the megalopolises ringing the South China Sea, the supertall is now an increasingly common physical manifestation of commercial and national prestige. SUPERTALL! 2021, an exhibition currently on view at New York's Skyscraper Museum, examines this trend and explores the structural innovations therein.

The exhibition combines two prior shows examining the topic at the Skyscraper Museum; *World's Tallest Building: Burj Dubai* in 2007, and *SUPERTALL!* in 2011. Both set a baseline height of 1,250 feet (the height of the Empire State Building) for their surveys, which included supertall skyscrapers in varying states of completion. *SUPERTALL! 2021* presents a similar script and highlights a dozen such towers through the display of physical models and narratives of their respective structural and facade systems.

The China Resources Tower, in Shenzhen, China, is a supertall skyscraper designed by KPF Associates and rises to nearly 1,300 feet. The building deploys a tube and diagrid structural system. (Courtesy The Skyscraper Museum)

Size isn't everything and *SUPERTALL! 2021* excels in its explanation of how developments in architectural technology and building program have reshaped the form and layout of such projects. The show cites the rapid evolution of computational design as fundamentally altering the former predominance of rectilinear massing and replication of floorplan story on story, a circumstance accompanied by the greater use of bearing-wall or mega-column concrete structural systems; a significant shift away from steel frame construction. The exhibition also notes a shift from the single-use skyscraper of yore to those that stack multiple functions vertically, often with a tapered form that incorporates deeper floorplates at the lower levels

SUPERTALL 2021

to accommodate office space and a more slender profile towards the top for residential or hotel use.

Of particular note, especially for the New York audience, is the considerable curatorial space devoted to our very own nexus of supertall skyscrapers, "Billionaires' Row." There, aided by floorplans and models of 432 Park Avenue and 111 57th Street, the exhibition effectively conveys their deft innovation in skyscraper design, the former possessing a slenderness ratio of 10:1 and the latter a startling 23:1. The layout also emphasizes their economics; many of the towers on the stretch only have one or two apartments per floor to maximize the salable area, a critical strategy to buff up the profit margins for projects with construction and acquisition costs of thousands of dollars per square foot.

Ultra-luxury residential supertall skyscrapers, such as 432 Park Avenue and the Steinway Tower, are an increasingly common sight in New York and abroad. (Courtesy The Skyscraper Museum)

The exhibition is accompanied by a virtual lecture series, WORLD VIEW: Designing Global Supertalls, which was conceived as a semester of related talks. The 13-part series includes detailed presentations by the architects and engineers of supertalls featured in the exhibition and dives into the design decisions that shaped them and the structural systems that hold it all together.

SUPERTALL! 2021

The Skyscraper Museum
39 Battery Place
Through January 2022

 @Skymuseum

 @ArchPaper

*Size isn't everything
and SUPERTALL! 2021
excels in its explanation
of how developments in
architectural technology
and building program have
reshaped the form and
layout of such projects.*



TORONTO NAMES URBAN DESIGN AWARD WINNERS

By: Robin MacLennan, Editor, Ontario Construction News

The 2021 Toronto Urban Design Awards winners were announced at a virtual ceremony this week, acknowledging contributions from architects, landscape architects, urban designers, artists, design students and city builders make to the appearance and livability of the city.

This competition is judged by an independent jury of urban visionaries, professionals and academics representing the local and international design communities.

This year the city received 170 submissions in nine categories and 11 projects were chosen for Awards of Excellence, 13 for Awards of Merit, and two Special Jury Awards for inspiring infrastructure.

The 2021 award winners are:

Elements Category

- Award of Excellence: CF Toronto Eaton Centre Bridge, 15 Queen St. W.
- Award of Merit: Thermally Speaking, 250 Fort York Blvd.

Private Buildings in Context – Low-Scale Category

- Award of Excellence: Montcrest School Redevelopment, 658 Broadview Ave.
- Award of Merit: Proper TV, 772 Dovercourt Rd.



500 Lake Shore Blvd. W. (Ellis Don)

Private Buildings in Context – Mid-Rise Category

- Award of Excellence: 80 Atlantic, 80 Atlantic Ave.
- Award of Merit: West Block Est. 1928, 500 Lake Shore Blvd. W.
- Award of Merit: Kingston&Co Condominiums, 1100 Kingston Rd.

Private Buildings in Context – Tall Category

- Award of Excellence: Axis Condos, 411 Church St.
- Award of Merit: The Massey Tower, 197 Yonge St.

Public Buildings in Context Category

- Award of Excellence: Seneca College – Centre of Innovation Technology and Entrepreneurship, 1750 Finch Ave. E.
- Award of Merit: Ryerson University – Daphne Cockwell Health Sciences Complex, 288 Church St.
- Award of Merit: Canoe Landing Community Campus, 45 Fort York Blvd.
- Award of Merit: Guildwood Station, 4105 Kingston Rd.

Small Open Spaces Category

- Award of Excellence: SQ2 POPS, 80 Vanauley St.
- Award of Excellence: University of Toronto Scarborough Valley Land Accessible Trail, 1265 Military Trail
- Award of Merit: St. James Park-Park Improvements, 120 King St. E.



CF Toronto Eaton Centre Bridge (PCL Constructors Canada)

Large Places and/or Neighbourhood Designs Category

- Award of Excellence: Centennial College Downsview Campus Centre for Aerospace and Aviation, 65 Carl Hall Rd.
- Award of Merit: Garrison Crossing (Fort York Pedestrian and Cycle Bridges), 10 Ordnance St.
- Award of Merit: Yonge Sheppard Centre, 4841 Yonge St.

Visions and Master Plans Category

- Award of Excellence: Bloor/Kipling & Islington Developments, Bloor Street & Kipling Avenue, Bloor Street & Islington Ave.
- Award of Excellence: The Meadoway, Gatineau Hydro Corridor

Student Projects Category

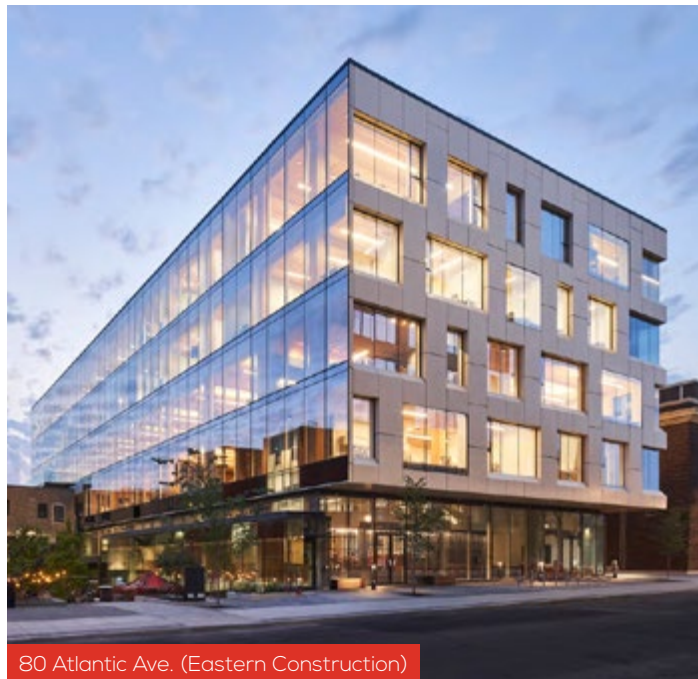
- Award of Excellence: Power and Place, Princess Margaret
- Award of Merit: xs spaces: a new laneway urbanism for Toronto, Robinson Place
- Award of Merit: Embodied Energy: Living Lab, Willcocks and Huron Street, University of Toronto St. George Campus

Special Jury Award for Inspiring Infrastructure Category

- Storm Water Facility, 480 Lake Shore Blvd. E.

- Emergency Exit Buildings, Toronto York Spadina Subway Extension, EEB1: 2 Whitehorse Rd., EEB2: 18 St. Regis Cr., EEB3: 2 Toro Rd., EEB4 45 The Pond Rd.

🐦 @OntarioConstru2
🐦 @CityofToronto #TUDA



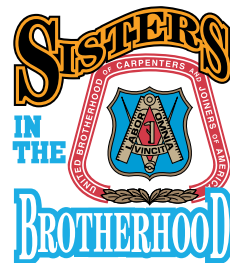
80 Atlantic Ave. (Eastern Construction)

Montcrest School Redevelopment (Eastern Construction)





MESSAGE FROM **SISTERS IN THE BROTHERHOOD CHAIR**



Rebecca McDonald, Sisters in the Brotherhood Chair

Hello Sisters and Brothers,

The summer months have flown by as many locals in the province were actively recruiting new members to accommodate the labour shortage. Since August 2021, 125 new Sisters in Ontario became Union members, a 6% increase in only two months. We continue to make huge strides while gaining more market share, breaking down stigmas, and demonstrating that Sisters are essential to the trades and the Carpenters' Union.

The first quarterly meetings for the SIB CDCO were held on August 30, 31, and September 4. Some positive discussions, strategy planning, and fabulous suggestions around increasing mental health support and finding solidarity in one another made for productive and informative sessions.

The next meetings will be held at the end of November and the beginning of December. Dates and times will be sent to all Sisters soon, so please be sure to check your emails for zoom invites. Although topics will vary from meeting to meeting, the end goals will remain the same – creating and supporting solidarity, staying informed, and sharing strategies that will help recruit, retain, and grow our market share.

EXCITING NEWS: Sisters in the Brotherhood, Canadian District, is hosting our first conference on Saturday, November 20, and Sunday, November 21. Due to existing COVID travel restrictions still in effect in some areas of the country, the conference will be a virtual Zoom Event. Sisters, Brothers, Siblings, and Staff are all welcome to join. The theme of the conference is **SIB CAN Empower Change!** We have an extensive list of panelists, so don't miss out.

I wish you a safe, happy, and joyful holiday season with your family and loved ones and hope that 2022 brings health and prosperity to all.

Rebecca McDonald

Sisters in the Brotherhood Chair



Christina Carr, Local 2486's first Sister Shop Steward.

"I got started because I have passion for building and because I'm a woman and it's not common makes me want to do it more that and I have twin sister in the trades we are the trades twins"

Shirrene Golbaz, Local 1030



"I started in the union in 2019 after graduating high school. At a young age, I was able to earn a living wage, while learning valuable skills I plan on using for the rest of my life. My experience with the Carpenters Union so far has been incredibly rewarding and empowering, I can't wait to see what the next 40 years of my career has in store for me!"

Delaney Krieger, Local 494

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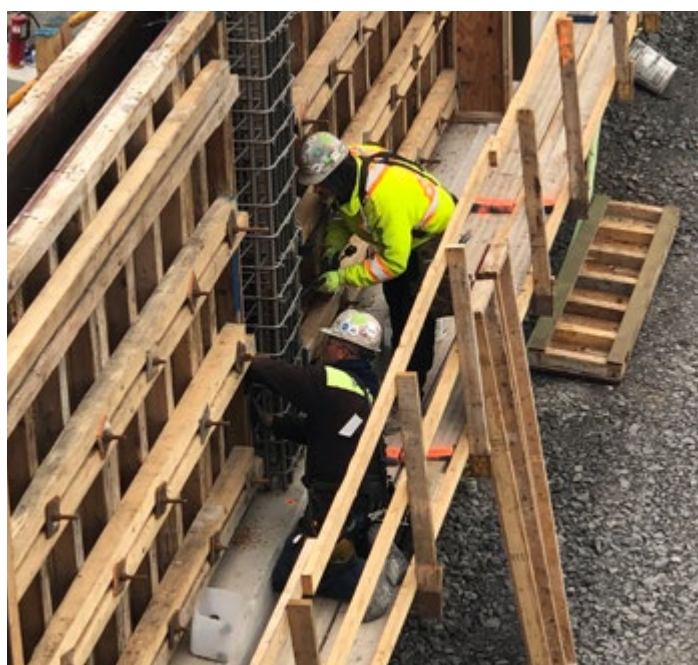


LOCAL 93 OTTAWA

Rod Thompson, Area Manager and Local Union Coordinator

Members of Local 93 have been working steadily as infrastructure continues to increase with multiple projects ranging from large-scale new construction to rehabilitation, light rail transit, low and high-rise residential work. To keep up with the growing demands of the industry in the Ottawa and surrounding areas, Local 93 has been actively recruiting and training new members. The initiatives we've established have led to an increase in membership of almost 14% in the last year. I am very proud of the commitment and support of our staff and members and their countless accomplishments over the past year as they continue to work together to build our communities. Although there is currently no mandate for vaccination requirements for our working members, any COVID policies implemented on job sites by owners and purchasers of construction labour are not something that the Union can control. That said, we cannot guarantee that unvaccinated members will be permitted to work on specific sites. We continue to support the current COVID 19 vaccination efforts and encourage all eligible members to get fully vaccinated as soon as possible to avoid work site interruptions and delays.

Our Members At Work



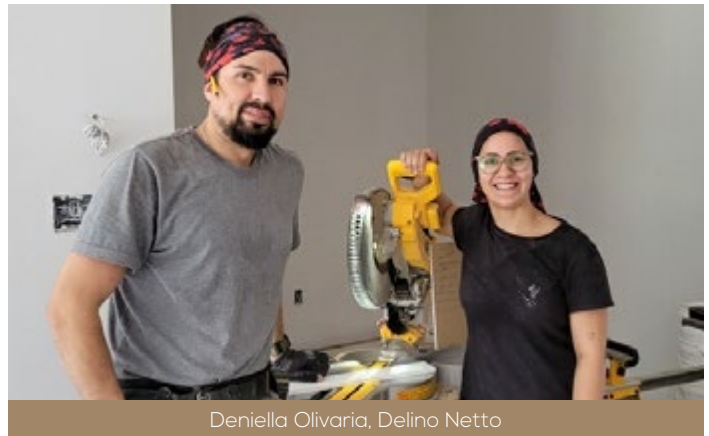
One of three heavy timber builds in Chalk River, Ontario for Canadian Nuclear Laboratories. General Manager, M.Sullivan & Son. Heavy Timber Contractor, Tergos

Exciting News – New Low Rise Residential Trim Agreement is the first of its kind in Ottawa

"Being a signatory contractor with the Carpenters' Union means greater access to highly skilled workers and more work opportunities for contractors. I have been a long-time member of Local 93 and believe in the Union because it provides members with a better quality of life. Fair wages, pension, and benefits mean so much when you work in the trades," says Carlos Tavares, Operations Manager, Wyecroft Trim

Training Centre News - WIN IT Program

This six-week fully funded government program is designed to allow underrepresented groups in the construction industry an opportunity to begin a career as a general carpenter. WIN IT (Women, Indigenous, Newcomers in the Trades) will accommodate up to 36 individuals providing participants with mandatory safety certifications and core, hands-on skill development in the disciplines of scaffold, framing, and formwork. As fewer people turn to the skilled trades, it is more important than ever to present opportunities to people who historically have not had a place in construction. A minimum of four participants per cohort will become first-year apprentices with Local 93. A portion of the funding was used to purchase a mobile welding trailer and a new telehandler that will benefit students and members for many years. The first session ended in October and six out of ten participants advanced with Union work placements. We are confident that all individuals will become new members of Local 93 at the end of their placements.



Deniella Olivaria, Delino Netto

Recently, Local 93 Training Centre became an acting hub assisting the building trades with their province wide Tomorrow's Trades program by delivering training in Interior Systems, Formwork, and Scaffold.

In addition to these programs, Local 93 partnered with Algonquin College to host and deliver a three-week construction essentials course to individuals without experience in the trades. The program will provide students with basic training with a focus on residential construction.

2021 Events

Unfortunately, not all events have been possible this year, but after many changes and delays, Local 93 was able to host our 2021 CHEO Charity Golf Tournament in September. Thank you to everyone who participated and generously donated to an important cause.

Sadly, due to changing COVID regulations and requirements, we have come to the difficult decision not to proceed with our annual adult and kids Christmas parties this year. We will, however, be offering the colouring activity for children and all participants will receive a gift from Santa.

In lieu of an adult Christmas party, we want to extend our appreciation to our hard working and committed members by hosting a virtual event for a chance to win some great prizes.

Despite many challenges over the last couple of years, I appreciate the patience Local 93 members have demonstrated during difficult times. On behalf of the Executive and staff of Local 93, I wish everyone a safe, healthy, and happy holiday season and a prosperous and successful year ahead.

In Solidarity,

Rod Thompson
President/Local Area Manager





LOCAL 249 KINGSTON

Don Fraser, Local Union Coordinator

There have been big changes here at Local 249. We are happy to say that as of August 23rd we have been operating out of our new Union Hall and Training Centre. It's been a long road to get here and Local 249 would like to thank the members who provided their hard work and talents to make this building a reality.

While there have been changes to the construction industry due to Covid-19 it hasn't slowed down construction at all and doesn't appear to be slowing down anytime soon. The work situation continues to be very busy in Local 249's area. In response to the need for more trades people Local 249 has actively recruited new members. As a result, Local 249's membership has grown by almost 10% since January 2020.

There are many major projects underway in Local 249's area. One of which is the refurbishment and expansion to the cooling towers at the Napanee Generating Station being performed by ICT Industrial. The cooling towers, when finished, will be extended in height by approximately thirty feet and have a catwalk access around the entire structure as well.

Another project in the area is the expansion at Greenfield Ethanol Plant in Johnstown for the production of hand sanitizer. The project includes the construction of new buildings for processing and handling of materials. This project has provided work for many signatory contractors and Local 249's members.

In community news, this November Local 249 is participating in Habitat For Humanity's 27th Anniversary Campaign and members will be volunteering their time and lending their skills for a current build by Habitat For Humanity in the area.

Finally, we here at Local 249 would like to take the opportunity to wish all the members and their families a very happy and healthy holiday season and New Year.

In Solidarity,

Don Fraser

Local Union Coordinator





LOCAL 2041 OTTAWA

Daniel Bard, Local Union Coordinator

Dear Brothers and Sisters,

We are nearing the end of another difficult year, and it is important to reflect on the significant accomplishments and sacrifices made by our members. At every turn, our members have demonstrated grit and determination as you have continuously adapted to the many changes thrown your way.

Despite these challenging times, the economic outlook for the Ottawa area remains strong, with several large projects moving through the approvals phase, including the proposed \$2.8-billion-dollar new Civic Campus of the Ottawa Hospital, and phase two of the LRT system. There are also a large number of residential projects underway.

The bargaining team negotiated a strong residential agreement for our members and especially in regards to the low-rise sector. If you are a residential worker, and have not received a new copy of your collective, contact the local.

We would like to welcome Brother Charles Racette-Poulin, who has recently joined the Local as a full time instructor and outreach specialist. Although he is new to this position, Charles is no stranger to the members of Local 2041. In addition to serving as a member of the Executive, Charles has also been working as a part time safety instructor for several years as well.



Despite ongoing COVID-19 restrictions, the Local has been able to resume some outreach initiatives. Along with Local 93, we hosted participants of the "Tomorrow's Trades" program through the Ontario Building Trades Council. This 12-week program was created to build pathways and remove barriers for those traditionally underrepresented in the skilled trades.

We are also proud of our ongoing partnership with the Rotary Club of Orleans and the Dominica State College. The goal of this initiative is to provide Dominica with an online facility to remotely



access skilled trades training to improve their capacity to build climate resilient buildings and infrastructure as well as provide other learning and educational opportunities for Dominica.

In recent years, the Local has donated the proceeds of our Annual Golf Tournament to the Ottawa Network for Education (ONFE). Despite not being able to host our annual tournament, a donation was made to the ONFE's school breakfast program in support of the essential service they provide. This past 2020-21 school year, 10,549 meals were served in school every day that schools were open. In addition, 15,160 School Breakfast Learn-At-Home Kits were delivered, equaling 303,200 meals delivered.

Together with the members of our Executive Board and staff, we offer our best wishes and happiness to you and your families.

In Solidarity,

Daniel Bard
Local Union Coordinator



LOCAL 2486 SUDBURY

Tom Cardinal, Area Manager and Local Union Coordinator

I would like to take this opportunity and wish all member's a safe and happy holiday season and all the best of luck in the new year. Local 2486 remains very busy in all areas of our local. COVID-19 has slowed some project earlier this year however we are back on track and projects are rolling along very well.

Our membership has grown very well over the last couple of years resulting from a good economy and a lot of hard work in organizing. Organizers have been very active organizing contractors from the ground up and stripping unorganized contractors workers.

I would also take this opportunity and talk a little about some of the most important items to our union, JURISDICTION make no mistake this is YOUR WORK Precast installation, Scaffolding and tending, operation of a telehandler, drywall taping amongst other items.

Local 2486 is engaged or has been engaged in jurisdictional disputes on the following jurisdiction. Scaffold Tending at 4 locations, Drywall Panels, fencing, the operation of a telehandler, under slab vapour barrier the handling of millwork, installation of precast and drywall taping to name a few.



These disputes cannot be successful without your help it starts on the job and local 2486 needs the support of all ranks of members especially our project managers, superintendents, senior forepersons. This is your work if we cant successfully keep our jurisdiction it will simply lead to less work for you no matter what your position is on the job. Our representative are on a limited amount of time to gather information and deeply relies on you for you help please help yourself and help them out.

On the work front we remain very busy in the mining and industrial work continues at the Cote Gold Project, Magino Gold, Kirkland Gold both Detour and Macassa projects and Teneris in the Sault. We received good news oh the KED project in Sudbury and the Nairn Spillway project thing are looking very good for 2022 construction year.

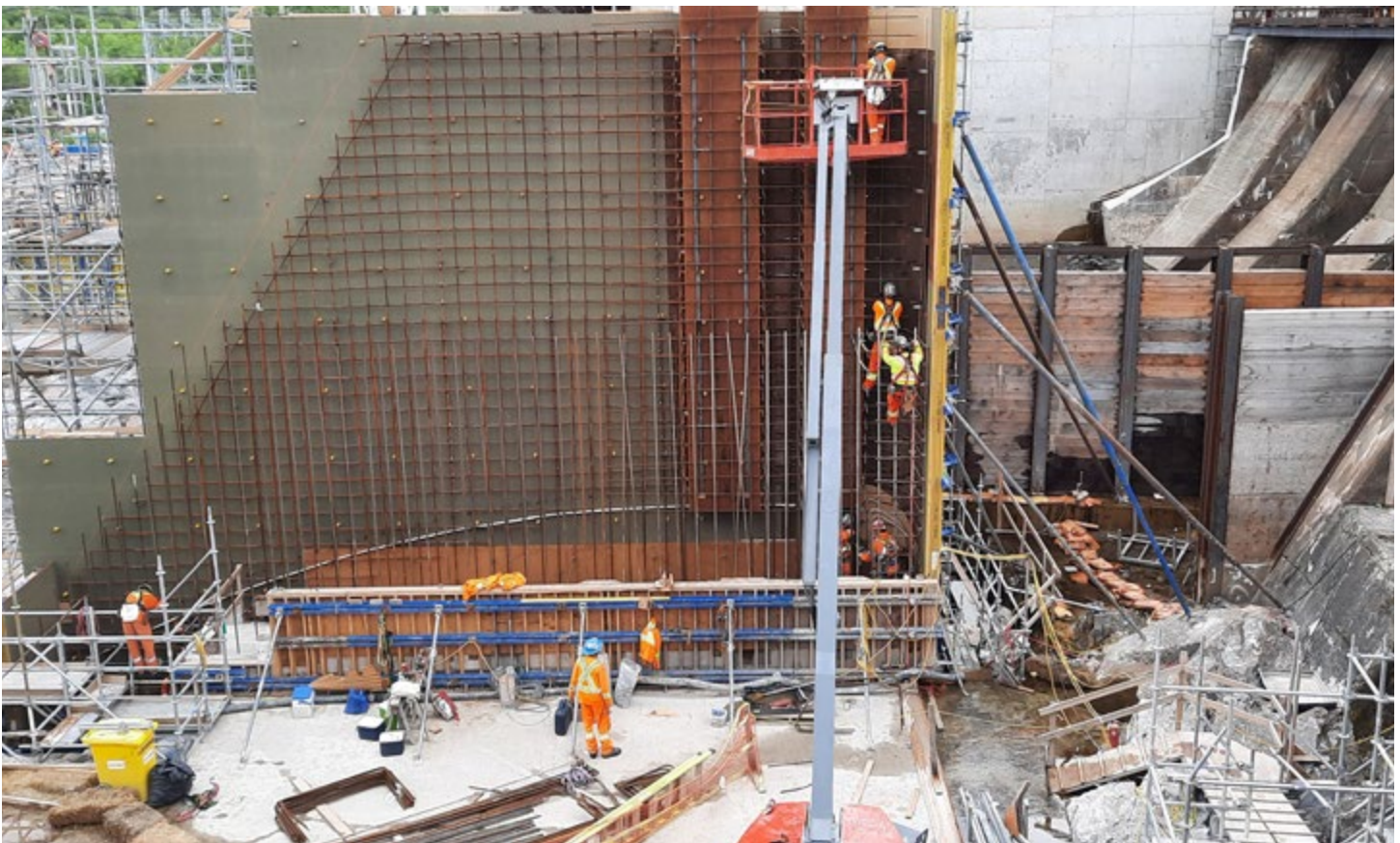
Looking forward to seeing you in the New Year. Stay Safe

In Solidarity,

Tom Cardinal

Area Manager,

Local Union Coordinator





LOCAL 1669 THUNDER BAY

Evan Reid, Local Union Coordinator

Brothers and sisters,

The work picture for the members of Local 1669 has been extremely positive with near full employment for the past number of months. With many contractors performing a wide range of services for clients our members have been able to capitalize on the high work volume that seems to be persistent in most sectors. Future work opportunities, especially in the green energy and mining sectors look very positive. With the recent official announcement and ground breaking ceremony taking place for the Greenstone Gold project, significant development will be taking place and will provide a large opportunity for contractors to obtain work for our members on this project.

With the wind up of pre apprentice training in Carpentry as well as Drywall, we are looking forward to having participants make application to Local 1669 for possible work opportunities. We will be looking forward to running a Level 2 Carpentry program which is set to be delivered beginning in January. With other programs such as suspended access, WAH, WAH refresher, First Aid, Confined Spaces, WHMIS 2015, hoisting and rigging, Telehandler, Skid steer, the training centre has been quite busy. We have been working towards an online training App which will allow for recertification in some programs to be done remotely at your leisure opposed to travelling to the training centre.

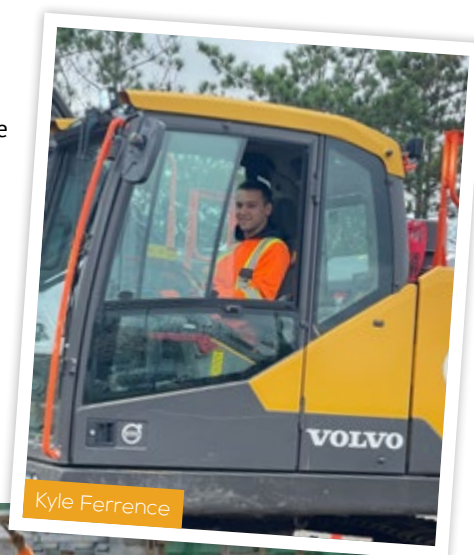
I am pleased to announce that Local 1669 will be host to the National Apprenticeship contest in May of 2022. This will draw persons from across the country who will compete in skills competitions in the skilled trade areas of Carpentry, Floorcovering, Drywall, Scaffold, and Millwrighting. This should be a great event and a good opportunity to showcase the skills of our members from across Canada.

I hope members with Children 12 and under participate in our Christmas Gift registry which will be in place of our traditional Kids Christmas party this year. With any luck things will be back to usual for 2022.

On behalf of the office staff and Executive of Local 1669 we would like to wish our members and their families a safe and enjoyable Christmas season.

In Solidarity,

Evan Reid
Local Union Coordinator



Kyle Ferrence



Little Long Dam Safety project. 100 km north of Kapuskasing. General Contractor: Kiewit

LEGAL DEPARTMENT REPORT



Hello Brothers and Sisters,

As usual, your Legal Department has been working (hard) to defend the rights of all members and we want to keep you updated on some of the things we have been involved in.

“Don’t Mess with the Carpenters’ Union”

Our Union generally tries to have good relationships with our employers. We are guided by the principle that our members will provide a fair day's work and, in return, should receive a fair day's pay and in this way both the employers and the workers benefit. Specifically, we don't expect all of our employers to “love” the Union but we do expect them to treat their workers and our Union in a professional and businesslike manner. When employers don't do this, the Carpenters' Union takes action to defend its rights and those of its members.

A recent example of such action involved UBCJA Local 1072 (the CDCO's province-wide, industrial local union) and one of its employers, Royal Group Inc. Royal manufactures PVC piping and fittings in Woodbridge and currently employs approximately 150 members of the UBCJA. For a number of years, Royal has had a “Quarterly Incentive Plan” (“QIP”) which provided a 2% bonus to all of the workers every 3 months. In 2019, Royal increased the QIP amount to 4% but also tried to make deductions from this bonus payment for workers whom it felt had committed infractions during the previous 3 months. Jennifer Bennett, the Coordinator for Local 1072, felt that this was a form of discipline and by doing what they were doing, Royal was trying to avoid the “just-cause” for discipline standard required by the collective agreement. The Union took its challenge to arbitration and was successful.

A reasonable employer would have accepted the decision of Arbitrator Burkett and moved on, but Royal didn't do this and instead decided to “double down”. Because it has lost at arbitration, Royal decided to punish all of its workers and then try and blame the Union for that punishment. Royal reacted to its loss by lowering everyone's bonus payment back down to 2% and then issued statements to the workers saying that they were getting a lower QIP because of the Union's grievance. This resulted in Local 1072 having to take action at the Labour Board to defend its own rights and those of its members. Jennifer Bennett and Local 1072 argued that we have the right to defend our members, by filing grievances and winning at arbitration, and when we do companies can't lower workers' wages (including bonus payments) because of what we did. After a long fight, the Labour Board agreed with us. The final decision is quite lengthy and so we can't reproduce all of it for you, but the following

quote will give you a flavour of what the Labour Board thought of Royal and its actions. Vice-Chair Morris Green stated:

48. The above assertions claiming “negative impacts”, ..., continue Royal's attempt to blacken the Union's reputation in the employees' eyes. The claim that the Union's actions were counter to harmonious labour relations is also factually unfounded. The fact that a Union has the right to defend its members by way of filing a grievance is the very essence of maintaining harmonious labour relations, as opposed to the “I'm Alright Jack” approach of “hitting the bricks” (see Peter Sellers British film of 1959). The Employer tops off its complaints about the Union's actions by advising the bargaining unit members that the QIP is being lowered to 2%. Thus, the patently not so transparent message is “its the Union's fault” your QIP earnings will now decline.

Like we said at the start of this report, we want to work with our employers but if they try and “mess” with our members and our right to represent our members, then they should watch out!

Beware of “Fake News”

As we are sure you are all aware, our employers, and many of the clients for which they work, have been putting in place COVID-19 vaccination and testing policies. As the CDCO has repeatedly stated, from the Union's point of view, whether or not a member gets vaccinated is an individual choice which all members are entitled to make on their own behalf. However, and again as we have also always made clear, if a member decides not to get vaccinated there may be consequences for that member related to their employment with a particular employer and/or on particular job sites.

Your Legal Department wants to warn all UBCJA members about the “dangers” of relying the internet for legal advice related to work. This is a constantly changing situation and there are a lot of completely inaccurate legal theories being circulated in cyber space about the Human Rights Code, the Charter and the Nuremberg Code, amongst many others laws and regulations. Obviously, not everything which is posted online is wrong but a lot of things are.

As members of the Carpenters' Union, you all have access to trained business representatives and, if they do not know the answers to your questions themselves, they can always contact the Legal Department on your behalf. Therefore, we are advising all UBCJA members to take advantage of these resources to get accurate and up to date legal information about workplace COVID-19 vaccination and testing policies, rather than just relying on “something you read online”.

SOCIAL MEDIA HIGHLIGHTS



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In Memoriam

Local 18 - Hamilton

Denis Audette
William Duncan
Gerald Gadoury
Eric Hunter
Rino Michaud
Kelly Rowe

Local 27 - Woodbridge

Alceste Colussi
A. B. Crofton
Chuta R. Ebata
Avelino Eusebio
Frank Filipas
Harry Gunther
Luther O. Hayle
Dennis Hedley
Niels Jensen
Nestor Kachkowski
Milan Macesci
Marvin Nedd
Balton Nielsen
Marcus H. Ott
Manuel M. Pedrosa

Annunziato Presta
Edwin R. Solomon
Loriano Tomei
Joff W. Willson

Local 93 - Ottawa

Jean Barbeau
Herbert Klee

Local 397 - Oshawa

Salvatore Bellissimo
Roy Harold Blakely
Mario Dare
Leon Theriault

Local 675 - Woodbridge

Paolo Alessandrini
Melvin Baez
Anitta Casey
Chris Donald Casey
Frank Delbalso
Imrich Duda
Jan Gasparec
Alyre Guimond

Josef Hoeck
Siegfried Klingler
Cole Panesar
Ivan Quenneville
Gliso Radinovic
John Roma
Chris Sobczynski
William Thomson
Yuriy Zhlobitsky

Local 785 - Cambridge

Franklin G. Huras
Hans Kahlmeier
Gary D. Sampson Jr.

Local 1256 - Sarnia

Ray Anderson
Marvi Norland
Taymond Vanderwielen
Rogar Ward

Local 1669 - Thunder Bay

Norman James Ames
Prosdocimo Bertolo

Pentti Haapsaari
Carmelino Vacca

Local 1946 - London

Wilfred Bourque
Francis Gibbons
Brock Motheral

Local 2041 - Ottawa

Denis Brind'Amour

Local 2222 - Goderich

Manfred Dierolf
Lewis Rowsell

Local 2486 - Sudbury

Antonio Campagnaro
Leo Dubuc
Roland Lauzon

Local 1030 - Toronto

Andrea Carrubba
Trevor Richards



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www.paradiseonbloor.com

www.heritagetoronto.org

In Flanders Fields

*In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.*

*We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.*

*Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.*

Major John McCrae

Canadian doctor and WWI artillery commander



The Carpenters' District Council of Ontario

222 Rowntree Dairy Road
Woodbridge, ON L4L 9T2

