

THE CARPENTERS' DISTRICT COUNCIL OF ONTARIO



TRADE TALK

Spring 2022

BUILDING A STRONGER FUTURE

ONTARIO ELECTION - JUNE 2, 2022



DOUG FORD



STEVEN DEL DUCA



ANDREA HORWATH



MIKE SCHREINER

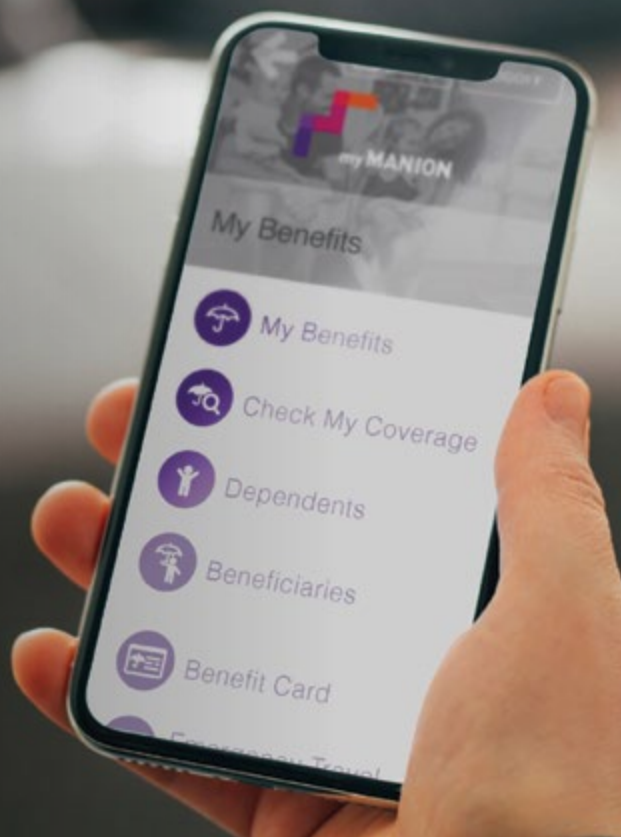
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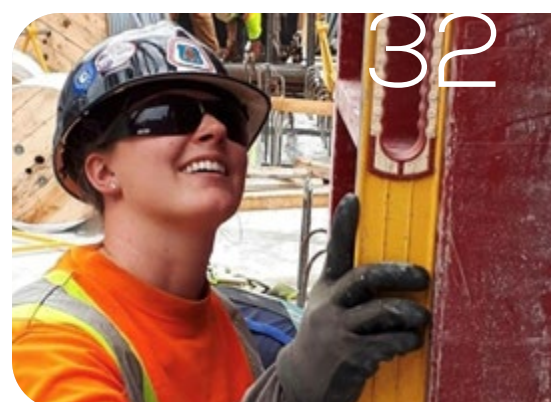
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**The Carpenters' District
Council of Ontario**

222 Rowntree Dairy Road
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GEMMA BEIS



MESSAGE FROM THE E.S.T.

Tony Iannuzzi, Executive Secretary Treasurer

Brothers and Sisters:

As we celebrate the arrival of spring, I am cautiously optimistic that we can finally say goodbye to most of the COVID-19 restrictions with which we have all been living for the past two years and return to a sense of normality. I want to extend a very heartfelt thank you to all of our members who have continued to work throughout this pandemic. Because of each of you, we have made sure that Ontario has kept running. I have always known it, but this pandemic has proven that our members are essential to the prosperity of this province.

With the continued reopening of the province, our locals look forward to welcoming our members back to in person meetings. Please contact your local to find out if any meetings are scheduled.

By the time you receive this edition, we will be well underway in our collective agreement negotiations, both for the ICI sector and for many of our other collective agreements. We anticipate good increases across the board.

As many of you know, a provincial election is expected to be called soon. We are meeting with the parties to discuss how their platforms best serve our members. Stay tuned for more information from the Union in this regard.

Finally, as I write this, we are inundated with news regarding the conflict in Ukraine. Our thoughts are with everyone who has been negatively affected by this conflict and we wish for a speedy return to peace in the region.

On behalf of everyone at the CDCO, I wish each of you a very happy spring.

In solidarity,

Tony Iannuzzi

Executive Secretary Treasurer



**Make sure that you get your No Tax Fraud
hard hat sticker for our 2022 Campaign.**

 **#TFDOA2022**

NEWS UPDATES



Mike Humphries (H2H rep) at a job fair in Petawawa on Monday February 28th, reaching out to Canadian forces members advising them about careers with the Carpenters Union. 🐦 @H2HCanada



Labour Minister Monte McNaughton makes announcement regarding jobsite Health and Safety which includes requirements for Naloxone kits to be available at various Workplaces including construction sites.

From left: Paul Rosen, Bryan Arnold, President Eastern Construction and Labour Minister Monte McNaughton.

🐦 @Easternconst / @rosen57 / @MonteMcNaughton

Consuls General from multiple Caribbean countries met at the CDCO offices with representatives of the Carpenters Union on February 11th to honour Black History Month and to discuss meeting the challenge of skilled trades shortages in Ontario, also joining this meeting were local MP Francesco Sorbara and Federal Immigration Minister Sean Fraser (via Zoom).

From left are: Lincoln Downer (Jamaica), Dawne Francois (Grenada), Brenda Foreman (St. Kitts & Nevis), Anne-Marie Layne (Antigua & Barbuda), Chris Campbell Equity rep (CDCO), Tracey Ramsubagh-Mannette (Trinidad & Tobago), Sonia Marville-Carter (Barbados), Tony Iannuzzi EST, (CDCO).



Chris Campbell, (Equity/Diversity rep with the CDCO) with Gervan Fearon President of George Brown College attend the December 2021 groundbreaking for Limberlost Place at the GBC campus on Toronto's waterfront.

This 10 story mass timber project is designed by Moriyama Teshima Architects , to be built by PCL construction and scheduled completion is 2024.

🐦 @GBCollege / @actonstry / @moriyamateshima

Carpenters Open House with Caribbean Consuls February 11th, from left: Jane Wilson of TCBN, Obi Ogechi Dike of Building Up, MP Francesco Sorbara, Rosemarie Powell of TCBN and EST Tony Iannuzzi. 🐦 @fsorbara / @TCBN_TO



MESSAGE FROM THE PRESIDENT

Mike Yorke, President

If you have ever been into Hart House, that magnificent Gothic Revival masterpiece on the central campus of the University of Toronto, you may have noticed a painted text in the Great Hall that reads to the effect "How slow go by the minutes, but how fast the fleeting years" or words to that effect. Certainly speaks to all of our lives, and some more than others, I guess the older one gets the more sense that statement makes.

And this year stands out as one in which time seems to be totally flying by- with more changes, activities and events just cascading on our lives like a waterfall. Seems only yesterday the #TruckersConvoy was occupying Wellington street in Ottawa, (see article on Page 44). The hot tub had hardly been emptied when Putin's military launched an illegal, violent invasion of a sovereign Ukraine resulting in death, destruction and a world on the edge of disaster. There have been many opportunities to show solidarity with the people of Ukraine including at Toronto City Hall (see photo this page).

Rapid upcoming challenges for our union include negotiating the Provincial ICI agreement and numerous others in other sectors like industrial, EPSCA and Residential. Just as these are ongoing we have the annual UBC <https://notaxfraud.com/> campaign that runs 11-16 of April, so look forward to a wide ranging campaign involving communications thru MSM, social media and jobsite events around Ontario. The ink on our Tax Fraud ads will barely be dry before the writ is dropped in early May for a provincial election on June 2nd (see pages 36 & 46).

Summertime offers some respite before we get our running shoes back on again for Ontario's Civic election on October 24th where we will be putting our key issues front and center once again – to all candidates. Our support and efforts are not just doled out, but are driven by a commitment to improve the lives of our members. Those that want our support need to know ... and respect that.

The other theme of this Trade Talk issue is about the investments in training, skills development and values our Union instills in our #NextGen workers. You will see numerous articles that highlight that in this issue along with a note about the upcoming National Apprenticeship Competition (<https://ubcnac.ca/>) hosted this May (26-28) by local 1669 in Thunder Bay. We offer congrats and best

wishes to all competitors and will have a full report next issue / and on social media platforms.

Lastly, in a link back to the opening comments about the wisdom seen written on the walls of Hart House, I must say my number of years as President of Carpenters Local 27 did in fact, fly by and was truly an honour (with a fair share of challenges). I wish the full executive all the best going forward and I'm confident they will take the organization to greater heights.

Till the next time, work safe and continue building our union and our communities across Ontario.

In solidarity,

Mike Yorke
President



Thousands gathered on Sunday February 27th at Toronto City Hall (and elsewhere around the world) to offer support and solidarity with the people of Ukraine in the face of a Russian onslaught that has received worldwide condemnation!

*For more info see [@ukrcancongress](https://twitter.com/ukrcancongress)
[@ucctoronto](https://twitter.com/ucctoronto) #StandwithUkraine*



Follow Mike at twitter.com/myorke27
Council News thecarpentersunion.ca

TAX FRAUD

The Underground Economy Hurts Us All

Tax fraud and other illegal business practices in the construction industry cost the Canadian economy billions at the expense of workers, taxpayers, and law-abiding businesses.

**Join us for Annual Tax Fraud Days of
Action Campaign April 11-16, 2022**

**stoptaxfraud.net/canada
www.notaxfraud.com**

CANADIAN
DISTRICT



United Brotherhood of
Carpenters and Joiners of America



ORGANIZING DIRECTOR'S MESSAGE

Henry Pereira, Director of Organizing

Brothers and Sisters,

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

While 2021 has come and gone, I am proud to say that it was another successful year for the CDCO's organizing department.

As the COVID-19 pandemic approaches its third year, the labour movement in Ontario is energized. Workers across the province continue to stand up for their rights to organize, and many of them are choosing the Carpenters' Union to represent them.

When a Union is seeking to organize a workplace, employees working for the employer have the right to either support or oppose that union. Employers on the other hand, will do everything in their power to stop them.

This is called "Union Busting" and it includes a range of activities undertaken by the employer to disrupt or prevent the formation of a Union in a workplace.

Early this year during an organizing drive, three strong and vocal supporters of the Carpenters' Union were told by their employer that it did not have any more work for them, and were being laid off due to shortage of work.

Of course, we knew that was not the case. Our legal department immediately filed an unfair labour practice complaint against the employer with the Ontario Labour Relations Board, and requested, amongst other remedies, that the employees be reinstated with full compensation for the days they did not work.

After two days of hearings, the OLRB issued a decision ordering the reinstatement of the three employees, and directing the employer to post a copy of the decision at all of its jobsites.

The Carpenters' Union has always respected the decision of employees to support or oppose a union organizing drive, but we will not allow any employer to intimidate and/or punish an employee for their support of the Union.

On behalf of the CDCO's organizing department, I would like to thank and welcome all the new members that joined the brotherhood in 2021, and a special thank you to these three members who believe in the Carpenters' Union, showed strength during the hearing, and continue to promote our Union during the ongoing organizing drive.

In Solidarity,

Henry Pereira
Director of Organizing



Rokhaya Gueye (R) was profiled in the Globe & Mail on International Women's Day

8 MARCH INTERNATIONAL WOMEN'S DAY



MESSAGE FROM EQUITY DIVERSITY INCLUSION REPRESENTATIVE

Chris Campbell, Equity Diversity Inclusion Representative

Dear Members, Colleagues and Friends

C OVID-19 restrictions are about to be lifted and we will soon have many more social interactions in our local communities. Happy St. Patrick's Day. Join us for this parade in March.

The 2022 Provincial collective bargaining is underway and I am hoping we will adapt more supportive language on Equity Diversity Inclusion ("EDI") during negotiations.

Thanks to Jason Rowe, the Canadian District Vice President, for his 2022 UBCJA statement in support of Black History Month (BHM). In celebration of BHM, our Executive Secretary-Treasurer Tony Iannuzzi hosted an open-house event for Consul-Generals of the Caribbean. Also in attendance were MP Francesco Sorbara and MP Sean Fraser.

A special 'thank you' to the CDCO-affiliated unions, members, staff and friends for supporting BHM.

I am happy to hear the announcement of City of Toronto Mayor John Tory that all festivals are finally back on schedule. We are looking forward to supporting the St. Patrick's Day Parade, the CHIN Picnic, Indigenous Peoples Day, the Taste of the Danforth, the Toronto Caribbean Carnival, the Pride Parade and a host of other community-based events. We ask all our members and their family and friends to join us as we participate in these festivities.

We are working every day to promote our organization to those communities and to encourage them to join the Carpenters' Union.

I have been asked on numerous occasions to include our members of the LGBTQ2s+ community in my message and I am happy to do so.

In speaking to Julio Aranega, he stated that *"as part of the LGBTQ2s+ community, my husband and I always saw our union reps as an ally to normalize our presence on the jobsite. We were always respected and treated equally as any other members and never felt any discrimination"*

Stephanie Carey, another member of the LGBTQ2s+ community, also proudly shared her thoughts. *"When joining a new worksite/ crew, there's a tendency to hesitate and feel like you need to 'test the waters' before deciding to come out to your colleagues. This is not unique to working in the Union or in the trades. It just tends to be a reality for many of us in the LGBTQ2s+ community. Perhaps, at first, the news that I have a wife catches some people off guard, but nonetheless I have been fortunate enough to work with crews that have allowed me to feel comfortable and safe enough to share that my wife and I are proud members of this community."*

I strongly believe that representation matters and am encouraged to see the UBCJA take the first steps in publicly supporting the LGBTQ2s+ community as an ally. While my experience has been positive thus far, I know this is not the case for everyone. I am hopeful that more people in the trades will feel safe enough to be their authentic selves" (see Stephanie's story on page 34)

Let us continue to march forward towards greater progress and prosperity in the United Brotherhood of Carpenters and Joiners of America.

In Solidarity,

Chris Campbell

Equity Diversity Inclusion Representative



Follow Chris at [@27ChrisCampbell](https://twitter.com/27ChrisCampbell)

[linkedin.com/in/chris-campbell-52915b40](https://www.linkedin.com/in/chris-campbell-52915b40)

thecarpentersunion.ca/inclusive-workplace



LOCAL 18 HAMILTON

Garry Baverstock, Local 18 Coordinator

The work picture still looks good in Local 18's area, with more than 95% of members employed and the remainder of the membership expected be working shortly. The Industrial sector is expected to stay busy the rest of the year, with several Industrial partners continuing with small shutdowns and a few new Capital projects on the horizon.

With COVID-19 restrictions loosening up, Local 18 will be adding additional Safety and Skills Training Programs to the Training Calendar. Local 18 has been offering limited classes throughout the last 2 years and only sticking to the essentials which include Working at Heights, Globally Harmonized WHMIS, Scaffolding, MEWPS and Forklift.

Beginning in April, Local 18 will be hosting in person Monthly Membership meetings, Shop Stewards meetings and all other Local 18 Committee meetings. Going forward in-person meetings will be held in compliance with Covid-19 restrictions on the number of people attending indoor gatherings. Local 18 is looking forward to getting back to our regular daily pre-COVID-19 schedules.

With Matt Creary officially retiring on December 31st, 2021, the positions of Local 18's Local Union Coordinator and the CDCO's Executive Board position of Trustee was left vacant. I am honored to have been appointed to the positions of Local Union Coordinator for Local 18 and CDCO Executive Board position as Trustee by the CDCO EST, Tony Iannuzzi with the backing of the CDCO Executive Board.

I have worked with Matt Creary for over 12 years as a Business Representative here at Local 18 and I appreciate his time, guidance, and most of all his patience. The membership of local 18, Local 18 Executive, Staff, Business Representatives, and Organizers would like to Congratulate Matt Creary on his retirement and wish him a long and healthy retirement.

In Solidarity,

Garry Baverstock

Local Union Coordinator

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The De Novo Treatment Centre is an accredited, drug and alcohol treatment service operated as a partnership between management and unionized members of Ontario's building and construction trades, offering its services to unionized construction workers, employers, and their families. De Novo was first established in Sundridge, Ontario, opening its doors with 21 beds for male clients in August 2002.

De Novo means "A New Beginning" in Latin and since its inception, the Centre has offered the means of a new beginning to over 6,000 men, women and young people affected by the struggles of alcohol addiction and substance abuse. In January 2019, De Novo moved to its new, state-of-the-art location in Huntsville, Ontario where it now has a capacity to serve 40+ men and women on their path towards recovery.

De Novo remains on the leading edge of addiction treatment providers. By remaining proactive in its approach to treating substance use and mental health, the Centre has acquired funding through the Ministry of Labour, Training and Skills Development to embark on a research project entitled "Identifying the drivers behind addiction and suicide rates within the unionized construction industry". The results of this research initiative will provide invaluable insights into the leading causes of addiction

with a view to crafting the most effective solutions and treatment options for clients.

For many years, the Carpenters' Union Local 27 has been a constant and generous supporter of the De Novo Treatment Centre. As a result of supports coming from organizations like Carpenters' Local 27, the Centre can continue to provide life-saving services to Ontario's unionized construction employees and employer partners through its residential addiction treatment programming, aftercare initiatives, and family programs.

Aaron Sinclair
Executive Director - De Novo

Chris Crompton
De Novo Board Member

Patrick Dillon
De Novo Board Chair

De Novo Treatment Centre
87 Forbes Hill Dr.
Huntsville, Ontario P1H 1R1
P: 705-787-0247 Ext 236
TF: 1-800-933-6686



Chris Crompton
De Novo Board Member,
Local 27 Executive Member
and Business Representative



LOCAL 1256 SARNIA

Bob Schenck, Local Union Coordinator

Brothers and Sisters,

Sarnia/Lambton remains very busy with new construction the Origin Project and just announced a \$250 Million Crown Royal facility to be built on 400 acres as well the shutdowns are beginning.

Congratulations to Dimitrios Hatzisavvas, Riley Taylor and Corey Goodacre for passing the General Carpenter inter provincial exam.

Best wishes to Frank Gagliardi, Dave Fogel, Thomas Hachey, Charles Widdup, Darcy Van Mensel, Fergus Burns, Norman McAuslan and Ronald Coene on your retirements.

In memoriam; Ian McDowell, Barry Brown, Jack Piggott, Donald Tomlinson, Tony Kimetic, Glensen Aquash and Eduino Leal.

Best wishes to all for a safe and happy summer.

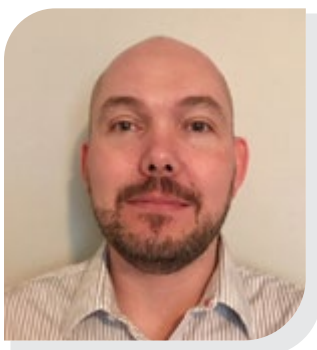
In Solidarity,

Bob Schenck

Local Union Coordinator



Apprentices at Trade School with Lambton College, the College uses Local 1256 Training Centre and utilizes the overhead crane for the formwork portion of the in school training.



LOCAL 1946 LONDON

James Hueston, Local Union Coordinator

As we Spring ahead into the start of what will be an amazing year, we are greeted with the smiles of members and visitors alike as the COVID restrictions wane.

We look ahead with optimism to the return of regular meetings and events in addition to the discussion and vote for the new Collective Agreement.

In spite of the ever-changing landscape over the past 2 years with COVID restrictions, economic and political uncertainty, I am proud to see that our membership has continued to grow and flourish. With the addition of 51 new members in the past few months and a very busy construction spring/summer ahead.

In closing, I wish to express my gratitude to our office staff who continue to support our members. Organizers, Executives and Trustees behind the scenes.

Events

We were once again asked to assist with the ChildCan Polar Bear Dip. We are pleased to announce the efforts of this incredible planning committee and the many brave participants resulted in raising nearly \$67,000!!



We are excited to announce the first annual Rosemary LaRue Commemorative Golf Tournament, to show our deep appreciation for her 15 years of dedication to our organization.



This year our tournament will be hosted at FireRock Golf Club, and we look forward to sharing a day of golf and brotherhood.

Training

We have had 3 very successful groups come through with the Tomorrow's Trades and are honoured to be a trusted partner in this initiative. It is refreshing to introduce so many young, excited faces to the exciting world of Construction Trades.

Through the Spring and Summer months our focus will be Safety training and C of Q preparation for the many members who are eager to write their certification.

In Solidarity,

James Hueston

Local Union Coordinator





LOCAL 2222 GODERICH

Ryan Plante, Local Union Coordinator

Local 2222 welcomed a new Office Administrator, who we are proud to introduce. Kendra VanHardeveld has worked in the nuclear sector for over 11 years. The last 8 years Kendra was employed as a payroll and billing supervisor for ES Fox Limited. She brings with her a wealth of knowledge and a positive upbeat attitude. Kendra has quickly become a valued member of our team.



We strive to excel in community outreach and are proud to announce some upcoming initiatives. We will be partnering with HAAMB (Huron Area Aboriginal Management Board) and Georgian College to offer advanced training in carpentry and hands on work experience for Indigenous candidates. The 28-week certificate carpentry program will begin fall 2022 and finish mid spring. Successful candidates will go on to a 6-week work placement.

In our continued efforts to offer training and skills development, we will be working with Four County Labour Market Planning Board. The board is funded through Employment Ontario, MLTSD (Ministry of Labour, Training and Skills Development) and the Federal Government. The construction training program will begin in April and will provide under privileged candidates financial support while training. Through the construction training program, we seek to provide participants with the necessary skills required to obtain quality employment.

Fanshawe College remains a great partner in a variety of projects. Our newest initiative is a combined accreditation course. Dual credit programs allow eligible high school students the supervision and support of both a college instructor and their high school teacher. Scholars will also have access to a variety of college supports and services. The course will count toward the student's Ontario

Secondary School Diploma, a Post-Secondary Certificate, Diploma, Degree, or Certificate of Apprenticeship. We are proud to be a part of innovative programs such as these and look forward to watching their progress.

On December 18th 2021, Bruce Power's Unit 6 Major Component Replacement (MCR) reached an important milestone when the final of eight steam generators was lifted safely into place. The



new steam generators will be providing clean reliable power for decades. Each of the eight steam generators weighs approximately 320,000 pounds and was required to be lifted through the powerhouse roof enclosure using Mammoet's PTC-35 crane. The crane is one of the largest in the world and features a boom the length of a hockey rink. Projects like this one support Canada's largest private infrastructure and clean energy project, creating and sustaining 22,000 high-skilled jobs annually.

As part of the completion of the Isotope Production System (IPS) at Unit 7 of Bruce Power, we helped to produce the first power reactor in the world with installed capability to produce Lutetium-177 (Lu-177). Lu-177 is a medical isotope used in the treatment of various cancers, such as neuroendocrine tumors and prostate cancer. Lu-177 offers doctors a "seek-and-destroy" approach that targets cancer cells while limiting damage to surrounding healthy tissues and organs. For more than 30 years Bruce Power's Bruce B reactors have been used in the production of Cobalt-60, which is mostly used to treat brain tumors. Advancements such as these have allowed us to be a part of ground-breaking isotope production that is recognized worldwide.

Local 2222 is proud to be a continuous contributor to such wide spanning projects. Locally, we are eagerly anticipating the return to in person meetings, and many more positive changes in 2022.

In Solidarity,

Ryan Plante
Local Union Coordinator



ISOTOPE PRODUCTION SYSTEM (IPS) AT BRUCE POWER



UBC LOCAL 2222 MEMBERS SUPPORT INSTALLATION OF INNOVATIVE NEW ISOTOPE SYSTEM AT BRUCE POWER

The installation of an innovative new Isotope Production System (IPS) is nearing completion on Bruce Power's Unit 7 to produce Lutetium-177, a medical isotope used in the treatment of various cancers, including neuroendocrine tumors and prostate cancer. Members of UBC Local 2222 played an integral role in supporting the advancement of this project through executing significant scaffolding modifications. The expertise of the team of carpenters ensured the modifications were completed in an efficient and safe manner.

With the system installed, Bruce Power will be commissioning the system and advancing next steps with the goal of commercial production later in the year. The IPS is a groundbreaking innovation by Bruce Power and Isogen (a partnership between Kinectrics and Framatome) that will make Unit 7 the first power reactor in the world with installed capability to produce Lutetium-177.

The IPS is a versatile system that can be installed on other Bruce Power units and has the potential to produce other medical isotopes. This flexibility allows Bruce Power to adjust to support the medical community as it innovates in the future.

"This installation of the IPS is an exciting milestone on our journey to becoming the first power reactor in the world to provide a scalable, game-changing solution in the supply of life-saving medical isotopes for the global medical community," said James Scongack, Bruce Power's Chief Development Officer and Executive Vice-President, Operational Services.

Bruce Power will market the new isotope supply in an historic collaboration partnership with Saugeen Ojibway Nation (SON). The partnership project with SON, named "Gamzook'aamin Aakoziwin," includes an equity stake for SON and a revenue-sharing program that provides a direct benefit.

"Ontario is leading the way in the production and supply of medical isotopes around the world," said Hon. Todd Smith, Ontario's Minister of Energy. "I'm proud of the innovative work being done by Bruce Power and its partners in the supply chain, including Framatome and Kinectrics. Their efforts are helping to further cement our position as an international isotope superpower, while providing critical medical tools to help meet the needs of patients battling cancer."

To learn more, go to www.brucepower.com/isotopes.

CARPENTERS UNION CELEBRATES BLACK HISTORY MONTH WITH STRONG SUPPORT ACROSS ONTARIO

The Carpenters District Council of Ontario (CDCO) is sending a clear message of solidarity to mark Black History Month throughout February by collaborating with the Carpenters National office to promote awareness on job sites across Ontario.

"The Carpenters' District Council of Ontario believes that workers in Canada deserve a safe equitable workplace free of discrimination," the union stated. "On the first day of Black History Month, the carpenters' union is standing up for the rights and dignity of members in communities across Ontario."

Across Ontario, Canada and all of North America, the Carpenters Union has been a home for new immigrants from around the world and a leader in the workplace on workers' rights, working conditions and training/ skills development. Standing up for workers to challenge racism, sexism and unjust treatment is part and parcel of our core values.

"February 2022 marks the 26th celebration of Black History Month in Canada. Yet, despite 26 years of recognizing the history combined with decades of effort, education and calls to action, systemic anti-Black racism continues to exist in our country," said Canadian District vice-president Jason Rowe.

While Black History Month celebrated every February across Canada is a time to celebrate and honour the legacy of Black Canadians, Rowe says it's also a stark reminder of the work that is "yet to complete in our efforts to combat systemic racism.

"It lives in many sectors, including the construction industry. Sadly, and disturbingly, UBC (United Brotherhood of Carpenters) members face discrimination and hateful acts of violence and crime to this day. And it needs to stop. Safety, diversity and inclusion are the number one priority for the UBC Canadian District and our goal is to protect our members by eliminating racism, discrimination and xenophobia of all forms" he said.

The CDCO will continue fighting to make a difference and address injustices because every worker deserves to be respected and have the right to a safe workplace.

Chris Campbell, equity, diversity and inclusion representative of the CDCO, supports the national statements.

"The diversity of our membership is one of our biggest attributes and proudest legacies," Campbell said. "I am grateful to the Black



The CDCO's Equity and Diversity representative, Chris Campbell with Toronto Mayor @JohnTory

leaders who went before us, and that built the structures upon which we stand today," Campbell said.

The union is proud of its track record of challenging racism in all its forms on jobsites and the collaboration with Toronto Mayor John Tory's office and the broader construction sectors unions, employers and developers to create the Toronto Declaration of Inclusive Workplace and Communities.

"The union was pleased that its staff and members joined with community members in the summer of 2020 to build awareness of and a challenge to anti-Black racism during a summer of public rallies, in which we joined with communities on a global level and were part of true social change," Campbell said.

"In 2022, we look forward to improving the language on Equity, Diversity and Inclusion within the Carpenters Provincial Collective Agreement to be re-negotiated this spring."

The union will promote Black History Month on social media platforms and in discussions at construction jobsites across Ontario.



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CONTACT CHRIS CAMPBELL FOR INFORMATION!

T: 416 305 6599 or E: ccampbell@thecarpentersunion.ca

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WIN IT PROGRAM AIMS TO SCORE BIG WITH UNDERREPRESENTED GROUPS IN THE TRADES

Building trades trainers are increasingly crafting recruitment drives that involve pre-apprenticeship programs targeting underrepresented groups partly as a response to societal pressures for a diversified workforce.

But the recruitment shift is also out of necessity.

“We’ve exhausted that white male demographic,” says Adam Bridgman, provincial carpentry training co-ordinator with the Carpenters’ District Council of Ontario.

“It wasn’t that we actively went out of our way to just hire white guys for the last 40, 50, 60, 100 years.”

But many young white males came to the trades to follow in the footsteps of their fathers.

That is not happening today and the Carpenters’ locals in Ontario see a growing need for women, people of colour and other minorities to help meet future workforce needs, Bridgman says.

A case in point is in Ottawa where Carpenters’ Local 93 is running a pre-apprenticeship program for Indigenous people, women and newcomers. Called WIN IT, it is tailored to work in the ICI sector, specifically concrete formwork and steel stud framing (two areas of need), the latter done in partnership with Local 2041.

“They (students) are given real job-like experiences, what they will see as a carpenter in the ICI industry,” says Jon Baron, Local 93’s training co-ordinator.

Of the 10 participants in the first cohort earlier this year, seven were woman, six of whom signed on as apprentices, says Baron.

“We didn’t anticipate this much success.”

The pre-apprenticeship course includes an introduction to framing, scaffolding, formwork, welding and stationary power tools.

Virtual reality equipment accelerates learning, giving students virtual construction site experience.

“It takes days off the learning curve,” he says.

Health and safety training such as working at heights, power elevated work platforms, forklift operator and first aid/CPR is also covered.



Carpenters’ Local 93 in Ottawa is running a pre-apprenticeship program for Indigenous people, women and newcomers. Called WIN IT, it is tailored to work in the ICI sector. Pictured is Brianna Gour from the pre-apprenticeship program in Ottawa.

.....

“They (students) are given real job-like experiences, what they will see as a carpenter in the ICI industry,” says Jon Baron, Local 93’s training co-ordinator.

.....

Baron says while most of the participants have been young at 18 to 20 years old, most are “very motivated. They want to be here, they ask a lot of questions.

The training and materials costs of WIN IT are free to students. The Local receives funding through the province’s Skills Development Fund.

Baron says the goal at Local 93 is to train 36 apprentices in three cohorts a year. It might not seem like a lot, but he believes the merits of a career in the trade could spread through word of mouth quickly to other eligible candidates.

“I see a huge benefit to the program,” says Baron. “I’d say it is working better than some others I’ve seen, so I hope that is enough to help us secure some more funding.”

In Thunder Bay, Carpenters’ Local 1669 has partnered with Anishinabek Employment and Training Services (AETS) to run two pre-apprenticeship courses geared to First Nations residents, one for carpentry and the other for drywall.

Evan Reid, president of Local 1669, says while traditionally many pre-apprentices fail to seek jobs in the trades, the Local has had more success with students in the past year partly because they get more attention in the smaller (by half) classes. This is a requirement under health and safety protocols brought on by the pandemic.

Students are taught the basics of a foundation in each trade over a 10-week period, with an additional two weeks provided for instruction in welding.

While Reid says a number of the students are from remote, fly-in locations and most are under 30 years old, usually about a quarter of the participants in each cohort are in their 30s and even 40s.

One of those is 32-year-old Ron Fox, who had no experience in construction prior to signing up for the drywall pre-apprenticeship course. Fox had to travel from Big Trout Lake, 600 kilometres north of Thunder Bay, for the course.

Adjusting to city life wasn’t easy and the course work was a challenge, he says.

“I had no idea what to expect but I have really liked it.”

Two weeks after graduating, Fox started pulling 12-hour shifts, installing steel studs and drywall at the expansion of the Kenora Jail for Integral Construction, a contractor that wants to hire him on a full-time basis for work on its next project in Ottawa.


Fox would recommend pre-apprenticeship to anyone who thinks they might have an aptitude for construction.

“Growing up, my late grandpa Bob Fox tried multiple times to get me into carpentry, but I wasn’t mature enough to understand it. Now that I am older, I finally get what carpentry is capable of for me. Carpentry is life.”




Ron Fox, 31, had no experience in construction prior to signing up for the drywall pre-apprenticeship course in Thunder Bay. Fox had to travel from Big Trout Lake, 600 kilometres north of Thunder Bay, for the course. He said it has changed his life.

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TOMORROW'S TRADES COURSE IN LONDON PROVIDES GLIMPSE OF A CHANGING WORKFORCE

When Andrew Lowry saw the list of participants in a 12-week apprenticeship course in carpentry, he was surprised by its makeup.

Even though the course is geared to underrepresented groups, he didn't expect so many women, roughly 40 per cent of the class.

Lowry is the training co-ordinator of Carpenters' Local 1946 in London, Ont. which held its first intake this fall of the course called Tomorrow's Trades.

Prior to class commencement, two women were earnest about a career in the field; by the end of the course, he says, six had signed up as carpenters' apprentices.

"As they went through the program, they saw the possibilities, they got more opportunities to do detailed work and they got into it."

While careers in construction haven't necessarily been on many women's radar, with only four to five per cent of the workforce female, that might be changing.

A factor that could see those numbers rise is the changing work atmosphere.

"I don't think there is much tolerance (on sites) for any kind of harassment or any kind of thing that would discourage women from getting into the field," says Lowry.

He adds the healthy nature of the work and a "good pay package" are factors to attract women.

"We have a lot of bigger jobs coming up around here too, so we are looking to fill positions. There is definitely more openings for women."

Supported by the province's Skills Development Fund and coordinated in a joint venture of the Building Trades Council of Ontario and the Carpenters' District Council of Ontario, the Tomorrow's Trades program includes a mix of theory, demonstrations and practical.

Over the duration of its first cohort in London students erected sections of a 20-by-30-foot wood frame structure, assembled scaffolding and two seven-by-seven-foot towers which they bridged together with tube and clamp scaffolding, says Lowry.

One of the participants who went on to be a first-year apprentice and is now working with a subcontractor on the construction of a factory for Maple Leaf Foods in London is 31-year-old Julia Freeman.

She spent three years in college in interior design but the 12-week pre-apprenticeship carpentry course woke her up to what she really wanted to do.

College gave her valuable lessons in reading and completing drawings and using software programs such as AutoCAD and Autodesk Revit, but she has always liked working with her hands.

"I am a visual person, I like design...but I think I'm meant to build."

Persuaded by her aunt to apply to the pre-apprenticeship course, 19-year-old Winter Hales was skeptical about the class, wondering if she was too young and whether she would be accepted by the male participants.

"Honestly, I thought I'd hate it and I would be one of the only women in the class."



The Tomorrow's Trades program includes a mix of theory, demonstrations and practical. Over the duration of its first cohort in London, Ont. students erected sections of a 20-by-30-foot wood frame structure, assembled scaffolding and two seven-by-seven-foot towers which they bridged together with tube and clamp scaffolding. The cohort was made up of 40 per cent women.

She was pleasantly surprised by the number of women and she took to the work quickly.

Now a first-year apprentice, Hales is employed by Big Show Scaffolding & Shrink Wrapping installing shrink wrapping on a plant being built for Amazon in St. Thomas.

"I didn't even know what shrink wrap was but, honestly, it has been a great work experience for me."

She says for the first two or so weeks, she "got a lot of looks" from the men unused to seeing women working on the site but her transition has been smooth.

"All of the guys have been respectful."

Freeman, who works for Thermal Design Insulation Ltd., says while the younger male workers tend to treat women working on the project as equals, she's capable of handling herself in awkward situations after spending years working as a server in restaurants.

Lowry says plans at Local 1946 are to hold three classes of 12 students each in the pre-apprenticeship program next year.

That might not seem like a lot, but word can spread quickly from participants to their friends about the merits of working in construction, a starting point to increasing underrepresented groups like women.

Both Freeman and Hales would recommend the course to women who like working with their hands.

"It gives you a chance to try out something over a short time without committing to college for two years...You don't have anything to lose," explains Freeman.

Pilots of the Tomorrow's Trades program have also run in Ottawa, Sudbury and Hamilton.

Along with recruiting more women into the field, the objective is to attract Indigenous people, people of colour, newcomers, people with disabilities and ex-military personnel.

This article was originally published in the Daily Commercial News @DCN_Canada

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LOCAL 27 TORONTO

Paul Daly, Local Union Coordinator

Greetings Brothers and Sisters,

Welcome to 27 Report Spring 2022!

It has been an unprecedented time for our organization with respect to our own growth and new initiatives as we navigated a global pandemic for the past two years.

I would like to extend a special heartfelt thank you to all who helped us navigate the pandemic safely together and for all of your patience, fortitude and hard work during very challenging times.

Welcome new members! Your enthusiasm and positive attitude is another reason behind the success of our organization. We encourage new ideas, innovation and approaches as we steer our organization in a rapidly changing world which impacts our industries in numerous ways.

Thank you to our returning and long-standing members! Your experience, collective expertise and knowledge of our history is an invaluable resource from which this organization was built. Together, our members' contributions to our communities and society is immeasurable and has created a proud, diverse and strong foundation from which to continue to build on our now over 9000 strong membership and growing organization. Your professional conduct online and on the job site fosters the continuation of positive public perception of skilled tradespeople and an organization worthy of the public trust. This trust includes the individual, employers, contractors and government.



Local 27 member Kieran Keenan receiving the Ellis Don Awards for Employee of the month.

Congratulations Kieran, for making this Union proud.

I would like to inform everyone that we now have a Mentorship Program which is being offered to all members. As part of this initiative, mental health training will be provided for both mentors and mentees. All members taking the Working Mind course are eligible to participate in the continued growth of this program. We are actively seeking mentors and mentees to participate. If you are interested in becoming involved in this program, please email mentorship@thecarpentersunion.ca.

A shout out to the Special Events Team! Your hard work providing ways to celebrate our membership is appreciated! The theme of innovation extends to the social events organized by this team, and this year our Local 27 annual picnic will be held at Canada's Wonderland! Please stay tuned for more information in the next couple of months with respect to details.



Thumbs up to our Special Events Committee.

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

Thank you to all of our instructors and support staff at our state of the art Training Centre. Your hard work and dedication in developing new programs and unique solutions to keep classroom sizes smaller allowed our organization to continue to educate and train our members, and allow them to continue to grow the skills and knowledge required in the diverse industries we represent. We have also streamlined the process for orientation. New



Congratulations to our Club 88 Retirees for their recent election.

From left to right: Antonio Di Millo, Financial Secretary (Acclaimed), Giuseppe Gianforcaro, Vice President (Acclaimed), Vince Alberico, President (Acclaimed), Mario Mirabelli Treasurer (Acclaimed), Ferdinando Battocchio Trustee (Acclaimed), Renato Ciaccia, Trustee, Edgar Loma Trustee (Acclaimed) not in the picture.

members can now join and complete orientation every Tuesday of the week from 8:00 a.m. to 3:30 p.m. This format also provides the opportunity for members with questions to gather more information about our process.

Apprentices have been sharing with us some of the great experiences they have had both in the classroom and on the job site. Thank you to all of our members who continue to informally mentor our trainees. Please continue your much appreciated guidance and help, and keep an eye out for the light blue hard hats we have been providing for our apprentices as they enter the College of Carpenters.

Finally, we would like to congratulate the Retirees Club 88 on their recent election and the selection of their new Executive Board. Please join me in congratulating Vince Alberico who was acclaimed as President, and his executive.



Mike and Pat Yorke

I would like to take this opportunity to thank Mike Yorke for his many years of dedicated service as President of Local 27. After more than 15 years of representing Local 27 as President, Mike has decided to step down from the Executive of Local 27. You can't say political action or community without thinking Mike Yorke the words are synonymous to anyone who knows our organization and Mike

Mike started his journey as an apprentice in 1982 working on various projects in Toronto. In 2004 he was elected President of the largest UBC local in Canada. He continues in his role as President of the Carpenters District Council of Ontario.

Mike's years of service to the brother and sisterhood has afforded him the respect of all levels of government, industry leaders, historical boards, builders, health care facilities and various community groups. His conviction and dedication has guided Local 27 through many years of turmoil and growth.

Thank you Mike. All the best as you embark on this new and exciting phase of your journey.

Paul Daly
Local Union Coordinator



On November 6th a team of Carpenters help build a deck for David Russel a Veteran of the Canadian Armed forces.

Mark Lewis, Sean Massinen, Arya Hosseini, Brent Dewel, Mike Humphries, Joseph Iannuzzi and Rory Smith all volunteered there time for this Renos for Heroes Build.



LOCAL 397 OSHAWA

Joel Neville, Local Union Coordinator

Greetings Brothers and Sisters,

Spring is here and with that said, shovels are in the ground for what is looking like a good year for construction in the area. This will provide the members with good work opportunities and with our Collective Agreement set to expire April 30th, hopefully a healthy wage increase.

Our membership continues to grow as new apprentices come in. Those working in the non-union sector are joining as they see the value and opportunities that the union provides.

We are pleased to advise that all local union meetings are back on schedule with no restrictions.

Our annual golf tournament has been scheduled for Saturday August 27th at Baxter Creek. Registration paperwork will be sent out closer to the tournament date.

Local 397 is also pleased to report that the membership approved a \$100,000.00 donation to Lakeridge Health's "Our Cancer Campaign" at its December meeting. Lakeridge Health was very excited to receive our generous donation as it was the largest to date. These funds help to provide excellent cancer care to the people of Durham Region, including our own members.

We have been busy ensuring the members have the appropriate training to get them out to work. They have adapted well to the WHMIS and Confined Space courses that we have been delivering through Zoom.

Local 397 has sent 6 members to basic school, 5 to intermediate and 21 to advanced from September 2021 to present. Congratulations to those Local 397 members who passed their C of Q in 2021: Ben Shaw, Wyley Veinot, Donovan Lewis, Nicholas Italiano and Chad Bunyan and those who passed in 2022: Andrew Kneilands, Kyle Kendall, Steve Bracci and Cassidy Turk.

In Solidarity,

Joel Neville

Local Union Coordinator

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



The Working Mind - Reducing the Stigma of Mental Illness

Conversations surrounding mental health have become increasingly prevalent in recent years. As the COVID-19 pandemic brought about changes in workplace culture, employers began to realize that the mental wellbeing of their employees is critical to company productivity and success.

Although “tough guy culture” is still a huge part of the construction industry, the attitude that construction workers are immune to psychological stressors is starting to change. Statistics Canada recently estimated that 33 per cent of construction workers reported poor mental health, and that 64 per cent of workers in the construction industry wished that their employers did more to support mental health initiatives.

In response to these emerging trends and statistics, The CCAT is now offering The Working Mind (TWM) as part of its Health & Safety portfolio of courses. TWM is part of the Opening Minds initiative, managed by the Mental Health Commission of Canada (MHCC). Opening Minds addresses the fear of stigma, which is a major barrier preventing people from seeking help for mental health challenges. The Opening Minds initiative is designed to help people understand normal reactions to stress and to learn how to manage those reactions. If identified and treated early, mental health issues can be temporary and reversible.

The Working Mind (TWM) course that is available through The CCAT is aimed at both employees and managers. People are encouraged to enroll for both personal and supervisory reasons. The course focuses on increasing awareness of mental health, reducing stigma and other barriers to care in the workplace, encouraging mental health conversations, and strengthening resilience in order to maintain the personal wellness that is required to better support yourself and others. Upon successful completion of the course, individuals will be able to understand mental health and mental illness, recognize the signs of mental health concerns in themselves and others, reduce stigma and negative attitudes towards people with mental health issues, and be able to better maintain their own mental health.

The Working Mind (TWM) is running online over three nights. The virtual course offers scenario-based lessons, videos featuring people with lived experience of mental illness, reference guides, and practical course materials. Upcoming dates and registration information is available at: www.theccat.ca.



People who live with mental health problems often report that the stigma they encounter is worse than the illness itself. Workplaces need to create an environment in which people who are living with mental illness feel comfortable seeing treatment, assistance, and support as they work towards recovery. Cultivating this kind of environment is especially important in construction where the mental health of workers is often overlooked in favour of toughing it out and getting the job done quickly. Construction will always be a high-pressure, cyclical industry that will continuously take a toll on the health of its workers. In order to establish best practices in construction when it comes to health and safety, mental health needs to be made a focus in the same way as physical health.



For more info see / follow:

[@the_ccat](https://twitter.com/the_ccat) [theccat.ca](http://www.theccat.ca)



LOCAL 675 TORONTO

Claudio Mazzotta, Local Union Coordinator

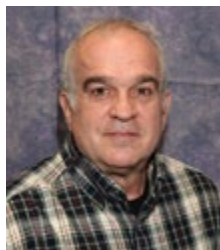
Brothers and Sisters,

Happy Spring to you!

As we head out of winter and into spring, our industry keeps flourishing. The spring outlook is optimistic as the city opens up and continues to provide new opportunities for growth.

Negotiations are underway for both the ICI and residential sectors as our collective agreement comes up for renewal on April 30, 2022. Please keep an eye out as we will be sending a notice to meet with our membership to ratify these agreements soon. We are confident that we will be able to provide you with positive news about improvements to wages and benefits so please stay tuned.

We say goodbye to Joe Sleva who will be retiring at the end of June! Joe joined DALI Local 675 Interior Systems in April of 1980 and worked at various projects across the GTA. He was hired as a Business Representative/Organizer in 1997 and served the membership with great integrity throughout. We wish Joe all the best and continued happiness on his retirement!



We have also commenced our apprenticeship orientation meetings, with new member meetings starting up soon. These meetings enable us to impart important information about Local 675, benefits and the Industry itself. It also gives the apprentices/new members an excellent opportunity to be involved in the Union and ask questions of business agents and myself. We invite and encourage all apprentices/new members to attend. Emails will be sent to the



Tom Smith, the Industry Apprentice Liaison – IFSTC, spoke at the orientation and can be reached at tom@ifstc.com or 416 740 5411 ext. 225 at the training center.



Adam Bridgman, the Provincial Carpentry Training Coordinator, also spoke at the meeting. Adam takes care of all training in Ontario for the CDC. Interested parties can reach him at abridgman@thecarpentersunion.ca or 905-652-4140 ext.417.



apprentices/new members, but you can contact Sandi Sarra at 905 652 4140 ext. 329 to be put on the roster for the next meeting!

Let me close by expressing our gratitude for your continued loyalty. As we enter the next phase of this process, we know that you will agree that the power of Local 675 comes from the strength of our members united. Thank you again for your hard work and integrity to our craft. Let's continue to stand strong and united!

Remember, we are here to represent you so please keep in touch. You are always welcome to contact your area Business Representatives with any questions or concerns or me directly at any time.

On behalf of the Executive Board and Staff of Local 675, we wishing you and your families a safe and fun spring & summer!

In Solidarity,

Claudio Mazzotta
Local Union Coordinator



LOCAL 785 CAMBRIDGE

Matthew Kwasnicki, Local Union Coordinator

Welcome to 2022,

And what an eventful year it has been so far, we are starting to see mandates lift and some form of normalcy is peaking around the corner.

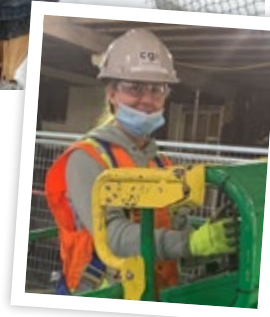
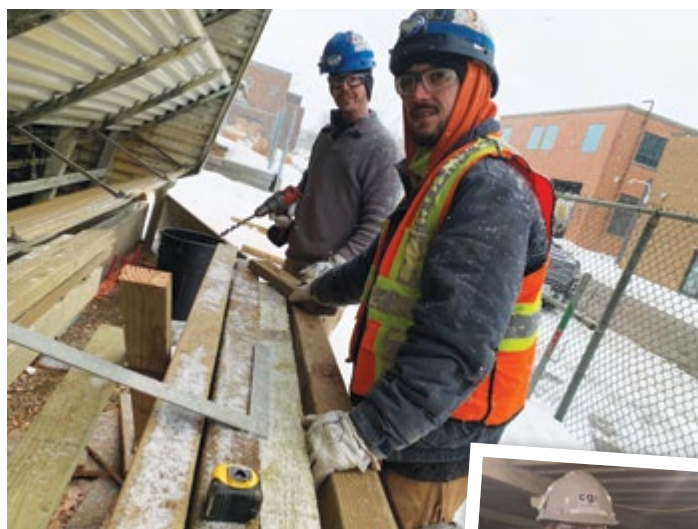
We have started the new year with the local executive board putting together 2022 goal initiatives and a few of the key focal points will be on Training and getting the Local Apprenticeship Committee back up and running again.

With Training being one of the key factors of a successful union, and members you will see a significant increase of training in the hall this year. We have met with our industry partners and discussed the industry trends. This will result on specific training on formwork, scaffolding and a basic acoustical course this year. We have increased in membership but need to get our newer members up to speed on the professional skillsets that is required from us in the field.

As we work and build relationships with current and new employers there is an underlining concern of supervisor training for our next generation supervisors. With the lull of sending our members to the International Training Center in Las Vegas to utilize the training offered, we have been forced to scramble to meet these temporary challenges. With resources like Adam Bridgeman our Provincial Training Coordinator he has alleviated this stress for our local. His hands on approach have assisted some of our local contractors when these issues have arisen. Adam has tailored a Supervision class for local contractor Ball construction and its key employees to maximise participation and explore opportunities to best suit the future initiatives of the company.

Anyone who has a passion, or feels they want to give back to the local in a training role please call the hall as we are always looking for more instructors.

The Apprentices of the UBC are extremely important to the future success of the carpenter's union. We as a local who are striving to be the best in the industry must make sure that we are committed to this goal. By achieving this goal, we need to put our members through training, go to trade school, and the mentoring in the field



atmosphere should be a foundation of our future apprentices. In the last few years, we have seen various obstacles to try and deter us from moving forward with obtaining this objective. This year we as a local we will be stepping up in this area, with getting our Local Apprenticeship Committee up and running again. This will ensure a clear and direct pathway of support for our next future leaders.

This year we will see the provincial negotiations, Non-ICI negotiations, and Divers agreements be negotiated. Organizing will continue to be another key factor for growth for this local, and we will be concluding various certifications that have been filed. As the High-Rise sector continues to boom, we will be keeping it a focus as most of this sector is unorganized.

With all this being said, training, supporting our next leaders we will be a successful union!

In solidarity,

Matthew Kwasnicki
Local Union Coordinator



OTTAWA HOSPITAL ONE OF THE LARGEST PROJECTS EVER IN CANADA'S CAPITAL CITY

At 2.5 million square feet, the new Civic Campus of The Ottawa Hospital will be one of the largest infrastructure projects ever in the capital city.

To open in 2028, with future phased development potential for 25 years, the \$2.8 billion project set on a 50-acre campus is expected to create 20,000 jobs during construction including ancillary businesses, research and training opportunities and health investments.

“It is a significant build, one of the largest in the city in a long time,” says Jason Emery Groen, project lead and design director with HDR, the architectural firm now working through preliminary design phases.

To minimize the impact of the big project on adjacent neighbourhoods, construction on the parking infrastructure which includes a 2,500-stall garage will commence this year to accommodate construction crews and equipment, says Groen.

Construction on the buildings is scheduled to start in 2024.

An excavation plan is in the works to minimize the amount of soil trucked off site, also lessening the impact on the surrounding community, he adds.

While the design is still in its early stages, HDR has a team of dozens assigned to the project, identifying the range of complexities associated with a large health care program.

The hospital will be a primary health care centre but will also be a learning hospital tied to universities in the region.

“Those two components make it such that it has very complex spaces...and functions,” explains the architect.

Beyond that, however, HDR faces hurdles it wouldn't have a decade or two ago, such as how to design for climate change and the potential for future pandemics.

A flexible design is paramount, Groen points out, noting the hospital will have to be relevant “at least for the next 50 years, if not well beyond.”

Fifteen years ago designing for that far off into the future wasn't a priority.

"We would consider the immediate day in how we designed a building."

Nowadays though, issues like decisions on building materials are tied to sustainability and the carbon footprint, he notes.

To design for the future HDR is employing "fairly sophisticated (modelling) tools, software and measuring systems" that factor into energy efficiency and sustainability, the architect says, adding resiliency calculations will identify design requirements to meet incremental temperature rise over the coming decades.

Another key to long-term design success is the stratification of services, planning the hospital with separate traffic flows and loading access/egress.

Ambulances and general public are examples, he says.

The architectural firm is not working in isolation. Design feedback comes from all levels of the hospital administration and health care staff.

"We're literally in contact with multiple individuals on a daily basis — that's just the nature of this project. It is so involved," Groen says.

The preliminary design model shows two in-patient towers connected to a central podium. To avoid "maze-like spaces" often associated with older hospitals with new additions, where patients and the general public easily get lost, HDR is looking at the possibility of future expansion in one tower, he says. Public walkways in the hospital with numerous sightlines to the outdoors and to the central plaza will help occupants keep their bearings.

In addition, rest areas and points of interest will be strategically placed along these pathways.

Largely to address infection control, each of the hospital's 640 or so rooms will be for one patient and each will have a bathroom.

Rooms will be designed with solar gain and air flow in mind to optimize patient comfort and reduce energy consumption, he says.

The new hospital will replace a nearby century-old Ottawa Civic Hospital built early 1920s shortly after the Spanish Flu.

RENDERING COURTESY THE OTTAWA HOSPITAL —
The preliminary design model for the new Civic Campus of The Ottawa Hospital shows two in-patient towers connected to a central podium. At 2.5 million square feet, the campus will be one of the largest infrastructure projects ever in the capital city. Construction on the buildings is scheduled to start in 2024.



"This project will make a huge impact to the City of Ottawa and Surrounding areas, not only for the construction work on the project, but the 20,000 plus jobs it will create for the future"

*Rod Thompson, Local 93
Union Coordinator*

TRAINING INVESTMENT IN ONTARIO'S CONSTRUCTION INDUSTRY **REPORT HIGHLIGHTS**



Photo Credit: Greg Bobier, UJA 527

► DID YOU KNOW?

The Unionized construction sector plays an increasingly important role in training the next generation of well-educated and highly skilled workers to meet current and future demands of the economy in Ontario.

UNIONIZED SECTOR'S GROWING COMMITMENT TO TRAINING WORKERS FOR THE FUTURE

\$146
MILLION

ANNUAL INVESTMENT

↑UP 261% from 2011 ↑UP 300% from 2006

\$325
MILLION

CAPITAL INVESTMENT

(2013-2019)



100

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40 ACCREDITED UNION-EMPLOYER TRAINING CENTRES DELIVERING APPRENTICESHIP TRAINING



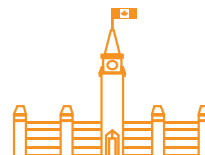
In-school training provided for **32** unique construction trade apprenticeships



60+ apprenticeship programs delivered across Ontario



Exclusive provider of apprenticeship training for **50%** of construction industry trades



32% of **government funded** apprentice seats are in union-employer training centres, up from 23% in 2012

▼ 2019 INDUSTRY SNAPSHOT



540,000
EMPLOYMENT

↑UP 24% from 2010



10,485
NEW APPRENTICESHIP REGISTRATIONS

↑UP 32% from 2010



5,478
APPRENTICESHIP COMPLETIONS

↑UP 72% from 2010

More apprentices are recognizing the importance of completing their apprenticeship program



Photo Credit: Craig Agar, IJ/OE Local 793



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TRAINING COORDINATOR'S MESSAGE

Adam Bridgman, Provincial Training Coordinator

The UBC places a top priority on developing the total professional: Carpenters who are not only technical experts in their craft, but who also demonstrate effective communication and leadership qualities. The Department of Education and Training's (DET) 3rd Year apprentice and Journeyman Leadership Programs contribute to this initiative by highlighting transformational leadership skills, communication and mentoring within our programs and aligning all training with the strategic priorities of Growth, Skill and Professionalism, and Organizational Effectiveness. Our industry is changing quickly and we must meet the demands of shifting cultural expectation. As more members become transformational leaders, they are transforming their jobsites, as well as their union halls, to a constructive culture. This change paves the way for future generations by adopting practices that will lead to higher market share, greater productivity, and overall, a better way of life for our members and their families.

The International Training Center (ITC) in Las Vegas, Nevada is the host site for these innovative programs and with borders opening after Covid-19 restrictions being lifted it is time to get back to this vital training. Course for the Canadian District are being offered in August, September, November, and December, both 3rd year apprentices and Journeyman.

3rd Year Apprentice Program

During the 3rd Year Apprentice program, seasoned apprentices gain a greater understanding of the Brotherhood and the construction industry, and of the role union members play in the success of both. Participants learn how professionalism, productivity, skill, and attitude contribute to their own success as well as that of their employers.

Topics of Discussion include:

- The UBC: A 21st Century Union/Our Vision for the Future
- Understanding Our Industries and Our Contractors
- Taking Care of Our Customers: Skill, Productivity, and Attitude
- Contractor Panel: industry insights, with questions and answers
- UBC History and Heritage
- A Spirit of Activism: What Can I Do?
- Mentoring Others Back Home



Journeyman Leadership Program

Journeyman develop leadership, mentoring, coaching, and communication skills, and learn to engage with newer members and lead by example, all while promoting positive work environments and productivity on the job.



As a result of attending this program you will deploy new and innovative leadership skills on the job which will promote a constructive culture by leveraging Transformational Leadership skills. You will develop a new toolkit that includes effective coaching, mentoring and communication skills. Your influence of others using these new tools will be at the heart of making this cultural transformation a reality.

For more information on these programs and how to apply please reach out to your local office and/or visit <https://thecarpentersunion.ca/international-training-centre/>

"Being a transformational leader is far more than a title – it's having the right skills, attitude, and focus to bring about large scale change." Douglas J. McCarron.

Adam Bridgman

Provincial Training Coordinator



Stephanie Crarey's decision to leave a desk job for physically demanding work making concrete forms for a parkade in a "dirty pit" below a downtown Toronto street a few years ago might puzzle many.

But to Crarey the job was just the start of a promising new career in carpentry.

"I was two storeys below street level working in a pit, in the weather...cold or hot. It was quite a change from the work I was used to," says Crarey who had worked for a telecommunications company prior to getting into carpentry.

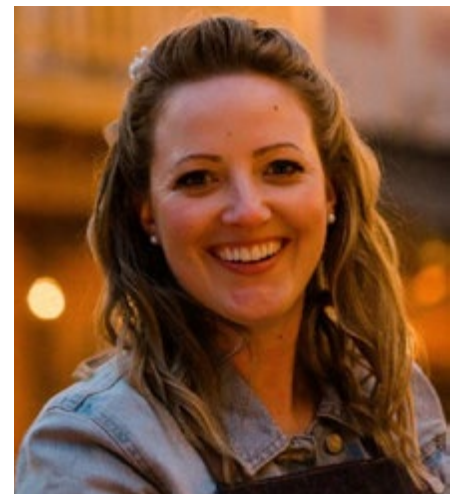
Concrete formwork is one of the toughest jobs in the building trades, a career-killer for many young apprentices. And the first few months working for Avenue Building Corporation were not easy ones for Crarey.

A pre-apprentice at the time, she had taken a basic course in carpentry at the College of Carpenters and Allied Trades (CCAT) in Woodbridge, Ont.

Her instructor, Adam Renaud, told her to tough it out with the formwork contractor for a year and if she still didn't like the work, he'd find her a new job.

"The culture on the jobsite and the fact she was female might have played a part in the early difficulties she faced," says Renaud.

"It was me and a bunch of guys," she says, pointing out that wearing a big coat and tucking her hair into her hardhat on cold, winter days kept her relatively inconspicuous. "Once I proved that I was there to work and do what was asked of me I was treated very well... accepted."



Crarey, 34, of Newmarket, Ont. decided to leave her desk job to become a carpenter, initially starting her journey in concrete formwork. She says had she seen more women in the trades, 'even when I was in elementary school, I would have jumped on this career a lot sooner.'

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Athletic by nature and with a university degree specializing in kinesiology, Crarey came to the trade knowing a thing or two about ergonomics and advice she received from one of her pre-apprenticeship trainers that leverage was her best friend for lifting heavy materials helped her meet the demands of that first job.

At Avenue Building, Crarey worked her way up from basic formwork to fly-forms for elevator core walls and then decks for concrete flooring as the building rose out of the ground. She stayed with the contractor for two years.

Her move to a job at Architectural Millwork and Door Installation (AMDI) put her inside, mostly doing detailed finish work such as prefabricated panels, doors and cabinet installations.

"I'm using different tools from when I was in formwork. It is very different."

The pay is good but the rewards go beyond the financial remuneration.

"At the end of the day, you have made something, maybe something you didn't think you could do. That's pretty cool," says Crarey who hopes to get her Red Seal certification within a couple of years.

The 34-year-old from Newmarket says she was curious about carpentry even in high school but like many young women she didn't know enough about the trade to tap that curiosity.

She says it is good to see more training opportunities in the building trades for women and other underrepresented groups.

"If I had seen more women in the trades, even when I was in elementary school, I would have jumped on this career a lot sooner."

A diversified workforce will change the culture on worksites. That's not a bad thing, Crarey suggests, stressing it shouldn't matter what you look like, how you identify, or where you come from.

"A great attitude and good work ethic" should be enough to take you far.

Renaud has been Crarey's in-class instructor at basic and intermediate apprenticeship levels at the CCAT. Each course is eight weeks long.

"She's been very coachable...I might get one or two questions from her and then she's good to go."

Crarey, who hopes to have the skillsets one day to build her own house, says there is still much to learn in the trade.

"I want to try everything and anything. Teach me more."

She credits her wife Melissa "my rock who pushed me to take the lead" into carpentry as integral to her career change.



Stephanie Crarey worked on some major projects while employed at Avenue Building Corp. doing formwork. Pictured is her view looking down at other buildings on The Well site in Toronto in 2020.

Her family has also played a big role. Dad Wayne, a retired truck mechanic and mom Sue, a former office administrator, instilled a strong work ethic from a young age, she says, adding her sister has also been supportive of the career move.

Renaud says Crarey should be an inspiration to young women considering a career in the field.

From day one she had "the appropriate personality traits, motivation and drive. It's what you want from an apprentice."

This article originally appeared in the @DCN_Canada

May 26 - 28, 2022
Thunder Bay, Ontario

ONTARIO ELECTION JUNE 2ND, 2022



With the 2022 Ontario provincial election quickly approaching in June, our members will soon be heading to the polls to decide which party they believe is best for Ontario's future. While all elections hold a great deal of significance, the 2022 election is unlike any we've had before. As pandemic restrictions begin to slowly ease, Ontarians will be selecting the government that will lead us away from the uncertainty of COVID-19 and towards a future which has both new opportunities and potential challenges.

With the economy finally beginning to rebound to pre-pandemic levels, there is reason to be optimistic. The potential for growth is almost limitless, and we finally have a chance to address the weaknesses and unfairness observed over the past 2 years. It is clear that healthcare has been critically underfunded for decades. Long-term care homes, retirement homes and our hospitals suffered greatly throughout the pandemic, and our frontline healthcare heroes, including thousands of UBC members in HOPE Local 2220, worked tirelessly in spite of it all. Investments in retrofits for these settings and other high-occupancy areas, such as schools, have the

ability to prevent future disaster and provide our members with countless jobs.

In addition, the pandemic has shone a spotlight on the province's housing crisis. The Ontario Housing Affordability Task Force identified higher-density housing, increased access to funds for municipalities, and transit-oriented growth as important solutions. If the next government follows through with these necessary infrastructure investments, our members will help build Ontario over the next few years as it grows to be more interconnected and accessible for all.

While it is easy to see where the possibilities lie, our province needs the right leadership to take us forward. It is our duty as citizens to evaluate each of the parties' platforms and identify which of them serves our best interests. Whichever party we choose, as Union members, our voices are extremely powerful and deserve to be heard but that will only happen if UBC members vote. Please do your part for your province, for your Union and for our collective future by heading to the polls on June 2 and voting in Ontario's 2022 general election.

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WORLD EXPO 2020

By: Dimitri S. Kerkentzes, *Secretary General of the Bureau International des Expositions (BIE)*

World Expo 2020 Dubai opened its gates to the public on 1 October 2021, being the first major global event to welcome visitors since the beginning of the pandemic. This unique World Expo, the first to take place in the Middle East, Africa and South Asia region, embodies the dynamism and bold spirit that are necessary for a transformed world to make a sustainable recovery.

With more than 190 countries participating, all the world is together in Dubai to connect, to exchange and to learn on this extraordinary global stage. Expo 2020 Dubai which is open until 31 March 2022, is the occasion to reconnect, to truly engage with critical questions of universal importance, and to showcase innovative and cutting-edge solutions to our global problems.

For 170 years, World Expos have set the scene for showcasing the greatest innovations. As global platforms for inclusive multilateralism, Expos bring together countries, international organisations, businesses, NGOs, researchers and citizens, in a common endeavour to generate new perspectives, inspire real-life solutions and address the greatest challenges.

Expo 2020 Dubai is organised under the theme “Connecting Minds, Creating the Future”, and seeks to explore possibilities in the spheres of Opportunity, Mobility and Sustainability. At a time when the world perhaps needs it the most, Expo 2020 Dubai is a platform for collaboration and cooperation, gathering a multitude of nations and cultures in pursuit of progress for all. A six-month programme including ten theme weeks, addresses issues such as climate change, biodiversity, and the future of healthcare and education. At the same time, the Expo offers visitors 182 days of educational discoveries, cultural encounters and immersive experiences, inspiring future generations to adopt the right solutions to global challenges.

Taking place on a 438-hectare site in South Dubai, connected to the Dubai metro and situated near the new Al-Maktoum International Airport, the Expo site with its three thematic districts features architectural wonders and an array of technologically innovative pavilions. When the Expo closes its gates, the Expo site will be transformed into a ‘human-centric’ city, District 2020. As World Expos are defined by their host cities, the experience of hosting a World Expo equally leaves a defining mark on the city and its



The Canada pavilion in Dubai has the theme of “The Future in Mind” and, as Canada has hosted only two Expo’s - Montreal in 1967 and Vancouver in 1988, maybe it’s time for Ontario to consider a bid for a future Expo?”

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citizens. Expo 2020 has already contributed to Dubai’s economic, urban and cultural development – and this contribution will only grow stronger during the legacy phase.

The legacies of World Expo are multi-fold and limitless. Expo 1889 Paris gave the French capital the Eiffel Tower, Expo 1967 Montreal transformed and internationalised the host city with icons such as the Biosphere and Habitat 67, and Expo 2010 Shanghai led to the creation of a blossoming cultural district in the heart of China’s largest city. In Dubai, the World Expo will shape the future of the emirate, giving it a beautiful new cultural, residential and business district for future growth.

Beyond this, the Expo will inspire and empower its visitors and participants, and forge meaningful and lasting connections that transcend barriers to contribute to the making of a better future for all.

🐦 @BIEParis / @dkerkentzes

🐦 @EllisDon / @moriyamateshima

“This Article was contributed by Dimitri Kerkentzes, Secretary General of the Bureau International des Expositions @Dkerkentzes @BIEParis



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EllisDon was selected to design, build and maintain the Canadian Pavilion at Expo 2020 in Dubai and it officially opened at the beginning of October. EllisDon worked with consortium members Moriyama & Teshima Architects, Amana, Lord Cultural Resources, Hatch, Kubik, Thornton Tomasetti and NGX to deliver a pavilion that represents all Canadians and cultures.

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Centennial College: Progress Campus A Block by DIALOG and Smoke Architecture

FIRST MASS TIMBER, NET ZERO CARBON INSTITUTIONAL BUILDING IN ONTARIO COMING TO SCARBOROUGH

The very first Mass Timber and Net Zero Carbon institutional building in all of Ontario is well underway at Centennial College's Progress Campus in Scarborough. The A-Block expansion project began its construction in November and since then, considerable progress has been made at the site. The expansion includes a 136,000 ft² extension of the existing A-Block Building, using FSC certified black spruce from Northern Quebec, which has been cross-laminated and glue-laminated. The installation includes a total of 1057 individual pieces of timber.

Timber was requested as the primary building material by Centennial College for sustainability purposes. The use of wood, which traps carbon, will play a role in making the building carbon neutral. To fully achieve this goal, the building will also boast photovoltaic panels on its rooftop, which will produce enough energy to offset the annual carbon emissions associated with its building operations.

Another one of Centennial's goals is to honour the Indigenous land that the new building is built on. The project is seen as a significant first step towards realizing the goals outlined in the Indigenous

Framework of the college, and advancing its commitment to truth and reconciliation with the Indigenous peoples of Canada.

As a result, the six-storey structure will reflect both Indigenous and Western cultures, having been designed by Toronto-based DIALOG and Smoke Architecture of Hamilton, a firm that focuses on First Nations and Indigenous spaces. These firms are working with EllisDon on the project, in addition to workers from the Helmets to Hardhats (H2H) program. 🐦 @H2HCANADA

Helmets to Hardhats is the leading construction industry gateway for the men and women who have served in Canada's military, providing opportunities in construction and related industries for serving, transitioning, and former military personnel. H2H works with Building Trades Unions and Employers – such as the Carpenters' District Council of Ontario (CDCO) – to ensure registrants receive only the best industry wages and benefits.

"Being in the trades is very compatible with military veterans, it is a similar work environment," said Wyatt Bilger, one of two H2H team members working on the mass timber project. "I find that the culture is similar, as well as the shared work ethic, and camaraderie. It's a really great opportunity for veterans coming back to the workforce."

MASS TIMBER – OUR MEMBERS AT WORK

Council H2H rep Mike Humphries (C) joins steward Wyatt Bilger (L) and Ed Jones - R - onsite at Centennial College



Bilger is working with EllisDon, and Tergos Construction of Quebec. He is the Union representative on the job site, and it is his first time working on a mass timber project. "I absolutely love it; the speed and tempo of the work is fantastic, it goes up really quickly," he said.

And it has moved quickly. After just two months of construction, the project is already on its fourth and fifth levels. You can see the current state of the building in the video below, a live stream of the site.

Vincent Davenport, Director of Building Material Sciences at EllisDon explained to UrbanToronto, "The base, stair cores, and elevator cores are all concrete, but the rest of the structure is all timber, all the way up to the roof."

All of the concrete that will need to go into the new building has already been poured and cured. Now, the focus is on the construction of the mass timber structure which will be completed by the end of January, 2022. Following that, glass, drywall, mechanical, and electrical will all be installed.

"What we're putting up is the finished product," said Davenport. "We don't have to go in and drywall or paint anything [over the wood] after the timber has gone up. It's kind of neat that the structure is inherently the aesthetic."

Substantial completion is anticipated by early 2023, and building occupancy is scheduled for middle of 2023, for the start of the 2023 Fall semester.

*"For the last Decade
Helmets to Hardhats has
provided a gateway for our
transitioning veterans to start
a meaningful second career"*

*Mike Humphries, Helmets to
Hardhats representative*

Dan Beadle, Project Manager on site, says he believes that this is just the beginning of mass timber in Ontario. "There's a bunch in the hopper right now, and I expect it's going to become a good share of the building market going forward."

For mid-rise buildings, Beadle thinks mass timber will become another standard choice of building material. "It seems to be becoming another popular option, to ask a client, 'do you want to do concrete, steel, or mass timber?'"

This article originally published online @urban_toronto. @ellisdon @DIALOG

THE CONVOY AND CANADA – A CALL TO STEP UP

By: John Cartwright, Chairperson of the Council of Canadians

This is a unique moment in Canadian history. Never in living memory has our nation's capital city been occupied and disrupted for weeks, with the police and governments paralyzed. Ottawa residents are traumatized, wondering when their communities will be left in peace. Many of us are deeply troubled by what we see in the news every day.

But for others, the convoy movement is about standing up to an uncaring government that they feel is over-reaching and interfering in their lives. In the streets of Ottawa, Edmonton, Quebec or Winnipeg, they see joyful gatherings of “good people” just like themselves waving Canadian flags and freedom signs.

At a recent Toronto protest, I walked through the crowds and looked into a thousand faces. I don't know if some of these people had been in front of hospitals last year jeering at health care workers. I didn't see the haters who appeared at City Hall during the height of the anti-Muslim rallies (maybe they were all in Ottawa). Instead, I saw families and lots of young people, including some faces of colour, looking ecstatic because they just took the streets.

“Our Streets!” is normally a slogan of the left – at rallies and protests across the world. But it is being appropriated by a far right movement, creating an experience that will shape many people's world view for the rest of their lives. Yes, there is a hardcore group, including white supremacists, driving the Freedom Convoy movement, but the truth is everyone is fed up with the pandemic, feeling overwhelmed, and we all want it over so we can get on with our lives.

This thing cannot be wished away. Conservative political leaders have provided crucial validation for the siege, even as it tears their parties apart. In Quebec, it is fostering a new party of the hard right, while the Maverick Party is gaining ground in the prairies. The failure of authorities in Ottawa to deal with the occupation in that city is breathtaking, an obvious double standard of how Indigenous or BIPOC communities are policed. After blockades and freedom rallies wind down, the organizers will claim victory as health measures and mandates are loosened – with the governments of Saskatchewan and Alberta already leading the way. And new laws will be introduced to restrict any form of protest.

We know the impact of a deeply organized movement powered by divisive populism. The creation of the U.S. Tea Party was directly funded by the Koch billionaires, then ramped up by Steve Bannon

to usher Trump into the White House. Across the world, these forces have translated into authoritarianism and an undermining of democratic norms that were won through decades of social justice struggles.

This current of populism – feeding the politics of division – is responsible for tragic setbacks for Indigenous peoples, marginalized communities, women, and all working people, regardless of status. It has countered racial justice and climate justice efforts across Canada and the world, and it's no accident that funding is gushing in from south of the border.

I have spent time listening to leaders and activists from across this country, and I have learned one thing: we as civil society must step up and provide courageous leadership in this time of crisis. Unions, racial and climate justice organizations, faith leaders, students, residents' groups, health care activists – all of us have a role to play to help overcome this polarization, to bridge divides and to focus on crucial issues of social justice. We need to start organizing at the national and local level – bringing together people from all walks of life to determine strategies that will address the realities of each region of our country.

There is no magic slogan that can turn this around. It's about deep organizing. We know that public health measures are about saving lives, just as mandatory seatbelt laws save lives. The COVID death rates in the U.S. are far higher than here because individual freedom has been privileged over public health. The convoy flags may tout “freedom,” but our message must be about caring, social solidarity, and creating a future where everyone feels they belong.

Collectively, we have all been through enormous challenges during this pandemic; some more than others. Our challenge today is to respond to this latest threat to our well-being and to disarm this potent movement by drawing people away from them, toward a more hopeful and inclusive movement. It's not just about denouncing the haters. We need a multi-faceted approach that is sophisticated, intentional, and well-resourced.

Millions of Canadians are looking for clear leadership – to build a more united world – in the days and weeks ahead. Let each of us step up and be part of the solution.

This is published with permission of the author, retired local 27 member @CartwrightTO @CanadiansOrg

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INDUSTRY PERSPECTIVES OP-ED: CARPENTERS' OUTLINE PRIORITIES FOR UPCOMING ONTARIO BUDGET

By: Tony Iannuzzi and Mike Yorke

Our union and its approximately 30,000 members across the province have always been interested in the overall economic direction of Ontario.

It is no secret that this has been another incredibly tough year for businesses across many sectors and in particular, small businesses.

Small businesses contribute to the fabric of communities across Canada and we understand the need to ensure businesses, and particularly small businesses, come back stronger post-pandemic. Although construction has numerous large firms, the vast majority of contractors affiliated with the Carpenters' Union would fall under the definition of small businesses and so the economic health of these types of businesses is a clear priority for both our union and its members.

Increase spending in infrastructure

The Carpenters' believe investments in infrastructure are crucial to a strong economic recovery for Ontario and Canada as a whole. In the short- to medium-term, infrastructure investments directly create jobs and put people back to work, which is something that is obviously needed now given our, somewhat, unsteady economy.

Just as importantly, however, if properly targeted, such investments in infrastructure can clearly help shape Ontario's economic direction for the longer term.

For example, such targeted infrastructure investments can be used to support a greener economic recovery. A growing trend in the construction industry, which the Carpenters' supports, is a push towards mass timber building solutions.

Mass timber involves using timber more prevalently in major construction projects as opposed to other non-renewable materials.

It can also be used for residential builds, as noted in the report of the Ontario Housing Affordability Task Force.

Infrastructure investments using mass timber building solutions will not only support immediate areas where the infrastructure is being built, but also smaller northern Ontario communities that harvest and manufacture timber products.

In addition, investments in infrastructure could also provide a much-needed boost to Ontario's manufacturing sector, which provides the necessary machinery and materials to fabricate these timber products.

This approach, to support a "green economic recovery" post-COVID, would contribute to building a symbiotic relationship between the land development/construction industry in our cities and resource based communities.

Another critical area for Ontario's green economic recovery, which we believe deserves government investment and support, is the environmentally-friendly retrofitting of buildings.

This type of project results in significant reduction in energy consumption and is a cost-effective and eco-friendly alternative to the demolition of existing structures and rebuilding from scratch.

Retrofitting can significantly reduce greenhouse gas emissions and further the decarbonization initiatives that have been implemented by Toronto City Council and in other areas of the province. The retrofitting of the various "civil service blocks" around Queen's Park presents an example of such initiatives in action. Providing incentives to the private sector to take similar action will benefit our province in both the short- and long-term.

Along with our commitment to building physical infrastructure, we believe it is just as important to ensure the necessary social infrastructure is in place to form the foundation for this development, namely by investing in apprenticeship training.

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Transit oriented communities

Further, we would strongly support any and all additional infrastructure initiatives that contribute to Ontario's sustainability by way of developing transit-oriented communities.

Obviously, Ontario will always need more highways and roads but, with the urban sprawl that the GTA is both currently experiencing and is projected to undergo in the next few decades, transit infrastructure has been particularly targeted through new GO Transit stations and LRT lines.

The possibilities for nascent, new style, neighbourhoods surrounding such transit initiatives should be fully explored and promoted. This could in turn contribute to healthier, more environmentally conscious, and more inclusive, community hubs.

In this respect, such low- to mid-rise housing along these transit corridors could also offer sustainable solutions to at least some of the housing shortages which currently exist in the GTA's urban communities, along with creating countless jobs in the construction industry.

As noted in the report of the Ontario Housing Affordability Task Force, it is critical to the maximization of these transit infrastructure investments to provide affordable housing so people can move nearby.

Social infrastructure and nextgen workforce

Along with our commitment to building physical infrastructure, we believe it is just as important to ensure the necessary social infrastructure is in place to form the foundation for this development, namely by investing in apprenticeship training.

Not only is Ontario currently experiencing a skilled labour shortage, but according to a recent report by BuildForce Canada, around 259,000 construction workers (22 percent of the construction labour force) will be retiring in the next 10 years.

The time is now to invest in the next generation of skilled tradespeople in our province.

Through our training school, the College of Carpenters and Allied Trades, the Carpenters' offer pre-apprenticeship training, apprenticeship training and over 40 concurrent education courses to help our members take the next step.

However, since 2000, we have self-funded our programs without any support from the provincial government. This budget is the perfect opportunity to right the training commitment to the construction industry that has been held back over the last two decades.

Taking on tax fraud and wage theft

In conclusion, we want to make clear the views of our union and our members concerning "taxes."

The Carpenters' realize in order for any of the targeted investments discussed above to be possible, it is necessary for all levels of government to be receiving adequate revenues.

Making sure this is the case with all Ontarians "paying their fair share" is a priority for us.

According to the Ontario Construction Secretariat, it is estimated the Province of Ontario and the federal government lost between \$1.8 billion and \$3.1 billion annually in revenues over a five-year period due to contractors operating in the "underground economy" and by registering their workers as "independent contractors" as opposed to registering them as what they really are, namely "employees."

Carpenters, painters, floor covering installers, tile setters and general construction labourers are particularly vulnerable to this illegal and socially detrimental practice.

Paying taxes is obviously not everyone's favourite thing to do, but this should not mean that our entire province should lose out just because some contractors don't want to play by the rules.

Because this is such a significant problem for the construction industry as a whole, from April 11 to 16, the Carpenters' Union, across North America, will be engaging in Tax Fraud Days of Action.

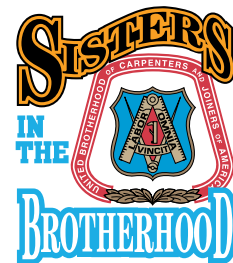
As a union we believe in fighting against the underground economy and ensuring all levels of government are adequately funded.

Our members pay their taxes and we believe everyone else should as well.

Originally published in the @DCN_CANADA



MESSAGE FROM **SISTERS IN THE BROTHERHOOD CHAIR**



Rebecca McDonald, Sisters in the Brotherhood Chair

International Women's Day 2022 was March 8th- this year's theme is #BreakTheBias. Sisters in the Carpenters' District Council of Ontario are consistently showing that we are part of the solution to breaking biases people may have about Tradeswomen. Across this province we see Sisters working on massive, intricate formwork projects. It has been said that formwork is a tough craft and not for the weak. However, we have Sisters representing proudly in this craft showing, not only are we able to do the work but we're able to lead these jobsites and have a long lasting career just like our Brothers.

Sisters of the CDC have monthly virtual meetings planned on the last Tuesday of every month (except December- will be December 20th) Currently, these meetings are for Sisters only and pre-registration is required before each meeting. Reports are provided from CDC SIB, SIB CAN and ISIB with an opportunity for Sisters to discuss a specific topic for the month. If you are interested in participating in these meetings, please email Rebecca-rmcdonald@thecarpentersunion.ca We have added a section on the CDC website for our Sisters that will be have updates as well- <https://thecarpentersunion.ca/sister-in-the-brotherhood/>

Sisters in the Brotherhood, Canadian District is releasing a newsletter each month to help inform Sisters across Canada of any important dates, resources or opportunities. If I have your email address a PDF copy will be sent, otherwise it can be found on the Canadian District website. <https://www.ubccanadiandistrict.ca/>

The International Sisters in the Brotherhood Conference is scheduled for August 4-7 at the ITC in Las Vegas this summer. Allocations, code of conduct/expectations and the application form will be released soon. Spots will be very limited and we will be relying on the applications and feedback received from Local Union Coordinators. The last conference in 2018 saw 100 Sisters from across Canada join the 500 total in Las Vegas- SO many Sisters came away from this conference feeling refreshed, empowered and motivated to be the change makers. This year promises to be the same.

Hope everyone has a safe and enjoyable summer ahead!

Rebecca McDonald

Sisters in the Brotherhood Chair



"For advice I would give to other women starting out in the trades. Never give up, keep going. If you fail, try again. Be assertive and never back down. It won't be easy but it will be worth it!"

Olivia Summerhayes - Local 675



Rebecca McDonald - Local 93



"How does it feel to be usually the only Sister on the job site? It's a pretty good feeling, I feel safe, respected, and really happy with my decisions on becoming a Sister!"

Stephanie Clark - Local 93



"Skilled trades is as important as any profession out there and sometimes more important."

Temitope Oluyemi - Local 27



WSIB DEPARTMENT REPORT

Michael Farago, WSIB Representative

WSIB Claims for Occupational Disease

Recently, there have been a number of developments at the WSIB regarding Occupational Disease Claims. Some of these are summarized below.

1. Implementation of Paul Demers Report

The WSIB has recently taken steps to respond to a July 2020 report from the Director of the Occupational Cancer Research Centre, Paul Demers, regarding cancer and the workplace. Some important findings from the report are as follows:

- although the number of occupational cancer claims is increasing, the rate of accepted claims in Ontario is significantly lower than in many European countries
- all cancers are likely to have multiple causes and the joint effects of multiple exposures can be greater than the sum of individual exposures
- there is a lack of evidence documenting cancers in Ontario workplaces

The WSIB has recently been developing a framework to deal with Occupational Disease claims and they have established a Scientific Advisory Table to help guide their decision-making in the future.

2. Funding for Studies Related to Asbestos Exposure and Cancer

- The WSIB recently announced funding for a study to review asbestos exposure and its impact on the development of lung cancer. Historically, it has been difficult to have claims accepted for lung cancer because the WSIB will often give more weight to non-occupational causes such as smoking.
- The WSIB is also currently funding a study on asbestos exposure and gastrointestinal cancers. There have been mixed results with these types of claims in the past.

Currently, the WSIB only presumes the conditions of asbestosis and mesothelioma are due to workers having been exposed

to asbestos on the job. Entitlement for other conditions are decided on a case-by-case basis.

The results of the WSIB-funded studies may help workers obtain compensation in the future for their past asbestos exposure.

3. Decision Regarding McIntyre Powder and WSIB Schedules

The Ontario Ministry of Labour recently decided to recognize Parkinson's disease as an occupational disease linked to McIntyre Powder. This powder is a finely ground aluminum dust that was administered to Ontario gold and uranium miners in order to prevent silicosis in the lungs. It was later found to cause neurological diseases. The recognition of a connection between McIntyre Powder and Parkinson's disease will make it easier for affected miners to obtain compensation from the WSIB.

It is hoped that further amendments will be made to recognize the effects of multiple exposures and allow for more workers to be granted entitlement for occupationally-related cancers and other diseases.

Michael Farago
WSIB Representative



LOCAL 93 OTTAWA

Rod Thompson, Area Manager and Local Union Coordinator

Members of Local 93 have continued to enjoy full employment throughout the winter and into early spring. This past fall we recorded the most member hours ever worked for the Local in a single month, and with projects ramping up for summer we expect more of the same in what will be the busiest construction season in the city's history. To meet the needs of the industry and our partner contractors, we continue to take steps to grow our membership using targeted advertising, social media presence to encourage people to start a career as a carpenter or floor layer. As a result, since the beginning of the pandemic we have added more than 300 members to Local 93. I am very proud of the work that our members and staff have done throughout the pandemic to keep our Local strong. Work continues at significant projects such as the OPG Calabogie Project, Canadian Nuclear Laboratories, Light Rail Transit, and the revitalization of Centre Block. We expect construction to start on the Ottawa Hospitals New Civic Campus this year, which is expected to be the largest construction project ever undertaken in the City of Ottawa. We continue to follow provincial guidelines on Covid-19, and because of

many health restrictions lifting, we were able to host a full capacity member meeting for the first time in two years on March 8th.

Our last WIN IT Program started on March 14th; we have well exceeded our target of 12 participants entering the work force with Local 93 and hope to add more from the last cohort in the coming months. Here is what one WIN IT participant had to say about the program.

"I feel incredibly thankful to have been a part of the "Win It" program. This opportunity brought a dream I thought was almost out of reach, to reality. I look forward to learning more, and over time feeling confident in what I do." - Sam Williamson, Local 93 Member. The funding provided through the program, has allowed us to purchase a new telehandler forklift which will benefit members for years to come. The Local 93 Training Centre is currently hosting the Construction Essentials Program, run through Algonquin College. This 3-week training program gives participants a chance to develop skills with a variety of hand and power tools while learning about residential construction. We are hopeful that many





of the participants will be interested in joining Local 93 upon completing their program.

With Covid capacity restrictions being lifted more apprentices have been able to attend their levels of school and the Training Centre has been running at full capacity. We continue to run skill upgrade and health & safety courses to meet the needs of members and contractors. Too further support members we will be adding Mental Health First Aid to our course roster in late June.

We are excited to announce that golf tournament will be returning to the summer and will be played on June 18th.

Brothers Jeremie Forget, Carpenter and Brandon Ladouceur, Floor Layer will be representing Local 93 at the Provincial Apprenticeship Competition on April 2nd. Best of Luck to both of you!

Brothers Jordan Wheeler and Kirk Strachan passed their Red Seal exam, congratulations on this great achievement.

As we embark on a return to normalcy Local 93 staff and executives wish you all the best in the months ahead.

In Solidarity,

Rod Thompson

President/Local Area Manager





LOCAL 249 KINGSTON

Don Fraser, Local Union Coordinator

The work situation in Local 249's area has continued to increase through the fall of 2021 and into the winter of 2022. The largest job in Local 249's area is the expansion of the cooling towers at Napanee Generating Station for ICT Industrial. Because of additional work being added to ICT's scope by the client, a project that initially required 75 Carpenters at peak ended up requiring over 150 Carpenters. With a hard completion date of mid-May ICT, the need for manpower increased.

Local 249 put out the call and Locals from across Canada responded. Sixteen Carpenters Locals from across Canada have members working on this project at the Napanee Generating Station. Members from every province are proudly representing the Brotherhood while completing this massive expansion of the 14 cell cooling tower. Local 249 would like to thank all the members of the UBC who are putting in the long hours to ensure this job is completed on time. Local 249 would also like to especially thank all the members from across Canada who answered the call and made the trek to Napanee to work on this project.

In March of 2022 Cornerstone Builders broke ground on a new fiberglass pool manufacturing facility for the Latham Group on Taylor Kidd Blvd just west of Kingston in the Loyalist Township. Latham is the world's largest manufacturer of fiberglass swimming pools and this will be their largest plant to date.

Once completed, the 150,000 square foot plant will provide the Kingston area with over 100 jobs and will meet Latham's pool supply needs for the Eastern half of Canada, the upper Mid-West, and the Northeastern part of the US. Latham's Fiberglass Operations Director was quoted as saying, "Loyalist Township is the ideal location for Latham's new facility, with 40% of Canada's population living within a 3-hour driving distance of the plant. With quick access to Highway 401, it makes servicing the Canadian and Northeast US market accessible and easy."

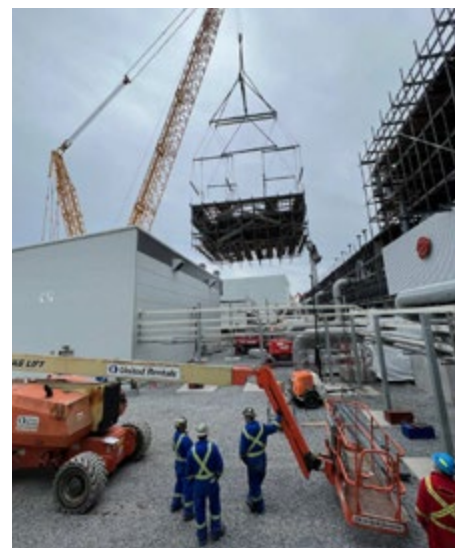
Northfleet Concrete has been awarded the formwork on this project. While the construction of this project is still in its early stages, it promises to be a great opportunity for Cornerstone, Northfleet, additional subcontractors and the members of Local 249.

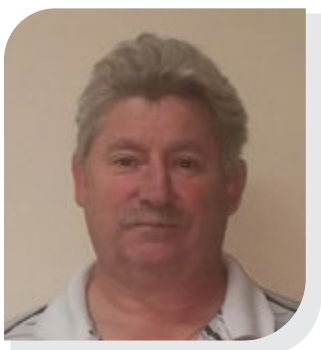
Local 249 would like to wish all the members a safe and fun summer. With Covid restrictions easing up, we hope you enjoy it.

In Solidarity,

Don Fraser

Local Union Coordinator





LOCAL 2041 OTTAWA

Daniel Bard, Local Union Coordinator

Dear Brothers and Sisters,

As I write this message, Ontario is in the process of lifting the majority of the Covid-19 health measures. After a difficult two years, there is finally reason for optimism.

The majority of our members worked throughout the various stages of the pandemic, during what has been one of our busiest construction booms in some time. I hope the coming spring and summer means we will be able to gather together and with our friends, family and community.

The economic outlook for our region remains strong, with a number of major projects continuing or coming online soon. Both in the ICI and Residential sectors.

Upcoming Events

Members were sent a special called meeting notice for April 20th at 4:30pm. This important meeting is to either: ratify a proposed Collective agreement, if one has been reached or hold a strike vote. Please make every effort to attend and participate. This meeting will be held in the Assembly Hall at the Local.

In person monthly meetings have resumed. They are held the third Wednesday of each month at 4:30pm. Members are encouraged to come out and participate. Monthly meetings are a great opportunity to learn more about the union.

Save the Date! Our Annual Golf Tournament will resume on Friday June 17. Registration info will be sent to members in mid-April.

Member training at the ITC in Las Vegas is also resuming. If you are interested in applying to attend, please contact the Local. Our industry is changing quickly and these training programs are a great way to ensure our members are successful on and off the jobsite.

Training

More than ever, Local 2041 members, with valid safety cards are in high demand. It is your responsibility to ensure your courses are kept up to date. Reach out to the Local to register for your refreshers.

Security Clearance

There is an increased need for members who have completed either their Reliability or Secret clearances. Sometimes, it can take many months to have the certificates issued by the Department of Public Works. If you have not yet applied, now is time to do so.

In Solidarity,

Daniel Bard

Local Union Coordinator



LOCAL 2486 SUDBURY

Tom Cardinal, Area Manager and Local Union Coordinator

With the easing of the restrictions early this year, Carpenters Union Local 2486 was able to hold a Leadership Convention with our members. At the event, a multitude of topics were discussed such as mental health, addiction, being fit for duty in the workplace, COVID-19 and what changes the pandemic brought to the industry. The meeting also touched on what it means to be a proud member of the UBC as a whole and how we can better our training and recruitment efforts, to better improve our Local. Members and staff also had the honour of hearing General Hillier, a Former Commander from the Canadian Army, speaking about what it means to be a leader, and what it means to work as a team. Local 2486 would also like to extend they are thanks to all of those who participated, and a special thank you to General Hillier for attending the event.



General Hillier

On the training front please note the International Training Center in Las Vegas is reopening for 3rd term apprentice and Journey-person programing. Recently Local 2486 has been graciously awarded from the Federal Government over \$25,000 to assist in the purchase of brand-new training equipment through the Union Training and Innovation Program. We would like to extend our gratitude to the Federal Government and our local MP, Marc Serre's office. In addition, the Provincial Government has also allocated approximately \$45,000.00 for upgrades to the training center.

The work forecast continues to project great opportunities in all areas. We continue to work on the Cote project, Magino Gold site, Electric Arc furnace, Newmont Gold and work is slated to start at the Nairn Spillway, several long-term care facilities across the north and other industrial projects.



We would like to congratulate our advances carpentry and drywall classes who just completed their last school intake and wish them the best of luck on writing their red seal exam.

2022 is scheduled to be one of the busiest years for Local 2486, work will be plentiful for all members. We hope everyone enjoys the summer, be safe and work safe.

In Solidarity,

Tom Cardinal

Area Manager, Local Union Coordinator



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LOCAL 1669 THUNDER BAY

Evan Reid, Local Union Coordinator

Brothers and Sisters,

I am happy to share that Local 1669 has had a high work volume across all sectors throughout this past Winter and the trend will continue into this upcoming construction season and beyond. Work opportunities are and will remain spread across our large catchment area. Major projects in the clean energy as well as mining sectors are providing many work opportunities for members. Projects including Greenstone Gold and the Little Long Dam Safety project are a couple of the projects currently employing many members.

The Training Centre continues to be very busy delivering occupational health and safety training as well as apprenticeship training. Thank you to everyone that has taken part in training for following our policies related to government restrictions. For members, please be sure you are current with your training and if you have any questions in regards to the status of your training, please give the office a call at extension 5.

Local 1669 is host to this years National Apprenticeship Competition that is taking place May 26th-28th. With the inability to hold provincial as well as national contests for the past two years, I am hopeful the contest will be well received and I encourage members to attend the event and have a look around if possible.

As always, if you are in need of anything or have questions, please feel free to give the office a call.

In Solidarity,

Evan Reid

Local Union Coordinator



LEGAL DEPARTMENT REPORT



Special Announcement from the Legal Department “Fairwell Danna”

This month, the CDCO and its Legal Department had to say farewell to Danna Morrison, one of our lawyers, who is now the newest Vice-Chair of the Ontario Labour Relations Board.

Danna was “counsel” for the CDCO for over 5 years. Since first joining our Union, she has been a key member of our team. The work she did on behalf of the CDCO and its members, including all of her long days and late nights, was extraordinary. She always defended the rights of our Union and our members but, on top of that, she was instrumental in overseeing our internal review processes by updating by-laws and policies for the CDCO and local unions across the province.

Though we are saddened to lose one of our own, we are tremendously proud of her prestigious appointment as a Vice-Chair of the Ontario Labour Relations Board. We know Danna will be a great success in this new role.

Danna, on behalf of everyone at the CDCO, but especially on behalf of all of your colleagues in the Legal Department, we thank you for everything that you’ve done for the Union. It has been an honor to work with you and we wish you the best of luck in your new position.

John, Stephen, Mark, Sandra, Lisa, Fabienne and Jamila.

Carpenters Support Bill C-241 – travel expenses

The Carpenters’ Union would like to highlight the recent Private Member’s Bill C-241, an Act to amend the Income Tax Act to allow tradespeople to deduct travel expenses when commuting to construction sites that are large distances from their homes. TomiHulkkonen of Carpenters Local 494 has been in close collaboration with Local MP, Chris Lewis, to push for this legislation’s enactment. This Bill will benefit our members by eliminating the barrier of high travel costs and expanding the choice of jobsites for our members in rural communities. The Bill is currently in its Second Reading and we would like to thank both Tomi and MP Lewis for their hard work.

🐦 @TomiHulkkonen / @carpenters494
@ChrisLewisEssex

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In Memoriam

Local 18 - Hamilton

Roderick Channer
Thomas Fenwick
Dusan Kovacevic
John Ottenthaler
Antun Pajeska
John Spierings

Local 27 - Woodbridge

Kevin Nguyen
Doug Grant
Venicio I. Boaventura
Niels Jensen
William Wilson
John G. Stoddart
Peter N. Davies
Giuliano Morassutti
Stanley Fir
Joff W. Willson
Brian Alexander
John Cowie
Raymond Sarrazin
Vassilios Tselios
Savvas Axiotis
Bi Nguyen
Jose L. Chirinos
Vince Denardo
Unto K. Korhonen
Christopher G. Newell
Joao F. Deoliveira
August Jackisch

Antonio Mignella
Neil Mcallister
Eugene Czerwinski
Vittorio Ravenna
William Byrne
Joaquim Pereira
Ernest S. Varga

Local 93 - Ottawa

Noel Lafleche
Gerald Litalien
David Jeffrey McAllister

Local 249 - Kingston

Erwin Huber
Garnet N. Rogers

Local 397 - Oshawa

John Kulla
Roy MacNeil
Ken McMillan
Will O'Grady
Dan Patrick

Local 494 - Windsor

John F. Fenton
Ethan Strickland

Local 675 - Woodbridge

Marko Bosnic
Eric Cormier
Frank Delbalso

Andjelko Divic
Imrich Duda
Franz L. Glatzel
Ivan Gospic
Andrew Green
Branko Hrkac
Matija Jelinic

Nikola Karanfilovski

Oliver Mandic
Gord Marfei
Joe A. Montesano
Cole Panesar
Shad Pedis
Alex Pereira

Ivan Quenneville
Gliso Radinovic
Kari Eric Rintamaki

Andrew Sauve
David Semen
Pavlo Shkilny
William Thomson
Attila Leslie Vajda
Chris Verstraten
William White
James Brian Yeo

Local 785 - Cambridge

Alphonse A. Auge
William F. Borne
Rene P. Eckhardt
Paul D. Richards

Local 1256 - Sarnia

Glensan Aquash
Barry Brown
Tony Kimetic
Eduino Leal
Ian McDowell
Jack Piggott
Donald Tomlinson

Local 1669 - Thunder Bay

Casey Blaquiery
Emilio Feletto
Vernon E. Silver

Local 2222 - Goderich

Manfred Dierolf
Lewis Rowsell

Local 2486 - Sudbury

Guy Berthier
Antonio Campagnaro
Duarte Carpinteiro
Leo Dubuc
Edgar Ferron
Maurice Gravelle
Michel Haute
Jari Keranen
Roland Lauzon
Karl Saile
Jack Suhonen
Antero Tuhkasaari
Jean Guy Viel



HISTORIC MASSEY HALL RE-OPENS

After more than three years of construction and a cost of \$184 million the legendary Massey Hall, reopened to the public late last year. First up was a series of concerts by Canada's iconic Gordon Lightfoot, who was given a key to the city by Mayor Tory during the first performance. Coincidentally, Lightfoot was the last performer onstage before the venue closed in 2018 for substantial renovations. The updated property truly looks magnificent - a testament to the construction skills provided by the unionized workforce employed by Ellis Don and sub trades. Founding partner and lead designer on the project for KPMB, Marianne McKenna noted that "Massey Hall is such a positive and bright shining light in the city" and it's great to have that light shining once again. Congrats to all involved with this project.

🐦 @EllisDon / @KPMBarch / @MasseyHall

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