

THE BLUEPRINT

FALL/WINTER 2016



BUILDING BETTER COMMUNITIES MARKS FIFTH ANNIVERSARY

To mark its fifth anniversary as a Regional Council, the ACRC held a series of outdoor union awareness events called 'Building Better Communities' across Atlantic Canada this past summer to thank members for their support and to showcase the skills UBC members bring to the job every day.

The first event took place at Odell Park in Fredericton, New Brunswick on May 28. Labour lawyer David Clark was on-hand and praised the safety record of UBC workers as being second to none. Clark described a safety absolute review process that was implemented at the Lower Churchill Falls project as an example of the union understanding that safety truly is a team effort. Under the

program, if a worker has a safety violation, but is willing to make a commitment to working safer to avoid such incidents in the future, they are welcomed back to the jobsite rather than being shunned or black-listed.

"It just goes to show that safety is behaviour-based and the carpenters are role models in that area," he said, adding that the program is now being looked at with other building trades unions in Canada.

On June 4, Building Better Communities moved to Bowring Park in St. John's, NL. Many members and their families turned out despite

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Official newsletter of:



ATLANTIC CANADA
REGIONAL COUNCIL OF CARPENTERS
MILLWRIGHTS AND ALLIED WORKERS



the cool and brisk weather. Jackie Manuel, CEO of the Newfoundland and Labrador Construction Safety Association (NLCSA) was in attendance and said successful partnerships with unions like the ACRC have helped to drastically reduce lost time injuries and improve job site safety across the industry.

"It's a lot of hard work by workers, by employers in the industry," Manuel said. "We certainly wouldn't have made any of that progress without our partners."

In addition to safety initiatives, Manuel said the NLCSA is working with its partners and Atlantic counterparts to harmonize training standards to avoid workers having to retrain in a discipline they are already familiar with simply because they have gone to work in a different province. She singled out Fall Protection as a course the NLCSA has been looking to standardize across Atlantic Canada and is optimistic this will be rolled out soon.

"That will be a huge step forward," said Manuel.

Each event featured skills demonstrations from the Carpenter Millwright College, giveaways, vendor booths, and a barbecue lunch. Although Building Better Communities was advertised to union members and their families and friends, members of the public also turned out to get information on the union the many training initiatives through the colleges, and to get a glimpse of the work UBC members do and how the projects they work on contribute to the community and local economies.

The series of events wrapped up at the Halifax Common on July 23. Halifax Councillor Wayne Mason opened the day by bringing greetings on behalf of HRM Council and congratulated the ACRC on its fifth anniversary and for the work members do in the community.

Due to the turnout and success of this year's events, the ACRC is planning to host a series of outdoor picnics in 2017 in more locations across Atlantic Canada. Check back for details on our website at acrc.ca.

Editorial Committee:

Jeff Richardson
Deb Romero
Neville Smith
Joe Wilson
Graham Wiseman

MESSAGE FROM THE EXECUTIVE SECRETARY-TREASURER



ATLANTIC CANADA
REGIONAL COUNCIL OF CARPENTERS
MILLWRIGHTS AND ALLIED WORKERS

Hello Brothers and Sisters,

I would like to start by thanking our members and employers for their tremendous efforts and dedication in supporting the work we do every day. Our successes are due in large part to the commitment of many people and we are grateful for that support.

This is my first report as Executive Secretary-Treasurer of the Atlantic Canada Regional Council. I am honoured and humbled to assume these duties and to work with our members and partners to grow the Council and to explore new opportunities that will put members to work.

Many changes took place at the ACRC in 2016 – this being our fifth year as a Regional Council. Colin Keeping has been appointed Director of Organizing. In addition, Scott Keeping is now Regional Manager in the Nova Scotia and PEI region. James Dawson has taken over as Regional Manager in New Brunswick as Andrew Dawson is now Political Director. I would like to wish Colin, Scott, James, and Andrew success in their new roles.

In November, we sent out a

member survey that addressed several key areas the Council is involved with, including Organizing, Servicing, Retention, Training, and Communications. We want to hear from you about how we are doing and what areas we can improve on in the year ahead. To date, we have received excellent response from this survey and thank everyone for their participation.

Organizing will continue to be a strong focus for the Council. Your local executive is committed to exploring new sectors and growing our market share. So far, we have organized more than 225 companies and that number looks like it will steadily grow over the next year.

Keeping your skills and safety training up to date secures future employment. If you are unemployed, register for one of the many courses being offered through the Carpenter Millwright College so you are ready for more work.

Our cover story this issue highlights our Building Better Communities events that were held in locations across Atlantic Canada this past summer. I was pleased with the turnout and enthusiasm of members

and guests alike to these events and so we are planning a series of picnics in more locations in 2017. Stay tuned for more details.

The holidays are a time for us to reflect on the past year, and to spend time with those we love. On behalf of the Atlantic Canada Regional Council, I would like to wish you and your families the very best this holiday season and a safe and happy new year.

Deb Romero
Executive Secretary-Treasurer
Atlantic Canada Regional
Council



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CAPE BRETON LOCAL ASSISTS SCHOOL FOLLOWING SYDNEY FLOOD

ACRC Local 1588 in Cape Breton held a fundraiser to help a local school that was flooded as a result of the rainstorm that swept through Sydney on Thanksgiving Day. Organizers hosted a barbecue that raised more than \$800 in just over an hour, while the Local donated \$5,000 for Brookland Elementary. The donation will be put towards replacing clothes, books, and other supplies for students at the school.

Brookland Elementary Principal Joyce Lively accepts a donation of \$5,813.20 from, far left, Business Representative Ernie Mugridge, Regional Manager Gord Jacobs, and Business Representative Joe Wilson



NEW AND RETURNING FACES TO ACRC EXECUTIVE COMMITTEE

During the ACRC Delegates' Meeting on September 9, 2016 in Halifax, delegates voted in Deb Romero as the new Executive Secretary-Treasurer of the Atlantic Canada Regional Council. Romero becomes the first woman elected EST in the UBC.

We are pleased to introduce the new Executive Committee of the Atlantic Canada Regional Council:


President – Andrew Dawson
Vice President – Gordon Jacobs
Executive Secretary-Treasurer – Deb Romero

Executive Committee Member – Elvis Park
Executive Committee Member – Mike Drover
Trustee – Ivan Gedge
Trustee – Steve Thorne
Trustee – Scott Keeping
Conductor – Colin Keeping
Warden – Vaughn Purdy

On behalf of the newly-elected Executive, we would to extend our thanks to outgoing EST Gus Doyle and thank him for his years of service to the Council.



ACRC Executive Committee



REGIONAL UPDATES

NEWFOUNDLAND AND LABRADOR

Ivan Gedge
Regional Manager

It's hard to believe another year is almost to an end. 2016 has been a successful year for Local 579 and Local 1009. This success can be seen by the number of members working in Newfoundland and Labrador and the fact that each member worked safely so they could return home to their family after each shift. Success can also be seen in the quality work that has been completed on all the various Sites throughout the province. Thank you...We have and continue to reach and exceed the Training, Organizing, Efficiency, and Productivity goals set out by the Council. "Good Work Today Means

More Work Tomorrow."

In the 2015-2016 fiscal year, the membership of Local 579 and 1009 have worked 2.8 million person hours. We have seen 222,866 person hours attributed to the 2.8 million through organizing and will continue to work towards increased opportunities for the membership.

I would like to take this opportunity to thank the Membership and my Staff for their hard work, dedication, and support. As we head into the Holiday Season, I'd like to remind everyone to continue to be safe, both



at work and at home.

Enjoy your family and friends throughout the remainder of 2016 and have a happy and prosperous 2017.

NOVA SCOTIA AND PRINCE EDWARD ISLAND

Scott Keeping
Regional Manager

Hello Brothers and Sisters,

I would like to open my first Regional Manager message by saying there are exciting times ahead as we move into 2017. I am especially looking forward to Charlottetown hosting the UBC's best and brightest apprentices from across the country as they compete in the 2017 UBC National Apprenticeship Competition from August 24-26.



Looking forward, the first and most important word that comes to mind when we consider the future of our union is 'Leadership.' Leadership comes in all shapes and sizes; however, to put it into its simplest form it is the ability to inspire a long lasting positive impact on others. We are working hard to create a culture of changes by providing leadership development opportunities for all.

A great question we must ask ourselves is 'why' our trade union is important. Unionism provides a better way of life for UBC members and their families through better wages, retirement savings, health benefits, and skills training. In return, we demand the best from our staff and membership, requiring commitments to productivity, attitude, and team work. Our way of life is being threatened daily by our non-union competitors, and we must all work hard to combat these challenges. Together, we must spread the message of the United Brotherhood of Carpenters and continue to encourage unrepresented carpenters to attend our new member orientations monthly.

Turning specifically to Nova Scotia and PEI, I am pleased to report we have successfully secured a steady flow of commercial projects reflecting in a steady increase in person hours worked. For the period ending October 31, 2016, both provinces totalled 978,874 and we are focusing on increasing person hours worked heading into 2017 by expanding into new marketplaces. Residential high-rise condo and apartment construction is on the rise. The largest threat we find in our non-union marketplace is the misclassification of workers, which leads to uncollected taxes, CPP, EI and WCB premiums. Our representatives, organizers, and fellow membership throughout our region work extremely hard to spread our message to the unrepresented workforce to elevate our trade.

In closing, we will continue to work closely with our contractors and developers to ensure we are securing work for our membership. A big thank you to our members who continue to put their best foot forward every day – proving our union leads the pack.

Wishing you and your family a safe and happy holiday and all the best in the new year.

CAPE BRETON

Gord Jacobs Regional Manager

The Carpenters Union Local 1588 in Cape Breton has maintained a solid membership base with 858 members as of November 1, 2016. Person hours worked in Cape Breton from January to September 2016 is 180,587. We are excited to further increase these numbers during the balance of 2016.

Turning to charitable efforts, we would like to improve on last year's donation of \$1,075 to the Salvation Army Kettle of Kindness; our 50-50 draws at our regular meetings go towards this.

Following in the wake of Hurricane Matthew, which caused a great deal of flooding in Sydney, we held a BBQ at Brookland School that was affected by flooding. The inside of the first floor was destroyed and contaminated with sewage and oil. The students lost everything. Our contractors are onsite renovating and Local 1588 had a BBQ to raise money for the school and students. We raised \$5,800, and the staff of Local 1588 paid for eye glasses for a young girl who lost them in the flood. It truly was a **GREAT** day!

The Atlantic Canada Regional Council also donated \$50,000 to flood relief efforts. More than 1,600 homes were damaged with 28 condemned. Thank you to the ACRC for this generous support – this is **Greatly Appreciated!**

The Cape Breton Dragon Boat Festival was held in Sydney again this year with the Cape Breton Building Trades donating \$15,000. Local 1588 also sponsored a team for \$1,000. In addition, the local also donated \$5,000 towards Fort McMurray wild fire relief.

As some of you may be aware, Organizer Gerard Boudreau retired in July. We wish Gerard all the best in his retirement! We would like to welcome Joe Wilson who has been hired to replace Gerard.

Looking at major projects, work on the Donkin mine continues, and the Wash Plant there has been awarded and work will start soon. The Maritime Link Transmission line at Woodbine is also going strong.

We have signed a Memorandum of Understanding with the Port Authority regarding the container terminal, Nova Port,



and Nova Zone. We are still working with the LNG Bear Head and Bear Paw Pipeline to sign a Memorandum of Understanding.

On the Political side, Mayor Cecil Clark has been re-elected. Cecil will work with the Carpenters' Union and we look forward to doing so for another four years.

In closing, Cape Breton would like to congratulate Debbie Romero who was voted in as the new EST at the Delegates' Meeting in September. We would also like to thank Gus Doyle for his time and contributions to the ACRC.

Hope you have a wonderful holiday with your family and friends.

NEW BRUNSWICK

James Dawson, Regional Manager

Hello Brothers and Sisters,

It's important to reflect upon the success the entire Brotherhood has had in the past year. Specifically, I'd like to congratulate all the hardworking members of Local 1386 and the affiliated locals who have shown dedication and tremendous work effort throughout the year. From carpenters to scaffolders, millwrights to police officers, peat moss workers to cabinet makers. I would like to acknowledge how each of you represent the Union with pride and distinction. The Brotherhood is not only successful because of our great tradespeople but also the staff who run our offices so efficiently.

In the fiscal year 2016, we have accumulated 1,399,517 person hours with 150,000 of

those hours coming from our organizing department. This last year has been exciting for me to say the least, becoming the newest-appointed Regional Manager with the responsibility for six New Brunswick locals with a total of membership of 2,756.

As you may know, we have seen many changes to our organization in 2016. I would like to congratulate Vaughn Purdy, Scott Keeping, Mike Drover and Colin Keeping for becoming members of the new Executive Committee. I would also like to congratulate Debbie Romero on becoming the new EST for the

ACRC while also thanking Gus Doyle for his years of dedication and service to the Union.

I hope you have an exciting Holiday Season with your family and friends. Upon returning in 2017, remember to work hard and work safe.





ATLANTIC CANADA REGIONAL COUNCIL

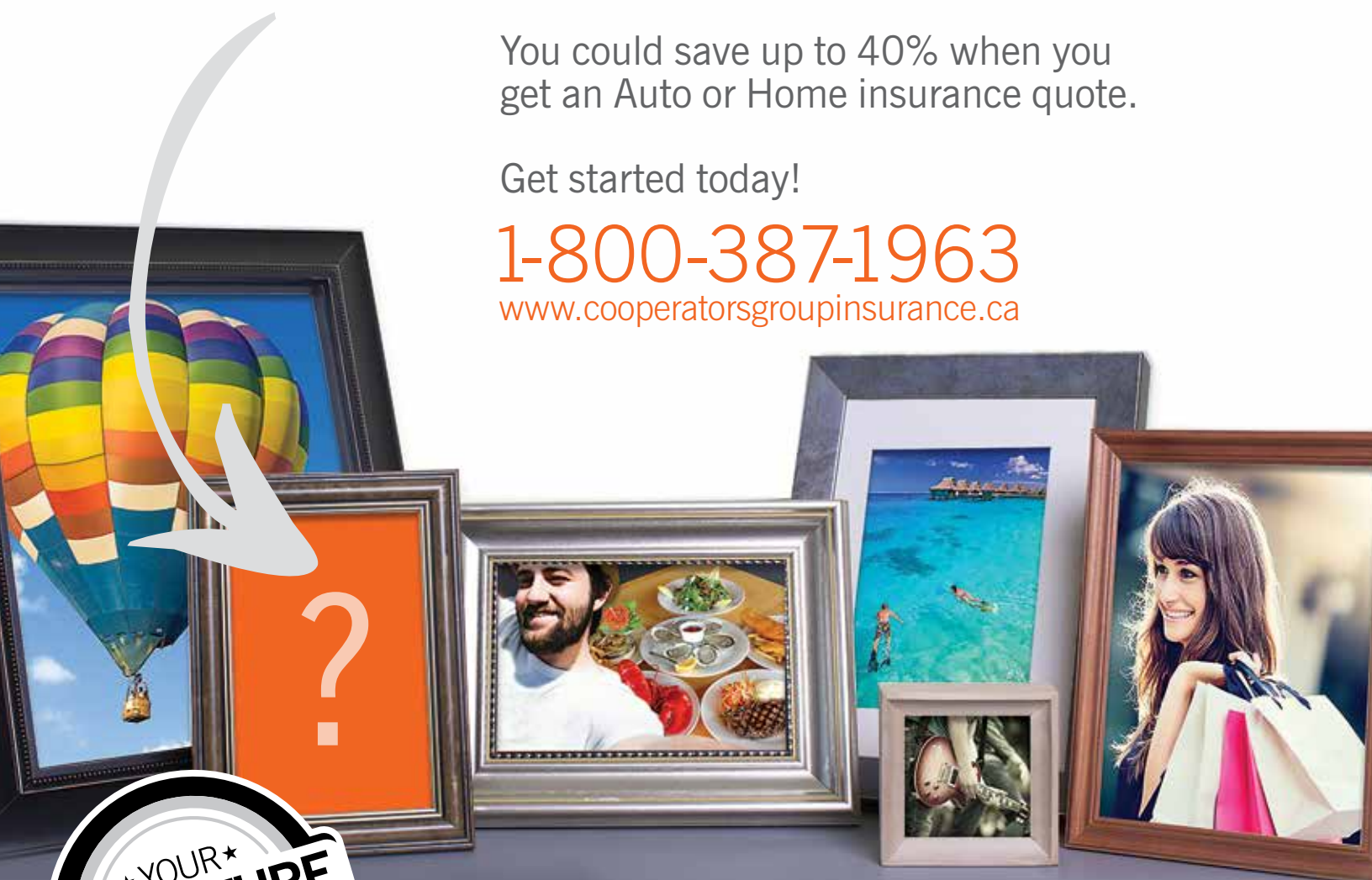
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This group insurance program is only available through our Contact Centre and website.

Flood safety: before, during and after

Extreme weather has caused more water damage in recent years. Protect your home, car and family before, during and after a flood.

Before *prevent*

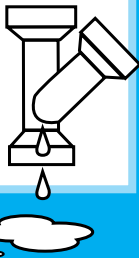
Manage your flood risk:



- > Inventory your belongings.
- > Create an emergency plan with a designated meeting place.
- > Pack a 72-hour emergency survival kit.

Prepare your home:

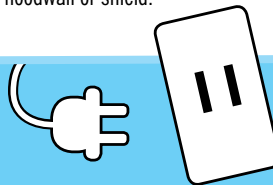
- > Clean drains, eavestroughs, downspouts, catch basins and gutters.
- > Check the grading and extend downspouts away from the foundation.
- > Seal cracks on all walls and fix leaky pipes.
- > Install a sump pump with a battery backup.
- > Don't dispose of fats, oil, grease or other objects in your sinks or toilets.



During *protect*

Protect your home and car:

- > Shut off electrical, furnace, gas and water, and disconnect appliances if safe to do so.
- > Steer clear of floodwaters.
- > Move to higher ground.
- > Move valuables from the basement to upper floors.
- > Raise large appliances, furnaces, hot water heaters, and electrical panels up on wood or cement blocks. If items can't be raised, consider anchoring them and protecting them with a floodwall or shield.



Stay calm and listen for:

Evacuation, boil-water or other advisories from emergency authorities.



After *persevere*

Before you go home, ensure you have:



- > Safe drinking water
- > A working bathroom and sewer system
- > Clearance from an electrician for all utilities
- > A safe structure: check for buckled walls, damaged floors, broken glass and debris

Once home, reduce damage:

- > Remove pooled water and damaged materials.
- > Look for signs of mould contamination within the first 24 hours.
- > Clean, disinfect and dry every flood-contaminated room.
- > Keep fans running.



Report the damage:

- > Take pictures or video of the damage.
- > Report the amount of damage to your insurance provider and local municipality.
- > When cleared by your insurer, dispose of your flood-damaged items according to local regulations.



6 inches of water on the road can cause loss of control or stalling



1 foot of water can cause your car to float



2 feet of moving water can sweep away most vehicles

Source: FEMA

Your home holds everyone and everything you love and value most. We can help you protect it. To learn about a Co-operators Group Auto* and Home insurance program for your employees or members, visit cooperatorsgroupinsurance.ca/insure-my-group.



Members and guests enjoyed a great meal and entertainment by Spirit of Newfoundland



Gonzo Gillingham addresses the audience as he receives his honorary plaque for 54 years of membership

UBC LOCAL 579 APPRECIATION DINNER

On Saturday, June 25 Local 579 held a special appreciation dinner to recognize those members who attained 35-plus years in the Union.

About 100 members and guests attended the evening function, which took place at the Paradise Community Centre. Prior to dinner, a tour of the Carpenter Millwright College was held to showcase the various types of training that takes place at the College.

Members were given honorary plaques to commemorate their many years of dedication and membership to the United Brotherhood of Carpenters and Joiners of America.

Of those members in attendance, Gonzo Gillingham was recognized for the highest years of service at 54 years and 10 months. Gillingham, 82, is a former union business representative and played an instrumental role in the merging of the logging locals in NL.

Town of Paradise Councillor Vince Burton was also present at the dinner, himself a 42-year member of the Union and past Executive Secretary-Treasurer of the NL Carpenters' Union.

Congratulations to all members who reached this truly remarkable achievement!

To view more photos of the event, visit our Flickr page at: [Flickr.com/photos/acrcphotos/albums](https://www.flickr.com/photos/acrcphotos/albums)



Town of Paradise Councillor and 42-year UBC member Vince Burton



Smiles all around!



Touring the new entrance at the Carpenter Millwright College



STAYING SAFE ON THE ROADS THIS WINTER

Here are a few things to keep in mind now that the winter driving season is upon us.

- Always give yourself more time to reach your destination. We recommend leaving at least 15 minutes prior to your normal departure time to adjust for slower driving speeds and road hazards.
- Before driving, ensure all windows are clear of ice and snow. This includes headlights and tail lights.
- Ensure you have winter tires in good condition
- Carry an emergency kit in your vehicle. It should include items like a first aid kit, blanket, jumper cables, extra clothes, and a wind-up flashlight at a minimum.
- Slow down and drive with caution.

UBC Scaffold / Solar Industries Leadership Conference Building Stronger Partnerships

It was a full house at the UBC Scaffold / Solar Industries Leadership Conference held in Las Vegas from October 24-26, 2016. More than 500 attendees participated in the conference at the UBC International Training Center, including close to 250 contractor representatives in the scaffold and solar industries.



UBC scaffold and solar conference

IN MEMORIAM

It is with a heavy heart, the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers recognizes the passing of the following members:

LOCAL 1588

David Bona
Duane MacLeod
David Roach
Eugene Samson
Wallace Taylor

LOCAL 1009

Brian Levangie
Robert Sansome
Barry Williams Sr.

LOCAL 1338

Wilfred Cheverie

LOCAL 2717

Jean Pierre Godin

LOCAL 2262

Ronald Pitre

LOCAL 1386

Kenneth Allain
Royce Dalling

LOCAL 83

Cyrille Hebert
Scott Parker
Zoel Richard
Daniel Stewart

LOCAL 1178

Barry Cullen
Al Palmer
Joseph White

LOCAL 579

Harold Burton
Morgan Fudge
Kevin George
George Glynn
Wayne Lush
Lewis Parsons
Azariah Peddle
Robert Piercey
Edward Power
Walter Reid
Gary Rumsey

LOCAL 83

Donald Barkhouse
Richard Dooks
Alcide Doucet
Lawrence Langille
John MacLellan
Arnold Sanford
Dana Sawler
Merrill Snyder
Ryan Stroh
Stephen Thomas

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POWERFUL
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WINTER BLUES AND BLAHS



by Holly Salsman



Ah, lazy summer days... The sun is shining, the breeze is warm, and nothing beats kicking back on a lawn chair and taking in the sights and smells of the season. Then, before we know it, Mother Nature flicks a light switch and wham... hello autumn. Autumn is a beautiful time of the year (especially in Atlantic Canada) but there's no question it inevitably leads into the next season... dreaded winter.

I say dreaded because there's many who do.... Dread winter. Snow shovelling is not on the top of many people's list of "fun things to do". Additionally, certain health concerns just happen more often in the winter than any other time of the year. While most of these are easily treatable at home, it's important to know when to throw in the towel, or ice scraper, and get some professional advice.

What you're feeling	What it could be	Go for Help
Dry Skin	During winter, dry skin is caused by colder temperatures and lower humidity in the air. Your skin might not only feel dry, but you may notice a "flaky" look. Typically this can be managed by moisturizing daily with a good lotion and making sure skin is covered when you need to brave the elements. Another consideration could be having a humidifier in your house to help keep some moisture in the air around you.	If you begin to notice that flaky skin has more of a red, patchy look under the flake and seems raised and irritated, it could be Psoriasis. There are many treatments available for psoriasis and everyone responds differently. Best advice is to get checked out by your doctor.
Don't be SAD	It's not uncommon for people to feel more melancholy in the winter months. It gets darker earlier, and many aren't getting out as often and getting that much needed Vitamin D. And let's face it, there's just a lot more to do outside! One way to help this is to make your home as bright as possible: Open drapes, trim back tree branches, keep a bright light on, and sit next to windows. Maintaining a healthy diet and exercising also go a long way to lifting spirits, too. Also, let's not forget music!	If it seems that no matter what you do, you just can't shake those blues and blahs, you could have SAD, which stands for Seasonal Affective Disorder. It is estimated that 2 or 3 people out of every 100 battle these seasonal blues every year. Talk to your doctor if your symptoms last longer than two weeks.
Take my Breath Away	Cold air just makes it hard to breathe, doesn't it? When that bitter, biting wind hits you smack-dab in the face it's enough to take anyone's breath away. The best defense against this is to keep a scarf wrapped around the lower half of your face, or wear a ski mask if you plan to be outside for an extended period of time. Either of these acts as a barrier to the cold, and as you're breathing into them it basically creates a "hotbox of humidity" which makes breathing in the frigid air easier.	Once you're inside, if you are still noticing a great deal of shortness of breath, it could be any number of things that plague us all in the winter months: Bronchitis, pneumonia, chest infection or even asthma. Err on the side of caution and go in for a check!
Influenza	Just the word "flu" sends a shiver of dread down many spines. The chills, the aches, the fevers, and don't even get me started on what happens in the bathroom. In most cases, a lot of rest, a lot of fluids, Tylenol or Advil for fever, and a Netflix marathon will get you through the worst of it.	If you notice any shortness of breath, chest pain, have a fever that will not break, can't keep anything down for longer than 24 hours, or have severe pain when you swallow, don't take any chances and get seen right away.

The above suggestions are guidelines and shouldn't replace the advice of a health care professional. The absolute best advice is always **"When it doubt, get it checked out!"**



Get in the Loop!

Get news and information about the Carpenters Union delivered straight to your mobile phone.

The United Brotherhood of Carpenters (UBC) has launched a texting program to make sure all members can stay in the loop when news about our Union is available.

See it first. See it fast.

Text UBC to 91990 (US)

Text UBC to 52267 (Canada)

¡Manténgase al tanto!

Obtenga noticias e información sobre la Unión de Carpinteros directamente en su teléfono celular.

La Hermandad Unida de Carpinteros (UBC) ha lanzado un programa de mensajería de texto para velar por que todos los miembros puedan mantenerse al tanto sobre las noticias de nuestra unión, una vez que éstas se encuentren disponibles.

Véalas primero. Véalas rápido.

Envíe la palabra ESP al número 91990 (Estados Unidos)

Envíe la palabra ESP al número 52267 (Canadá)

Restez branchés!

Recevez directement des nouvelles et de l'info sur le syndicat des charpentiers sur votre téléphone mobile.

La Fraternité Unie des Charpentiers Menuisiers d'Amérique (FUCMA) a lancé un programme de textage pour s'assurer que tous les membres puissent être au courant des dernières nouvelles du syndicat.

L'info. Rapido presto.

Textez avec la FUCMA à 91990 (États-Unis)

Textez avec la FUCMA à 52267 (Canadá)

While the UBC will never charge you for text messaging, your carrier's message and data rates may apply.

Si bien la UBC nunca le cobrará sus mensajes de texto, su proveedor de servicios podrá cobrarle la tarifa respectiva por el envío de mensajes y de datos.

La FUCMA ne vous facturera jamais pour l'envoi de textos, mais il se peut que les tarifs d'envoi de messages et de données de l'entreprise de télécommunication s'appliquent.





2016 NATIONAL APPRENTICESHIP COMPETITION

We would like to congratulate all participants who competed at the 2016 National Apprenticeship Competition held in Edmonton, Alberta on August 18-20. A total of 32 competitors took part in the annual event, which tests participants' theoretical and practical skills in five disciplines: carpentry, drywall, millwright, scaffold, and floor laying. The competition is an opportunity for the best and most talented apprentices to showcase their skills on the national stage.

Special congratulations go out to three Atlantic Canada Regional Council members who placed Top-3 in their respective skill areas. Well done!

DRYWALL

3rd place Thomas Jordan – Local 83 Nova Scotia

SCAFFOLD

3rd place Christian Robichaud – Local 1386 New Brunswick

CARPENTRY

3rd place Ben Thompson – Local 1338 Prince Edward Island

We are already looking forward to next year's National Apprenticeship Competition to be held in Charlottetown, Prince Edward Island. We hope you can join us! Stay tuned for more information in the next issue of The Blueprint.

NAC 2016 WINNERS			
Place	Name	Prov	Local
Floor Layers			
1st place	Trevor Tompkins	ON	27
2nd place	Steven Mercer	ON	27
3rd place	Jacob MacKenzie	BC	1541
Drywallers			
1st place	Erik Van Den Breemen	ON	18
2nd place	Domingos Pereira	ON	675
3rd place	Thomas Jordan	NS	83
Scaffolders			
1st place	Joel Slater	BC	1598
2nd place	Brenden Wafer	AB	2103
3rd place	Christian Robichaud	NB	1386
Millwrights			
1st place	Dillon Hennig	AB	1460
2nd place	Andrew McCleary	BC	2736
3rd place	Chris Cowden	ON	1244
Carpenters			
1st place	Jason Kerr	AB	1325
2nd place	Bradley Russell	ON	27
3rd place	Ben Thompson	PEI	1338



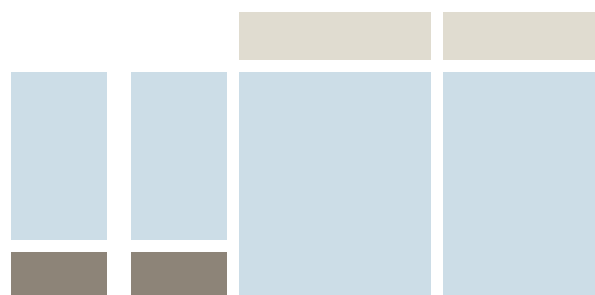
Drywall –
ISM Jordan Thomas
Nova Scotia
Local 83



Scaffolders –
Christian Robichaud
New Brunswick
Local 1386



Carpenters –
Ben Thompson
Prince Edward Island
Local 1338





by Karen Walsh

OFFICE TO ADVANCE WOMEN APPRENTICES EMPOWERS TRADESWOMEN



OFFICE to ADVANCE
WOMEN
APPRENTICES

In 2009, Carpenters Local 579 responded to a provincial government RFP for an initiative that would assist tradeswomen find and maintain employment in the non-traditional trades in Newfoundland & Labrador (NL). Thus, the union was successful in receiving funding to create the Office to Advance Women Apprentices.

The Office to Advance Women Apprentices (OAWA) works with female apprentices in NL once they complete their pre-apprenticeship training to assist them in finding employment opportunities with the ultimate goal of achieving journeyman status. The organization is funded by the provincial government of NL and managed under Carpenters Local 579.

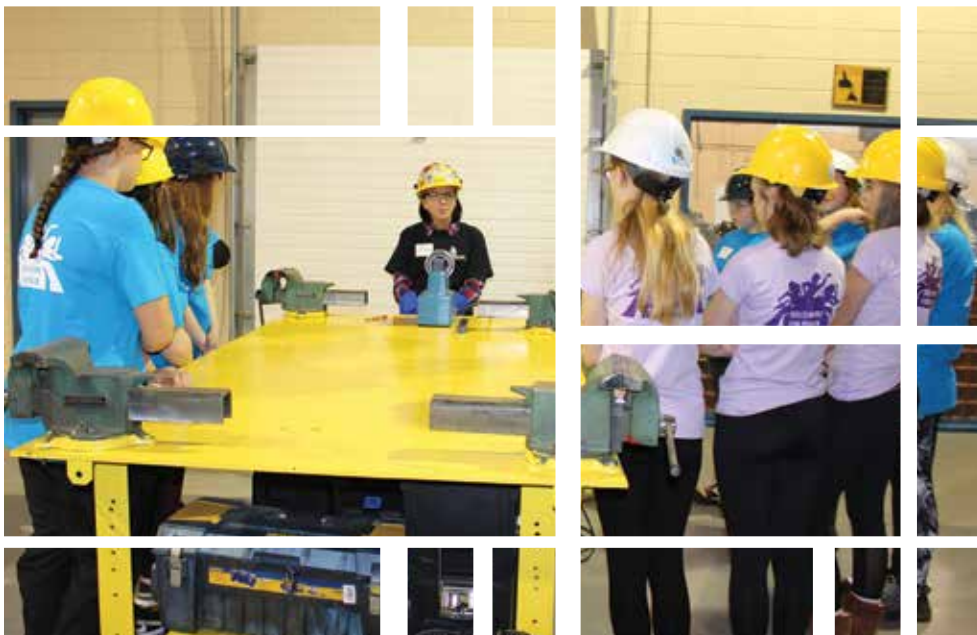
In order to be successful OAWA and Carpenters Local 579 forged relationships with trades unions, government departments, contractors, trades colleges, etc. to work in partnership in promoting and advancing women in trades. Seven years later, there are 1,544 tradeswomen from NL registered with the Office from a variety of construction trades, and the Office has assisted over 900 of these women find employment in their trade. This includes tradeswomen working from small shops to working on large industrial projects such as Muskrat Falls and Hebron.

OAWA works not only to assist the tradeswomen find, but maintain employment, assist them with barriers they face along the way, and

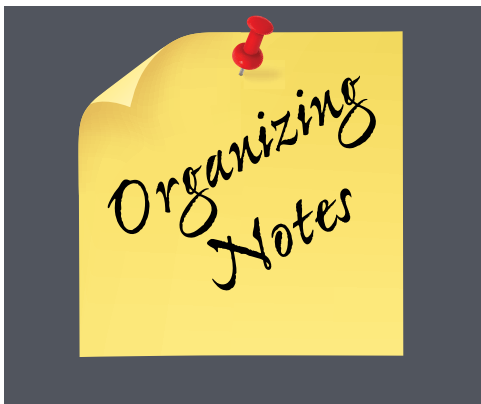
help them reach journeyman status. Mentoring and networking sessions, skilled trades conferences for women and youth, partnerships with Skills Canada NL in hosting Skills Work for Women Conferences are only a few of the supports they have in place to help. OAWA has established partnerships with employers, unions, government and training institutions in helping to accomplish these goals. They have developed a good relationship with the National trades Union and have been asked by several provinces to share the success of how tradeswomen in NL have advanced through the trades.

The support of Carpenters Local 579 has been a driving force in creating partnerships with other trades unions and contractors. They not only provide support, but have hired three tradeswomen at the Carpenter Millwright College in NL to assist them get a start in their apprenticeship, partnered with OAWA and Skills Canada NL in sharing the college to host hands on conference for high school girls. This union is very dedicated to their female members in ensuring that they are employed on the union sites, and provide the necessary support system and open dialogue for women who face issues on site, etc.

Tradeswomen in NL are advancing in the skilled trades and Locals 579 has led by example in this endeavour.



A group of high school students being mentored by tradeswomen at the Carpenter Millwright College during a recent visit



I would like to take a moment to briefly introduce myself as the new Director of Organizing for the Atlantic Canada Regional Council. I am a proud member of the UBC and fifth-generation carpenter. I started in the carpentry trade at a very young age – working alongside my grandfather, father, uncles, and brothers. At the age of 16, I began working for my great-grandfather, Burnett David Stevens of B.D. Stevens. I am a strong believer that if you put in the hard work and long hours you can gain the years of experience quickly, which is what I set out to do and have done.



Colin Keeping
Director of Organizing

I have worked in all aspects of the trade, from footings to rafters on residential buildings, to curbs and roof tops in commercial buildings. I joined the Union in 2004 and began working at Lindsay Construction where I spent eight productive years. I then decided to make a move to South East Drywall where I spent two years gaining further skills and knowledge. I achieved my Red Seal ticket in carpentry while in my late 20s.

Coming from a non-union background, to becoming a union member and embracing the Brotherhood, I felt the need to spread the UBC message to as many as I could, and tell them how it changed my life and my family's life for the better.

This leads me to today, where I am pleased to assume duties as Director of Organizing. It is my full intention to grow the UBC in Atlantic Canada by increasing our market share, bringing on new contractors, creating new working relationships, adding new jurisdictions, and giving our members a voice. With that said, I look forward to work with you all soon.

Site Organizer and Shop Steward Training

We will continue to offer Site Organizer Training throughout Atlantic Canada. The organizing department, along with the ACRC, is taking aggressive initiative to raise awareness of the importance of organizing to reach the goal of 70 per cent market share. During this short three-hour class, participants learn the basic skills to be able to assist with organizing or for those who simply want to better understand organizing approaches. Shop Steward Training will also be scheduled throughout the year, based on demand. Contact your local business representative for details or to sign up.

Welcome New Contractors!

Below is a list of contractors who have all become organized since our last newsletter. Each sees the benefits being a union contractor has on their workforce and bottom line.

Please join us in congratulating the following contractors to the ACRC:

Carmichael	Miller Rentals
Compact Storage System	Ryan Daughy Drywall
ITR Drywall	Pivot Packaging Systems
Oremel Contracting Ltd.	North Shore Millwrights
Panels and Pipes Mechanical Services	

2017 Union Picnics

Due to the success of this year's union awareness events held across Atlantic Canada, we are planning a series of union picnics for members, their families, and the public in the new year. Here are some of the tentative dates and locations (subject to change):

- New Glasgow / Stellarton, NS – July 2017 (date to be announced)
- Sydney, Cape Breton, NS – July 2017 (date to be announced)
- St. John's, NL – Saturday, August 12, 2017
- Charlottetown, PE – Saturday, August 26, 2017
- Miramichi, NB – Monday, September 4, 2017

You can also find us on Facebook and Twitter! Get in touch and stay up-to-date with what's happening in your union!



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@WeAreACRC

Do you have a suggestion, idea, or comment for The Blueprint?
We'd love to hear from you!
Send us an email to suggestions@acrc.ca and tell us about it!

DISPATCHES

News and notes from around the Council

NB members recognized at 2016 Distinction in Mentorship Awards Gala



The New Brunswick Mentor Apprenticeship Program, or NB-MAP, hosted its annual Distinction in Mentorship Awards Gala on November 9, 2016. The gala celebrates mentorship, apprenticeship, and on-the-job training in the skilled trades across New Brunswick. Tim Moore (pictured at center) with Jacobs Industrial Services took home the prestigious Master Mentor Award. Local 2262 millwright Ryan Witt (pictured at right) was also nominated for the honour. This year's Outstanding Apprentice award went to Local 1386 carpenter Eric Brideau. The ACRC, along with the Carpenter Millwright College, would like to congratulate the award winners and nominees who beat out dozens of their colleagues for this impressive honour, and for being chosen as the best of the best as voted upon by industry.



Tim Moore, center, receives the Master Mentor Award. Local 2262 millwright Ryan Witt, far right, was also nominated



Local 1386 carpenter Eric Brideau won the Outstanding Apprentice Award

My Experience at the 2016 National Apprenticeship Competition

Local 1338 carpenter Trevor Billard describes his experience competing in the drywall discipline at the 2016 National Apprenticeship Competition in Edmonton, AB this past summer:



The National Apprenticeship Competition was one of the best experiences of my life. I was a little reluctant to go at first, but after some persuasion I agreed. I had no idea how much I would learn from the trip. There were so many people, including the other competitors, judges, volunteers and union reps that had such a wealth of knowledge and were gracious enough to pass on tricks of the trades.

The competition was far from easy but I enjoyed every minute, showing my skill and learning along the way. Everyone was so positive and helpful throughout the whole thing. I'm so glad that PEI is hosting the competition next year so I will be able to volunteer my time to help make it an experience of a lifetime for the competitors.

If I could I would do it all over again. Thanks to my Local 1338 for allowing me this opportunity.

Read a recap of the 2016 NAC on page 15

Local 579 members receive ExxonMobil President's Award for outstanding safety performance

UBC members with Kiewit-Kvaerner Contractors working on the Hebron Gravity Based Structure (GBS) Project in Newfoundland, Canada received the ExxonMobil President's Award in recognition of their safety efforts and continuous improvement in the safety culture on site.

The President's Award acknowledges the commitment of UBC Local 579 members who achieved zero lost time injuries and decreased the number of recordable incidents since 2014. This feat is a testament to UBC members who worked to create a safety culture where "nobody gets hurt" and where everyone makes it home at the end of the day. Along with positive support from management, this mindset empowered all members to work safe together and provided shop stewards with additional leverage if they noticed unsafe work situations, according to Ronald Smith,

Local 579 shop steward who works on the Hebron Project.

"On site everything was done as a whole," Smith said. "There weren't any individuals singled out for their outstanding performance – it was always the whole shift."

There are two important craft safety programs running at Hebron that work to ensure safety is always at the forefront of its operations. Craft Safety Ambassadors (CSA) and Craft Voice in Safety (CVIS) are both comprised of experienced and respected individuals from all trades who work closely with the safety department to help foster a safety-minded environment. These go-to people regularly attend tool box talks and are a main point of contact for safety questions on site. It is through programs such as CSA and CVIS that unsafe work practices are identified and resolved.



Dennis Barnaby, left, receives his 50-year watch and pin from CMC Cape Breton Training Director Lorne Carabin

Local 1588 members recognized for commitment to UBC

Two Local 1588 members were recognized for 50 years of membership with the UBC. Dennis and Duane each received a special pin and watch in appreciation of their years of membership.

Regrettably, Duane MacLeod passed away in August.



Duane MacLeod, left, receives his 50-year watch and pin from ACRC Business Representative Gerard Boudreau.

UBC Canadian District VP Jim Smith tours Muskrat Falls

On October 13, 2016, UBC Canadian District VP Jim Smith visited the Muskrat Falls project in Newfoundland and Labrador with ACRC representatives.



VP Smith, second from left, is joined by NL Regional Manager Ivan Gedge, EST Deb Romero, and Local 1009 Business Representative / Organizer Neville Smith.

ACRC charitable efforts acknowledged by Heart and Stroke Foundation

UBC Local 579 was welcomed into the Heart and Stroke Foundation's Caring Hearts Circle for their significant donations to the Foundation in 2015 and 2016. In a letter to the Local, MaryAnn Butt, Chief Executive Officer, Newfoundland and Labrador, Heart and Stroke Foundation of Canada, thanked the Local for their tremendous efforts in improving the lives of those affected by heart disease and stroke in the province.

"Thank you from the bottom of our hearts for helping us create an impact, encourage positive change for a healthy future, and create survivors in Newfoundland and Labrador," Butt said.



NL Regional Manager Ivan Gedge accepts the acknowledgment piece from Lieutenant Governor Honourable Frank Fagan and Heart and Stroke Foundation CEO, NL, MaryAnn Butt



With the Holiday Season upon us, we would like to take a minute and reflect on our successes and be thankful for the dedication of members, employers, family, and friends who support us every day.

Warmest thoughts and best wishes for a wonderful holiday and a very happy new year.

The Executive & Staff of



ATLANTIC CANADA
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