

# THE BLUEPRINT

WINTER 2017

*Attendance was high at the Olde Tyme Union Picnics this year*



## WHAT AN OLDE TYME PARTY!

There was no shortage of smiles and fun at this year's Olde Tyme Union Picnic events held across Atlantic Canada this summer.

The ACRC, along with Locals in each province, put on the member-focused picnics that were geared to members, their families and friends, and guests. This year, the Council chose five new locations to play host to the picnics: New Glasgow, NS; Sydney, NS; Charlottetown, PEI; Saint John, NB, and Paradise, NL.

The outdoor picnics were also an opportunity for the general public to find out more about the skilled trades and get their questions answered by volunteers from the ACRC and the Carpenter Millwright College. A barbecue lunch was served in each location, and several vendors set up displays with information, giveaways, prize draws, and more. Those with families and children had no shortage of things to see and do, ranging from inflatables and face painting to carnival style games, a rock climbing wall, skills demonstrations, and other activities.

To complement the "Olde Tyme" theme of this summer's events,

special shirts and hats were produced and given to all in attendance to mark our storied heritage and history as a carpenters' union.

The first event kicked off in New Glasgow, NS on June 24. In his opening remarks, Brad Smith, Executive Director of the Mainland Nova Scotia Building Trades Council, said skilled trades apprentices make up a significant portion of unionized building trades membership in Nova Scotia.

"With the size and scope of the building trades in the region, the ACRC is a big part of that," Smith said.

"The ICI (Industrial, Commercial, and Institutional) sector, in terms of scale, makes up roughly 10 per cent of the GDP of this province," he said. "That is huge."

Smith is optimistic about the future and is open to exploring new ideas such as sustainable resource extraction that might translate into jobs for skilled tradespeople. He emphasizes that if the province looks at developing resources that economic benefit plans be in place to give local Nova Scotians first priority on jobs.

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Official newsletter of:



**ATLANTIC CANADA**  
REGIONAL COUNCIL OF CARPENTERS  
MILLWRIGHTS AND ALLIED WORKERS



*Top: The Carpenter Millwright College set up skills demonstrations and displays at each picnic*

*Left: There were plenty of activities to see and do*



Following New Glasgow, our next picnic was held in Cape Breton on the Sydney waterfront on August 12. We partnered with a local event that this year celebrated their 10th anniversary in Sydney, the Cape Breton Unionized Trades Dragon Boat Festival 2017.

Local 1588 has historically entered a boat in the event for the past several years, along with giving a donation to various charities associated with the event. This year was no different as a team of 10 members hit the water for a good cause.

In August, Charlottetown, Prince Edward Island hosted the UBC 2017 Canadian National Apprenticeship Competition. This is the second time the event has come to Charlottetown, the first being held in 2003 when it was hosted by the Local 1338 Training Trust Fund and the Nova Scotia and Prince Edward Island Regional Council.

Being Canada's 150th anniversary as a nation, and Charlottetown being the birthplace of Confederation, it was fitting to make the weekend a special event for members. Therefore, the ACRC planned an Olde Tyme Union Picnic for Charlottetown on August 26, the same day as the NAC competitors' practical skills portion. This afforded spectators the opportunity to witness the top apprentices in the country showcasing their skills at the highest level.

To mark this commemorative year, the ACRC announced a contest in the spring where 40 members (10 in each region) would be chosen to attend the 2017 NAC and the ACRC Olde Tyme Union Picnic.

Members were chosen based on their involvement with the union, such as attending union meetings, assisting organizing campaigns, and participating in programs like Journeyman Leadership and Site Organizer training.

As a thank you to the members who were chosen to attend the events in Charlottetown, a special lobster boil dinner was held on the evening of August 25 at Confederation Landing. UBC VP Canada Jason Rowe was on hand to mark the occasion, and joined EST Deb Romero, the management team, and organizers to recognize members for their commitment to the union and exemplary performance in upholding the ACRC's standards of excellence on the jobsite.

Local 579 member Noel Rowe was one of the 40 contest winners and appreciated the opportunity to attend and to represent his local.

"I was indeed very proud to be chosen to take a trip to represent Local 579 this summer in PEI," Rowe said. "It is very important in my opinion to have these events so members get recognized for the hard work that they do."

Hosting the UBC competition and the picnic together was a good fit, according to Len Bryden, executive director of training and programs for the ACRC and one of the organizers of NAC. He said this provided an excellent opportunity to meet members from different provinces and to bring everyone together under one event.

"It brought people together from across Canada and allows them to meet, network, share successes and failures, and showcase their talent, Bryden said, adding, "it creates a stronger industry and shines a light on the programs that put us at the forefront in training."

Carpentry and scaffolding apprentice Melanie Driscoll of Local 83 was pleasantly surprised to realize she had been chosen to attend.

"I was surprised and delighted to have been chosen as one of the members to attend," she said. "I had not been to Charlottetown for over 15 years and it was a wonderful opportunity to revisit the island and the beautiful city of Charlottetown."

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Continued from page 2

Driscoll, along with her mom Arlene, volunteered at the registration table for the union picnic on Saturday. She said events like these are great for members with young children and is an excellent opportunity to socialize with other members and meet new people.

"Union events like this that I attended made me feel like I was a part of something bigger, let the kids feel proud of their mom as well as just having fun socializing," she said. "Family events



The ACRC hosted a lobster supper for the contest winners in Charlottetown

like this are extremely important in the success of a union." Building on the momentum in PEI, our next picnic moved to New Brunswick to mark Labour Day on September 4. Prior to the picnic at Rockwood Park, Local 1386 members, business representatives, and EST Romero walked in the annual Labour Day Parade through downtown Saint John. The Saint John Labour Council joined us in hosting a great day at Rockwood Park that was a big draw for all in attendance.

The series of picnics wrapped up in Paradise, NL on September 16. A great day was enjoyed by everyone at Paradise Park, a public space that sits directly across from the union hall and the Carpenter Millwright College.

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## CARPENTER MILLWRIGHT COLLEGE: PREPARED FOR ANYTHING

### Mike Porquet's carpentry teacher set him up for success, leading to immediate hands-on work

Mike Porquet came into the program after recently retiring from another trade. He wanted to be productive, and to see an end-result at the end of the day; he realized that there were other trades and careers out for him.

The Carpentry Development Program at Carpenter Millwright College had him prepared in just three months, to the point where two jobs were knocking on his door even before graduation. "I went straight to working in the industry at the Dartmouth Multipad Arena, doing some millwork carpentry for a large complex. I felt informed by my program, and really had no problem transitioning into the field," Mike says.

His instructor, Aaron, always had an inkling when his students didn't know something. "It's one thing to have an instructor to dictate, read or review, but we went out and applied the principles that we were reading about. He let us take control of the situation, and noticed if we were faltering," says Mike. Aaron would stop them in order to explain, and always

encouraged a team environment for better learning.

The Carpenter Millwright College carpentry program incorporates a built-in professional development program for the students, working with a representative. She did a couple of assessments and covered employment skills, personality traits that they could work on in the industry, oral and written communication, and professionalism and preparation for the work industry. "It was very beneficial for someone to sit down and say, 'yes, you're a bold person, but sometimes we need to take the play out,' and for others, she was telling them to be more boisterous," says Mike.

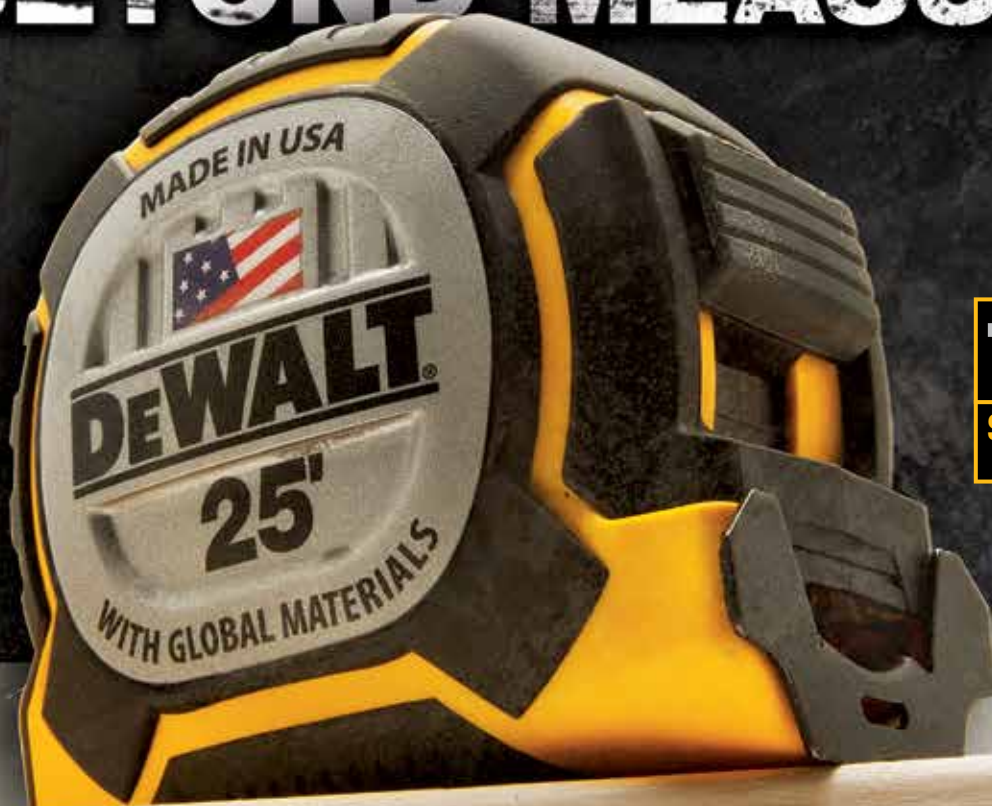
Mike wishes he could have stayed longer, to have picked Aaron's brain for longer, and encourages anyone who takes the program to talk to the people who know the trade, and what you're getting involved with.



Mike Porquet

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October 19, 2017

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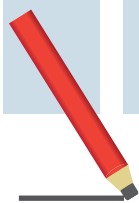
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# MESSAGE FROM THE EXECUTIVE SECRETARY-TREASURER



**ATLANTIC CANADA**  
REGIONAL COUNCIL OF CARPENTERS  
MILLWRIGHTS AND ALLIED WORKERS

It has been just over 12 months since the delegates of the Atlantic Canada Regional Council elected me to the position of Executive Secretary-Treasurer. It has been a busy and exciting year!

I am proud to be your leader in Atlantic Canada and I encourage any member who has concerns, questions, or suggestions to contact me by email at [dromero@acrc.ca](mailto:dromero@acrc.ca) or on my cell phone at (506) 654-3849.

In my previous role as Director of Organizing, I had the responsibility to sustain our contractor base and market share by ensuring that union density remained strong. Organizing is my passion and continues to be a focus of our Council. Success in organizing can only happen when rank and file members stand up and help. If you have never helped in an organizing campaign, remember that members before you took a risk to organize the company you work for today. Perhaps it's your turn?

The role of our union is more than organizing, however. Another priority over the past year has been to negotiate the best possible terms and conditions of employment for our members and to enforce our collective agreements so that employers live up to their

obligations. We work hard to organize members and get them to take a chance on us – we must earn that trust each and every day afterwards as we represent them.

Training of our members – in both skills and leadership – is another important priority of our union which we have focused on. This training is meant to make our members more safe and productive and therefore our employers more competitive as unionized carpenters and millwrights become more efficient, resourceful, and reliable.

In addition to these major priorities, we have also advocated on your behalf to governments at all levels – municipal, provincial, and federal in New Brunswick, Mainland Nova Scotia, Cape Breton, Prince Edward Island, and Newfoundland and Labrador. We support charitable organizations in every region of Atlantic Canada and assist the less fortunate in our communities. We believe in, and enforce, workplace safety.

My commitment to you is the same as the promise I make to the employers, industry representatives, and elected officials with whom I work on your behalf – that I will be fair in my dealings and treat each and every one with respect, integrity, and honesty. I am

accountable to you and I appreciate the trust you have placed in me.

Lastly, as we enter the holiday season, I want to wish every member of the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers a Merry Christmas and Happy New Year! Please be safe this Christmas Season. And, extend these Christmas wishes to a non-union tradesperson whom you know – let them know we want to represent them in the coming year and that they are welcome in our union family!

In solidarity,

**Debra Romero**  
*Executive Secretary-Treasurer*  
**Atlantic Canada Regional Council**



# Well Trained. Work Ready.

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us on how you can

start a path in the  
skilled trades!



# CMC

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or courses in your area, please visit

**[carpentermillwrightcollege.ca](http://carpentermillwrightcollege.ca)**

# ORGANIZING NOTES

Hello Brothers and Sisters!

It is hard to believe that another year is coming to an end! 2017 has been an extremely busy one and the organizers of the ACRC have been working exceedingly hard to attain some tremendous successes throughout Atlantic Canada!

I have recently marked my own first year as the Director of Organizing for Atlantic Canada. I have had the privilege to work alongside these organizers and I can tell you that they are committed to seeing each local and the union as a whole move forward with tremendous growth. They have all been a crucial part of the organizing team and we are lucky to have them!

I also feel very strongly that our successes are a direct result of member support. I have seen first-hand this past year how many members have stepped in to help with organizing efforts. Often the members are able to provide information to our organizing department that we would not gather without them. All information is crucial to successes. The more information we have the more likely we will attain certifications. For those who have not had the opportunity to get involved I encourage you to do so! For decades, we have heard the adage that "carpenter to carpenter" relations is how we can move our union forward. This is still very much the case today. No effort is too little and all efforts are noticed and much appreciated.

In the constitution, the very first objective of the United Brotherhood of Carpenters states that the "brotherhood is to organize workers." By extending our knowledge to those outside of our own locals we are following the direction of our own constitution and, in turn, growing the union. No one understands the union or the benefits of belonging to one better than yourselves. By sharing what we know with those outside of our organization this helps to grow our market and extend our brother and sisterhood. We can all share in educating, agitating, and organizing!

As I said, 2017 has been a fantastic year for organizing! My hope is together we can carry this momentum into 2018.

May you all finish 2017 well and best wishes to you and yours!

**Colin Keeping**

Director of Organizing ACRC



**Colin Keeping**  
Director of Organizing

## Welcome New Contractors

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

I would like to welcome the following contractors to the ACRC:

### Cape Breton

Bourgeois Diesel  
Wallwright Builders  
Woodill Construction

### New Brunswick

Best Western

### Newfoundland and Labrador

Proactive Commercial Construction and Maintenance

### Nova Scotia

Thurston Brothers Construction  
Fam Construction Ltd.  
Go To Sargent Pro Inc.  
Harbour Drywall  
Hercules

**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](mailto:suggestions@acrc.ca) and tell us about it!**

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



[facebook.com/weareacrc](https://facebook.com/weareacrc)



[@WeAreACRC](https://twitter.com/WeAreACRC)



## ON TRAINING

I hope everyone had an enjoyable summer of 2017! The ACRC and the Carpenter Millwright Colleges (CMC's) were very busy, training our members and ensuring they are Work Ready across all of our regions.

The ACRC and the CMC's had the duty of hosting the 25th Annual UBC National Apprenticeship Competition in Charlottetown, PEI Aug 25-26, and this will indeed be ranked up high as one of the best national apprenticeship competitions the UBC has hosted! Many thanks to all the organizers of this large event, particularly NS CMC Training Director Bev Young and her CMC staff, as well as dozens of others – a list too long for this article! Next year the competition will be held in Vancouver, BC and we will be looking for qualified members from all regions to participate on behalf of the ACRC and your Locals.

I also want to thank Communications Manager Dennis Potharst and all of the ACRC and CMC staff for the incredible efforts they put in for the Atlantic Canada Regional Council Union awareness picnic events put on this past year. These were also well attended and important to bring our members and the public together.

This was another busy and successful year for the International Training Centre (ITC) Leadership Training Programs. The ACRC sent many members, staff, and contractor representatives to JM Leadership, 3rd Yr Apprentice, Collaborative Leadership, and Frontline Leaders administration staff training, among others. The experience at the ITC is a powerful one, and is working effectively to connect UBC members, staff, and contractors across North America. Please respond to the emails and surveys you receive from the ACRC when you return as your feedback is important. Make yourself available when you have the chance to attend any one of our Programs – the experience is worth it!

Contact me anytime through our [www.acrc.ca/programs](http://www.acrc.ca/programs) webpage, or by phone (902) 454-5100 ext 220, or email [lbryden@acrc.ca](mailto:lbryden@acrc.ca) if you would like more information on any of our International Training programs.

On a National note, the UBC Canadian District Vice President Jason Rowe (best wishes to retired long time UBC Canadian VP Jim Smith!) has been meeting with Training Directors and council leaders across the country, and is committed to assisting Regional Councils in any way possible to see more standardized training programs and increased levels of communication and commitment. All of



*Len J. Bryden  
Executive Director of Training and Programs*

the CMC staff, instructors, and ACRC staff members look forward to working with this office to achieve our collective goals together.

In closing, I would like to mention the importance of Local Unions, and area needs connecting with Training. We are now committed and working to improve the existing link the Local Unions and Regional Council staff members have with the administration and instructional staff members of the Regional CMC's. By having a more cohesive dialogue between these areas of the council, we have already seen positive results. Proper training can lead to successful organizing, and the two are better together working as a team. We are increasing our connections with our apprentices, and working on more member training opportunities for our continued success into the new year. We are **Training to Organize, and Organizing to Train**. Your Union wants you to be a part of this. Attend your Local meetings, keep in contact with your Local CMC's, and **keep your training up to date** for when you are called to that next jobsite to utilize your skills and help secure more work for you and our partner contractors.

Best of the Holiday Season to you and yours, keep up the good work and let's look forward to a healthy and prosperous 2018!

*The Atlantic Canada Regional Council of Carpenters,  
Millwrights and Allied Workers would like to congratulate  
all competitors for an outstanding*

## **2017 UBC National Apprenticeship Competition!**

*Thank you for celebrating with us in Charlottetown!*

**Cape Breton**  
Local 1588

**New Brunswick**  
Local 1386  
Local 2262  
Local 2716  
Local 2717  
Local 2821  
Local 911


**Newfoundland and  
Labrador**  
Local 579  
Local 1009

**Nova Scotia and  
Prince Edward Island**  
Local 83  
Local 1178  
Local 2004  
Local 1338



**ATLANTIC CANADA**  
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MILLWRIGHTS AND ALLIED WORKERS

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# REGIONAL UPDATES

## NEWFOUNDLAND AND LABRADOR

**Ivan Gedge**  
Regional Manager

Hi Brothers and Sisters,

The end of another year is upon us and as we reflect back on 2017, Local 579 and Local 1009 have experienced another successful year with nearly 2.8 million person-hours during the last fiscal year.

Our members have worked safely and productively to accomplish the employer targets ... (Thank you). The Muskrat Falls Project is switching gears from Civil to Mechanical and will require different skill sets for upcoming work.

Looking forward to 2018, a transition will take place in Muskrat Falls where millwrights will see increased numbers while the number of carpenters will be decreasing. Over the winter, it will be slow but as we move into early 2018 the numbers will pick up as there is still a significant amount of work left to be completed on that project.

The agreement for the West White Rose

Project has been signed and will give members work for the next three to four years, although it will employ fewer carpenters than the similar Hebron Gravity Base Structure (GBS). We expect to get carpenters there in the spring for the start of the Concrete Base Structure.

The CLRA Provincial Agreement has been ratified and signed for the next five years and we look forward to trying to secure more market share in that sector for the membership. Members should endeavour to obtain their required safety courses and be job-ready when they are needed. Also, there is still opportunity for Journeypersons and Apprentices to travel to the International Training Center in Las Vegas for leadership training. Any member who has not yet had the opportunity should take advantage of this excellent experience.

Over the last year, we have lost some young members due to mental health issues. I would like to promote that each member listens to other members for signs of this



problem and use/refer to the benefit plan to help with such problems. The plan provides for the service of a psychologist.

I would like to take the opportunity to thank my staff, volunteers, executives, UBC contractors, and the membership for their support in 2017 and look forward to 2018. As we get ready to spend time with our families and friends during the special Christmas Season, please keep safety top of mind in everything we do at home and at work.

## NEW BRUNSWICK

**James Dawson, Regional Manager**

Hi Brothers and Sisters,

As we head into 2018, I would like to recognize the growth we have had within our province this year. During the first nine

months of 2017, we have seen an increase in work on both industrial and commercial job sites. This has provided more work for our members and has set us up for a strong beginning in 2018. Between January and September this year, we have seen more than 970,000 person-hours worked throughout our province. This is an increase of more than 60,000 hours compared to the same time frame in 2016 with 908,000 person-hours.

Market share in the northern part of the province has continued to rise with two new large contracts that have been awarded to Pomerleau and J.W. Lindsay. Pomerleau was recently awarded a \$50 million expansion of the Bathurst

hospital, while J.W. Lindsay has begun a 200-unit seniors home in Miramichi.

Our local continues to get stronger every day with our dedicated members fueling our success. I would like to thank the staff and the fellow managers for making the transition to our new leadership on the executive board over the last year smooth.

I would also like to express my gratitude for each and every one of my fellow members. We would not be where we are today without each of you doing what you do.

I am pleased with all of the progress I have seen in 2017, and excited to make 2018 even better and continue to grow our local. Wishing you all a Happy Holiday and a Happy New Year!

Remember to keep working hard and stay safe!



## CAPE BRETON

### Gord Jacobs, Regional Manager

It's hard to believe but we are looking at winter 2017 coming towards us already. The summer and fall were busy and beautiful here in Cape Breton.

In August, we held our Olde Time Picnic in conjunction with the annual Cape Breton Dragon Boat Races at the Sydney boardwalk. The event was a huge success by all accounts and I'd like to personally thank all of our members and their families who came out to support the races, help with cooking and cleaning, and run and organize the children's activities. We couldn't have done any of it without you and your volunteerism is a shining example of the true nature of Capers.

Aside from the donations we made to the Dragon Boat Festival, we also made contributions to the food banks of Cape Breton and the Salvation Army Kettle of Kindness campaign in conjunction with local radio station 101.9 The Giant.

On the working front, the hours are up in Cape Breton and should remain up with three new projects just announced for the area: the Cove Guest Home expansion, extensive renovations and upgrades to the former Holy Angels Convent, and a second cruise ship berth at Sydney Harbour.

We've also been busy training here at our centre. At time of printing, there are 14 members writing their Red Seal Certification Exam and 12 members having recently finished their scaffolding training. We also have a new front office staff member joining our team. Ms. Jaclyn Dicks will now be our secretary and will be taking over for Heather Grant, who is moving into a new position doing remittances for the ACRC.

Contract negotiations are ongoing and hopefully by the time this report is published, all will be settled on that front. I'm also happy to announce that the Local is actively



considering buying a new building or possibly building one from the ground up. The second option would mean more work here for members so it will be given thorough consideration.

In closing, I would like to wish everyone a safe and Merry Christmas from all of us here at Local 1588. I want to remind our members and families that the best reason for working safe are the loved ones waiting for you at home. Please remember to update your safety training and work smart.

Enjoy the holidays and all the best for 2018!

## NOVA SCOTIA AND PRINCE EDWARD ISLAND

### Scott Keeping, Regional Manager

Hello Brothers and Sisters,

I would like to take this opportunity to thank our signatory contractors, and all membership and staff for putting their best foot forward each and every day. By consistently improving who we are and what we give, we will ensure our trade union remains the trade of choice.

Work has been extremely busy across our regions in 2017. As we enter into the fall season, person-hours have not slowed, resulting in a steady increase for workers. New membership orientations have

continued to be successful, enabling us to continue to help impact the lives of our new recruits.

During the 2017 season, Local 83 contractors attracted work in new markets, which led to an increase in person-hours for membership. We have membership actively involved in the application of spray-foam insulation, piecework drywalling within residential high-rise condos, rope access opportunities, and architectural cabinet and millwork installs. Introduction into these new markets has created new training opportunities for our membership to ensure we supply qualified and productive workers in the field. The Carpenter Millwright College Nova Scotia has increased their training opportunities for members, and moving into 2018, hands-on skills training will increase.

I would also like to mention Local 1338 hosted the UBC National Apprenticeship Competition on August 25 and 26. The event was amazing due to the spirit of the competitors, especially the efforts of the Atlantic Canada Regional Council competitors. To all the volunteers who gave countless hours of their time to make the event a success, thank you!



Membership numbers increased in Local 1338, due to an extreme volume of ongoing work. A big thanks to the membership of Local 1338 who spread the UBC's message to all unrepresented carpenters, encouraging them to join our team.

Retention of membership has always been a major priority within our regions, and we will continue to actively communicate with membership who are work-ready and seeking employment.

In summation, we will continue to protect the rights of our membership and ensure we negotiate terms and conditions in our collective agreements that enable our signatories and membership to increase market-share, collectively.

I wish you all the best in the coming year, and hope we can all make a collective effort to attend union meetings and work together to become champions of the UBC's message.

*"We must elevate the craft, protect its interests, advance wages, reduce the hours of labor, spread correct economic doctrines and cultivate a spirit of fraternity among the working people regardless of creed, color, nationality or politics. These principles are the foundation of our organization."*

**- Peter J. McGuire (Founding Father of the UBC)**

# WINTER WORKING

by Corrie A. Vallis, CRSP Acquire Safety

Working in cold weather could be dangerous to the untrained, and to people without adequate winter clothing. To cope with winter, stay active, dress warmly and follow safety rules.

## How does cold affect your work performance?

Uncomfortably cold working conditions can lead to lower work efficiency and higher accident rates. Cold impairs the performance of complex mental tasks. Manual tasks are also impaired because the sensitivity and dexterity of fingers are reduced in the cold. At even lower temperatures, the cold affects the deeper muscles resulting in reduced muscular strength and stiffened joints.

Mental alertness is reduced due to cold-related discomfort. For all these reasons accidents are more likely to occur in very cold working conditions. The best way to prevent this from occurring is to wear all appropriate winter clothing to ensure your body is as insulated as reasonably possible.

## PPE FOR MAXIMUM PROTECTION

### Clothing

Protective clothing is needed for work at or below 4°C. Clothing should be selected to suit the temperature, weather conditions (e.g., wind speed, rain), the level and duration of activity, and job design. Clothing should be worn in multiple layers which provide better protection than a single thick garment. The air between layers of clothing provides better insulation than the clothing itself. The inner layer should provide insulation and be able to “wick” moisture away from the skin to help keep it dry.

The additional layers of clothing should provide adequate insulation for the weather conditions under which the work being done. They should also be easy to open or remove before you get too warm to prevent excessive sweating during strenuous activity.

For work in wet conditions, the outer layer of clothing should be waterproof. If the work area cannot be shielded against wind, an easily removable windbreak garment should be used.

### Footwear

Felt-lined, rubber bottomed, leather-topped boots with removable felt insoles are best suited for heavy work in cold since leather is porous, allowing the boots to “breathe” and let perspiration evaporate. Leather boots can be “waterproofed” with some products that do not block the pores in the leather. However, if work involves walking and standing in water, the waterproof boots must be worn.

### Socks

You may prefer to wear one pair of thick, bulky socks or two pairs - one inner sock of silk, nylon, or thin wool and a slightly larger, thick outer sock. If work conditions permit, have extra socks available so you can dry your feet and change socks during the day.

### Face and Eye Protection

Select protective eye wear that is appropriate for the work you are doing, and for protection against ultraviolet light from the sun, glare from the snow, blowing snow/ice crystals, and high winds at cold temperatures.

ENVIRONMENT CANADA WIND CHILL CHART - TEMPERATURE (°C) / WIND SPEED (km/h)

Wind km/h	Air Temperature °C										
	5°C	0°C	-5°C	-10°C	-15°C	-20°C	-25°C	-30°C	-35°C	-40°C	-45°C
	Equivalent Chill Temperature °C										
5 km/h	4	-2	-7	-13	-19	-24	-30	-36	-41	-47	-53
10 km/h	3	-3	-9	-15	-21	-27	-33	-39	-45	-51	-57
15 km/h	2	-4	-11	-17	-23	-29	-35	-41	-48	-54	-60
20 km/h	1	-5	-12	-18	-24	-30	-37	-43	-49	-56	-62
25 km/h	1	-6	-12	-19	-25	-32	-38	-44	-51	-57	-64
30 km/h	0	-6	-13	-20	-26	-33	-39	-46	-52	-59	-65
35 km/h	0	-7	-14	-20	-27	-33	-40	-47	-53	-60	-66
40 km/h	-1	-7	-14	-21	-27	-34	-41	-48	-54	-61	-68
45 km/h	-1	-8	-15	-21	-28	-35	-42	-48	-55	-62	-69
50 km/h	-2	-8	-15	-22	-29	-35	-42	-49	-56	-63	-69
55 km/h	-2	-8	-15	-22	-29	-36	-43	-50	-57	-63	-70
60 km/h	-2	-9	-16	-23	-30	-36	-43	-50	-57	-64	-71
65 km/h	-2	-9	-16	-23	-30	-37	-44	-51	-58	-65	-72
	Little danger in less than one hour exposure of dry skin			DANGER - Exposed flesh freezes within 30 minutes				GREAT DANGER - Flesh may freeze within 2 minutes or less			

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Angus “Bill” Larsen was a proud 73-year member of the United Brotherhood of Carpenters. The following obituary appeared on [www.arbormemorial.ca](http://www.arbormemorial.ca)

## Angus William “Bill” Larsen

6/2/1917 – 10/20/2017

**Larsen, Angus William “Bill”, age 100, of Dartmouth.**

It is with sadness the family of Angus William “Bill” Larsen announces his passing on Friday October 20, 2017, peacefully at The Brentwood Ponds, with family at his side.

Born in Saint John, NB, he was the son of the late Alfred and Julia (Goodine) Larsen. He was raised by Neil and Catherine (MacLeod) Shaw of Grand River, Cape Breton. As a young man, Bill worked at the HMCS Dockyard. His career as a carpenter made him a proud lifetime member of the Nova Scotia Carpenter’s Union. Following retirement, Bill enjoyed fishing, hunting, and gardening. There was always something growing in the backyard.

He was a talented artist with a gift for wood carving and drawing. He enjoyed playing the accordion, listening to fiddle music and playing crib with family and friends.

Bill will be remembered fondly by his wife of 71 years, Elise (Comeau), Enfield; sons, David (Edie), Tatamagouche, and Barry (Marilyn), Elmsdale; daughter Christine (J.D.) Johnston, Bedford; grandchildren, Rodney Larsen, Wanda Larsen Wood (Rob), Jennifer (Adam) Spurr, Joanne (Paul) Hayes, Chelsea and Caleigh Johnston; step-grandchildren, Steven Peters (Sarah Stephens), Kevin Peters (Lana Gillis); great-grandchildren Katelyn, Justin, John Angus, Victoria, Sarah, and Sam; and many nieces and nephews.

He was predeceased by his son Eric; and sister Christina Robar.

Cremation has taken place. A private graveside service will take place in Dartmouth Memorial Gardens at a later date.

In lieu of flowers, donations may be made to the Heart and Stroke Foundation of Nova Scotia.

The family would like to thank the staff of Brentwood Ponds for their care and compassion.

Online condolences may be made by visiting the Dartmouth Chapel at [www.atlanticfuneralhomes.com](http://www.atlanticfuneralhomes.com)

## 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 83

Ackles, Eldon  
Aylward, Lionel  
Boutilier, David  
Densmore, Carl  
Durnford, Corwin  
Greer, Peter  
Larsen, Angus  
Macgillivray, Cyril  
MacPherson, Shawn  
McCulloch, Chris  
Pereira, Juan  
Rafuse, Kevin  
Roberts, Donald  
Sampson, David  
Savage, Jack  
Wright, Barry

### LOCAL 579

Compton, Ryan  
Flynn, Doug  
Fudge, Howard  
Garnier, Isadore  
Gillingham, Simon  
Grimes, Melvin  
Hewitt, Alastair

Ivany, Reginald

Legge, Leo  
Mercer, Graham  
Moss, Chelsea  
Murrins, Justin  
Nichol, Stephen  
Offrey, Stephen  
Sheppard, Grant  
Swain, John  
Walsh, Steve  
Wells, Lewis

### LOCAL 1009

Goodey, Arthur  
Pritchett, Kevin

### LOCAL 1178

MacNeil, Lawrence

### LOCAL 1338

Gallant, John  
Gallant, Mike  
Young, Clinton

### LOCAL 1386

Arsenault, Daniel  
Brideau, Arizima  
Chase, Reginald  
Comeau, Denis  
Cronkhite, Charlie  
Fortin, Michel  
Lutes, Steve  
Melanson, Rivard  
Parlee, Wade  
Sylvestre, Sylvain  
Thompson, Dwight

### LOCAL 1588

Burns, Joseph  
Chiasson, Eli  
Fraser, Charles  
Hatcher, Melvin  
Long, Frank  
MacLeod, George  
MacNeil, Joseph

### LOCAL 2262

Blakney, Elmer  
Lord, Andrew  
McIntyre, Charles  
Thebeau, Francois

## WHAT AN OLDE TYME PARTY!

*Continued from page 3*

One of the guest speakers, Mary Shortall, President of the Newfoundland and Labrador Federation of Labour, said a few words about the importance of ensuring that workplaces are safe and healthy and that all workers are treated fairly and with respect.

“We want to make sure that all workers in this province can work with dignity, and fairness and equality,” Shortall said, whose organization has 65,000 members in Newfoundland and Labrador.

“We say that unions are the folks that bring you the weekend – it was the unions a long time ago that fought for workers to have vacation, days off, and benefits that we enjoy today. And those are things that we need to celebrate today.”

Past president of Local 579 and former town councillor Vince Burton was also in attendance, as was Mayor Dan Bobbett, who recently won re-election in Paradise.

With a tremendous turnout at our summer events that saw more than 100 volunteers and 3,000 members and guests attend, we would like to thank everyone for their support and look forward to 2018!

# MEDICAL MARIJUANA IN THE WORKPLACE

By: David A. Mombourquette

ACRC General Counsel

The decision of the Federal Government to legalize marijuana use and possession for adults effective July 1, 2018, has raised numerous questions about workers' rights and the likely response of employers. Our members need to be aware that legalization does not give workers an unlimited right to use such products, and that project owners and contractors will likely continue to have restrictions on marijuana use in the workplace.

## Medical Marijuana

Since restrictions on use of marijuana were struck down by the courts in 2000, doctors have been legally permitted to authorize patients to consume marijuana for medical purposes. The Federal Government recognized this right in legislation passed in 2001, but placed significant restrictions on use, production and distribution. This right was expanded in 2015 when, in *R. v. Smith*, the Supreme Court of Canada ruled that users of medical marijuana are permitted to use marijuana in various edible forms, not just dried product for smoking.

Legalization of marijuana may make it easier for people to obtain marijuana for medical purposes, but it does not remove the obligation of workers to ensure that they are able to perform their work safely – without danger to themselves or other workers. This rule applies to both prescription drugs and over the counter drugs that may impair a worker's perception and/or reaction times. Some major projects, such as the Muskrat Falls hydro-electric facility in Labrador, require workers to declare all drugs that they are required to use while at the job site, even if such drugs are only consumed during non-working hours.

If you are required to use the substance during working hours, you will require medical documentation to justify this use and to specify if the use will impair your performance. If there is a risk of impairment, you may have to seek human rights accommodation from the employer. Depending on the size of

the project and scope of the work, a contractor may or may not be able to accommodate such restrictions.

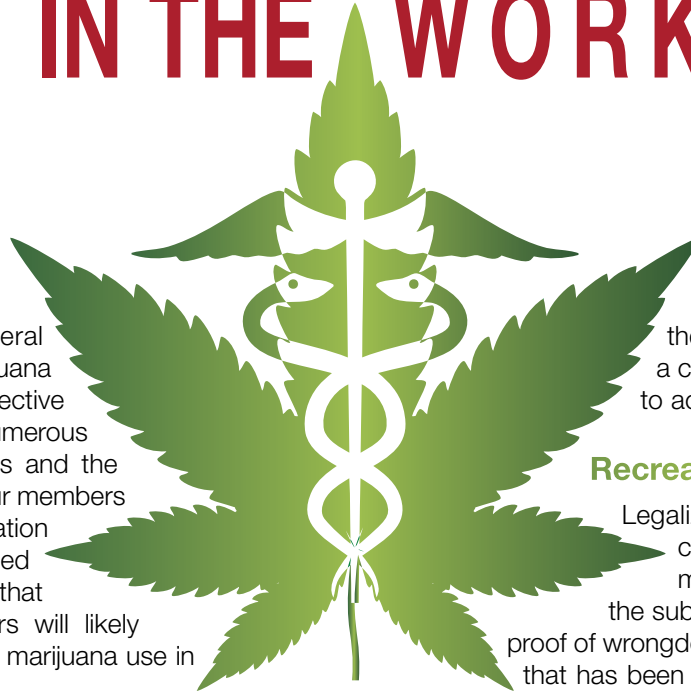
## Recreational Use

Legalization means that employers cannot treat mere possession of marijuana, or the appearance of the substance in the body, as conclusive proof of wrongdoing. The pre-access drug testing that has been required on many large industrial projects, will have to be adjusted to deal with this new reality. As with alcohol use, policies against the possession and use of marijuana will depend on the nature of the work, the nature of the project, and the reasonableness of the restrictions.

Employers are permitted to have policies restricting the use of legal substances, provided they are aimed at workers in safety sensitive positions and the restrictions are reasonable. Construction work is generally considered safety sensitive, so some restrictions will likely be permitted. However, a policy prohibiting any alcohol or marijuana in the bloodstream will likely not be seen as reasonable, particularly if the detected levels are well below the established level of impairment. There are alcohol use policies that restrict blood alcohol levels at work (.04) to half the legal driving limit (.08). The science concerning permissible marijuana levels in the body is not as well established as the breathalyzer tests for alcohol, so there will likely be legal challenges to restrictions in employer policies.

## The Bottom Line

Members need to ensure that they attend work in a condition that will not endanger themselves or other workers. Impairment by marijuana will be treated as seriously as impairment by alcohol or prescription drugs. While the new laws will likely provide more freedom to use marijuana on your own time, it is your responsibility that you stay within reasonable established limits. Don't take a risk with your life, or those of your brothers and sisters.



# One Wish at a Time

By: Vanessa Pettersson

For the past eight years, Workers 4 Wishes has been dedicated to granting wishes to children around New Brunswick with life threatening illnesses. Co-founders Raymond Cormier (member of Carpenters Local 1386) and Eamon Clarke (member of IBEW Local 502) began this journey in 2008 when they came together wanting to give back to their community. In early 2010, Workers 4 Wishes was announced as a not-for-profit group in Saint John. The vision was simple – to be able to make a small difference in the lives of children between the ages of 3 and 18, one wish at a time. No matter how small or large the wish might be, W4W takes what the child wants and makes it happen.

From the beginning, Workers 4 Wishes have been union members from different locals around the Saint John area volunteering wish to wish.

In December 2013, W4W transitioned from a casual not-for-profit group to full status Charitable Organization. This allowed for growth and more community support. Today, there are 13 members on the board of directors, a special events committee, and dozens of volunteers that help contribute to children's wishes coming true. These volunteers are members from the community; from union members to nurses to teachers.

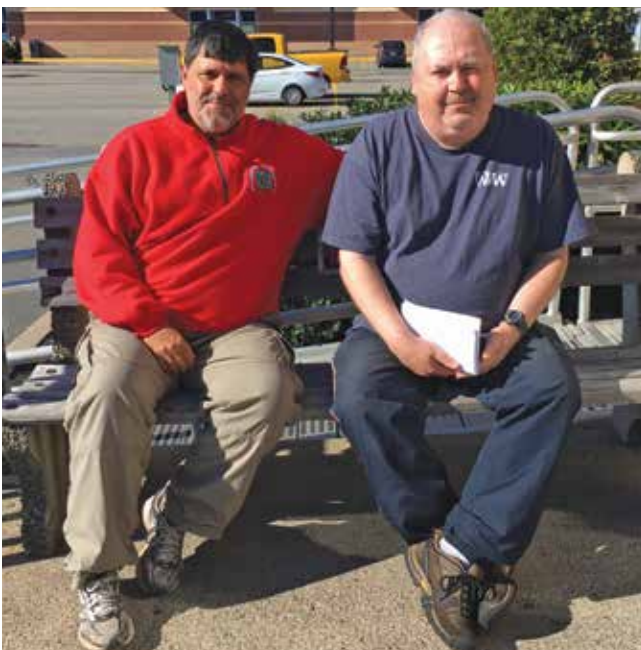
With being a charity fully run by union members and the community, Workers 4 Wishes have very minimal expenses that allows almost all donations to go straight back to creating a child's wish come true. W4W strives to grant as many wishes as they can in a year. Their goal each year is to grant five wishes from all around the province.

Cormier has one wish that has stood out to him since the beginning. Malachi at the age of 10





was diagnosed with a form a bone cancer called osteosarcoma. His determination and strength for fighting his illness was to be able to make his dream come true of attending medical school and becoming a doctor when he grew up. He was unable to travel south to somewhere warm for their family vacation but that did not stop W4W from making his dream come true. With help from members from all over the province, Malachi's wish to travel came true through a



W4W founders Raymond Cormier and Eamon Clarke

New Brunswick adventure. The family's week vacation led to a lifetime of memories.

Clarke's moment that he knew this was the right path is the story of a little girl named Ria. Ria was born with Apert's Disease – a genetic disorder caused by a rare mutation on a single gene, which causes abnormal development of the skull as well as abnormal fusion of the bones of the hands and feet. Her story touched the volunteers and W4W worked with Ria and her family to build her the ultimate playground in their back yard. This playground would not only entertain her and her siblings but is believed to boost the physiotherapy aspect of her development.

Worker 4 Wishes does everything they can to fulfill a child's wish. They are always looking for more volunteers to help grow the organization. If you would like to find out more about W4W, submit an application, or would like to donate through PayPal, please visit [www.workers4wishes.com](http://www.workers4wishes.com) or if you would like to see more of their wishes visit their Facebook page: [www.facebook.com/W4Wishes](http://www.facebook.com/W4Wishes)



## 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.**

## ¡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.**

## 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.**

**Text UBC to 91990 (US)**

**Text UBC to 52267 (Canada)**

**Envíe la palabra ESP al número 91990 (Estados Unidos)**

**Envíe la palabra ESP al número 52267 (Canadá)**

**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 podría 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.

*Molly Drew is a 4th year Carpenter Apprentice with Carpenters Local 579, NL and a very active member of the Office to Advance Women Apprentices where volunteers act as mentors to young girls and other tradeswomen.*



OFFICE to ADVANCE  
**WOMEN**  
APPRENTICES



## MY JOURNEY AS A TRADESWOMAN

*by Molly Drew*

I am a 33-year-old woman who officially started carpentry in 2011 with my pre-apprenticeship training at the Carpenter Millwright College in Paradise, NL.

I grew up always working with my hands. My mum raised me to be very independent. We built so many projects together, like a tiled island for our kitchen, an outdoor deck, tables, and even renovations like tearing down walls and opening our house up.

In my first year of high school I was put in an automaniacs class by mistake and it was one awesome mistake. I loved it! At first it wasn't so awesome though. As the teacher was an older gentleman who didn't see women in his class very often; quite frankly, he was the type to think that's the way it should be.

For my first week, I was shown where the broom and oil clean up kit was. The following week I stayed after class one day and had a little conversation with my teacher and asked him to give me a better chance at showing him I can do anything I put my mind to. Well, that conversation changed everything. For the rest of my high school years auto was one of my top marks and I even used to help teach younger grades how to do oil changes and tire changes and so on. I was my teacher's number one prized student. How cool was that? I was faced with a challenge and surpassed it.

Education is the most powerful gift you can give yourself in my opinion. Having the knowledge to rebuild an engine or do an oil change or change a clutch is one amazing feeling. And carpentry is no exception to that feeling. Carpentry always was a passion of mine; the excitement of building something with my own two hands and seeing that final product and having the ability to say, 'I made that' is a feeling of self-fulfillment.

I started my carpentry career in residential and I loved it. It felt really rewarding because I worked on so many different types of carpentry, formwork, framing, finish work, and renovations. Now, me being a woman in the field was really rewarding too. I felt so empowered by the fact that I was doing so good in the field and it challenged me every day. I used to have people drive by and high-five me or give me a shout-out because I was an awesome female carpenter. It made me feel proud of who I was and what I did and to know I represented female carpenters in a way, I was proud to wear that hat. I wanted to make these people driving by proud too.

I joined Local 579 right after my first Block of school but found an amazing residential company to start my career with so I stayed with them for four years and had such amazing people to learn with/from. We started to do some commercial work too which was a nice introduction to a different type of carpentry. Some of the projects we worked on were the extension at the St. John's airport, four schools in the St. John's and

surrounding areas, and a few commercial buildings. I left that company eventually and decided to try a union base job. So, my next job ended up being formwork on the new Core Science building at the Memorial University of Newfoundland. That was a whole new experience for me. Right away I could tell that my new boss was unsure of having a woman on his jobsite. Over the next couple days, I sure did impress him with my knowledge and problem-solving abilities and my ability to adapt. My coworkers were amazing to work with too. They made me feel very confident and I appreciated all their guidance and complements on my skills as a CARPENTER! As that job was coming to an end, I decided to apply for my first industrial job on the Muskrat Falls project in Labrador.

It was my first camp job, my first industrial job, and first job of this stature. But now that I've been there for almost two years I am thrilled to say I was a part of this piece of history. What an experience. Sadly, there were not many female carpenters on this job and I was the only one on my shift. The thing about being the minority in such a male dominated field is that I have to prove myself to everyone around me every day. Now, I can only speak for myself and my own experiences. For example, a group of men having a bit of a break to have a little discussion about whatever is accepted, but the second a female does it she is looked at and judged. Sometimes we are labelled: we can't keep up, we can't handle the job, and so on. So, women don't even get that down time until they have proven themselves. We are often told we need help rather than asked if we would like some help. I spent the first few shifts on this industrial site proving to my coworkers and foreman that I am very capable of handling my workload and I proved it to all of them. I accept the challenge and hope one day of showing people that in carpentry there are no **male** carpenters and **female** carpenters, but just carpenters. It was an amazing experience to work on such a huge site and be involved with and learning something every day and pushing myself to be better at my job.

Yeah, sure I'm a woman working around a bunch of men and maybe you expect me to get hit on or talked to inappropriately but with me that was not the case and never has been. I have people that I've never met or work with daily come up to me and tell me how amazed they are at what I can do and how they respect my work ethic and that is the most amazing feeling. Your reputation is one of the most important attributes to being a carpenter and will help carry you further in your career. I hope to continue learning and excelling in my field and hope to be a great role model for future carpenters, and especially female carpenters.

I am looking forward to being a more active part of Local 579 through their mentorship training and supporting them in their efforts of advancing women in trades.





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

## PARTNERSHIP PROMOTES TRAINING TO FIRST NATION MEMBERS

A community-building program between the Carpenter Millwright College Newfoundland and Labrador (CMC) and the Miawpukek First Nation (MFN) seeks to provide opportunities for suitable First Nation members to pursue careers in the skilled trades.

Since first partnering with CMC back in 2015 to encourage and recruit more community members to consider the carpentry and millwright trades as a career option, Chief Mi'sel Joe did not hesitate to renew the partnership for another two years.

"It's really an incredible partnership that we have," said Chief Joe.

Joe cites the numbers that tell the story. Six participants have gone through the program since 2015. Four of those went on to work in the field, while one decided to attend university. Only one individual decided not to pursue the trades.

"For me, the successes are when you look at the numbers ... that is an incredible success," he said.

MFN partnership manager Olivia Joe notes the value of partnerships with schools like CMC is that their programs are labour market driven – they are in tune with trends in the industry. This inevitably puts students in the best position to obtain employment upon graduation.

In addition to career counsellors who advise students on career paths, Joe said each year, Grade 11 students take a trip to St. John's to visit post-secondary schools as part of a career development course. She especially looks forward to the tours of the union schools as there is a component of hands-on learning that she feels has a bigger impact on students.

"We particularly enjoy taking them to the union schools because they will often provide demonstrations or actually have them work on projects while we're there," she said. "It's great to see that

*Chief Mi'sel Joe sees value in skilled trades partnerships such as with CMC NL*



because you can see it sparks an interest and then there's others that will decide, 'OK, this is what I want to do.'"

The Mi'kmaq reserve of Miawpukek is located on the south coast of Newfoundland at Conne River, NL. It is a vibrant community of nearly 1,000 on-reserve and more than 2,000 off-reserve members.

Chief Joe states the Miawpukek First Nation was really built from the ground up by skilled tradespeople and that giving members the skills to do the job has afforded the community to grow and thrive over the years.

"Looking at the history of this community, back in 1972-73, we had very few skilled people in this community so we've built this community based on training," said Joe.

"Training from carpenters, all the way to heavy equipment operators, electricians, you name it. We've been able to train people to build this community.

On September 20, 2017, the MFN celebrated the grand opening of a new K-12 school. Chief Joe said that this could be an opportunity to use the former school as a training facility and to look at partnerships that would reduce costs and allow them to put more funds into training initiatives.

Shawn Skinner, director of the Carpenter Millwright College Newfoundland and Labrador, said the partnership has been beneficial for students and the CMC.

"The CMC is proud to be a partner with the Miawpukek First Nation and is pleased that we have been chosen as a 'training provider of choice' for the carpentry and millwright trades," Skinner said.

"Chief Joe and Olivia Joe have taken a great interest in the training and employment of their students and have visited the College on a number of occasions to view the facilities and to see the equipment the students get to work on," he added. "The CMC looks forward to a long-term relationship with the MFN and to continued success for their students."

For Chief Joe, the choice to partner with organizations like CMC was clear.

"I think one of the best things we've ever done is to get in touch with the union schools because it makes sense," Joe said.



*Program graduate, Antle Jeddore, works as a millwright for Newfoundland and Labrador Hydro in Bay d'Espoir*

# DISPATCHES

News and notes from around the Council

## Official NAC 2017 winners

We would like to congratulate two ACRC members who placed in the Top 3 at the 2017 UBC National Apprenticeship Competition in Charlottetown, PEI on Saturday, August 26, 2017. Jeremy Graham from Local 83 in Nova Scotia captured 2nd place in the Drywall discipline, while Local 2262 member Katrina McClary from New Brunswick took home 3rd place in the Millwright competition. Congratulations to you both!

Here is the complete list of all winners by discipline:

### Carpenters

- 1st – Aaron Elsas, Local 1598 British Columbia
- 2nd – Eric Peicheff, Local 785 Ontario
- 3rd – Martin Galus, Local 1325 Alberta

### Millwrights

- 1st – Aaron Toderash, Local 1021 Saskatchewan
- 2nd – Colton Kotowich, Local 1443 Manitoba
- 3rd – Katrina McClary, Local 2262 New Brunswick

### Drywall

- 1st – Kelsey Morissette, Local 675 Ontario
- 2nd – Jeremy Graham, Local 83 Nova Scotia
- 3rd – Pierre Myre, Local 2486 Ontario

### Floor Covering

- 1st – Mike McLaughlin, Local 27 Ontario
- 2nd – Jeremy Welch, Local 1541 British Columbia
- 3rd – Andrew Moore, Local 1669 Ontario

### Scaffolders

- 1st – Morgan Bull, Local 1907 British Columbia
- 2nd – Artur Karlov, Local 1325 Alberta
- 3rd – Mike Paul, Local 1985 Saskatchewan



Katrina McClary



Jeremy Graham

## Chronicle Herald thanks ACRC for support during strike

The following email was received on September 20, 2017 from union organizer Gerry Whelan in regards to the Council's support of striking Chronicle Herald workers:

*Hope all is well. It's been just over a month since the HERALD newsroom workers have returned to work. I'm taking this time to email you and the Union a great big THANK YOU for all of your support during those eighteen and a half months. Let us not forget as well, the generous financial help that came from your members. Herald strikers told me on numerous times during the strike how they felt a sense of relief knowing that help from Unions like yours was always there.*

*Once again please pass on my thoughts to everyone.*

*Regards,*

*Sol,*

*Gerry*

## NL Locals announce trio of donations to community groups

The Newfoundland Labrador Building Trades Council (NLBTC) announced a \$50,000 contribution to help with construction of a new Rainbow Riders facility in Pippy Park in St. John's, NL. Rainbow Riders is a therapeutic horse riding program that helps children with mental or physical disabilities.

The NLBTC presented a \$120,000 donation to the Autism Gardening Center, a gardening program to provide people on the autism spectrum with valuable job skills training by planting, tending, and harvesting fruit, vegetables, and flowers at

the center and in the community.

In November, the NLBTC also announced a \$25,000 contribution on behalf of its members towards the purchase of medical equipment and healthcare supports for residents on the Burin Peninsula.

The NLBTC is an umbrella labour organization which promotes and coordinates the interests of 16 building and construction trades unions, their international affiliates, and more than 15,000 trades workers in the province of Newfoundland and Labrador.

## ACRC to launch online union goods store

Members will soon be able to purchase ACRC shirts, hats, and other union wear from our new online store. Store merchandise will be manufactured by Local 1386 union shop Club Fred Grafx. Stay tuned for more details on our website, [acrc.ca](http://acrc.ca), and our social media channels for a launch date!

## New look for Trades NL – and a \$16,000 charitable donation

The Newfoundland Labrador Building Trades Council (NLBTC) recently launched a new brand for their organization. Trades NL: Building Trades of Newfoundland and Labrador unveiled their new look at an event on November 3, 2017.



Says Executive Director Darin King: “We are thrilled to share our new brand and logo with the public. This is the result of a significant branding initiative for us, and represents a new beginning for our organization and members.”

Trades NL invited all building trades members to nominate a community group or organization for one of 16 \$1,000 grants to mark the brand launch. The following groups were recognized and presented with \$1,000 grants:

- Daffodil Place
- Conception Harbour Recreation Playground Fund
- Vera Perlin Society
- Janeway Children's Hospital
- Gathering Place
- Burin Peninsula North Special Olympics
- Grand Bank/Fortune Special Olympics
- CBR Bantam B All-Star Hockey Team
- St. John's Junior Caps Hockey Team
- St. Lawrence Softball Field Restoration Project
- Choices for Youth
- Ronald McDonald House
- Children's Wish
- Alzheimer Society of NL
- United Towns Pirates Minor Hockey Association
- Salvation Army New Hope Community Centre



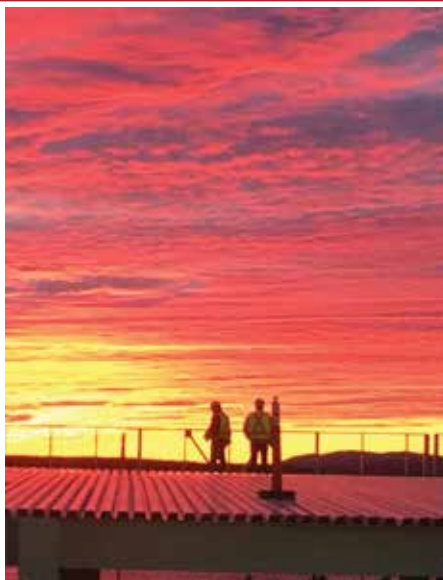
## New Brunswick hotel employees proud to join ACRC

As a result of a successful organizing campaign in August, a certification order was received for the Best Western Plus Hotel in Bathurst, NB. Employees at this hotel are now proudly part of Local 1386. Great job and welcome!

*L to R Suzanne Downing, Cynthia Doucet, Melanie Lebouthillier & Bonnie Richard*

## Now that's a sunrise!

Thanks to Local 579 member Tony Genge for this beautiful September sunrise shot at Muskrat Falls, NL. Pictured in the photo are Local 579 members Boyd Andrews and Joe Raymond.



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