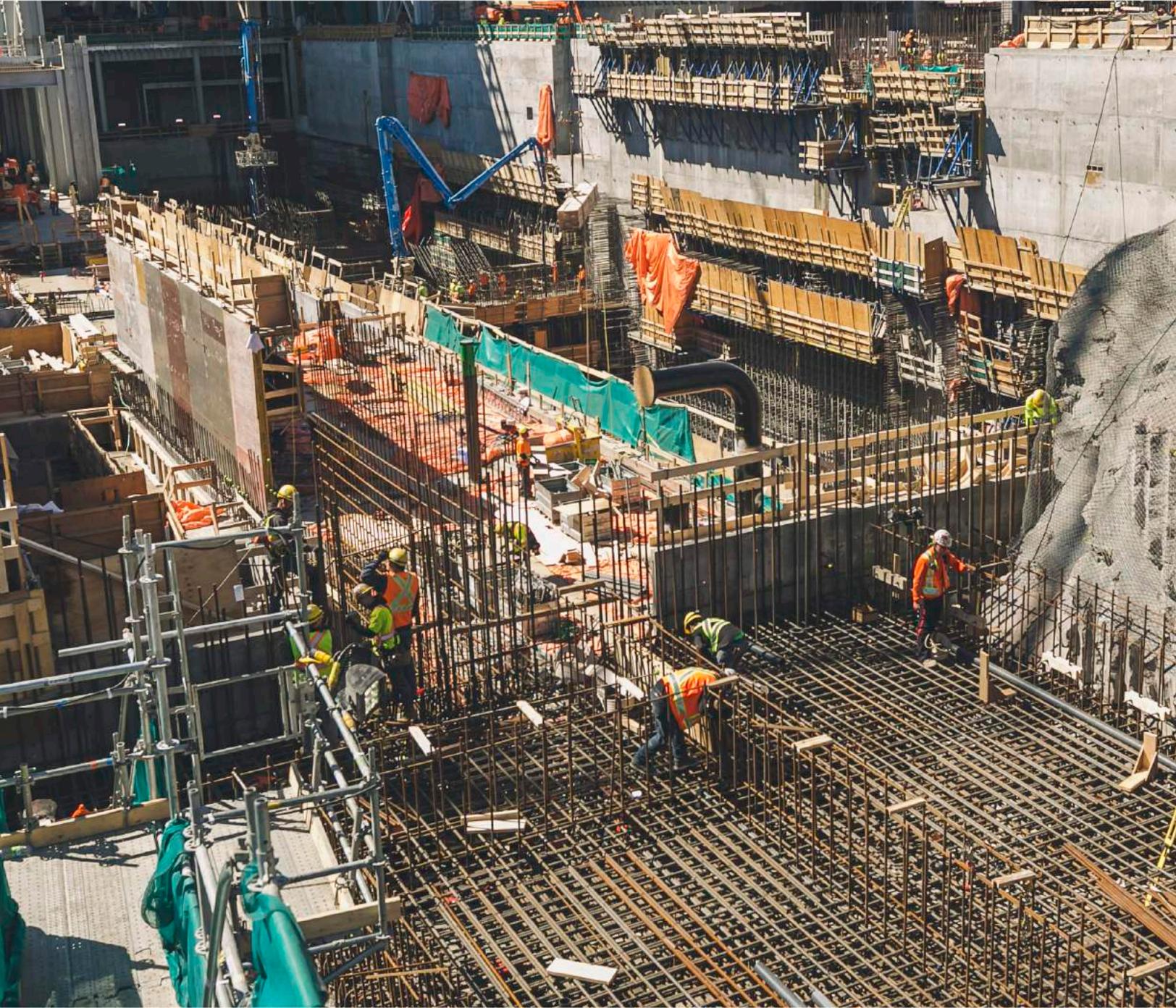


# THE BLUEPRINT

WINTER 2019



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

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# Message from the Executive Secretary-Treasurer

It has been the highest honour to be able to serve as Executive Secretary-Treasurer of the Atlantic Canada Regional Council for the past two and a half years. Thank you once again to all the members and delegates who have entrusted me with this responsibility.

With 2018 now complete, I would like to outline certain events of this past year. The delegate elections to the Council were completed in late-August. I would like to congratulate all those who not only were elected and re-elected, but as well those who took the time to offer their services to further the causes of the Brotherhood. The strength of our Union is the voice of the membership!

In the coming months and years ahead there will surely be some changes across the Maritimes in terms of major job sites. With the decline of work in Muskrat Falls, we felt it was imperative to act to maintain steady growth and job potential for our members. We have recently signed and invested in a major job with Maritime Iron and the Government of New Brunswick. This agreement will allow for 600-1000 jobs in Belledune, New Brunswick, an area that hasn't had a large project for many years. The job is expected to begin in early-Fall; there's further information about this development throughout the Blueprint. This is not the only major agreement we have secured. The Council has been focusing in on how to replenish jobs lost from Muskrat Falls and have subsequently reached agreements for three different job sites in Newfoundland: Bull Arm, Long Harbour, and the Husky Project in Argientia. Despite the losses in Muskrat Falls, we were still able to grow man-hours in 2018 compared to 2017, and 2019 is, by all projections, expected to be even better than 2018. Rest assured that whatever arises in the future that we will do our best to ensure that every member has job opportunities throughout Atlantic Canada.

There are several training opportunities coming up in 2019 at the International Training Centre in Las Vegas. The 212 Journeyman Conference will be held from February 21st-24th. The UBC Journeyman Conference will be held on three separate



dates: March 7th-10th, April 25th-28th, and August 15th-18th. There are two 3rd year Apprentice Conferences in 2019; one will be July 11th-14th and the other will take place from November 14th-17th. If you would like to participate in any of these conferences, please contact Debbie Smith at 506-456-4024 ext. 2416 or by email at [dsmith@acrc.ca](mailto:dsmith@acrc.ca)

The ACRC delegates to the Council will be meeting in mid-April. If you would like to have something discussed during these meetings, please reach out to your local delegate so they can bring concerns or ideas to the leadership.

Finally, I'd like to thank every member of the Atlantic Canada Regional Council of Carpenters, Millwrights, and Allied Workers for your continued support. I hope you had a wonderful holiday season and have bright new year in 2019. If possible, reach out to non-union workers in your trade and help enlighten them of the benefits of joining a union, particularly our union.

In Solidarity,

Debra Romero  
Executive Secretary-Treasurer



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

# Regional Updates



## CAPE BRETON

Hello Brothers and Sisters,

I'd like to take this opportunity to wish everyone and their families all of the best in 2019. We had such beautiful Summer here in Cape Breton that it reminded me how truly blessed we are to live on such an incredible island. The scenery and weather aside, it is the people of Cape Breton that I am truly proud to represent. Our members give so generously back to their community in times of need and I know that the community truly loves having Local 1588 involved in their events. This summer's Dragon Boat Festival was another huge success! Our local fed over 500 people at our bar-be-que, and entertained children in bouncy houses, rock-wall climbing, pony rides, dunk tanks and more. The Carpenters are a huge part of the Festival and many of our members and their families look forward to volunteering there every year. Having bar-be-que'd at many local events and job sites, our volunteers were once again called on to help out the community and of course we love to be involved.

We were excited to announce our next big endeavor last Fall as construction began at the hall in Cape Breton to complete our new 50' X 100' addition - destined to be the new training center for our members. Construction is

well underway and running smoothly. We would like to sincerely thank our members who have volunteered so far in the project. In addition to improving our training resources, we purchased a new Skidsteer and Telehandler Forklift which have been excellent resources so far during construction and will continue to be an excellent training tool for the members.

Christmas has come and gone and we were proud to honour our 50 year members at our Christmas meeting. It is with pride that Local 1588 and the ACRC would again like to acknowledge those members: Daniel Fougere, Cornelius Marchand, Donald McIntyre, John Latimer, Ronald MacLellan, John Jardine, John Currie, T Fraser Sutherland, Earl Johnstone, Duncan Cummings, Donald David, Patrick MacLellan, Alfred Martell, John Campbell, Raymond Dowling, Joseph Gaudet, Alexander Hatcher, Alfred Fougere, and Wesley MacLean. These members have upheld our united belief that together we are stronger for fifty years. It is an honour to stand beside and learn from this generation of carpenters. These honoured members will be proud to see that our Union Hall is growing again.

As well as these major events this year, Local 1588 raised money and donations for the thirteen food banks in



the Cape Breton Regional Municipality, and the Salvation Army Kettle of Kindness. We kindly ask that you give what you can and remember that volunteering is also a major donation that is always welcome and appreciated.

As Spring quickly approaches we are proud congratulate our Business Organizer and President here at Local 1588 on his new role as Director of Organizing, Congratulations Joe! We would also like to Congratulate Annette Tremblay on taking on her role as Chair Women to the Sisters in the Brotherhood, Carpenter Chapter. Congratulations Annette! Keep up the hard work and dedication folks.

In closing, I'd like to remind everyone that as Union members, we need to be focused on productivity and maintain a good attitude on the job site. Keep your safety courses up to date and continue to work hard and work safe. Let's keep 2019 moving in a positive way!

Gordon Jacobs  
Regional Manager

## NOVA SCOTIA

Hello Brothers and Sisters,

2018 has been a very busy year for Locals 83, 2004 and 1178. These locals continue to pursue and refine strategic initiatives to increase our market share and create more work opportunities throughout all off our sectors.

These locals and their members have made significant advances by securing key leadership roles with our signatory contractors on projects all over our region. The focus of protect-

ing and maintaining our jurisdiction, technical skills training programs ,increased apprenticeship growth and retention, staying focus on our commitment to excellence have all given us the edge in securing work for our members.

The Local 83 Family Day this past summer was another successful event. With many of our members expanding their families, I expect this event to grow and grow. A special thanks to the local 83 executive and the volunteers for organizing this poplar event for the children.



In closing, the Executives from all locals and I would like to wish all of our members and their families a happy and healthy 2019!

Jeff Richardson  
Regional Manager

## NEWFOUNDLAND AND LABRADOR

Hello Brothers and Sisters,

We are off to another year with exciting news on work opportunities, training and organizing to share with you.

Last year, we experienced a decline in person-hours due to major projects coming to an end and the loss of five RONA shops on the island. However, in this new year, we are already seeing an increase in person-hours for the West White Rose Project in Argentinia far beyond what was forecast. The Muskrat Falls Project is also providing significant work to our membership and work is also ramping up at Voisey's Bay Underground, Tacora Wabush Mines and Manihek Lake Project in Shefferville. With this significant amount of work in the Labrador region, our membership continues to grow and the ACRC recognizes the need for a union representative on the ground and is in the process of hir-

ing a new Business Representative/Organizer for Labrador.

On top of this, we are breaking new ground in maintenance and fabrication with Local 585 securing a two-year maintenance contract in Long Harbour and a six month contract for the Bull Arm Fabrication Site.

The year ahead will also have a number of training opportunities for members with regular courses being held at our local CMC. All members are encouraged to keep training up to date and take advantage when unemployed to keep certification current in our system. Courses will also be offered in Journeyman Leadership, 212 and Third Year Apprentice, all of which will take place at our ITC in Las Vegas.

We hope to have continued growth in our Union Contractor Base for 2019 and ask all our members to continue to support our Organizers in their work. We ask that our members stay on a Productive/Safe road that gives



us bargaining power to provide and negotiate more work for the UBC and give our Union Contractors the competitive edge to secure more contracts.

I would be remiss if I did not acknowledge the recent retirement of Ivan Gedge. I want to congratulate Ivan and thank him for his years of service, dedication and support. I look forward to my new role and working with our executive, staff, stewards and contractors and serving our members in the year ahead.

Mike Williams  
Regional Manager

## NEW BRUNSWICK

Hello Brothers and Sisters,

As we head into 2019, I would like to recognize the growth we've had throughout 2018. In the first 6 months of 2017 Local 1386 achieved over 582,000 hours worked on unionized job sites. In 2018, we increased this number to over 707,000 hours worked. This amounts to a 21.5% increase in hours worked by our Union within New Brunswick. This not only represents an increase market share for the Union but also an increase in money taken home by members. Members working within the carpentry, scaffolding, and drywall sector received over 4.9 million more dollars in the first six months of 2018 than they did in 2017.

This past Fall the Irving Oil Refinery had its longest shutdown in

nearly a decade. The shutdown resulted in at least thirty out-of-province members being employed. With our market share in the Southern part of New Brunswick remaining strong, my focus is shifting to our share within the Northern part of the Province, which will begin to increase in 2019. Maritime Iron has pledged to invest nearly 1.3 billion dollars in the Port of Belledune for an iron plant. This will provide as many as 1000 jobs, half of which are expected to be within our sectors. The construction of the plant is expected to begin in the Fall and the project will rival the Irving Oil Refinery in terms of ACRC membership employment. This exciting news will mean that we will have two major industrial projects in New Brunswick, one in the South, and one in the North.

I would like to congratulate all members who have become ACRC delegates this past Summer, as well as



those who have been elected to their Local Executive. I would like to thank all the staff employees, managers, and members for their participation and smooth transitioning.

I am very pleased with the progress we have made in 2018 and even more excited about the anticipated progress to come in 2019.

Remember to always work hard and stay safe.

James Dawson  
Regional Manager

# Message from the Executive Director of Training and Program

Greeting Brothers and Sisters,

I hope everyone had an enjoyable 2018 here in beautiful Atlantic Canada or wherever you may have been!

Some ACRC/CMC Training Department highlights: Earlier this year we were fortunate to have a funding proposal from the Federal Govt., known as the Union Training and Innovation Program approved for the amount requested of just under \$300,000 of Federal Gov't money. (This is 50% of a total \$600,000 proposal, a 50% share funding deal) This money is being used to equip all regions with new machinery for training purposes, as well as upgrades in classroom technology. This funding is tied to the success of the Workplace Ready Advancement Program (WRAP) that is now active in all areas of the council. This is an incentive program for our members to achieve minimum training goals within a three-year period. For WRAP certification information, contact your Local CMC, or check our ACRC website, [www.acrc.ca](http://www.acrc.ca). There are still some upgrades in technology work to be done in our CMC classrooms, and all the large machinery purchases have been made. Be on the lookout for more PITO, Forklift, Aerial Lift and Skid Steer training being made available in your respective areas.

Roll out of the UBC Canadian 4 yr Scaffold Program continues, with 3-week Level one classes being piloted in St John NB over the summer, and the majority of those students being employed at the Irving refinery for shutdown and maintenance work. L1 Scaffold classes being delivered in Halifax location over the winter season, with a 3-week Level 2 being rolled out for both NS and NB in 2019. Current ACRC Scaffold programs will continue to be offered as required in all areas of the council as we continue to develop and standardize the Canadian Scaffold 4 yr Program across the council, and the country. If you would like to enroll, or learn more about this upcoming program, please contact your local CMC

We are going to see more blueprint reading, door hardware, formwork, solar farm installation, rope access training, carpentry classes, 3-week Scaffold apprenticeship level classes, and Foreman training classes in addition to all of our regular offerings throughout all the ACRC regions in 2019. All areas of the council are very busy heading into 2019, and the need for all types of training will be demanding. If there is a class scheduled that you need for continued employment, do what you must do to attend. DO NOT get a NO SHOW FEE for non-attendance,



and remember, all training you take is an investment in your time and/or dollars that pays back tenfold. In 2018, UBC National Apprenticeship Competition was held in August in Vancouver, BC. Congrats to all our ACRC competitors, and our TWO First place winners, Local 83's Tyler Ward for Scaffold, and Duncan Power-Grimm for Drywall! Trevor Heffernan of 579 grabbed THIRD for Scaffold as well! Great job everyone, and thank you to all our great contestants for participating.

There will be more emphasis on new and existing members registering as an apprentice and completing your apprenticeships. We all need to get together and work harder at creating certified Journeypersons in all the crafts we represent. Not just rates of pay based on hours worked in the field and no technical training. This practice does not serve you well as a member as you are continually having to reprove your level of qualifications at every turn.

As always, it is important that we as members of your Locals and this Regional Council work hard to be proactive, rather than reactive to situations regarding any type of training, especially training required to get onto the jobsite. Scan your TVC (Training Verification Card) right now with your device and see what training you have current and what is going to expire. Then plan to get what you need renewed, BEFORE the jobsite call. If you ever need any assistance with this, contact your Local Union affiliated Carpenter Millwright College and one of our staff will be happy to assist you.

Keep up the good work. Stay safe.

Len J. Bryden  
Executive Director of Training and Programs

# Well Trained. Work Ready.

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us on how you can

start a path in the  
skilled trades!



**CMC**

Carpenter Millwright College

For more information on programs  
or courses in your area, please visit  
[carpentermillwrightcollege.ca](http://carpentermillwrightcollege.ca)

## Overwhelmed by their Generosity

Her mother's mobility was getting worse and Sherri Poirier knew a wheelchair was going to be a necessity sooner than later. Poirier's mother, 63, had been battling severe illness for about six years. During the Christmas holidays Poirier, her sister and her father began to talk about how they would get a wheelchair ramp put on the house.

"We didn't know what to do but we knew she needed a ramp," Poirier's father-in-law, Ernie Mugridge, is a carpenter so she asked him what they could do.

"Before you know it he said, 'I rallied up a bunch of guys and they just want to do that,'" Poirier said.

"They weren't even back to work yet, it was January 3, so just after the holidays. And they all showed up at eight o'clock in the morning."

Allan MacDonald, Brad Webber, Ernie Mugridge, Joe Wilson, Gordie Jacobs and Lorne Carabin, all members of the United Brotherhood of Carpenters and Joiners Sydney Local 1588, spent all of January 3 and a few hours on the 4th completing the ramp.

Poirier's father bought the materials but wasn't charged by the carpenters for the work they did. The family was overwhelmed by their generosity.

"My sister actually said it best ... she said, 'This is the best Christmas present ever,'" said Poirier.

But Poirier's mother never got to use the wheelchair ramp. While the men were working away at it on January 3, Poirier's mother started to feel ill so they called an ambulance to take her to hospital. This wasn't out of the ordinary for the family and had



ACRC LU 1588 Members from left to right; Allan MacDonald, Brad Webber, Ernie Mugridge, Joe Wilson, Gordie Jacob and Lorne Carabin

become a common occurrence over the past couple of years.

"As I was taking her out to the ambulance I said, 'Mom, say hi to the men who are building the ramp for you.' She said hi and waved to them. Then she said thank you," said the mother of two.

Seven days later, Poirier's mother died in hospital. Now the sight of the ramp gives Poirier mixed emotions.

"It's kind of sad but kind of beautiful ... It's very comforting to know there are people out there who care ... you could feel a positive energy coming from them while they were building the ramp," she said.

"It's sad because she never got to use it but we are so grateful for the kindness they showed us."

Poirier doesn't think the ramp will be wasted and laughed when talking about how she thinks it will be used. "I think my nephews will use it as a skateboarding ramp now."



Harvest house is a non-profit organization that provides help within their community. At their centre they provide programs like an emergency shelter, step-in housing, nine month addiction recovery program and much more.

## Harvest House

In the winter of 2018, members of Local 1386 and contractors paired up to help build a small extension to the Harvest House Atlantic in Moncton to help build a small extension with a building owned by Harvest House. Some of the members have donated their time, along with our contractors donating materials and tools to help with the project. The Harvest House goal is to create a caring community where everyone, regardless of race or creed, can come to find help in times of need. The 9-unit expansion is a much needed addition to their current space. The expansion is for a housing for Women who want to leave the streets and start a new life in a 12 step Overcomers Program. They will have strong support and opportunity to move forward with community support. This new space is an important part of growth for the Harvest House and we are excited to pairing up to help make this expansion happen.

## Nova Scotia Sisters Help Local Nonprofit Raise Funds



### Giving back to our Health

The Health Care Foundation of St. John's, NL recently recognized Local 579 for their dedication to improving cardiac care here at home. Thanks to a donation of \$70,000, a new Thromboelastography (TEG) Machine will be purchased for the cardiac surgery division which will contribute directly to the care of patients requiring blood transfusion services during a procedure.

"On behalf of the Health Care Foundation's Board of Directors and staff, I want to thank the Carpenters Union, Local 579 for their incredible generosity and commitment to improving health care here at home," said Debbie Patten, Chair, Health Care Foundation Board of Directors. "Cardiac Care is so prominent in our province, so it is inspiring to see the hardworking men and women of the Carpenter's Union step up and help enhance cardiac care for the one in three people in this province impacted by cardiac disease."

The Carpenters Union Local 579 is a long-time partner of the Health Care Foundation, investing in projects like the Cardiac Catheterization Laboratories and Integrated Operating Suites.

"So many members of the Carpenters Union Local 579 are impacted by heart disease," said Ivan Gedge, President of Carpenters Union Local 579 and Regional Manager for Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers, Newfoundland and Labrador. "The Carpenter's Union is active in community giving, so it just made sense for us to invest in a program and equipment that will lead to better care for our members living with heart disease, as well as better care for the people of this province."



The Nova Scotia Carpenters Millwright College was where two Sisters, one Brother, and two community members gathered on January 13th to help Halifax Cheer Elite (HCE). A local nonprofit, HCE's mission is to develop strong, confident athletes through the sport of Cheerleading.

The task was to build a "spin-to-win" wheel that HCE could use to raise funds during Casino night. These funds would help cheerleading teams travel to Orlando, Florida for international competition.

As these pictures show, the volunteers accomplished their task. But even more important was the fact that one of the five cheerleading teams won first place, and brought home championship jackets for the first time in Nova Scotia's History!





## Following your Passion

J. Andrew D. Ross – Wood Turner, Nashwaak Bridge, NB

In April 1995, at the age of 24, Andrew turned his first piece of wood. The rest they say is history.

It all began with spending time and doing some chores with one of his friends Gordon Dunphy, a fellow woodturner, who Andrew now considers to be one of his mentors. Andrew spent a lot of time with Gordon, helping him with chores and firewood, and as Andrew comments “I had to pile a lot of wood before he would let me try it.” After all Gordon was a world renowned wood turner and even had pieces sent to the Queen. It is likely through those times together, Gordon wanted to make sure the techniques he used were going to be passed on to just the right person. Andrew adds “Gordon had a natural talent that he groomed for over 40 years and reached levels beyond Art. They were almost living creatures.

The desire for him to pass on his craft to me was helped by the fact that I had a lot of fundamental skills so that assisted with his decision. Tribal skills in so far as I knew how to run a chainsaw, carpentry skills, I could problem solve and I knew all my wood species. These were learned from growing up on a woodlot and my grandfather was a novice handyman.” Andrew is thankful for this friendship and encourages everyone to search for a video available online “A light in the wood - The art of Gordon Dunphy”. Andrew can be seen in this video, reflecting on his mentor “He taught me how I live my life.”

It is much more than a hobby. Andrew has managed to work in his shop almost every winter since he began turning 23 years ago, and produces on average 20 to 30 pieces a year. Andrew has established himself in the Art community and primarily produces non-functional one of a kind Urns. All of the wood

used are native New Brunswick species and include figured wood and burls. He has gotten away from functional pieces with the exception of the odd salad bowl upon request. His work has been shown across New Brunswick, and have been in many galleries including some in Ontario and Whistler, BC. Today, most of his sales are through word of mouth, for private organizations or for Government.

What is the inspiration? It's simple he says “I love the forest and each piece represents hours of work that go by quickly. Just like a day in the woods it is like meditation for me.”

The turnings are done on a custom made wood lathe. It's very large and has been modified several times over the last 20 years to accommodate his needs and the fact the pieces keep getting bigger. He also has a smaller lathe that gets used by others who are interested to give wood turning a try. The raw wood is roughed out to form and then removed from the faceplate to dry. It will air dry for up to a year. At that time the 'blank' is thick walled, up to an inch and a half. When dry enough it is put back on the lathe and turned down to finish form and sanded and oiled. Some pieces will spend a week on the lathe with stops and starts in the process. At any one time he will have several pieces on the go and switches them around.

He has done a lot of freeform sculptures as well and describes them as a world of their own. He tends to stick with the wood turning and when he happens across a big piece of raw wood, he tries to keep as much of it intact instead of cutting it up. In addition to wood turning, he commits some time in the shop to restoring things like axe handles, mauls and antique

broad axes, just to break up the winter.

Just as his mentor worked with him, teaching him the additional skills and traits to be an exceptional wood turner, Andrew is enthusiastic to pass on his knowledge to the next generation of wood turners in New Brunswick. Over the past two years, he has the opportunity to share his skill with a great apprentice, Colton Russell, who is just about to graduate high school. With two years of experience with Andrew, he has purchased and modified his own lathe. Colton has over 20 pieces that he has produced and it is likely that he will continue wood turning, primarily as a hobby, for quite some time. "He has the 'bug' so we say".

In addition to working and spending time with Colton, each winter Andrew gives students at the Hugh John Flemming Forestry Centre in Fredericton a presentation on his art and of his experiences working with wood.

Andrew's membership with the UBC began when he was going through the apprenticeship program. It was a great new experience for him and the people that he worked with taught him many things about the trade and himself. The attention to safety and worker consideration was new to him and it was so much different than he experienced in the private sector. The skills he gained over the years have led him in so many different directions, now having experience in concrete, framing and many other finish carpentry skills.

In 2006, Andrew obtained his Red Seal Interprovincial License, and adds that "I waited way too long in my life to get it". The trouble with the private industry is that even though you have a license it is not really going to reflect your rate of pay in anyway. "It was very frustrating to have your job taken by people with no official papers and little experience simply because the business only wanted profit with no pride in the



work, never mind the lack of safety".

If he were to give advice to new apprentices starting out in the trade - it would be the importance for them to focus and learn and for them to get their License and put the time in. "Sure you might have a long day and some repetition over your work career but find things that keep you interested and pursue your own career. Put the time and effort into improving your situation. Take the courses and be proud of your work. Know that one day it will pay off. And...Wear your safety glasses!"

He prides himself, that through the years he has worked steady and in a large variety of occupations, and also 'managed to keep all my fingers.' "That may sound strange but that all stems from stepping back from the project and taking a look at the bigger picture before I begin. Once I do that and start to get momentum I find the day goes by quick."

Andrew Ross, is a proud Local 1386 member born and raised in Nashwaak, New Brunswick. He and his partner Alison are currently working on building a new home on his family's property that has been in his family for eight generations. "The house that we now live in is over a hundred years old and we decided to start over."

Andrew is working on building his own Timber Frame designed house, hoping to have the roof on by the fall, so he can finish the interior during the winter. You can say, Andrew will have his hands full over the next year, but do not doubt he will find time to be in his shop turning wood this coming winter.

For more information please go to [www.myrthwood.net](http://www.myrthwood.net).

# Contractor Profile



Arsenault Bros. Construction Ltd.,  
Located in all Atlantic Provinces

**Arsenault Bros. Construction Ltd.** was established in 1983 by Carl and Anne Marie Arsenault. They ran the company from their home office in St. Nicholas, PEI for 27 years. Then they moved the office to their new home in Summerside. In 2016, they built a new office building and warehouse in a compound in the Cornwall Industrial Park. They also have offices and staff in Nova Scotia, New Brunswick, and Newfoundland and Labrador.

Carl's brothers have worked with the company from the very beginning: Bert is the Large Project Supervisor and Clarence is the Small Projects Foreman.

"We can take on any job, no matter the size," says Lucas Arsenault, Vice President, Estimator, and Project Manager. "We have a wide range of workers skilled in everything from hanging and taping drywall, seam filling, carpentry, millwork, T-Bar tiled ceilings, and much more. We have worked with private industry and local and regional government projects and work regularly doing new tenant fit-ups."



## Products and services

- Acoustic panels
- Exterior building envelopes
- Complete interior fit-ups
- Steel studs, drywall, seam filling, sound insulation, beads, trims, etc...
- Stucco finish – Exterior Insulation Finish System (EIFS)
- Fire stopping/acoustics
- Doors, frame doors & hardware
- Suspended metal linear ceilings
- Bulkheads, floating clouds, acoustic tile & grid
- Movable partitions complete with PC-350 frames

Over the years, the company has been involved in many large-scale projects across PEI such as Queen Elizabeth Hospital expansion projects, the Holland College CAST Building, and the new PEI Convention Centre. "We have also done UPEI expansion projects, PEI schools, and many retail and commercial jobs, as well as hotels, condos and residential projects," says Lucas.

Lucas Arsenault, Vice President, on the relationship with the ACRC and its members.

"Our relationship with the Atlantic Canada Regional Council is great and we at Arsenault Bros look forward to working together to grow our presence into Atlantic Canada. Together we can provide, a lot of good men and woman, a great living and the means to support their families. The work we do is something to be proud of and using professional and well trained employees as the result of this partnership is key.

Also as a positive outcome, everyone gets home safe at the end of each day to their families."

Lucas Arsenault, Vice President



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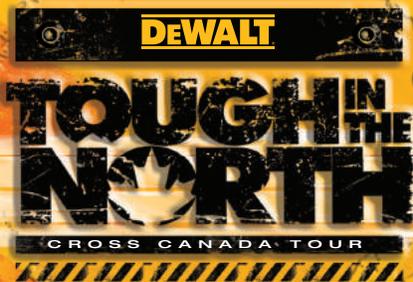
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# Belledune Announcement

Office of the Premier  
Partnership to explore iron production facility in Belledune

21 June 2018

BELLEDUNE (GNB) – The provincial government will partner with Maritime Iron Inc. to explore the feasibility of an iron production facility in Belledune valued at more than \$1 billion, Premier Brian Gallant announced today.

During construction, 1,000 jobs would be created. Following construction, the plant would employ about 200 people and make use of the extensive infrastructure at the Port of Belledune. This project is one of several options being explored to maintain and grow the economy on New Brunswick's north shore. "We are pleased to form this partnership to explore the



EST Deb Romero, CEO of Maritime Iron Greg Mackenzie and Former Premier Brian Gallant after announcement was made.

feasibility of this important economic development opportunity," said Gallant. "This project would bring over a billion dollars of investment and create about 1,000 construction jobs to build the iron production facility. Once complete, the iron production facility would create approximately 200 permanent jobs. There is still lots to do, such as more consultations with community leaders and First Nations people, as well as going through the appropriate environmental assessments, but today is a big step forward for this important economic development opportunity."

The facility is projected to produce 1.5 million tonnes of iron annually with a lower environmental footprint due to its use of FINEX iron-making technology developed by POSCO, Korea's largest steelmaker.

"This is a great day for the steel industry in Canada and for New Brunswick," said Maritime Iron executive chairman Greg McKenzie. "With this announcement, we are launching the next wave of iron production and bringing a world-class technology to northern New Brunswick, thanks in large part to our partnership with both the province and with POSCO's FINEX technology."

Following feasibility studies and environmental assessments, Maritime Iron is targeting a construction start in 2019, with first production expected by 2022. Constructing the iron plant will create up to 1,000 construction jobs over the 2.5-year construction period.



Former Premier Brian Gallant with workers at the announcement in Belledune

**"The Carpenters Union in Atlantic Canada is committed to this project which will benefit our members, their communities and New Brunswick as a whole," said Debra Romero, executive secretary treasurer of the Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers. "We believe in this project so strongly that we not only support it but we have invested in it with our own money. Private sector unions need to step up and engage in the development of projects like this and not just stand at the gate looking for jobs after construction. This project will provide significant employment during construction and operations. This is good news for the north shore and for all of New Brunswick."**

The council represents about 10,000 skilled trades workers in Atlantic Canada including about 3,500 in New Brunswick.

The new iron facility will produce an energy-rich process gas, which could be used by NB Power as an alternative fuel at



Former Premier Brian Gallant standing front of crowd making announcement of the partnership with Maritime Iron Inc.

the Belledune Generating Station. This process gas would reduce coal use at the station and allow for the continued operation of the power plant beyond 2030.

“Maritime Iron has respectfully expressed its commitment to communicating the details of its business plan, and to meaningfully consult and work directly with the Mi’gmaq First Nations of the region,” said Chief David Peter Paul of the Pabineau First Nation and executive member of the Mi’gmawé’l Tplu’taqnn. “Maritime Iron understands and fully recognizes the significance of the Relationship, Engagement and Consultation Protocol recently signed with the Belledune Port Authority. They are enthusiastic about partnering with First Nations, reducing carbon emissions at the Belledune Generating Station, and providing contract and long-term employment opportunities for Mi’gmaq people as well as others in Northern New Brunswick.”

The company will produce a refined form of iron for sale to steelmakers and foundries in North America, Europe and the Middle East. There are currently no significant North American producers selling refined iron to steelmakers. Maritime Iron will use iron ore produced in Quebec and Labrador as feedstock, keeping the iron ore value-chain within Canada.

*(This article came from the New Brunswick Government News Release.)*



## New Fredericton Office



December 2017, the Fredericton office made a new home at 82 Timothy Ave South, Hanwell. We held a grand opening March 26 for our members, contractors and members of our community to stop by and see the wonderful work Local 1386 members have done. The office had Jason Rowe, Canadian Vice-President stop by on his east coast visit. We encourage our members if they are in the Fredericton area to drop by and take a tour of the new facilities.

# Organizing Note

Brothers and sisters it seems that another year has come to end and in business like in life we like to look back and see what we have accomplished. To date our organizing has been strong with a total of 50 new companies signed up this past year across the ACRC. This is all do to the hard work done every day by our regional managers and business rep/ organizers and the help from our members.



Building good relationships with our companies as partners and getting the best for our members is the future of this organization. Organizing new companies and gathering new members will give us a larger share of the market and make us stronger in the fields of carpentry, scaffolding, millwright work, drywall, and other areas of the trade. The larger the market share, the more influence we have on non-unionized workers and companies. This not only greater enhances the prospects of job opportunities for our members but also enables more bargaining power when we negotiate contracts. In short, the better our organizing is, the better our wages and jobs prospects are in the future.

The ACRC, EST Romero and the executive would like to thank all of the members who helped us over the past year to be able to organize so efficiently and effectively. As you may know, our organizing is mostly a bottom-up process in which we're able to convince non-union workers to unionize, and in turn, we gain more companies and job sites. At times we ask members to ``salt or Volunteer organize`` on non-union jobs that have propelled our success in this area with inside information. Working hard every day and gaining a reputation as a reliable workforce has enabled the ACRC to sign up a lot of companies voluntarily. In this regard, every member is responsible for the success or decline of our organizing.

In 2019, we will be looking to roll out a new plan to train Volunteer organizers to help with goals of achieving the market share to 70% or stronger. With the help of each and every member during organizing of the non-union we will achieve our goals. Members should encourage each other to help organize and continue to work hard and finish jobs on time, thus maintaining our strong reputation, remember we are professionals at what we do. We would also like to encourage any member who wishes to aid in organizing non-union job sites to contact their business representative or Regional managers. Converting non-union sites is critical and the most impactful thing a member can do to strengthen the union and our way of life.

Below is a list of all the companies that have become signatory in each region over the past year.

<b>NFLD</b>	<b>Cape Breton</b>	<b>PEI</b>	Triumph
Proactive Commercial Construction & Maintenance	Disal contracting	Morrison Carpentry and Construction	BMW Quality Home Improvements
FAM Construction	Cape Breton concrete army	Future Space Decoration Inc.	All Systems Scaffolding
Triple J. Precision Carpentry Carpentry Ltd.	Andy Tonet carpentry	Queens County Condominium Corporation #21	Phoenix Safety Systems
Flex Building Solutions Ltd.	PC Court	Erickson Commercial Construction (signed VR in PEI and NS)	Three Kings Holdings
JD Myles Construction Inc.	Santana Construction	JoyHaus Inc.	Erickson Commercial Construction
Howell's Construction Ltd.	Habitat Insulfoam CB	GJ Jones Construction	Skyway Scaffolding
Les Installations NewTech Inc.	Mike MacInnis renovations	Tim Ramsay Contracting	
Cohil Construction	Wallwright Builders		<b>New Brunswick</b>
LMN Holdings Limited	Gillis Timber Framers		Ronam
Mr. Odd Job	All County Contracting		Three kings
Nova's contracting	Three Kings Holdings		RJD
Baccalieu Trail Contracting	Margaree Excavating	<b>Mainland Nova Scotia:</b>	GCR
Andritz	John Currie Roofing	East Roc Drywall	Caper Scaffolding
	AV installation and woodwork-ing	Houses to Homes Construction	Scaffold Tech
		Dunfor and Son's Flooring	

# Brief Storyline by Honorary Member, Brother FORD HIBBS

In late August of 1964, I left Roberts Arm which is a small community in the province of Newfoundland and Labrador to attend what was known then as the Grand Falls District Vocational School. I went on to complete a nine (9) month pre-employment program upon completion June of 1965, I worked for a small contractor Johnny Warren doing renovation work. He also trained me to become a carpet installer which I did for a number of years. At that time my rate of pay was 90 cents per hour and after three (3) months my pay was increased to \$1.20 per hour and at that time we worked 44 hours per week.

July 29th, 1965, I joined the Carpenters Union. My initiation fee was \$15.00. Some 53 years later I am still a member of the Carpenters Union (now a HONORARY MEMBER) since September 2013.

At the time when I joined the Carpenters Union, there were three (3) locals in Newfoundland and Labrador, St. John's, Grand Falls Windsor and Corner Brook. In the late 1970's, all three (3) locals were merged into one now known as Local 579. My second job in Grand Falls Windsor was with Adam Brothers mainly doing renovations and carpet installation up until 1968, I then worked in Churchill Falls until 1971, returned home and to work with a contractor in Grand Falls Windsor named Herb Hollett at residential construction for a number of years. I also worked for A.C. Hunt Construction for 14 years until the business closed in 1990.

In the year 1990, I was hired as a Union Representative to service Central and Western Newfoundland

and Labrador. I was also the Training Coordinator. In 1996, Local 579 under the Leadership of President Vincent Burton and his Executive, we opened the first union school in the province offering 1st year Carpentry Program and Apprenticeship Training. We also offered Interior Systems, Blueprint reading, Scaffolding, Safety Courses, upgrading for Carpenters to be able to challenge the Journeyman's exam. The school was then known as the Carpenter's Training Institute which later became the Carpenters Millwright College. I was it's first Training Coordinator to set up the school and hire the staff.



I retired from the Union and College in 2001 to take a part-time position with Academy Canada where I was a College Apprenticeship Advisor and remained in that position until 2006 when I realized my working years was rearing on end. I then went to the Oil Sands in Alberta for a year commuting 14 days away and days home just to finish up my working career. After the Oil Sands experience I worked for Lindsey Construction in St. John's NL as a Carpenter for two (2) years when I then permanently retired. I was also an Executive Members of Local 1523 for one (1) year and served on the Executive of Local 579 for 21 years. Six (6) years on the Carpentry Advisory Committee, six (6) years as an employee representative of the Provincial Apprenticeship Board, became an honorary member of Local 579 in 2013.

I have been a proud member of the United Brotherhood of Carpenters and Joiners of America, Local 579 for some 53 years in total. I am now 72 years

# CONSTRUCTION INDUSTRY ORGANIZING: THE RESPONSIBILITY OF ALL UNION MEMBERS

David Mombourquette, ACRC General Counsel

It's been said many times that unions must continually organize or they will die. Nowhere is this more true than in the construction industry.

The construction industry is notoriously unstable. Long standing companies can disappear overnight due to owner death or retirement, financial difficulties caused by one major project gone bad, or simply the loss of market share due to increased competition – both from other union contractors and non-union contractors. Unless a unionized contractor is sold as a going concern (in which case successor rights would apply), the bargaining rights held by our Millwright and Carpenter Locals will disappear and non-union contractors will fill the gap left behind.

The ACRC understands this reality and spends significant resources to ensure that our professional organizing staff are continually working to increase our market share by expanding the number of union contractors. This article will explain how you, our members, can support our organizers in their efforts to grow market share for the benefit of everyone.

## Union Contractor Retention and Growth

The increased pressure from non-union and pseudo-union contractors (employer friendly “unions” who undermine the International Building Trades), makes it critically important that existing union contractors are supported through productive work and strategic partnerships. Union labour means good wages and benefits compared to most non-union contractors. This means union contractors must deliver greater expertise and productivity to remain competitive in the marketplace, particularly in the commercial construction sector where job bids are often decided on price.

We can also support our union contractors by refusing to work for non-union competition or CLAC contractors. If we supply our labour to compete against our existing union contractors, we are not just putting the union contractors out of business – we are undermining our sisters and brothers who rely on work on these union jobs.



## Certification and Voluntary Recognition

Contractors who are currently non-union must be organized either through voluntary recognition agreements, or through the certification process at the provincial labour boards.

A non-union contractor will only sign a voluntary recognition if they are convinced they will benefit, either through a more skilled and productive workforce and/or by being able to subcontract work from existing union contractors. When union contractors successfully bid and complete projects, it enhances the reputation of our members and increases the chances of persuading non-union contractors to join voluntarily.

The hard reality is that most non-union commercial contractors will never sign a voluntary recognition agreement. They build their competitive edge through low prices, supported by poor wages, lack of safety and skills training, and few if any benefits. These workers deserve the benefits of union representation, and our ACRC organizers work hard to persuade non-union employees to join and support certification applications.

ACRC members play a critical role in the organizing process by understanding that we all have a responsibility to ensure the success of our union contractors, and by supporting our ACRC organizing staff. Our organizers have to cover large territories, and rely on members to supply information about jobs being performed by non-union contractors. They can also in-

Introduce our organizers to friends and family members who may be working for non-union contractors, and by always speaking positively about the ACRC and the Carpenters and Millwrights Locals both on the jobsite and in our daily lives.

In situations where a member feels compelled to accept non-union work due to financial reality, each member must understand the risk of working for non-union contractors who are competing against our union contractors in the industrial and commercial sectors. Selling your skills at a discount to a non-union contractor may cause long term pain to the union contractors on whom our members depend for work.

If a member must work non-union for a short period of time to support themselves and their family, that member has a responsibility to assist in any organizing campaign targeting that non-union contractor. They can ensure that they keep their own membership in good standing, can pass on the names of other workers to our organizers and encourage these workers

to support a certification application, and can provide details of where the non-union contractor is working, the type of work being done, and the number of workers employed on those sites. They can also encourage members who have let their membership lapse to once again become members in good standing.

The ACRC and its members cannot sit back and rely only on work from contractors who are already signatory through labour board certification or voluntary recognition agreements. Those contractors may not be here tomorrow. There is a constant need to protect and expand our market share by organizing non-union companies, and by ensuring that we contribute to the success of our existing union contractors. Without these efforts, the amount of work available for our members will gradually shrink to the detriment of individual members and our entire organization. Let's work together to grow together.

## 50 years with the UBC

In 2018, the Atlantic Canada Regional Council has 28 members who have reached 50 years with the UBC. We want to thank you for your continual support and dedication. Congratulations to the following members who have hit this amazing milestone!

### Local 1588

John Campbell  
Duncan Cummings  
John Currie  
Donald David  
Raymond Dowling  
Daniel Fougere  
Joseph Gaudet  
Alexander Hatcher  
John Jardine  
Earl Johnstone  
John Jardine  
Patrick MacLellan  
Ronald MacLellan  
Cornelius Marchand  
Alfred Martell  
Donald McIntyre  
T Sutherland

### Local 83

John Bennett  
Arnold Grady  
Barry Swinimer

### Local 579

Llewelyn Collins

### Local 1178

Bernard MacQueen  
Sinclair McBeth

### Local 1386

Roy Bannister  
Emmerson Gordon  
Howard Hammond  
George Kane  
Donald McGrath

# 'Living the Dream'

Lawrence Shebib joined the UBC in February 1973, and in 1980 became the 7th Business Manager in Cape Breton's history.

During his tenure Local 1588 was the first in Canada to start a Stabilization Fund. The fund was established to help our Unionized employers compete on a more level playing field with the Non-union Contractors. Local 1588's Stabilization fund later became the blueprint for an Industry wide fund administered by the Building Trades and funded by 15 Locals.

Lawrence also put emphasis on Skills Training focusing on Scaffold, Drywall and ICF to maintain our market share.

Another initiative Lawrence started while Business Manager was the Local 1588 Death Benefit. Members paid a yearly premium of \$60 to have a guaranteed \$5000 Death Benefit paid to their next of kin. The Death Benefit is now managed by the ACRC and is available to all members in Good Standing.

In 2003, Lawrence retired as Business Manager and concentrated his time Volunteering. He delivers meals on wheels and has worked with the Breakfast Program in North Sydney Schools. For many years, Lawrence has been the co-chair of the North Sydney Community Food Bank and has dedicated himself to ensure food security for those living in the catchment area. He spends 40 to 45 hours a week both volunteering at the food bank and writing grant applications and other related paperwork. Brother Shebib has also continued his involvement with the Kiwanis as well as with the Knights of Columbus.

Local 1588 has benefited from Lawrence's knowledge and guidance on several occasions since his retirement and he is just a phone call away at any time. The most important part of retirement for Lawrence is the time spent with his family; his wife Cora, Sons Cavel and Colin and Daughter Laureen, as well as his five grandchildren.

Lawrence looks forward to his yearly week long fishing trips with friends around the province; as well as fishing weekly at his favorite spots in and around the Bras D'or Lakes.

As Lawrence says... He is "Living the dream in retirement."



## Stay Connected!

Stay Connected to what's happening in your union by having news and updates from the ACRC delivered right to your mobile phone!



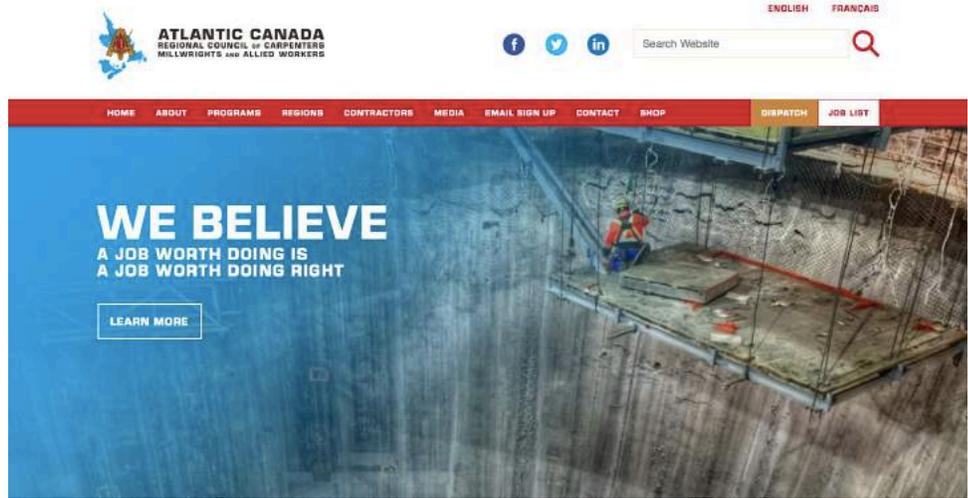
Sign up today by texting ACRC to 77077

Please note the ACRC does not charge members for this service; however, standard text rates from your carrier may apply.

# Communication

## We are all in this Together

There are things we can do to work together to save time and money. How can the Member help and stay informed?



### EMAIL ADDRESS:

Each month we send out approximately 300 letters to members that are in arrears. Having our members email address would save us \$300 per month, and does not include the amount of staff time and wages allotted to processing these letters. In addition to sending out arrears notices, general mail outs of

newsletters and articles of interest can be sent directly to your inbox, resulting in significant further cost savings.

### ENSURE YOUR CONTACT INFORMATION IS UP TO DATE:

Addresses, telephone numbers are our main source of information on how to contact you. Please ensure this information is correct, and don't forget to inform Belmont Health and Wealth of any contact information changes – or any changes in beneficiary information (these forms are available at our offices or can be emailed to you).

### PRE-AUTHORIZED DEBIT AGREEMENTS:

By signing up for pre-authorized dues payments (a form is available on our website at [acrc.ca](http://acrc.ca) or from any one of our offices). Signing up will allow the ACRC to automatically deduct from your bank account the amount of monthly dues you are required to pay. The interval can be set to monthly, quarterly or yearly. By doing this, you no longer have to think about your dues, it will be automatically withdrawn and applied to your UBC Dues Account. Please keep in mind that by choosing Quarterly or Yearly Intervals over Monthly, it reduces the amount of transactions required and with a membership of just over 9200 in Atlantic Canada that can be quite significant.

### VISIT THE [ACRC.CA](http://ACRC.CA) WEBSITE:

The [acrc.ca](http://acrc.ca) website is a valuable tool to help you get the answers you need. The content is updated regularly and relevant to what is going on in your area. Not only is it a great place to keep informed it also provides you with a mechanism to provide suggestions or feedback thru the 'Contact Section'.

### SIGN UP FOR TEXTING NOTIFICATIONS:

Get news delivered right to your mobile phone Text [ACRC](http://ACRC) to [770077](tel:770077) today and stay connected.

### ATTEND UNION MEETINGS IN YOUR AREA:

The union meeting has many purposes. It provides members the opportunity to regularly: meet as a group, learn about the union, exchange ideas, meet the leaders and fellow members, debate and make decisions, air gripes and argue, make proposals and have input, get updated on events, socialize, etc.

Do you have any suggestions for  
Summer 2019 Blueprint?  
We would love to hear from you!

Send us an email to [comm@acrc.ca](mailto:comm@acrc.ca) and tell us  
about it!



Members of the Mathat Team picture with Mat the young boy who sparked the idea.  
From left to right Jack Chapman, Emma Dornan, Mat Squires, Grace Clarke and Katie Gillespie

# The Mathat

## *Carpenter Millwright College Instructor teams up with University students to create the Mathat Arm*

For Emma Dornan, helping those in her community comes naturally. This past year Emma, daughter of UBC Strategic Counsel Robert Dornan, has helped change the life of 9-year-old Mat Squires, a child with cerebral palsy.

Emma is in her fourth year at Memorial University of Newfoundland studying Behavioral Neuroscience. She has worked with multiple community organizations with children of all different disabilities. Her passion is driven from the small moments of working with these kids. "Some of my favourite (memories) however, are when I get to see a child do something new, something they have never done before." That is one of her most satisfying moments with working with any child.

While working one on one with Mat, she noticed the struggle with the angle of his head in his wheelchair. He is not able to hold his head up comfortably without causing pressure sores on his head, which limits ability to socially interact at school and ultimately limits his ability to use his eye gaze communication device. This was the spark that lead Emma and her team to develop 'The Mathat'.

Emma worked with three other MUN students in the creation of The Mathat; Katie Gillespie and Jack Chapman who are mechanical engineering students and Grace Clarke, who is a Nursing student. Working together, they have been able to create a design for a functional device that helps Mat stabilize his head up right in a comfortable position to be able to use his Tobii Dynavox – A computer-type communication system that's operated by eye movement.



Neil Evely from the Carpenter Millwright College NL helped with the construction of the hydraulic CMC-Arm. “Emma Dornan approached me looking for ideas for attaching the hat to a chair. After thinking about what was required of the hat to preform, I picked out and installed the bracket used to attach the hat to the chair.” Says Neil about helping with the project.

With Neil’s help in creating a prototype, Emma and her team entered the 2018 Innovation Design for Accessibility Competition. This competition aims to inspire students to use their creativity to develop innovative, cost-effective and practical solutions to accessibility-related issues resulting in communities that are more accessible for persons with disabilities. With all their hard work, the Mathat team placed first at the competition!

“We were so pleased and excited. We were proud of winning a national competition and we were so grateful that we might be able to bring the idea to life for Matthew.” This was a topping on the cake for Emma and the team who put so much time and work into this invention.

All winning teams were sent to the Canadian Innovation Exchange (CIX) in Toronto this past October to present their projects. The CIX is a must attend event for leaders in Canada’s innovative economy, attracting more the 800 industry leaders, investors and entrepreneurs of innovation-focused start-up companies from across the globe.



Carpenter Millwright College Instructor, Neil Evely and Emma Dornan with the prototype.

Emma was very pleased with their trip to the CIX. “We were very happy to represent Memorial University on the national stage. We had an opportunity to meet other students and people in industry to talk about our project. We met many people who were interested in the Mathat so we will be following up on those things.”

“I am glad Emma recognized the need and decided to invest the time and energy to this project; as well as I am glad I could help out.” says Neil Evely has tried to keep up with the development of the Mathat and is proud of what the team has accomplished.

This of this year, Emma will be graduating from MUN with Bachelor of Science (Honours). She is hoping to continue her studies at the post graduate level.

To keep up to date on progress with the Mathat, you can follow @TheMathHat on Twitter.

# Sisters in the Brotherhood

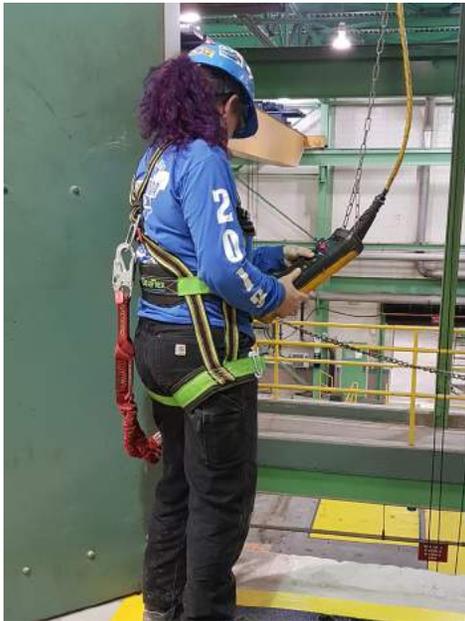
The Sisters in the Brotherhood (SIBs) is a support system for female members in the UBC. The SIB committees are advocates on women's issues in the workplace. The SIB chairs have been busy attending the ACRC delegate meetings and giving quarterly reports on our activities and recruiting and retention efforts.

The committees have had a busy year networking with high schools and colleges throughout the ACRC. Nova Scotia member, Sister Selka Kind, recently spent a day working with ninth-grade female students from Halifax

City schools. She showed them how to build a small project, offering instruction and encouragement along the way. Held at the Carpenter Millwright College (CMC) in Nova Scotia, the goal was to engage young women in Carpentry work and get them to consider skilled trades as a viable and realistic career option. The students really enjoyed the experience.



New Brunswick Sisters recruited three new female members, and have partnered with New Boots. The New Boots program is a three-year initiative focused on improving completion rates among female apprentices in the building and construction trades in New Brunswick. Through this project 15 female apprentices in eight different trades will be closely followed over the course of the next three years of their apprenticeship. This initiative is the product of a distinct and persistent workforce imbalance, where women make up more than half the Canadian population, and less than 10% of the skilled trades workforce. New Boots aims to understand the root causes of this imbalance, and help debunk the many long-standing myths associated with women in trades.



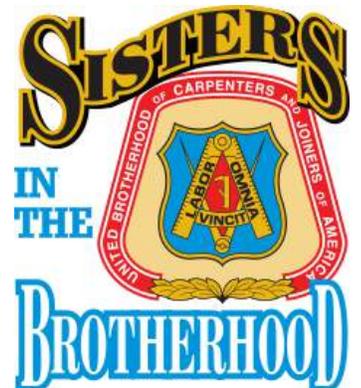
Newfoundland Sisters continue working with the Office to Advance Women in Apprenticeship (OAWA) to recruit and retain women. OAWA works with female apprentices once they complete their in school training to assist them in finding employment opportunities with the ultimate goal of achieving journeyman status. OAWA has established partnerships with employers, unions, government and training institutions in helping to accomplish these goals.

The Sisters of the Brotherhood have participated in training at the International Training Center. This past August, the ACRC sent 29 sisters to Vegas for the Sisters in the Brotherhood Conference. Where approximately 500 UBC sisters came together to learn and share experiences. It was a very inspiring conference with educational classes and motivational speakers such as the Canadian Minister of the Status of Women the Honorable Maryam Monsef. Our very own EST Debbie Romero was honored for being the first female EST in North America. She was given a standing ovation at this time and we accepted a plaque on her behalf and present-

ed it to her at the biannual delegates meeting in September.

We are also pleased to announce sister Melanie Driscoll has been appointed as the carpenter representative for the Building Trades Women's Committee in Nova Scotia.

Thanks for supporting your Sisters in the Brotherhood!



# “Progress is a good thing”

Allan Rodgers – A proud member, who has worn many hats during his affiliation with the UBC.

Allan joined the UBC, Millwrights Local 1178 on August 18, 1967 during construction of the Scott Paper (Northern Pulp) plant in Abercrombie, Nova Scotia. Shortly thereafter, he became Financial Secretary of Millwrights Local 1178 in 1969, and then became Business Representative of the Local until 1975 when he was appointed Organizer/Representative for the United Brotherhood by then UBC President William Sidell.

Allan then became General Representative for the UBC and retained this position up to his retirement in 2001, serving under three other UBC Presidents, including current General President Doug McCarron.

Allan served on various boards during his time as General Representative of the UBC such as the President of the New Glasgow & District Building Trades Council when it was active, as well as being President of the Nova Scotia Building and Construction Trades Council.

Allan also served on behalf of the UBC on the General President’s Committee for Contract Maintenance in Canada, and served as a Union Trustee on the Health & Welfare, and Pension Plan for the UBC in Nova Scotia for over 20 years. As a Trustee on this plan, he played a significant role in the implementation of a Dental and Pension Plan for the Carpenters on Mainland Nova Scotia.

Allan also was assigned to the Hibernia Project in Newfoundland to look after and protect the jurisdiction on behalf of the UBC members during the construction phase. When our current General President Doug McCarron was first elected, and envisioned the formation of Regional Councils, Allan was there to assist, and was very involved in the creation of the Regional Councils in Atlantic Canada. He spent a fair amount of time in each of the Atlantic Provinces helping out, and making sure the transition was as easy as possible for the Regional Executive Secretary Treasurers.

Since retiring, Allan remains a good standing member of the UBC, and can be counted on to answer



any questions that arise in this ever changing organization. Even in retirement, when called upon, he acts as an arbitrator under the Canadian Plan for the Settlement of Jurisdictional Disputes in the construction industry.

Allan enjoys fishing, hunting, the occasional game of golf, and of course spending mornings with a group of friends over a cup of coffee. He also is very thankful for his wife of 50 years Julie, and their five children, Mark, Anne, Angela, Allyson and Chris, as well as their 10 grandchildren. Family is very important to Allan and Julie, and they are very thankful for the time they get to spend with their family, as well as the close friends that they consider family.

He adds “Progress is a good thing, and is very happy with the improvements and progress the UBC, and the ACRC have achieved, and continue to achieve.”

Allan to this day is great supporter and advocate for the UBC and encourages all members “to make sure they get involved with their local union’s activities and committees”.

# 2019 Confernces at the International Training Centre in Las Vegas

## 3rd Year Apprenticeship Program

The 3rd Year Apprenticeship program, provides our members with greater understanding of the Brotherhood, the industries that rely on UBC Professionals, and the important role these men and women play in the success of both.

The Atlantic Canada Regional Council has been able to send over 380 participants to this program since 2012. Apprentices learn how professionalism productivity, skill and attitude contribute to their success in the field, and to the success of the contractors who employ them.

This program touches upon the UBC today and where it is going in the future, understanding our industry and our contractors and much



more. Participants stay at the International Training Centre for four intensive days of training, Thursday through Sunday.

Dates for 3rd Year Apprentice courses in 2019;  
**July 11-14, 2019**  
**November 14-17, 2019**

## UBC Journeymen: Building Leadership For a Strong Future



With this being one of the most popular courses at the ITC, the ACRC has sent over 900 participants since 2012. The UBC promotes a constructive culture on the jobsite, where members value and motivate one another to achieve their highest potential and ensure maximum productivity.

In this course, journeymen develop leader-

ship, mentoring, coaching and communication skills. These journeymen leaders help secure the Brotherhood's future by learning to engage with newer members and leading by example, all while promoting positive work environments and productivity on the job.

Both participants and their supporting contractors benefit by participating in the UBC Journeymen Leadership training program. Participants stay at the International Training Center for four intensive days of training, Thursday through Sunday.

Dates for Journeymen courses in 2019;  
**March 7-10, 2019**  
**April 25-28, 2019**  
**August 15-18, 2019**

## 212 Journeymen: Next Level UBC Leaders

One of the newest programs at the ITC, the 212 Journeymen is the next step in expanding a member's understanding and development as a union member. This past spring, we were able to send the first group of ACRC members down to take this course. The 74 participants came back from the course with nothing but good feedback.

Ideal participants are those who pursue high level communication skills, leadership characteristics, and have been active in the development of their Brothers and Sisters in the field.

With a focus on construction and building UBC relationships on the jobsite, participants will be introduced to business finance cause and effect, emotional intelligence for UBC Leaders, adult learning principles, and how to manage



healthy conflict.

212 Journeymen pairs world class leadership development with the deep passion of our members who are committed to supporting positive change within our industries.

Dates for 212 Journeymen courses in 2019;  
**February 21- 24, 2019**

## Collaborative Leadership: Building Jobsite Leaders

The three-day program is designed to give jobsite supervisors the tools necessary to improve the overall jobsite, taking it from good to great. Today's leaders need an expanded repertoire of skills and a new mindset to success in the increasingly fast-paced, chaotic, and highly competitive industry. This calls for more collaborative-based leadership, and the creation of a partnership culture, one that can harness the knowledge and expertise of all stake holders. This allows leaders to leverage everyone's best and better compete.

The UBC's goal is 70% market share, and this program will provide the necessary tools to maximize individual productivity to achieve this goal. The collaborative leadership is greatest in a collective team. By encouraging equal participation across all levels, a collaborative leader allows solutions to develop from the best ideas of the group and take a team approach to problem solving.

On most job sites both collaborative leadership and command-and-control leadership will likely be successful.

However, due to the highly competitive nature of the industry, developing leaders with the character and competencies to lead collaboratively will become an increasingly important priority. Encouraging problem solving from all levels allows the uncovering of solutions that may have never seen the light of day, and helps in growing successful businesses that contribute to a sustainable world.

Dates for Collaborative courses in 2019;  
**July 29-31, 2019**  
**August 26-28, 2019**

<https://www.carpenters.org>

**For any information or to apply for these courses please email [dsmith@acrc.ca](mailto:dsmith@acrc.ca)**



## 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.