Happy Holidays!

E.S. FOX LIMITED and LOCAL 721 ERECT RECORD-BREAKING THRILL RIDE

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On the Cover

The Yukon Striker is the world’s longest, tallest and fastest dive coaster and is located in Canada’s Wonderland Theme Park just outside of Toronto, Ontario. E.S. Fox Limited and ironworkers from Local 721 (Toronto, Ontario) teamed up to erect Wonderland’s newest attraction, which features 3,625 feet and takes park goers on an unforgettable ride as they plunge down 245 feet of track at 135 kilometers per hour into an underwater tunnel, then soar up through four inversions, including a 360-degree loop, a record-breaking feature for a dive coaster.

Ornament photo credit: Photo by Under Construction Photography

Tara Garner (underconstructionphotography.com)

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On the Cover

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Ornament photo credit: Photo by Under Construction Photography Tara Garner (underconstructionphotography.com)
December is known as a month of reflection, gratitude, hope, celebration – the season to take time out of our busy schedules to reflect on the progress we’ve made over the past year, and consider what lies ahead in the coming year.

This year, we’re especially impressed with our members, who continue to represent our union proudly, on our jobsites and in our communities. Members who have taken advantage of the many opportunities presented to them, from serving their local unions and district councils, to taking an active part in politics, to availing themselves to training and upgrading, to looking out for their brothers and sisters on the job. We have asked much of our members this year, and our members have responded in overwhelming fashion. Ironworkers are truly leaders on the job, in the building trades, and in communities across North America.

As we continue to work together, to see where our presence can make a difference and take action to effect change, the future for ironworkers is bright. Let’s celebrate our accomplishments of 2019, and maintain our momentum in 2020 to progress the lives of the members of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Happy holidays and best wishes for a spectacular new year!
Thrill seekers anxiously awaited the opening of Canada’s Wonderland Theme Park, located just outside of Toronto, Ontario, this year as the 2019 season brought with it the public opening of the world’s longest, tallest and fastest dive coaster.

The Yukon Striker Dive Coaster features 3,625 feet of track and is Wonderland’s newest attraction. The coaster takes park goers on an unforgettable ride as they plunge down 245 feet of track at 135 kilometers per hour into an underwater tunnel, then soar up through four inversions, including a 360-degree loop – a record-breaking feature for a dive coaster.

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// Le Yukon Striker est la machine plongeante la plus longue, haute et rapide au monde et se trouve au parc d’attractions Canada’s Wonderland tout juste à l’extérieur de Toronto, en Ontario. E.S. Fox Limited et les travailleurs des métiers de l’acier de la section locale 721 (Toronto, Ontario) ont fait équipe pour ériger la plus récente attraction de Wonderland qui comporte 3 625 pieds de rails et emporte les visiteurs du parc dans une descente inoubliable alors qu’ils plongent sur 245 pieds de rails à 135 km/h dans un tunnel sous l’eau, puis en ressortent par quatre inversions, y compris une boucle à 360 degrés, une caractéristique record pour une machine plongeante.
Some Local 721 members known as the Yukon Striker ironworker crew: Andrea Kovac; Andrew Repa; Bill Woods, GF and superintendent; Brad Martin; Bradley Davies; Brandon Hill; Campbell Macleod; Christopher Greaves; Craig Johnson; Daniel Jeffrey; Daniel McGillvray; Darren MacDonald; Derek Matfin; Derrick Duguay; Edwin McKnight; Grace Ryba; Hunter Grant; Jamie MacDougall; Jordon Ferguson; Josh Cullis; Kim Baptiste; Kurtis Hensel; Kyle Baptiste; Mathew Quinn; Matt Barnhardt; Matthew Bacchin; Michael Mahaits; Nick Magalas; Paul Steele; Peter Davidson; Rodrigo Norena; Scott MacDonald; Sean Clarke; Thomas Branston; and Troy Lush.

// Certains membres de la section locale 721 connus sous le nom de The Yukon Striker Ironworker Crew : Andrea Kovac, Andrew Repa, Bill Woods GF and Superintendent, Brad Martin, Bradley Davies, Brandon Hill, Campbell Macleod, Christopher Greaves, Craig Johnson, Daniel Jeffrey, Daniel McGillvray, Darren MacDonald, Derek Matfin, Derrick Duguay, Edwin McKnight, Grace Ryba, Hunter Grant, Jamie MacDougall, Jordon Ferguson, Josh Cullis, Kim Baptiste, Kurtis Hensel, Kyle Baptiste, Mathew Quinn, Matt Barnhardt, Matthew Bacchin, Michael Mahaits, Nick Magalas, Paul Steele, Peter Davidson, Rodrigo Norena, Scott MacDonald, Sean Clarke, Thomas Branston et Troy Lush.
The opening of the ride was an exciting event for the public, but the assembly and erection of this high-profile attraction brought a thrill to the ironworkers and constructors behind the scenes of the new coaster.

Being awarded this job was a huge victory for E.S. Fox Limited. The company was the only unionized bidder prequalified for this coveted contract, competing against many nonunion coaster builders in the U.S. and Quebec. Even after erection began on-site in August of 2018, E.S. Fox had to fight to keep this job in the hands of 22 ironworkers from Local 721 (Toronto, Ontario). Claims were made by the Millwrights Union that this job was 100% millwright work because the roller coaster was a conveyor belt, and they demanded a markup meeting be held to discuss the matter. After representatives from Local 721, E.S. Fox and the Millwrights’ Union met, the entire project remained as ironworker scope.

With Wonderland at capacity footprint-wise, the park had to remove an older stand-up coaster in 2014 to make room for the Striker. Space is clearly a factor. “It’s like building a ship in a bottle,” said Peter Switzer, director of construction and maintenance for Canada’s Wonderland. “It’s not a traditional site by any means.”

Creating the Yukon Striker roller coaster at Canada’s Wonderland in Vaughan, Ontario, could be likened to “a big Ikea” set without the Allen wrench,” explained Bill Woods, a general foreman and superintendent for E.S. Fox, the company tasked with erecting the ride.
“There’s lots of bolts, a lot of wiring holding in the cabling and the safety mesh. There are a lot of heavy components, so all of our rigging has been substantial,” he said during a recent tour of the site. “A lot of pieces come in flat and we’ve got to rig them in such a way and make them in a state they can be erected. There are a lot of chain falls, a lot of rigging, a lot of twisting with the loops so that’s unique.”

Riders will be able to thank a flock of cranes for the experience. With so much steel, crews called in multiple heavyweights. In fact, a one-day lift of the drop section alone required five machines.

Bill Woods, general foreman with the project’s structural erector, E.S. Fox, described the section as triangular in shape, with a base more than 61 meters long overshadowed by two supporting columns, each one meter in diameter, meeting at the top.

“It weighed in at approximately 130,000 pounds (59 metric tons) and about 80 feet (24.4 meters) between the two posts,” Woods said. “It’s like an A-frame but it’s at a 29-degree pitch, so it’s not vertical.”

Crews hoisted this somewhat twisted structure in segments, with a 620-ton-capacity Liebherr LTM1500 mobile crane grappling one column and a 275-ton Kobelco CK2750G crawler holding the other. A 90-ton Tadano GR900XL rough terrain crane was used to lift a motor that would be attached, while a 75-ton Tadano GR750XL rough terrain crane and a 45-ton boom truck handled additional connections that were spliced on.

“We had a boom truck and an RT crane with man-baskets to access the splices, then once the splices were made and the A-frame was assembled the 620 (Liebherr) was
cut loose and transferred to the top of the A-frame and the Kobelco was disconnected,” Woods explained, describing further splicing and binding of parts.

“It all sounds easy but of course things don’t line up perfectly,” Woods added. “With a coaster everything’s got to be perfectly aligned within one or two millimeters. We had to use big hydraulic jacks beneath the column legs and also some cables to manipulate the columns in such a manner that we could attach it all and make it all line up correctly.”

With a roller coaster, every piece or segment is unique, heavy and awkward, and considerable heights are involved.

“The largest piece we hoisted was 155,000 pounds (70.3 tons) and we set it at 217 feet (66 meters),” Woods explained. “We had three hoisting cranes and two cranes with worker-baskets on them.”

On one patch of raised ground, crews had two 300-ton cranes – a Demag AC250 and Grove GMK6300L – working in tandem with a boom truck to erect what’s known as an Immelmann. Named after an aerial combat repositioning maneuver, an Immelmann is a section of track where riders reach the top of a loop and return to a level position. “It’s got a twist in it,” Woods explained.

Crews typically used the 75-ton and 90-ton rough terrain cranes to offload the coaster sections, place them in a lay-down yard and put them on trailers to be shunted to the location where they would be erected. Some pieces would go up as one, others were spliced together and a handful, including columns, required more than one crane to place.

One particularly complicated part of track, the lift section, will direct riders upwards on a 47-degree angle, with the pitch 70 degrees in places. “These pieces are 144,000 pounds (65.3 tons) each and approximately 120 feet (36.6 meters) long and going up 207 feet (63.1 meters),” Woods said. “They’re flat on the ground and you’ve got to use 20-ton chain falls and other heavy rigging to manipulate the pieces to get them situated and ready to install. And they’ve got a big drive motor at the bottom and all kinds of components. We put that up with the LTM1500 and a luffing jib.”

“You might think a roller coaster can’t be too hard,” Woods said. “But roller coasters aren’t flat. Every piece has to be rolled, twisted and rigged. A lot of times you could roll the pieces with the crane if you had a main line or an auxiliary line. But it took a lot of rigging, chain falls and come-alongs to fine-tune them.”

Peter Switzer has seen this kind of crane work many times given his role supervising construction at a theme

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**YUKON STRIKER BY THE NUMBERS:**

- 107 track elements weighing more than 1,213 metric tons combined.
- 42 support columns weighing more than 363 metric tons combined.
- Tallest column: 63 meters.
- Three trains each have three cars with each carrying eight riders in a single row.
- Trains will run three minutes, 25 seconds apart, transporting up to 1,200 people an hour.
- Floorless, stadium seating for enhanced visibility with three rows of eight riders.
- ‘Hold and dive’ element pauses train for three seconds over 90-degree drop into an underwater tunnel.
- Complete 360-degree loop, never before seen on a dive coaster.
- Designed by Bolliger & Mabillard.
- Coaster type: Dive
- Height of drop: 245 feet (75 meters) *includes underground tunnel
- Top Speed: 135 km/h (80 mph)
- Inversions: 4
- Length: 3,625 feet (1,105 meters)
park. Still, he said he's impressed with how crew members handled the learning curve involved with erecting a complex coaster.

The project was completed in March 2019 and generated approximately 28,000 craft hours and involved several complex lifts in restricted areas while enduring intense winter weather conditions. Some operations required four to five cranes to execute. In spite of the various challenges, this was a dream job to many. “The ironworkers loved working on this project and took a lot of pride in building it in the harsh Canadian winter,” says Steve Matthews, area manager of the structural steel and bridge division of E.S. Fox Limited, “Hats off to the crew for completing this job safely and on time despite a lot of inclement weather.”

The Yukon Striker marks the third project completed by E.S. Fox Limited at Canada’s Wonderland. It was a complex job that changed the skyline of Canada’s premier theme park, and E.S. Fox Limited and Local 721 ironworkers are proud to have been a part of it.

“We are proud of our members. A unique project of this scale and complexity is something that challenges us to be our best…there is no substitute for trained and experienced ironworkers” said Fred MacPherson, business manager of Local 721.

The next time you are in the Toronto area, please visit Canada’s Wonderland and the world’s longest, tallest and fastest dive coaster, the Yukon Striker. Enjoy the ride, built by E.S. Fox and ironworker pride.

For more information, visit the websites: canadaswonderland.com and esfox.com.
Les amateurs de sensations fortes attendaient avec impatience l’ouverture du parc thématique de Canada’s Wonderland situé tout juste à l’extérieur de Toronto, en Ontario, car la saison 2019 a donné lieu à l’inauguration de la plus longue et de la plus haute machine plongeante (dive coaster en anglais) au monde.

La machine plongeante Yukon Striker comporte 3 625 pieds de rails et constitue l’attraction la plus récente du parc Wonderland. Le manège emporte les visiteurs du parc dans une descente inoubliable alors qu’ils plongent sur 245 pieds de rails à 135 km/h dans un tunnel sous l’eau, puis en ressortent par quatre inversions, y compris une boucle à 360 degrés, une caractéristique record pour une machine plongeante.

L’inauguration du manège a été un événement attendu pour le public, et le montage et l’éréction de cette attraction de haut niveau a été toute une expérience pour les travailleurs des métiers de l’acier et les constructeurs du nouveau manège.

L’obtention de ce contrat a été une immense victoire pour E.S. Fox Limited. L’entreprise était le seul soumis-sionnaire syndiqué préqualifié pour ce contrat convoité, et faisait face à la concurrence de constructeurs de manège non syndiqués des États-Unis et du Québec. Même après le commencement de l’éréction sur le site en août 2018, E.S. Fox a dû se battre pour garder ce contrat dans les mains de 22 travailleurs des métiers de l’acier syndiqués de la section locale 721 (Toronto, Ontario). Le syndicat des mécaniciens industriel affirme que ce contrat était à 100 % pour les mécaniciens industriel, car le manège est un convoyeur; ils ont demandé une réunion de consultation pour discuter de la question. Après la réunion entre les représentants de la section locale 721, E.S. Fox et le syndicat des mécaniciens industriel, le projet est resté intégralement dans les mains des travailleurs des métiers de l’acier.

Le parc Wonderland ayant atteint sa superficie maximale, la direction a dû retirer un ancien manège en 2014 pour faire de la place au Striker. L’espace est clairement un facteur. « C’est un peu comme construire un bateau dans une bouteille, affirme Peter Switzer, directeur de la construction et de l’entretien chez Canada’s Wonderland. Ce n’est vraiment pas un chantier traditionnel. »

Il y a beaucoup de boulons, beaucoup de dispositifs de fixation dans le câblage et la grille de sécurité. Il y a beaucoup de composantes lourdes, ce qui augmente la complexité du gréement (rigging), nous a-t-il raconté pendant une visite du chantier. Beaucoup de pièces arrivent à plat et nous devons les hisser de façon à pouvoir les ériger correctement. Il y a beaucoup de palans à chaîne, de gréement (rigging) et de torsion avec les boucles, ce qui en fait un chantier assez unique.

Les visiteurs doivent remercier l’armée de grues pour l’expérience. Avec autant d’acier, les équipes ont utilisé plusieurs poids lourds. En fait, la section de chute a nécessité cinq appareils à elle seule.

Bill Woods, contremaître général chez le monteur de structure du projet, E.S. Fox, décrit la section comme un triangle, avec une base de plus de 61 mètres surmontés par deux colonnes de soutien, d’un mètre de diamètre chacune se rejoignant au sommet.

La structure pèse environ 130 000 livres (59 tonnes métriques) et il y a environ 80 pieds (24,4 mètres) entre les deux colonnes, affirme M. Woods. C’est comme une structure en forme de lettre A avec une inclination de 29 degrés, donc ce n’est pas vertical.

Les équipes ont hissé cette structure torsadée en segments, avec une grue mobile Liebherr LTM1500 d’une capacité de 620 tonnes hissant une colonne, et une grue à chenille Kobelco CK2750G de 275 tonnes s’occupant de l’autre. Une grue tout terrain Tadano GR900XL de 90 tonnes a été utilisée pour soulever un moteur à fixer, tandis qu’une grue tout terrain Tadano GR750XL de 75 tonnes et un camion à flèche de 45 tonnes ont géré les autres connexions à raccorder.

Nous avions un camion à flèche et une grue tout terrain avec nacelle pour accéder aux raccords; une fois les raccords effectués et le cadre en A monté, la 620 (Liebherr) a été relâchée et transférée au sommet du cadre en A et la Kobelco a été déconnectée, explique M. Woods en décrivant les raccords et les liaisons de pièces.

Tout ça semble si facile, mais bien sûr, tout ne s’aligne pas parfaitement, ajoute M. Woods. Dans le cas d’un manège, il faut un alignement parfait à un ou deux millimètres près. Nous avons dû utiliser des crics hydrauliques sous les pattes de colonne et des câbles pour manipuler les colonnes afin de pouvoir tout fixer et aligner correctement.

Dans le cas d’un manège, chaque pièce ou segment est unique, lourd et inhabituel, et des hauteurs considérables sont en jeu.

La plus grosse pièce à hisser pesait 155 000 livres (70,3 tonnes) et elle a été fixée à 217 pieds (66 mètres), explique M. Woods. Nous avions trois grues de levage et deux grues à nacelle.

Sur une parcelle de terrain, les équipes avaient deux grues de 300 tonnes, une Demag AC250 et une Grove GMK6300L, travaillant en tandem avec un camion à flèche pour ériger ce que l’on appelle un Immelmann. Tirant son nom d’une manœuvre de repositionnement en combat aérien, un Immelmann est une section de rails où les passagers atteignent le sommet d’une boucle et reviennent au niveau. « C’est une sensation particulière », explique M. Woods.

Habituellement, les équipes utilisent des grues tout terrain de 75 et 90 tonnes pour décharger les sections de manège, les déposer dans une aire d’attente et les placer sur des remorques pour les déplacer à l’endroit où elles seront érigées. Certaines pièces montent seules, d’autres sont raccordées, et quelques pièces ont nécessité plus d’une grue.

Une partie particulièrement compliquée de rails, la section décollage, dirigera les passagers vers le haut à un angle de 47 degrés, avec une inclination de 70 degrés. « Ces pièces pèsent 144 000 livres (65,3 tonnes) chacune et mesurent environ 120 pieds (36,6 mètres) de long et montent à 207 pieds (63,1 mètres), affirme M. Woods. Elles sont à plat sur le sol et vous devez utiliser des palans à chaîne de 20 tonnes et d’autres appareils de gréement (rigging) pour manipuler les pièces, les positionner et les installer. Et elles ont un gros moteur dans le bas et toutes sortes de composantes. Nous avons fait le boulot avec une LTM1500 et une fèche Iuffing.

Vous vous dites peut-être que des montagnes russes, ce n’est pas si difficile, nous dit M. Woods. Mais elles ne sont pas plates. Chaque pièce doit être roulée, tournée et soulevée. Souvent, on pouvait rouler les pièces avec
LE YUKON STRIKER EN CHIFFRES :

- 107 sections de rails pesant plus de 1 213 tonnes métriques.
- 42 colonnes de soutien pesant plus de 363 tonnes métriques.
- Colonnes la plus haute : 63 mètres.
- Trois trains ont chacun trois wagons de huit passagers sur une seule rangée.
- Les trains partent aux trois minutes, à 25 secondes de distance, ce qui permet de transporter 1 200 personnes par heure.
- Sièges de type stade sans plancher pour une meilleure vision (3 rangées de 8 passagers)
- L'élément « tenir et plonger » arrête le train pendant 3 secondes au-dessus d'une pente à 90 degrés avant de le relâcher dans un tunnel sous l'eau
- Boucle complète à 360 degrés, du jamais vu pour une machine plongeante
- Conçu par : Bolliger & Mabillard
- Type de manège : machine plongeante
- Hauteur de la chute : 245 pieds (75 mètres) *comprend un tunnel souterrain
- Vitesse maximale : 135 km/h (80 mph)
- Inversions : 4
- Longueur : 3 625 pieds (1 105 mètres)

la grue, et une ligne principale ou une ligne auxiliaire. Mais il a fallu beaucoup de gréement (rigging), de palans à chaîne et de palans à levier pour tout régler.

Peter Switzer a souvent vu ce type de travaux de grue à titre de superviseur de parc d'attractions. Il se dit tout de même impressionné par la façon dont les membres de l'équipe ont géré la courbe d'apprentissage liée au montage d'un manège complexe.

Le projet a été complété en mars 2019 et a généré environ 28,000 heures de travail et de nombreux levages complexes dans des endroits restreints et sous le froid intense de l'hiver. Pour certaines opérations, il a fallu 4 ou 5 grues. Malgré les nombreux défis, ce fut un travail de rêve pour plusieurs. « Les travailleurs des métiers de l'acier ont adoré travailler sur ce projet et ils sont très fiers d'avoir travaillé pendant le difficile hiver canadien, a déclaré Steve Matthews, gestionnaire de secteur de la division de l'acier structurel et des ponts d'E.S. Fox Limited. Je lève mon chapeau à l'équipe pour avoir achevé ce travail de façon sécuritaire, malgré les conditions météo difficiles.

Le Yukon Striker est le troisième projet réalisé par E.S. Fox Limited chez Canada's Wonderland. Ce fut un chantier complexe qui a changé la silhouette du principal parc d'attractions du Canada. E.S. Fox Limited et la section locale 721 des travailleurs des métiers de l'acier sont fiers d'y avoir participé.

Nous sommes fiers de nos membres. Un projet unique de cette ampleur et de cette complexité, c'est un défi qui nous pousse à faire de notre mieux... personne ne peut remplacer les travailleurs des métiers de l’acier formés et expérimentés », a déclaré Fred MacPherson, gérant d’affaires de la section locale 721.

La prochaine fois que vous irez dans la région de Toronto, visitez Canada’s Wonderland et la machine plongeante la plus longue, la plus haute et la plus rapide au monde, le Yukon Striker. Profitez du manège... construit avec fierté par E.S. Fox et les travailleurs des métiers de l’acier!
The port of Sydney, located in Sydney, Nova Scotia, is the Atlantic Ocean gateway to scenic Cape Breton Island. In 2019, over 100 cruise ships stopped at the port bringing 178,000 visitors to discover the unique and treasured island. As a preferred destination, prominent cruise ship lines include Holland America, NCL, Silversea, TUI, Princess, Celebrity, Royal Caribbean, Cunard, Regent, MSC, Aida and Disney.

Sydney Marine Terminal is the only public deep-water marine facility in the Cape Breton Regional Municipality. The port welcomed its' first cruise ship in 1968. Since that time a single berth, measuring 275 meters in length has serviced the cruise industry. Although, it cannot accommodate modern vessels with greater length, which has affected the growing contribution to Nova Scotia tourism. For years the rising number of cruise ship calls at the Port of Sydney during the peak cruise season (August-October) resulted in scheduling conflicts, unavailable berth space and lost business for the port, spawning the need for a second berth.

The Cape Breton Regional Municipality (CBRM), owner of the Sydney Marine Terminal, and the Sydney Port Corporation (Port of Sydney), which manages and operates related facilities, embarked on the journey to expand the Sydney Marine Terminal to accommodate an additional cruise ship, including the world’s largest Oasis-class ships, which are 360 meters long and capable of carrying over 5,000 passengers and crew.

Originally proposed in 2014, through consultation and design proposals, the project budget had increased from $16 million to $20 million, a cost ultimately shared by the federal, provincial and municipal governments.

The CBRM directed consulting engineer, CBCL Limited, to redesign the project after all initial tender bids exceeded the $20 million budget by at least 20%. Coupled with a rebidding process produced a contract award to Zutphen Contractors Inc. of Southwest Mabou, Nova Scotia. Founded in 1964, Zutphen is one of the largest family-owned and operated heavy civil and marine constructors in the province, having constructed many notable projects through Nova Scotia.

Rendan Fabricators Limited, owned by Danilo Gasperetto, Renato Gasparetto and Joey MacEachern, is
located in Dartmouth, Nova Scotia. Rendan was subcontracted by Zutphen to supply and install over 700 tons of reinforcing steel. Their scope included shop fabrication and field installation services. MacEachern is a 31-year member of Local 752 (Halifax, Nova Scotia) and serves as an employer representative of IMPACT RAB Eastern Canada.

Reinforcing ironworkers from Local 752 (Halifax, Nova Scotia) teamed up with Rendan Fabricators to provide skilled services during prefabrication, placing, piling installation and placement of precast structural including other miscellaneous components.

The 350-meter long berth is comprised of a main dock (six spans at 27 meters), and an approach wharf (five spans at 20 meters). Structural support construction started with 83 piles driven to a minimum depth of 35 meters. Steel piling material was 750 millimeters in diameter with a 12.7 millimeter wall thickness. Each concrete-filled piling required reinforcing steel columns, assembled on-site location in 10-meter sections. Site welding services including pile splicing and plate capping was performed by Local 752 member Elvis MacDonald working for Zutphen Contractors Inc.

Bents (also referred to a ‘dolphins’) spanning laterally to the berth length were constructed via a cast-in-place method. Traversing between each of the bents, double-T, pre-stressed concrete components (supplied by Strescon Limited) were positioned and secured to support a continuous 300-meter long concrete deck reinforced with a double-mat system. Bottom reinforcement matting called for 30M bars spaced 200mm by 200mm intersections, and a 15M top mat spaced at 150mm on center each way. At the bent locations, all reinforcement was 30M diameter bar spaced at 200mm. Two additional mooring piles, each 1,524mm in diameter, were driven into the bottom of the Atlantic Ocean; a securement point for ships weighing up to 225,282 gross tons (GT), while at dock. A land-based mooring support was also added to upgrade the original berth in addition to seabed dredging to accommodate larger vessels.

“This is an important project for our company. Credit is given to the ironworkers of Local 752 and Rendan Fabricators for help getting us to the finish line on time, within budget and safely.”

— VINC VAN ZUTPHEN, OWNER AND PROJECT MANAGER, ZUTPHEN CONTRACTORS INC.
Getting the job done

Welcome all and on behalf of the Canadian office, congratulations on getting through 2019. We have all made another trip around the sun and although it hangs pretty low in the sky at 4 p.m. these days, it will warm up sooner than later! I hope that this year was a worthwhile year for you in terms of work opportunities if you were looking, education opportunities if you were training and pension checks if you were enjoying retirement.

I also hope you made it through the year without any sort of injury or on-the-job impediment to your ability to continue to work in our craft. Safety is sometimes work but should never be taken for granted if it gets you home in the same or better shape than you showed up.

Local unions

On the local union side, it has been a great year for some, a better year for most and a very hard year for a few. Shops continue to grow in Ontario, Quebec and hold their own in Saskatchewan and New Brunswick. Western Canada continues to suffer a three-way barrage of a dented oil patch, U.S. tariffs (recently rescinded) and continual offshoring and dumping of steel fabrication and fabricated steel that is taking a toll on our employers’ ability to grow. This trifecta of unfortunate events has led to layoffs and closures in some of the shops across the country.

At the same time, it has never been a better time to be a reinforcing rodworker or construction ironworker so if you are in work shortage anywhere in this country, there is a local union that would be happy to get you the training you need to move into this sector.

Work is picking up again in the outside local unions in Alberta, New Brunswick and Saskatchewan after a lengthy downturn while British Columbia, Manitoba, Ontario, Quebec, Nova Scotia and Newfoundland continue to cook with high octane gas.

In 2020-21, large infrastructure projects and a renaissance in oil, gas and power production will come and that will see pretty much every local union tap out for available people. If its slow at all in your area, take a look across this country and pack a bag. If you aren’t working in the trade currently, but are reading this, come on back. We can use the help.

Please know that the Canadian office, shop department and the local unions in the areas that have been affected by shop closures will do whatever they can to transfer laid-off members to work opportunities elsewhere within the local and offer training to take advantage of skills members have to work elsewhere.

There is a fantastic network of local union business managers, business agents, dispatchers and officers across the country doing an outstanding job of managing the ebb and flow of work opportunities and match them to the needs of the members. Thanks for all you do to continue to represent the brand of getting the job done.

Politics

This past year marked an election cycle in some provinces and in Ottawa. At the time of this writing the federal election had not yet come to pass. Regardless of which party is in 24 Sussex, this office will look forward to working with them and the premiers to advance and keep good legislation and infrastructure that will put us to work.

I will echo the sentiment of General President Eric Dean’s September address regarding our politics...it has never been a better time to be a reinforcing rodworker or construction ironworker...
in Canada. There are few conservatives these days who are not looking into actively gutting unions. The decisions undertaken by the Harper government gave agency to a new kind of anti-union bias in the form of two specific federal hurdles placed in our way: outlawing federal political donations and Bill 377. Removing political donations from unions in 2007 further limited the power of collective action by unions to influence federal legislation on a direct lobby effort. Bill 377 was meant to hamstring unions with burdensome auditing and reporting requirements that did not exist for any like organizations anywhere, and we don’t need it back.

The best description of what this sort of federal legislation is, was voiced by then conservative Senator Hugh Segal, who made extensive protestations on the bill and provided cause for amendments with many comments including:

“Conservatism in the Canadian Tory context is not about the protection of class or the oppression of labour by capital or capital by labour; it is about a freedom tied to mutual respect, whatever legitimate disagreements, between all the participants in the mixed free-market system. This bill before us, whatever may have been its laudable transparency goals, is really – through drafting sins of omission and commission – an expression of statutory contempt for the working men and women in our trade unions and for the trade unions themselves and their right under federal and provincial law to organize.”

This bill was passed in the final days of the Harper government, then repealed by the Trudeau government and is a footnote in history at this point. The end goal of the law was to diminish the ability of unions to grow.

Remnants of that sentiment are alive and well and looking for a comeback. The Ford government in Ontario removed our bargaining rights for municipalities, school boards, hospitals and universities across the province with a stroke of the pen. Keep your eyes open and know that we don’t need more of that kind of legislation; and know that this office will work with all local unions to face and remove any legal hurdles put in the way of working people by any party.

Organizing

As the Canadian director this will not be my singular focus, but it will underpin the strategic actions of this office in all of its work as we move forward through 2020 and beyond. We replenish our ranks through apprenticeship very well and do a better job than most other building trades, however, at the end of any timeframe you care to look at, we only keep roughly half of the people who walk through our doors and sign up for an apprenticeship in one of the facets of our industry. At best they become journeypersons three to five years after that first day.

Roughly 40% of our current journeyperson membership will be gone to retirement or eligible to go over the next decade. This number is not unique to our trade or Canada. This number is pervasive across our two countries in just about every facet of the working world. As we see and live through the demographic shift of eligible retirements that all of North America is encountering, we will have to be open to new ways of maintaining and growing our opportunities through membership in our union.

Whoever has the people will get the work. Whoever gets the work will have the opportunity to send a member to a job. Members who have options for jobs in the career they choose, will stay. Locals that achieve these ends will grow or at least maintain everything they do.

Organizing is not the only answer to this demographic conundrum. Apprenticeship and training and local union representation are key backbones to our ongoing success. Organizing has, however been the most under-utilized tool in our toolbelt over the last 50 years. It wasn’t really in the toolbelt 20 years ago. It got polished up and tried out over the last 10 years or so and really put to work over the last five. It is an uncomfortable tool for some but where it is utilized effectively it has demonstrated to be a paradigm shift for local union growth opportunities.

As such, this office will do whatever it can to assist all local unions across this country to represent all who work in our craft, whether they are currently members or not, whether they are currently citizens or not, whether they are currently credentialed or
not. The Canadian team of organizers do a fantastic job of sourcing people and snaring contractors and are working seamlessly with the representational leaders and officers of each local to that end. Many thanks to both on the successes achieved over the course of this year. They have collectively opened the door for over 1,000 people and 100 contractors to engage our world.

Check out the stand-alone article on organizing for more details.

**Apprenticeship and training**

Apprenticeship departments continue to deliver some of the most advanced, consistent and professional service to our members of any portion of our business. Their work is not tied to politics either within the local or outside of its walls. They have been taking fresh faces and turning them out for over 60 years now and doing a fantastic job of it.

The curriculum for apprenticeship is fully transferrable across all provinces so a member who starts their training in Victoria can finish it up in St. John’s. Journeyperson upgrading will be the new focus for these departments as collectively we will need to round out new members coming in with varied backgrounds and experience from organizing efforts. I hope to see the all or nothing version of a C of Q and C of A complemented with something within the local and look to all of those working in this department for their input.

A big thanks to all the coordinators and instructors for all the work they do day in and day out in the pursuit of educational excellence.

On the bricks and mortar side, training centers have gone through their own version of the “new deal” (metric version) with additional capacity and renovations across Locals 720, 721, 725, 736, 764, 765 and 826 and ongoing plans for completion of the same at Locals 752 and 771. With additional tools and equipment added to these and all the rest of the training centers, it has been a bit of an infrastructure boom of its own with a collective enhancement greater than $80 million over the last couple of years. Both provincial and federal levels have offered up government dollars that have never been seen to date and congratulations to the locals who picked up more than $14 million of that spend from grants.

It is truly an honour to represent the 20,000-plus members in this country. I thank you all for that opportunity and for what you do every day to fab, erect and maintain Canada. I hope you get a chance to relax with your friends and family and reflect on what you have accomplished for this organization over 2019. Thanks for all you do.

From my family to you and yours, I wish you all a happy and healthy holiday season and a prosperous 2020.
Bienvenue à tous et au nom du bureau canadien, je vous félicite d'avoir passé à travers 2019. Nous avons tous fait un autre voyage autour du soleil et bien que celui-ci se trouve très bas dans le ciel à 16 h ces jours-ci, il se réchauffera tôt ou tard! J'espère que cette année en a valu le coup pour vous en ce qui concerne les possibilités d'emploi si vous en cherchiez un, les possibilités d'éducation si vous suiviez une formation et les chèques de pension si vous profitiez de votre retraite.

J'espère que vous avez passé à travers l'année sans subir de blessure ni d'entrave au travail nuisant à votre capacité de continuer à travailler dans notre métier. La sécurité est parfois une corvée, mais elle ne doit jamais être tenue pour acquise si elle vous permet de rentrer à la maison dans le même état (ou mieux) que lorsque vous êtes arrivé.

Sections locales
Du côté des sections locales, l'année a été excellente pour certains, elle s'est encore mieux déroulée pour la plupart et elle a été très difficile pour un petit nombre d'entre elles. Les usines en atelier continuent de se développer en Ontario et au Québec, et tirent leur épine du jeu en Saskatchewan et au Nouveau-Brunswick. L'Ouest du Canada continue de faire face à un barrage triple comprenant un secteur pétrolier en déclin, des tarifs américains (récemment résiliés), ainsi que la délocalisation et le dumping continus de la fabrication de l'acier et de l'acier fabriqué qui pèsent lourd sur la capacité de croissance de nos employeurs. Ce trio d'événements malheureux a mené à des mises à pied et à des fermetures dans certaines usines à l’échelle du pays.

Simultanément, il n'y a jamais eu de meilleur moment pour être un poseur d'acier d'armatures ou de structure d'acier dans ce pays. Par conséquent, si vous vivez un manque de travail n'importe où au pays, il y a une section locale qui serait heureuse de vous donner la formation dont vous avez besoin pour transérer vers ce secteur.

Le travail reprend de nouveau dans les sections locales extérieures en Alberta, au Nouveau-Brunswick et en Saskatchewan après un long ralentissement tandis que la Colombie-Britannique, le Manitoba, le Québec, la Nouvelle-Écosse et Terre-Neuve continuent sur leur élan.

2020-2021 apportera de grands projets d'infrastructure et un renouveau de la production pétrolière, gazière et électrique qui feront en sorte que pratiquement chaque section locale aura besoin des travailleurs disponibles. Si votre domaine tourne au ralenti, jetez un coup d’œil à l’échelle de notre pays et faites vos valises. Si vous ne travaillez pas dans le métier en ce moment, mais que vous lisez ceci, revenez. Nous pouvons bénéficier de votre aide.

Veuillez noter que le bureau canadien, les ateliers et les sections locales dans les domaines qui ont été touchés par les fermetures d’usine feront tout en leur pouvoir pour muter les membres mis à pied vers des emplois ailleurs au sein de la section et offrir une formation pour tirer profit des compétences que vous avez pour travailler ailleurs.

Il existe un réseau incroyable de gérants d’affaires de section locale, d’agents d’affaires, de répartiteurs et d’agents à l’échelle canadienne qui accomplissent un travail fantastique de gestion des fluctuations des possibilités d’emploi et qui les font correspondre aux besoins des membres. Merci, pour tout ce que vous continuez de faire pour représenter la marque de nos métiers « qui fait le travail ».

Politique
La dernière année a marqué un cycle d’élection dans certaines provinces et à Ottawa. Au moment de la rédaction, nous n’avions pas encore les résultats de l’élection fédérale. Peu importe quel parti politique habite au 24 Sussex, ce bureau a hâte de travailler avec lui et les ministres pour faire avancer et conserver de bonnes lois et infrastructures qui nous donneront du travail.

Je répéterai le sentiment du discours de septembre du président général Dean concernant
notre politique au Canada. De nos jours, rares sont les conservateurs qui ne cherchent pas activement à éliminer les syndicats.


L’élimination des dons politiques des syndicats en 2007 a limité davantage le pouvoir de l’action collective des syndicats d’influencer les lois fédérales en ayant recours à du lobbying direct.

Le projet de loi 377 visait à paralyser les syndicats avec des obligations de vérification et de déclaration fastidieuses qui n’existaient nulle part pour des organisations similaires, et nous n’en avons plus besoin.

La meilleure description de ce que constitue ce type de loi fédérale a été exprimée par l’ancien sénateur conservateur Hugh Segal, qui s’est opposé farouchement au projet de loi et qui a proposé des modifications en formulant de nombreux commentaires, dont celui-ci:

« Le conservatisme dans le contexte canadien ne concerne pas la protection des classes ou l’oppression de la main-d’œuvre par le capital ou le capital par la main-d’œuvre; il concerne une liberté associée au respect mutuel, peu importe les désaccords légitimes, entre tous les participants dans le système de marché libre mixte. Ce projet de loi qui nous concerne, peu importe quels ont été ses objectifs de transparence louables, est en fait – par la rédaction de fautes par action et omission – une expression d’outrage réglementaire pour les travailleurs et travailleuses de nos syndicats et pour leurs syndicats en soi et leur droit, en vertu des lois fédérales et provinciales, de s’organiser. »

Ce projet de loi, qui a été adopté dans les derniers jours du gouvernement Harper et abrogé par le gouvernement Trudeau, n’est maintenant plus qu’une vague mention dans les annales de l’histoire.

L’objectif ultime de la loi était de réduire la capacité des syndicats à se développer.

Les vestiges de ce sentiment sont bien vivants et cherchent à faire un retour. Le gouvernement Ford en Ontario a enlevé nos droits de négociation pour les municipalités, les hôpitaux et les universités de l’ensemble de la province d’un simple coup de crayon. Gardez les yeux ouverts et sachez que nous n’avons pas besoin d’ autres lois semblables et sachez que ce bureau collaborera avec toutes les sections locales pour surmonter et éliminer les obstacles juridiques que tout parti imposerait aux travailleurs.

**Organisation syndicale**

En tant que directeur Canadien, l’organisation ne sera pas mon seul objectif, mais elle inspirera les actions stratégiques de ce bureau dans tous ses travaux tandis que nous progressons vers 2020 et au-delà.

Nous regarnissons très bien nos rangs avec les apprentis et nous faisons un meilleur travail que la plupart des autres métiers de la construction. Cependant, peu importe la période, nous ne gardons qu’environ la moitié des personnes qui franchissent nos portes et s’inscrivent à une formation d’apprenti dans l’un des secteurs de notre industrie.

Au mieux, elles deviennent des compagnons de trois à cinq ans après leur premier jour de travail.

Environ 40 % de nos compagnons actuels prendront leur retraite ou seront admissibles à le faire au cours de la prochaine décennie. Cette proportion n’est pas unique à notre métier ou au Canada. Ce nombre est généralisé dans nos deux pays dans presque toutes les facettes du monde du travail.

Puisque nous observons et vivons le changement démographique lié aux retraites admissibles que toute l’Amérique du Nord vit, nous devrons être ouverts à de nouvelles façons de maintenir et de cultiver nos possibilités grâce aux membres de notre section.

Quiconque a les employés obtiendra le travail. Quiconque obtient le travail aura l’occasion d’offrir
un emploi à un membre. Les membres qui ont des options d’emploi dans la carrière choisie, resteront. Les sections qui atteignent ces objectifs grandiront et, au minimum, conserveront tous leurs acquis.

S’organiser n’est pas la seule réponse à ce casse-tête démographique. Les apprentis et la formation, ainsi que la représentation des sections locales sont des piliers essentiels à notre réussite continue.

Cependant, s’organiser est l’outil le moins utilisé de notre coffre à outils des 50 dernières années. On ne s’organisait pas vraiment il y a 20 ans. On l’a peaufiné et on a essayé cet outil au cours des dix à quinze dernières années et on l’a vraiment utilisé au cours des cinq dernières. Cet outil est inconfortable pour certains, mais lorsqu’il est utilisé efficacement il constitue un changement radical pour les possibilités de croissance des sections locales.

À ce titre, ce bureau fera tout en son pouvoir pour aider toutes les sections locales à l’échelle Canadienne à représenter tous ceux qui travaillent au sein de notre métier, qu’ils soient actuellement membres ou non, qu’ils soient actuellement citoyens ou non, ou qu’ils soient titulaires d’un titre de compétence ou non.

L’équipe canadienne d’organisateurs fait un travail fantastique pour trouver des personnes et dénicher des entrepreneurs et elle travaille en harmonie avec les dirigeants et les agents qui représentent chaque section pour y parvenir. Je remercie les deux pour les succès obtenus au cours de la dernière année. Ils ont collectivement ouvert la porte à plus de 1 000 personnes et à 100 entrepreneurs pour qu’ils participent à notre monde.

Consultez l’article indépendant sur S’organiser pour obtenir plus de détails.

**Apprentis et formation**

Le département d’apprentissage destinés aux apprentis dans tout le pays continuent de fournir certains des services les plus évolués, constants et professionnels qui soient à nos membres dans tous les secteurs de nos activités. Leur travail n’est pas associé à la politique, que ce soit au sein des section locales ou à l’extérieur de ses murs. Ils accueillent de nouveaux visages et les forment depuis plus de soixante ans maintenant et ils font un travail fantastique.

Le programme destiné aux apprentis se transfère entièrement entre toutes les provinces, ce qui fait qu’un membre qui commence sa formation à Victoria peut la terminer à St. John’s. La mise à niveau des compagnons sera le nouveau point de mire pour ces secteurs, car collectivement nous devrons rassembler de nouveaux membres possédant une expérience variée et recrutés par les efforts d’organisation.

J’espère voir la version tout ou rien d’un C de Q et d’un C de A complétée par quelque chose au sein de la section et je me tourne vers les employés de ce secteur pour obtenir leur contribution.

Un gros merci à tous les coordonnateurs et instructeurs pour tout le travail qu’ils accomplissent quotidiennement dans la poursuite de l’excellence en matière d’éducation.

Du côté physique, les centres de formation ont passé par leur propre version du « nouveau pacte » (version métrique) avec une capacité additionnelle et des rénovations dans les sections locales 764, 721, 736, 786, 725, 720 et 765, et les projets de plans continus pour réaliser la même chose dans les sections 752 et 771. Avec l’ajout d’outils et d’équipements à ces centres de formation, nous avons vécu un boom des infrastructures grâce à une amélioration collective supérieure à 80 millions $ au cours des dernières années. Les gouvernements provinciaux et fédéral ont offert des fonds publics d’un montant que nous n’avons jamais vue par les années passée. Félicitations aux sections locales qui ont amassé plus de 14 millions $ de ces dépenses au moyen de subventions gouvernemental.

C’est réellement un honneur de représenter les 20 000 membres dans ce pays. Je vous remercie tous pour cette occasion et pour ce que vous accomplissez chaque jour pour bâtir, ériger et entretenir le Canada. J’espère que vous avez la chance de vous détendre avec vos amis et votre famille, et de réfléchir à ce que vous avez accompli pour cette organisation en 2019. Merci pour tout ce que vous faites.

De ma famille à la vôtre, je vous souhaite une période des Fêtes remplie de joie et de santé, et une année 2020 prospère.
Working safe in Canada

As 2019 comes to an end, this special holiday issue of the magazine showcases the amazing work that ironworker members and contractors have achieved together in Canada. The energy and skill of the membership is something we can be proud of, and we should celebrate our accomplishments. Across the nation, hundreds of thousands of project, maintenance and shop hours have been charted this past year without lost-time incidents. Although, fatalities and disabling injuries continue to cast a dark shadow on the industry.

Therefore, we must remind ourselves and each other the importance of the Iron Workers’ Countdown to Zero campaign and recognize that we all play an active role in safety and health, on the job and at home.

Lessons in history lead us

Turning specifically to past issues of The Bridge-men’s Magazine, The Ironworker magazine and the Ironworkers: A History of the Ironworkers Union, 1896-2006, it is evidenced that health and safety are fundamental issues in the development of our union. The triumphs and tribulations that our members experienced over the eras have been paramount to where we are today.

The benefits that members enjoy as the result of union organization and collective bargaining is evidenced throughout our history. Palpable advantages such as higher wages, pension benefits and better health and welfare are obvious custodies of union association. Although, when we reach back to the early beginnings of our union and reflect on the sundry of movements leading up to today, our predecessors started our union largely based on the rate of mortality and harm to health of construction workers. One of the reasons our members first organized was to provide burial money and death benefits to...
the wives and children of members. Early issues of The Bridgemen’s Magazine are filled with lists of ironworkers who were killed on the jobsite. Statistics of that era showed that the average ironworker could expect to work approximately 10 years on the job before he was killed or seriously injured.

Labour of law

The lobbying for safer and healthier workplaces continued for decades until federal and provincial legislations became a reality. Through the actions of our union, we have more effective enforcement of legislated labour protections through safety and health regulations.

In the United States, a major turning point of the safety movement occurred in 1969 when Iron Workers’ General President Lyons endorsed the congressional legislation known as the Construction Safety Act of 1969, which led to the passage of the Occupational Safety and Health Act of 1970 (OSHA).

Currently in Canada, OHS is regulated under a variety of mechanisms, including acts, regulations, standards, guidelines and codes. These instruments outline the general rights and responsibilities of the employer, the supervisor and the worker. The scope of OHS legislation varies from jurisdiction to jurisdiction with each province and territory publishing its specific regulations. As such, all 14 jurisdictions in Canada – one federal, 10 provincial and three territorial – have their own OHS legislation. This system makes legislation changes specific to our industry more challenging.

Amassing our efforts and experiences fuels innovation improving the legislative protections, work practices and procedures affecting both unionized and nonunionized workers. Today, we work collaboratively with our contractors to effectively address industry issues and co-create a culture of safety together, ever changing; ever evolving and relevant. That stated, we must individually persist in the fight to prevent injuries, illnesses and save lives through our ability to adapt and grow in the industry together, creating an environment where everyone returns home safely. The challenge to create a caring culture on the job akin to the same we nourish in our homes is one the ironworkers are ready to engage.

Rules and engagement

Safety rules, regulations and procedures are written to protect workers and others from harm; they are not created to make our work life more uncomfortable or inconvenient. Supervisors and other levels of management, as employer representatives, are in positions of authority and are responsible for managing company policy. An important cultural building approach can include the empowerment of journeypersons and apprentices in safety decisions made at the workplace. After all, we are the technical experts of our trade. What happens at the workface directly affects the outcome for safety performance of the company. The skill and knowledge that apprentices gain throughout their apprenticeship program largely comes from the experience gained in the field or on the shop floor. Thus, when working with apprentices, journeypersons transfer skills, trade knowledge, work and social ethics. Working safely is fundamental

“In our trade, whether you are working on the jobsite or in the shop, dangers are present in our everyday tasks. It is essential our experienced craft workers and supervisors look after their own safety and the safety of the apprentices while at work.”

— ERIC DEAN, GENERAL PRESIDENT
(EXCERPT FROM MENTORING OUR APPRENTICES, THE IRONWORKER MAGAZINE, AUGUST 2018)
in all aspects of this transfer. All must be aware of unsafe practices displayed by any worker or situations that may be dangerous.

One very distinct advantage between union and nonunion is our apprenticeship training system and the journeyperson upgrading and associated programs made possible through IMPACT.

20/20 vision

In the new year, our department will continue to support the Countdown to Zero campaign in the effort to impact long-term safety performance, working with district councils and local unions to drive prevention and outcomes to the next level through education and support resources. For 2020, Steve Rank has set the forward momentum for our work in Canada.

Initiatives and programs

Ironworker Safety Supervisor Certification (ISSC) Program – The ISSC is being developed by the safety and health department and the National Training Fund to address specific supervisor safety and health needs that are commonly encountered in the workplace.

Safety and Health Safety Summit Program – New for Canada, this program brings IMPACT regional advisory board (RAB) co-chairs, local unions, general contractor associations, signatory contractors, steel fabricators, signatory contractor associations and regulatory agency officials together to obtain their input on ways to improve safety performance in the workplace, from a regional perspective.

Safety Recognition Awards – Presented to contractors achieving outstanding safety performance in conjunction with the Safety and Health Summit Program.

Apprenticeship Safety Awareness Clinics and Local Union Meetings – Presentations focused on trends in safety and reinforcing the message of “See Something! Say Something!” as part of the Countdown to Zero campaign. Topics of discussion include the deadly dozen hazards, recognition and control of hazards, risk assessments and how to participate in contractors’ safety management systems. Class interaction emphasizes the importance of communication, addressing cultural safety issues, human factors and problem-solving safety on the job.

Field and Shop Visitations – Our department is prepared to provide on-site service for the members and contractors related to OHS issues and challenges. Site visits allow us to form and strengthen relationships with owners and clients.

Regulatory Assistance – Assist local unions with development of alliance agreements and partnerships with provincial OHS authorities. Initiate petitions for rulemaking for new safety standards. Request for official letters of clarification on standards. Pursue consistent interpretation and enforcement of standards. Intervene on workplace regulatory compliance issues. Develop and host industry outreach events at training facilities.

Voluntary Air-Sampling Program – The IMPACT board of trustees approved funding to establish a voluntary industrial hygiene air-sampling program available to all signatory shop and field contractors. This program is designed to provide professional industrial hygiene services to help evaluate harmful exposures of welding fumes, metals, paints, solvents and other chemical compounds that become airborne during common shop and field operations.

3M™ Partnership – Through collaboration with this multinational company, we are working to offer programs and services enabling our apprenticeship and journeyperson upgrading department to provide quality training to our members, bringing increased value to our contractors by supplying a trained, informed workforce.

One very distinct advantage between union and nonunion is our apprenticeship training system ... and associated programs made possible through IMPACT.
Eric Dean, general president; Darrell LaBoucan, executive director of Canadian affairs (retired); and Steve Rank, executive director of safety and health; have demonstrated unwavering leadership in their collective focus in areas of safety, health and training.

Effective July 1, 2019, Eric Dean appointed me as Canadian safety coordinator dedicating full-time service to the department. Our collective efforts will include working with IMPACT regional advisory boards, district councils and local unions to meet common goals and objectives, to raise the standard for safety and health performance across all sectors of our industry. Our priority will be addressing incident trends and working regionally to address regulatory issues and to obtain valuable feedback from our stakeholders.

On behalf of Steve Rank, Vicki O’Leary, Wayne Creasap, Christie Rose, and myself, the safety and health department want to thank Darrell LaBoucan for his service to our union and wish him a long and healthy retirement.

We need transformative innovation to improve our safety performance as a sustainable and competitive business advantage through leadership and excellence in environmental health and safety. A comprehensive program of business, process and technology is a key area of focus in our strategic plan. This includes the participation of our membership.

The challenge to you for 2020 is to ensure we continue to be recognized as the elite ironworker workforce: Assess all areas of your skill and knowledge base and make goals related to upgrading your safety and health expertise. Contact your local union training coordinator and inquire about courses; upgrade a skill, update a certification. Time spent on the deliberate practice of mastering skill is significantly correlated to improved outcomes in safety, productivity and quality.

As we reset the Countdown to Zero clock, the challenge is common to all of us. What can we each focus on individually, to take a more active role in safety and health in our collective pursuit to get to a place where no one gets hurt at work or at home?

As you prepare for your holiday with family and friends, we wish you a very safe and merry Christmas. Enjoy your countdown to 2020.
Travailler en sécurité au Canada

Tandis que 2019 tire à sa fin, ce numéro spécial des Fêtes du magazine présente le travail incroyable que les travailleurs des métiers de l’acier et les entrepreneurs ont accompli ensemble au Canada. L’énergie et les compétences des membres sont quelque chose dont nous pouvons être fiers, et nous devons célébrer nos réussites. Dans tout le pays, des centaines de milliers d’heures de projet, de maintenance et d’usine ont été consignées au cours de la dernière année sans incident avec perte de temps. Ceci étant dit, les décès et les blessures invalidantes continuent de faire de l’ombre à notre industrie.

Par conséquent, nous devons nous souvenir de l’importance de la campagne « Objectif zéro » (Countdown to Zero) des travailleurs des métiers de l’acier et reconnaître que nous jouons tous un rôle actif en matière de santé et sécurité, au travail et à la maison.

Les leçons de l’Histoire nous guident
Revenant spécifiquement aux anciens numéros de The Bridgemen’s Magazine, du magazine The Ironworker et d’Ironworkers: A History of the Ironworkers Union-1896-2006, on constate que la santé et la sécurité sont des enjeux fondamentaux dans le développement de notre syndicat. Les épreuves et les réussites que nos membres ont vécues au fil des années ont été d’une importance capitale pour arriver où nous en sommes aujourd’hui.

Les avantages dont les membres profitent à la suite de l’organisation syndicale et de la négociation collective sont corroborés tout au long de notre histoire. Les avantages tangibles comme des salaires plus élevés, des prestations de retraite, et une amélioration de la santé et du bien-être sont des gains évidents de l’association à un syndicat. En remontant au tout début de notre syndicat et en réfléchissant à la diversité des mouvements jusqu’à maintenant, on réalise que nos prédécesseurs ont formé notre syndicat en grande partie en raison du taux de mortalité et des dommages à la santé des travailleurs de la construction. L’une des raisons pour lesquelles nos membres se sont organisés à l’origine était de fournir une indemnité funéraire et des prestations de décès aux femmes et aux enfants des membres.

Les premiers numéros de The Bridgemen’s Magazine sont remplis de listes de travailleurs des métiers de l’acier qui ont été tués sur un chantier. Les statistiques de cette époque montrent que le travailleur des métiers de l’acier moyen pouvait s’attendre à travailler environ dix ans avant d’être tué ou grièvement blessé.

LE PRÉSIDENT GÉNÉRAL, ERIC DEAN, a confirmé de nouveau son soutien et les ressources pour poursuivre la campagne « Objectif zéro » (Countdown to zero) en 2020 afin d’aider à prévenir les décès et les blessures invalidantes aux travailleurs des métiers de l’acier membres partout aux États-Unis et au Canada. La campagne est conçue pour encourager les membres à « Voir quelque chose! Dire quelque chose! » pour reconnaître et éviter les dangers sur le lieu de travail. Pendant de nombreuses décennies, les dangers courants ont été les principales causes des décès et des incidents graves. Nous continuerons de nous concentrer sur les douze d’activités mortelles, et les documents de la campagne sont disponibles dans les conseils de district, les sections locales et les établissements de formation des apprentis, y compris des autocollants pour casque de protection et coffre de protection soulignant l’importance de reconnaître et d’éviter les dangers sur le terrain et en usine.
Droit du travail

Le lobbying pour des lieux de travail plus sûrs et plus sains s’est poursuivi pendant des décennies jusqu’à l’adoption de lois fédérales et provinciales. Grâce aux actions de notre syndicat, nous avons une application plus rigoureuse des mécanismes de protection du travail imposés par l’adoption de règlements de sécurité et de santé.


Actuellement au Canada, la SST est réglementée en vertu de différents mécanismes, dont des lois, des réglementations, des normes, des lignes directrices et des codes. Ces instruments décrivent les responsabilités et les droits généraux de l’employeur, du superviseur et du travailleur. La portée de la loi sur la SST varie d’une administration à l’autre, chaque province et territoire publant ses propres règlements. À ce titre, les quatorze administrations au Canada – une fédérale, dix provinciales et trois territoriales – ont leur propre loi sur la SST. Ce système rend les modifications législatives propres à notre industrie plus difficiles à apporter.

Nos efforts et expériences stimulent l’innovation, ce qui améliore les protections législatives, et les pratiques et procédures de travail qui touchent les employés syndiqués et non syndiqués. De nos jours, nous collaborons avec nos entrepreneurs pour aborder efficacement les enjeux relatifs à l’industrie et créer ensemble une culture de sécurité en perpétuel changement, en constante évolution et pertinente.

Ceci étant dit, nous devons persister sur le plan individuel dans la lutte pour prévenir les blessures et les maladies, et sauver des vies grâce à notre capacité commune d’adaptation et de croissance dans l’industrie. Cette démarche crée un environnement où tout le monde rentre à la maison en toute sécurité. Le défi consistant à créer une culture de compassion au travail semblable à celle que nous cultivons à la maison en est un que les travailleurs des métiers de l’acier sont prêts à relever.

Règles ET engagement

Les règles, réglementations et procédures de sécurité sont élaborées pour protéger les travailleurs et les autres personnes contre les risques et les dangers. Elles ne sont pas créées pour rendre votre vie professionnelle désagréable ou plus difficile. Les superviseurs et les autres niveaux de direction, comme les représentants des employeurs, sont en position d’autorité et ont la responsabilité de gérer la politique d’entreprise. Une importante approche axée sur la culture peut inclure la responsabilisation des compagnons et des apprentis lors des décisions liées à la sécurité prises sur le lieu de travail. Après tout, nous sommes les experts techniques de notre métier. Ce qui arrive sur un chantier influence directement les résultats du rendement en matière

« Dans notre métier, que vous travailliez sur le chantier ou en usine, nos tâches quotidiennes présentent des dangers. Il est essentiel que nos travailleurs de métier chevronnés et nos superviseurs veillent sur leur propre sécurité ET sur la sécurité des apprentis au travail. »

— ERIC DEAN, PRÉSIDENT GÉNÉRAL DE L’INTERNATIONAL DES TRAVAILLEURS DES MÉTIERS DE L’ACIER (ENCADRER NOS APPRENTIS – LE MAGAZINE IRONWORKER, AOÛT 2018)
de sécurité de l’entreprise. Les compétences et les connaissances que les apprentis acquièrent tout au long de leur programme d’apprentissage proviennent en grande partie de l’expérience acquise sur le terrain ou dans l’usine. Ainsi, lorsqu’ils travaillent avec des apprentis, les compagnons transfèrent des compétences, des connaissances techniques, des façons de travailler et une éthique sociale. Il est fondamental de travailler de façon sécuritaire dans tous les aspects de ce transfert. Tout le monde doit être conscient des pratiques imprudentes adoptées par un travailleur ou des situations qui pourraient s’avérer dangereuses.

Parmi les avantages distinctifs entre les syndiqués et les non-syndiqués, on compte notre système de formation des apprentis et la mise à niveau des compagnons, ainsi que les programmes connexes rendus possibles grâce à IMPACT.

Vision 20-20

Au cours de la prochaine année, notre secteur continuera de soutenir la campagne « Objectif zéro » (Countdown to zero) dans le but d’influencer le rendement à long terme en matière de sécurité, en travaillant avec les conseils de district et les sections locales pour faire passer la prévention et les résultats au niveau supérieur à l’aide de ressources d’éducation et de soutien. Pour 2020, Steve Rank a donné le rythme à notre travail au Canada.

Initiatives et programmes

Programme d’accréditation sur la sécurité à l’intention des superviseurs des travailleurs des métiers de l’acier (ASSTMA) – l’ASSTMA est élaborée par le Service de santé et sécurité et le Fonds national de formation pour aborder les besoins précis en matière de sécurité et de santé des superviseurs que l’on retrouve fréquemment sur le lieu de travail.

Programme du sommet sur la santé et la sécurité – nouveau au Canada, ce programme rassemble les coprésidents du conseil consultatif régional (CCR) d’IMPACT, les sections locales, les associations d’entrepreneurs généraux, les entrepreneurs signataires, les fabricants d’acier, les associations d’entrepreneurs signataires et les représentants des organisations de réglementation pour obtenir leur rétroaction sur les façons d’améliorer le rendement en matière de sécurité sur le lieu de travail, d’un point de vue régional.

Prix de reconnaissance en matière de sécurité – présentés aux entrepreneurs qui affichent un rendement incroyable en matière de sécurité conjointement au Programme du sommet sur la santé et la sécurité.

Cliniques de sensibilisation à la sécurité des apprentis et réunions des sections locales – présentations axées sur les tendances en sécurité et renforcement du message « Voyez quelque chose, dites quelque chose » dans le cadre de la campagne « Objectif zéro » (Countdown to zero). Les sujets de discussion incluent les douze dangers mortels, la reconnaissance et le contrôle des dangers, l’évaluation des risques et comment participer aux systèmes de gestion de la sécurité des entrepreneurs. L’interaction en classe met l’accent sur l’importance de la communication, en abordant les enjeux de la sécurité culturelle, les facteurs humains et la sécurité pour résoudre les problèmes au travail.

Visites sur le terrain et en usine – notre service est préparé pour fournir des services sur place aux membres et aux entrepreneurs en ce
concerne les enjeux et les défis de la SST. Les visites de chantier nous permettent de créer des liens et de renforcer les relations avec les propriétaires et les clients.

**Assistance réglementaire** – aider les sections locales à développer des accords d’alliance et des partenariats avec les autorités provinciales en matière de SST; lancer des pétitions pour réglementer les nouvelles normes de sécurité; demander des lettres de clarification officielles sur les normes; poursuivre l’interprétation et la mise en application uniformes des normes; intervenir sur les exigences de conformité réglementaire au travail; élaborer et organiser des événements de rapprochement de l’industrie dans des établissements de formation.

**Programme volontaire d’échantillonnage de l’air** – le conseil des fiduciaires d’IMPACT a approuvé le financement pour mettre sur pied un programme volontaire d’échantillonnage de l’air en matière d’hygiène industrielle offert à tous les entrepreneurs signataires en usine et sur le terrain. Ce programme est conçu pour fournir des services professionnels d’hygiène industrielle afin d’évaluer les expositions aux vapeurs nocives de soudure, aux métaux, aux peintures, aux solvants et aux autres produits chimiques présents dans l’air pendant les activités courantes en usine et sur le terrain.

**Partenariat avec 3M** – en collaboration avec cette société multinationale, nous travaillons à offrir des programmes et des services qui permettent à notre service de mise à niveau des apprentis et des compagnons de donner une formation de qualité à nos membres, ce qui procure une valeur ajoutée à nos entrepreneurs en fournissant une main-d’œuvre formée et informée.

Éric Dean, président général, Darrell LaBoucan, directeur exécutif des affaires canadiennes (retraité), et Steve Rank, directeur exécutif de la santé et sécurité, ont fait preuve d’un leadership résolu dans leur engagement collectif envers les domaines de la santé, de la sécurité et de la formation.

Le 1er juillet 2019, Éric Dean m’a nommé coordonnateur canadien en santé et sécurité, afin que je me consacre à temps plein au secteur. Nos efforts collectifs incluront de travailler avec les conseils consultatifs régionaux d’IMPACT, les conseils de district et les sections locales pour atteindre les buts et objectifs communs afin de rehausser la norme de rendement en matière de santé et de sécurité dans l’ensemble des secteurs de notre industrie. Notre priorité consistera à aborder les tendances en matière d’incident et à travailler régionalement pour aborder les exigences réglementaires et obtenir une rétroaction précieuse de nos intervenants.

Au nom de Steve Rank, de Vicki O’Leary, de Wayne Creasap, de Christie Rose et de moi-même, le Service de la santé et de la sécurité veut remercier Darrell LaBoucan pour les services qu’il a rendus à notre syndicat; nous lui souhaitons une longue retraite en santé.

Nous avons besoin d’innovations transformatrices pour améliorer notre rendement en matière de sécurité en tant qu’avantage commercial durable et concurrentiel en faisant preuve de leadership et d’excellence en matière d’environnement, de santé et de sécurité. Un programme complet de travail, de processus et de technologie constitue un volet important de notre plan stratégique. Cette stratégie comprend la participation de nos membres.

Votre défi pour 2020 : pour garantir que nous continuons à être reconnus comme des travailleurs des métiers de l’acier d’élite, évaluez l’ensemble de vos compétences et de vos connaissances, et fixez-vous des objectifs pour développer votre expertise dans le domaine de la santé et de la sécurité. Communiquez avec le coordonnateur de la formation de votre section locale à propos des cours afin d’affiner une compétence, de mettre à jour une certification, etc. Le temps consacré à la pratique délibérée des compétences contribue grandement à améliorer la sécurité, la productivité et la qualité.

Nous sommes tous responsables de l’atteinte de « l’objectif zéro » (Countdown to zero).

Que pouvons-nous faire à titre individuel pour jouer un rôle plus actif dans la santé et la sécurité et contribuer à notre objectif commun de faire en sorte que PERSONNE ne se blesse à la maison ou au travail?

Building the society of the future

I am pleased to outline, in this article, the various achievements of our Iron Workers’ associations in Eastern Canada. Over the past few months, we have worked on major projects, unique in North America, and our members are, now more than ever, building the society of the future.

Here’s the latest update for each association that I represent:

**Local 711
Quebec**

**MAJOR PROJECTS:**
The recent inauguration of the Samuel de Champlain Bridge in Montreal means that our Quebec workers can say, “Mission accomplished.” This major project amply demonstrates our skills and know-how. Our trades still have work on the bridge for several months, fixing problems with some parts that were manufactured offshore.

Another major project currently underway is the Réseau Express Métropolitain (LRT), which will provide work for a large number of structural steel erectors and rodworkers.

Congratulations to Michel Thériault in the shop division from Local 711, who has achieved accreditation for a new shop: Acier d’armature Vimada inc. We are proud of Michel’s efforts to have our workers recognized, and firmly believe he will continue his extraordinary work in the field from one week to the next.

**RAIDING:**
For us here in Quebec, it’s just around the corner – happening, more specifically, in the spring of 2020. Martin Viger, business manager for Local 711, is working with all of his business agents to prepare this campaign, which will be decisive for our organization. Every one of our Quebec members should keep in mind the excellent work done representing and advocating for workers of the Local 711 team, including work assignment jurisdiction matters.

Quebec members of Local 711 need to stick together and resist the temptation to move to lower-cost union organizations that don’t have a lot of the experience needed to negotiate winning collective agreements for ironworkers. Let’s stand together!

Full employment in Quebec means the CAQ government has an opportunity to pass special laws, weaken our working conditions and make changes to gains we have negotiated over the years. Let’s protect our work!

A lot of our members are young and have not experienced the tough conditions their elders lived through. The stories of unheated shacks with no washrooms, and job sites with health and safety-related hazards, sound like science fiction to these young workers, but they were all too real, and we cannot go back to that time. That’s the actual battle for the future that our young workers must fight. Things are financially challenging today, but it’s better to pay a little more to ensure we’re protected. Staying together is the only solution!

**Local 752
Nova Scotia and Prince Edward Island**

There’s a lot of work in the maritimes right now. Things are very stable in this province for the reinforcing and structural steel installation. Our workers will soon have good job prospects on two new projects: the Bayers Lake Health Centre and the Halifax hospital complex – a $2-billion project. Other construction projects – highways, bridges and overpasses, as well as water treatment plants – will add one-time jobs in Nova Scotia.

**PROMOTING OUR TRADES:**
The ample work and the great need for qualified labour have led to some innovative solutions at Local 752. They partnered with the building trades to create a 54-foot van divided into different sections for the various trades on both sides of the vehicle. We
can use this promotional tool to present the work we do on structural steel and reinforcing in trade schools and shopping centers, and at various events held in this province.

Two Local 752 executives, President Neil Horne and Financial Secretary/Treasurer George MacDougall, took part in demos to recruit new applicants and new students into the ironworker trades. This incredible promotional vehicle could be useful in other provinces of Canada, for development of new workers and to ensure a high profile for our trades.

Local 764
Newfoundland/Labrador

Local 764 represents a vast territory, where organizing a union is a major challenge. Travel from one appointment to another can take up to twelve hours. I had an opportunity to gauge the extent of this territory during a recent trip with Business Agent Francis Simms, and one thing I can tell you, we had a lot of time to get to know each other!

MAJOR PROJECTS:
The Husky Argentia is a major project with a lot of work for our members in the coming months. To date, 10,000 tons of steel have been installed with 280 rodmen and 170 structural steel erectors, and 12,000 tons of reinforcing steel is to be installed next year. Two chronic care hospitals will also be built in Grand Falls. We’re talking 560 tons of steel. Construction of a school will add another 420 tons of steel.

The strong demand for workers in our trades led to growth in the region’s workforce: 25 new ironworkers graduated in the 2019 cohort and 25 new generalist apprentices performing both trades are expected in 2020.
A CRANE WITH A 5,000-TON CAPACITY:
Last July, structural steel erectors in Local 764 assembled the biggest crane in the world and the job was done in half the time it would have taken the foreign workers the builder wanted to bring in. The crane, with a 5,000-ton capacity and a range of 65 to 177 meters, was assembled with 15 workers from Local 764, as opposed to the 30 specialists AEL wanted to bring in from Thailand for the job.

Thanks to Business Manager Tom Woodford’s representation to the provincial labour board and because the foreign workers had visa problems, the members from Local 764 including three apprentices, seven journeymen and two foremen demonstrated their skills by putting the crane together twice as fast, with half the workforce AEL had planned for. And the job was done on time, with no incidents. Congratulations to the entire team. Another demonstration of Canadian ironworkers’ expertise.

Local 842
New Brunswick
The year 2019 started off with negotiations involving structural steel erectors in this province. I am very proud of the Local 842 team, who signed their first collective agreement for the commercial sector. Keep in mind that there had been no collective agreement in New Brunswick’s commercial sector. We had been uncompetitive in this sector for months, even years, and our workers were shut out of a number of projects. Now that we have signed this collective agreement, work providers have the best ironworkers in the province at a competitive cost that’s in line with market supply.

Some workers from Local 842 were of great help to their Local 711 union brothers and sisters working on the new Samuel de Champlain Bridge project. I speak for Martin Viger, business manager at Local 711, who extends his thanks for their work.

In our current full employment context, the 406 active members of Local 842 can rely on various reinforcing steel installation jobs that look promising for 2020. Upcoming plans include the construction of wind turbine bases and water treatment plants.

COLLABORATION:
I would also like to highlight the excellent partnership between Local 752 and Local 842 on the wind turbine project involving Black & Mac. These partnerships and agreements between locals place us far ahead of competitors in our line of work. The wind turbines were assembled on time and on budget, without any incident. Great job! Seven wind turbines are planned for 2020, but the work has not yet been assigned.

TRAINING:
A number of training sessions are currently available, including Level 2 courses for generalist ironworkers, as well as courses on protection when working at heights, manlift and for the CWB Certificate (Red Seal).

To the members of Local 842, my best wishes for great projects in the future.
ORGANIZING A UNION:
In the various provinces of Eastern Canada, this is an ongoing, long-term endeavor. The size of the territory and the distances to be covered call for a strong collaborative effort on the part of the various business managers, their business agents, members and organizers of the District Council of Eastern Canada.

Organizer Gyslain Chiasson is the only person doing union organization work in Eastern Canada, along with Don Dalton, who was hired by Local 764 in his province, Newfoundland/Labrador. You are the eyes and ears of these two organizers, so feel free to call them whenever you have information about a company that wants to work with us or any workers who want to unionize.

A COMET course, which covers the various ways of presenting the benefits of unionization, will be offered shortly. If members like you get involved, the territory to be covered will become more accessible for our organization. Ideally, communications should be quick and efficient, a type of Facebook for ironworkers. Members who are interested in taking this course can contact the business manager at their local.

A huge thank you to Darrell LaBoucan, Canadian director at Iron Workers, who retired this past summer. Darrell always gave me excellent advice and was highly involved at all times. “My dear Darrell, I wish you much happiness and fond memories with your family as you begin this new chapter of your life.” – Jimmy Buisson

CONCLUSION:
Our business managers, organizers, business agents, jobsite stewards and the staff of all Iron Workers do admirable work in every local throughout Eastern Canada. Every one of them is there to serve our members.

They solve your problems, forward your requests and find solutions to make your work life more pleasant on a day-to-day basis. Thank you for your commitment and passion.

We are all working toward the same goal: To build the society of the future and be the best in the world at what we do! I wish you a happy and healthy holiday and see you next year.
Il me fait plaisir par cet article de vous présenter les différentes réalisations de nos associations de travailleuses et travailleurs des métiers de l’acier dans l’Est du Canada. Nous avons, au cours des derniers mois travaillé sur des projets majeurs et uniques en Amérique du Nord et, plus que jamais, nos membres sont les bâtisseurs de la société de demain.

Voici donc, pour chacune des associations que je représente, les toutes dernières informations :

**Local 711**
**Québec**

**PROJETS MAJEURS :**
Avec l’inauguration récente du Pont Samuel-de-Champlain à Montréal, nos travailleurs québécois peuvent dire « Mission accomplie ». Cet ouvrage majeur porte la signature de nos compétences et de notre savoir-faire. Il reste encore du travail pour plusieurs mois pour nos métiers sur le pont afin de corriger les lacunes de certaines pièces fabriquées à l’étranger.

Un autre projet important est actuellement en cours soit celui du Réseau Express Métropolitain (REM). Le projet donnera du travail à un grand nombre de monteurs de structure d’acier et de poseurs d’acier d’armature.

Félicitations à Michel Thériault de la section Usine en atelier du Local 711 Est qui a réussi à accréditer une nouvelle usine soit « Acier d’armature Vimada Inc. ». Nous sommes fiers des efforts de Michel pour la reconnaissance de nos travailleurs et sommes convaincus qu’il poursuivra le travail extraordinaire qu’il effectue sur le terrain à chaque semaine.

**MARAUDAGE :**
La période de maraudage arrive à grand pas au Québec, soit au printemps 2020. Martin Viger, le gérant d’affaires du Local 711 et tous ses agents d’affaires sont en train de préparer cette campagne qui est déterminante pour notre organisation. Tous nos membres au Québec doivent se rappeler l’excellent travail de représentation et de défense des droits des travailleurs de l’équipe du 711, entres autres dans les dossiers de juridiction de métier.

Les membres du Local 711 au Québec doivent se serrer les coudes et ne pas succomber à la tentation d’aller vers des organisations syndicales à rabais qui ont peu d’expérience pour négocier des conventions collectives gagnantes pour les métiers de l’acier. Restons Unis!

La situation de plein emploi au Québec donne l’opportunité au gouvernement de la CAQ de passer des lois spéciales, affaiblir nos conditions de travail et procéder à des changements sur des acquis négociés au fil des ans… Protégeons nos métiers!

Beaucoup de nos membres sont jeunes et n’ont pas connu les conditions difficiles que leurs aînés ont vécus. Les histoires de « shack » pas chauffés, sans toilettes en plus des chantiers dangereux en santé et sécurité sont de la science-fiction pour la jeunesse… C’était pourtant bien réel et on ne doit pas retomber en arrière. Voilà la véritable bataille de l’avenir pour nos jeunes travailleurs. Bien que la réalité d’aujourd’hui soit difficile financièrement, vaut mieux payer un petit peu plus pour être bien protégé. Rester ensemble est la seule solution!

**Local 752**
**Nouvelle-Écosse et Île-du-Prince-Édouard**

Beaucoup de travail actuellement dans le Maritimes. Cette province est très stable pour les projets d’armature et de pose de structure d’acier. Bientôt les projets du Centre de Santé de Bayer Lake et celui du Centre Hospitalier d’Halifax projet de 2 milliards de dollars offriront de bonnes perspectives d’emploi pour nos travailleurs. De plus la construction d’autoroutes, de ponts et viaducs et d’usines de traitement des eaux ajoutera du travail ponctuel dans cette province.

**PROMOTION DE NOS MÉTIERS :**
L’abondance de travail et le grand besoin de main d’œuvre qualifiée ont amené la création de solutions
innovatrice au Local 752. Une collaboration avec le « building trade » a permis la fabrication d’une remorque (van) de 54 pieds divisée en plusieurs sections de métiers différents sur les deux côtés de la remorque. Cet outil promotionnel permet de présenter nos métiers monteurs de structure d’acier et poseur d’acier d’armatures dans les écoles de secondaire, les centres commerciaux et les événements de cette province.

Sur cette photo, le président Neil Horne et Georges MacDougall, secrétaire trésorier, tous deux du Local 752, ont participé à des démonstrations pour recruter de nouveaux candidats et de nouveaux étudiants pour les métiers de l’acier. Cet extraordinaire véhicule de promotion aurait avantage à être mis en place dans d’autres provinces canadiennes tant pour la visibilité de nos métiers que pour le développement de nouveaux travailleurs.

Local 764
Terre-Neuve/Labrador
Le Local 764 couvre un immense territoire et faire de l’organisation syndicale là-bas représente un défi majeur. Certaines distances entre deux rendez-vous prennent jusqu’à douze (12) heures de déplacement. J’ai eu l’occasion de mesurer l’étendue du territoire lors d’une tournée effectuée récemment avec l’agent d’affaires Francis Simms, je peux vous dire qu’on a eu le temps de bien se connaître.

PROJETS MAJEURS :
Le projet Argentia Husky, est un ouvrage d’envergure qui donne beaucoup de travail à nos membres pour les mois à venir. Jusqu’ici c’est 10 000 tonnes d’acier qui ont été montés avec 280 poseurs d’acier d’armature et 170 monteurs de structure d’acier, et on prévoit pour l’an prochain l’installation de 12 000 tonnes d’acier d’armature. À Grand Falls, deux hôpitaux en soins de longue durée seront aussi construits, on parle de 560 tonnes d’acier pour ces projets. De plus, la construction d’une école ajoutera un autre 420 tonnes d’acier à poser.


UNE GRUE D’UNE CAPACITÉ DE 5000 TONNES:
En juillet dernier, les monteurs de structure d’acier du 764 ont assemblé la plus grosse grue au monde, et ce, deux fois plus rapidement que si le constructeur avait fait appel à des travailleurs étrangers.

D’une capacité de 5000 tonnes dans un « range » allant de 65 mètres à 177 mètres, la grue a été assemblée par une quinzaine de travailleurs du 764 alors que la compagnie AEL voulait faire venir 30 spécialistes thailandais pour faire le travail.

Grâce au travail de représentation de Tom Woodford gérant d’affaire du local, auprès du Conseil du travail (Labor board) de la province et suite à des problèmes de visas rencontré par les travailleurs étrangers, les gars du Local 764 (dont 3 apprentis, 7 compagnons et 2 contre maître ont démontré leurs compétences en montant la grue deux fois plus rapidement et avec deux fois moins de travailleurs que ce qui était prévu par la compagnie AEL. De plus, ils ont réalisé le montage dans les délais prévus sans aucun incident… Félicitations à toute l’équipe, l’expertise des Ironworkers canadiens a encore été démontrée.

Local 842
Nouveau-Brunswick
Le début de l’année 2019 a été marqué par une négociation impliquant les monteurs de structure d’acier de cette province. Je suis très fier de l’équipe du 842 pour la signature d’une première convention collective pour le secteur commercial.

Rappelons qu’il n’y avait aucune convention collective dans le secteur commercial au Nouveau-Brunswick. Depuis des mois et même des années, nous n’étions pas compétitifs dans ce secteur et plusieurs projets échappaient à nos travailleurs. Grâce à la signature de cette convention collective, les donneurs d’ouvrage ont maintenant les meilleurs monteurs de structure d’acier de la province à un coût compétitif respectant l’offre du marché.

Certains travailleurs du Local 842 ont donné un bon coup de main à leurs confrères du Local 711 sur
le projet du nouveau Pont Champlain. Je me fais le porte-parole de Martin Viger, gérant d’affaires du 711 pour les remercier du travail accompli.

En situation de plein emploi actuellement, les 406 membres actifs du Local 842 pourront miser sur des projets prometteurs en pose d’acier d’armature pour 2020. En effet, la construction de bases d’éoliennes et aussi d’usines de traitement des eaux sont dans les plans à venir.

**COLLABORATION:**
Par ailleurs, j’aimerais souligner la belle collaboration entre le Local 752 et le Local 842 impliquant le contracteur Black & Mac dans le dossier des éoliennes. Ces collaborations et ces ententes entre nous éloignent les compétiteurs dans notre domaine d’emploi. Les éoliennes ont été montées selon les budgets et échéanciers prévus et cela sans incident…Bravo!

Pour 2020, sept (7) éoliennes sont à venir mais ne sont pas encore attribuées.

**FORMATION:**
Plusieurs formations sont disponibles actuellement dont des cours de niveau 2 d’Ironworkers généralistes ainsi que des cours de protection de travail en hauteur, en « main lift », en certificat CWB (red seal).

Je souhaite aux membres du Local 842 de grands projets pour l’avenir.

**ORGANISATION SYNDICALE:**

L’organisateur Ghyslain Chiasson est le seul à faire de l’organisation syndicale dans l’Est du Canada avec Don Dalton qui, lui, a été embauché par le Local 764 dans sa province (Terre-Neuve/Labrador). Vous êtes les yeux et les oreilles de nos deux organisateurs, alors n’hésitez pas à les appeler quand vous obtenez de l’information sur une compagnie qui veut travailler avec nous ou des travailleurs qui veulent devenir syndiqués.

Un cours qui se nomme « Comet » portant sur les façons de présenter les avantages de la syndicalisation vous sera offert bientôt. Ainsi, le territoire à couvrir deviendra moins grand pour notre organisation avec des membres impliqués comme vous. Idéalement la communication doit devenir rapide et efficace… un peu comme un genre de « Facebook » des métiers de l’acier. Les membres intéressés à suivre ce cours peuvent contacter le gérant d’affaires de leur Local.

Un immense merci à Darrell LaBoucan, directeur canadien de l’International, qui a pris sa retraite l’été dernier. Darrell m’a toujours donné d’excellents conseils et a toujours été d’une grande complicité. « Je te souhaite, mon cher Darrell, de vivre de beaux et grands moments de bonheur avec ta famille dans cette deuxième vie qui commence » – Jimmy Buisson

**CONCLUSION:**
Partout dans l’Est du Canada, dans tous les locaux, les gérants d’affaires, les organisateurs, les agents d’affaires, nos délégués de chantiers et le personnel des syndicats membres de l’International font un travail admirable. Ils sont tous et toutes au service des membres.

Jour après jour, ils et elles règlent vos problèmes, acheminent vos demandes et trouvent des solutions pour rendre votre vie au travail plus agréable. Merci de votre engagement et de votre passion.

Nous avons tous un seul objectif… Construire la société de demain et être les meilleurs au monde dans nos métiers! Je vous souhaite une belle période des fêtes remplie de joie et de santé à l’année prochaine.

Beaucoup de nos membres sont jeunes et n’ont pas connu les conditions difficiles que leurs aînés ont vécu.
2019 has been a fantastic year for ironworkers in this province. Just about every local union has had work either hold steady, pick up or start booming. For the second time in the history of our council, the collective membership has passed 8,000 with growth across all outside local unions and the shops. This is an exceptional achievement considering the shop sector lost over 300 members due to the closure of CS Wind in Windsor. The final numbers aren’t in at the time of this article, but the council is on course to surpass 7.5 million craft hours for 2019.

2020-21 looks even better as the infrastructure tap keeps on flowing pretty much everywhere in Ontario as well as nuclear refurbishment ongoing in Local 721 (Toronto, Ontario), who will be joined heavily by Local 736 (Hamilton, Ontario) when the vault gets cracked open at the Bruce. The council will be a boomer landing spot through 2021 if projections hold.

At the local level, Locals 765 (Ottawa, Ontario), 786 (Sudbury, Ontario) and 834 (Toronto, Ontario) had elections and elected business managers Don Melvin Jr., Cory Burke and Vincenzo Gandolfo, respectively. Congratulations to all of them and their collective team of officers and a special nod to all who stood for office. The district council team of leaders continues to do an outstanding job on behalf of ironworkers across the province, so to all who have stood and those who have are serving in office thanks for all you do on behalf of the members.

Looking across the province on a local by local rundown:

**Local 700 (Windsor, Ontario)**
The long-awaited Gordie Howe Bridge is underway! Pier piling has begun on both sides of the border as Windsor members begin to assemble the caissons that will support the piers of the quarter spans. This project all in makes it one of the largest construction projects in the country at over $5 billion in total commitment that will offer excellent employment to both Local 700 and Local 25 (Detroit) for years to come. Reinforcing and structural work continue to pick up for the local and the Sarnia Valley is also heating up with major expenditures being undertaken to refurb and expand at Shell and Nova.

**Local 721 (Toronto, Ontario)**
Work has been steady over the last few years in Toronto, but this year is one for the books. The local union is set to break three million craft hours in 2019 as major infrastructure projects continue throughout the GTA and all sectors heat up to the boiling point. The local union celebrated its 70th anniversary in 2019, a landmark all active members can be proud of. Congratulations to all the officers and staff on this achievement! Local 721 also finalized all work associated with its training center/union hall renovation and is taking advantage of extra classrooms to increase its apprenticeship program to nearly 600 apprentices in the ironworker and reinforcing rod-worker classifications. Outstanding.

Local 721 is also the home of the Canadian Regional Training Center and had offerings over the year that hosted over 100 instructors from across the country.

**Local 736 (Hamilton, Ontario)**
The local is having incremental increases year over year in ICI sectors and in the very near future will have a spike in the power sector when Bruce goes to refurb. Keep in touch with them if you are looking to boom in over the next year or two as they will be in need of assistance from across Canada. The local has completed its training center in its entirety and is offering up some of the best instructional experience anywhere in this country to apprentices and journeypersons in the new facilities. Congratulations to all involved in the transformation of the facility.
Local 759 (Thunder Bay, Ontario)
Things have been painfully slow in the way north over the last couple of years but have started to pick up over the last two quarters of 2019. Thunder Bay members can look forward to leaving their suitcase in the basement in 2020 as there are many projects of note coming online in the industrial, heavy civil and electrical power sectors across the local. Local 759 President John Garry retired this year after a dedicated career and a stellar tenure at the local. Congratulations John and thanks for all your time and welcome to President Adam McGillvary in your new role.

Local 765 (Ottawa, Ontario)
Work continues to arrive in large bundles in Canada’s capital and although they had a slow first quarter, Ottawa is booming again as the year finishes up. Congratulations to the local union on finalizing all the details with their expansion of the training center and their approval for Training Delivery Agency status with the Ministry of Training, Colleges and Universities. Local 765 is currently offering their first training classes for reinforcing rodworker apprentices. Well done! The local union underwent elections this year as well and all officers were sworn in this October. Congratulations to all who participated and came out to vote.

Local 786 (Sudbury, Ontario)
The chromite plant that was looking for a home has found it in Sault Ste. Marie. This will be a great project that will offer lots of employment for the members in the area. The announcement was no sooner made, and the protests began, and so it goes. We will look forward to getting beyond the NIMBY program and breaking ground some time over 2020. Work also continues across the local union in the major centres of SSM, Sudbury and Timmins in addition to the headwater refurbs throughout the EPSCA world. Congratulations to all who were elected in the local union and good luck in your new roles!

Local 834 (Toronto, Ontario)
The little shop local that could has seen major growth over the course of this past year. Both through the employment increases in the 17 existing shops and through the addition of two new employers to the local in the form of Algonquin Bridge and AGF/C&T. Welcome to the team! Congratulations to all who stood for office and participated in the election this past summer.

As this edition comes in the time of Christmas, a very merry one to you and your families from myself and mine. Congratulations on another outstanding year of representing all that is good about ironworking in this province and have a safe and prosperous 2020.

JHL & EW SCHOLARSHIP REMINDER

The application must be completed electronically through our website, ironworkers.org. Information regarding scholarship rules, eligibility, selection criteria, etc. is located on our website. The scholarship deadline for all applicants is May 15.

Click on the About Us tab and select scholarships. Once an application has been reviewed and approved, students will receive an email with the Secondary School Report (SSR). The SSR must be completed and submitted by the principal, guidance counselor or academic advisor of the student’s school. Required documentation (SAT/ACT, one letter of recommendation and HS Transcript) must be submitted in PDF format. If there are any questions, please do not hesitate to contact the scholarship office at jhlscholarship@iwintl.org or by phone at (202) 383-4841.
A year of change

In Western Canada, 2019 has proven to be a year of change. Brother Darrell LaBoucan, “Captain Canada,” has hung up the belt after a dynamic 41-year career. Thank you to Darrell, for his years of leadership as Canadian director, district council president and general vice president. Darrell’s vision for organizing and growth has paved the way for a better future for union ironworkers across this country. We wish Darrell and Viola many happy and healthy years in their much-deserved retirement.

Brother Jeff Norris has moved on from district council representative into a full-time role with his recent appointment to Canadian safety coordinator. He will focus his expertise into this most important aspect of our trade; one that should be on the mind of every ironworker, every task: safe work. Thank you, Jeff, for all your contributions to the Western District Council.

On May 20, 2019, I was appointed to the position of general organizer by General President Eric Dean and further appointed district council president on July 1, 2019. It is a great honour to have been chosen to represent my brothers and sisters on this council. I am dedicated to the responsibilities and fully committed to this role. With the support of Canadian Director, Ontario District Council President and General Vice President Kevin Bryenton and Eastern District Council President Jim Buisson, I am confident I will have the guidance and mentorship needed to be successful. I am excited to work collaboratively with the local union leadership in our quest for industry leading wage and benefit packages, more market share, more contractors, more members and as many work opportunities as possible.

The transition of the district council office from St. Albert, Alberta to Indian Head, Saskatchewan is well underway, and I would be remiss if I did not thank Sandy Lastiwka for her tireless work and dedication to this council. Sandy, thank you. You truly are a wonderful person and the glue that holds it all together.

The DC office is now located at 711 Grand Avenue, P.O. Box 639, Indian Head, Saskatchewan S0G 2K0, ironworkerswesterncanada.org.

Please join me in welcoming Kelly Obleman, administration for the council and a valuable addition to the team.

Alberta: Local 720 (Edmonton, Alberta) and Local 725 (Calgary, Alberta)

Alberta’s construction market continues to struggle with an uneasy transformation to slower growth since the peak of the resource expansion in 2014. Heavy-industrial investment into major oil sands expansion projects, which accounted for 42% of total construction investment in the province in 2014, has been cut in half. Uncertainty around oil prices, transportation bottlenecks, and final investment decisions for new capital projects loom heavy for the
oilsands sector. Employment related to oilsands construction declined by over 14,000 jobs in 2017 and 2018. Reports are predicting new capital investment is expected to remain mostly unchanged over the near future to 2022, though maintenance of the current oilsands facilities will generate increased employment as investment transitions to sustaining capital. Maintenance work is expected to account for around 85% of total oilsands activity between 2019 and 2022. It is crucial to obtain as many ironworker maintenance hours as possible to keep existing relationships healthy with contractor and owner groups. We need to be the “Go To” people when outages are planned and repairs are needed. By continuing to service these clients with our skilled workforce with competitive wage packages during slow times it will strengthen relationships for when the markets change and investment sways back to new construction. We need to keep our union ironworkers employed on union jobs! We need our union contractors to be able to win jobs to accomplish that.

Commercial iron, metal buildings, maintenance contracts and infrastructure projects need to be a focus in order to regain lost market share and create new work opportunities for members.

Southern Alberta has been steady with work; high-rise condos, office buildings, bridges and hospital expansions will finish out 2019 and into 2020. Local 725 has done an amazing job with a high school apprenticeship program that brings students to their training center to learn the basics of the ironworker trade and to obtain a credit. Combined with a partnership with TWTS (Trade Winds to Success), a program designed to help First Nation, Metis and Inuit adults who are motivated into beginning a career in the construction trades. To date, the local has employed 100% of the successful graduates of the TWTS program.

Reports say Alberta’s construction industry will need to replace an estimated 40,800 workers expected to retire over the next decade.

**Saskatchewan: Local 771 (Regina, Saskatchewan)**

Saskatchewan has felt the effects of a slower economy after a 10-year boom in the potash industry and since the completion of the main contract at the K+S Legacy potash mine, shutdowns and smaller scale upgrades to operational plants have been the bulk of the work for 2019. Local 771 is as of September still without a signed contract. The current contract expired April 30, 2017. The local has actively been participating with the CLRS in bargaining and even spearheaded a consolidated table of trades in an effort to stabilize labour in the province to no avail; the 13 other building trade affiliates have yet to come to an agreement. Local 771 has taken a proactive approach during this difficult time and have been enabling certain terms to allow signatory contractors to be competitive in an extremely tight market the province is currently in. A project labour agreement has been signed by the local with mining giant, BHP Billiton, to continue building a green field potash mine near Jansen, Saskatchewan, that is estimated at over $20 billion and five million craft hours. It is one of five potential mines BHP plans to build in their 100-year plan for the province. Local 771 has positioned themselves to be part of BHP’s growth in the potash industry.

Saskatchewan’s construction industry is expected to lose 9,400 workers to age-related attrition, or one in five workers currently employed. This significant loss of skills and experience will require continued focus on proactive planning to ensure a long-term sustainable labour force to meet the future needs of the construction and maintenance industry. Building a sustainable workforce will require recruitment from groups traditionally underrepresented in the current construction labour force, including women, Indigenous Canadians and new Canadians. Local 771 has done an outstanding job in partnering with these groups. They have a long history with the Saskatchewan Indian Institute of Technologies (SIIT), Gabriel Dumont and with the provincial gov-
government through “HIRE” programs that reintegrate rehabilitated minorities back into society by providing apprenticeship opportunities.

**Manitoba: Local 728 (Winnipeg, Manitoba)**

Manitoba is approaching the peak of an extended construction expansion that has been driven by major hydro-related projects highlighted in last year’s December issue of the IW magazine. A huge thank you to Local 728 and their administration for accommodating as many travel cards as possible to fulfill additional requirements of ironworkers. As this work winds down and layoffs have started, a new round of bargaining has commenced. Local 728 will be in for an expected difficult session this time around as the competition for work across Western Canada has brought in contractors to the province that local signatories haven’t had the displeasure of bidding against. Local 728 is still poised with an abundance of work in and around the city of Winnipeg that will clear out the local books for the remainder of 2019. Opportunities in the metal building industry have presented itself and the recruitment of workers with metal building experience has begun. Plans to put on a training course for level one metal building are in the works. Manitoba’s construction industry must remain proactive in labour market planning, as it is poised to replace 8,000 workers expected to retire over the next decade.

**British Columbia: Local 97 (Vancouver, British Columbia)**

British Columbia will remain one of the fastest-growing construction markets in Canada over the next three years. Construction of the estimated $40-billion LNG Canada export terminal at Kitimat will need to draw in thousands of skilled workers to the North Coast.

The $10.7-billion Site C Dam project employed some 3,500 people at peak construction in September 2018, a number that is expected to increase to more than 4,000 in 2019 and 2020.

Local 97 will be requiring ironworkers from across Canada to help fulfill projected numbers for work that is located all over the province. They will need structural and reinforcing ironworkers for all sectors of construction. With an over abundance of commercial work in the city of Vancouver and the need for local people to fill these jobs, our organizers have been working hard at stripping ironworkers from nonunion and CLAC companies. They have been very successful in these efforts, which has helped keep work flowing in our direction. Being able to continually supply quality ironworkers is a must. An estimated 44,000 skilled workers are expected to exit the province’s construction industry by 2028.

To sum it up, Western Canada needs to pay attention to the industry demands. Organizing is of critical importance. The mass exodus of the baby boomers into retirement will leave a huge gap in skill level. The time to recruit and train is now. We will continue developing the best trained, most efficient ironworkers in the country. Our union ironworkers are now, and will continue to be, ready to meet these demands. The future is ours to make history.

Best wishes to everyone for a happy and healthy holiday season.
Our organizing efforts in Western Canada have been growing and we are seeing excellent results. The team has grown and there are now organizers spread across the council working toward bringing up union density in all locals. The District Council of Western Canada covers a vast area comprised of four provinces and two territories, presenting some unique challenges.

Each of our local unions are dealing with specific markets and labour laws, which require our organizers to look for different tactics and strategies to suit the area they are working in. Some of those include strategic stripping of workers from nonunion employers, salting our members into unaffiliated contractors, working on card certification campaigns, and utilizing a top-down approach to sell the strengths of our members to interested contractors.

Each of these strategies have had some success and they have all presented hurdles and obstacles to overcome as well. For example, there were successful certifications in Alberta which relied on the recently changed labour laws providing for an automatic certification without a vote, based on 65% of employees at the company signing cards. These certifications were made possible by salting in unemployed members and then working to sign the company through their efforts from the inside, proving that even in a market which has seen a significant downturn in work, there are still opportunities for us to grow and capitalize on our strengths.

In British Columbia, there is an ongoing boom which will carry on for several more years. This presents challenges to our locals there, as they work hard to find the people needed by our signatory contractors to be successful on their projects. The boom first hit the reinforcing sector and Local 97 (Vancouver, British Columbia) responded by opening their doors to all reinforcing ironworkers, regardless of where they had learned the trade. This strategy has created an environment where union contractors are able to provide enough labour where others are unable, and this is being recognized at the bidding table as well as in the field. Rod-busters are seeing fast wage growth and the work opportunities continue to emerge as our contractors become more prominent throughout the industry.

Manitoba gained a new contractor after a successful card campaign which focused on low wages and lack of safety, demonstrating that you don’t need to invent the wheel, you just need to be available and willing to work with unrepresented workers who want what our members already enjoy and are accustomed to – a decent living and where respect is shown to workers.

Saskatchewan has seen wins too, with the recent certification of an industrial contractor who was beginning to emerge as a serious competitor to the local’s signatories. By successfully certifying this competing contractor in the midst of a downturn in construction, the local was able to protect more of the limited work available and continues to ensure their presence on projects across the province.

We can see that the places our union and organizers operate in are diverse and that the situation in
one area may be completely different than in another, but there are always ways to achieve our goal – greater union density, more contractors, more hours, higher wages and better conditions.

This has not come about by accident; there has been a strong and concerted effort by our organizers with the locals, district council and international to work together with the various locals in the council as a true team. This team environment allows us to work with confidence, knowing that there are other options and other people who are willing and able to assist each other.

The best example of that cooperation and teamwork came from our recent campaign against LMS Reinforcing Steel Group in the Yukon. Organizers in British Columbia learned of a specific job and crew working in a remote location we would not normally monitor and they reached out to the team to see if anybody had help to offer; they did. An organizer from Alberta had previous contact with some of these employees and reached out to them, ultimately leading to a meeting in the Yukon where the employees signed cards and we filed for certification. In the meantime, various locals worked to make sure the card signers were brought in as members in their nearest local, demonstrating the unity that makes the organizing team of the District Council of Western Canada as strong as it is today.

We have started to build a team in Eastern Canada to deal with organizing issues across all provinces on the East Coast and Quebec. There are ongoing efforts to build relationships with contractors and workers throughout Eastern Canada to let them know what the Iron Workers have to offer. We are pleased to announce that All Builders East Ltd. has recently signed a Voluntary Recognition Agreement under the newly developed pre-engineered metal building agreement. This contractor is excited to be working under the conditions of this new agreement and looks forward to a prosperous future with the Iron Workers in this sector.

The Ontario District Council organizing team has exemplified teamwork and have successfully collaborated with the various Ontario locals to sign Voluntary Recognition Agreements (VRs) with 71 contractors between 2015 and 2019. Many of these VRs come as a direct result of the pressure that the organizers put on the contractors and rather than fighting it out at the labour board, they sign the company voluntarily. Additionally, during the period of 2015 to 2019, the Ontario District Council organizing team has been able to successfully certify 50 new contractors through card-based certifications. By organizing these 121 contractors, we have accumulated over 830,000 additional craft hours in the past four years! A direct injection of growth to the tune of 8.7% attributable to the undertaking of the team of organizers and local union leaders.

Every member needs to support and assist in organizing in any way possible. We need to encourage other members to actively participate in our organizing efforts to continue to further increase our market share. I would like to thank every member who has assisted in our organizing efforts in Canada.

On behalf of my family to yours, I would like to wish everyone a safe and prosperous new year and holiday season.
An update of the shop department across Canada

Our ironworker (shop department) members and signatory employers are enduring some challenging times in Western Canada. Uncertainty in parts of the fabrication sector continues, as there have been several announced plant closures. Regrettably, Supreme Steel West (Delta, British Columbia) announced that effective September 2020, they are shutting down operations. Unfortunately, XL Ironworks, a shop in Surrey, BC, shut down their operations earlier this year. The steel fabrication industry has been experiencing a decline ever since 2016, when the oil sands crisis hit the province of Alberta, along with our Western Canadian steel fabricators, extremely hard. Armtec announced earlier this year that they are closing their Acheson and Calgary, Alberta plants. Armtec supplies a variety of infrastructure precast concrete products to market. On a more positive note, many other shops have been busy and continue to hire across the country. Our members do work in a diverse sector manufacturing everything from gas fireplaces, windows and doors, to aerospace parts, ship repair, daycare and much more. The locals have reported that most shops have been busy.

Local 643 (Victoria, British Columbia)

BM Sean Hennon reported that the local’s members continued to work on Canadian navy vessels in 2019. Half of the members are working in Esquimalt’s Harbour and the other half work on the other side of the harbour at Victoria Shipyard.

Local 711S (Montreal, Quebec)

Organizer Michel Thériault reported that all of the shops have been fairly busy and the anticipation is that they would get busier through the year into 2020. He has been busy in bargaining several contract renewals. So far this year, there have been no layoffs.

Local 712 (Vancouver, British Columbia)

BM Catalin Fota reported that most shops were working at or near capacity. The steel shops were busy working on industrial, infrastructure and miscellaneous projects. The miscellaneous shops have been very busy. Asco Aerospace has been working on building parts for the new F-35 fighter jets for Boeing and Lockheed Martin. That shop expects to get much busier in the next few years. East & West Aluminum and Richmond Steel Recycling are miscellaneous shops that have been busy all year as well. Regency (FPI) Stoves has had a busy year as has Starline Windows. On a very positive note, the local’s membership numbers are the highest that they’ve been in the last decade. The local has been busy in bargaining as 11 shops were up for contract renewals in 2019.

Local 805 (Calgary, Alberta)

BM Bill Mercer reported that the local was busy with some major projects being built at Supreme Steel and Waiward, while Evraz in Red Deer had completed a $50 million expansion of their facilities to increase their production capabilities. Supreme Acheson and Empire have given notice of significant layoffs in their respective shops. Let’s hope things improve for our Alberta laid-off members. The local has also been active in negotiations with three of its certified companies in 2019.
Local 809 (Saint John, New Brunswick)
President Robert Morin reported that the local has been steady all year and things should remain positive for the duration of the year into 2020. The local renegotiated two collective agreements this year with Osco in Lorneville, New Brunswick and Escan in Truro, Nova Scotia.

Local 834 (Toronto, Ontario)
BM Vincenzo Gandolfo reported there were no layoffs in the local. Things looked good for the balance of the year. The local was busy in contract negotiations this year as seven agreements expired in 2019. The local had nominations and elections in July and the following officers were elected or acclaimed: Charlie Giglia, president; Vincenzo Gandolfo, business manager and vice president; Phil White, financial secretary; Sal Gandolfo, recording secretary; James Hayes, trustee; Ray Gohn, trustee; Rob Ukrainetz, trustee; Kevin Needham, Joseph Giralco and Cory Casey, executive committee. Congratulations to all of these officers on being elected, acclaimed or appointed.

Local 838 (Saskatoon, Saskatchewan)
I can report that the local has seen an uptick in the membership numbers by approximately 25%, due much to the fact that Supreme Saskatoon has been hiring to meet their job demands. At the time of this report’s deadline, the company had issued layoff notices to some of our members. Hopefully they will be rescinded. Russel Metals continued to be affected by the downturn in the Saskatchewan economy as operations were slower than usual. Bridgeview Manufacturing was steady throughout the year. All three shops had their collective agreements expire in 2019 and were up for renewal.

Shop stewards course
Local 712 shop stewards attended an advanced stewards training course in Surrey, British Columbia. The training course was well attended, whereby 41 registered shop stewards came together for the two-day stewards training seminar on January 30 and 31. We are committed to training our shop committees, our shop stewards and our future union leaders so that they can provide our membership with effective on-site steward representation strategies and instilling the importance of organizing. A big thank you to these stewards and to all of our front-line shop stewards for their dedication and service to the union membership. If you are a steward and want to receive shop stewards training, please email me at ebohne@iwintl.org. We will work with your local union officers to start the planning process.

Organizing update
The shop locals, the officers and executive boards have been committing more resources in training our member organizers. But we can and must collectively do more. We know that we all must organize; there is no other option. We are encouraging more participation from our younger members. We know that there are a lot of aspiring organizers and future union leaders within our rank-and-file membership. Going forward, we would like to foster the growth of our union by including our younger members and encouraging greater participation from them in getting involved in their union. They are the future of our union. If you know of a neighbor, a friend or a family member that would benefit from a union, please contact me at ebohne@iwintl.org. We now employ many full-time professional organizers and I can put you in touch with an organizer working in your area. 2019 has proven to be a positive year for organizing in the shop department, particularly
in Ontario and Quebec. In Ontario, Local 834 has negotiated four agreements with newly unionized shops this past year. In Montreal, Local 711S has also been active and successful in organizing several new shops and negotiating first collective agreements for their new Local 711S members.

Community outreach
On April 20 of this year, a group of members of Local 712 manned a booth at Surrey’s famous Vasaikhi Parade. This parade has developed into an annual event for the volunteering Local 712 members. The parade celebrates the Punjabi new year in mid-April every year and attracts over 300,000 people from across the metro-Vancouver region. I applaud the local and its culturally diverse membership for engaging in their community and union.

Update on the dumping of fabricated steel in Canada
On April 30, an Iron Workers’ delegation met in Ottawa with the Federal Minister of Finance’s Chief of Staff Ben Chin and Deputy Director Ian Foucher to discuss Canada’s largest ever project, the $42-billion BC LNG project. We wanted to talk about protecting Canadian jobs and ensuring that the federal government would honour the duties placed on fabricated structural steel that have been implemented by the Canadian International Trade Tribunal (CITT) under the Special Import Measure Act (SIMA). These duties were levied after proof that China, South Korea and Spain were found to be illegally dumping into Canada. But these federal government officials made it clear on April 30, that the work was going offshore, that our industry couldn’t do the work because we lacked the capacity and expertise. We know those claims by the federal government are wildly inaccurate and woefully false statements.

Fast forward a few months, the federal government announced on Aug. 9, 2019, that it will be granting full-duty remissions on illegally dumped fabricated steel from China, to supply the two liquid natural gas (LNG) projects located in British Columbia. The announcement was very upsetting for our union and industry partners. This is a reprehensible decision by the federal government. It will cost an immense loss of Canadian and ironworker jobs. The CITT imposed duties on these foreign producers because they engage in unfair trade and illegal dumping that harm Canadian workers and companies. The Liberal government is undermining its own trade remedy system and deceiving Canadians, to accept the demands of multinational corporations that will profit from these LNG projects.

These multinational corporations want to use unfairly traded foreign steel products to maximize their profits. And they now have the green light from the federal Liberal government to do so, at the expense of tens of thousands of jobs that would have been created across Canada. Unless the federal government changes its decision, it will be responsible for a serious betrayal of Canadian workers, companies and communities. Either way, we will continue the good fight for our members and their families.

In closing, I would like to thank all our shop local union staff, the officers, and of course our members, for their continued dedication and hard work. Merry Christmas to all of you and your families.
A successful year for IMPACT

With over 300 delegates in attendance, the Ironworkers Canadian Tri-Council/IMPACT meetings held in Kelowna, British Columbia, in June was the largest ironworker labour – management gathering of the past year. The conference was five full days of meetings and speakers including organizers’ panel and reports, trade coordinators’ panel and reports, IMPACT regional advisory board (RAB) meetings and IMPACT general meeting, IMPACT CEO Kevin Hilton, business manager updates, numerous industry speakers and legal updates. The conference keynote address was delivered by Christy Clark, former premier of British Columbia.

Thursday night, friends and family gathered for a well-deserved retirement dinner for General Vice President Darrell LaBoucan. Thank you, Darrell, for your dedication and years of service to our industry.

Friday, the final day of the conference, was reserved for reports by the general officers and department heads. Reports were delivered by General President Eric Dean, General Secretary Ron Piksa, General Treasurer Bill Dean, General President Emeritus Walter Wise, Director of the Department of Reinforcing Ironworkers Mike Relyin, Chief of Staff Kevin Byrnes, Executive Director of Safety and Health Steve Rank, Executive Director of the Organizing and Shop Department John Bielak, Executive Director of the Apprenticeship and Training Lee Worley and Political and Legislative Representative Ross Templeton.

National IMPACT Initiatives:
Throughout 2019, IMPACT provided funding for numerous Canadian initiatives. The largest financial sponsorship continues to be the Local 721 (Toronto, Ontario) Regional Training Center expansion project. The training center is now fully operational providing classes for apprentices and journeymen upgrading. In the past year, IMPACT sponsored four courses at the new training center.

IMPACT continued to provide funding for the CISC fabricated offshore steel legal challenge. The CISC (Canadian Institute of Steel Construction), with financial assistance from IMPACT, successfully defended the legal appeal on the CRA decision regarding imported fabricated steel components. IMPACT also assisted with lobbying efforts to successfully eliminate U.S. tariffs on steel and aluminum products.

Additional IMPACT sponsorships were provided for the following Canadian industry initiatives: three scholarships per RAB for the annual Women Build the Nations Conference, COAA (Construction Owners Association of Alberta) Annual Conference, CISC Annual Conference, Broadbent Institute 2019 Progress Gala, Mainland Nova Scotia Building Trades Annual Conference, Canadian Building Trades Legislative Conference – Ottawa and financial assistance for activities associated with the 100th anniversary of the Winnipeg General Strike.

Training Courses
IMPACT continued to deliver world-class training opportunities to our contractors and ironworkers. Two of the new classes offered in the past year
Our industry partners also took advantage of annual training programs offered in Henderson, Nevada, and at the annual Instructor Training Program held at Washtenaw College, Ann Arbor, Michigan.

were Bluebeam and the Canadian Political Coordinators Course.

Our industry partners also took advantage of annual training programs offered in Henderson, Nevada and at the annual Instructor Training Program held at Washtenaw College, Ann Arbor, Michigan.

Additional training opportunities offered across Canada included foreman and superintendent train-

ing, Getting Things Done, Improving Communication Skills and job steward training. In Halifax, Nova Scotia, contractor courses were provided to the Eastern Canada RAB.

For a full list of IMPACT courses currently scheduled, visit the IMPACT website under EVENTS, impact-net.org.

WESTERN CANADA REGIONAL ADVISORY BOARD:
- Labour Co-Chair: Colin Daniels
- Management Co-Chair: Ross Fraser
- Locals: 97, 643, 712, 720, 725, 728, 771, 805, 838

Through the IMPACT grant system, the Western Canadian regional advisory board funded the following grants: funding for RAB executive committee meetings, delegate attendance at the 2019 IMPACT annual conference, fall protection training, train the trainer certification for overhead cranes, delegate attendance at the annual Women Build the Nations Conference, supervisor reasonable suspicion training, foreman and superintendent courses, delegate attendance at the 2019 Tri-Council/IMPACT meetings in Kelowna, British Columbia, and additional funding for the CISC offshore steel legal challenge.
ONTARIO REGIONAL ADVISORY BOARD:
- Labour Co-Chair: Kevin Bryenton
- Management Co-Chair: Jack Mesley
- RAB Locals: 700, 721, 736, 759, 765, 786, 834

The Ontario regional advisory board used IMPACT funding for the following: RAB executive committee meeting expenses, delegate expenses at the 2019 IMPACT annual conference, Bluebeam training, Improving Communication Skills, foreman and superintendent training, delegate attendance at the annual Women Build the Nations conference, first aid and CPR, assistance with the purchase of training equipment, delegate attendance at the World of Concrete conference, Canadian Political Coordinator Course, delegate attendance at the 2019 Tri-Council/IMPACT meetings in Kelowna, British Columbia, and continued financial support of the Local 721 Regional Training Center.
EASTERN CANADA REGIONAL ADVISORY BOARD:
- Labour Co-Chair: Tom Woodford
- Management Co-Chair: Brad MacLean
- RAB Locals: 711, 752, 764, 809, 842

IMPACT provided funding for the following Eastern Canada regional advisory board grants: attendance at the 2019 IMPACT annual conference, superintendent and foreman courses, annual Instructor Training Program at Washtenaw College in Ann Arbor, contractor training classes in Halifax, Nova Scotia, delegates attendance at the 2019 Tri-Council/IMPACT meetings in Kelowna, British Columbia, and delegate funding for attendance at the annual Women Build the Nations conference in Minneapolis.

Regional advisory board appointments:
The past year saw several changes to the Canadian regional advisory boards. The most notable change to IMPACT in Canada was the retirement of General Vice President Darrell LaBoucan. Darrell was the original Western Canada regional advisory board (formerly RAB XI) co-chair and was instrumental in bringing the IMPACT program to Canada. On behalf of all ironworkers and signatory contractors, thank you for an outstanding job well done. General Vice President Kevin Bryenton has been appointed to replace Darrell LaBoucan as executive director of Canadian affairs.

Colin Daniels, former FST/BM, Local 771 (Regina, Saskatchewan), has replaced Darrell LaBoucan as the Western District Council president and labour co-chair for the Western Canada regional advisory board. Wayne Worrall Jr., FST/BM, Local 771, was appointed as a labour member of the Western Canada RAB. Catalin Fota, FST/BM, Local 712 (Vancouver, British Columbia), was appointed as a labour member of the Western Canada RAB. Cory Burke, FST/BM, Local 786 (Sudbury, Ontario), has been appointed as a labour member of the Ontario regional advisory board.

IMPACT annual conference:
The North American Iron Workers/IMPACT Annual Conference held Feb. 24 – 27, 2019 at the Mirage Hotel, Las Vegas, exceeded all expectations. With over 1,200 delegates in attendance, this event has repeatedly proved to be the number one labour – management conference in North America.

Save the date: The 2020 Iron Workers/IMPACT Annual Conference is scheduled for April 14 – 17, 2020 at the Sheraton Grand Chicago Hotel. Information regarding the 2020 annual conference can be found on the IMPACT website under EVENTS, impact-net.org. There is no registration fee for delegates attending the 2020 Chicago conference.

The year would not be complete without thanking all the people who helped make the past year a success. To retired GVP Darrell LaBoucan, GVP and current Executive Director of Canadian Affairs Kevin Bryenton, Office Administrator Sandy Lastiwka, the IMPACT board of trustees, IMPACT CEO Kevin Hilton, the regional advisory board co-chairs, the RAB executive committee members, the IMPACT regional directors and the Washington-based staff, thank you for your assistance and continued support.

Wishing you all a safe, happy and prosperous new year.
Lemire Inc. and Local 765 build multipurpose visitor center

SUBMITTED BY LEMIRE INC. (LES ENTREPRISES ERIC LEMIRE INC.)

Working with Canopy Growth, PCL Construction, Morley Hoppen Group and Canam Group, Lemire Inc. and Local 765 (Ottawa, Ontario) erected multiple new buildings and renovated many others at the Tweed Cannabis project in Smiths Falls, Ontario. The Tweed Visitor Center project consists of a cannabis interpretation center, a boutique, café-lounge and a small cafeteria. A mezzanine overlooks grow rooms and products derived from cannabis. Tweed, a cannabis producer in Smiths Falls, has grown to nearly one million square feet of space for the business.

The challenges with the particular project were that all the phases were design build, had tight schedules and needed a diversity of skills to complete the project. To be able to accomplish their jobs safely, innovation and excellent safety equipment were required. 3M Versaflo powered air purifying respirators were used while welding at the Encap Building. The project employed 15 ironworkers who completed over 30,000 hours on their way to completion of the new bottling plant, reinforcing the beams of the existing peanut plant, installing miscellaneous metals, adding a new mezzanine in the new Good Manufacturing Practices (GMP) building and installing stainless steel floors and railings.

“We could not have succeeded installing over 3,100 tons of steel without the skills, quality and productivity of our ironworkers. Our whole team is the reason we can take on the challenges of complex steel construction projects and call them successes!” said Lemire management. The project is still underway as Lemire is continually getting requests to bid on new additions and extras for the project.
Local 97 and Waiward Industrial LP build Canada’s next gold mine

SUBMITTED BY WAIWARD INDUSTRIAL LP AND LOCAL 97 (VANCOUVER, BRITISH COLUMBIA)

Ironworkers from Local 97 (Vancouver, British Columbia) teamed up with Waiward Industrial LP to endure the frozen north last winter to build the country’s next gold mine. The Eagle Gold Mine, which is part of the Victoria Gold project, is located about 90 kilometers north of Mayo in the Yukon territory in northwest Canada. The project got underway October 3, 2018 and was completed April 3, 2019. In six months, with average low temperatures of -30°C (-22°F) and extreme lows of -53°C (-63°F) 60 ironworkers working day and night, generating just over 50,000 craft hours, lost-time incident free, erected over 500,000 tons of iron.

The main scope of the work included the erection of interior equipment support steel, the rough setting of the primary mechanical equipment and interior conveyors, the installation of access stairs and platforms, the installation and commissioning of the 50-ton overhead bridge crane, as well as the erection of the building walls and roof.

Although they encountered a few small hurdles, the team overcame them and observed some really safe and efficient work. The client was very impressed by the performance of Waiward and the ironworkers and indicated that they raised the bar on the Victoria Gold Site.

Local 700 begins construction on North America’s longest cable-stayed bridge

SUBMITTED BY LOCAL 700 (WINDSOR, ONTARIO)

Local 700 (Windsor, Ontario) reinforcing ironworkers and Salit Group of companies, Salit Steel and StelCrete, teamed up the first week of August and recently completed the placing of 18 caissons for the Gordie Howe International Bridge. Each caisson was comprised of 165,000 pounds of reinforcing steel. The Gordie Howe International Bridge project includes a bridge and border crossing spanning the Detroit River and connecting Detroit, Michigan, and Windsor, Ontario.

The project is expected to cost $3.8 billion. It will have six lanes in total with a multiuse pathway for pedestrians and cyclists and is expected to be in service by the end of 2024. When completed, the bridge will be the longest cable-stayed bridge in North America.

Local 700 rodmen Brian Dugal, Dan Dawes, Brian Heydon, Dan Dalrymple, Jean Guy-Vienneau, Taylor Van Landeghem, Colin Brauss and Riley Roe.
Local 720 contractors awarded new office headquarters for Alberta Union of Provincial Employees

Submitted by Local 720 (Edmonton, Alberta)

This $30-million, four-story, 125,000-square-foot office complex, expected to be completed in 2020, will be the new headquarters of the Alberta Union of Provincial Employees (AUPE), which represents more than 95,000 Albertans in the public and private sectors. The project was a successful win for all parties involved. As it is a union headquarters, only unionized trades are being hired to complete the work for general contractor, Bird Construction.

A&H Steel, a 47-year signatory contractor with Local 720 (Edmonton, Alberta), was awarded the contract to supply and install the 100-metric ton of rebar. The project commenced in June 2019 with up to six Local 720 rodders placing the rebar footings and grade beams. They wrapped up in October when the slabs were completed.

Rampart Steel Ltd, a Local 720 contractor of more than 25 years, was awarded approximately 900 tons of steel to fabricate and erect on-site. Ray Meier, a 42-year member, and Brian Nielsen, a 31-year member, both long-term employees of Rampart, started the job at the beginning of July 2019. The crew of six worked approximately 4,500 craft hours completing the erection of the structural steel and the installation of the miscellaneous iron in late October.

Both contractors completed the project with a clean safety record on-site, on time and on budget.
Empire Iron and Local 720 construct Edmonton’s first elevated LRT station

SUBMITTED BY LOCAL 720 (EDMONTON, ALBERTA)

Empire Iron Works Ltd. was established in 1958, a union company and leaders in fabricating and erecting structural steel for 61 years. General contractor, TransEd awarded Empire Iron Works, signatory contractor to Local 720 (Edmonton, Alberta), the construction of the Davies LRT train station, Edmonton’s first elevated rail station. The project will serve the Valley Line LRT and includes the 80-foot-wide by 400-foot-long elevated station, a transit center and 1,300 stall park and ride.

Eight structural ironworkers and four welders from Local 720 fabricated and erected 1,500 tons of miscellaneous and architecturally exposed structural steel (AESS) for the very unique structure. To build the Davies LRT station, 19 rolled HSS (hollow structural steel) arches were erected. The 80-foot-wide arches were fabricated on-site and then erected on top of 42 welded wide flange girders.

Empire Iron Works and Local 720 members have had zero incidents or any lost time since the project got underway in July 2018 and was completed in October of this year – on time and on budget. The station is scheduled to open in 2020.

Eight structural ironworkers and four welders from Local 720 fabricated and erected the very unique structure.
Where there is prestige, there are ironworkers

SUBMITTED BY LOCAL 721 (TORONTO, ONTARIO) AND STAMPA STEEL ERECTORS LTD.

Across the city, there is an exciting project at Massey Hall PH3 at 178 Victoria Street, Toronto, Ontario, where not only the beauty of art is demonstrated by performers, but the beauty of ironworkers and their skill is clearly seen in the structural work that houses the performances of these musicians and performers who work day in and day out.

The general contractor, Ellis Don, and the fabricator, Walters Inc., have approximately 350 tons of steel for the interior work, plus 497 tons of steel for the multi-story structure, creating highlights such as the construction of the soon to be erected 10-story tower on the south side of Massey Hall, a very popular area in Toronto. The installation of 16-ton girders are being used to support the exterior of the south wall, while assembling the trusses within the existing structure to support passerelle framing on east/west sides of existing building.

Ironworkers at Local 721 (Toronto, Ontario) proudly, and rightfully so, display the banner after a good day’s work. It is with pride that these members wear their hardhats, especially after building some of the most prestigious buildings in Toronto. Massey Hall is known to Canadians as the premier of concert halls, showcasing the world’s greatest performers in all disciplines, a very prominent venue for diverse activities.

Clockwise holding banner, Local 721 erection crew: James Fardy, foreman; Dwayne O’Leary; Jeff Hill; Joe Raven; Kenny Jones; and Steve Pollard.
Nutrien Rocanville accelerated project

SUBMITTED BY LOCAL 771 (REGINA, SASKATCHEWAN)

Nutrien’s Rocanville potash mine is located 230 kilometers east of Regina, Saskatchewan. BFI Constructors Ltd. was able to secure the work at the Nutrien potash mine through the use of the National Maintenance Agreement (NMA). In early May 2019, ironworkers began being called to the site. At the height of the project, there were approximately 300 construction workers on the project including ironworkers, pipefitters, operating engineers, boiler makers and labourers. Out of those positions, 65 are ironworkers, 45 on days and 20 on nights.

BFI Constructors Ltd. was founded in 1985 and became signatory to Local 771 on December 8, 1986. BFI has been continuously engaged in Saskatchewan’s construction industry since that time, and Saskatchewan remains BFI’s core market. BFI is Saskatchewan’s largest employer of building trades personnel, a position BFI held for over 20 years.

Due to the busy shutdown season being at the same time, Local 771 relied on the help of ironworker brothers and sisters from many other Canadian locals to man the project. The purpose of the maintenance was to debottleneck the existing system by replacing the worn and outdated equipment in the two older circuits. The scope of work included two projects; upgrading ore sizing screens and the upgrading of deslime cyclones. The ironworkers took care of all the hoisting of parts and materials as well as demo and installation of more than 240 tons of structural steel to accommodate the new equipment. The update will allow the system to increase its efficiency.

Working inside the operating mill was not without difficulties. The heat and the humidity inside the live plant was always a factor in the performance and safety of the project. Having to hoist many of the materials and equipment into the plant through an opening in the wall, then transfer it several times before getting it into position, showed the skill and professionalism of the ironworker teams.

The project maintained its milestones, keeping it on time and on budget. The ironworkers completed the project at the end of November, generating just under 43,000 craft hours.

Night shift crew: Antoine Legendre, FM; Ben Nontell; Carlo Osmond; Clint Tholl, FM; Darryl McDonald; Elliott Campbell; Ghislain Roussel; Jacob McGregor, night steward; Jason Sampson; Jim Mele, FM; John MacAllister; Keith Spencer; Mark Ryan; Mark Zoidar; Nolan Salicorn; Rhiana Loxton; Ritchie Parley; Ronald Ryan; Terry Pike; Trevor Carey; Vance Amyotte, GF; Viktor Kondakov; and Warren Redwood, FM.
Local 842 erects windmills for Wisokolamson Wind Energy project

SUBMITTED BY LOCAL 842 (SAINT JOHN, NEW BRUNSWICK)

WEB Development LP, a renewable energy developer from Halifax, Nova Scotia, partnered with Woodstock First Nation, a New Brunswick Maliseet community, through a limited partnership. Wisokolamson Energy LP joined with the Maliseet Community for the development, construction and operation of the Wisokolamson Energy project. Wisokolamson Energy derives its name from Woodstock First Nation’s traditional language and translates to “the wind blows very strongly.”

The Wisokolamson Energy Project is an 18-megawatt (MW) wind energy project located on a tract of Crown land, approximately 12 kilometers west of the village of Riverside-Albert in New Brunswick. The project consists of five 3.6 MW wind turbine generators (WTG), roads, collector systems, a substation and associated temporary laydown areas required for construction. The Vesta V126 wind turbine assemblies consist of the tower, hub, nacelle, rotor blades and controller. Total height of 180 meters and total WTG rotor diameter will be 126 meters.

Eighteen ironworkers from Local 842 (Saint John, New Brunswick) and Local 752 (Halifax, Nova Scotia) teamed up with signatory contractor, Black & MacDonald, and erected the five 118-meter-tall Vesta windmills using a 660-ton crane. The project recently became operational and will offset between 55,000 to 65,000 metric tons of carbon dioxide (CO₂) emissions and produce enough power for over 6,100 homes.

On top of the world: Local 842 father and son members, Elmo Arsenault and Maxime Arsenault, who worked together on the Wisokolamson Wind project with Black & McDonald in New Brunswick.

Black & MacDonald recently completed the erection of the five Vesta windmills at the Wisokolamson Wind Energy project.
Local 97 members rebuild stacker/reclaimer at Ridley Terminals

SUBMITTED BY LOCAL 97 (VANCOUVER, BRITISH COLUMBIA)

In April 2019, Brymark Installations, signatory contractor to Local 97 (Vancouver, British Columbia), started a rebuild of a stacker/reclaimer at Ridley Terminals in Prince Rupert, British Columbia. A crew of 20 ironworkers from Local 97 safely dismantled the old stacker/reclaimer and installed a new boom working 12-hour days, 80 days straight. Various other pieces were also replaced on this job which was completed at the end of July. Then in October, 80 members worked day shift and night shift, on a four-week shutdown on the stacker/reclaimer and dumper, generating approximately 27,000 craft hours. Ridley Terminals Inc. owns and operates a world-class marine bulk-handling terminal, which provides continuous, high quality and high-performance railcar unloading, product storage and vessel loading services. RTI operates seven days per week, 24 hours per day. The terminal has the ability to load vessels at rates of up to 9,000 tons per hour, unload railcars at rates up to 6,000 tons per hour and has an overall annual shipping capacity of 16 million tons.
The region of York located north of Toronto, Ontario, has been experiencing a rapid growth. VivaNext has been developed to facilitate community transit. Ironworkers from Local 721 (Toronto, Ontario) created a work of beauty in the middle of Highway 7, just west of Jane Street, in Vaughan, Ontario. The VIVA H2VMC project was valued at $158 million and was built by general contractor, Kiewit-EllisDon (KED) Joint Venture. It consisted of widening 4.2 kilometers along Highway 7 between Highway 400 and the GO Bradford/Barrie Railway line in the city of Vaughan, building the large glass and steel Vaughan Metropolitan Center (VMC) Station structure (45 meters long by 24 meters wide and 8.9 meters high), in the middle of a high-traffic roadway, widening an existing 150-meter-long bridge over Canada’s busiest train marshaling yard, extending...
two waterway culverts, building over 1,600 meters of retaining wall, relocating approximately six kilometers of multiple hydro primary and secondary circuits, as well as telephone and cable lines (above and below ground). All of this work had to be done while maintaining three lanes of live traffic in each direction along Highway 7.

The Spadina Subway Station project, at Vaughan Metropolitan Center, started in September 2016 with the foundation being laid to install the first significant structural steel sections. Steel fabricator, Mariani Metal Fabricators Limited supplied approximately 200 tons of steel framing, made-up of heavy hollow structural steel rolled in two different directions. All steel connections were field welded to AESS 4.242 CJP welds and were completed on-site.

A great amount of care was taken by the crew to prepare the installation of massive structures. Smaller sections played a big role in the piecing together of the project located at Viva station. Using just chains and pulleys, the crew manually fine-tuned the orientation of the 25,000-pound sections prior to lifting. With 120 tons of counterbalancing weight, the crane, along with the expert direction from below, ironworkers carefully maneuvered the magnificent steel sections to their designated positions to form the canopy. As the sections came together to form a beautiful mosaic of interconnectivity, ironworkers and VivaNext were one step closer to connecting people from across Highway 7 and beyond.

The work is now complete, having generated 13,500 craft hours, and the city marvels over the high-level construction involved, and the work that the ironworkers from Local 721 completed.

Local 736 Office and Training Center expansion

SUBMITTED BY LOCAL 736
(HAMILTON, ONTARIO)

Local 736 (Hamilton, Ontario) was in a position where the membership required increased training capacity for the apprentice programs, welding programs and staff. The local had purchased an industrial lot located in an easily accessible area of their jurisdiction with property for future development. The footprint was great, but the original building was just a large two-bay shop with overhead cranes and a small, two-story office in front.

Classes, instructors and business agents were working out of two 30-foot-by-10-foot jobsite rental trailers and the welding facilities set up there were just not meeting demand.

With $1.3 million in funding from the federal and provincial government and IMPACT, through regional advisory board (RAB) grants and supplement grants, Local 736 was able to reconstruct and increase the capacity of the shop by 100%, giving the local the ability to test on-site for faster results and to produce weld coupons. Four additional booths and a new air extractor to reduce pollution were added along with new equipment including a plasma cutter with its own down draft table, 16 new multiprocess welders with remote wire feeders, and two new TIG welders. New weld testing equipment include a milling machine, a hydraulic wrap around bender and new equipment to fabricate the test plates.

A second story was added to the original shop building allowing for the addition of two new classrooms, which are Smart Board and iPad enabled, offices for two instructors and an office for the training coordinator. Further renovations included a washroom, lunchroom, lockers and clean-up areas for the apprentices.

All this could not have been accomplished without the financial support from IMPACT, the provincial and federal governments and assistance from Local 736’s great local contractor base, supporting apprenticeship programs and the value brought to members, community and contractors.

Aerial view of Local 736’s office and training center property.
Lemire Inc. and Local 765 erect gigantic distribution warehouse for Amazon

SUBMITTED BY LEMIRE INC. (LES ENTREPRISES ERIC LEMIRE INC.)

Lemire Inc. (Les Entreprises Eric Lemire Inc.) continues to partner with Local 765 (Ottawa, Ontario) to push the boundaries of what steel erection means in the province of Ontario. They have been consistently delivering complex steel construction projects on time and injury free over the last 20 years and the Amazon project is another on a list of joint venture successes.

In September 2018, with the collaboration of Broccolini Construction and Canam Group, Lemire Inc. embarked on the adventure of the erection of the Amazon Distribution Center in Carlsbad Springs, Ontario.

The challenge: Erecting the largest warehouse in Ottawa, one million square feet, in seven weeks, and deliver the steel structure 100% completed inclusive of siding, decking and exterior finishing to Broccolini in only 10 weeks.

To put the project in perspective, the new facility stretches the length of nearly three city blocks and will be large enough to house 60 regulation-size hockey arenas according to Broccolini Construction. To prevent the massive structure from sinking into the ground, it had to be fortified with 600 steel piles pounded into bedrock 30 meters below the surface.

President Eric Lemire told his team, “They say it can’t be done, but we know we can do this and we will.” Lemire Enterprises and 30 ironworkers from Local 765 stayed true to the mission and delivered the building in record time. With result-driven innovation as a core value of the company, it successfully erected this 5,200-ton complex steel construction project on schedule.

Crews of up to 400 workers a day managed to erect the building’s steel skeleton in just two months, half the time such an operation would normally require. And even that timeline was extended when the team chose to wait a few days to put the last piece in place so it could celebrate finishing the job on a Friday, according to Broccolini Construction.

One of Lemire Inc.’s most important objectives is to ensure their workers’ safety. This objective is even more challenging when working with a very aggressive and tight schedule. By maintaining focus on this first and foremost, their team was able to rise above the challenge and complete over 20,000 craft hours without one hour of lost-time reportable injury. The success of the Amazon Distribution Center was due in large part to the skill of Local 765 ironworkers. It was a true achievement in partnership of labour and management to showcase the potential of the trade.
Walters Group and Local 725 build Cavendish Farms’ processing plant

Submitted by Walters Group

Walters Group is a family-owned steel construction company that designs, fabricates and constructs commercial and industrial projects throughout North America. Regardless of the industry, size or complexity, Walters always bring the same passion and commitment to every project they take on.

Walters was proud to work together with Cavendish Farms, also a family owned company, to build a new state-of-the-art frozen potato processing plant in Lethbridge, Alberta. The new plant, which was completed by Walters in the fall of 2019, will help meet growing demands and almost triple Cavendish Farms’ annual production capacity in Lethbridge.

“The record investment Cavendish Farms is making in Lethbridge is good for our farmers and producers, good for the entire community and good for our growing economy,” says Rachel Notley, former premier of Alberta. It was also good for Local 725 (Calgary, Alberta).

Walters Inc. was awarded the project through a competitive bid process which included design-assist services. The erection of 5,800 tons of structural steel began in August 2018 and included installation of 360,000 square foot of metal deck. There were five different shop-applied coating systems used for the steel in this food processing facility.

Walters Field Services Inc. has been signatory to the Iron Workers since the early 1970s. Walters’ partnership with Iron Workers’ local unions across Canada is vital to their mission because of the high-quality standards and safety required for all projects. The expertise and skills that the ironworkers deliver in turn enable Walters to deliver exceptional quality to all clients.

The Cavendish Farms project tallied 51,521 craft hours and employed 54 ironworkers on-site from Local 725. The ironworkers were attributed with no lost-time injuries on the project, which spanned more than a year. The project included 35 formal safety inspections, 813 pre-task safety instructions (PTSIs) and 34 toolbox safety talks.

“This was an aggressive project with three cranes working simultaneously on a large footprint.

Constant design changes in the program made the flow of structural members a difficult endeavour. Keeping three cranes and raising gangs moving forward in the scheduled timeline made for a challenging logistical and shipping balance. With two shifts of ironworkers working day and night and 43 pieces of rental equipment in use, ironworkers were moving in every direction without compromising safety or the timeline. Detail crews were right behind the raising gangs and the second crews were moving around site completing design changes. Mother Nature was not nice to the ironworkers on-site, presenting crews with extreme weather, which made site conditions challenging. Their professionalism was a testament to the Local 725 ironworkers on-site who kept the project moving forward,” shared Glen Dobbs, site superintendent.

What’s a little snow to Local 725 members Gordon Rowe and Trevor Healy?

Don McHugh

Hardy Local 725 ironworkers getting the job done in any weather, February 2019: Bryce Bolton, Paul Tripp, Corey Whittleton and Don McHugh.

Local 725 members Don McHugh and Jason Lane erecting the structural steel for the Cavendish Farms facility in Lethbridge, Alberta in October 2018.
North American Steel Erectors: major builder in Pickering Casino Development

SUBMITTED BY NORTH AMERICAN STEEL ERECTORS

Construction of Pickering Casino Resort, located at Durham Live, a $2-billion, 240-acre premier entertainment and tourism district east of Yonge Street in Toronto, Ontario, started last year and is projected to open in two phases. The first phase is slated to open in early 2020 and will feature the casino, hotels, dining options and a concert venue, while the second phase will include a full scope of entertainment amenities – additional hotels, restaurants and even a film studio. The second phase will begin in 2020 following the completion of phase one. Once complete, the development will employ over 2,000 as part of the casino resort’s team.

The Pickering Casino Development had a very aggressive schedule, which led the project owner’s in-house construction management team to realize that a traditional procurement and contracting method of design-bid-build was not going to cut it. North American Steel Erectors (NASE) proposed a collaborative design-assist/sub-CM contract model that would allow the owner to benefit from the early engagement of the steel contractor while at the same time, would not place the owner at a pricing disadvantage by having to commit to a single supplier for the entire structural package at a time when the full scope of work was unclearly defined.

The project consists of several steel framed building structures including a large gaming and amenities area, a live performance venue, a 15-story hotel and a large atrium, which ties the multiple structures together.

Balancing the aggressive schedule along with an aggressive budget has been an ongoing challenge for everyone involved with the project; however, the results of the alternative contracting method proposed by NASE has certainly paid off. NASE is the prime steel contractor for the gaming facilities, the atrium and the hotel. They started onsite in the gaming area in April 2019 and work is still ongoing.

With steel erection well underway in the gaming and amenities area, the structural steel scope of work is trending significantly under budget. The savings has allowed the architect to really spice things up in the atrium area where a major architecturally exposed structural steel (AESS) truss system has been incorporated into the design. A long span curved truss carries the nose of the feature “fish” truss. The feature “fish” truss itself is a two-way truss that is over 16 feet deep and spans 90 feet by 120 feet. The top chords are heavy, wide flange beams that will be recessed into the finished ceiling. The diagonals and bottom chord members are large round HSS (hollow structural steel) tubes that hang below the finished ceiling to provide the architecturally exposed structural steel feature. All field connections for the entire feature “fish” truss system are bolted and all bolts are hidden within the HSS members. Once fully installed, the massive exposed truss members will appear continuous without requiring any field welding, field grinding or field touch up painting. Erection of the atrium got underway in late September 2019.

The hotel structural design utilizes the girder-slab method of construction, which provides an efficient low floor to floor height design alternative to cast-in-place concrete. NASE proposed using the girder-slab system in a design-assist arrangement as it provided both cost and schedule advantages. The erection of the hotel commenced in early November 2019 and is the last phase for NASE, which is expected to be completed by March 2020.

Upon completion of the Pickering Casino Development project, NASE will have safely and successfully supplied and installed 1,900 tons of structural steel, 250,000 square feet of metal deck and 170,000 square feet of hollow core using ironworker members from Local 721 (Toronto, Ontario), generating approximately 20,000 craft hours on-site.
Dynamic Installations and Local 97 summon ‘The Dynamic Beast’ for recovery of collapsed crane

SUBMITTED BY DYNAMIC INSTALLATIONS
Photos Courtesy of Dynamic Installations and Local 97 (Vancouver, British Columbia)

On Jan. 28, 2019, the container vessel Ever Summit collided with the #5 container gantry crane during berthing operations at Vanterm container terminal, which is operated by GCT (Global Container Terminals). Within a matter of minutes Dynamic’s management team were on-site discussing the best way to approach the situation; five hours later, ‘The Dynamic Beast,’ a floating crane with a capacity of 900 tons, and the crew, were mobilized and on-site ready to start the deconstruction.

Over the period of two days, working day shift and night shift, ironworkers from Local 97 (Vancouver, British Columbia) teamed up with Dynamic to begin disassembly. The container spreader was the first section to be lowered onto a container truck, released and driven away. However, as the job unfolded, the extent of the damage would be made known to all those working on-site and behind the scenes.

New pieces of steel had to be attached to parts of the container crane that sustained the damage as some pieces were not safe or sturdy enough to be removed. These were welded into place before two platforms from the apex could be cut and removed. Cables that were hanging precariously in the way were cut and removed from the machine back reach as well as the top side of the back reach. Stairs connecting the back reach to the machine room were cut and removed in order to start preparations to remove the back reach itself.

Weighing 150 tons, the removal of the back reach had all hands-on deck; prelift meetings were crucial throughout the project. With this lift being one of the heaviest lifts during the deconstruction, it was vital all team members were involved.

By day 3 the crew were ready to remove the platforms from the apex; this was executed using the M-1200 Manitowoc ringer crane and the M4100 Manitowoc support crane on ‘The Dynamic Beast.’

High winds may have slowed down operations for a short while, however, during this time the Dynamic crew were hard at work on the ground. As soon as the wind had subsided, the ironworkers were back up on the container crane cutting, lifting and lowering the forestay, east upper stay, west upper stay and completing the shift by removing the west side apex and lowering that to the ground.

The removal of the crane was safely and successfully completed with full engineering support. This included a mid-project visit from the Workers Compensation Board (WCB), who were very supportive and complemented Dynamic and Local 97’s crew on the professionalism shown given the significant pressure of time and project magnitude.

Thirty ironworkers from Local 97 worked together with Dynamic and generated approximately 6,500 craft hours on the project.
Local 711 constructs one of the largest automated transport networks in the world

SUBMITTED BY LOCAL 711 (MONTREAL, QUEBEC)

Local 711 (Montreal, Quebec) has completed one of the largest projects in North America, the new Samuel de Champlain Bridge in Montreal, which was a major achievement! Over four years of hard work with teams of dedicated workers who were a part of the project’s success, almost 1,000 members of Local 711, from every region of Quebec, put their heart into the accomplishment applying their know-how and skills. It could not have happened without the efforts of ironworkers from other provinces who were welcomed with open arms.

Local 711 is now starting another major project, the Réseau Express Métropolitain, known more commonly as the REM (LRT). The project, connecting downtown Montreal, the South Shore, West Island, the North Shore and the Montréal-Trudeau Airport, will include 26 stations and span 67 kilometers. The LRT (Light Rail Transit) will be open for 20 hours daily, every day of the week, thus becoming one of the largest automated transport networks in the world after Singapore, Dubai and Vancouver. The cost of the project, which will run to some $6.3 billion, will be shared by Caisse de Dépôt et placement ($2.95 billion), the government of Quebec ($1.23 billion) and the government of Canada ($1.28 billion).

The REM project will serve as a springboard for real estate development and help create a number of direct and indirect jobs and lead to a marked improvement in traffic congestion.

The project represents a major employment opportunity for members of Local 711. Rodworkers will be very active at all levels and erectors will also have a lot of work at various sites, including various stations, bridges, overpasses, tunnels and other structures.

Local 711 will have the opportunity for part of the project to work with the Rizzani de Eccher launching system in partnership with the NouvLR consortium. The equipment is called a “launching gantry,” and will be used to assemble the elevated REM structure along its path one segment at a time, specifically, 366 spans and 4,102 concrete segments spanning 14.5 kilometers.

Steven Clouâtre, general superintendent (who expertly headed up the new Champlain Bridge project), will supervise a team made up of several groups of ironworkers-fitters including 45 members of Local 711, and another 21 rodworker members of Local 711, in applying the new method in Quebec. The success hinges on ironworkers’ expertise and professionalism, as well as the pride they take in their work.

In conclusion, the job ironworkers have to do is inspirational and motivational. Ironworkers will need to be watchful, however, since legal battles will have to be waged to maintain and strengthen work assignment jurisdiction, which has been fought hard for.
Local 711 Construit l’un des plus Grands Réseaux de Transport Automatisé au Monde

SOUMIS PAR LOCAL 711 (MONTRÉAL, QUÉBEC)

C onfrères, consoeurs, c’est avec un immense plaisir que nous désirons aujourd’hui vous parler du début d’un nouveau projet au Québec. Vous le savez, nous venons de terminer l’un des plus grands chantiers en Amérique du Nord soit… le nouveau Pont Samuel de Champlain à Montréal… Une grande réalisation!

Après 4 années de travail acharné avec des équipes de travailleurs et travailleuses dédiés et impliqués dans le succès du projet, c’est près de 1000 membres du Local 711 (Montréal, Québec) de toutes les régions du Québec qui ont mis leur cœur, leur savoir-faire et leurs compétences dans cette réalisation. Tout cela n’aurait pas été possible sans la présence des Ironworkers de d’autres provinces que nous avons accueillis à bras ouvert et nous en sommes très fiers.

Nous débutons maintenant un autre projet d’envergure, le Réseau Express Métropolitain mieux connu sous le nom de REM.

Ce projet fait le lien entre le centre-ville de Montréal, la rive-sud, l’ouest de l’île, la rive-nord et l’aéroport Montréal-Trudeau et comporte 26 stations sur une distance de 67 kilomètres.

Il sera ouvert 7 jours sur 7, 20 heures par jour, ce qui en fera l’un des plus grands réseaux de transport automatisé au monde, après ceux de Singapour, Dubaï et Vancouver.

Le coût de ce projet de construction est de l’ordre de 6,3 milliards de dollars, répartis entre la Caisse de Dépôt et placement qui y met 2,95 milliards, le gouvernement du Québec avec 1,23 milliards et le gouvernement du Canada à la hauteur de 1,28 milliards.

Le projet du REM va permettre le développement immobilier, la création de plusieurs emplois directs et indirects et une amélioration sensible au niveau de la congestion routière.

Pour le Local 711, ce projet représente une grande opportunité de travail pour nos membres. Les poseurs d’acier et armatures seront très actifs à tous les niveaux. Les monteurs d’acier, quant à eux, auront beaucoup de travail à accomplir que ce soit avec les différentes stations, les ponts, les viaducs, les tunnels, les structures, etc.

Nous aurons aussi l’opportunité de travailler sur une portion du projet avec le système de lancement de la compagnie Rizzani de Eccher, en partenariat avec le consortium NouvelR.

Cet équipement, appelé « une poutre de lancement », est celle qui assemble la structure aérienne du REM sur son passage, morceau par morceau, soit 366 travées et 4102 voisoues sur 14,5 km.

L’équipe du Surintendant Général, M. Steven Clouâtre (qui a mené de main de maître le projet du nouveau Pont Champlain), est composée de plusieurs équipes de moniteurs-assembleurs dont 45 membres du Local 711 et de plusieurs équipes de poseurs d’acier d’armature dont 21 membres également du local 711 pour la réalisation de cette nouvelle méthode au Québec. L’expertise et le professionnalisme de nos membres, combinés à leur fierté, en feront un succès.

En terminant, il est stimulant et motivant de constater le travail à accomplir pour nos travailleurs des métiers de l’acier. Nous devons cependant rester vigilants car nous aurons des combats juridiques à mener pour maintenir et consolider nos travaux dans notre juridiction de métier chèrement acquise.

A&H Steel and Local 720 expand Edmonton’s Light Rail Transit System

SUBMITTED BY A&H STEEL LIMITED

TransEd Partners was selected to design and build stage one of the Valley Line Light Rail Transit (LRT) and to operate and maintain the line for 30 years. TransEd Partners is comprised of Bechtel, EllisDon, Bombardier and FengateCapital Management Ltd. in a public-private partnership (P3) with the city of Edmonton. A&H was honoured to be invited directly to bid and be part of this important infrastructure project in the city of Edmonton. A&H is proud to be known in the industry for delivering complex multi-faceted projects on schedule and on budget. In combination with delivering large-scale projects, the company believes their previous experience constructing Light Rail Transit (LRT) systems also brings value to their customers. A&H was selected by Bechtel Canada Co. and EllisDon Civil Ltd. to perform the concrete reinforcement services for the project.

Edmonton is one of Canada’s fastest growing cities and transportation needs are outpacing its infrastructure capacity. As a modern, dynamic city, Edmonton needs a transportation system that is reliable and accessible while accommodating growth in an economically, socially and environmentally sustainable way. An investment in light rail transit (LRT) ensures the city continues to thrive, equipped with an efficient way to get people where they need to go. The LRT network is part of the city’s transportation master plan and is integral to keeping the city running smoothly.

Since the start of the project in 2017, A&H Steel has generated 156,580 craft hours and currently has 65 ironworkers on the various sites. The Edmonton Valley Line Southeast LRT project is very large with over 14 kilometers of track work, elevated guideways, multiple stations/stops, as well as a large operators maintenance facility. In addition, close to 80% of the job must strictly adhere to Alberta Transportation specifications with no room for error during inspections.

A&H Steel has had the benefit of Local 720 (Edmonton, Alberta) ironworkers, backing them and providing them the required manpower with the strong skills to complete the very intricate and complicated work.

To date, the project is on schedule and on budget with the Edmonton Valley Line Southeast LRT.
SteelDay in supreme flair
SUBMITTED BY JEFF NORRIS

SteelDay is an annual event held across Canada that showcases the versatility, performance and sustainability of steel, as well as its various innovative applications. Every year, Canadian Institute of Steel Construction (CISC) members and associates open their doors to welcome industry professionals and the general public for various tours, demonstrations and special presentations.

Supreme Group, the largest privately-owned steel construction company in Canada hosted a Steel-Day event on Sept. 13, 2019 at their headquarters located in Edmonton, Alberta. In 1972, John Leder and his wife Sally established a small steel erection company. The business flourished via growth and acquisition and Supreme Steel Ltd. evolved into Supreme Group where John is chairman and CEO. Delivering generations of trusted steel expertise throughout Canada and into the United States, their products and services have been used in critical infrastructure projects, buildings, skyscrapers and major transportation arteries that have become the backbone of industry and commerce.

SteelDay offered the opportunity for an interactive hands-on experience for 110 attendees including engineering, technology and apprenticeship students, general contractors, end-user clients, vendors and union representatives. Ken Bird, director of production, and Amir Jamshidi, director of engineering services, commenced each of the tours with an introduction to Supreme Steel and the steel industry including presentations highlighting the company’s involvement in the making of the Amazon Spheres and Rainier Square Tower, both iconic structures transforming Seattle’s urban core.

Ken McKen, manager, Western Canada of the CWB Association, addressed the visitors with information about the national member-driven mandate to promote and support the welding and joining industry. Graham Corsar, sales and business development manager with BuildingPoint Canada, provided a synopsis of how implementation of technology into the industry has a direct relationship to increasing construction productivity. Vendors supporting SteelDay included Northern Alberta Institute of Technology (NAIT) featuring the ironworker VR simulator, Lincoln Electric demonstrating the VRTEX 360® Virtual Welding Trainer and BuildingPoint Canada displaying technological advancement in virtual space.

Supreme Steel has been a leader in the use of 3-D modeling in its computer design, utilizing software that facilitates electronic data exchange with its customers, which speeds the design process by promoting easier interaction. Ron Heigh, virtual design and construction manager of Supreme Group, delivered a technical “Building Information Modeling” (BIM) demonstration featuring an architecturally brilliant structure called the Leaf at...
Canada’s Diversity Gardens. Once the BIM virtual model is developed, information is transferred to manufacturing equipment electronically, ensuring what is fabricated matches the virtual model. Computer Numerical Controlled (CNC) machines allow Local 805 (Calgary, Alberta) members to work faster and more efficiently.

As company management representatives led groups through detailed tours of the various shop and yard facilities, Local 805 members were available to answer questions and demonstrate the technological side of the steel fabrication process. Throughout the various subshops, ironworker members worked on project tasks using a variety of tools and equipment including automated welding, plasma processing, multi-spindle drill lines and other angle/detail machines. The Edmonton location features a 106,000-square-foot shop fabrication facility and a 35-acre yard; the largest of their eight structural shops located across Canada and the United States that together make up 550,000 square feet with a combined fabrication capacity of 176,000 tons/year. At peak activity in 2019, Supreme employed approximately 650 ironworkers between the shop and field across all facilities and sites.

Guests and staff were asked to bring a food donation for the Edmonton Food Bank. SteelDay event planning lead Rhandi Berndt, marketing and communications coordinator with Supreme Group stated, “John Leder believes that as a responsible member of many communities across Canada and the United States, Supreme Group recognizes the importance of supporting charitable foundations through donations and employee participation in fundraising events.”

Supreme Group supports the Salvation Army, Kids Kottage, Easter Seals, Stollery Children’s Hospital Foundation, Rehoboth Christian Ministries, Coats for Kids, Christmas Toy Drives, the Mustard Seed, Movember, Heart and Stroke Foundation, Food Banks across Canada and various local community and sports organizations.

The Supreme Group’s SteelDay was a well-received educational experience with the opportunity to collaborate with members and industry partners; a celebration of bright minds and passionate people who are proud to be part of the steel industry.
Busy year in the nation’s capital

SUBMITTED BY LOCAL 765 (OTTAWA, ONTARIO)

It has been a busy year at Local 765 (Ottawa, Ontario) as Local 765 was granted TDA (Training Delivery Agent) status through the MTCU (Ministry of Training, Colleges and Universities) and as such, had their first ever structural apprentice class in Canada’s capital! It was very interesting to watch the apprentices grow as a team and to see the positive effect that the school had on the membership. Local 765 reached a whole new level of unionism.

Another long-awaited goal of Local 765 was the lot expansion and the construction of a new building. It now has the necessary room to conduct apprenticeship training, journeyman upgrade courses and welder training. The classroom was renovated, which included a Smart Board and tablets for the students. In the welding shop, two more booths were added to give a total of 14.

The new building will serve as a location for the hands-on training for the rod and structural classes. A five-ton overhead crane will be used to erect the mock-ups for classes, as well as for crane and rigging training.

PCL was the general contractor and all work was performed by union trades. The structural mock-up was graciously donated by Walters Group with help from Salit Steel, Kimco Steel and Mulders Welding.

Another first for Local 765 was the reinforcing basic class in October. Rod apprentices will be able to learn the trade in a controlled environment with modern equipment and highly trained instructors. Dustin Broadfoot of ABF Reinforcing provided drawings that fit their building and will be used by apprentices to fabricate slabs, columns, walls and other components seen on the job.

With reinforcing work being very busy, Local 765 started to run Gladiator classes for reinforcing ironworker applicants. Following in the footsteps of Local 721 (Toronto, Ontario) and other locals, Local 765 will provide 20 hours of instruction to participants who want to start a career as rodworkers. The big three rod companies, Harris, AGF and ABF, all get the benefit of a raw recruit who has enough knowledge of the trade to be productive their first day on the job. The newbies
have the confidence to work safely and fit in more easily. Three such classes resulted in over 30 promising new members for the local.

Local 765’s outreach has also experienced a couple of firsts – the first female apprentices and the first attendance at two trade shows. The two women, Shannen MacDonald, who went to the district council apprentice competition last year, has two CWB welding tickets and is a great ambassador for women in the trades, and Taylor Sharpley is just starting on the reinforcing side.

Both trade shows were very well received, and Local 765 made a great impression at each event. The first was at the Western Quebec Career Center and saw mostly 16- to 20-year-old’s in attendance. The second was the Future Building Expo put on by the Ontario construction secretariat, with the Iron Workers having one of the busiest booths and talking with a few thousand young people who hopefully will consider a trade in the near future. Local 765 had time to talk with the Minister of Labour Laurie Scott, who tried her hand at virtual welding and even walked the beam!

Local 765 had their apprentice competition on a cold Saturday in May and was honoured to host the Ontario District Council outstanding apprentice competition. Local 765’s own Eddie Kubiseski took home first place followed by Jesse Lotte of Local 700 (Windsor, Ontario) and Jacob Irvine of Local 759 (Thunder Bay, Ontario), respectively. The all-new, another first, Ontario District Council trophy was unveiled at the competition and is a beautiful custom championship belt. Thanks to the Ontario DC for their financial support and Mirror Marketing for helping to bring the belt to life. Local 765 would also like to thank the sponsors for the prizes, Lincoln Electric, Miller Electric, Len Murray Supply, Praxair, Klein Tools and Tennaquip, and the vendors who came out, McCann Equipment and Buzzard Ironworker Gear. The day ended with free Beavertails for everyone!

Union pride is alive and well in Ottawa and Local 765 is proud to offer the best trained apprentices and journeymen to their signatory contractors and is looking forward to more firsts as they continue to grow and evolve with the needs of industry.

Ontario District Council outstanding apprentice competition winners: Kent MacDonald, vice president, apprenticeship and trade coordinator, Local 765; Jesse Lotte, second place, Local 700 (Windsor, Ontario); Edward Kubiseski, first place, Local 765; Jacob Irvine, third place, Local 759 (Thunder Bay, Ontario); Don Melvin, FST/BM, Local 765; Jason Roe, FST/BM, Local 700.
Walters and Local 725 building in the sky

SUBMITTED BY WALTERS GROUP

The 221-meter TELUS Sky tower brings 25 floors of office space and 28 floors of residential space to downtown Calgary, Alberta. The new mixed-use development will dramatically increase the urban density of the area, with a flood of new office workers, residents and retail stores. The tower is built to LEED Platinum standards and is expected to use 80% less energy in comparison to similar sized towers. TELUS Sky tower is set to open late 2019 and will be the third tallest building in Calgary. Adjoining the tower is the Plus 15 Skyway network, which is one of the world’s most extensive pedestrian skywalk systems, with a total length of 18 kilometers and 62 bridges. The system is named this because the skywalks are approximately 15 feet above street level.

Walters’ role included fabrication and erection of the structural steel for the atrium, level 29, level 59 to the top and the Plus 15 Skyway and cantilevered floors from levels 3 to 6. Walters also provided parkade columns for the seven parking levels within this building. This tower is mainly constructed of concrete with structural steel in multiple areas of the build. Walters’ scope involved approximately 500 tons of steel.

In total, there were 30 ironworkers from Local 725 (Calgary, Alberta) on-site days, nights and afternoons at some point during the installation and the project generated 27,580 craft hours. There were no lost-time injuries over the entire job between 2015 and 2019. Walters conducted 70 formal safety inspections, 559 pre-task safety instructions (PTSIs) and 84 toolbox safety talks over the span of the project.

TELUS Sky was an unquestionably demanding project with the integration of concrete and structural framework and the unique design and site footprint of the building, all of which made erecting a daily challenge. The ironworkers were put to the test with all aspects of the trade from precise layout to concrete anchoring, crane work and intense hand rigging. The 12-story feature wall is located within a 14-foot space between two buildings surrounded by existing buildings and glass, which made hoisting and rigging an art form. The style of the building and the location of the structural steel within the tower made the flow and continuity of the project challenging, especially due to the tight timeline.

In addition to working on-site with very minimal laydown area, the atrium wall and stairs were installed between an existing building and TELUS Sky, which are less than six meters away from each other. Leading edge work, hand rigging at slab edges, steel erection on the top floor penthouse, prevention of dropped objects, steel erection in tight areas with very limited laydown and little room to maneuver were all executed successfully is a tribute to the Iron Workers.

The structure provides an interesting integration between its office and residential floors. The TELUS Sky building curves to transition between the two areas and to provide more slender living spaces along with staggered balconies for the residential segment. From its curves to its upwards tapering, and from its transition between a smooth glass exterior to a boxy one, TELUS Sky’s unique profile results in “a rather feminine silhouette, think of this building as lady standing in a group of cowboys,” said the developer.
The 1919 Winnipeg General Strike, the iconic event in history that paved the way for all brothers and sisters in the union labour movement; the Iron Workers work tirelessly every day to ensure their efforts were not in vain.

It was post war after the Russian Rebellion. The cost of living increased 64% in seven years and wages did not keep the pace and there were few employment standards. People resented the huge profits made during the war at the expense of soldiers and workers. Craft unions grew despite difficult social conditions. Employers, often hand in hand with government, fought against unions, securing legal rulings and injunctions against labour organizers. Police and private security agencies enforced these rulings. The most contentious of these actions involved the use of nonunion workers.

In the 1880s, the railway cut through Winnipeg’s Point Douglas neighborhood. The wealthy families living there moved to the newer, quieter neighborhoods of south end Winnipeg, a city in the province of Manitoba. Industries crowded into Point Douglas to take advantage of the railway. Few of those living in Point Douglas or other working-class neighborhoods owned their homes. Families usually rented accommodations and as many as five families filled one house. Single men and women lived in boarding houses. These people were the “poorest of the poor,” mostly newcomers from Central and Eastern Europe. Overcrowding and the dirt and noise of industry made for appalling living conditions. In this area was Vulcan Iron Works, a manufacturer of railway parts, one of Winnipeg’s largest metal working shops. Vulcan employees worked longer hours, earned lower wages and faced poorer working conditions than the unionized metal trade workers who were employed directly by the railways. Metal trade workers at Vulcan Iron Works, Manitoba Bridge and Dominion Bridge lost several fights over the right to have a union. Workers’ discontent escalated during the strike in May 1919.

On May 15, 1919, nearly 30,000 workers walked off the job and gathered to fight for better wages and improved working conditions.

Royal North West Mounted Police on horseback charge into the crowd of strikers on Main Street on June 21, 1919.
the war, and employers demand for production rose, while inflation eroded workers’ income.

Demanding to win union recognition, workers struck once again on May 1, 1919. This time the strikers had the full support of Winnipeg’s powerful Metal Trades Council. The council represented and bargained for 19 craft unions in the railway shops. The members were determined to secure victory for their nonunion brothers. Once again, employers fought hard against unionization. Neither side was willing to compromise. The Metal Trades Council responded with dramatic action to support strikers. It launched a sympathetic strike of all members to win recognition for employees at Vulcan and other metal shops. The confrontation escalated quickly. It was a key factor in the declaration of a general sympathetic strike May 15, 1919.

On May 15, 1919, nearly 30,000 workers walked off the job and gathered in the Exchange District in downtown Winnipeg to fight for better wages and improved working conditions. For six weeks Winnipeg’s transportation, postal and telephone services came to a halt – the city reverts to almost primeval life!

As word of the general strike spread, sympathy strikes were called across the country. As many as 50,000 union and nonunion employees went on strike from Brandon, Manitoba, to as far west as Victoria, British Columbia.

Support came from across Winnipeg’s ethnically mixed working-class neighborhoods. It came from Canadian, English, Scottish, Irish, Ukrainian, German, Jewish, Polish, Icelandic and Russian workers. Some of these men and women were Canadian born and many others just recently came to Canada. Support from the immigrants was significant as they could and did face deportation if their support of the strike was visible.

Out with the old; in with the new

A crew of six ironworkers from Local 97 (Vancouver, British Columbia) successfully and safely swapped out the grain filter units using tandem lifts at the Viterra Cascadia Terminal in Vancouver, British Columbia. Viterra is a leading marketer and handler of grains, oilseeds and pulses to over 50 countries worldwide. RKM Services worked 10-hour shifts on the project to remove and replace the old filters; one week of demo and one week of install.

Special thanks to all Local 728 members, who donated their time in constructing the parade float: Stephen Anderson; Barry Chetyrbok, president/trade coordinator; Duval Clarke; Robert Duarte, FST/BM; Parker Lamont; Vlad Macavei; Brent Manchuk; Mike Miles; Alex Wright; Ory Zalusky; and Mike Zastre. Further thanks go out to Dylan Mraovic for supplying and driving his truck.
Many police officers were fired by the mayor of Winnipeg, Charles Gray, as they were sympathetic to the strikers; 1,800 special constables were recruited and paid for by the business community. These constables wore armbands and used bats or wagon spokes to keep order.

Liberty Temple, home to the Winnipeg branch of Arbeter Ring (Workmen’s Circle), a progressive Jewish society served as an information center on the strike. Three Jewish radicals served on the strike committee. Police raided Liberty Temple on June 17 and ransacked Jewish homes arresting Samuel Blumenberg, Michael Charitinoff and Moses Almazov; the trio faced the possibility of immediate deportation. The arrest of strike leaders was dramatic. At 2:00 a.m., eight police cars, each armed with three officers, swept down the homes of the strike leaders. The James Street Labour Temple was raided by 500 soldiers and members of the Royal North West Mounted Police. Police also raided the Ukrainian Labour Temple and the offices of the Western Labour News. RB Russell, John Queen, George Armstrong, Roger Bray, AA Heaps, William Ivens, Bill Pritchard and Dick Johns were charged with conspiracy to overthrow the government by force. These men were of British origin and prominent leaders in the local and regional labour and social movements. They had gained respect of Winnipeg’s working-class citizens through many years of hard work, and their supporters came to their aid after the arrests. Also arrested were Matther Charitonoff, Mike Verenczuk (mistaken for Boris Devyatkin), Oscar Schoppelrei and Solomon Almazoff; radicals active in their communities but not prominent in day-to-day leadership of the general strike. The citizens committee and government brought them before immigration officials with intentions of deportation. They were targeted due to their European names, as authorities were desperate to blame the strike on “enemy aliens.”

RB Russell, Dick Johns and their supporters proposed replacing craft unions with one big industrial union that would represent all workers in railway shops. In 1919 they were transforming the Metal Trades Council into an industrial union and in the spring of 1919, they were working with other socialist leaders across Canada to create One Big Union (OBU); an extension of the industrial union model emerging in railway shops. The OBU was to include all Canadian workers regardless of their skill, gender, race or ethnicity in a single industrial union. Russell, Johns and others challenged the exclusion of black workers by the International Association of Machinists in prewar years. Western Labour News

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Christmas wishes from Local 643 (Victoria, British Columbia)

Canadian Naval Vessels at Christmas 2018 in Esquimalt Harbour where approximately half of Local 643’s membership work and the rest are on the other side of the Harbour at Victoria Shipyard. The Navy Yard and Shipyard Riggers would like to take this opportunity to wish all of their brothers and sisters a very merry Christmas and a prosperous and safe new year in 2020.

Robert Duarte, FST/BM, Local 728; Kris Hrncic, Local 728 member; Darrell Laboucan, GVP/executive director of Canadian affairs and president, DCWC (retired); and Colin Daniels, president, DCWC; visit DMS Industrial’s shop, who was chosen to fabricate this iconic piece of history.
reported, Winnipeg’s newly formed, all Black Union of Sleeping Car Porters voted 67-2 in favor of joining the Winnipeg General Strike.

Winnipeg emerged as a center of labour political action in Canada.

Tensions ran high and on June 21, 1919, pro-strike veterans assembled in front of city hall. The planned a “silent parade” to protest the arrest of strike leaders in defence of the mayor’s ban on demonstrators. A huge crowd gathered to watch the parade. Mayor Gray ordered police and military into the streets, informing panicked officials that the situation was out of control. The Royal North West Mounted Police, consisting of 54 police on horses and 36 men in trucks, armed with guns and batons, came in dressed in red

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Whistler Blackcomb Cludraker Skybridge

Whistler Blackcomb Cludraker Skybridge was a multi-award joint winning project for two Local 712 (Vancouver, British Columbia) signatory shops. George Third & Sons (GTS) and Ebco Metal Finishing LP (EMF) both won awards for the steel fabrication design (GTS) and for distinguished galvanizing (EMF) of the project.

It took Local 712 shop members 3,333 craft hours to fabricate the 1,703 pieces that weighed 187,000 pounds.
June 21, 2019, marks the 100th anniversary of the general strike. In memory, at Pantages Plaza on Main Street Winnipeg, a bronze and glass cast life-size replica of the streetcar was unveiled.

This enraged pro-strike veterans who booed the officers and pelted them with rocks and bricks. Meanwhile, a streetcar came south toward the crowds. The crowd shoved the streetcar driven by scab labour off its tracks, broke its windows and started the fire. The police charged at the crowd of strikers resulting in injuries and even death. Two hundred “special police” emerged from Rupert Street Police Station to cordon off Main Street. The fleeing crowds sought refuge in back streets and alleys. The undisciplined “specials” cornered several hundred men, women and children and attacked them with batons and other weapons. The crowd defended itself with bricks, bottles and bare fists. In ten minutes, 27 people were injured. Now referred to as “Bloody Saturday,” the violent conclusion to the general strike may have seemed like a loss, but it was the turning point for future labour laws.

The Manitoba Federation of Labour put together a series of events to commemorate the actions that took place 100 years ago. Starting with a social held May 11, at the Ukrainian Labour Temple where the strike headquarters was located, a gala and dinner were held May 15 at the Convention Center in Winnipeg, a parade May 25 through downtown Winnipeg and a music concert held June 8.

The Iron Workers and IMPACT generously donated $100,000 to the centennial fund. Staking labour’s claim to the importance of recognizing the men and women who gave so much and some, the ultimate sacrifice, in order to improve the working conditions, wages and benefits enjoyed in present day.

Local 728 members donated their time to construct the float for the parade. The float was definitely loud and proud; the clanging of the ironworker belts heard through the streets of Winnipeg rang with pride. The smiles on the crowds’ faces, the cheering and shouts of “Iron Workers rule,” when they saw the structure pull around the corner, was an amazing feeling and an honour.
DARRELL LaBOUCAN began his ironworking career in 1975 and was initiated into Local 720 (Edmonton, Alberta) in 1978, completing his apprenticeship technical training at the Southern Alberta Institute of Technology (SAIT) in Calgary. Early in his ironworking career, LaBoucan focused primarily working on commercial and institutional projects. As the industrial industry evolved in Alberta, he transitioned to large-scale projects including powerhouses, oil sands mining developments and downstream refineries.

In 1989, following a long recession, former Local 720 Business Manager Mark McCullough appointed LaBoucan to the position of dispatcher/business agent. In 1995, he was elected as business manager/financial secretary, a position he held for 11 years.

In 2005, General President Joseph Hunt appointed LaBoucan to the positions of general organizer and president of the District Council of Western Canada.

“CAPTAIN CANADA” RETIRES

Submitted by Kevin Bryenton, general vice president/executive director of Canadian affairs

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In 2005, General President Joseph Hunt appointed LaBoucan to the positions of general organizer and president of the District Council of Western Canada.

In March
President Hunt promoted Brother LaBoucan to executive director of Canadian affairs. In February 2011, General President Walter Wise promoted LaBoucan to the position of ninth general vice president, rising to the rank of second general vice president in 2017.

In his 26 years of service as an officer, LaBoucan's top priority was to procure work for members of the Iron Workers and the contractors who employed them. LaBoucan amassed a resume that included activity on numerous labour, management, construction and maintenance industry boards and committees including the Canadian Building Trades Unions executive board and the General Presidents’ Maintenance Committee of Canada and their executive board.

In his 26 years of service as an officer, LaBoucan's top priority was to procure work for members of the Iron Workers and the contractors who employed them. LaBoucan amassed a resume that included activity on numerous labour, management, construction and maintenance industry boards and committees including the Canadian Building Trades Unions executive board and the General Presidents’ Maintenance Committee of Canada and their executive board.

Brother LaBoucan, who proudly holds citizenship status with the Métis Nation, worked in partnership with various indigenous awareness groups through labour-management apprenticeship and training initiatives, and continues to foster support for diversity across trades including the Iron Workers’ role in Tradeswomen Build Nations’ movement.

Darrell LaBoucan retired on July 1, 2019. People fortunate to know him affectionately often refer to him as “Captain Canada,” recognizing his responsibility and aptitude to lead the Canadian team of union representatives.

LaBoucan and his wife, Viola, have resided in Morinville, Alberta since 1980; they have two adult children, Dustin and Angie, son-in-law, Kory, and two grandchildren, Kayden and Liam.

Darrell LaBoucan’s unyielding passion for the betterment of the ironworking industry, the well-being of the members and their families, and the success of our contractors has placed him amongst the great leaders of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers.

Congratulations Brother LaBoucan and thanks for everything you have done for this organization.

Enjoy a healthy and happy retirement!
Iron Workers introduce crane rigger and signal person certification

The Iron Workers (IW) makes it easy to comply with OSHA’s 2010 Subpart CC Cranes and Derricks in Construction standard with its comprehensive 80-hour rigging and cranes training. The training consists of 23 instruction units, assignments and written and performance testing. The training and qualifications are documented on the IW Apprentice Tracking System and convenient, quick response code verification allows employers to verify qualification online. The IW qualified rigger and signal person certification meets the Canadian National Occupational Analysis requirements. Southern Company and Crosby are among the leading end users and contractors who have endorsed the training program.

OSHA’s 2010 Subpart CC Cranes and Derricks in Construction standard doesn’t require a certification but calls for a “qualified evaluator” to ensure the rigger or signal person is qualified to carry out required tasks. OSHA has recognized that the IW meets the definition of a “qualified evaluator” in a letter of interpretation. Although OSHA doesn’t require certification, many contractors, states and municipalities request or require qualified rigger and signal person certification, establishing a need.

Third-party certification comes with a hefty price tag without input from subject matter experts, ironworkers or their contractors on testing. Recertification can cost up to $500.

Sponsored by the ironworker/contractor partnership IMPACT, the IW Rigger and Signalperson Certification program was launched this year, eliminating the high price tag of certification and recertification for ironworkers.

The Ironworker International Certification Board designated a program director to work with subject matter experts and an accredited job analysis facilitator from Nocti Business Solutions to develop the certification. Subject matter experts developed testing components using job task analysis and feedback from apprentice coordinators, ironworkers and their contractors. Examinations will be administered through a secure learning management system under proctor supervision. Duties and tasks were identified and prioritized by importance, and the exam was analyzed and piloted.

The certification is based on testing competence, promoting a safe and efficient jobsite. Ironworkers must be drug-free and have 6,000 hours of industry experience to be qualified for the certification. Candidates must complete a two-hour written exam followed by a two-hour practical exam that consists of crane hand and voice signals, rigging inspections, rigging hitches, standard knots, and safely rigging and moving an asymmetrical load. The IW has trained proctors and will soon start testing ironworkers. The program is seeking accreditation from the National Commission for Certifying Agencies.

Canadian Center for Occupational Health and Safety (CCOHS)

The federal government created the Canadian Center for Occupational Health and Safety (CCOHS), a principal OHS research and resource organization governed by a tripartite council representing government, employers and labour to promote the health and well-being of Canadian workers.

In addition to maintaining its own comprehensive database, CCOHS accesses several databases from around the world to collect and disseminate information on workplace health and safety, pandemic planning, workplace chemical hazards, the toxicological effects of chemicals and biological agents, chemical hazards, material safety data sheets, preventive measures for injuries and fatalities, workplace health information, and OHS legislation at the federal, provincial and territorial levels. CCOHS provides health and safety information to any organization or worker who requests it.

Visit www.ccohs.ca.

DID YOU KNOW?

THE IRONWORKER

Visit www.ccohs.ca.
In 2018, the apprenticeship and training department updated the Ironworker Apprenticeship Certification Program (IACP). Changes included entering all classes into the Apprentice Tracking System (ATS) dating back to August 2016 and the requirement of program documents such as trust agreements, minutes of JATC meetings and required outreach program documents. While it is apparent the Canadian apprenticeship programs are delivering the IACP required training our IACP auditors were having trouble documenting the training and verifying the many documents required in the current IACP guide. Local 786 (Sudbury, Ontario) agreed to work with the apprenticeship and training department’s IACP team to help our auditors understand the differences between United States Department of Labor (DOL) approved apprenticeship programs and Canadian apprenticeships approved and governed by each of the province’s college of trades.

The IACP program manual has 12 standards with most of the discussion stemming from Standard 5 and 8. Standard 5 requires following the core curriculum objectives and the curriculum shall be documented in detail and meet the core course and hour requirements. Standard 8 requires using the Apprentice Tracking System for all training, courses and certifications. The issue is each of Canada’s provincial governments develop their own approved curriculum that must be followed by the Training Delivery Agent (TDA). TDAs are approved by the college of trades and could be the local union, but in many cases the TDA is a local community college. To solve this issue, we have asked the Canadian training coordinators to work with the local TDA to compare the local curriculum with the ironworker’s IACP curriculum. During this comparison of the two curriculums we are asking the training coordinator to determine when each of the IACP required courses are completed. As each level of the provincial curriculum is completed the corresponding IACP core courses can then be entered into the Apprentice Tracking System. It is understood that it may take the completion of more than one level to complete some of the core curriculum hours. This will allow journey-level workers to have a portable record of training that he or she can provide to employers and others as needed.

Since the apprentices register with the government approved TDA, locals in Canada don’t have a joint apprenticeship training committees (JATC). However, many provinces have a trade improvement plan committee. The trade improvement plan allows the local to provide training at the local level and has many of the requirements of the JATC, so we are requiring the trade improvement plan documents to verify how these committees operate. Documents that show outreach recruitment are not required by the ministry of labor as required by the U.S. Department of Labor, but the locals are doing recruitment to inform the public about employment opportunities with the ironworkers. To fulfill the IACP requirements, the training coordinators are submitting documentation to outreach programs the local has participated in.

In conclusion, while Canada and the U.S. have different agencies and laws governing their apprenticeship training, the Iron Workers meet these training requirements and raise the bar to provide the best training available to ironworkers in Canada and the U.S. We can say this, because we verify the training and certify the training centers though the IACP.

As each level of the provincial curriculum is completed the corresponding IACP core courses can then be entered into the Apprentice Tracking System.
District Council/IMPACT Safety Summit
Roundtable Meetings bring everyone to the table

The safety and health department initiated a new strategy and forum this year to bring project owners, general contractors and contractors to the table. We are pleased with the results from the first two safety summit meetings held in the California and New England district councils. The primary goal of the Safety Summit Roundtable meetings is to share knowledge, experience and best practices to raise the standard for safety and health performance within district councils and IMPACT regions. The safety department receives calls from district councils and local unions regarding a variety of workplace safety issues brought to their attention from members. The safety summits provide a forum for local unions, project owners, general contractors, contractors and regulatory officials to address specific safety issues affecting our members in the workplace.

Don Zampa and Dave McEuen are the IMPACT regional advisory board co-chairs who reached out to all California stakeholders including local unions, general contractor associations, signatory contractors, steel fabricators, signatory contractor associations and regulatory agency officials to obtain their input on ways to improve safety performance in the workplace. As one of the strategies to engage stakeholder input on safety and health issues that must be resolved, the IMPACT RAB co-chairs established several subcommittees to address specific safety and health topics.

The IMPACT RAB co-chairs also presented safety recognition awards at the Safety Summit Roundtable meetings to contractors achieving outstanding safety performance.

The second safety summit in 2019 was hosted on October 22, 2019 at the Local 7 meeting place in South Boston. General President Eric Dean opened the safety summit by welcoming participants via teleconference and expressed his commitment to improve safety performance to protect our members and to achieve the first zero fatality year for the Iron Workers. Bernie Evers, president of the New England States District Council, and Pat McDermott, safety director for the New England LMCT, reached out to industry stakeholders and OSHA officials to participate in the safety summit meeting. Some of the key topics and speakers included:

General
- Joe Green, CAS (compliance assistance specialists)
- Steve Nee, labor liaison
- Industry issues with OSHA compliance directives and interpretive letters

Project hazards from trade stacking and injuries related to accelerated work schedules
- Mike McDermott, J.F. Stearns safety director

Opiates in construction
- Tom Gunning, director of labor relations
- Shawn Nehiley, business manager, Local 7

Mobil Elevated Work Platform ANSI
- Eric Stalmon, vice president of safety and training, Marr Co.
Iron Workers/IMPACT/3M partnership

- Wayne Creasap, district representative, safety and health department
- 3M safety product catalog
- Todd Stevenson, senior account representative, 3M personal safety division
- 3M 9100 MP welding helmet and Powered Air Purifying Respirator (PAPR)

Update on new reinforcing steel and post-tensioning standards

- Steve Rank, executive director of safety and health department

Industrial Safety Update

- Wayne Creasap, district representative, safety and health department
- Planned webinars
  - New OSHA recordkeeping
  - Pre-qualification for industrial projects – can you qualify?
- Updates on ANSI A10.9-Reinforcing Steel, A10.13-Steel Erection, A10.42-Rigging Updates

One of the highlights of the New England safety summit was Pat McDermott, LMCT safety director, and his brother, Mike McDermott, safety director for J. F. Stearns Co., receiving a special recognition award from OSHA. The McDermotts worked closely with OSHA officials to facilitate special training sessions for OSHA and stakeholders. Tony Covello, OSHA area director of Boston North OSHA, and Joe Green, OSHA compliance assistance specialist, expressed their thanks to the McDermott brothers for their continued efforts with OSHA to raise the standard for safety performance for iron-workers and contractors.

Special thanks to Local 7 (Boston) for facilitating the safety summit and the participation of District Council President Bernie Evers, Business Manager Shawn Nehiley and LMCT Safety Director Pat McDermott. We were pleased that Jay Hurley, retired district council president and general vice president, also attended the safety summit meeting in support of improving safety conditions for our members.

Bill Woodward, president of the Southern Ohio and Vicinity District Council, is pleased to be hosting the next safety summit for his district council and IMPACT RAB.

Jeff Norris, Wayne Creasap and I will continue to work with district councils, local unions and IMPACT regional advisory boards to promote District Council/IMPACT Safety Summit Roundtable meetings to engage project owners, general contractors, fabricators, contractors and OSHA officials to address workplace safety issues. Please contact me in the safety and health department at (847) 795-1710, Jeff Norris, Canadian safety coordinator at (780) 459-4498, or Wayne Creasap, district representative of safety at (703) 887-0455, if you have any questions pertaining to workplace safety and health concerns in the shop or field.

The safety summits provide a forum to address specific safety issues affecting our members in the workplace.
Going Back to Our Roots: “Organize or Die!”
12th Annual Organizer’s Summit 2019

The organizing department of the Iron Workers held the twelfth annual Organizer’s Summit at Tysons Corner, Virginia, September 16 through September 20. The summit had over 160 local union, district council and international staff, organizers and speakers attend from the United States (including Puerto Rico) and Canada.

Summit participants were addressed by General President Eric Dean via Skype who said that he, along with the leadership of our union, appreciated everyone who works hard to build our union and encouraged everyone to continue to organize. General Secretary Ron Piksa and General Treasurer Bill Dean addressed the organizers in person and offered both encouragement and appreciation for recent victories. Kevin Hilton, CEO of IMPACT, and Russ Gschwind, general organizer assigned to apprenticeship and training, both emphasized that training and organizing is a winning combination. Also addressing the summit was Executive Director John Bielak, who was appointed to oversee both shop and organizing departments upon retirement of former Organizing Director Dave Gornewicz. Bielak spoke about the restructuring and merger of the two departments, stating that working together to take back our industry is our only option. “Organize or Die” served as the summit’s mantra. Bielak explained, “The organizing department is going back to our roots. That means every member in this union needs to understand the critical need to increase membership. Our union is at a tipping point. Either we organize all ironworkers, or this organization will die. It falls to us to ensure that doesn’t happen.” Bielak was joined by Organizing Assistant Directors Chad Rink, James Rodney and Chris Rootes. All department leadership discussed the importance of membership growth and combining resources to build stronger organizing campaigns.

A host of other individuals provided training and information for summit participants, including:

- Natalia Melko, Gladney Law Group, LLC – Immigration Lecture
- Jim Faul/Mike Evans, Hartnett Reyes-Jones, LLC – Labor Law Lecture
- Tammy Rink, West Hills Counseling, LLC – Burnout Lecture
- Zach Gorman/Susan Avery, IMPACT – Dodge Report Training
- Donde A. McCament, deputy DA, Orange County – Panelist for Prevailing Wage & Insurance Compliance
- Rachel Ibeling, president R & D Consulting Solutions, LLC – Panelist for Prevailing Wage & Insurance Compliance

One of the highlights of the summit was a compliance panel on prevailing wage and insurance fraud organized by Chris Burger, wage compliance administrator for the Iron Workers. Rachel Ibeling gave an insightful overview of the role insurance companies play in construction projects and workers compensation from a provider’s perspective. Deputy District Attorney Donde McCament stole the show with descriptions of her own compliance and enforcement battles dealing with bad actors in the Orange County construction industry. Attendees were riveted as McCament spoke of enlisting the help of unions to support exploited workers. The panel ended with McCament encouraging organizers to continue fighting for the rights of hard-working families everywhere.

Participants also were excited to hear from Political and Legislative Representative Ross Templeton, who spoke on the union’s participation in the fight against IRAPs. Templeton informed participants of the overwhelming and historical support the Iron Workers helped garner for the NABTU initiative in submitting nearly 325,000 comments – the most ever received by the Department of Labor (DOL) – in opposition of proposed DOL rule changes. Templeton thanked the organizing department along with the many organizers who assisted IPAL with enlisting organized members to help give testimony and statements for the Department of Labor on the issue.

The organizing and shop department staff coordinated and led several workshops over the four days of the summit. Workshops included basic organizer skills training such as field organizing, salting and internal organizing in preparation for organizing campaigns.
More advanced trainings were provided on campaign strategies and tactics, strategic recruiting and using social media to support organizing efforts. Thanks to staff who contributed and led these critical trainings:

- Barry Baker, SOVDC organizer
- Shawn Cleary, GO
- Steve Collins, ONDC organizer
- Josh Dallman, DR
- Vince Di Donato, DR
- Adam Gorniewicz, field researcher
- Felipe Hernandez, organizer at large
- Patty Hughan, lead researcher
- Hank Hunsell, DR
- Jonathan Paramo, ONDC organizer
- Ed Penna, Jr., DR
- Luis Quintana, Jr. DR
- Tony Rosaci, GO
- Ben Scroggins, president/organizer, LU 498
- Dan Smees, ONDC organizer
- Don Thomas, special shop representative

The summit ended with small group discussions in which participants were encouraged to give honest feedback in identifying issues they face organizing and increasing membership. The information was compiled and brought to the entire assembly for a frank discussion with department leadership. Many thanks to all who candidly shared issues, roadblocks and concerns, and to all who gave their feedback, support and knowledge. The information will help leadership assess needs for the newly restructured department; and, helped provide inspiration and guidance for summit participants.

The goal of bringing Iron Workers’ organizers from the U.S. and Canada together once a year is to provide much needed education for new organizers and to help all organizing staff build and maintain a network of support amongst their peers. Building solidarity towards organizing is a constant and essential component in the success of our department. As more local unions and district councils add staff to their organizing efforts, our goal becomes even more significant. Organizers left this year’s summit focused on our mission to organize all ironworkers. We look forward to the 2020 summit to continue that mission.
## Winter Training Program January 27-31, 2020
Ironworkers Local Union 416/433 Training Center – Las Vegas
960 Wigwam Parkway, Henderson, NV 89014

<table>
<thead>
<tr>
<th>Date</th>
<th>Course</th>
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<tbody>
<tr>
<td><strong>BUSINESS SKILLS</strong></td>
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<tr>
<td>Jan 27-31</td>
<td><strong>Construction Contracting Business Fundamentals Academy: Establish Your Business:</strong> This course is designed for current and future contractors who want to develop fundamental business skills. This program focuses on skills needed to start a contracting business or strengthen an existing business. Length: 5 days.</td>
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<td><strong>PRODUCTIVITY</strong></td>
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<td>Jan 27</td>
<td><strong>Getting Things Done® Workshop: Mastering Personal Productivity:</strong> If you are falling victim to work overload, modern-workplace chaos, and the anxiety that comes from too much to do, this training is for you. Getting Things Done® (GTD®) is a method that teaches individuals how to increase their focus on the most meaningful work, organize information, and achieve stress-free productivity. Length: 1 day.</td>
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<tr>
<td><strong>COMMUNICATIONS</strong></td>
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<td>Jan 28</td>
<td><strong>Crucial Conversations® Workshop: Learn to talk to Anyone about Anything Important:</strong> A crucial conversation is a discussion between two or more people where the outcomes are important, opinions vary, and conflict is possible. This workshop teaches skills for creating alignment and agreement by fostering open dialogue around important, emotional, controversial, or risky topics. Length: 1 day.</td>
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<td><strong>TECHNOLOGY</strong></td>
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<td>Jan 27-31</td>
<td><strong>Advanced Layout and Total Station:</strong> Use drawings and apply principles of trigonometry and the Cartesian coordinate system to program and operate a total station. Length: 5 days.</td>
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<td>Jan 30-31</td>
<td><strong>Bluebeam Revu Fundamentals and Document Control &amp; Measurement:</strong> Participants will learn the fundamental features of Bluebeam Revu. This course will give the participants the necessary foundational skills to create, organize, markup, edit, and track comments and documents; calibrate drawing sets; use basic measurement tools; and manage PDF documents. Length: 2 days.</td>
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<td><strong>LEADERSHIP AND MANAGEMENT</strong></td>
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<td>Jan 27-29</td>
<td><strong>Superintendent Training for Ironworkers:</strong> Learn the roles and responsibilities of the superintendent as well as how to manage project schedules, information, people, the job site, and safety. Length: 3 days.</td>
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<td>Jan 29</td>
<td><strong>Influencer® Workshop: Learn to Lead with Influence:</strong> To be an effective leader, you must be able to influence individuals to work together to accomplish goals – with minimum conflict and maximum results. This workshop will help you develop skills that will effectively alter the behavior of those you influence by teaching an effective strategy to create positive behavior change. Length: 1 day.</td>
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<tr>
<td>Jan 30-31</td>
<td><strong>Project Leadership &amp; Project Management:</strong> This course teaches skills that foster leadership behaviors within Project Managers. You will learn to set direction, align resources, and motivate your team. You will also learn methods for providing effective evaluation and feedback. As a result of positive behavior changes, you can improve customer relationships that lead to more repeat business. Length: 2 days.</td>
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Register for courses on the IMPACT Events website:
A&H Steel pours foundations for Imperial Oil Limited’s supplemental crusher at Kearl Lake Oil Sands

I.O.L. (Imperial Oil Limited) Kearl Lake Supplemental Crusher required 1,500 tons of foundations for the supplemental crushers at Kearl Oil Sands project north of Fort McMurray, Alberta. A&H Steel’s part of the project started in April 2018 and, after 12,129 craft hours, wrapped up at the end of August 2019. Through their close relationship with Local 720 (Edmonton, Alberta), they were able to provide Ledcor Site Services with timely and professional service, which ensured they met the schedule. A&H Steel completed the project without incident or injury.

Registration team

The 2019 Canadian Tri-Council and IMPACT RAB Labour/Management Conference registration team in Kelowna, British Columbia, June 2019. Mandy Mercer, office and administration manager, Local 805 (Calgary, Alberta); Johanne Pheeney, administrative assistant, District Council of Eastern Canada; Sandy Lastiwka, former office administrator, Iron Workers Canadian office/District Council of Western Canada; Shelley Okabe, office manager, Local 771 (Regina, Saskatchewan); and Jennifer Montieth, administrative assistant, Iron Workers Canadian office, District Council of Ontario, Iron Workers Trade Improvement Plan.

Outstanding apprentice competition

Local 765 (Ottawa, Ontario) hosts the 2019 Ontario District Council Outstanding Apprentice Competition. Marc Provost, recording secretary/business agent; Findlay Sutherland, executive board member/competition judge; Kent MacDonald, vice president/apprenticeship coordinator; Justin Menard, competition judge; Zachary Desnoyers, apprentice competitor; Nigel Hare, president/business agent; Eddie Kubiseski, 2019 Ontario District Council outstanding apprentice, proudly displays the custom-made championship belt; Don Melvin, FST/BM; Troy Helmer, trustee, competition judge; and Ian Kilgour, part-time welding instructor, competition judge.
Lifetime members are published in the magazine according to the application approval date. Members previously classified as Old Age or Disability Pensioners that were converted to Lifetime membership effective January 1, 2007, will not be reprinted in the magazine.

MONTHLY REPORT OF LIFETIME MEMBERS

LOCAL NAME
1 RIVERA, TRINIDAD
5 GRIFFITH, CURTIS L
7 HUGGINS, RENIE
7 LOOBY, JOHN J
8 JEHOWSKI, JEFFREY S
8 LACASSE, ROGER
11 BURNETT, CARLTON F
11 SZWALEK, RICHARD
11 WILLIAMSON, MARTIN
14 HANLEY, THEODORE J
17 BRIXIE, STEVE H
17 TAYLOR, WILLIAM H
21 KOEHLER, DAVID J
21 STRUBLE, ROBERT J
22 JONES, ROBERT M
22 WALLACE, GARRY D
25 MALEG, ROBERT S
25 SCHILLER, DANNY E
27 LARKINS, CLYDE B
40 TEPPER, JACK
55 KOMOROWSKI, JOSEPH G
55 RUHM, BRETT L
63 BATES, ROBERT D
63 FOY, JAMES T
70 WELLS, DON M
86 JOHNSEN, DENISE M
86 JONES, MATT W
86 LEE, PALMER A
86 MARTINEZ, LOUIE
86 MCDUFFIE, GARY
86 POUND, VINCE V
86 REESE, BOBBY G
86 WESTPHALEN, JOHN P
89 THEISEN, STEVE J
92 BISHOP, STEVEN W
155 AGUIRRE, ADRIAN M
377 BRACCO, LARRY C
377 CHUNG, CRAIG B
377 DI REGOLO, JOHN
378 DAVIS, STEVEN J
378 SMILLIE, IAIN T
383 PRZYBYLSKI, THOMAS P
384 BURCHFIELD, ALLAN C
387 ALEXANDER, ALLEN W
397 PHILLIPS, JERRY K
399 LYONS, JAN J
401 THEIL, MICHAEL R
401 WHALEN, RODGER M. M
405 DESILVIO, JOHN A
416 HEMBD, DENNIS W
417 LYTLLE, FRANKLIN
451 IRWIN, KEVIN D
512 JENSON, ROBERT W
549 SAMPSON, TERRY L
550 CHAPMAN, MICHAEL L
550 MURPHY, MICHAEL R
550 STEPHENS, PAUL R
580 LUSARDI, DENNIS
584 GROAT, ANDY R
625 BACTISTA, PAUL P
625 SHORE, WILLIAM
704 CROWLEY, PATRICK W
721 GALLANT, LAURIE
721 GRANT, CLOVIS
721 JAMESON, PETER D
721 ST JOHN, JOHN V
721 WILLIAMS, GRESFORD
725 PETRIE, DOUGLAS A
736 BLAIS, RICHARD J
736 BOMBERY, KERRY D
736 MASSICOTTE, ALLAN
752 JESSO, HYACINTH
764 BOWERING, MELVIN W
764 COSTELLO, HOWARD T
764 KENNEDY, GEORGE
764 MCDONALD, RAYMOND J
764 ORM, WINSTON
765 MAC DONALD, HARRIS
786 BENOIT, WAYNE
786 DESCHAMP, EDWARD
787 CAROUTHERS, WILBUR E
842 GUIGNARD, ALFRED
842 MARQUIS, GORDON L
842 WAFFER, JAMES

SEPTEMBER 2019

LOCAL NAME
86 MCDUFFIE, GARY
86 POUND, VINCE V
86 REESE, BOBBY G
86 WESTPHALEN, JOHN P
89 THEISEN, STEVE J
92 BISHOP, STEVEN W
155 AGUIRRE, ADRIAN M
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736 MASSICOTTE, ALLAN
752 JESSO, HYACINTH
764 BOWERING, MELVIN W
764 COSTELLO, HOWARD T
764 KENNEDY, GEORGE
764 MCDONALD, RAYMOND J
764 Oram, WINSTON
765 MAC DONALD, HARRIS
786 BENOIT, WAYNE
786 DESCHAMP, EDWARD
787 CAROUTHERS, WILBUR E
842 GUIGNARD, ALFRED
842 MARQUIS, GORDON L
842 WAFFER, JAMES

APPROVED DEATH CLAIMS FOR SEPTEMBER 2019

<table>
<thead>
<tr>
<th>LOCAL</th>
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<tr>
<td>721</td>
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<td>786</td>
<td>BENOIT, WAYNE</td>
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</table>

TOTAL DEATH BENEFITS PAID: $9,900
10,515 construction professionals have taken advantage of this premiere construction event. Shouldn’t you?

More attendees than ever are expected. These are a few reasons why:

• Discover how technology is advancing our workforce.
• Find out how impact is helping break through to owners in new regions.
• See what the future of construction technology looks like.

Here is a sample of the breakouts created for your success:

• Tech Comes to Rodbusters
• Business Managers and Politics in an Election Year
• Communicate Clearly: Crisis Communication • Why Does Diversity Pay?
• The BlueBeam Revolution • Metal Buildings of the Future!
• Safety Pre-Qualifications for Industrial Opportunities
• How Do I Know My Tech Vendor is Good?

Attention contractors:

Project of the Year 2019 is open for submissions!

Project of the Year Award recognizes contractors who achieve outstanding safety performance.

Visit www.impact-net.org and select Project of The Year to learn more.

Any member contractor staff member can submit a nomination.
(Must be logged into the Impact Member Community to access the nomination form.)
The General Officers and Staff of the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers Extend to You Our Very Best Wishes During This Holiday Season