

featured trade



## Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers – Local 83 and Local 1178

**Our members are building better communities – one structure at a time.**

Local 83 carpenters work on a variety of industrial, commercial, and institutional projects including high-rises, schools, hospitals, and retail complexes. Carpenters work with wood in the construction, installation, or repair of structures or components of structures. They also prepare site and building layouts, construct foundations, frame structures, and apply interior and exterior finishes. Carpenters are consistently in-demand on projects ranging from small buildings to large scale projects, and have been involved most recently in the construction of the Nova Centre in downtown Halifax.

Local 1178 millwrights are skilled construction mechanics who install and work on conveyor systems, electrical turbines and generators. Attention to detail is paramount for millwrights as they routinely work to specifications requiring tolerances to a thousandth of an inch.

The Atlantic Canada Regional Council takes an active part in the community and strives to improve the communities it operates in. For the last several years, Local 83 has supported Christmas Daddies, a not for profit organization that helps less fortunate children enjoy the holidays. The ACRC is also a proud partner with Prostate Cancer Canada.

The Council partners with the Carpenter Millwright College to provide practical training to those seeking employment in the construction trades. CMC seeks to build beneficial relationships with industry to facilitate its delivery of practical, high quality, and employment-oriented training. 🇩🇪

For more information on the Atlantic Canada Regional Council, please visit [acrc.ca](http://acrc.ca).

**Feedback? We'd love to hear from you, please feel free to contact us:**

✉ [info@mainlandbuildingtrades.ca](mailto:info@mainlandbuildingtrades.ca)

🐦 [@mainlandtrades](https://twitter.com/mainlandtrades)

🌐 [www.mainlandbuildingtrades.ca](http://www.mainlandbuildingtrades.ca)

📘 [Facebook.com/mainlandbuildingtrades](https://www.facebook.com/mainlandbuildingtrades)

ISSUE 4 • SPRING 2017

# TRADES DISPATCH

A NEWSLETTER OF THE MAINLAND NOVA SCOTIA BUILDING TRADES



BTAC – BUILDING TRADES ADVANCEMENT COLLEGE OF NOVA SCOTIA

## ...Building Today's Workforce for Tomorrow

The Building Trades are built on a foundation of training and safety. Trade Unions in Nova Scotia invest more than \$7 million in training annually, and have approximately 2,700 apprentices. Apprentices are the future of our trades, and it is critical to support them.



Building Trades Advancement  
College of Nova Scotia

Many of our Building Trades' affiliated locals offer a variety of training opportunities for both journeypersons and apprentices throughout the year. There are numerous, well-established Training Centres across the province. Our Unions are among the largest sources of privately funded skills trades training in the region.

Some Unions operate Private Career Colleges offering standardized curriculum for apprentices and skills upgrading. While others have Joint Apprenticeship & Training Committees (JATCs) who administer apprenticeship programs and operate training centers funded by industry through Training Trust Funds. Many of these programs are privately funded through contributions from the workers and our affiliated contractors.

As part of our expansion of training programs, construction continues at our latest 55,000 square ft. Training Centre in Lakeside. We are setting up a Private Career College for our newest site, and classes are set to begin in the fall.

### Why is a Building Trades College Important?

- We need to not only maintain, but grow our leadership position in training;
- When we control the quality of our training, we protect and enhance our value to our contractors;
- Coordinating our training is a more cost effective way to deliver training for individual unions;
- It is an investment in ourselves. Currently, many of the trades are spending money on outside resources for training.

### Marketing our Training

As part of the Private Career College process, we identified a name for our Trades College - **BTAC – Building Trades Advancement College of Nova Scotia**. The objective is to have all of our individual Unions' training programs promoted under one umbrella. We will promote that we do offer training, that we've been doing it for a long time, that we are the best skilled trades training providers.

Owners and contractors need access to skilled, work-ready tradespeople; they need to be competitive and complete their projects profitably. BTAC provides assurance to our contractors because our industry-led, hands-on training provides qualified people who can do the work safely, on time, and on budget. 🇩🇪





The Mainland Building Trades support a number of community partners. Each of our partners will be featured in future editions; the first to be profiled is Big Brothers Big Sisters of Greater Halifax.



## Big Brothers Big Sisters of Greater Halifax

Imagine yourself as a child again, about to embark on your most formative years. Do you remember the encouragement you felt from your greatest supporter? How would your life be different today, had you not experienced that relationship?

Big Brothers Big Sisters delivers youth mentoring programs to connect children with additional, positive adults, which can have a life-long impact in their lives! Brendon, one of our "Littles", reports now setting higher life goals for himself! Children in our programs come from a variety of backgrounds, most being single-parent homes in socio-economic suppressed areas where children are at increased risk of becoming involved in negative activities, not succeeding at school and have a higher likelihood of suffering from depression, anxiety and low self-esteem.

The outcomes from our programs include improved school attendance and performance, better relationships with peers and teachers, and increased self-esteem. Long-term, children are more likely to obtain post-secondary education and earn more income in their lives. All of which

contribute to building healthier communities for all of us! A vital component to making that happen is aligning with socially responsible partners to preventatively tackle major youth issues. Mainland Building Trades is one of those valued partners, working to literally build the structure of our community while also helping Big Brothers Big Sisters create the social fabric to enrich the lives of local children and empower them to reach their potential. Big Brothers Big Sisters highly values this partnership and extends sincere appreciation for the difference their support has made in the lives of local children.

For more information about volunteer opportunities or additional ways to support Big Brothers Big Sisters, call (902) 466-KIDS (5437).

## Maritime Union Pilot Project

One of the roles of the Mainland Nova Scotia Building Trades Council is coordinating the activities of our 13 Unions who represent 11,000 tradespeople in Nova Scotia. Our collective mandate is to supply qualified tradespeople to our 325 unionized contractors.

Inherent in our mandate is that the workers we supply be fully qualified to complete the work immediately upon dispatch. This includes not only specific technical skills, but they must also meet certifications as set out by the Apprenticeship and Trades Qualifications Act, and Occupational Health and Safety Act.

The Reliability Status, Controlled Goods and Security Status clearance for Federal Government worksites are now additional requirements that are becoming more prevalent in the Post 9-11 environment.

The current process for "employer sponsored" security clearance severely limited our Unions' ability to fulfill our

mandate of supplying qualified tradespeople. This in turn negatively impacted the ability of our contractors to bid and complete work on Federal Government worksites.

After working closely with Public Works and Government Services Canada, we were approved for our own "Maritime Union Pilot Project" in 2016. Our individual Unions have been facilitating security pre-clearance of our tradespeople since. Our contractors are very supportive of the Building Trades' efforts in this regard.

The Mainland Nova Scotia Building Trades and our contractors have a long history of partnership. We promote the value of our partnership through the Build Right Nova Scotia program; highlighting our values - "Build Better, Live Better". This partnership is based on the inter-dependency of our organizations - if our contractors are building, our tradespeople are working. The "Maritime Union Pilot Project" is the latest initiative to ensure we are supplying a work ready workforce for our contractors. 🇨🇦

## Fair Wage Policy

There are many factors that determine fair wage rates including capacity of the industry to pay, prevailing wage rates, labour market conditions, cost of living, and which part of the country you live in to name a few.

The Mainland Building Trades Council advocates to government on behalf of our 11,000 tradespeople on policy direction and the issues facing the construction industry. One such priority is a Fair Wage policy. Nova Scotia has no "Fair Wages" legislation that requires contractors or subcontractors bidding on public procurement to pay at least a prevailing wage.

There are many jurisdictions in the U.S. and Canada that have Fair Wage policies in place. In the United States the most prominent legislation is the Davis-Bacon Act, first enacted by the Hoover Administration in 1931. There are some 30 U.S. states which as of January 1, 2015, have what is referred to as "state prevailing wage laws"

applicable to government construction contracts.

In Canada, some provinces do have Fair Wage requirements including: British Columbia, Manitoba, Quebec, as well as the Yukon Territory.

Earlier this year, it was announced by our counterparts at the Provincial Building and Construction Trades Council of Ontario, that stakeholder consultations on their province's outdated Fair Wage policy would occur. As Patrick Dillon, Business Manager of the Provincial Building and Construction Trades Council stated "this consultation will be an excellent opportunity for us to build a strong case for updating and expanding the Fair Wage as it relates to the construction industry because doing so will ultimately strengthen the middle class in this province."

The rationale for a Fair Wage policy:

- To address the issue of low wage,

cut-throat competition prevalent in the construction industry;

- To reduce, or eliminate competition based on unacceptable low wages;
- To attract a more skilled, better qualified workforce that is adequately trained in accordance with the prevailing apprenticeship and journeyman statutory/regulatory provisions;
- To avoid the practice, as happens in jurisdictions not subject to Fair Wage, where contractors habitually avoid the training costs to enhance their competitive positions to the detriment of workers, the client and the public.

A Fair Wage policy has the potential to shrink the underground economy, level the playing field for legitimate contractors, boost skills training and productivity, improve health and safety and support the middle class. 🇨🇦

## 2017 EVENTS

### 18<sup>th</sup> Annual Golf Classic

Tuesday, June 27<sup>th</sup>, 2017

The Mainland Building Trades is pleased to be hosting our 18<sup>th</sup> Annual Golf Classic in support of Big Brothers Big Sisters of Greater Halifax on **Tuesday, June 27, 2017**.

The tournament will be taking place at **Chester Golf Club**. The entry fee is \$640 per team of four, or \$160 per person. This includes your green fee, power cart, dinner and various registration gifts.

We are very fortunate to have long-standing partners for this event, and greatly appreciate their continued support. 2017 Sponsors include, **Golf Cart Sponsor:** Benefit Plan Administrators (Atlantic) Limited; **Prize Sponsor:** Manulife Financial; **Hole Sponsors:** American Income Life Insurance; Belmont Health & Wealth; Canada's Building Trades Unions; The Co-Operators Group; The Great-West Life Assurance Company; Medavie Blue Cross and Pink Larkin.

For complete registration details, please visit [www.mainlandbuildingtrades.ca/events](http://www.mainlandbuildingtrades.ca/events).

### 4<sup>th</sup> Annual Conference – Building Today's Workforce for Tomorrow

Wednesday, June 28<sup>th</sup>, 2017

Our 4<sup>th</sup> Annual Conference – *Building Today's Workforce for Tomorrow* will be taking place on **Wednesday, June 28<sup>th</sup>** at the **Delta Hotels Halifax**. This one day event focused on labour supply will feature a number of presenters speaking on topics such as apprenticeship, legislative updates, challenges and opportunities in engaging First Nations workers, living wage, infrastructure spending, procurement, the Building Trades from a national perspective and more.

Support for this annual event has been phenomenal; we thank the following organizations for their sponsorship: Nova Scotia Construction Labour Relations Association; International Brotherhood of Electrical Workers – Local 625; Ironworkers – District Council of Atlantic Canada; Belmont Health & Wealth; General Presidents' Maintenance Committee, New Brunswick's Building Trades Unions and the Nova Scotia Apprenticeship Agency.

The registration fee is \$149 person. For complete registration details and to have a look at the conference agenda, please visit [www.mainlandbuildingtrades.ca/events](http://www.mainlandbuildingtrades.ca/events).