

featured trade



Two members of Local 116, Greg DeCoste (left) and Kyle Lambert (right), receiving instruction from Apprenticeship Instructor, Alyre Malley at their Training Centre in Dartmouth.

International Association of Heat & Frost - Local 116

Heat and Frost Insulators play a fundamental role in our lives. They are essential to every large institutional, commercial and industrial construction project in the country.

The work also helps to preserve our environment. By ensuring proper insulation, Heat and Frost Insulators significantly reduce greenhouse gas emissions, cutting back on pollution and saving energy.

For over 60 years, Local 116 has supplied Nova Scotia's construction industry with skilled workers. As part of the International Association of Heat and Frost Insulators and Allied Workers, we strive to meet the ever changing demands of the industrial and commercial insulation industry through our apprenticeship program and mechanic upgrading classes.

Local 116 is recognized by the province as the sole provider of training for those in the trade. A variety of training

opportunities including skills upgrading is offered year round to all members. With close to 70 Apprentices and 110 Journeypersons across the province, the Local continues to grow.

Local 116 takes an active part in the community, supporting such organizations as the Lung Association of Nova Scotia, Big Brothers Big Sisters of Halifax and Cape Breton, and Hope Blooms. 🇨🇦

For more information on the International Association of Heat & Frost – Local 116, please visit insulators116.ca.

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

✉ info@mainlandbuildingtrades.ca

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

🌐 www.mainlandbuildingtrades.ca

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

ISSUE 5 • SPRING 2018

TRADES DISPATCH

A NEWSLETTER OF THE MAINLAND NOVA SCOTIA BUILDING TRADES



BUILDING TODAY'S WORKFORCE FOR TOMORROW

Showcasing the Building Trades' Business Case and the Union Advantage

On Tuesday, April 10, we held our 5th Annual Conference – *Building Today's Workforce for Tomorrow*. This annual event has a focus on labour supply and this year included a theme of social responsibility weaved throughout the presentations.

Presenters spoke on topics such as apprenticeship, procurement, safety, women and other under-represented groups in the trades, major projects updates, and a national perspective of what is going on in the construction industry. The event was well attended with participants from as far away as Manitoba. Mayor Mike Savage kicked off the event with remarks on behalf of the city and Andy Fillmore, Member of Parliament for Halifax delivered the luncheon keynote address.

Here are some highlights from a few of the sessions.

Apprenticeship is an essential part of the Building Trades, and the update brought by members of the Nova Scotia Apprenticeship Agency each year is truly the foundation of our conference program. A key element of improving the apprenticeship system is the supporting technology. Participants got a first look at the Apprenticeship Management System (AMS), a new online system being developed by the provinces of Nova Scotia, Newfoundland and Labrador, New Brunswick, Prince Edward Island and Manitoba. AMS is part of a major initiative to maximize similarities among apprenticeship authorities and modernize apprenticeship management services.

Brad Smith, Executive Director of the Mainland Building Trades introduced his ideas around the Building Trades' Business Case, essentially outlining

our value proposition to both society and our owners and contractors. Owners and contractors need to have the skilled tradespeople to complete projects safely, on time and on budget. But today there is even more demand on the value proposition beyond safety/productivity/quality. The Building Trades are unique in our ability to help meet emerging trends and deliver value, every day.

Trent Soholt, Executive Director with the Nova Scotia Construction Sector Council spoke to the crowd about the elements of best value procurement. Trent is also coordinating a new committee that will recommend improvements to the way local governments procure construction and other services. This committee includes representatives from industry, the design and engineering community and municipal and provincial governments.

We were very pleased to have Rustum Southwell, Interim CEO with the Black Business Initiative join us for this year's event. The Black Business Initiative is committed to growing a Black presence in a diverse range of sectors including construction. The issues of diversity and the need to represent underrepresented groups such as those from Black and Indigenous communities, is one of utmost importance to the Trades and we look forward to continuing the conversation with the hard working organizations that represent this largely untapped labour pool. 🇨🇦

What Does #MeToo Mean for the Building Trades?

A simple two word hashtag that has gone viral has highlighted the magnitude of the problem of sexual assault and sexual harassment in the workplace and beyond. The “Me Too” movement actually started with a Black activist in Harlem more than 10 years ago.

Community organizer Tarana Burke founded the “Me Too” movement in 2006, in order to spread awareness and understanding about sexual assault in underprivileged communities of colour. The difference today; a social media environment that serves as a platform bringing large groups of people together, sharing a common story of inequality and unsafe workplaces.

What does this mean for the Building Trades? Unions have always been on the forefront of fighting for the protection of workers’ rights. In North America, Unions helped create things like maternity leave, vacation time, sick leave, minimum wage laws and safety. All based on fundamental principles of fairness, equitable and safe workplaces. Equal pay for equal work is yet another foundation of the Building Trades movement.

But the fact remains that in the area of sexual harassment in the workplace we have little to be proud of. The image of construction workers “catcalling” and “whistling” from the scaffolding at a construction site has been seen as the norm, and not for what it is - a degrading act against our sisters, mothers and daughters.

Although the Building Trades have been working on attracting more underrepresented groups to the trades, cultural and generational changes in attitudes and behaviors is slow and difficult work. We need to do so much more in the area of providing a safe and welcoming workplace. Acknowledging we have a problem is a first step. And this has been widely communicated and openly acknowledged. Now is the time for further and more aggressive action.

The Mainland Nova Scotia Building Trades Council is pleased to announce that we’ve been working with *Build Together – Women of the Building Trades* to create a Nova Scotia Chapter that is composed of female members from our 13 Affiliated Unions who are inspired in their skilled

trade. The official launch of the committee took place at this year’s conference.

Through a Build Together Nova Scotia Chapter, the committee will:

- Provide mentorship and support to apprentices, journeypersons, and women considering the trades;
- Challenge and debunk existing myths and stereotypes of women in the trades;
- Provide awareness and exposure to careers in the trades;
- Promote retention and challenge policy makers and industry on the barriers that prevent the retention of women in the industry;
- Work to create a more inclusive, respectful and diverse workforce and workplace.

Build Together has created guidebooks for both employees and employers in creating a safe and welcoming work environment. Both of these resources can be found at buildtogether.ca/resources/respectful-workplaces. Many other resources can be found on this site, including forms and templates that will aid in setting up a welcoming work environment.

We understand that there is more to be done by both the Trades and our contractors to ensure a safe and welcoming work environment. It’s everyone’s responsibility to act when they see or hear discrimination or harassment. We’re excited for our partnership with Build Together, and we look forward to continuing our work with our contractors on these important issues.

If you are a female member of one of our **13 Affiliated Unions**, and are interested in learning more about Build Together Nova Scotia, please contact Alison at alison@mainlandbuildingtrades.ca. 🇨🇦



EVENTS

19th Annual Golf Classic Tuesday, June 26th, 2018

The Mainland Building Trades is pleased to be hosting our 19th Annual Golf Classic in support of Big Brothers Big Sisters of Greater Halifax on Tuesday, June 26, 2018.

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.

To register, please visit mainlandbuildingtrades.ca/events.



GOLF CART SPONSOR
Benefit Plan Administrators (Atlantic) Limited

PRIZE SPONSOR
Manulife Financial

LUNCH SPONSOR
Subway

EQUIPMENT SPONSOR
Cleveland Golf/
Srixon Canada

HOLE SPONSORS
American Income Life Insurance
Belmont Health & Wealth

Canada’s Building Trades Unions

The Co-Operators
The Great-West Life Assurance Company
Medavie Blue Cross
Pink Larkin