



SUMMER 2018

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CMAW IN THE NEWS

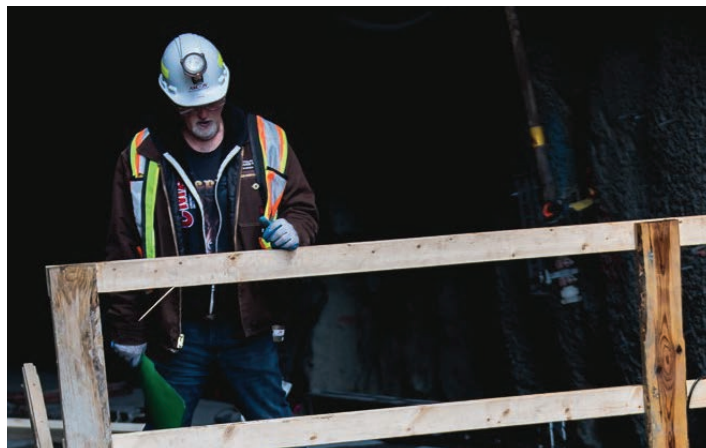
A NEWSLETTER FOR CONSTRUCTION, MAINTENANCE AND ALLIED WORKERS CANADA

LOCAL 2020 BUSINESS AGENT ANDREW BROWN'S *top priorities* *are jobs and safety*

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Earlier this year, Brown was named interim business agent, following the retirement of long-time activist *See full article on page 1...*



WORKING ON AN ASHRAM

Local 2300 members helped construct the unique Yasodhara Ashram Temple of Light in the Kootenays

Located just north of the Kootenay Bay ferry landing, on the eastern shores of Kootenay Lake, this project was, according to Local 2300 members Howard Penney and Derick Todd, one of the most interesting and challenging projects they have ever worked on.

The \$3.5-million dollar project, designed to resemble a lotus flower, *Continued on page 9...*



IN THIS ISSUE *Summer 2018*

P1 Local 2020 Business Agent Andrew Brown's Top Priorities Are Jobs And Safety

P2 CMAW Goes Global

P3 Building Memories

P4 Open For Business

P5 CMAW President's Message

P6 Veteran CMAW Activist Fred Kuhn Retires

P7 The Future Looks Bright

P8 A Dam Good Deal For CMAW Members

P9 Working On An Ashram

P10 Morneau Shepell's Employee And Family Assistance Program

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Local 2020 business agent Andrew Brown's top priorities are jobs and safety.

Current CMAW Local 2020 President Andrew Brown wants to permanently represent members of the Vancouver Island and Sunshine Coast local as their business agent.

Earlier this year, Brown was named interim business agent, following the retirement of long-time activist Fred Kuhn (see accompanying article on page 6).

"I'm running for business agent because I really like helping people," says Brown. "I enjoy working with our members to solve their problems and ensure they are being treated fairly on the job."

"My two main goals as business agent are jobs and safety. I will work to make sure everyone in our local is employed on a union job, being paid a fair wage and receiving good benefits. I also want to make sure all our members get home safely after every shift, with all their fingers and toes intact."

Brown joined the Union in 1989, while working for Pacific Homes, located in Cobble Hill on Vancouver Island. "I helped build pre-fab walls and trusses, operated fork lifts and other machinery, and ran computerized saws. At the end of a shift you could always be proud of what you helped build. We've had a really good working relationship over the years with the original owner and now his sons. On average there are about 40 members employed on-site."



It was while working at Pacific Homes that Brown first became a job steward. "That was in 1998," he says, "and I was mainly involved in handling grievances, conflict resolution, contract negotiations, and workers' compensation cases."

In 2008, members elected him vice president of Local 2020. He became president in 2011 and will remain in that position until the next election. Brown says nominations for those elections close in May.

In recent years, Brown has successfully completed numerous labour-related courses including: a three-day program with WCB advocate Sara O'Leary, First Level Claims and Appeals, and Contract Negotiations Level 2 at the CLC's Winter School. He's also been busy negotiating contracts with employers, including six signed contract agreements. And he's worked on several organizing campaigns, including in Parksville in 2010.

"I also assisted our Local 2020 business agent," he says, "in defending CMAW against raiding attempts for the past six years."

Brown says there are currently about 300 members in Local 2020. They work at a number of different sites, including the John Hart generating station and the Ladore Dam near Campbell River, the Harmac pulp mill in Nanaimo, the Powell River pulp mill, and Chinook Scaffold Systems, the largest supplier of scaffolding in BC.

Brown's current union jobs, as president and

interim business agent, lead to lots of travel up and down the Island and also on the Sunshine Coast. "I often put in 16-hour days, depending on where I'm working," he says. "But I really enjoy getting out and talking with members about their issues."

He also finds the time to work with new members. "We sponsor apprentices and can help them earn scholarships and obtain their Red Seals."

He currently lives in Black Creek with his long-time partner Shannon. His favourite hobbies include mountain biking and hiking. He also enjoys getting out into the wilderness on his quad. But his real passion, when he's not hard at work on union business, is to hit the open road on his 2008 Harley Ultra. "I love going for long rides. Touring really relieves the stress. One of my favourite rides is up to the Kootenays, visiting towns like Cranbrook and Kaslo."



CMAW GOES GLOBAL

BUILDING AND WOOD WORKERS' INTERNATIONAL CONFERENCE IN SOUTH AFRICA WAS A RESOUNDING SUCCESS

Three CMAW members joined workers from across the globe at the Building and Wood Workers' International's (BWI) fourth world congress, held late last year in Durban, South Africa.

"It was a totally fantastic experience for me," says Construction, Maintenance and Allied Workers Canada President Jan Noster. "BWI is the largest grouping of trade unionists in the free world. Its 12 million members belong to 334 trade unions from 130 countries. There were over 700 delegates at the conference, but no matter who I talked with – workers from Palestine, Zimbabwe, or the Philippines – everyone was dealing with the same issues.

"Whether you're working here in BC, or anywhere else in the world, you're going to be facing the same small handful of employers," says Noster. "When you're talking about any construction project over \$1 billion, you'll find the same 10 or 12 global companies bidding on those jobs."

One difference Noster did notice at the Durban conference was that, unlike in Canada, most construction workers around the globe belong to one national union. "They're not fragmented into a number of smaller unions like we are here," he points out. "And they're autonomous. They're not members of another country's union."

Noster attended the conference with CMAW reps Tanner Duke and Chris Wasilenchuck from November 26 to December 1, 2017. The event's theme was "Amandla," which means power in the local Zulu and Xhosa languages and has long been the rallying cry of South Africans in their long struggle to defeat apartheid.

The BWI's 12 million members work in the building, building materials, wood, forestry, and allied industries. Its mission is to "promote the development of trade unions in our sectors throughout the world and to promote and enforce workers' rights in the context of sustainable development."

Noster says one of the many benefits of joining BWI, which CMAW did in 2017, is learning what strategies work best when dealing with the handful of companies that dominate the global construction indus-

try. Another advantage that comes with BWI membership is working on global campaigns that aim to improve the lives of workers in every corner of the world.

Noster says BWI delegates supported a number of important global, multinational campaigns. For example, BWI will continue campaigning for migrant workers' and women's rights. They will also continue focussing on the global fight against child labour, and continue to champion the rights of construction workers who build facilities and infrastructure at global sporting events, like the 2018 World Cup in Russia and the 2022 World Cup in Qatar.

The FIFA "Fair Play" campaign reports that "at least 1,400 migrant workers in Qatar have lost their lives since FIFA decided to award the World Cup to the country."

BWI's campaign aims to force FIFA and other global athletic organizations to respect human rights, end all forced labour, allow workers to join trade unions, and enforce minimum employment standards, including paying workers a fair, living wage.

One of the conference's highlights for Noster was the keynote address delivered by Dr. Auma Obama. She is the sister of former US president Barack Obama and lives and works in Kenya.

Dr. Obama discussed sustainable economic growth and questioned how aid to developing countries is being delivered. "The current development aid is about charity and philanthropy," she told delegates. "It has its place in conflict situations and natural disasters . . . but we need to challenge it as it creates dependency and takes away people's dignity."

"What I figured out at the conference, after listening to speakers and talking with people from around the world" says Noster, "is that the antidote to the forces of globalization is workers joining together in organizations like BWI."

For more information about the Building and Wood Workers' International, including highlights of its recent fourth world congress, please visit bwint.org.



BUILDING MEMORIES

JOHN JENSEN'S UPCOMING BOOK IS A FASCINATING READ FOR ANYONE INTERESTED IN THE HISTORY OF BOTH CMAW AND THE BC LABOUR MOVEMENT

This short excerpt is from an upcoming book written by long-time labour activist John Jensen. He served in numerous positions with the Carpenters Union and was a Labour Studies instructor at Northwest Community College for eight years. In 1969, Jensen became the Northwest District Council's first president and business agent, and today proudly carries a 50-year gold membership card from Local 1081.

"I personally only went to one convention, the only one ever held in Canada, namely in Toronto. It was a real eye-opener. On the first day of convention, we were walking from our hotel when I saw something that was almost unbelievable: the international president, who was staying in a hotel across from the convention centre, came out the door and got into a limousine with a black driver.

He made a U-turn to get to the other side of the street, where the president stepped out and walked into the convention. That's the kind of behaviour you would expect from someone like Donald Trump, not your union's president.

Another incident that confirmed my dislike for Washington was this: the district council president of the Los Angeles local was prepared to run for president, but on the convention's second day he withdrew his name because his wife's life has been threatened. It was very evident that the goons were around and meant business.

The dozen or so delegates from BC were organized. When our resolution regarding Canadian autonomy came up we had the first speakers lined up at every microphone in the hall. We were getting our message out.

But the next day, when the resolution was debated again, the Washington mafia had six and seven people standing at each microphone. They were not there to debate, they were there to make sure Canadians could not get to a microphone.

So the only thing we accomplished at the convention, was that there would be one page of Canadian material in the bi-monthly magazine. That's the only thing that we got from our \$1-million-a-year in dues paid by our BC members.

It wasn't until 25 years later, after my retirement, that we finally got out from under the international union.



The International Apprenticeship Contest trophy spent 10 years in John Jensen's basement before being relocated to a secret location.

But BC carpenters were always the most respected union, because of our leadership on social issues and international relations. We always led the way when it came to human rights, poverty, and First Nations issues. I have always been proud to be a part of this movement.

Shortly before we broke from the International, my local, Kitimat Local 1081, transferred any money we had -- first to the treasurer and later to my personal account -- in an effort to hide it from the Brotherhood.

We also had in our possession the International Apprenticeship Contest trophy, which had been won by Dennis Carlson from Prince Rupert. He was the latest BC apprentice to do so, and the International was getting tired of British Columbia winning this trophy half of the time, while the 50 states and the other nine Canadian provinces accounted for the other 50 percent.

So the International decided to halt the apprenticeship contests, and asked us to return the trophy. We said we would -- as soon as they started up the apprenticeship contests again. Naturally, we removed the trophy from the office and it spent the next 10 years in my basement."

OPEN FOR BUSINESS

CMAW LOCAL 99 MEMBERS RECENTLY CELEBRATED THE OPENING OF THEIR NEW CALGARY OFFICE

CMAW President Jan Noster says opening Local 99's new Calgary headquarters in February 2018 is part of our union's strategic growth plan.

"Even though the Alberta economy has slowed," says Noster, "we're there to stay. We're already the fastest growing union in Canada. Our goal is to become the premier construction union in Western Canada."

To help reach that objective, Local 99 Business Agent Ken Bissonette says CMAW is always working on signing agreements with new employers. "We're looking for contractors with carpenters, scaffolders, welders, pipefitters, millwrights, electricians, and labourers."

For example, says Bissonette, Local 99 recently reached a signed collective agreement with Spartan Scaffolding Limited, which works on commercial and industrial projects in Alberta and Saskatchewan.

"We plan to continue signing up new employers," says Bissonette, "so our members have more job stability as well as a wider variety of types of work they can do."

Bissonette says Local 99 currently represents some 600 active members, including millwrights, welders, electricians, labourers and scaffolders.



"We also have the maintenance contract with DCM at the Canadian Natural Resources Limited (CNRL) Horizon oil sands project," he says. CNRL is located about 80 kilometres north of Fort McMurray.

"The members we represent at CNRL come from communities spread across the country," explains Bissonette. "They work shifts of seven days on and seven days off. They spend about half the year living at camp, away from home and away from their families and friends. It's a tough environment."

Bissonette, who for the past three years worked out of his own home, says Local 99's new worksite boasts a boardroom and offices. "We're currently setting up a training room so that we can provide our members with first aid and H2S awareness courses. And we're also looking at offering a safety orientation course and scaffolding training."

Bissonette says members are always welcome to visit the new office, where they can meet him and members of the local's new executive board and administrative staff. "The doors are wide open," he says, "for anyone who wants to come down and learn more about the services we provide."

The new office is located at 202-126 16th Avenue (Trans Canada), Calgary. Their toll free number is 1 888-920-8458. You can learn more about Local 99 by checking out its website at cmawlocal99.ca.



CMAW PRESIDENT'S MESSAGE

BUILDING A STRONGER FUTURE

The last few months have been extremely productive ones for CMAW members. We signed an historic memorandum of agreement with the BC Regional Council of Carpenters that will help create new jobs for our members. We bought a new, bigger building in Burnaby. We opened a new office in Calgary. We held another successful two-day job steward course. I also attended the Fraternité Nationale Charpentiers Menuisiers convention in Quebec, and the Canadian Union of Skilled Workers convention in Ottawa.

On April 24, 2018, CMAW Secretary Treasurer Paul Nedelec and I signed a Memorandum of Agreement with the BC Regional Council of Carpenters. This historic four-year deal between CMAW and the BCRCC covers Community Benefits Agreements entered into by the BC government and the BC Building Trades Council. It includes work on the new Pattullo Bridge Replacement Project and major improvements to the Trans Canada Highway.

This innovative agreement was a courageous move by both unions, and has eliminated the potential for conflict. We've tried to negotiate a deal like this for the past 10 years. And now that we've finally achieved success, it will put an end to raiding and will stop employers from playing one union off against the other. This agreement will benefit all of our members. It will allow your CMAW reps to focus on creating more good-paying union jobs, while building these important projects for the people of BC.

Other positive news for our members includes CMAW signing an agreement with Peace River Hydro Partners. We've had approximately 120 members working on the project for the past couple of years. And we have successfully negotiated a contract with Jim Dent Construction for the substation that will see up to 100 CMAW members working on that job.

We also recently bought a new building to house our growing union. It will be occupied by staff working for CMAW, the Marine and Shipbuilders Local 506, and Local 1995 Vancouver.

We're all looking forward to moving out of our current cramped rental offices in Vancouver and into a nearby space in Burnaby. This relocation gives us room to grow as our union continues to represent more workers. The new office includes a classroom, which we'll use for teaching courses.

We paid cash for the \$4.5 million building, which was the former home of the non-union Independent Contractors and Businesses Association (ICBA). We paid approximately \$520 per square foot to buy the property. It's already valued at approximately \$400,000 more than that – and we haven't even moved in yet.

The offices are currently being renovated by Holaco Construction Limited, a long-time union contractor. We'll hold an open house after

the work is completed in the near future. I look forward to welcoming everyone who wants to visit our new, member-owned building.

CMAW also recently opened a new office in Calgary. It will help us to better represent our members working in Alberta while we continue to grow. You can read about the Calgary office on page 4.

We also recently held another successful two-day job steward training course. Helping to teach this popular and highly-informative program is one of my favourite duties as your president. We had 40 participants attend the course, which was held at a hotel in Vancouver. They were a great bunch of men and women representing different locals and a wide variety of CMAW worksites.

During the two days, participants learned how to best represent their members, how to interpret their collective agreement, how to interact with management, how to deal with different personnel, how to investigate grievances, and much more. Our goal is to have one fully-trained steward at every job site.

In mid-April, I attended the Canadian Union of Skilled Workers convention in Ottawa. The CUSW is an independent Canadian union representing everyone from carpenters and pipefitters to communications technicians and telephone linesmen. CMAW has a lot in common with the CUSW. It was formed on the basic belief that members are the union. Its top priority is to meet the needs of members and their families.

We've had a long relationship with the CUSW, and I was proud to be there when their members voted unanimously to affiliate with the Confederation of Canadian Unions. CMAW is a longstanding member of the CCU, which is Canada's largest federation of independent labour unions. The CCU has years of experience lobbying all levels of government and supporting affiliates in labour disputes. They also deliver in-depth labour training for elected union representatives.

Two weeks after the CUSW convention, I attended the Fraternité Nationale Charpentiers Menuisiers convention in Trois Rivières, Quebec. We've had an 18-year relationship with the FNC. It's an independent union that represents a wide variety of members, including many carpenters who have a lot of valuable experience working on massive hydro-electric projects in the province of Quebec. For more info, check out their website at lafraternite.ca. One reason I went to their convention was to discuss the possibility of some of those carpenters working on Site C -- if we don't have enough CMAW members to complete the job.

During the next few months, I hope to visit with many of you at your worksites around western Canada or at our new office in Burnaby. I want to hear about your issues and how I and your other CMAW representatives can work with you to resolve them.



VETERAN CMAW ACTIVIST FRED KUHN RETIRES

KUHN SAYS THE HIGHLIGHT OF CAREER
“WAS WHEN WE BROKE AWAY FROM
THE INTERNATIONAL . . . IT WAS A GREAT
ACHIEVEMENT.”

For the first time in decades, Fred Kuhn won't be putting his name forward as a candidate in a union election.

“It will be the first time in over 40 years that I won't be running for an elected position,” says recently-retired CMAW Local 2020 business agent Fred Kuhn. “I held a union position from 1976 to 2018. I did everything from being a conductor to a business agent to a local president.”

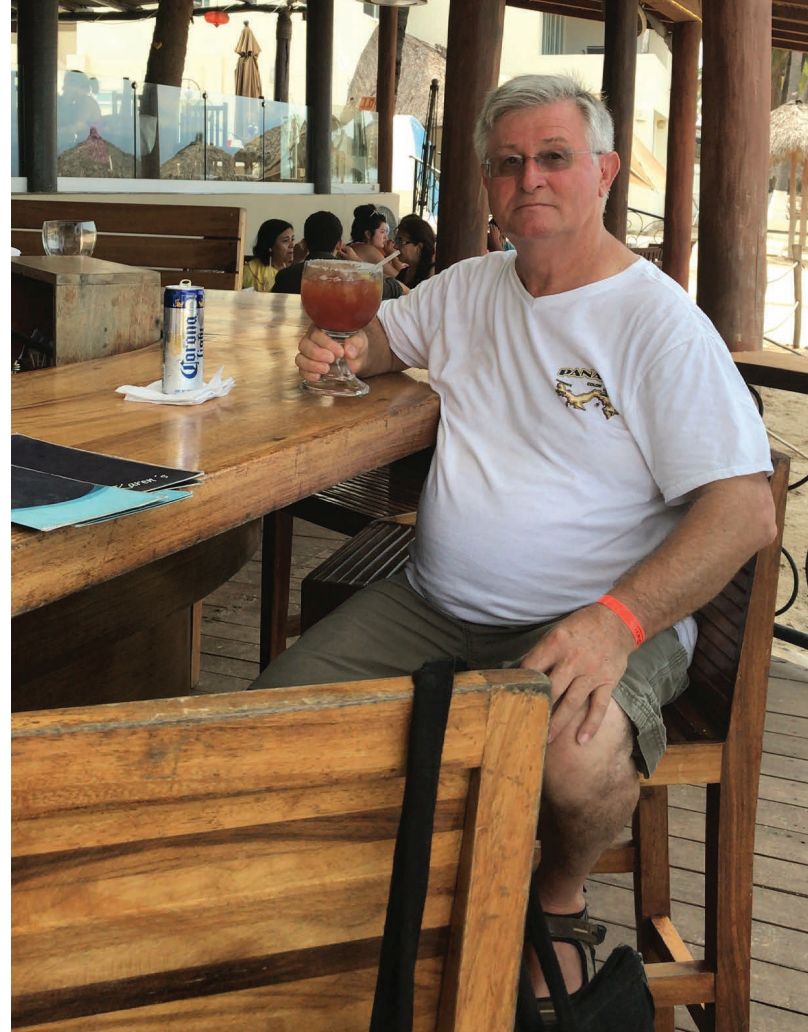
Kuhn first joined the union in 1969 as a carpenter's apprentice in Duncan, just two days before his nineteenth birthday. He worked on a wide variety of big residential and industrial jobs up and down the Island, honing his carpentry skills while framing apartments and helping construct mines and mills. He completed his apprenticeship in 1972.

“In 1976,” says Kuhn, “I was asked to run for recording secretary of the old Local 1812. I was elected and remained in that position until 1980.” Since then he has served members in a variety of positions, including as a business agent in Campbell River from 1980 to 1987.

“Then I went back on the tools,” he explains, “working as a carpenter for 21 years.” He also continued his union work. “In 1990 I returned to Duncan, where I became the local vice president and held numerous positions before being elected president in 2004.”

In 2007, Kuhn was chosen to be a trustee for our union's pension and benefits plan. He also served as its chair from 2013 to 2017. “That's when we merged our two plans into one better plan. Today we have one of the best pension and benefits plans. In fact, we increased our pension benefits by 4.4 percent in September 2017.”

Kuhn says he always wanted to play an active role in the labour movement, because throughout his carpentry career “the union



has provided me with a pretty good living, and I wanted to pay members back. Politicians and business leaders tried to destroy our union over the years. But they never succeeded because we are stubborn and tenacious.”

Kuhn, who retired as his local's business agent on January 1, 2018, says that the high-point of his career came “when we broke away from the International. I only played a small part, but it was a real proud moment and a great achievement.”

Today, the recently-retired Kuhn lives with his long-time partner Shauna in Campbell River. “I'm enjoying life,” he says, “living day to day. Maybe I'll become a snowbird, and spend more time in Bucerias, a beautiful town on the Pacific coast of Mexico, just north of Playa Vallarta.”

Kuhn sees a bright future ahead for both CMAW members and young people who choose carpentry as a profession. “There's going to be a real shortage of carpenters and other tradespeople in the next 10 or 15 years,” he says. “I would encourage both young men and women to learn a trade. And I recommend they get involved with their union. They won't regret it. And remember to always work safe and keep CMAW strong.”



THE FUTURE LOOKS BRIGHT *CMAW Marine and Shipbuilders Local 506 business agent Butch Sidey says the launch of the Sir John Franklin was a proud moment for everyone at Seaspan*

Late last year, members of CMAW's Marine and Shipbuilders Local 506 proudly celebrated the launch of the Sir John Franklin at North Vancouver's Seaspan Shipyards. They were joined at the historic event by other Seaspan employees, federal and provincial politicians, and the media.

The 64.3-metre ship is the first of three scientific research vessels to be built by Seaspan's veteran workforce, as part of Canada's innovative National Shipbuilding Strategy. In 2011, the federal government awarded Seaspan an \$8-billion contract to construct seven non-combat vessels for the Canadian Coast Guard and the Royal Canadian Navy. The Franklin will be operated by the Coast Guard, as an offshore fisheries science research vessel. In 2016, Ottawa awarded Seaspan an additional \$65.4 million contract.

"The launch of the Sir John Franklin was a major event for me and other CMAW members," says Marine and Shipbuilders Local 506 business agent and financial secretary Butch Sidey. "It was a beautiful day and a proud moment for everyone who worked on it."

Sidey says that 486 CMAW members worked on the ship at the peak of production, in September 2017. "We currently have 592 members in our local, including welders, fitters, stagers, riggers, painters, sandblasters, crane operators, docking crews, US joiners, and more." Sidey has been working at the shipyard for 38 years, ever since starting off as a young welder in 1978. "I loved it back then, and have never looked back," he says.

"We have a highly-skilled workforce here at Seaspan," says Sidey. "And the work they did on the Sir John Franklin was often challenging. For example we'd have welders squeezing into extremely tight, confined spaces, sometimes hanging almost upside down to complete the job properly."

He also points out that the Seaspan contract has already led to numerous spin-off jobs in North Vancouver and around the province. "Our members earn a fair wage," he says, "about \$41 an hour for journeymen, and they're in their communities buying houses, cars, groceries, furniture, and more."

Seaspan says the federal shipbuilding contract has helped create thousands of additional jobs. For example, the company says it has already awarded \$180 million in contracts to Canadian businesses and that 90 percent of its supplies are based in Canada.

Those contracts couldn't have come at a better time. Sidey says the shipyard was facing a very uncertain future before Ottawa announced in 2011 that Seaspan and its workforce would play a critical role in its National Shipbuilding Strategy.

"The shipyard was going to be shut down if Seaspan hadn't won the federal contract," recalls Sidey. "It would have been the end of the yard. And it would have been the end of our jobs. So for our members, getting this work and keeping it was massive."

"Today, our future looks bright. We have a minimum of 12 years work here, with more contracts to come after these vessels are completed."



A DAM GOOD DEAL FOR CMAW MEMBERS

THE PROVINCIAL GOVERNMENT'S DECISION TO PROCEED WITH THE \$10.7 BILLION SITE C DAM PROJECT IS A BIG WIN FOR EVERYONE IN BC

Site C maw

The provincial government's decision to complete the \$10.7-billion Site C dam project on the Peace River is fantastic news for the Construction, Maintenance and Allied Workers Canada union, says CMAW President Jan Noster. "It's a big win for all our members, including those who will be working on the project, and it's a great decision for all British Columbians."

"Our members," adds Noster, "are highly-skilled workers with extensive experience building dams. We've been involved in the construction of almost every dam in BC, and we're going to be very involved in the building of Site C."

Noster says that in the months leading up to the NDP's decision, in December 2017, to proceed with the controversial Site C clean energy project, he and other CMAW leaders lobbied hard to make sure politicians of all political stripes understood exactly why allowing the project to go ahead was in the best interest of all British Columbians.

"We lobbied NDP Premier John Horgan, Green Party leader Andrew Weaver, and BC Hydro," he says. "We had a very positive meeting with Andrew Weaver in Victoria. We pointed out to him, for example, that using windmills in BC to create clean energy wouldn't provide jobs for British Columbians. But clean energy from Site C will create a lot of good-paying jobs for BC's construction workers, and others."

The Site C dam, first proposed in the 1970s, will be the third dam and hydroelectric generating station constructed on the Peace River. After completion, it will produce about 5,100 gigawatt hours of electricity each year, enough to power 450,000 BC homes.

"We understand that not everyone in the province supports the project," says Noster. "It was a courageous decision by the NDP to go ahead with Site C. They made the right decision for British Columbia and for CMAW members."

BC Hydro recently announced more good news for CMAW members, when it signed a \$1.6 billion contract with the Aecon-Flatiron-Dragados-EBC Partnership (AFDE Partnership) to build the generating station and spillways civil works component of the Site C project.

The AFDE Partnership has already signed a labour agreement with CMAW and several other unions. "We worked with the partnership to ensure our members would be a big part of this project," says Noster. CMAW members have already been working on the \$10.7 billion clean energy project. They helped build Site C's 1,600-room camp for BC Hydro and its contractor ATCO Two Rivers Lodging Group. The Site C lodge boasts single-occupancy bedrooms with ensuite bathrooms, televisions, and Wi-Fi. Amenities include a movie theatre, games room, convenience store, a full gym, and a health clinic. At the peak of construction, there were 117 CMAW carpenters, labourers, and foremen working on the \$470-million project, which was completed on time and on budget.

Noster points out that the recently announced \$1.6 billion contract to build the generating station and spillways civil works component of the Site C project is a huge win for all CMAW members – not just those working on the dam.

"This project," he says, "will provide our members with \$21 million in pension contributions, \$12 million in health and welfare benefits and \$1.5 million into a training program. That's why the \$10.7 billion Site C project is a dam good deal for CMAW members."



WORKING ON AN ASHRAM

*LOCAL 2300 MEMBERS HELPED CONSTRUCT THE UNIQUE YASODHARA ASHRAM
TEMPLE OF LIGHT IN THE KOOTENAYS*

Located just north of the Kootenay Bay ferry landing, on the eastern shores of Kootenay Lake, this project was, according to Local 2300 members Howard Penney and Derick Todd, one of the most interesting and challenging projects they have ever worked on.

The \$3.5-million dollar project, designed to resemble a lotus flower, took just over a year to complete.

Designed by Patkau Architects and built by CMAW signatory contractor Alfred Horie, the temple was built to replace the previous one, which was claimed by fire in 2014.

To add to the difficulties of building a structure with almost no straight lines, the crew was tasked with the challenge of locating it on the existing foundation and slab from the previous temple.

For more information on this unique structure built by CMAW Local 2300 members, check out ahc1893.com and click on the YouTube video of the Yasodhara Temple of Light Ashram.



Did You Know?

- 1 out of 5 Canadians will experience a serious mental health issue at some point of time in their lives. The other 4 people will know a person who has experienced a serious mental health issue.
- 56% of adult Canadians do not have a Will in place.
- The EFAP is much more than just a counselling service. Examples of the numerous supports available to Members and their families are listed on the right.

Understanding your Employee and Family Assistance Program

In our increasingly fast-paced world, you may find it challenging to take care of yourself while balancing responsibilities at work with obligations at home. Morneau Shepell is the largest employee and family assistance program (EFAP) provider in Canada, proudly supporting Members and their families so that that you can solve a wide range of problems and challenges in your lives, at no cost to you.

All support services are accessed voluntarily by the individual and are strictly confidential. Our approach is focused on innovation and client service excellence; we are the only provider that has developed a broad range of clinically-sound digital delivery channels including video counselling, First Chat, and an award winning app—My EAP. You and your immediate family members (as defined in your Member benefit plan) can access support in a way that is most suited to your preferences, comfort level and lifestyle.

- 24-hour, 7-days-a-week toll-free confidential telephone access via the Care Access Centre to EFAP for crisis counselling, risk assessment and matching to appropriate service(s). **1.844.880.9142**
- 24-hour, 7-days-a-week secure and confidential access to a range of EFAP support services via **workhealthlife.com** with Online Access.
- 24-hour, 7-days-a-week direct access via the Internet to Online Programs, E-Counselling and First Chat.

Professional EFAP Counselling Services

Personal/Emotional	Family	Couple/Relationship	Work-related	Addiction-related
<ul style="list-style-type: none"> Stress/anxiety Depression Suicidal risk Self esteem Anger issues Life stages Post-trauma support Abuse 	<ul style="list-style-type: none"> Parenting Child behaviour Adolescent behaviour Blended family Communication Elder-related Extended family relations 	<ul style="list-style-type: none"> General relationship Relationship breakdown Separation/divorce Intimacy issues Communication Conflict resolution Family planning 	<ul style="list-style-type: none"> Workplace stress Work relationships/conflict Career planning Career resiliency Retirement planning Workplace violence/harassment Work performance 	<ul style="list-style-type: none"> Alcohol Drugs Other's addictions Smoking Gambling

Professional EFAP Work/Life Services

Legal Support Services	Family Support Service	Financial Support Services
<ul style="list-style-type: none"> Civil litigation Criminal law Landlord-Tenant Property law Real estate Will/estate Child custody Separation/divorce 	<ul style="list-style-type: none"> Planning a family/ Adoption Daycare Expectant/New parents: New Parent Package Home support services Parenting resources & information Special needs Compassionate care & bereavement Elder care resources & information Community programs & Residential care options 	<ul style="list-style-type: none"> Bankruptcy Debt/credit Divorce Estate Insurance Investment planning Real estate/mortgage Retirement Taxes Employment transition
Health Coaching	Nutrition Support Services	Naturopathic Services
<ul style="list-style-type: none"> Condition management Risk reduction Weight management Healthy eating Responsible alcohol use Stress management 	<ul style="list-style-type: none"> Disease state management General healthy eating Weight gain/loss Healthy eating on the go Accommodating shift work Regulating diabetes Preventing heart disease 	<ul style="list-style-type: none"> Physiology Diet Lifestyle Mental/emotional well-being



CAM SEKORA

Account Manager, Employee Support Solutions
 E: csekora@morneaushepell.com
 D: 604.443.6477
 C: 604.817.1483
 411 Dunsmuir Street, Suite 400
 Vancouver, BC V6B 1X4