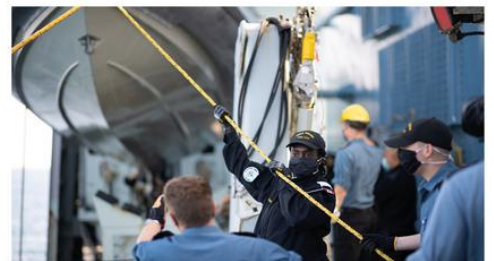


Helmet to Hardhats' Millwrighting Scholarship Program

SPECIAL INSERT





Part 1 with Helmets to Hardhats

Passing of the Torch:

An Interview with Joe Maloney & James Hogarth

Changing of the Guard

For the past 10 years Helmets to Hardhats (H2H) has been at the forefront of serving both Canada's Building Trades Unions and Canada's Veterans by helping place former military personnel in a wide variety of unionized construction jobs. This mutually beneficial relationship has been maintained for the past 5 years through the tireless efforts of H2H Canada founder and executive director, Joe Maloney. While Maloney's tenure has seen numerous successes and continued growth for the organization, there comes a time when every hero must ride off into the sunset and pass the torch to a new champion; for Helmets to Hardhats that champion is none other than James (Jim) Hogarth, a steamfitter by trade, UA member of 42 years and current President of the Provincial Building and Construction Trades Council of Ontario.

Jim recounts some of his extensive background in the skilled trades and how it ultimately prepared him for his new role as H2H's Executive Director. "I have a long history with the UA, going back to 1980 starting as an apprentice. I'm a third-generation union member and proud of it. Over the years I worked my way up through the ranks within the union and became a business rep. I was the business manager of the Toronto Local for close to a decade, then moved on to the provincial level with the pipe trades. Over the last ten years, I've been the President of the Ontario Building Trades (Provincial Building and Construction Trades Council of Ontario or PBCTCO). So, my time within the construction industry has been long and fruitful and I've made a lot of connections over the years."



**VETERANS CAN OFFER A LOT TO
THE CONSTRUCTION INDUSTRY**

helmetstohardhats.ca

Funded in part by:

Canada

**EMPLOYMENT
ONTARIO**

Ontario



Jim Hogarth Comes Aboard

One of those connections was, of course, with another prominent figure within the unionized construction industry, Joe Maloney, who was already involved with Helmets to Hardhats' United States branch. "I first heard of H2H," Jim recalls, "when it started up in the US when Joe was down there. I'd known Joe for a number of years and when he came back to Canada, he brought Helmets to Hardhats here. I was the business manager of the Ontario Pipe Trades Council at the time, and I followed H2H's development and the UA's involvement with it. As I was transitioning out of the pipe trades, I was fortunate to discover that Joe was looking for someone to take over H2H. So, we spoke at a couple of meetings back in December and January, and here we are today (in the Spring of 2023)."

"It was perfect timing for Helmets to Hardhats," Joe Maloney recalls, "because as Jim was transitioning out of the Ontario Pipe Trades Council, I had been considering 'hanging it up.' But at Helmets to Hardhats, most of the staff are military people; they have military backgrounds, so they know that world inside out. They don't, however, always understand how the unionized construction industry works, at least not to the extent that a guy like Jim would. That's why Jim is the perfect fit for this, and that's why when I talked to Jim about replacing me and he said 'yes.' I was thrilled.

"The United Association (UA) is a terrific trade and has been supporting Helmets to Hardhats, both in the United States and in Canada, from day one and I didn't have to coax them into it," Joe jokes. "Back in the day President Hite in the U.S gave his support one hundred percent from the beginning as did the Canadian Director, John Telford. Jim has continued that tradition. So, when he agreed to become the Executive Director, I was overjoyed to leave H2H Canada in his very capable hands."

Hogarth agrees with Joe that his background with unions has prepared him for his role as Executive Director, but also points to the relevance of some of his other experiences. "The past 25 years in leadership roles within the labour movement have given me a lot of relevant experience for this role. But so has my development of relationships with the employer community as well as with labour relations and with all levels of government. This is not just here in Ontario, but across Canada. So, the outreach that I have within the skilled trades is extensive."

WHY SUPPORT VETERANS?

Why do the 14 building trade unions support placing and hiring Military & Veterans in the skilled trades?



VETERANS ARE EDUCATED

Military personnel are constantly taking courses and upgrading their skills throughout their career. Many have completed courses that make them ideal candidates for apprenticeships.



DEPENDABLE

Veterans develop skills while working in difficult and demanding conditions and getting the work done. They are used to working in a drug-free environment with expectations of personal integrity.



It makes good economic sense to place military members who already have skillsets, courses and experience.



The Military Community includes members of the Regular & Reserve Forces, their families and Senior Army, Sea & Air Cadets, CIC & COATS

ALL ABOUT THE TEAMWORK



A military career is filled with leadership and teamwork opportunities. These skills are easily transferable to and appreciated in the civilian construction industry.



THEY DESERVE RESPECT

Former members of our Armed forces deserve the best opportunities. Canada's 14 building trade unions offer the best careers with the best pay and benefits.



CONTACT US

Register at www.helmetstohardhats.ca to see all that the building trade unions have to offer the military community.



www.helmetstohardhats.ca

Visions of the Future

While Joe's well-deserved retirement is looming on the horizon, he is still intimately aware of the changes that are coming in the following years and how H2H will likely adapt to them. "I'm sure Jim's going to be coming up with his own ideas going forward but as I see the next ten years playing out, there is so much activity going on in the construction industry. The baby boomers are moving on and new infrastructure and homes are being built for all the newcomers arriving in Canada. This will require the updating of all our roads and bridges and hospitals as well as our energy sector. So, there will be tons of opportunities for construction workers and there's lots of room for Veterans to contribute."



Joe acknowledges that the future will not only lead to changes in society at large but within H2H itself. "We are also looking to increase our number of board members. Currently, we have ten members and Jim is looking at bringing more from different regions of the country. That way there will be more awareness and H2H will continue to be a truly national program. We also want to focus more on management training. There are a lot of Veterans who tell us that, while they were in the military, they trained in a supervisory position and that they'd like to continue in these roles. So, right now, we're doing entry-level management courses that get them started. This way, when they go with a company, they can easily enter into managerial roles."

2022–2023: Great Year at H2H

Even in the last year of Joe's service as director, a lot of developments have occurred within H2H. "Over the last year we've been extremely busy," Joe muses. "We've increased awareness quite dramatically across all fronts: with governments, industry, and the trade unions. In 2022 alone, we had a record year of referrals with 361 Veterans that we referred to the various trades across the country. Just last month alone we referred 43 Veterans, so it's going quite well." Joe also tells us that 2022 saw an increase in female Veterans becoming more involved in H2H, an achievement he attributes to H2H's outreach advisors, who have done so much to grow and manage the organization.

He also takes time to acknowledge all the help provided by H2H's partners within the government. "A lot of this was only possible with support from the Ontario government and Labour Minister, Monte McNaughton, who has been a tremendous supporter of the program. Also, Minister McCauley at Veterans Affairs, at the federal level, has been an amazing supporter too. We meet him two or three times a year and update him on the program. He's very happy with the way it's going. So, those two government officials have supported us from day one and continue to do so."

Widening Their Reach in Canada

With all the growth of the past year, it's clear that Joe Maloney is still as enthusiastic about H2H as when he first started. For his own part, Jim Hogarth is equally excited about the future of H2H and the role that he will play in it. "It's an exciting time for me to take what Joe has developed and try and improve upon it. There's so much more that can be done by reaching out to the broader construction industry; there's a huge opportunity there." Jim states that he is particularly excited about Minister McNaughton's recent announcement that military reservists will be guaranteed job protection. This will allow them to return to their civilian job positions whenever they return from their obligatory military service once or twice a year.

Developments like this leave Jim hopeful about the organization's future. "Young men and women going into the service will see that there are opportunities for them when they come back out. So, I can only see H2H growing more and more over the next ten years. I hope Joe looks back in five or ten years and can say that he made the right decision in picking me, which I'm pretty sure he's going to be able to do," Jim jokes.

Retirement Plans

"Hopefully I'll be able to look back in 30 years," chuckles Joe. Of course, before he can look that far back, a lot of time will have to pass. That raises the topic of what exactly Joe Maloney plans to do with his retirement. "My plan is to lay low," Joe says with a smile. "I started my trade when I was 17 years old and I'll be 67 this year, so that's 50 years! It's been a great run. I've enjoyed it. I've been able to meet some terrific people, both throughout Canada and in the United States, and in various parts of the world. This job has taken me to many places in many different capacities. There's been a lot of bumps along the road, but overall, it's been a very successful career and a very happy one. I'm just looking forward to spending more time with family and laying back a little bit." When asked if he's planning on working on his golf swing, Maloney states that while he doesn't play the game himself, his grandson is trying to get him to take it up. "But so far when we've been out, I've only been the caddie in a one-on-one game," he laughs.



**APPLYING
FOR TRADES
TRAINING
AFTER
MILITARY
SERVICE?
H2H CAN
HELP!**

**2023
Millwright
scholarships
now open!**

helmetstohardhats.ca



MAKE THE WRIGHT MOVE!

**Helmets to Hardhats and the
Millwright Regional Council of Canada
are supporting Veterans find second
careers.**

**We offer a scholarship opportunity
for you to pursue a one-year
Millwright Certificate Program
to join the workforce.**



**SCAN
FOR
MORE**

HELMETSTOHARDHATS.CA



Proudest Accomplishment

When asked about his proudest accomplishment as Executive Director, Joe thinks for a moment before responding. "I think my proudest accomplishment is that the program is still running successfully, both in the United States and in Canada. It's grown as an everyday program within the building trades community. There are 15 building trade unions in the United States and 14 in Canada and every one of them participated in H2H. They've all embraced it and they really respect our Veterans and the Vets themselves fit well within the construction industry."

Joe recalls that starting H2H in Canada was at first a struggle since the military initially thought the organization was trying to poach their soldiers. When they, however, came to realize the program was only trying to help find jobs for service people, who had already decided to leave active duty, they eventually came to support it enthusiastically.

Overcoming this early institutional skepticism and forming a partnership that has helped so many Vets are obviously great points of pride for Joe. "It's very rewarding to be able to assist a Veteran in starting a second career and I'm very proud of those accomplishments. I'm also very proud of the staff at Helmets to Hardhats. Some of them have been with us from day one, and others joined more recently. It is, however, in all their hearts and is more than a job to them. This is something they believe in and something they work diligently at every day. I'm just very happy that it's lasted this long, and I hope it's going to last for many years to come."

Parting Advice

Asked if he has any parting advice for Jim, Maloney states that his main concern is that most Canadians tend to only think of Veterans on Remembrance Day. H2H needs to be there constantly to remind people of the amazing work Vets do and to advocate on their behalf. "We tell governments all the time that Veterans are an underrepresented group when it comes to post-military employment opportunities. We need more Veterans in the trades, and we continually have to knock on people's doors every day and push that idea. I think Jim is more than capable of delivering those messages. I'm very comfortable with the direction things are going and I have every faith in Jim and the staff to continue on. So, it's now time to hand the torch over."



“We need more
Veterans in
trades...”

Jim Hogarth at Queen's Park

VETERANS HAVE A LOT TO OFFER THE CONSTRUCTION INDUSTRY



Helmets to Hardhats (H2H) supports Canadian Armed Forces Veterans, Reservists, their family members, Cadets, and resettled Afghan Interpreters in finding meaningful second careers in the unionized construction industry.

The military community is part of the solution in combatting a nationwide skill shortage. Helmets to Hardhats will connect you with a trained, skilled and reliable workforce.

Learn more at:
www.helmetstohardhats.ca



Developing Initiatives at H2H

One of the first major initiatives that Jim Hogarth is spearheading at H2H is a targeted program with the Millwrights' Regional Council of Canada. In Ontario, the province has a critical need to get more people into this highly complex trade, and given their training with advanced machinery, Veterans will be a great fit for this line of work. Helmets to Hardhats is currently offering a scholarship opportunity for Veterans to return to an Ontario college to peruse a 1-year certificate program in the Millwrighting trade.



**MILITARY STANDARDS OF
EXCELLENCE**
SAFETY.RELIABILITY.TEAMWORK.

HELMETS TO HARDHATS
DU RÉGIMENT AUX BÂTIMENTS

**HIRE A TRAINED
WORKFORCE**

WWW.HELMETSTOHARDHATS.CA

Stay tuned for interviews with Patricia Penney-Rouzes, Executive Director of the Association of Millwrighting Contractors of Ontario (AMCO) and Andrew Bredin, Director of Communications & Stakeholder Relations at the Millwright Regional Council of Canada, for more information on this new initiative at H2H.

**Further information on Helmets to Hardhats is
available at <https://helmetstohardhats.ca/>**

Part 2 Millwrighting & Helmets to Hardhats



An Interview with Patricia Penney-Rouzes,
Executive Director of the
Association of Millwrighting Contractors of Ontario (AMCO)

Introduction

The executive director of The Association of Millwrighting Contractors of Ontario (AMCO) is Patricia Penney-Rouzes. AMCO is the employer bargaining agency (EBA) for the ICI millwright collective agreement in Ontario, representing the interests of all signatory contractors in the negotiation process. AMCO also provides contractors with industry- relevant information as it arises, such as government legislative changes and updates, along with other issues that may affect the industry.

What is Millwrighting?

What is millwrighting? It is not always an easy trade to define. In short, millwrights are highly skilled and specialized workers. They install, maintain, diagnose, and repair precision machinery. Millwrights can be found on construction sites, as well as in the energy, automotive, aerospace, food processing, and pharmaceutical industries. Their work also encompasses and overlaps with other trades. It is true that millwrights themselves often have difficulty defining the true scope of their work due to its complexity.

AMCO and Millwright Regional Council Negotiations

Constant and open communication is fundamental in the labour relations industry. This communication is important to AMCO members as well as to their industry as a whole. AMCO's job is to ensure that its contractors continue to be successful in the marketplace – to remain competitive against non-union and alternative union contractors.

As part of that responsibility, the millwright group has formed an Industry Committee with four representatives from the union, and four from the association. They meet quarterly to talk about issues, concerns, and challenges: things that work well and things that don't. Current issues can be addressed together in between negotiation years, and as well, preparations made for the next round of negotiations, so that they are not entered into blindly and waste valuable time and resources for all involved.



Image courtesy of
Aecon Industries



AMCO and Millwrights Regional Council Negotiations Cont'd

The current atmosphere between the association and the millwright union is one of partnership. While many trades struggled through the last round of bargaining, the millwrights had a very productive round. They tried to have a mutual respect for each other. If one side said "no", the question "why" was asked to fully understand the reasoning behind it. It's important to understand where each side is coming from, and in the end, while they still may not have agreed with the reasoning, at least they had a better understanding of why it could not be done from their perspective. They also both understand that a lot of the industry work is cyclical, and while the economy was booming during the time of negotiations, they knew that may not be the case by the next round of bargaining. They wanted to ensure that they didn't price themselves out of the future marketplace. Those discussions were as important as what was happening at that current time. This again shows the importance of that working relationship between the two parties.

Working Alongside Other Associations



AMCO Board of Directors, Left to Right:

Spencer Fox, Secretary/Treasurer; Jeff Snyder, President; Andrew Sinclair, Vice President; Russ Straus, Director; Patricia Penney-Rouzes, Executive Director; Larry Brokenshire, Director; Arthur Matthews, Director

In keeping with its responsibilities to its members, AMCO is also involved with several other construction associations. While each trade is represented by their own individual organizations such as AMCO, under the umbrella of other group associations, they collaborate. It is important to work together toward common goals and challenges as a stronger voice for the industry. Representing AMCO, Patricia is a Board member of the Council of Ontario Construction Associations (COCA), an Executive Committee member of the Construction Employers Coordinating Council of Ontario (CECCO), a Board member of the Ontario Construction Secretariat (OCS), a member of the Infrastructure Health and Safety's (IHSA) Construction Section 21 Committee, a member of the Millwright Health and Safety Committee, a Board member of the DeNovo Treatment Centre and a Trustee on the millwrights pension and benefit plan trusts.

Working Alongside Other Associations Cont'd

As mentioned, AMCO is a member of the Construction Employers Coordinating Council of Ontario (CECCO). During negotiations, CECCO members would meet to share the things that they had learned throughout their bargaining process, as well as challenges and successes. The relationship between unions and contractors is, for the most part, getting better. The old-school mentality of being out to get one another is slowly disappearing – but unfortunately does still exist to some extent.

As part of this new relationship building, CECCO is in regular communication with the Ontario Provincial Building Trades as well as the Ministry of Labour. Having a good relationship between the unions and the employers is an important building block to the success of the unionized construction industry. Just as each trade association and union must work together to identify and address issues that may exist in their trade, CECCO and the Provincial Building Trades working together better aligns all unionized trades. As a member of CECCO's Executive Committee, Patricia sees first-hand how well this relationship is currently working and is optimistic about its continued success.

Image courtesy
of Pivot Systems



CHOOSE YOUR CAREER

AFTER MILITARY SERVICE



**Choose from over 60 trades and
hundreds of careers in the
building trades**

www.helmetstohardhats.ca



Training Millwrights

Another area that AMCO is involved in is helping to identify training needs and requirements for millwrights. Local unions work with local contractor groups to develop the necessary training for apprentices and journeypersons in specific areas. And while AMCO does not coordinate training, they do play a role in the types of training offered by the union. As well, every two years, the millwrights hold a convention at their training facility in Las Vegas. The local unions invite many contractors to this event. Contractors get to see the training center and experience the different training programs being developed and are able to provide feedback and input on these programs. Some contractors get involved in the apprenticeship training programs by becoming panel members. It is the unions who puts together the training and the materials as the needs are defined in particular areas.

Each year, AMCO also hosts an Annual Meeting & Conference for its members. They bring in speakers to talk about industry relevant topics, host events to allow networking opportunities for their contractors, as well as invite union representatives to speak and socialize with them. Allowing the employers the opportunity to socialize with union representatives in a more relaxed and social environment generally creates a much better working relationship. Sometimes just putting a face to a name helps; they become much more than an 'email' or a 'voice' behind a phone call.

Helmet to Hardhats

Before the last round of negotiations, AMCO was contacted by Helmets to Hardhats (H2H) to ask if they would consider financially contributing to H2H. It was decided at that time to discuss the request during negotiations. And although it was brought up during the negotiation process, with all the issues that had to be addressed between the two parties, it was decided that it was best to put it on the sidelines to discuss afterwards.

Following negotiations, the millwright Executive Secretary/ Treasurer, Mark Beardsworth, had some discussions with H2H on how they could collaborate. H2H had provided a few options/suggestions on how they could work together and that's where the idea of a scholarship program came from. Mark then reached out to Patricia, who in turn reached out to AMCO's Board of Directors. All parties felt that this was a great way to start the collaborative partnership. Patricia elaborates: "Veterans who apply to the scholarship program would have their training paid for – a one-year millwright training program – and would come into the millwright industry with some knowledge acquired through that program. Along with H2H, the Millwright Regional Council and AMCO would be involved in interviewing the candidates. This way, you can get a feeling for the individual instead of having someone sent directly to you." The H2H Millwright program is still new, but Patricia believes it will bear fruit, providing the industry with workers and Veterans with good civilian jobs.



Left to Right:

Duncan McIntosh, MRC; Mark Beardsworth, MRC; Joe Maloney, H2H;
Darryl Cathcart, RPE; Patricia Penney-Rouzes, AMCO; Drew Chittenden, MRC

Helmet to Hardhats Cont'd



Like most trades and skilled labour industries, millwrighting is cyclical, and it is always challenging. Patricia explains: "We all have made an effort to attract apprentices over the years, but the work wasn't always there to keep them. They would be on a waitlist to be called but would decide to move on to other things due to lack of work. The challenge we have now is that we have all this work, and we need more journeypersons and apprentices to fill it, but the people we get do not always have the necessary training or skillsets." The Veterans that H2H will send to the Millwrights' Union will be a big step in helping to assist with that challenge, adding new people to the industry.

This story continues with our interview with Andrew Bredin from the Millwrights' Regional Council.



For more information on AMCO, visit
<https://amcontario.ca/>



NEW CAREER OPPORTUNITIES!

Check out our
Online Opportunity Board

Choose your second career
from over 60 skilled trades and
related opportunities

helmetstohardhats.ca



Part 3 Millwrighting & Helmets to Hardhats



An Interview with **Andrew Bredin**

Director of Communications and Stakeholder Relations at the Millwright Regional Council Canada



Introduction

Andrew Bredin, a millwright by trade, is the current Director of Communications and Stakeholder Relations for the Millwright Regional Council – Canada (MRC). The MRC is part of the United Brotherhood of Carpenters and Joiners (UBC MILLWRIGHTS). There are five districts and over 55,000 millwrights across North America and Canada is represented by the Canadian District. There is a vice president and also regional councils in each district. There are three different regional councils in Canada. One of those regional councils is the Millwright Regional Council – Canada, which represents all UBC Millwrights from Quebec to British Columbia. There are just over 10,000 skilled union members working with the UBC Millwrights in Canada.

What is a Millwright?

A millwright is a highly skilled mechanic who works on any moving machinery. They can be found in the automotive industry, oil and gas, food processing, mechatronics, all the power sectors (including nuclear), and many other areas. Andrew explains: “We build these projects and also maintain them afterwards. If you have a moving part, like a compressor, a turbine, motors down to the bearings – whatever it is, you’ll find a millwright working on it. This is a very specialized trade. One day you could be working on a conveyor system that moves groceries through a warehouse, and the next day, you could be learning to rebuild a nuclear reactor. It involves a broad skill set.”

Although millwrights are on the cutting edge of new technology, such as Small Modular Reactors (SMRs) and ION Battery Plants, some of the machinery serviced by millwrights can be upwards of a hundred years old. So, when a part needs replacing, it is up to the millwright to replace or even rebuild the part; this can include machining a new part as a replacement because old machinery parts are hard to come by. It takes an average of four years to complete an apprenticeship, but ten years to become a well-rounded millwright due to the broad amount of knowledge needed in the trade.



What is a Millwright? (Cont'd)

Millwrights are employed by major contractors and companies in each province. In Ontario, for example, Ontario Power Generation is a well-known employer of millwrights. Moreover, automotive plants, food manufacturing plants, and steel producers frequently employ millwrights. They will even be found working along the St. Lawrence Seaway as their expertise is needed to service the lock systems. From east to west, UBC Millwrights can be found in the major industries of our country: pulp and paper, nuclear power, car battery plants, potash, oil sands, and hydro power. The UBC Millwrights partner with over 250 contractors across the country. As Andrew so aptly puts it, "we keep industry moving," and as such, millwrights will be in demand for decades to come.



The Union is set up in such a way as to take care of workers who decide to enter the trade. Each hour a millwright works, the contractors contribute to training funds. Those funds are used by the MRC to train the workers to prepare them, so they are a professional, safe, and reliable workforce. In addition, they have a very healthy Scholarship Program and some of the best benefits and pension plans available. Safety is also paramount, and millwrights are trained in all aspects of safe workplaces.

Helmets to Hardhats

MRC's recent partnership with Helmets to Hardhats (H2H) has been incredibly successful. Anyone coming through the H2H program, whether a Veteran, reservist, or family member of a Veteran, is introduced to the trades via H2H and millwrighting is one of those trades. Each Local in the MRC participates in the program, thus there are several programs across the country. The Millwrights provide training programs to make sure each candidate is up to speed in order to get into the Scholarship Program. A marine engineering technician is a trade that is recognized in Ontario to be 100% transferable to the millwright trade. In these cases, the ministry allows these candidates to write their certificate of qualification to be Red Seal Industrial Millwrights. They still have to write and pass the test, but the ministry recognizes these candidates to have worked the equivalent hours as an apprentice in order to challenge the test. A number of candidates enter the trade as journeymen right out of the military and this Red Seal Qualification is recognized across Canada.

For Veterans who do not possess the transferable hands-on skills, they still possess soft skills such as leadership, organization, and drive. "It's really incredible when you see these Veterans come into the trade and fit right in with us. They are not afraid of hard work. They have very good mental capacity, they work well with others, and they really understand the bigger picture. They learned this in the military: to recognize the importance of teamwork, leadership, and chain of command. These skills are highly transferable to our industry. H2H has allowed us to reach a bigger group of highly skilled candidates." Veterans fulfill a huge need in the skilled trades, particularly in the millwright trade. Veterans fill these positions at a high skill level and, therefore, hit the ground running, without exception.



**MILLWRIGHT SCHOLARSHIP:
INVESTING IN THE FUTURE**

WE ARE OFFERING A SCHOLARSHIP
FOR H2H CLIENTS TO PURSUE A ONE-YEAR MILLWRIGHT CERTIFICATE PROGRAM.

YOU WILL:



**BE REIMBURSED
COMPLETELY**



**LEARN
THE TRADE**



**SET YOURSELF
UP FOR IMMEDIATE
SUCCESS**

PRESENTED BY:



SPONSORED BY:



Association of Millwrighting
Contractors of Ontario

**FOR MORE INFO AND
ELIGIBILITY CRITERIA:**

WWW.HELMETSTOHARDHATS.CA

Future of the MRC

The biggest initiative for the MRC at present is the alignment of our Millwright Locals across the country into one council. "Working together from Quebec to British Columbia as a Regional Council and closely with our Locals in Eastern Canada has made a huge difference for us when providing exceptional service for our partner Contractors and Owners. Then we start looking at programs like H2H, running the program Canada-wide, and how our very successful indigenous programs such as Introduction to Millwrighting in Ontario has displayed how working together benefits our members, our industry, and the communities we work in".



For more information on the UBC Millwrights
and the Millwright Regional Council – Canada,

visit <https://www.ubcmillwrights.ca/>



CANADIAN CONSTRUCTION JOURNAL

**Telling the Stories of
the People Who
Build Canada**



CANADIAN

CONSTRUCTION JOURNAL



Published by:

 **HindenBoyd**