

CUSW NEWSLETTER

Welcome to the CUSW Newsletter from the National Communications Committee!

This quarterly newsletter will bring you news from all corners of the CUSW world.

Please send your content, news, pictures, feedback, questions, suggestions, or whatever else you want to share with your fellow CUSW Members to us at

communications@cusw.ca

All units and committees are encouraged to use this newsletter as a resource for communicating to the entire Membership.

For those unit and committees that may still be forming, or do not have their group email set up, please email the committee the contact email(s) you would like us to use when we solicit your news.

**Communications Committee
Members:**

Pauline Cranston & Linda Stella

Upcoming Social Committee Events

- Halloween at Science North - October 5th 2024
- 25th Anniversary Dinner & Dance Halloween Theme (Costumes Optional) - October 26th 2024
- Annual Kids Christmas Party at The Toronto Metro Zoo - December 7th, 2024

Communications Committee

- We would like to ask all members to submit their CUSW Photos for the upcoming 2025 Calendar.
- Please email Communication@cusw.ca no later than September 30th 2024 so we have time to build the calendar and have it to you before the new year!

Unit Updates

Southwest Unit

Here is an update on what's been happening behind the scenes amongst our Unit Executive!

MAY - Lucan Meeting was held on **May 21, 2024 at the Malibu 36316 Richmond St. Exeter, ON.** Approximately a dozen people attended in person, and four more on zoom. The main topics of discussion were plans for the 24/25 Southwest budget submission, details about the golf tournament and East Park 25th Anniversary event, sponsorships, recruitment, and a potential election to fill vacant seats on the executive.

JUNE - The Golf Tournament took place on **June 7 at Maple Ridge in London, ON.** 20 teams of four signed up to play and we had 79 individuals came out. The day was overcast and a bit windy but otherwise perfect for a day of golf. Swag and other items were given out, and everyone enjoyed a steak dinner after their 18 holes. A raffle and 50/50 draw where held and prizes were plentiful. The winner of the 50/50 chose to donate to the St. Thomas Food Bank. During the month of September, Hydro One hosts a "Power to Give" month and they match donations 2:1. In total, the food bank will be receiving \$9810.

The 2024/25 Budget Submission happened at the end June. As of end of August, we are still waiting for NEB to give us a decision on our Unit's funding.

JULY - 25th Anniversary Event took place on **July 13, 2024 at East Park in London, ON.** There was a total of 81 people in attendance, including 37 children. It was a perfect day to be at a water park! Sunny, warm weather, lots of snacks and beverages, and we received all positive feedback. There were food vouchers for all who attended, swag for each person and a raffle was held for the kids only. Our final raffle prize was a Nintendo Switch Lite, and the winner was thrilled to receive it. The leftover snacks and drinks were donated to the Glencoe Food Bank.

On July 16, the Southwest hosted the in-person meeting at the Giovanni Caboto Club in Windsor, ON. There were 18 individuals in attendance and online. At this meeting, we summarized the outcome of past events, went over the budget, discussed ideas for some future events, including ideas for a CUSW Baseball/Sports tournament in 2025, ice rink rental for members, etc.

AUGUST - The Executive has put an Election in motion to fill the vacant seats on our board. They are looking for a Vice Chair, Recorder and two Executive seats to be filled. **Nominations were closed on Sept 6, 2024 at 12pm.**

The Southwest has also given out three sponsorships in the last quarter

- \$1000 to the St Thomas Minor Baseball
- \$1000 to Hockey Helps the Homeless
- \$1000 to Walker Homesites U11 Baseball Club
- Plus a donation of \$1000 was given to the Ronald McDonald House from NEB on behalf of the Southwest Unit.

At this time, we have 4 more sponsorship requests pending that we are currently waiting for funding before sending out.

Looking forward in the months to come...

- Complete Election
- Next in person meeting – September in Sarnia (Date and location TBD)
- Apprentice Orientation in London, ON - October/November
- Recruitment session in person happening in November
- Plans for Christmas Party end of November
- Final 2024 In person meeting in London – December (Location TBD). At that time, the Southwest will push out schedule for 2025 meetings and locations

Some Family Oriented Event ideas for 2025: Hockey game booth rental, Ice Rink Rental for Members in different areas of the Southwest, Members Baseball Tournament/Sports Day, Kustermans Berry Farm, Golf Tournament

Unit Updates

Northeast Unit

Here is an update on what's been happening behind the scenes amongst our Unit Executives and events coming up for the membership!

Our next meeting will be on **September 18th 2024, at 7 p.m.** via Zoom/Unit Social. The unit social requests are now open for this meeting.

Unit Social Requests:

What is a Unit Social? It is where our unit members can get together on the dates noted above for an activity such as wing night, axe throwing, bowling, etc.

We will subsidize the Event; no alcohol can be included in the billing.

Each Event must come on **Zoom at 7 p.m.** and have the unit meeting (typically 20-30 minutes max), so ensure you set this time aside.

The money will not be allotted to groups if you do not attend.

- To request the Form, please email pcranston@cusw.ca
- Submit to Northeast unit by email at pcranston@cusw.ca or northeastern@cusw.ca

Details needed:

1. How many people will be attending
2. The price per person of the Event
3. The unit will pay 50% up to 200\$.

Note that it will be **SUBSIDIZES** Events. It will not be a completely free event.

The Zoom link is available for those who may prefer to join online.

Northeast Unit is inviting you to a scheduled Zoom meeting.

On the Agenda will be:

- The 2024/2025 budget review.
- Sponsorships for 2024/2025 year

Upcoming events

North East Unit is inviting you to a scheduled Zoom meeting.

[Click here for the zoom Link.](#)

Topic: Northeast Unit Meeting

Time: Sep 18, 2024 07:00 PM America/Toronto

Join Zoom Meeting

Meeting ID: 850 3812 0818

Passcode: 500448

The 1st annual Northeast Golf Tournament was a success! We look forward to hosting the Golf tournament next year.



We had our **25th Anniversary Santos Village event on July 20th 2024!** We had 68 members and their families it was a good event and the Northeast Unit is looking forward to putting on the same event next year.

Unit Updates

Northeast Unit

MARK YOUR CALENDAR!

- Halloween at Science North – **October 5th 2024**
- Every fall, Dynamic Earth transforms into Northern Ontario's family-friendly Halloween destination with **Pumpkinferno**, a one-of-a-kind, after-dark, outdoor experience featuring over **7,000** themed pumpkins.
- Dynamic Earth, Canada's eighth largest science centre, is in Greater Sudbury's west end and home to the world-famous Big Nickel!

YOUR HALLOWEEN EXPERIENCE INCLUDES:

- Pumpkinferno™
- "Creep it Real" Science
- Spooky Scavenger Hunt *
- Big Nickel Show
- Bug Bistro
- Hot Chocolate and S'mores Kit are included



Notes:

-THIS IS A RAIN OR SHINE EVENT-

This is for CUSW Member and their Immediate family (CUSW MEMBER, Spouse/partner, their children only)

There is a max of 4 tickets per member, if you need more please email: pcranston@cusw.ca

Click here for tickets

- Children's Christmas Party Timmins – TBD
- Children's Christmas Party Sudbury – TBD
- Members Christmas Parties – TBD
- Golf Tournament – TBD

We have sponsored some teams this summer:

- U11 black Sox (A Rep Baseball Team in Sault St Marie)
- U13 Black Sox (A Rep Baseball Team in Sault St Marie)
- A house League Team Called CUSW In Baseball in Sault St Marie
- A Horse Show in Sudbury On
- A Park in Sudbury to make it a more accessible friendly park



Apply for the 2024/2025 CUSW Northeastern Sponsorship by emailing pcranston@cusw.ca or northeastern@cusw.ca to get the Form to fill out.

Remember to join the Facebook page to stay in the loop! Please answer the three questions before gaining acceptance into the group. We want to keep the Facebook group exclusive to CUSW members only. **CUSW Northeast Unit | Facebook**

If fellow members are not receiving these emails, they can submit a unit change request by going to their **My Profile** page on the **CUSW website**. Under Membership Info, the member can edit and select their unit. Alternatively, please get in touch with pcranston@cusw.ca or northeastern@cusw.ca for further assistance. We have multiple avenues to assist any member or family member in need. Please contact your unit executive chair or log into your CUSW account by clicking on the account hub (Homewood Health) at **1-800-663-1142**.

Unit Updates

Greater Durham Region Unit

The 25th anniversary BBQ at Cedar Park was a huge success!

We had a fantastic turnout, with many families and friends coming together to enjoy a beautiful day of fun activities, food, and laughs.

Most importantly, we **raised over \$850** for charity. We have **donated \$400** to the Go fund me page of a local Bowmanville man (Spencer McCracken) who was killed by a reckless driver. He left behind a wife and baby.

We **donated \$485** to the mysafework organization, in honour of CUSW member Tyler Postill's father, who tragically passed away on his job site.

Thank you to all members for making this event a huge success. We enjoyed meeting members families and bringing our community together.



In the past months, we had our **Charity Golf Tournament** that happened at **Watsons Glen** on **Sept 14**.



We will also host our Children's Christmas party and our Members Christmas party this year.



A reminder to all members that we have our monthly meetings at Copperworks Brewhouse, in Bowmanville, every third Wednesday of the month starting at 6:15pm. This is a great way to meet other members, members of the executive, stewards and to network!

We look forward to seeing you there!

Unit Updates

Bruce Unit

The Bruce Unit had their **25th Anniversary Party** in blue mountain and it was a great turn out of members and their families to celebrate the 25th anniversary of CUSW.

The Unit celebrated 3 Apprentices becoming Journey Persons!



Lastly, the unit participated in the Labor Day Parade in Port Elgin.





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members!

Welcome to MemberPerks®

Discounts to help you and your family save on life's essentials, comforts and joys.

We are delighted to invite you to MemberPerks – an exciting new member benefit program that's designed to perk up your everyday life.

MemberPerks can help you save \$1000s every year with special discounts on home electronics and entertainment, restaurants, health and wellness, apparel and so much more.

START SAVING TODAY!

1. Go to cusw.venngo.com
2. Create your MemberPerks account
3. Start saving

NEED HELP? support@venngo.com

 cusw.venngo.com



memberperks® for  CUSW

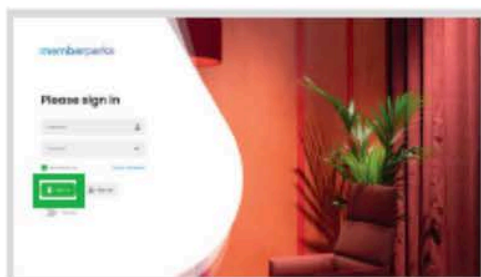


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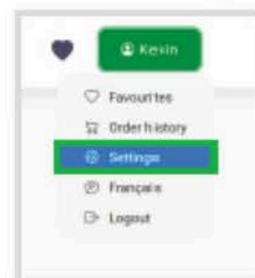
Did you know that you can extend the benefits of MemberPerks to family members within your household? They can create their own accounts, receive personalized promotions and save money when shopping at big brands and local favourites.

It's easy to share the savings and extend the discounts to everyone at home.

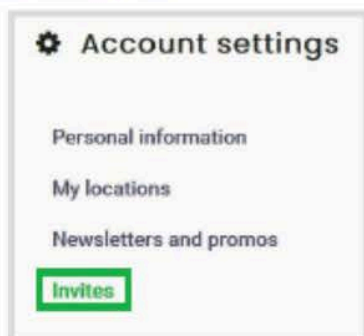
1. Sign in



2. Go to your account settings



3. Click the invite tab



4. Send your invitations today!



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CUSW

E S T A B L I S H E D 1 9 9 9

**2024 was a year of
Celebrating CUSW's
25th Anniversary!**

National Social Committee

Members in the Committee:

Committee Chair - Linda Stella

Committee Member - Pauline Cranston

Committee Member - Mike McManus

Committee Member - Kris Croteau

Recent Events since the last Newsletter:



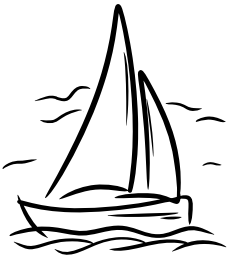
13th Annual Fishing Derby: This event was held at Anchor Bay in June. Overnight event that brought families together for a day of fishing, bouncy castles and a great BBQ while enjoying the fun of the water.

Look for this Event again in 2025.



National Social Committee

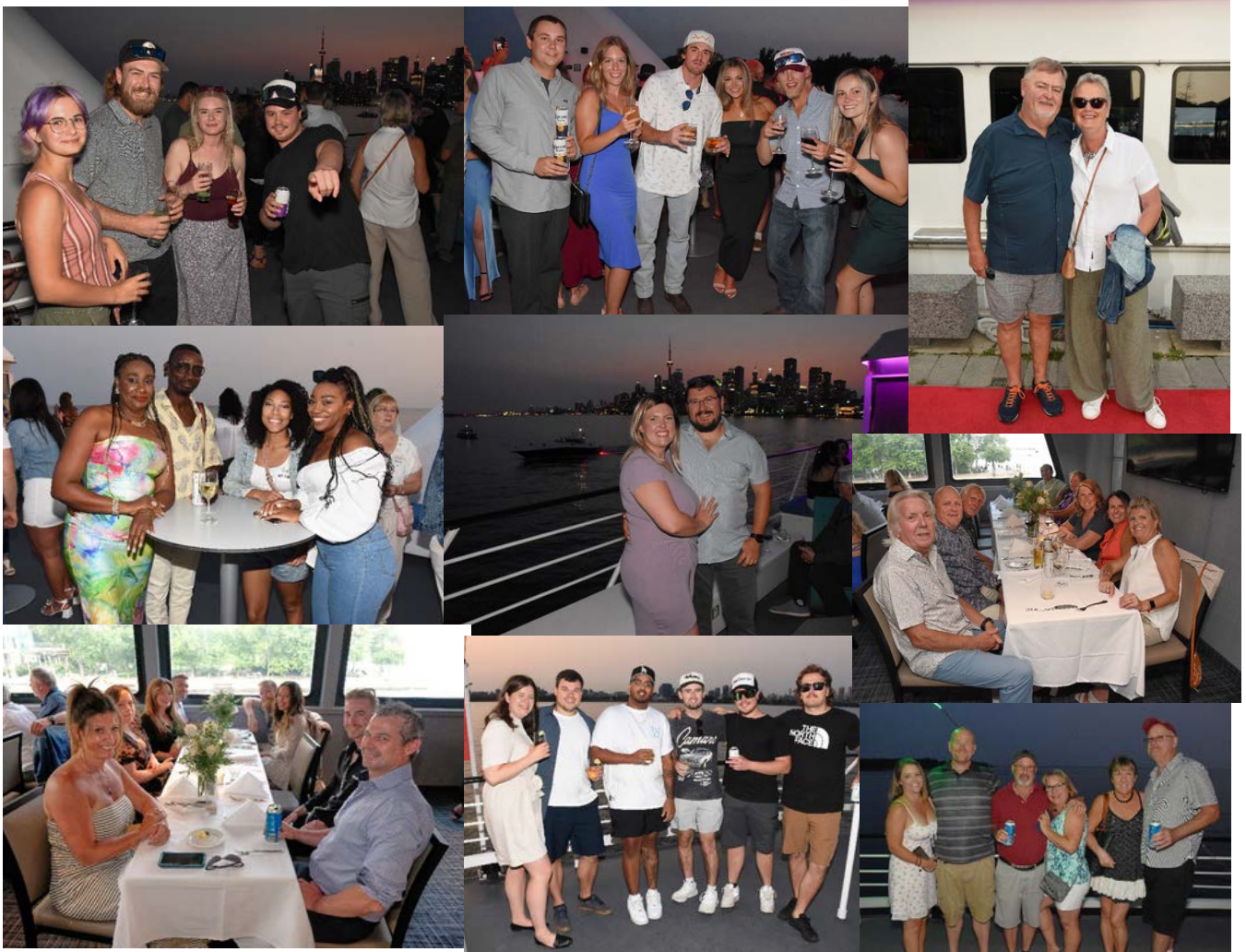
Recent Events since the last Newsletter:



Boat Cruise: This event was held in Downtown Toronto – Queens Quay aboard the Odyssey in August as an added event for Members/their spouses/partners to enjoy the scenic views of Toronto from the boats upper deck while indulging in food, fellow members and dancing the night.

This event from the feedback was a great success. More will be posted on our NSC Facebook Page.

This event was added to the events line up for the 25th Anniversary Celebration, and it turned out to be a big success where everyone enjoyed themselves with their spouses listening to music and enjoying the seen the boat cruise had to offer.



National Social Committee



National Social Committee

Recent Events since the last Newsletter:



Annual Canada's Wonderland Family Event: This was held in August at Canada's Wonderland, we had over 550 members and their families attend this event. The Rain held off for the morning for those that came early to get on the rides, however the rain did not stop our CUSW members and their families from having an amazing day.

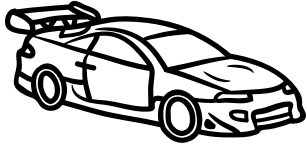
Due to downpour at lunch, we did not get any Family Photos like we usually do, however we have added some that Families have provided.

Stay Tune for the 2025 Date coming soon!



National Social Committee

Recent Events since the last Newsletter:



Sauble Speedway with CUSW Member Andrew Gresel: This event was held in August and Members, and their Families got to enjoy watching the Speedway, enjoy a great lunch and get a picture with the CUSW Race Car. One of the race car drivers is our very own **Andrew Gresel** who is a CUSW member himself.



National Social Committee

CUSW National Social Committee Upcoming Events for 2024



25th Anniversary Dinner & Dance - Halloween Theme

(Costumes Optional)

Saturday October 26th, 2024, from 5:30pm to 12:30 am

Tickets are currently sold out, please add you and your Family to the Waitlist if you wish to attend. We are working hard to accommodate as many Members and their Families as possible.

The National Social Committee is hosting a CUSW 25th Anniversary Celebration this year in collaboration with the HSW Conference on the evening of Saturday October 26th, 2024, at the **Crowne Plaza Niagara Falls - Fallsview Banquet Hall**. All hotel accommodations are on the Sheraton Side.

The Dinner & Dance is open to all CUSW Members and their Immediate Family (Member/Spouse/Partner and Children)

Subsidized Hotel and Dinner:

- \$50.00 per Adult for Dinner (18+)
- \$25.00 per Child (13-17 years)
- Free Per Child (6-12)
- Free Per Child (under 5)
- \$50.00 for Hotel Accommodation – Sheraton (1 Night Stay on Saturday – 1 Room per Family)
- Daycare (for children 1 years or older)
- Movie Night, Activities and Trick or Treating for the Kiddies
- Buffet Style Dinner
- 6 Drink Tickets per Adult (19+)
- DJ / Dancing
- Raffles and Prizes
- Cartoonist, Face Painting, Balloon Artist and Magician

To add you/your Family to the Waitlist, please click [here](#).



Annual Kids Christmas Party at The Toronto Metro Zoo – Saturday December 7th, 2024

Enjoy the day at the Metro Zoo, visit with the animals, ride the carousel, interact with visits from some animals in the lunch area, feast on a buffet lunch, write a letter to Santa.

Kids will get to meet and take a picture with Santa and get a gift from Mrs. Claus.

Tickets will be coming available soon



[Visit our webpage](#) for upcoming Events and Contest, and to find out more about the committee.

We have a Social Committee Facebook Group. Joining is a wonderful way to keep up to date with these events and more.



[Join the NSC Facebook Page!](#)

Committee Updates

Health & Safety Committee

The Health and Safety Committee is actively working on getting the 2 day **Health and Safety Conference** together in conjunction with the Social Committees 25th dinner and dance.

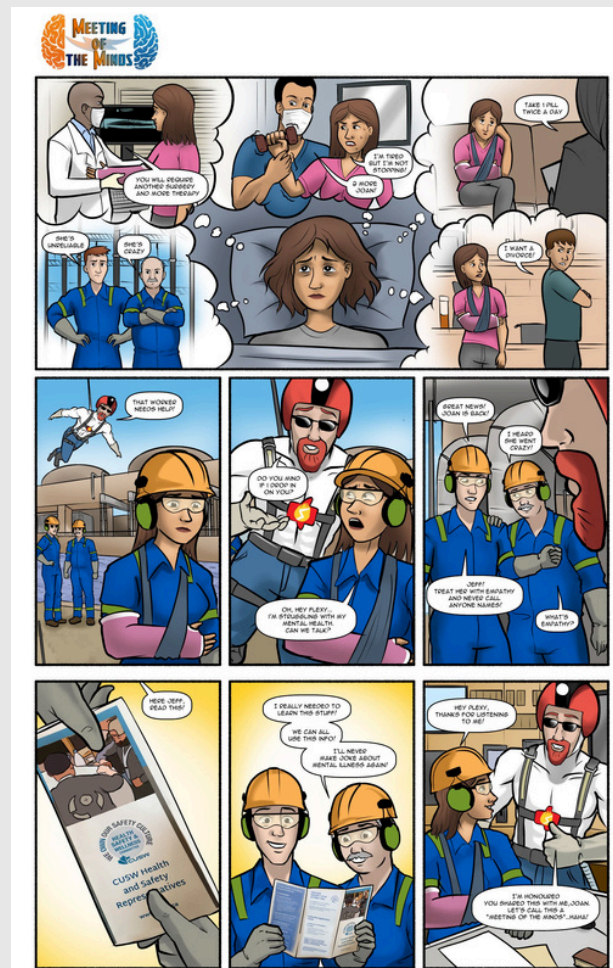
The registration is open till **September 20th 2024**. To get more information on how to register please contact **hsw@cusw.ca**

For more Information about the Health and Safety Conference, here is a link to the Youtube Videos Playlist from last year: Click [here](#)

Videos from our conference last year “Kinder and Better When We’re Together” have been uploaded on the CUSW youtube playlist.

“The Plexman Comic” is a comic that is committed to safety.

Here is a comic from the Plexman:



Values and Beliefs Committee

Committee Member – Jalene Johnstone

**Member-
inspired
ideas!**

Committee Updates

National Tradeswomen Committee

Members in the Committee:

Committee Co-Chair - Cynthia Brown

Committee Co-Chair - Pauline Cranston

Committee Member - Michelle Y. Holmes

Committee Member - Mekalah Leach-Rathwell

Committee Member - Kendra Serecin

Committee Member - Rebekah Stuckless

Committee Member - Sarah Truax

The Tradeswomen Committee in the last quarter was at some end of the year school events prompting women in the trades.

The Tradeswomen Committee took the summer off to do some summer fun. We are back in full swing getting ready for our 3rd annual P.A.R.T Gala and planning more for our committee to do.

If you need support or have any questions for the Tradeswomen Committee, Please email Tradeswomen@cusw.ca



Michelle Holmes is a Red Seal Construction and Maintenance Electrician.



She has been working in the Trade for over eighteen years.

During this time, she has worked as an Apprentice and Journeyperson on the tools, as a Sub Foreman, Foreman and General Foreman in Supervisory positions. Currently she works as an Electrical Training Instructor with Bruce Power.

She has been active in the Canadian Union of Skilled Workers since 2006 mentoring, speaking and advocating for Women and minorities in the Trades.

She currently sits on the National Executive Board of the Canadian Union of Skilled workers changing the culture bias around women in the trades.

**Congratulations to the CUSW apprentice that have
became Journeypersons! The Canadian Union Of
skilled workers would like to send out our
Congratulations to the following Members
(from January 2024):**

- Tyler George
- Brandon Rich
- Jason Crawford
- Taylor Gray
- Devin Young
- Brian Costo
- Caleb Legros
- Michael Buttigieg
- Ryan Alguire
- Cameron Mann
- Pablo Cosme
- Dmitri Dobrolioubov
- Mackenzie Schreurs
- Jackson Haber
- Corey Howse
- Taylea Thede
- Shelby Hunter
- Austyn MacArthur
- Jay Fry
- Jean (David) Thomas
- Shaymus Finlay
- Taylor Hay
- Darin Lindsay
- Christopher Phair
- Griffin Powell
- Christian Secord
- Shane Lock
- Kailym Auld
- Phillip Janicas
- Petar Vasic
- Joshua Brereton
- Jesse Denstedt
- Darryl Mitchell
- Matthew Lamont
- Katelyn Stuckless
- Melissa Kafie
- Travis Hamel

**Congratulations to the CUSW apprentice that have
became Journeypersons! The Canadian Union Of
skilled workers would like to send out our
Congratulations to the following Members
(from January 2024):**

- River Rancourt
- Brandon Lindberg
- Criag Gilbert
- William Nicol
- Joshua Ward
- Dale Roy
- Benjamin Hendricken
- James Martel
- Clay Dumpulin
- Chris Mutz
- Patricia Kools
- Patrick Berardi
- Chelsea Young
- Adam Dole
- Bradley Dietz
- Chris Sutherland
- Chris Hibbert
- Matt Bond
- Brian Dowswell
- Noah Chaput
- Dawson Copland
- Chistopher Smith
- Patrick Brady
- Ian Kegyes
- Reid Balazs
- Olsi Cipi
- Caleb Austin
- Sky Brown
- Eric Fast
- Austin Zettel
- Andrew Hanson
- Cole Henricks-Baker
- Braeden Dorion
- Zachriery Pearson
- Nicholas Van Egmond
- Jamie Wahamaa
- Marissa Baptiste

Gran Fondo Fundraising for the Saugeen Memorial Hospital.

Team CUSW rode their bicycles in the 30 km ride during **2024 Gran Fondo Lake Huron!** But they were not just riding for the thrill of it – they were riding with a purpose, to support the incredible work of the **Saugeen Memorial Hospital Foundation**. The Saugeen Memorial Hospital Foundation plays a vital role in providing essential healthcare services to our community, ensuring that everyone has access to quality care when they need it most.

Together, we can ride for a cause, and make a real difference in our community. We thank you for donating generously to Team CUSW and the Saugeen Memorial Hospital Foundation.

Our CUSW TEAM fundraiser is finished and the **CUSW team raised \$5,135.67.**

Tom raised over **\$3000** himself.

**Way To Go Tom!!
And the CUSW team!!**





Eastern Ontario's Largest Sustainability Event

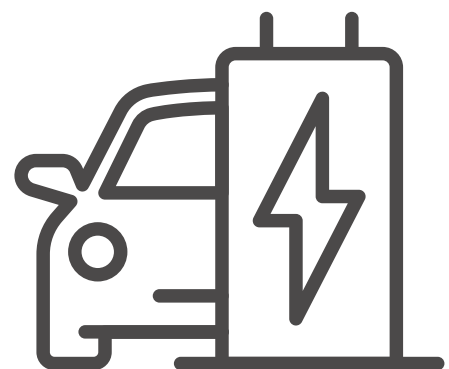


Here is the first one for the showcase coming up in Ottawa in October. Link [here](#).

Join your fellow CUSW members, friends and neighbours for **Eastern Ontario's Largest Sustainability Event!** Join us this year at our **NEW LOCATION, Just Food Farm**. Located on the west-side of Blackburn Hamlet, this 150-acre community farmstead in the Ottawa Greenbelt is where people and projects come together to model and inspire small-scale, viable agriculture businesses and initiatives in the Ottawa region. Just Food Farm facilitates connections between sustainability-minded folks so they can accomplish larger more impactful projects. Come talk sustainability with industry experts and insiders. Get inspired for future projects and hear about the latest trends and technologies out there.

What to expect

- An Indoor Exhibitor Hall where attendees can chat with numerous sustainable businesses covering sectors such as Home Building, Solar Installation, Heating & Cooling, Energy Audits, New Home Technologies, and a whole lot more!
- A Sustainable Stage with panel discussions that will feature local experts, innovators, entrepreneurs and change makers from a wide range of sectors and industries.
- An Electric Vehicle Exhibition co-presented by the Electric Vehicle Council of Ottawa (EVCO) outside that will include several EV models currently on the market for viewing.
- An Ask the Expert Area where you can learn about a host of sustainable sectors including the latest trends in sustainable technologies and Electric Vehicles.
- The ability to test drive Electric Vehicles in our EV Zone and chat with seasoned EV drivers about topics such as range, charging, and what it's like to drive an EV.
- The chance to talk Sustainability with local experts and enthusiasts and network with like minded individuals.



Stay updated on who will be exhibiting, speaking and what EVs you can check out via our [website](#).

PARKING DETAILS

FREE parking is available onsite at Just Food Community Farm. We also encourage attendees to bike or walk where possible.



**Roots to Roofs
Community
Development Society
and the Halalt
Apprenticeship
Training Initiative -
Indiginized Red Seal
Carpentry
Apprenticeship in
Community**

Roots to Roofs Community Development Society and the Halalt Apprenticeship Training Initiative - Indiginized Red Seal Carpentry Apprenticeship in Community

The Halalt Apprenticeship Training Initiative (HATI) is an innovative approach to integrating social, economic, education, and housing priorities into construction projects. It represents an opportunity for transformative change in the lives of apprentices from Halalt First Nation on Vancouver Island and has the potential to be a model for First Nation's communities across BC and Canada.

The Project Goals are

- To provide culturally safe apprenticeship training for **18 Indigenous** apprentices in community.
- To support **culturally** informed leadership training for apprentices who can navigate authentic **socio-economic** development into the future as builders and community members.
- To implement and monitor a **unique approach** to integrating technical training and employment on in-community builds.
- To **increase the visibility of best practices** in collaboration between **First Nations** and **Industry** for the achievement of social, economic, and environmental objectives.

Initiated as a collaboration between **Halalt First Nation** and **Citizen Construction**, HATI supports 18 Indigenous apprentices from Halalt and surrounding Nations to progress through their carpentry apprenticeship over 5 years. **It is estimated that at least half of the apprentices will be prepared for their Red Seal certification at the conclusion of the project in 2027.** Training undertaken with apprentices will occur completely in community and will include the accumulation of work-based training hours (80% of the apprenticeship training requirement) and completion of technical training levels (20% of the apprenticeship training requirement). Unlike others in community training projects, the instructor will be integrated into the construction team at **Citizen**.

In addition to **trades skills**, apprentices will be supported to **develop** their **confidence** and **leadership skills** to navigate towards transformative change in industry and their communities into the future. This includes training in high-performance building practices.

The **model** represents an opportunity to explore practical, replicable, and scalable ways to change the way that **Nations** work with builders to plan and construct housing projects that require community-based apprentices to succeed. Included in this change is considerations for systems related to policy and funding from multiple levels of government for housing, community infrastructure, health, and education programs.

In addition to Halalt and Citizen, the project is made possible through a **collaboration** with post-secondary training providers, community organizations, and funding organizations. This includes Ilsaak Olam Foundation, RJC Engineers, Roots to Roofs Community Development Society, SkilledTradesBC, Vancouver Island University and Indigenous Services Canada. Project funding administration and partnership development will be facilitated by the **Construction Foundation of British Columbia (CFBC)**.

This specific project is unique in that Citizen is a high-performance home builder and the homes are being built beyond the code requirements. In most cases, homes are built to **BC's Step 5 Standard (Net Zero Energy Ready)**. The initiative promotes the idea that training **partnerships** can be a fundamental part of construction projects in community, it also smashes the myth that there is a conflict between affordability and high-performance, low carbon, construction standards - especially in on-reserve construction.

Roots to Roofs Community Development Society and the Halalt Apprenticeship Training Initiative - Indiginized Red Seal Carpentry Apprenticeship in Community

CFBC as an organization will be responsible for coordinating funding, training planning, and project reporting. We will also implement learner assessments that can include the identification of undiagnosed learning disabilities. Individual upgrading and tutoring will be organized by CFBC.

Project Rationale

The project will train at least **18** apprentices while demonstrating that **quality** and **high-performance** construction can be the norm for communities across BC. The relationship between land, housing, and economic resilience is significant. For many Nations, including Halalt, economic opportunity may be affected by the readiness of individuals and the accessibility of training and employment opportunities that consider their intersecting needs. This initiative is a response to historical acts exclusion and discrimination in education and the construction sector.

The initiative is a transition from a conversation of "**including Indigenous workers in trades**" to prioritizing the integration of social and economic objectives into construction projects in **compliance** with **Articles 21, 23 and 25** of **UN Declaration of the Rights of Indigenous People**.

The project is occurring at a confluence of crises and opportunities. To start, estimates from Indigenous Services Canada and the Province of BC identify that over **\$300,000,000** in capital projects for housing and community infrastructure are anticipated for **First Nations** across **BC** every year for the **next 5 years**. Federal funding for on-reserve housing is rarely sufficient to build **high-performance** housing that is culturally appropriate and is affordable over time. Most projects are undertaken by external contractors with a minimal Indigenous workforce.

Since **2010**, **First Nations**, **SkilledTradesBC**, and **Post-Secondary Institutions** have been collaborating to undertake in community trades training with mixed results - often it is not integrated with employment opportunities. Reports from **Statistics Canada** indicate that **First Nations** across Canada are overrepresented as labours and low-skilled workers in construction, and under-represented as apprentices and certified tradespeople.

As well, **Stats Can** also reports that **Indigenous males** aged **15-24** living on reserve are **seven** times more likely than non-Indigenous youth to commit **suicide**. These numbers exclude deaths due to illicit drug deaths - a crisis that impacts Indigenous people at a rate 6 times other residents in BC.

The context demands a better way of building that elevates Indigenous apprentices and contributes to their capacity to be leaders in solving multiple intersecting challenges. There is an opportunity to do that through partnerships between Nations, employers, and training providers for all on-reserve construction projects.

The project will implement and monitor a process of **multi-year** apprenticeship training undertaken in community (on reserve) as part of one consistent construction project. Following **devastating floods** in **2021**, Halalt has received funding to replace **39** homes and structures in community. In partnership with Citizen construction, each home will follow a design build process that will be undertaken as a collaboration between the community members and the Citizen team - including the apprentices. The opportunity is to undertake training in a better way, and the project is seeking funding to address additional costs that are associated with that and with sharing out what is learned in the process.

Roots to Roofs Community Development Society and the Halalt Apprenticeship Training Initiative - Indiginized Red Seal Carpentry Apprenticeship in Community

While this project is based in **Halalt First Nation** in **British Columbia**, it has far ranging implications for how similar initiatives could be undertaken across **BC** and the rest of **Canada**. This includes both in response to devastating natural disasters like **flood** and **fire**, as well rapid housing initiatives that respond to the current housing crises faced by most of BC's more than **200 independent Nations**.

This project is built in a specific, but not unusual context. **The Cowichan Valley** experienced devastating **flooding** during the atmospheric river that passed over the region in **November 2021**. **The Chemainus River overflowed** its banks and impacted homes, farms, and businesses around the **Trans-Canada Highway**, as well as on the Halalt First Nation and other lands further downstream.

RJC Engineering, Citizen Design/Build and **R2R** began working with Halalt Nation to develop a project that would rebuild **39 housing units** over the next **60 month** that would be high performance passive units that would create an economic base for Halalt to undertake future economic development initiatives.

The Roots to Roofs Community Development Society's team is currently exploring how to adapt the in community training approach to a project on the west coast of **Vancouver Island** in **Tofino** and in **Ontario** in collaboration with several colleges and its partner the **Canadian Union of Skilled Workers (CUSW)**.



Brief on Resolutions at Convention 2024

It was exciting to attend the **9th Convention** for **CUSW** at **Niagara-on-the lake April 27th and 28th, 2024.**

Convention happens every **three** years and is an opportunity for members to submit changes they would like to see in our constitution. These suggestions are reviewed thoroughly prior to convention then brought forward to be voted on by delegates attending conference. These delegates represent general members as well as individuals holding past and present positions within the union, and members who serve on **National Committees.**



There were **31 resolutions** brought forward and it was quite the democratic process to see!

Many of the resolutions brought forward were centred around the **use of technology** in the voting processes of the union. This means that since all our voting is done online now, the use of “**mail-in ballot envelopes**” and “**individuals to count the ballots**” no longer made sense and any references to this process was changed.

Other items included

- A new item added was the oath of committee members and workplace representatives. This aligns with the values and beliefs we as members strive to uphold.
- The Apprenticeship committee was renamed to Apprentice committee. This will eliminate some confusion around who the Apprentice is accountable to in their Apprenticeship as they fall under the Apprenticeship Governance Council.
- Establishing units following the provincial guidelines and labour laws of that particular province they are being formed in and forming more workplace committees to give better representation at a unit level for members in need.

There was lots to talk about and vote on. These changes are available on the CUSW website for everyone to see and the new Constitution will be in print soon!

Life Lines

Improving Your Quality of Life — One Step at a Time







Adapting to life away from home

Spending time in a new location can be exciting. But it can also be unnerving—leaving friends, family and the comforts of home. Some people thrive but others can't wait to return home. How well people adapt depends, in part, on how well they prepare and their willingness to embrace the unknown.

Whether it's a short or long-term job posting or an apprenticeship - change can be extremely difficult. Being prepared can make all the difference.






What to expect

No matter how much homework you've done, you're still likely to experience a normal, healthy psychological reaction to the stress of living away from home. You may feel anxious, disoriented, isolated and lonely. Change in location has several phases.

-  **The honeymoon phase.** This is the euphoria you feel setting off on any new adventure. You see only the wonderful things and tend to overlook some of the shortcomings. You're excited to immerse yourself into your new location.
-  **The honeymoon is over phase.** That once lovely adventure is now exasperating. You're missing your family, friends and gatherings. You start noticing the differences, don't like them and may see everything around you as "wrong" or "backwards." During this phase you may feel anxious, angry, frustrated, sad, irritable and deeply homesick.
-  **The adjustment phase.** Most people finally decide to make the most of the experience and regain their sense of perspective, balance, and humour. You're getting used to your new routine and realize that things are not "wrong" or "backwards" but just different.
-  **Reverse culture shock.** As you had to adjust initially, now you may have to re-adjust to once familiar surroundings when you return home after long periods away.

Adapting to life away from home

Adapting to a new town takes time. Be patient with yourself.

-  **Be prepared.** The more you know about your new location, the easier it will be for you to adjust.
-  **Get familiar with your surroundings.** Arm yourself with a street map or online map. Figure out key routes, like the quickest way to get to work, local sights, and where to dine and shop.
-  **If you are a member of a faith community,** find a place of worship that best meets your needs.
-  **Take care of yourself.** Remember to get plenty of rest, eat well and exercise.
-  **Reach out for help.** If you're having difficulty adapting, contact your MFAP for assistance.

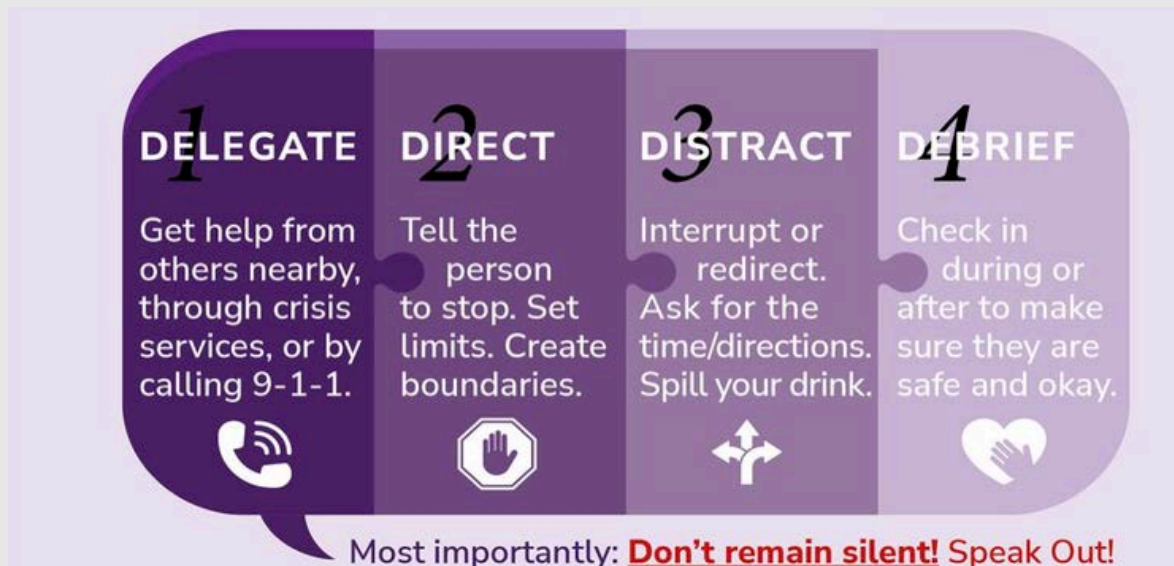
For more information, to book a counselling session, or to access any of your Homewood Health MFAP services, our Client Services Representatives are ready to speak with you 24 hours a day, seven days a week. All calls are completely confidential.

1.800.663.1142 EN / 1.866.398.9505 FR
www.homewoodhealth.com

Interval House of Hamilton's, MentorAction Team is excited to continue training with The Canadian Union of Skilled Workers! We will be completing Men's and Women's sessions throughout the 2024 year and are excited about keeping up the momentum!

Keep an eye out for a training near you and sign up to join us!

As we enter the fall season and return to work, addressing gender-based violence in the workplace is still a major priority. To do so, it is important to remember that YOU play a role in ending gender-based and workplace violence. If you see violence, harassment, or harm happening on the jobsite, be a leader and use your 4 Ds of Bystander Intervention.



We know there is a documented relationship between workplace violence and workplace accidents, recruitment, retention and overall health and safety practices, so together, let's make a change to create safer jobsites and communities for all.

If you are in need of support, please reach out!

- CAMH - **List of Crisis Resources**
- Government of Canada - **List of Crisis Resources**
- Government of Canada - **List of Violence Resources**
- Government of Ontario - **List of Violence Resources**
- Mulberry - **Gender-Based Violence Service Resources**



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CUSW Has Gone Virtual!

We encourage all Members to submit inquiries by email. If you wish to call, please leave a voicemail and we will respond within 24 to 48 hours.

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