

LE TAG

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A MESSAGE FROM THE PRESIDENT

Hello everyone!

The market is still very volatile; 2016 looks to be quite a difficult year, but we trust that better days are ahead for our industry.

We're continuing to make improvements to our structure in order to become more efficient, and will be ready to revitalise our growth when the moment comes. Constructive adjustments have been made to appraisals, project management, and more, which will translate as better efficiency in extremely busy periods.



On a completely different topic, I want to put an end to all the crazy rumours I've been hearing these past few months. ABF is here to stay and remains a leader in the industry. In my opinion, we're the highest performing and most efficient company in our industry, and this is especially owing to you. Our shareholders (François Vallières and myself) are possibly the youngest or among the youngest in the industry. And finally, we're passionate about this industry. Consequently, rumours of the company being sold are completely wild and are being spread by I don't know whom in the vain hope of destabilizing us. To tell the truth, I have some idea of where this is coming from, but it's really not important.

Although we were approached by various entities on several occasions over the past few years, at no time were we ever interested in giving up the company's reins. As I've been telling every single person who approaches me about this subject, "We must be an amazing company to have so many players wanting to acquire us."

In closing, I won't come back to this, and to us this case is closed. Those who use this gossip to harm us must be desperate, and we refuse to play their game. To anyone who may have been worried by these rumours, please know you can sleep easy.

Have a great season!

Éric Bernier, President

Welcome to all
the new ABF
team employees.

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Good news!

Here are a few of the projects recently obtained by ABF

- ◆ Fairfield Hotel / Ottawa
- ◆ Pumping station / Kanata-West
- ◆ Quadrilatere de la Montagne / Montreal
- ◆ Le Conrad / LaSalle
- ◆ Bayshore Shopping Centre, West Parkade Rebuild / Ottawa

Upcoming statutory holidays

- Friday, March 25, 2016 (Good Friday)
- Monday, March 28, 2016 (Easter Monday)
- Monday, May 23, 2016 (National Patriots' Day)

We heard a rumour...

Apparently, Sylvie T. Pruneau hates being alone at work. She proved this by inviting a bat to the office. And to make sure her new friend would stay, Sylvie even "squeezed" her in the door! Sylvie, don't you know there are other ways to form friendships at work... hahahaha! ☺

Your Thought for the Month

"The very fact that we doubt the possibility of achieving happiness and success robs us of any chance of attaining them."

2015 OFFICE CHRISTMAS PARTY

Last December 17, ABF's management organized a happy hour for office employees. As part of this party, the management highlighted the length of service of some of its employees. Here are a few photos :



PROJECT : TURCOT INTERCHANGE / MONTREAL



The Turcot Interchange is a hub for road traffic in the Montreal region, as it connects highways 15, 20 and 720, and makes access easier to the Champlain Bridge. It also constitutes an essential link between the Montreal-Trudeau Airport and Downtown Montreal.

After 45 years of service, the Turcot Interchange, one of the most important in the Province of Quebec with traffic reaching 300,000 vehicles daily, needs to be rebuilt. The Turcot Project also includes the reconstruction of the Angrignon, De La Vérendrye and Montreal West interchanges, as well as the adjacent sections of highways 15, 20 and 720.

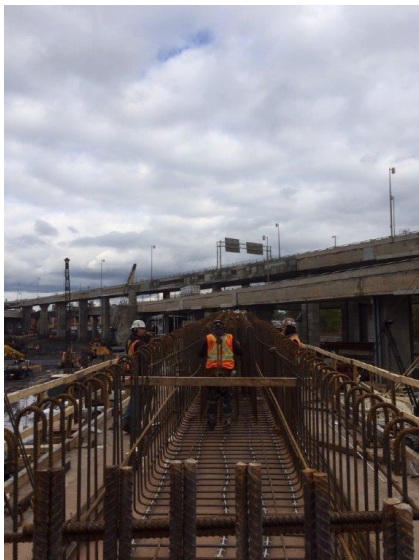
Construction work on the main infrastructures, valued at \$3.7 billion, will be carried out using the design-build method. For roadworks, this is the equivalent of the "turnkey" formula in the building industry. In February 2015, the Quebec government made its selection as to who would lead the province's largest building site for the next few years. The chosen consortium was KPH Turcot, a group composed mainly of the firms Construction Kiewit Cie, Parsons du Canada Ltée, Holcim Canada Inc. and WSP Canada Inc.



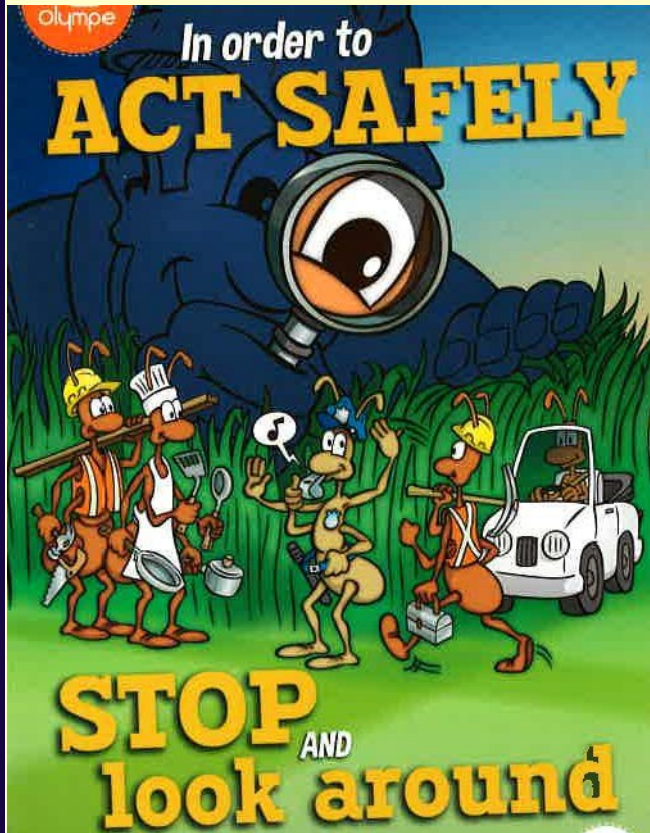
As for the work performed by Armatures Bois-Francs, our main detailer, Mr. Réjean Hainse, will have to detail nearly 10,500 metric tons of reinforcing steel. The work, which started in August 2015, is currently focusing on the installation of caissons, stanchions and header beams. The building site team will be increasing its pace over the upcoming months. This mega-project, which requires amazing traffic management logistics, should conclude at the end of 2020 if everything goes according to plan.

Armatures Bois-Francs, who obtained this contract thanks to its excellent OHS and quality records and its competitive pricing, is very proud to be part of this major project.

Eric Nadeau, eng.
Vice President, Construction



OCCUPATIONAL HEALTH AND SAFETY



At your workplace, making sure everything is safe is (or should be) the norm. Whether one systematically monitors the surroundings and the people within the perimeter according to a determined procedure, and processes the data in order to act accordingly, or one has simply seen a risk and has advised both workmates and those in charge of health and safety about it, our sense of observation is a proven and efficient tool to prevent accidents.

Being observant, that is, staying alert to detect risk and danger, is behavior we all have to adopt ... and encourage!

Be a keen observer

It may happen that we simply come across a safety risk. Though this random finding is certainly useful, leaving safety up to chance is definitely not enough. Carefully planning observation activities is essential:

- ⇒ What are our targets and what criteria will we use?
- ⇒ Which areas and individuals will we focus on?
- ⇒ What follow-up methods will be employed to reinforce or modify the situations and behaviors observed?

Useful habits

⇒ **Talk:** observation activities can and must spark discussions about

work-related safety.

- ⇒ **Ask questions:** observation should prompt the question "why". "Why do we perform this task in this manner?" "Why follow these steps?" "Why do it with this equipment?"
- ⇒ **Think "behavior":** safety inspections focus a lot on equipment, machines and tools. Observation centers on the person.
- ⇒ **Teamwork:** two observers are better than one! Ideally, these two people should come from different backgrounds. Consequently, they will see things differently.
- ⇒ **Be thorough:** systematically and regularly inspect every work environment.
- ⇒ **Encourage and congratulate:** an observation activity is also an excellent opportunity to notice good safety practices. Positive reinforcement is a must!

Observer fatigue

A decrease in observation performance can occur, resulting in fewer inspections and fewer incidents reported. This is often what is called "observer fatigue". If observation activities are always performed by the same people, you can expect a drop in vigilance. This phenomenon can be countered by assigning different observers, by making sure the observers are motivated by their workmates, and by acting according to their observations. Nothing can boost the observers' satisfaction like seeing how their efforts have improved a situation; benefiting both themselves and everyone involved.

Alain Perron, Health and Safety Manager

True or False

Every man for himself! Rate the following statements, and make sure nobody is observing your answers.

	True	False
1. When performing an observation activity, it is always better to work alone	<input type="checkbox"/>	<input type="checkbox"/>
2. An observer may gradually become less vigilant....	<input type="checkbox"/>	<input type="checkbox"/>
3. Observation activities also provide opportunities to encourage good safety practices	<input type="checkbox"/>	<input type="checkbox"/>
4. Observation must only be performed according to predetermined procedure.....	<input type="checkbox"/>	<input type="checkbox"/>
5. Observation involves asking many questions.....	<input type="checkbox"/>	<input type="checkbox"/>
6. "Observer fatigue" is the physical exhaustion felt after a long day of moving throughout the plant.....	<input type="checkbox"/>	<input type="checkbox"/>
7. Observation focuses a lot on behavior.....	<input type="checkbox"/>	<input type="checkbox"/>
8. Observation activities create many opportunities to talk "safety"	<input type="checkbox"/>	<input type="checkbox"/>

