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# LETAG

## A MESSAGE FROM THE GENERAL MANAGER

Hello everyone !

As you all know, we are currently living an exceptional situation. 2019 will undoubtedly be the biggest year in terms of hours worked on construction sites in Quebec, surpassing 2012. Québec also reaches a historically low unemployment rate. These two factors combined mean that customer demand is much greater than the production capacity of the industry. The shortage of labor is a new provincial phenomenon with which we will have to learn to work with it and to use our imagination.

If we add to all this the fact that many of our important contracts that were supposed to start at the beginning of the year have been delayed and require an accelerated pace, we find ourselves in a rather complex situation.

To this extent, senior management held a special meeting to identify all sources of solutions and opportunities to put them in place as quickly as possible like we always do in this kind of situations.

Of course, we continue to put all our efforts into recruitment. The arrival of 8 Guatemalans and new factory employees following our open house will also give us a good helping hand.

As you can see, we are working hard to find solutions to reduce the pressure on you all and respect one of ABF's great values "Customer Satisfaction".

Thank you for your excellent support in these more difficult times and good summer vacation to all!

Be careful!

Marco Fortin, General Manager

## Good news !

Here are a few of the projects recently obtained by ABF

- ★ Aventura Phase 6, Quebec 675 M.T.
- ★ Usine Sylvania, Drummondville 600 M.T.
- ★ Nation Rise Wind Farm, Ontario 1 733 M.T.
- ★ Résidence des Bâtisseurs, Ste-Adèle 560 M.T.
- ★ Kruger, Bromptonville 825 M.T.

## Upcoming statutory holidays

Monday, September 2, 2019

(Labor Day)



WE HAVE A JOB FOR YOU!

**TELL YOUR FRIENDS !!!**



# ABF CLUB EXCELLENCE

## ABF Club Excellence



Here are the winners of the 2<sup>nd</sup> edition. They deserve a stay in *Entourage sur-le-Lac* at Lac Beauport

**CONGRATULATIONS !!!**

Department	Winner
Technical services	Réjean Hainse & François Laliberté
Estimation	Any Giguère & Aboubacar Fonfana
Finances and services	Josée Rioux & Susan Aubin
Plants, transport, purchases	François Rousseau & Stéphane Jacques Jonathan Godbout & Dominic Mercier
Const. Site: Est of Quebec	To be announced ....
Const. Site: Montreal region	To be announced ....
Const. Site : Ottawa region	To be announced ....
<b>1 big winner all categories</b>	<b>Nancy Houle</b>



Welcome to all the new ABF team employees.



# Welcome!



## Armatures Bois-Francis welcomes 10 Guatemalan employees to its Victoriaville plant

To address the labor shortage, in 2018, ABF began international efforts to attract talent from around the world. A strategy that has paid off. Ten Guatemalan candidates have been selected and eight of them will start on Tuesday, July 16 for a contract ending in December. They will be assigned to assistant helpers and detanglers.



On July 10, ABF hosted an open house for a recruitment event. Advertising was done on social media, newspapers and even restaurants. The goal: to mobilize our staff and talk about ABF to attract new workers. We took advantage of the event to offer our employees ice cream and enhance their break with games to reward the excellent work of another. It was a success, in our opinion, since the current teams were very appreciative and that many people were hired. Following this advertising campaign, we continue to receive other applications to expand our team. This day was also a great time to present our Guatemalan workers to the teams currently in place. Thank you all for your participation and help with recruitment.

Karolane - HR Coordinator

# OCCUPATIONAL HEALTH AND SAFETY



## Caution in the sun

Everyone likes to work, play and relax outdoors when the weather is nice. We like to feel the warm rays of the sun on our skin. However, too much sun is dangerous, because the ultraviolet (UV) rays are harmful.

Be careful!

## Facts to consider



The ultraviolet (UV) rays can cause :

- ↳ Sun burn;
- ↳ Skin cancer;
- ↳ Eyes damage.

Furthermore, the skin of people who spend too much time in the sun may experience premature aging, and overexposure to UV rays may reduce your ability to defend against diseases.

Here are some tips to avoid overexposure to UV rays :

- ↳ Learn about the UV index forecast for the day:
  - From 0 to 2 – Low : Minimum solar protection required for normal activities.
  - From 3 to 5 – Moderate: Take necessary precautions.
  - From 6 to 7 – High : Protection is necessary; UV rays damage the skin and cause sun burns.
  - From 8 to 10 – Very high : Additional precautions necessary; unprotected skin will be damaged and may burn quickly.
  - 11 and higher – Extreme: Values of 11 or higher are very rare in Canada. The UV Index can reach 14 or more in tropical regions, including the south of the United States.
- ↳ Plan to go outside early in the morning or late in the afternoon.
- ↳ Between 11:00 am and 4:00 pm, try to stay in the shade and out of the sun.
- ↳ If you are in the sun between 11:00 am and 4:00 pm, wear pants, a long-sleeved shirt and a wide-brimmed hat to protect yourself from sun burn.
- ↳ Wear ANSI approved sunglasses to protect your eyes from UVA and UVB rays.
- ↳ Use a lotion or cream sunscreen that has a SPF (sun protection factor) of 15 or higher. You will usually get better sun protection with sunscreen that has a higher SPF.
- ↳ Use a sunscreen labeled "Broad Spectrum". This will protect you from most UVA and UVB rays.
- ↳ Apply sunscreen 20 minutes before going out. After 20 minutes outside, put some on again to ensure a more uniform product application and better protection.
- ↳ Do not forget to protect your lips, ears and nose because these parts of the body burn easily.
- ↳ The sunscreen usually comes off in contact with water and sweat. So you have to reapply after swimming or if you sweat.

**Questions? Contact your H&S team**