



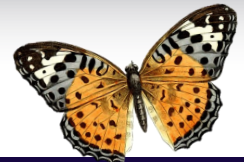
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Volume 11, issue 2
June 2015



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A MESSAGE FROM THE PRESIDENT

Hello,

As you know, at the start of 2015, we began strategic planning and surveyed a large sample of our employees.

All of these data were compiled and analysed, with the help of consultants specialised in this field, and you'll be given the results and conclusion shortly.



Concerning our activities, they're slowly picking up again, but we have to admit that the economy is still shaky.

It goes without saying that we're not operating at the level we want, because offer still outweighs demand in our industry at the current moment.

We hope you'll have a wonderful and very busy summer.

Eric Bernier, President

Miscellaneous

Good news!

Here are a few of the projects recently obtained by
ABF:

- * 900, de Maisonneuve West Lot 4 / Montreal
- * Campari Route de l'Eglise / Ste-Foy
- * TOM Condos / Montreal
- * Marriott Courtyard / Lebourgneuf
- * Tour Place Jacques-Cartier / Quebec City
- * Jonxion 3 phase 1 / Brossard
- * Ekla (Ilot Lapointe) / Quebec City
- * Headquarters—Medical Council of Canada / Ottawa
- * MTQ / St-Jacques-le-Mineur and St-Edouard

Upcoming statutory Holidays

Wednesday, June 24, 2015 (St-Jean-Baptiste Day)

Friday, July 3, 2015 (Canada Day)

Welcome to all the new ABF team employees.

Death notice

ABF's management offers its most sincere condolences to Stephane Picard (clerk in Quebec City) on the death of his mother this past April.



A WORD FROM OUR PRODUCTION MANAGER

The incalculable value of teamwork

The hours we spend working rush by so quickly that, at first, we have no time to think about the potential impact of our individual tasks on the team's common objectives. It's for this reason that I decided to talk to you about teamwork; it's a very simple concept overall, but one that demands attention, because there are many traps waiting for us just around the corner!

Every team member is important thanks to the personal contribution they make to the team. Whether someone plays a managerial, decisional or implemental role, all of the links in the chain are directly joined to each other and accountable for the result that will be achieved. The sum total of these personal efforts will ensure that the result achieved by the team will be far better than each would have obtained individually for ABF.

There's also the role played by the team members who, often without additional effort, have a leader's profile. But beware: a positive leader will stimulate the team and give it rhythm, while the same leader, harbouring dark thoughts, will drain the energy out of the group, often in spite of him- or herself. Keep a watchful eye out, since a leader can have a considerable impact on their colleagues.

Good communication is also a guarantee of success within a team. When communicating, the emitter must express him- or herself accurately, use accessible language, and adopt body language that matches their speech. Conversely, the receptor must let the emitter express themselves fully, and make certain that he or she understands the ideas stated by asking questions or by rephrasing these ideas. Both parties must ensure that the message is understood so that the common objective will be reached.

Keep this in mind, with each spin of the collective wheel; the next time will be easier, and one day the ABF wheel will spin by itself!

Sebastien Berube, Production Manager



Armatura 2015

The 15th edition of the Armatura competition was held in Montreal on May 21. Armatura, a group that brings together various players in the industry, promotes the use of reinforcing steel. The competition recognizes the work performed by companies and their workers.

This year, 16 projects competed in 5 categories: Residential, Commercial & Institutional, Civil Engineering, Industrial and Favourite. The chart on the next page gives the list of projects and shows the winning entry in each category (in blue).

Armatures Bois-Francs was well represented, with 6 projects: the M9 residential project, The VIU residential project in Gatineau, the Deloitte Tower, the expansion of CHU Ste-Justine, the wood pellet terminal in Quebec City and the Belanger HQ substation. From among these, 3 were declared winners by the 5-member jury. You'll find a few photos of these realizations on the next page.

Gaetan Ducharme, ing.
Vice-President, Special Projects

ARMATURA 2015



List of the Finalists



Residential :

M9 residential project
 Canal Griffintown, Building E
 The VIU residential project
 District Griffin, Block 9

Commercial & Institutional:

CHUM, Building D
 CHU Ste-Justine
 Multifunctional sport complex in St-Augustin-de-Desmaures
 Tower #5 at the Place Laval complex

Civil Engineering :

Bridge over the Gilbert river, Autoroute 73
 Bridge on the bypass at the Notre-Dame-des-Pins river
 Roadway resurfacing on the Ile-aux-Tourtes bridge, Autoroute 40

Industrial :

Wood pellet terminal in Quebec City
 Belanger HQ substation

Favourite:

Deloitte Tower
 Flyover bridge at Ile-des-Soeurs
 Multipurpose auditorium in Quebec City

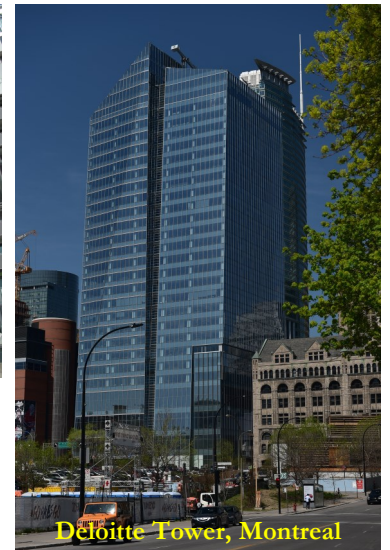
A few photos



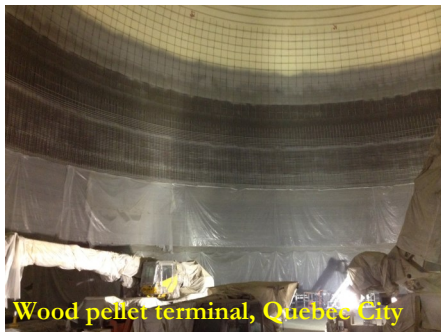
Wood pellet terminal, Quebec City



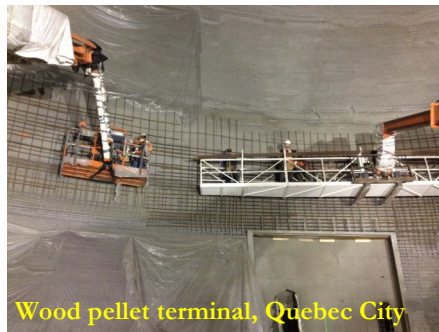
M9 residential project, Montreal



Deloitte Tower, Montreal



Wood pellet terminal, Quebec City



Wood pellet terminal, Quebec City



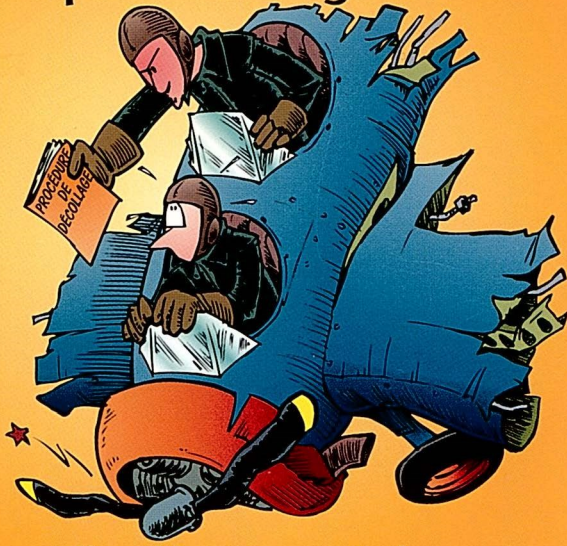
Deloitte Tower, Montreal

Our very special THANKS to everyone who contributed to the success of these projects!!!

OCCUPATIONAL HEALTH AND SAFETY

20th ANN.

PROCEDURES & Proper Working Methods



The Key to a Job
WELL DONE!

In most organizations, there is a pre-established way of doing each thing. This is generally referred to as a procedure or working method.

The key to efficiency

The knowledge and day-to-day application of proper working methods offers many advantages, namely:

- ✱ **Uniformity and quality**

By ensuring that everyone works the same way, clear and precise procedures help the organization achieve consistent quality in its products and services, thus enabling it to remain competitive.

- ✱ **Efficient planning**

Well-defined procedures also make it easier to manage deadlines and schedules by providing planners with better knowledge of the time and resources required to perform each given task.

- ✱ **Adequate training**

Clear and detailed procedures help the organization train new employees and replacements more rapidly and more efficiently.

- ✱ **Increased safety**

Safety requirements (environment, specific hazards, hazardous substances, required safety gear, etc.) make up an important part of a complete procedure.

- ✱ **Continuous improvement**

Uniform procedures provide managers and supervisors with a tool to evaluate each task objectively in order to make required changes and/

or improvements.

A shared responsibility

Employers and employees alike have a responsibility in upholding proper working methods and keeping procedures up-to-date. Hence...

- ✱ **Employers** must make sure that all procedures and working methods are as clear, precise and complete as possible. They must also keep them up-to-date and see they evolve in pace with new developments and technological advancements.
- ✱ **Employees** must apply procedures as rigorously as possible and employ proper working methods at all times. They must also advise their employer of any shortcomings or questionable aspects of a procedure that could warrant a revision or even the removal of the procedure in question.

Born from experience

Procedures and working methods embody the expertise and know-how acquired by the organization over the years, enriched by the experiences and contributions of its employees. Their application therefore plays a crucial role in achieving efficiency and productivity, and in maintaining the overall quality of the products and services offered by the organization.

Proceed... with common sense!

We are sometimes faced with an unforeseen situations or unusual task for which no procedure exists. When this happens, common sense must dictate our behavior.

Mark Clarke, Health and Safety Manager

It all boils down to... procedures!

Here are a few examples of procedures and working methods from our everyday life, even though we don't think of them as such. Can you identify them?

1. Explains the procedure one must follow to properly put together an appliance, toy or piece of furniture.
Answer: _____
2. Steps one must follow when administering someone's medication so as to do it safely and efficiently.
Answer: _____
3. Contains all the information pertaining to the proper operation and maintenance of a vehicle or other motorized piece of equipment.
Answer: _____
4. Procedure that could enable those who master it to save the life of a person in difficulty.
Answer: _____
5. List of ingredients and steps necessary to prepare a cooked meal.
Answer: _____
6. Explains the proper way to operate a device or piece of equipment.
Answer: _____



1. Assembly instructions 2. Dosage 3. Owner's manual
4. C.P.R. technique 5. Cooking recipe 6. User's guide