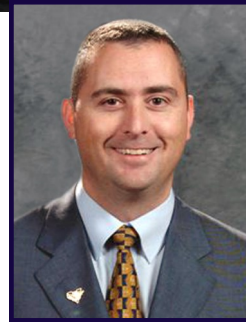


LE TAG



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A MESSAGE FROM THE PRESIDENT

Hello everyone!

The economic situation is still very difficult. Although we're on the threshold of fall, usually a busy time of year, our shipments are far from the expected volumes.

Given this context, which we hope will be transitory, we had to temporarily lay off a number of office and plant workers. Over the past 2 years, we've kept on a surplus of personnel, hoping for a recovery, but now we need to make cuts. We're working hard to bring the situation back to normal as quickly as possible. Obviously, some office employees will go back to multi-tasking in order to fill the gaps left by these temporary layoffs. We're counting on the entire team to redouble their efforts and put their shoulders to the wheel.

Rest assured that we'll do everything humanly possible to return to normal.

To end on a positive note, here's a piece of good news: ABF landed the Turcot Interchange project with KPH. However, owing to the presence of contaminated soil, among other factors, little work will be done this fall.

Make the most of the end of summer!

Eric Bernier, President

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Set your watches back!

On Sunday, November 1st, 2015, don't forget to put your clocks back one hour and to change the batteries in your smoke detectors!

Did you know?

It was in 1918, during World War I, that Canada's House of Commons introduced the Daylight Saving Bill, which aimed at saving electricity and maximizing the use of daylight hours. Then, in 2006, Canada adopted the Legal Time Act concerned with normalizing time between Canada and the United States, which had just passed the *Energy Policy Act of 2005* aimed at saving energy in an environmental perspective. As a result, since 2007, the period during which daylight savings time is applied lasts 4 to 5 weeks longer, since we now move clocks forward on the **second Sunday in March** (instead of the first Sunday in April) and return to standard time on the **first Sunday in November** (instead of the last Sunday in October).

Good news!

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

- ✓ Reconstruction of the Manège Militaire Voltigeurs in Quebec City
- ✓ Turcot Interchange in Montreal
- ✓ OLRT Lyon Station in Ottawa
- ✓ Government Conference Centre Rehab in Ottawa
- ✓ Urbano Condos in Sherbrooke

Upcoming Statutory Holidays

- Monday October 12, 2015 (Thanksgiving)
- Monday November 9, 2015 (Remembrance Day)

Death notice

ABF's management offers its most sincere condolences to Dominic St-Pierre on the death of his mother this past June.

A WORD FROM OUR VICE-PRESIDENT



A costly lapse in judgment

For this issue of the Tag, I decided to remind you of an article I published in last December's Tag. I thought the message had been understood by everyone, but we realised that this wasn't the case. So here is the article that's so **important** for ABF:

No matter the regulations, rules around fall protection share the same basis. Basically, they state that *"any worker exposed to falls over three metres (10 feet) must wear a safety harness or be otherwise protected in order to be able to perform work safely."* As a result, any worker at a height over three metres without protection from a harness, guard rails or netting is liable to fines stipulated by law. The same goes for their employer and the prime contractor, since it's a case of dual responsibility.

Since January 1, 2011, under Article 237: whoever, through omission or action, directly and seriously compromises the health or safety of a worker, is punishable by a fine. The worker may be required to pay from \$3,000 to \$6,000, and the employer from \$30,000 to \$150,000.

In September 2014, we received a first fine under Article 237. There was no accident. The inspector who visited the worksite took a single picture showing three of our workers - including two foremen - standing on a beam on scaffolding located at a height of 10 feet, without guard rails and without wearing harnesses. ABF was fined \$31,214 and the prime contractor received a similar fine, which will certainly be deducted from our 10% holdback. More recently, in August 2015, two of our workers were observed by another CSST inspector putting themselves at risk of a fall from a height of more than 3 metres without wearing their safety harness. We expect to once again receive a very steep fine. Should this be deemed a repeat offence, the fine could be as high as \$150,000.

With all the training and information efforts the company made over the last few years, it's unacceptable, especially in the difficult financial context now hitting the construction industry in Quebec. We have to fight to get each contract, and when we do obtain one we have to expend even more efforts to break even. This financial impact has major consequences on our profits and on the contracts on which we'll try to bid in the future. These infractions are on record in our CSST file and must be declared when we bid. We may not qualify for the right to bid, and as a result lose the opportunity to obtain exciting projects.

We must continue to change our mindsets and behaviours. There's ZERO TOLERANCE when it comes to fall hazards, which means that performing work at a height without protection is prohibited. It's unacceptable and dangerous. For 10 years now, Armatures Bois-Francis has adopted a proactive approach regarding health and safety; as a result, we keep due diligence in mind, which means that we must act like a good parent towards our workers. Due diligence rests on the three duties of an employer:

a) Duty of foresight: When it comes to health and safety, the employer must identify work-related risks and determine what preventative measures are appropriate. It's for this reason that we have a prevention program and formulate specific task safety analyses for our work.

b) Duty of efficiency: This requires the implementation of concrete methods to ensure the safety of workers as regards equipment, training and supervision in order to ensure that safety guidelines are complied with. At Armatures Bois-Francis, we train our workers in all aspects of health and safety so that they observe proper work methods, and we provide all the equipment required to execute the work, for example harnesses for work at a height. As part of this duty, the foreman in charge of a worksite must set up a weekly stand-down, as specified in our prevention program. This high-priority, mandatory document must be forwarded to the Health & Safety Coordinator on a weekly basis. It should be attached to your timesheet. On this topic, we want to congratulate Dave Drouin for his exceptional discipline in forwarding his completed safety stand-down forms each week.

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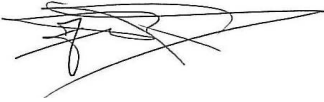
A WORD FROM OUR VICE-PRESIDENT (CONTINUED)

c) Duty of authority: This involves the employer's intolerance towards dangerous behaviour and the imposition of sanctions on employees who don't comply with rules of caution. A written disciplinary notice will be issued, and sanctions could go as far as dismissal.

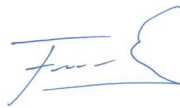
The proactive spirit demands preparation, organization and discipline from each of us, as well as thinking about our safe work methods before work is performed so that they can be adequately controlled. We must think ahead of all the risks, train our workers in preparation, and supervise the workers while work goes on to ensure that tasks are carried out without risks for health and safety.

And if you're faced with a situation which you're not certain is **ENTIRELY SAFE**, don't hesitate to talk to your foreman, your superintendent, or myself.

Let's be proactive when it comes to occupational health and safety!



Alain Perron, Cell : 418-930-1275
Health & Safety coordinator



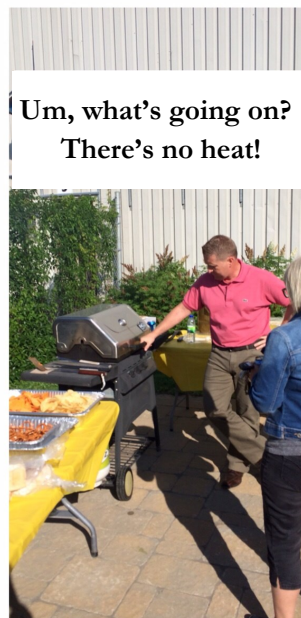
François Vallières, B.A.
Vice-president



Eric Bernier
President

Miscellaneous

On Wednesday, July 15, ABF's management organized a happy hour barbecue for office employees. Eric Bernier and François Vallières were the designated chefs for the event. Here are a few pictures from this wonderful evening:



OCCUPATIONAL HEALTH AND SAFETY



No need to be very far from the ground to injure yourself! Although you may be performing a routine task, the moment you are off the ground, the risk of injury increases—hence the importance of taking appropriate measures. Working at height is a term which refers mainly to three common situations, especially on construction job sites and in industrial environments:

1. Working three or more meters above floor level

Any time work is conducted three or more meters above floor level, workers must wear a safety harness which complies with current standards. The harness must be linked to a security system.

- ◇ To avoid falling more than 1.2 meter use a shock-absorber and ropes.
- ◇ Use an automatic rope winder linked to an energy absorber.
- ◇ As of five meters above floor level, guard rails are required.

2. Working on a ladder or stepladder

Ladders and stepladders should be used only for short-term jobs (less than one hour).

- ◇ Carry tools in a tool belt when climbing the ladder—not in your hands.

- ◇ Use a rope or a hoist to bring up bulky equipment.
- ◇ Always have three press holds (two feet, one hand or one foot, two hands resting on the rungs).
- ◇ The ladder/stepladder must always be placed on solid ground and both uprights well-supported at the top.

3. Working with an elevating platform

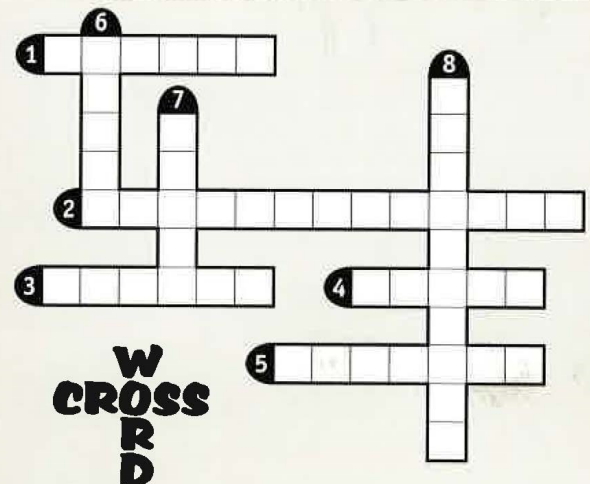
The platform must be...

- ◇ Checked by a specialist at the start of the job, then daily by its operator.
- ◇ Equipped with guard rails and mechanisms ensuring that it can be stopped abruptly in case of emergency and prevent it from falling if there is a power failure.
- ◇ Well-balanced and have sufficient space to move about.

Controlling the risks

When talking about job safety, one must pay special attention to risk control. When working at height, workers must assess the task at hand and determine whether some of the risks can be avoided by doing part of the job on the ground (all assembly done at ground level, use of devices/hoists to bring equipment down for maintenance, etc.). Otherwise workers must assess the risks which cannot be avoided then the unavoidable risks can be countered by using safety measures.

Alain Perron, Health and Safety Manager



Across

1. Wearing a harness prevents a rough landing on the...
2. Part of the security system for fall protection.
3. Always handy, often dangerous.
4. Number of meters from floor level for a job to be considered at height.
5. Place where working at height is often necessary.

Down

6. Used to help carry up bulky equipment.
7. The best way to stay away from risks is to... them.
8. Mandatory at the height of 5 meters.

1. GROUND 2. SHOCKABSORBER 3. LADDER 4. THREE
5. JOBSITE 6. ROPES 7. AVOID 8. GUARDRAILS