

2009



ontario industrial & finishing  
**SKILLS CENTRE**

# Training Calendar

# Welcome to Another Year of Training

Welcome to OIFSC's calendar of scheduled training events for 2009. We are grateful this calendar is useful to the many IUPAT members, and OPCA and AGMCA contractors we serve.

Skilled, knowledgeable and certified employees are increasingly more important for the industry and our training activities reflect this reality.

In 2008, we diligently progressed on this mission in many ways, for example:

- The leadership of IUPAT, OPCA, AGMCA and OIFSC were busy advocating to the Ministry of Training, Colleges & Universities (MTCU) on two key issues of significant importance to our futures:

- Compulsory Certification for the glazier and painter trades
- Creation of a College of Trades (CoT) for all of Ontario's 150 trades.
- OIFSC invested extensively in new equipment in Toronto, Ottawa and Ancaster to better serve you.
- We delivered the first ever Industrial Painter apprenticeship class in Ancaster,

which we have targeted to become our Industrial Painter training hub.

- Our Health & Safety training services group delivered on yet another record year of activity.
- We delivered multiple pre-apprenticeship and pre-employment programs to better prepare many of the new entrants to the trades for working in the trades.

We are planning on another record year of training in 2009, and with the support of our stakeholders we expect another year of substantial progress.

As I look ahead into 2009 and beyond I see dramatic and positive change.

The government of Ontario stated in September 2008 that in early 2009 it will table legislation to create a CoT. The CoT will, we hope, take over all trades



and trades training related duties and responsibilities from the MTCU. This will be a monumental positive change for the participants in the system. The entire system will become much more responsive, adaptive, effective and service oriented than it has been in the past. Amongst many potential benefits, the CoT also will provide the glazier and painter trades their best ever opportunity to become compulsory, which means only certified tradespeople and apprentices could work in that trade.

As we sit at a significant crossroad to the future we thought it appropriate to pay homage to the greatness of the past of the painting and glazing trade in Ontario, and the people who made it so. Interwoven throughout this year's calendar you will see glimpses of the past as we present personal stories, documents of interest and other interesting linkages. For many of you this will be a fond walk down memory lane and for others it will be a small, interesting connection to your past.

The staff at OIFSC wishes all of you a happy, safe, healthy and prosperous 2009, and we look forward to helping you make our industry safer and more productive than it has ever been.

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>W: Windsor</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>Kit: Kitchener</b> 1-800-943-6210
<b>O: Ottawa</b> 1-800-943-6210	

# January

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
<p><i>"The next day is never so good as the day before."</i> <i>Publilius Syrus (1st Century BC?) Roman writer and poet.</i></p>				New Year's Day		
4	5	6	7	8	9	10
	<p><b>Apprenticeship Training</b> Glaziers Advanced Toronto Painters Advanced Toronto Glaziers Advanced Ottawa</p>	<b>T: WHMIS</b>		<b>T: Fall Protection</b>		<p><b>Kit: WHMIS &amp; Fall Protection</b></p> <p><b>A: Confined Space Entry</b></p>
11	12	13	14	15	16	17
	<p><b>SSPC C-1</b> Toronto 8am to 4pm (Day 1 of 5)</p>	<p><b>SSPC C-1</b> Toronto 8am to 4pm (Day 2 of 5)</p>	<p><b>SSPC C-1</b> Toronto 8am to 4pm (Day 3 of 5)</p>	<p><b>SSPC C-1</b> Toronto 8am to 4pm (Day 4 of 5)</p>	<p><b>SSPC C-1</b> Toronto 8am to 4pm (Day 5 of 5)</p>	<p><b>A: WHMIS &amp; Fall Protection</b></p> <p><b>W: Confined Space Entry</b></p>
		<b>O: WHMIS</b>	<b>O: Fall Protection</b>			
18	19	20	21	22	23	24
<b>W: Asbestos Worker</b>		<b>T: Suspended Access (Day 1 of 3)</b>		<b>T: Suspended Access (Day 2 of 3)</b>		<p><b>A: Powered Elevating Work Platforms</b></p> <p><b>T: Suspended Access (Day 3 of 3)</b></p>
25	26	27	28	29	30	31
						<b>T: Forklift Operator (Day 1 of 3)</b>

**All students must be pre-registered. Please call the numbers listed above to register.**

# A Few Words From Our Stakeholders...

*“Apprenticeship in Ontario is taking a new turn with the College of Trades. Compulsory Certification will provide our industry with tradespeople that are the highest quality and most productive to meet the future needs of the industries we represent.”*

~William Nicholls  
Business Manager, Secretary Treasurer  
IUPAT DC46



*“The Architectural Glass & Metal Contractors Association (AGMCA) firmly believes that Apprenticeship and Journeyman training is a key component to the ongoing development and maintenance of a healthy industry.*

*In the face of tough competition, today’s buyers of our services demand quality workmanship and products. In order to compete as Unionized contractors, it is a must to have a highly trained, safe and productive workforce.*

*The OIFSC Training Centre is a joint investment by Management and Labour that has proven to be a major catalyst in achieving our common goals.”*

~Barrie Eon  
Association Manager AGMCA

*“Returning from the 2008 Finishing Industries Forum, I am reminded how strong the culture of training has become amongst both Management and Labour. Our Ontario Industrial Finishing and Skills Centre (OIFSC), the Labour Management Cooperation Initiative (LMCI) and the Finishing Trades Institute (FTI) are committed to developing training as the cornerstone of Management and Labour’s future success.”*

~Andrew Sefton  
Executive Director OPCA




Ontario Painting Contractors' Association

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>W: Windsor</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>L: London</b> 1-800-943-6210
<b>O: Ottawa</b> 1-800-943-6210	

# February

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1  <b>T: Forklift Operator (Day 2 of 3)</b>	2	3	4	5	6	7 <b>T: Powered Elevating Work Platforms</b> <b>A: Suspended Access (Day 1 of 2)</b>
8  <b>A: Suspended Access (Day 2 of 2)</b>	9	10 <b>T: WHMIS</b>	11	12 <b>T: Fall Protection</b>	13	14 Valentine's Day
15  Family Day	16	17 <b>O: WHMIS</b>	18	19 <b>O: Fall Protection</b>	20 <b>W: Lead Abatement</b>	21 <b>A: WHMIS &amp; Fall Protection</b> <b>W: Powered Elevating Work Platforms</b>
22 <b>L: Lead Abatement</b>	23 <b>L: WHMIS</b>	24  <b>L: Fall Protection</b> <i>Pre CofQ Training</i> Glaziers - Ottawa (Day 1 of 3)	25 <i>Pre CofQ Training</i> Glaziers - Ottawa (Day 2 of 3)	26 <i>Pre CofQ Training</i> Glaziers - Ottawa (Day 3 of 3)	27	28 <i>Regulatory Basics of Sup'v</i> Ancaster <b>T: Propane in Const.</b> <b>O: Powered Elevating Work Platforms</b>
<p><i>"What you need to know about the past is that no matter what has happened, it has all worked together to bring you to this very moment. And this is the moment you can choose to make everything new. Right now."</i></p> <p style="text-align: right;"><i>Author Unknown.</i></p>						

**All students must be pre-registered. Courses subject to cancellation.**

## Health & Safety Courses:

Course Name	Duration	Expiry <sup>1</sup>	Pre-requisites
WHMIS	4 hours	1 year	
Fall Protection	4 hours		
Powered Elevating Work Platforms <sup>2</sup>	8 hours		Fall Protection
Standard First Aid CPR	16 hours	3 years	
Suspended Access Equipment <sup>2</sup>	16 hours		Fall Protection
Hoisting & Rigging	16 hours		
Respiratory Protection	8 hours		
Lead Abatement	8 hours		Respiratory Protection
Asbestos Worker (Type 1 & 2)	8 hours		Respiratory Protection
Asbestos Supervisor (Type 1 & 2)	8 hours		Asbestos Worker
Asbestos Worker (Type 3) <sup>3</sup>	16 hours		
Asbestos Supervisor (Type 3) <sup>3</sup>	8 hours		Asbestos Worker (Type 3), Basics of Supervising
Basics of Supervising (CSAO)	8 hours		
Confined Space Entry <sup>4</sup>	8 hours		Respiratory Protection
Confined Space Rescue <sup>4</sup>	8 hours		Confined Space Entry, First Aid CPR
Regulatory Basics for Supervisors	8 hours		
Lockout Tagout	4 hours		
SSPC C-1	40 hours		
Propane for PEWPs	4 hours		
Propane in Construction	8 hours	3 years	
Forklift Operator <sup>2</sup>	24 hours	3 years <sup>5</sup>	
Klimer Mast Climbing Platform <sup>2</sup>	8 hours		Fall Protection

<sup>1</sup>Recommended renewal for all courses without an expiry date is 3 years and/or when regulations change.

<sup>2</sup>Participants are required to bring their own Hard Hat and Safety Shoes

<sup>3</sup>Certification for this program is issued through MTCU.

<sup>4</sup>Entry and Rescue procedures must be reviewed at least once annually.

<sup>5</sup>Hands-on refresher must be done 18 months following the initial training.

## Skills Upgrade Training\*:

- Blastrac
- Specialty Decorative Finishes
- Vinyl Wall covering
- Online Computer Training
- Pre C of Q
- Blueprint Reading
- Abrasive Blasting
- Spray Paint Applications
- Industrial Painter
- LMCI Supervisory Training

\*Participation in these courses is by invitation and/or waiting list only. Please call for further information.

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>S: Sudbury</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>SSM: Sault Ste. Marie</b> 1-800-943-6210
<b>O: Ottawa</b> 1-800-943-6210	

# March

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4 ☾	5	6	7 T: Klimer A: Hoisting & Rigging (Day 1 of 2) T: First Aid CPR (Day 3 of 3)
8	9 <i>Apprenticeship Training</i> Glaziers Advanced Toronto Painters Intermediate Toronto Glaziers Advanced Ottawa	10 ○ T: WHMIS	11 T: First Aid CPR (Day 1 of 3)	12 T: First Aid CPR (Day 2 of 3) T: Fall Protection	13	14 A: Powered Elevating Work Platforms T: Hoisting & Rigging (Day 1 of 2)
15 T: Hoisting & Rigging (Day 2 of 2)	16	17 O: WHMIS	18 ☽ O: Fall Protection	19 S: Fall Protection	20 S: WHMIS	21 A: WHMIS & Fall Protection O: Suspended Access (Day 1 of 2) S: Confined Space Entry
22 O: Suspended Access (Day 2 of 2) S: Lead Abatement	23 S: Asbestos Worker (Day 1 of 2)	24 S: Asbestos Worker (Day 2 of 2)	25	26 ● SSM: Fall Protection	27 SSM: WHMIS	28 A: Forklift Oper. (Day 1 of 3) O: Propane in Const. SSM: Confined Space Entry
29 A: Forklift Operator (Day 2 of 3) SSM: Lead Abatement	30 SSM: Asbestos Worker (Day 1 of 2)	31 SSM: Asbestos Worker (Day 2 of 2)	<i>"A man cannot free himself from the past more easily than he can from his own body." Andre Maurois (1885-1967), French Author.</i>			

**All students must be pre-registered. Please call the numbers listed above to register.**

# New Course Offerings\*

## Rough Terrain Forklift Operator

Upon completion of this program, participants will be able to recognize and assess rough-terrain forklift hazards.

Topics to be covered in this course include:

- Basic hydraulics and pre-operational checks
- Stability and tipping
- Capacity and load charts
- Safe operating and load handling procedures
- Inspection, maintenance, and log books

Training consists of 2 days of theory plus a hands-on component. The hands-on schedule will be determined by the instructor during the theory training.

Participants will also receive their Propane for PEWP certification as part of this program.

## Klimer Mast Climbing Platform

Participants will learn to recognize and assess mast-climbing platform hazards.

Topics to be covered in this course include:

- Hazard recognition and evaluation
- Legislative requirements and safe practices
- Connection, activation, and disconnection of propane equipment

The program includes hands-on training outdoors.

Due to the nature of the equipment, we are unable to rent a mast climbing platform for out-of town training. This course will only be delivered in Toronto at the present time.

## Propane in Construction (CH-02)

This course teaches participants to recognize and evaluate the hazards associated with propane. They will also be able to safely connect, disconnect, and activate propane equipment up to 400,000 BTU.

Topics to be covered in this course include:

- Hazard recognition and evaluation
- Legislative requirements and safe practices
- Connection, activation, and disconnection of propane equipment

The program includes hands-on training outdoors and classroom performance reviews.

## Propane for Powered Platforms (PEWPs)

This course is offered as both a stand-alone course and as an add-on to Forklift Operator, Klimer and PEWP training.

Participants are taught how to recognize and evaluate the hazards of propane and will learn how to safely connect and disconnect propane cylinders from Propane Powered Vehicles.

Topics to be covered in this course include:

- Hazard recognition and evaluation
- Legislative requirements and safe practices
- Changing vehicle propane cylinders
- Safe storage and handling of propane cylinders

Participants must demonstrate competence in changing a vehicle propane cylinder.

*\*Please consult March for more information including course duration, prerequisites and participant requirements for each program.*

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>W: Windsor</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>L: London</b> 1-800-943-6210
<b>O: Ottawa</b> 1-800-943-6210	

# April

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4 <i>Pre CofQ Training</i> Glaziers - Ancaster Painters - Ancaster (Day 1 of 2) <b>A: Propane in Const.</b> <b>L: Asbestos Worker</b>
<i>"The present contains nothing more than the past, and what is found in the effect was already in the cause."</i> <i>Henri Bergson (1859-1941) French philosopher.</i>						
5 <i>Pre CofQ Training</i> Glaziers - Ancaster Painters - Ancaster (Day 2 of 2) <b>L: Confined Space Entry</b>	6	7	8	9 <b>T: Fall Protection</b>	10 Good Friday	11
12 Easter Sunday	13 Easter Monday	14 <b>T: WHMIS</b> <b>O: WHMIS</b> <b>T: Suspended Access (Day 1 of 3)</b>	15	16 <b>T: Suspended Access (Day 2 of 3)</b>	17	18 <b>A: WHMIS &amp; Fall Protection</b> <b>T: Suspended Access (Day 3 of 3)</b>
19	20	21	22	23	24	25 <b>O: Forklift Oper. (Day 1 of 3)</b> <b>W: Suspended Access (Day 1 of 2)</b> <b>O: Asbestos Worker</b>
26 <b>O: Forklift Oper. (Day 1 of 3)</b> <b>W: Suspended Access (Day 2 of 2)</b> <b>O: Asbestos Superv'r</b>	27	28 <i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 1 of 3)	29 <i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 2 of 3)	30 <i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 3 of 3)		

**All students must be pre-registered. Courses subject to cancellation.**

# Women in the Trades...



Glazier Tracy Logan completed the glazier apprenticeship program in 1988, pictured left with DC46 Business Manager/Secretary-Treasurer Albert Ross. She was by all accounts of those who worked with her a “good glazier, hardworking and dedicated”. Tracy left the trade in 1990 to take care of other obligations but is most recognized among the glazing community for being the first female glazing apprentice in Ontario to complete the apprenticeship program and pass the CoQ to become a journeyman.

Tracy began her career with Scullion Glass and her first job was at the Pickering Town Centre. Under the guidance of Scullion’s talented journeymen, Tracy learned the trade. At the time, women in the glazing trade were a rarity but she was determined to become a journeyman and worked hard to learn all she could. Tracy faithfully attended her three levels of schooling at George Brown College and was one of the top students in her class. Following her passing of the CoQ exam in 1990, Tracy was contacted in 1991 by MTCU to participate in a project to re-write the Qualifications exam.

Today Tracy is happily married and the mother of two teenaged boys. After leaving glazing she returned to school and earned her certification as a Personal Support Worker. Tracy enjoys spending time with her family and her new career which involves working with the elderly at a nursing home near her residence.



(Left) “Mother” Mary Goodrid, pictured here in September 1903, was the only woman member of the Brotherhood at the time and is believed to be the first. Mother Goodrid hailed from Local 325 in Petersburg, Indiana.



1988 Graduating Glazier Apprenticeship Class  
with Committee Members (Above)

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>O: Ottawa</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>Kn: Kingston</b> 1-800-943-6210

# May

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
<p><i>"To be able to look back on one's past life with satisfaction is to live twice."</i>  <i>Marcus Valerius Martialis (circa 40 AD - 102 AD) Latin Poet.</i></p>						<b>T: Forklift Operator</b> (Day 1 of 3) <b>O: Hoisting &amp; Rigging</b> (Day 1 of 2)
3	4	5	6	7	8	9
<b>T: Forklift Operator</b> (Day 2 of 3) <b>O: Hoisting &amp; Rigging</b> (Day 2 of 2)		<b>T: WHMIS</b>		<b>T: Fall Protection</b>		○ <i>Regulatory Basics of Sup'v</i> Toronto <b>Kn: WHMIS &amp;</b> Fall Protection
10	11	12	13	14	15	16
Mother's Day	<u>Apprenticeship Training</u> Glaziers Intermediate Toronto Glaziers Basic Ottawa	<b>O: WHMIS</b>	<b>O: Fall Protection</b>			
17	18	19	20	21	22	23
☾	Victoria Day					<u>Regulatory Basics of Sup'v</u> Ottawa <b>A: WHMIS &amp;</b> Fall Protection
24	25	26	27	28	29	30
					<u>Special Decorative Finishes</u> Toronto (Day 1 of 3)	☾ <u>Special Decorative Finishes</u> Toronto (Day 2 of 3)
31						
<u>Special Decorative Finishes</u> Toronto (Day 3 of 3)						<b>A: Powered Elevating</b> Work Platforms

**All students must be pre-registered. Please call the numbers listed above to register.**

# Awards and Grants

## Malcolm Satov Award



(L to R: Andrew Sefton, OPCA; George Kostopoulos, \$1,500 award recipient; David Gillis, \$500 award recipient; Joshua Gordanier, \$750 award recipient); Bill Nicholls, IUPAT)

The 2008 Malcolm Satov award recipient was George Kostopoulos. George was selected from the February 2008 class of Advanced Level apprentices for his outstanding skill and accomplishments.

George has been painting for seven years and takes great pride in his work. Having completed his apprenticeship, George will soon write his C of Q to become a licensed journeyman.

*The Malcolm Satov Memorial Awards are given each year in memory of painting contractor Malcolm Satov (1942-1999), a dedicated OPCA volunteer who, throughout his career, was a passionate advocate for continuous learning through apprenticeship training and journeyman upgrading.*

## 2008 Journeyman

In 2008 the following apprentices wrote and passed their Certificate of Qualifications exams at the Ministry of Training:

### Glaziers:

Eric Dubeau  
Richard Kempf  
Roger Michaud  
Ryan Pike  
Robert Van Wijngaarden

### Painters:

Robert Dalgety  
Albert Francis  
John Leggio

Best of luck to our newest journeyman.

To registered apprentices who have completed all their schooling and are planning on writing, don't forget to forward us a copy of your CoQ so you can receive your \$100 cheque and your Inukshuk.



(Local 1819 President Robert Bower, (L) and Local 1819 Trustee Steve Laird, (R) present Glazier Journeyman Jim Cook with his Inukshuk)

## Health & Safety Participant Awards

### STAR Program:

DC46 will soon implement the STAR rewards program in Ontario. Journeyman who complete and keep up to date their H&S training will be eligible for awards and recognition under this program. Eligible members will receive points for each training session attended.

Complete information about this program will be mailed to members.

### OIFSC Rewards:

In 2008, OIFSC gave away 4 \$100 gift certificates for the Keg. The certificates were given to members who attended health & safety training.

Every 3 months a participant name was drawn for the prize. Participants received one entry for each four hours of training attended.

We will continue to give away the \$100 Keg gift certificate in 2009 so keep attending training for your chance to win.

## S. Frank "Bud" Raftery Scholarship



(L to R: John Cousins with son Greg; Mark Korabo with son Zachary; Bill Nicholls, IUPAT; Back: George McMenemy, Local 1795)

Each year, IUPAT awards 10 scholarships of \$2,000 each to children and legal dependents of IUPAT members. To participate, applicants must submit an essay of 1,000 - 2,000 words on a topic chosen by the IUPAT Scholarship Committee.

In 2008, the DC46 Scholarship Award winners were both from Glaziers Local 1795, Hamilton/Niagara.

Zachary Cressman is the stepson of Mark Korabo finishing his first year at Sir Wilfred Laurier University, pursuing studies in financial mathematics. Gregory David Cousins is the son of John Robert Cousins attending McMaster University pursuing studies in mathematics and statistics.

*Congratulations to All*

Training Locations This Month:

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<b>A: Ancaster</b> 905-304-0001	<b>Kit: Kitchener</b> 1-800-943-6210

# June

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
○ 7	8	T: WHMIS	10	T: Fall Protection	12	13 A: Confined Space Entry T: Powered Elevating Work Platforms
14	☾ 15	O: WHMIS	17	18	19	20 Kit: WHMIS & Fall Protection A: WHMIS & Fall Protection
21	● 22	23	24	25	26	27
Father's Day						
28	☾ 29	30	<i>"The distinction between the past, present and future is only a stubbornly persistent illusion." Albert Einstein (1879-1955) German-Swiss U.S. scientist.</i>			

**All students must be pre-registered. Courses subject to cancellation.**

# TO OUR PARTNERS...

*Allan Binning*

(Glazier's PAC, Painter's PAC, Toronto LAC)

*Margaret Buchanan*

(Glazier's PAC, Painter's PAC)

*Joe Buck*

(Glazier's PAC, OGATC, Toronto Glazier's LAC)

*Kim Campagnaro*

(CSAO H&S Committee)

*Michael Carter*

(OIFSC Board of Trustees, Glazier's PAC, OGATC, Ottawa Glazier's LAC, Painter's PAC, Toronto Glazier's LAC)

*Michael Colafranceschi*

(OIFSC Board of Trustees, Painter's PAC)

*Thomas Corbett*

(Painter's PAC)

*Robert Desjardins*

(Ottawa Glazier's LAC)

*Kevin Elliott*

(OIFSC Board of Trustees)

*Barrie Eon*

(Glazier's PAC, OGATC, Toronto Glazier's LAC)

*Tony Hartt*

(OIFSC Board of Trustees, OGATC)

*Simon Hazelwood*

(CSAO H&S Committee)

*Sean Keogh*

(OGATC, Toronto Glazier's LAC)

*Robert Kucheran*

(Painter's PAC)

*Marc-Andre Leclair*

(Ottawa Glazier's LAC)

*Harry Lush*

(Toronto Glazier's LAC)

*Dermot Lynch*

(OGATC, Toronto Glazier's LAC)

*Richard Martel*

(Ottawa Glazier's LAC)

*Shawn McHale*

(Ottawa Glazier's LAC, Glazier's PAC)

*George McMenemy*

(Glazier's PAC, OGATC, Toronto Glazier's LAC)

*Tony Menecola*

(Toronto Glazier's LAC)

*Jack Mills*

(CSAO H&S Committee)

*Peter Neudorf, Jr.*

(Glazier's PAC)

*William Nicholls*

(OIFSC Board of Trustees)

*Rory Northcott*

(Painter's PAC)

*Joe O'Shea*

(Glazier's PAC, Ottawa Glazier's LAC)

*Edgar Pacheco*

(Ottawa Glazier's LAC, Painter's PAC)

*Ray Preston*

(CSAO H&S Committee)

*Randy Prot*

(Ottawa Glazier's LAC)

*Ken Reid*

(CSAO H&S Committee, Glazier's LAC, Painter's PAC)

*Guy Richer*

(Ottawa Glazier's LAC)

*Dru Sahai*

(CSAO H&S Committee)

*Brenton Salt*

(Ottawa Glazier's LAC)

*Scott Saunders*

(Painter's PAC)

*George Scullion*

(Glazier's PAC, Toronto Glazier's LAC)

*Andrew Sefton*

(OIFSC Board of Trustees, Painter's PAC)

*Denis Sicard*

(Ottawa Glazier's LAC)

*Solomon Spencer*

(CSAO H&S Committee)

*Ian Stone*

(OIFSC Board of Trustees)

*Mark Sumi*

(OIFSC Board of Trustees)

*Lucien Talbot*

(Ottawa Glazier's LAC)

*Leonard Tarwastjerna*

(CSAO H&S Committee)

*Robert West*

(Painter's PAC)

*Philip Woods*

(CSAO H&S Committee)

## THANK YOU FOR YOUR CONTINUED SUPPORT

**DOW CORNING**



**Purdy®**  
PROFESSIONAL PAINTING TOOLS

# Our Decorative Past...



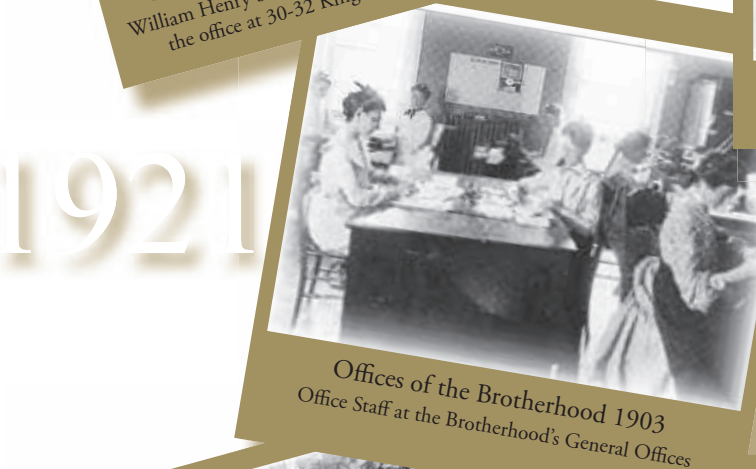
Stamp & Son Painter Decorators 1915  
William Henry Stamp in the company truck in front of  
the office at 30-32 King William St., Hamilton



Hamilton Centennial Ind. Exposition 1913  
Hamilton James Street Armouries, Leek & Potts Ltd.  
George A. Leeks & Arthur T. Potts



House Built in a Day - August 12, 1913  
Paint materials donated by Pratt & Lambert  
Glass donated by Hamilton Mirror Plate Company



Offices of the Brotherhood 1903  
Office Staff at the Brotherhood's General Offices



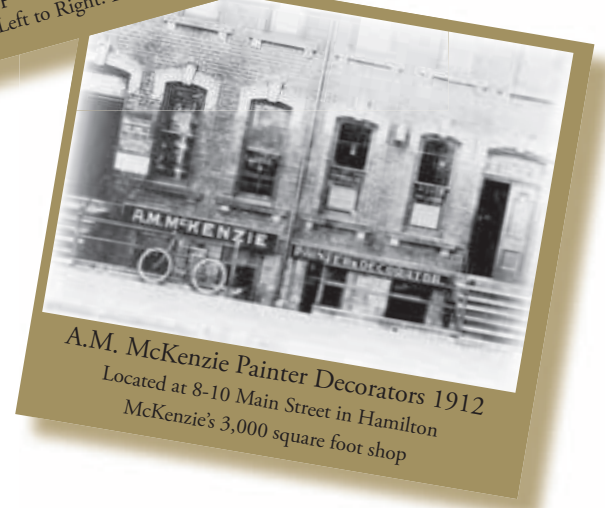
Stamp & Son Painter Decorators 1915  
(L to R): Robert Stamp, Edward Stamp, James Ormand,  
Edward Watts, Alex Somerville



Local 205 Painter Decorator Picnic  
Aug. 17, 1918 Wabsso Park  
President: Bro. A. Goodale, Secretary: Bro. F. Monineaux, Committee:  
Bros. R. Feggans, J. McPhee, E. Askew, A. Somerville, R. O'H. Frost



Campbell Brothers of Hamilton, Circa 1948  
Left to Right: Les Hunter and Harold Hill



A.M. McKenzie Painter Decorators 1912  
Located at 8-10 Main Street in Hamilton  
McKenzie's 3,000 square foot shop

***Looking for Information?  
Here are some telephone numbers you might find useful\*:***

OIFSC Ottawa.....	613-228-5222	Construction Safety Association .....	416-674-2726
<u>IUPAT Local Offices</u>		Ministry of Labour Ontario .....	1-800-268-8013
IUPAT DC46 Toronto .....	416-630-9604	Ministry of Training, Colleges & Universities Toronto	
IUPAT Local 114 Kingston.....	613-384-4810	Church St. Examination Centre ...	416-326-5800
IUPAT Local 200 Ottawa .....	613-722-6293	Human Resources and Skills Development Canada	
IUPAT Local 205/1795 Hamilton .....	905-304-0001	(Employment Insurance ).....	1-800-206-7218
IUPAT Local 1494 Windsor .....	519-256-8050	Costi Education Centre (administers the Canadian	
IUPAT Local 1590 Sarnia/London.....	519-337-3791	Adult Achievement Test and provides support	
IUPAT Local 1671 Thunder Bay.....	807-345-2681	to newcomers in Canada) .....	416-534-7400
IUPAT Local 1824 Kitchener.....	519-744-4714	Independent Learning Centre (provides distance	
IUPAT Local 1904 Sudbury/SSM.....	705-688-1904	courses for people wishing to complete high	
Benefit Plan Administrators.....	416-636-4700	school or obtain a GED) .....	416-484-2704
Architectural Glass & Metal Contractors		Ministry of Finance (re: Apprenticeship Training	
Association (AGMCA).....	416-420-7272	Tax Credit for Employers).....	1-800-263-7965
Ontario Painting Contractors		Community Information Service (Web site offering	
Association (OPCA).....	416-498-1897	information on various programs and services	
Interior Finishing Systems Training		in Toronto and Ontario) .....	www.211toronto.ca
Centre (IFSTC) .....	416-740-5411		

*\*These numbers are provided for information purposes only and are accurate to the best of our knowledge.  
Please do not call OIFSC to inquire about these services.*

*Committees & Members of the Past...How many people do you recognize?*



# Industrial Painter Apprenticeship Training



*"This program has been a great introduction into the Industrial Painting industry. Everything I have learned during the last 8 weeks has prepared me to re-enter the field with confidence. I look forward to working alongside and learning from the qualified journeymen in the field."*

-Dustin Blais, Industrial Painter Apprentice



*"I am a first year apprentice. The people I have worked with have been a great help to me. I encourage all apprentices to stay in school and to listen to the knowledgeable journeymen in the trade."*

-Brenda Hill, Industrial Painter Apprentice

On October 20, 2008 we began delivery of our first Industrial Painter class in Ancaster with instructor Robert Dunn leading the program. The course was a great success with 17 students participating.

Even though this was a Basic Level apprenticeship class, the participants had the opportunity to learn trade skills specific to Industrial Painters such as erecting an enclosure, confined space entry, lead abatement, respiratory protection, and industrial coatings.

We will continue to run Industrial Painter classes in Ancaster throughout 2009.

## *Erecting an Enclosure...*



Training Locations This Month:

**T: Toronto**  
416-635-7300

**O: Ottawa**  
1-800-943-6210

**A: Ancaster**  
905-304-0001

# July

Course Times:

Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
<p><i>"Only by acceptance of the past, can you alter it."</i> T. S. Eliot (1888-1965) American-English poet and playwright.</p>			Canada Day			
5	6	7	8	9	10	11
						
		<b>T: WHMIS</b>		<b>T: Fall Protection</b>		<b>T: Klimer</b>
12	13	14	15	16	17	18
						
		<b>O: WHMIS</b>	<b>O: Fall Protection</b>			<b>A: WHMIS &amp; Fall Protection</b>
19	20	21	22	23	24	25
						
		<b>T: Suspended Access (Day 1 of 3)</b>		<b>T: Suspended Access (Day 2 of 3)</b>		<b>A: Powered Elevating Work Platforms</b> <b>T: Suspended Access (Day 3 of 3)</b>
26	27	28	29	30	31	
						

***All students must be pre-registered. Please call the numbers listed above to register.***

# Industrial Painters...

“Having gone through the Painter & Allied Trades Apprenticeship program thirty years ago, many changes have occurred in the industry. Originally, the apprenticeship program was conducted through Algonquin College in Ottawa. Spaces were limited and shared with the Plumbers Apprenticeship program. The terms were basically the same length of time.

Since then, I have been able to take part in upgrading CSAO and LMCI courses held at the new training facility at 130 Toro Road, Toronto, since its inception. The spacious facility itself is state of the art, being equipped with the latest in technology, qualified teaching staff, and a wider variety of resources to better prepare apprentices for commercial and industrial painting experiences.

Working for Harrison-Muir Inc., my work projects have involved travel from east coast to west coast with site projects of various sizes and nature. Paints and coating materials have evolved to today's standards, becoming more user friendly. Some are more complex involving expertise gathered only through knowledge acquired early on as an apprentice in the program.

Over the years and over the miles, I have met a lot of really interesting individuals with various backgrounds from all trades. I have had the opportunity through this trade to advance in position and expertise to acquire a decent living for myself and my family.

A piece of advice to new apprentices coming into the trade, passed down from a senior craftsman to myself is “First we get good, and then we get fast”.

~Mike Schmidt  
Journeyman Painter



Left: Local 1590 Painters Vince Dunham and Ronald J. Last painting the Bluewater Bridge in Sarnia, 1968. Mr. Dunham painted the bridge every year from 1939 to 1977 when, at the age of 62 he decided to call it quits. In fact, Mr. Dunham helped to erect the bridge in 1938 when he was working as an ironworker.



Right: Local 1590 Painter Ronald J. Last dons his harness while painting the Bluewater Bridge in Sarnia, 1968

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>O: Ottawa</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>Kn: Kingston</b> 1-800-943-6210

# August

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
<p><i>"The past is a foreign country; they do things differently there."</i>  <i>Lesley P. Hartley, British Author (1895-1972) "The Go-Between", 1953.</i></p>						
2	3	4	5	6	7	8
	Civic Holiday	<b>T: WHMIS</b>	○	<b>T: Fall Protection</b>		<b>Kn: WHMIS &amp; Fall Protection</b> <b>A: Hoisting &amp; Rigging (Day 1 of 2)</b>
9	10	11	12	13	14	15
<b>A: Hoisting &amp; Rigging (Day 2 of 2)</b>		<b>O: WHMIS</b>		◐		<b>A: WHMIS &amp; Fall Protection</b> <b>T: Hoisting &amp; Rigging (Day 1 of 2)</b>
16	17	18	19	20	21	22
<b>T: Hoisting &amp; Rigging (Day 2 of 2)</b>				●		<i>Regulatory Basics of Sup'v Ottawa</i> <b>O: Powered Elevating Work Platforms</b>
23	24	25	26	27	28	29
	<u>Apprenticeship Training</u> Glaziers Basic Toronto Painters Basic Toronto			◐		
30	31					<i>Regulatory Basics of Sup'v Ancaster</i>

**All students must be pre-registered. Courses subject to cancellation.**

# A visit by Honorable Minister John Milloy...

On March 20, 2008 Honorable John Milloy, Minister of Training, Colleges & Universities paid a visit to OIFSC along with two members of his staff, Ali Ghiassi and Marsha Seca. The visit was well attended by both Union and Industry stakeholders, amongst them:

Alex Lolua (Provincial Building Trades)  
William Nicholls (DC46)  
Ken Burley (IUPAT Local 205)  
Barrie Eon (AGMCA)  
Gilbert Satov (Magil Painting)  
Andrew Sefton (OPCA)  
Ken Reid (IUPAT Local 1824)

Minister Milloy was taken on a tour of OIFSC's facilities and introduced to many



Meeting with the Apprentices

aspects of the painting and glazing trades while seeing firsthand the equipment purchased by OIFSC through MTCU's Skills Training Infrastructure Program (STIP).



Using the Virtual Painter

Several apprentices had been stationed around OIFSC's shop area staging demonstrations on various pieces of equipment such as the Quattro Lift, Klimer, Virtual Painter and Faux Finish. Minister Milloy readily participated in hands-on activities with the Quattro Lift (under the guidance of our very capable glazier apprentices and instructor Steve Laird), Virtual Painter with instructor Stuart McGovarin and Faux Fin-

ish with NICS instructional staff.

Finally, and very importantly, Minister Milloy was introduced to the apprentices. The Minister addressed the apprentices as a group (approximately 50) and showed a genuine interest in finding out more about their reasons for entering the trades, their thoughts on the school, how they found out about apprenticeship training and how they learned about the process of entering a trade.

OIFSC is thrilled to have hosted Minister Milloy and a sincere thank you goes out to all those who were involved in bringing the Minister to OIFSC and all those who participated to make this a tremendously successful event.



Setting up the Quattro Lift

## MTCU Funding Initiatives

OIFSC is very grateful to MTCU for their various monetary contributions which allow us to run an array of programs:

- Apprenticeship Seat Purchase
- Pre-Apprenticeship Funding
- OSTEP & STIP (Equipment & Infrastructure Dollars)
- Curriculum Redevelopment Funds

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>O: Ottawa</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	<b>L: London</b> 1-800-943-6210

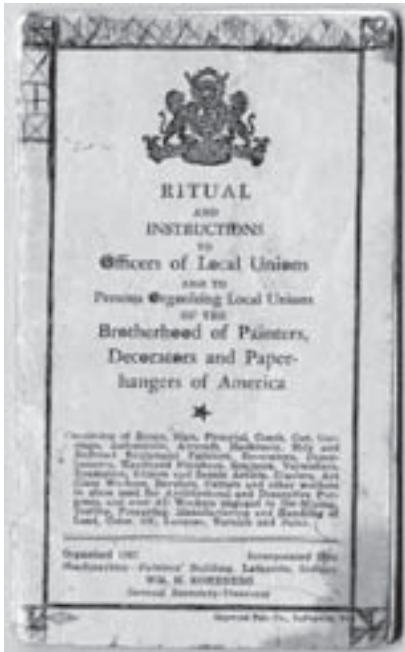
# September

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7 Labour Day	8 <i>Apprenticeship Training</i> Glaziers Intermediate Ottawa	9	10	11	12 O: Forklift Oper. (Day 1 of 3) T: Propane in Const. A: Suspended Access (Day 1 of 2)
13 O: Forklift Operator (Day 2 of 3) A: Suspended Access (Day 2 of 2)	14	15 T: WHMIS	16	17 T: Fall Protection	18	19 A: WHMIS & Fall Protection L: WHMIS & Fall Protection
20 L: Powered Elevating Work Platforms	21	22 O: WHMIS	23 T: First Aid CPR (Day 1 of 3) O: Fall Protection	24 T: First Aid CPR (Day 2 of 3)	25	26 T: First Aid CPR (Day 3 of 3) A: Powered Elevating Work Platforms
27	28	29 <i>Pre CofQ Training</i> Glaziers - Ottawa (Day 1 of 3)	30 <i>Pre CofQ Training</i> Glaziers - Ottawa (Day 2 of 3)	<i>"The destruction of the past is perhaps the greatest of all crimes." Simone Weil (1910-1943) French Philosopher.</i>		

**All students must be pre-registered. Please call the numbers listed above to register.**

# Memorabilia



Old Union Constitution  
(Pre-1965, exact date unknown)

This Constitution is a testament to the difficulties experienced by those affiliated with and joining unions in the past, as illustrated by the following excerpt which was recited by the union President to new members following their acceptance of the Union Obligation:

“We have an entering and a retiring sign and a quarterly password\*. No other signs or secret work are used in our organization.

On seeking admission you will give two distinct raps on the inner door, which the Warden will answer by one rap from within. The Warden will open the door partially, and you will give him, in a whisper, your name, the number of your Union, and the quarterly password which the Conductor will now give you.

You will then be admitted. Advance to the center of the room, and salute the Preceptor, who sits on my right, in this manner...He will acknowledge the salutation by the same sign.

Should you have the permission of the Vice-President to retire, before the meeting is closed, you will advance to the center and salute the Preceptor in this manner..

Let caution be engraved deeply in your heart. You must be ever watchful of all you say and do and, as you value your manhood and your honor, be ever mindful of the obligation you have taken.”

## \*KEY TO PASSWORD

A	B	C	D	E	F	G	H	I	J
5	1	13	3	6	12	4	14	7	22
K	L	M	N	O	P	Q	R	S	T
17	8	2	9	15	18	20	10	11	23
		U	V	W	X	Y	Z		
		24	26	21	19	25	16		



Money Order for Per Capita Tax in the amount of \$19.<sup>25</sup>

Sent from Sign & Pictorial Writers Local 1630 to DC46 on June 27, 1950. Notice the 3 cent postage stamp affixed directly to the cheque.

Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>O: Ottawa</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	

# October

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
<p><i>"One's past is what one is. It is the only way by which people should be judged."</i> Oscar Wilde (1854-1900) Irish poet and dramatist.</p>				<p><b>Pre CofQ Training</b> Glaziers - Ottawa (Day 3 of 3)</p>	<p><b>T: Forklift Operator</b> (Day 1 of 3)</p> <p><b>O: Hoisting &amp; Rigging</b> (Day 1 of 2)</p>	
4	5	6	7	8	9	10
<p><b>T: Forklift Operator</b> (Day 2 of 3)</p> <p><b>O: Hoisting &amp; Rigging</b> (Day 2 of 2)</p>						
11	12	13	14	15	16	17
	Thanksgiving	<p><b>O: WHMIS</b></p> <p><b>T: WHMIS</b></p>		<p><b>T: Fall Protection</b></p>		<p><b>T: Powered Elevating Work Platforms</b></p> <p><b>A: WHMIS &amp; Fall Protection</b></p>
18	19	20	21	22	23	24
		<p><b>T: Suspended Access</b> (Day 1 of 3)</p>		<p><b>T: Suspended Access</b> (Day 2 of 3)</p>		<p><b>O: Propane in Const.</b></p> <p><b>T: Suspended Access</b> (Day 3 of 3)</p>
25	26	27	28	29	30	31
	<p><b>Apprenticeship Training</b> Glaziers Intermediate Toronto Painters Intermediate Toronto</p>					Hallowe'en

**All students must be pre-registered. Courses subject to cancellation.**

*Glazier Classes of Days Gone By...*



Training Locations This Month:

<b>T: Toronto</b> 416-635-7300	<b>O: Ottawa</b> 1-800-943-6210
<b>A: Ancaster</b> 905-304-0001	

# November

Course Times:  
Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	○	2	3	4	5	6
						<b>A: Forklift Operator (Day 1 of 3)</b>
8	◐	9	10	11	12	13
<b>A: Forklift Operator (Day 2 of 3)</b>		<i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 1 of 3)	<i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 2 of 3)  Remembrance Day	<i>Pre CofQ Training</i> Glaziers - Toronto Painters - Toronto (Day 3 of 3)	<i>Special Decorative Finishes</i> Toronto (Day 1 of 3)	<i>Special Decorative Finishes</i> Toronto (Day 2 of 3)  <b>A: Powered Elevating Work Platforms</b>
15	●	16	17	18	19	20
<i>Special Decorative Finishes</i> Toronto (Day 3 of 3)		<b>T: WHMIS</b> <b>O: WHMIS</b>		<b>T: Fall Protection</b> <b>O: Fall Protection</b>		<b>A: WHMIS &amp; Fall Protection</b> <b>O: Suspended Access (Day 1 of 2)</b>
22	23	◑	24	25	26	27
<b>O: Suspended Access (Day 2 of 2)</b>						<i>Pre CofQ Training</i> Glaziers - Ancaster Painters - Ancaster (Day 1 of 2)  <b>A: Propane in Const.</b>
29	30					
<i>Pre CofQ Training</i> Glaziers - Ancaster Painters - Ancaster (Day 2 of 2)			<p><i>"So we beat on, boats against the current, borne back ceaselessly into the past."</i> F. Scott Fitzgerald (1896-1940) American writer.</p>			

**All students must be pre-registered. Please call the numbers listed above to register.**

# Working Safely



March 1979 - Local 1590 Painter John Losier (left) with Ron Last (centre) and John Shields (right). John was presented with the "Saved by the Belt" award after he fell approximately 35 feet. The accident occurred when rigging on a "sky climber" failed. John was saved by his safety belt which was properly tied off.



*Happy Holidays to all and best wishes for a safe and prosperous 2010*

Training Locations This Month:

**T: Toronto**  
416-635-7300

**O: Ottawa**  
1-800-943-6210

**A: Ancaster**  
905-304-0001

# December

Course Times:

Monday to Friday: 5pm to 9pm  
Saturday & Sunday: 8am to 4pm

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 ○	2	3	4	5
6	7	8 ◐	9	10	11	12 <b>T: Klimer</b>
13	14	15 ● <b>T: WHMIS</b>	16 ●	17 <b>T: Fall Protection</b>	18	19 <b>A: WHMIS &amp; Fall Protection</b>
20	21	22 <b>O: WHMIS</b>	23	24 ◐ Christmas Eve	25 Christmas Day	26 Boxing Day
27	28	29	30	31 ○ New Year's Eve	<i>"Yesterday is but today's memory, tomorrow is today's dream." Kahlil Gibran (1883 - 1931) Artist &amp; Poet.</i>	

**All students must be pre-registered. Courses subject to cancellation.**

# January 2010

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
					New Year's Day	
3	4	5	6	7	8	9
	<u><i>Apprenticeship Training</i></u> <i>Glaziers Advanced Toronto</i> <i>Painters Advanced Toronto</i> <i>Glaziers Advanced Ottawa</i>					
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

# 2010

<b>JANUARY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31							<b>FEBRUARY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28							<b>MARCH</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31							<b>APRIL</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30						
<b>MAY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31							<b>JUNE</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30							<b>JULY</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31							<b>AUGUST</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31						
<b>SEPTEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30							<b>OCTOBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31							<b>NOVEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30							<b>DECEMBER</b> S M T W T F S 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31						

## Credits

A most sincere thanks goes out to those who contributed photographs, memorabilia, their time and memories to the production of this calendar:  
 Bernie Dobbing, Robert Dunn, Barrie Eon, Kevin Elliott, Tracy Logan, Dermot Lynch, Natalie Mayville, George McMenemy,  
 Bill Mogavero, William Nicholls, and Mike Schmidt

## Interested in More History?

For those of you interested in reading more history of the Union, Local 1795 Business Representative George McMenemy has compiled a history of Local 205/1795 dating from the early 1900's to present. To receive a copy of this book, please contact the Ancaster office at 1-905-304-0001.

## Suggestions?

We hope that you have enjoyed this year's calendar. Your comments are important to us and we look forward to your feedback.

If you have any questions, concerns or recommendations for next year's calendar please email us at [info@oifsc.com](mailto:info@oifsc.com).

## Disclaimer

While we do our best to ensure accuracy, mistakes can occur. We apologize for any errors or omissions.

***Ontario Industrial & Finishing Skills Centre  
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Web site: [www.oifsc.com](http://www.oifsc.com)***