

# Maintenance Matters

The General Presidents'  
Maintenance Committee  
for Canada

National Maintenance  
Council for Canada

Vol.1  
2025



# A Banner Year for Contract Maintenance



As 2025 draws to a close, the Canadian contract maintenance industry stands strong, reflecting on another year of accomplishment and resilience. The success of our sector is a testament to sound strategy, the unwavering dedication of our workforce and the enduring strength of our partnerships with employer partners nationwide.

**“Success does not happen in a vacuum; rather, it is cultivated through the power of meaningful industry collaboration”**

Achievements are rarely the product of individual efforts alone. They are forged when organizations, professionals, and communities come together with a shared vision for progress. We extend our sincere thanks to our employer partners and industry allies, whose ongoing dedication, insights, and commitment continue to drive our mutual success.

This year, collaboration between contract maintenance providers and employer partners has reached new heights. By fostering open communication and consistently aligning our objectives, we have ensured that every project, large or small, benefits from a shared focus and unity of purpose. These strong enduring relationships are the cornerstone of our industry's achievements, allowing us to meet challenges head-on, adapt to changing circumstances, and deliver exceptional results for Canadian industry.

As we look forward to 2026 and beyond, we do so with confidence, knowing that our success is rooted in strong partnerships, clear goals, and the exceptional skill of our remarkable workforce. To all who have contributed to another outstanding year in Canadian contract maintenance—thank you. Together, we will continue to build, maintain, and strengthen the foundations of our nation's prosperity, creating opportunities and delivering excellence across every sector we serve.

# Membership Appreciation: Recognizing Our Dedicated Members

In 2025, our Committee continued with its priority to connect directly with members in the field, strengthening relationships and expressing our heartfelt appreciation for their invaluable contributions. As a token of our gratitude for their exceptional work and commitment, members were presented with a Milwaukee cooler bag—a practical and meaningful gesture that acknowledges their daily efforts on the job.

These cooler bags were delivered to worksites, accompanied by a Toolbox Talk that highlighted the vital role our members play in maintaining and advancing Canada's industrial infrastructure. The sessions reinforced our collective pride in their achievements and the importance of safety, professionalism, and teamwork. We are proud to celebrate the dedicated individuals who make our industry strong and sustainable.

Too often, the skilled craft personnel who maintain our industrial infrastructure are seen simply as blue-collar workers. In reality, they are highly trained professionals—unsung heroes whose expertise, adaptability, and work ethic deserve our utmost respect and recognition. As an industry, we are committed to elevating their status, celebrating their achievements, and ensuring they receive the acknowledgment they have rightly earned.



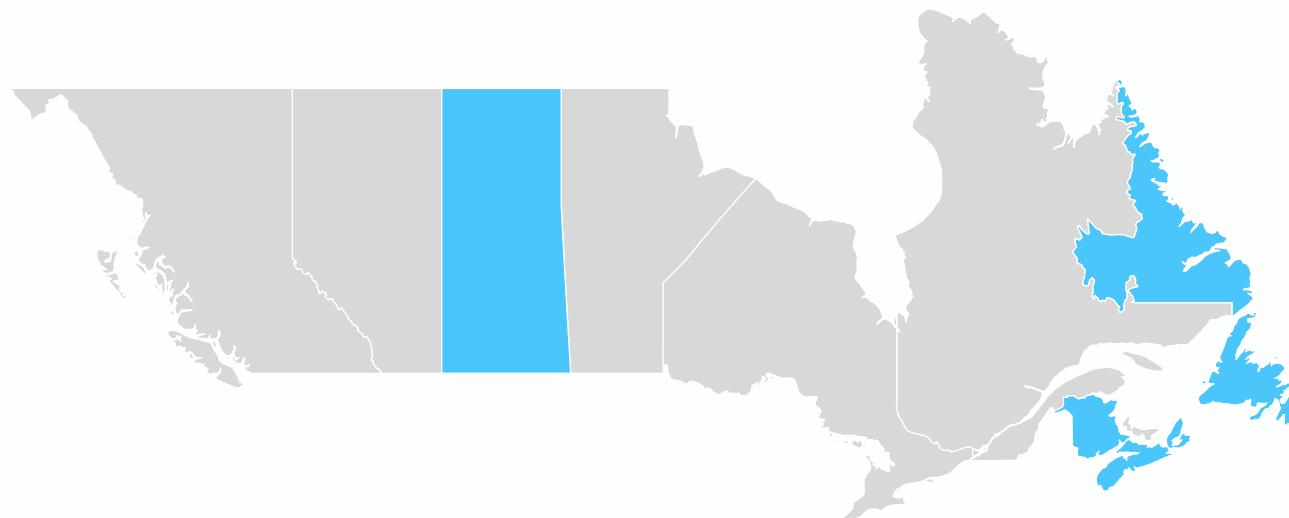
# Collective Bargaining Highlights

## Saskatchewan GPMA & NMA Agreements: Agreement Extension Amid Tariff Uncertainty

Recent negotiations brought together representatives from all parties to tackle challenges from ongoing U.S. tariff uncertainty. After thorough discussion, it was agreed to extend existing agreements for 12 months. This decision provides stability for workers and employers, ensuring smooth operations while the broader economic impact of tariffs is evaluated.

## Holyrood NL, NMA Agreement: Three Year Deal Reached

The latest NMA Agreement at Newfoundland's Holyrood Generating Station takes a collaborative approach to operational needs and employee well-being. New parameters and competitive compensation reflect the value of skilled tradespeople at this critical facility. Ongoing dialogue supports positive labour relations and operational excellence.



## New Brunswick GPMA & NMA Agreements: Three Year Deal Reached

New Brunswick's latest three-year deal significantly enhances both GPMA and NMA Agreements, focusing on workforce retention. These updates reflect a strong mutual commitment to continuous improvement in the province's industrial sector. The measures aim to attract top talent and retain experienced professionals, promoting sustained excellence in contract maintenance. Competitive compensation and comprehensive support demonstrate the workforce's value as the foundation of industrial success.

## Port Hawkesbury, NS NMA Agreement: Four Year Deal Reached

The Port Hawkesbury NMA Agreement in Nova Scotia has been renewed, emphasizing workforce stability, local job creation and accessibility. These updates reflect our commitment to ensuring enhanced stability and inclusion across our diverse workforce. Creating local jobs in the province of Nova Scotia remains a priority for us at the GPMC | NMC.

# 9th Annual Canadian Safety Achievement Awards Program

The Canadian Safety Achievement Awards Program has grown remarkably since its inception, evolving into a nationally recognized event celebrating safety excellence across the contract maintenance industry. Now in its ninth year, the program continues expanding its reach, drawing greater participation from coast-to-coast stakeholders and reinforcing the shared commitment to fostering safer Canadian workplaces.

Central to the awards is the recognition of safety leadership and achievement among all partners in the tripartite relationship: Clients, Employers, and Unions. By honouring collective efforts, the program highlights how collaboration drives continual improvements in safety standards and practices, ensuring the well-being of every member of the workforce. This annual celebration demonstrates the value placed on safety and the collective responsibility held by all parties.



## Craftperson of the Year Award

This year's ceremony was especially notable for the presentation of the Craftperson of the Year Award in both Eastern and Western Canada. Paul Gamma of Labourers Local 837, working with CIMS at IOL Nanticoke, was honoured in the East, while Rene Hiscock of Carpenters Local 1325, working with Aluma at Syncrude in Fort McMurray, received the Western award. The high number of deserving applications underscores the remarkable calibre of skilled tradespeople nationwide and growing enthusiasm for recognizing individual safety achievements.

As we celebrate these achievements, a sincere thank you to everyone who made this event possible. Full details are available at [cs2a.ca](http://cs2a.ca)



## Looking Ahead to a Decade Milestone in Safety Excellence

Looking ahead, the 10th anniversary of the Canadian Safety Achievement Awards will be celebrated at the Edmonton Convention Centre on October 20, 2026. In recognition of the program's ongoing evolution, a new award will be introduced in 2026 for the Apprentice of the Year for both Eastern and Western Canada, further expanding opportunities to honour emerging talent and reinforce the industry's commitment to fostering the next generation of safety leaders.

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# Team Expansion and Succession Planning Update

The General Presidents' Maintenance Committee and National Maintenance Council (GPMC | NMC) remains committed to ensuring long-term prosperity and sustainability through strategic growth and comprehensive succession planning. We are pleased to announce several recent key appointments.

## Recent Appointments

We welcome our newest team members, Angela Bamberger, Carter Leung, and Samuel McKenzie, who bring valuable expertise, dedication, and enthusiasm to their roles as Executive Assistant, Communications Coordinator, and National Representative. Their appointments mark an important step in our organization's continued growth and success.

Since joining the team, they have worked collaboratively with our established staff, contributing meaningfully to our organization's initiatives and supporting our mission. We look forward to their ongoing contributions as we advance strategic goals and uphold our commitment to excellence in service to our stakeholders.

With these key additions, GPMC | NMC's succession plan has reached a significant milestone. Our strengthened team positions the organization for sustained excellence, innovation, and leadership as we address future challenges and pursue new opportunities in service to our stakeholders.

## What's in Store for 2026:

### Strengthening Collaboration for Continued Success

As we approach 2026, the GPMC | NMC is committed to enhancing collaboration among clients, employers, unions, and industry stakeholders. Recognizing the complex demands facing Canadian contract maintenance, we will prioritize dialogue and partnership-building to address evolving challenges and embrace new opportunities.

Our focus will remain on outreach with our members, supporting both established professionals and emerging talent through targeted engagement initiatives:

- Expanding opportunities for growth across the industry
- Promoting best safety practices to maintain high standards
- Encouraging active participation in industry events



447 Frederick Street, Suite 100 Ktchener, ON, N2H 2P4 | 519 744 4762

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