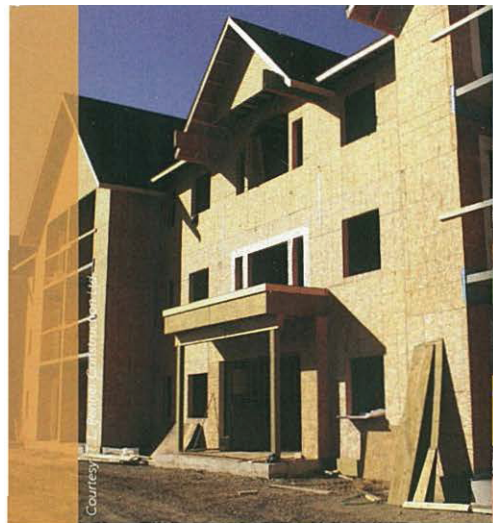




# Membership Guide

Photo: Bruce Bumstead/Brandon Sun





## Welcome to CARM

The Construction Association of Rural Manitoba (CARM) is a 100-plus-year-old nonprofit organization that represents 180+ members—and growing—across the province far and wide. Many wonderful members and staff have helped shape this organization into the success it is today. What started out as an 18-company advocacy organization has evolved into a 180+ company association focused on providing education sessions and workshops, networking opportunities, planroom services, special member perks and discounts, and so much more—ultimately, an organization that continually thinks and plans each step of the way about how to better serve CARM members.

Blue-collar trades jobs, once viewed as less prestigious and financially sound than white-collar jobs, are now on the rise and many people are beginning to recognize the benefits of a career in construction and related trades. The advantages speak for themselves: increased pay, fewer hours in a classroom, and hands-on learning opportunities have contributed to the construction trades becoming an in-demand profession. CARM is proud to continue to promote skilled trades as a career choice and to help build a strong workforce for our members. Paying member investment in CARM forward,

CARM places emphasis and value on the importance of giving back to the community. That's why CARM invests in community projects each year—the Optimist Park Renewal project for the Brandon Youth Soccer Association and the Ashley Neufeld Softball Complex Pumphouse Project for the Westman Softball Association are recent examples.

Times change, and so do we. CARM has taken every opportunity to adapt and transform alongside the construction industry—to see every challenge presented not as a problem to be solved, but rather as another yet-to-be-realized opportunity to serve our members.

If you haven't yet considered membership in CARM, please take a moment to do so. Let us know if you have any questions or concerns. As the membership grows, so too will the services we are able to offer. Together, we grow stronger.

As always, we welcome suggestions on how CARM can continue to be your go-to construction industry resource. Share your thoughts with us so that we can continue to evolve and grow together over the next 100 years: [carm@carm.ca](mailto:carm@carm.ca)



# Education

Investing in education and training for your employees is an excellent, proven retention tool. Staff training keeps your company primed to tackle those new challenges and project opportunities that come up—to adapt to changes in technology, as well as other industry changes like regulations and legislation. CARM continues to search for relevant, industry-specific courses for members. And while the construction industry doesn't seem to slow down during the winter months, as it may have years ago, our course offerings go over very well during the late autumn and winter months.

CARM continues to work with other organizations, such as the Manitoba Construction Sector Council, to offer innovative continuing education and career development programs that are specifically designed for Manitoba's construction industry.

## Informative Seminars

Glen Newton, owner of G.D. Newton & Associates, has been a member of the Construction Association of Rural Manitoba (CARM) since 2001. He finds CARM's educational sessions very useful, especially for his younger staff.

"For a lot of them, it's the first time they have been exposed to some of the topics that are brought up at the seminars. I can send my younger staff to these half-day seminars so that they can learn a great deal about what contractors face; we can then work with them more appropriately," Newton states.

**Glen Newton**  
Owner of G.D. Newton & Associates

## Industry-Specific Training

"As a family-owned general contracting company that serves a wide geographical area surrounding Brandon, we have a variety of divisions in-house. For this reason, the opportunity provided through CARM to participate in education and training courses is a valued—and appreciated—one," says Deena Bishop, office manager of Contractor's Corner.

"Our membership in CARM keeps us connected to the community, as well as to the MERX bidding website for provincial government and large-scale projects. But it also provides us with ways to enhance our service offerings through credible educational programs.

"For example, I recently accompanied another employee on a one-day session focused on Profitable Contracting. It proved to be very rewarding and very worthwhile. We both learned a lot of new things and are in the process of implementing some of the ideas we learned.

"We also have three of our employees currently enrolled in the Journeymen Training program, again offered through CARM.

"I make it a habit to check out each and every one of CARM's notices of education and training courses. If it is something that we think will be beneficial to the company and our staff, then we make it a point to follow-up."

**Deena Bishop**  
Office Manager of Contractor's Corner



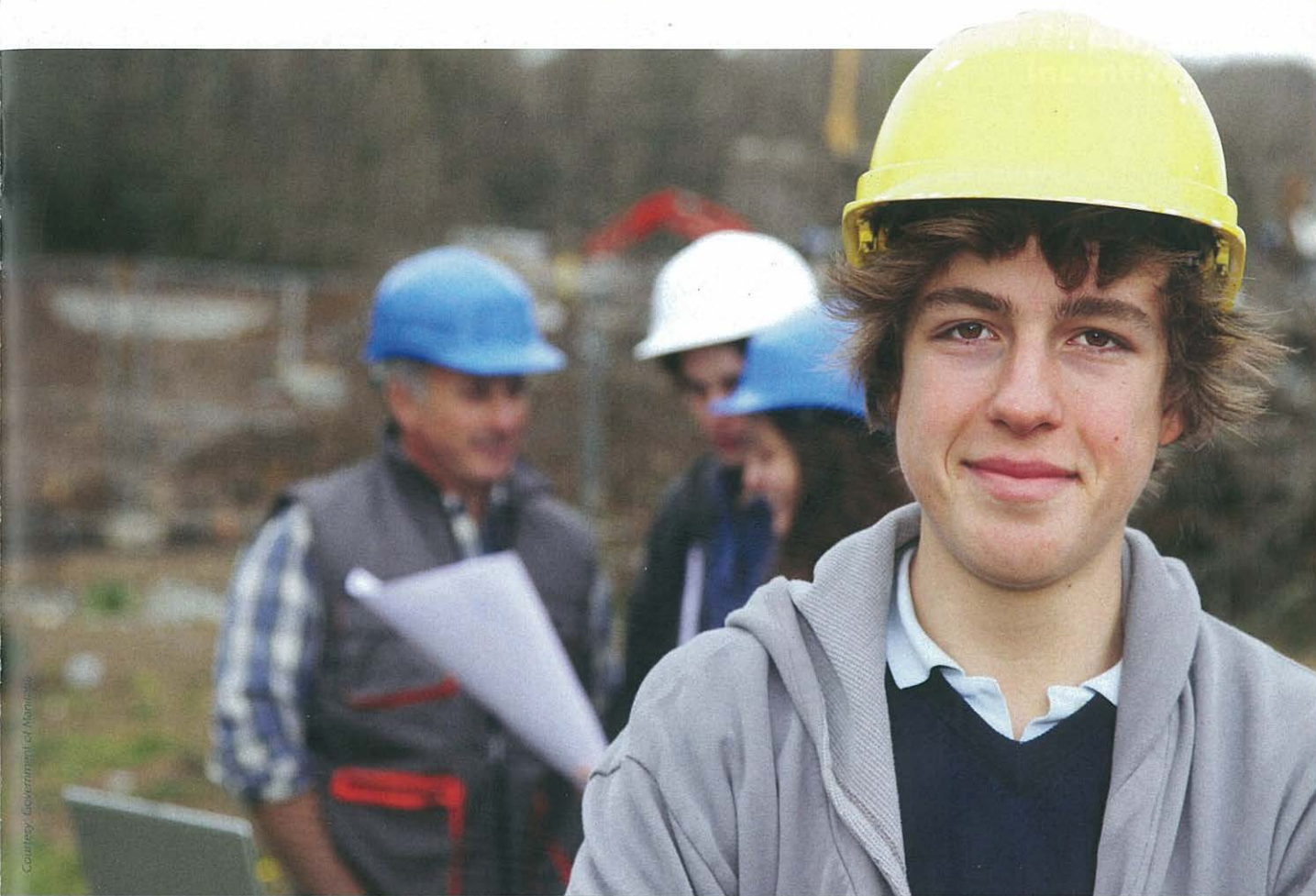


## Advocacy

CARM advocates on behalf of our members, mainly through our Government Affairs Committee, promoting proper standards and best practices, and lobbying for appropriate regulations and legislation. For instance, CARM has spearheaded a Development Task Force to work with the City of Brandon and the Brandon Chamber of Commerce to provide a venue for open communication to share ideas, feedback and suggestions for the best interests of all parties. We also hold annual meetings with the City of Brandon's Engineering Dept. and Brandon City Council. Let us know what challenges you're facing and how CARM can help advocate on your behalf.



# Workforce Development



Realize Real Value from Your Membership with CARM

## Promoting Careers in Construction

CARM actively encourages the entrance of Manitoba youth, women and Aboriginal Peoples into our industry, and continues to promote construction trades careers, in order to help members combat both present-day and anticipated future labour shortages. We are part of the Brandon Chamber of Commerce Workforce Development Committee, which brings together regional employers to discuss potential solutions for the skilled labour shortage, and we share an annual booth with Apprenticeship Manitoba at the Brandon Career Symposium. We also work with the Manitoba Construction Sector Council to promote construction careers via career fairs to high schools and Aboriginal communities across the province. Additionally, our in-house scholarship program supports those interested in gaining employment in the industry.

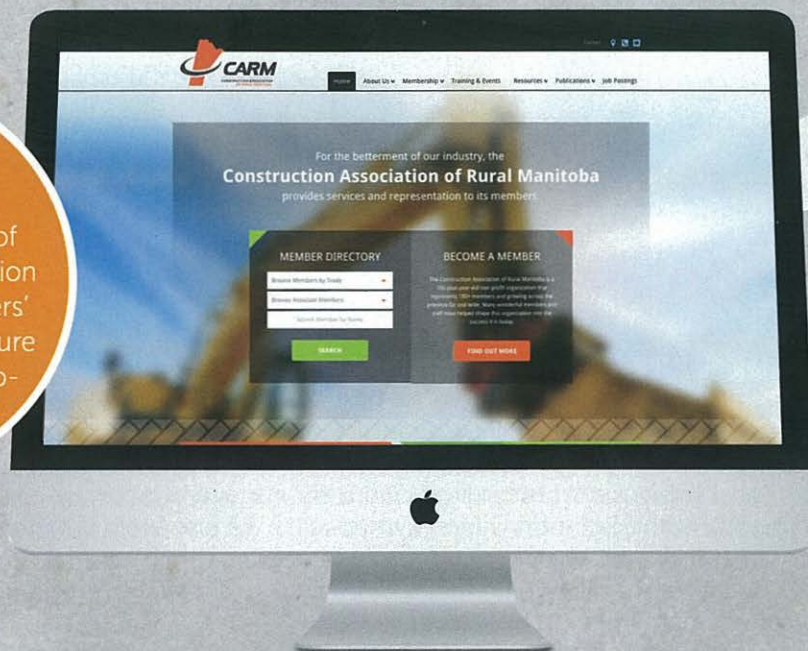


# Connections to Construction Service Purchasers, Online Access to Information

The handy *CARM Membership Directory and Buyers' Guide* reference manual, which is available both in print and online, provides a complete alphabetical listing of all CARM member companies, and includes go-to people along with pertinent contact details, plus a buyer's guide section so you can easily cross-reference products and services provided by members. Updates to the info are sent out regularly during the year to keep this data current.

Additionally, CARM is pleased to host a complete alphabetical listing of all CARM member companies—including go-to people, along with contact information, company website links, company-supplied logos and buyers' guide information—on CARM's updated website so that purchasers of construction services have easy access to your information. CARM's membership renewal packages include confirmation of your company information and a selection of buyers' guide categories to ensure all information is up-to-date each year.

CARM's membership renewal packages include confirmation of your company information and a selection of buyers' guide categories to ensure all information is up-to-date each year.





# CARM Member Perks Enable You to Offer More to Your Employees

Your employees are your most valuable assets. With a highly competitive labour market, companies are continually looking for the special competitive advantage to help them stand out. CARM members are privileged to special discounts to a variety of hotels, restaurants, office supplies, workwear and sports related businesses. Please see the CARM website for full details as well as the most up-to-date special discounts and offers.

## Employee Incentives

"One of the more recent membership values that I and some of my fellow employees have been enjoying as of late is the CARM Member Perks cards. The first one came with a letter in the mail and I immediately thought about what a great idea it was. I was really impressed with the Mark's Work Wearhouse 10% discount because that's something I will use a lot—I need to get my steel-toed boots there, so why not use the card and save 10%. It's like not having to pay taxes!

"The Member Perks cards come with a lot of other savings, as well. I, for one, plan on using the free seven-day pass at Anytime Fitness to see if I like the facility before I decide to join. I will use the Rogers card and the golf discounts, too. I like anything that gets me out into the community.

"After receiving the first card, I contacted CARM and asked if I could get a few more to hand out to employees. They sent a few more my way and I started by handing them out with pay stubs to those people with the most seniority. The reaction has been great and people are really pleased with them."

**Chris Yeo**  
Safety Coordinator,  
Modern Industrial Structures



# Member-Only Benefits and Packages

CARM is also pleased to work with AQ Group Solutions to offer individually designed benefit programs and group retirement packages to member firms with as few as five employees; member companies are eligible for rates that are lower than those available to individual firms. Designed with a unique lay-off provision to accommodate the needs of the construction industry, the CARM plan can help you recruit new employees and retain the experienced members of your team. AQ Solutions offers outstanding customer service; helps members save on administration time by helping them with changing employees, answering questions and working on behalf of their clients to get the most from insurance companies; and annually adds new benefits to packages for no additional cost (for instance, AQ added no-additional-cost travel insurance to CARM's plan last year). As more CARM members join the association plan, packages become increasingly cost-effective to all participants—so join CARM's plan today!

*"Our group benefits provider does so much more than provide 'just benefit' services. They are truly a partner focused on working with us to the betterment of our company and our employees. I am thankful to CARM for making it all possible."*

*- Lyndsay Gillon, J&G Homes  
(read full testimonial to the right)*





## Discounts on Group Insurance Plans

"As a full-service general contracting company, J&G Homes has been involved in the Manitoba construction industry since 1956. One of the key benefits we receive from our CARM membership is a discounted group insurance plan. By being a member of CARM, we are able to become part of a larger collective group of companies, which translates into lower premiums and more service—a win/win for us and other CARM members.

"I can categorically state that I am thrilled with the employee benefit company that we currently use, which was made possible through CARM. AQ Group Solutions has far exceeded expectations. For example, they add a free service to our benefits plan every year. This year, they added Best Doctors, which allows our employees to obtain a second medical opinion at no additional cost.

"I also recently developed a Health & Wellness program for our staff at the J&G Group. AQ Group Solutions were extremely supportive of this. They reviewed our history and provided insight into potential areas of concern and helped to focus the program where our staff needed it the most. They even attended the Kick-Off Lunch, donated the gift bags and brainstormed ideas for involvement in the future.

"Our group benefits provider does so much more than provide 'just benefit' services. They are truly a partner focused on working with us to the betterment of our company and our employees. I am thankful to CARM for making it all possible."

**Lyndsay Gillon**  
Human Resource Manager, J&G Homes



# Networking Opportunities: Create New Business Contacts and Strengthen Existing Business Relationships

Throughout the year, CARM hosts three main events to provide opportunities for our members to meet with each other and develop relationships outside of the jobsite or company offices. Each year in the winter, we host a curling bonspiel at Riverview Curling Club; in the late spring, we feature a golf tournament situated at various golf courses; and in the autumn, we offer a banquet where members can enjoy a delicious dinner and an evening of entertainment. Join us at our CARM events to make new contacts, branch out your business network, and share camaraderie with existing business friends!





# Members Find CARM's Networking Opportunities Most Valuable

Tony Brunette, owner of Structure Scan in Winnipeg, Manitoba, says. "Primarily we got into CARM to start networking with the different types of members. We were also looking for more project opportunities."

Brunette attributes his recent company success to the acknowledgment and growth his company has received lately from CARM members. "We are very well-recognized all across Manitoba and I am sure our association with CARM has played an important part in that."

Brunette also credits his membership in CARM for providing him with greater insight to what is happening in his industry, both as a result of meeting other members in person at CARM events and as a result of the informative educational sessions that CARM offers. "Being a member of a professional organization like CARM allows you to become more involved in your industry and have more involvement in the direction that your chosen industry progresses. Membership helps you become knowledgeable about important matters affecting your industry."

Adam Snow, president of Snow Spruce Construction Ltd. and one-third company owner, says

"We joined CARM to access the many benefits that are available through this association," Snow says. "As a new construction company in southwestern Manitoba, we knew that CARM would be vital to our operations, as they are an invaluable resource in the construction industry. To date, we have been very satisfied with the service we have been receiving."

By contrast, Warren Hope, president of Brandon Heating & Plumbing (1998) Ltd., has been a long-standing CARM member. Hope got involved with CARM when things were just getting started in his business. "It is important to be part of the decision-making—and plans for the construction industry itself. I care about the industry and wanted to make sure my input got through," Hope says.

Chuck Judd, president of Jamieson-Judd Limited, echoes similar sentiments. "I got involved in CARM because the contractors we worked with were involved in the association," he states. "There are a lot of benefits to our membership,

such as CARM's online planroom, education services, networking events and advocacy by CARM on members' behalf."

P.J. Crane, vice-president of Crane Steel Structures Ltd., has been a member of CARM since 1981, the company's first year of operation.

"The benefits of CARM are priceless," he concludes, "especially with the networking and bid services offered."





# Stay Connected with Project Opportunities

All regular and online members have access to CARM's physical planroom, where we host project documents for open tenders (associate members do not have this access). Members can borrow the documents from CARM for a day or overnight, to decide if they are interested in bidding on a project, or can even complete their take-offs right in CARM's office during regular business hours.

Companies that have high-speed or dial-up Internet and have signed up as online members also enjoy 24-hour access to project documents available in the physical planroom through CARM's up-to-date online planroom, which hosts more than 2,400 tendered projects each year (on average, 200 projects per month).

CARM online members can view plans, specifications, bid reports and addenda right from their own computers, smartphones and tablets—any time of day, from any location with Internet access! The weekly *Project News* e-bulletin sent to members highlights projects being hosted in the planroom, along with relevant industry information, such as tendering policy changes.

CARM provides free training sessions to help familiarize members and their staff with the online planroom. Plus, CARM provides members with confidential tender-closing services for projects as well as access to a Commissioner of Oaths services free-of-charge.

# Access to Reference Material

CARM's planroom is host to a library of construction-related documents, building code books, standard specification information, and current legislation related to the industry. CARM members are welcome to visit our office to view the reference material any time during office hours.

## Member-Only Planroom

"We've been servicing the Manitoba electrical contracting industry since the company was founded in 1991. Our primary territory includes the areas of Brandon and Souris. Since taking over the company five years ago, I have been adamant in continuing membership in CARM. The benefits provided by the association are numerous but there are a couple, in particular, which I found to be instrumental to our ongoing success.

"For one, CARM provides us with access to new jobs by posting them in their online planroom. They also print out the drawings for us. This ability to source and bid on new projects is essential to not only maintaining our business, but also growing it.

"Another significant factor that plays a huge role in obtaining new projects is having CARM act as a Commissioner of Oaths on our behalf. Having a credible organization like CARM vouch for my firm's reputation and integrity is a huge benefit for us.

"I know that our CARM membership is well-worth the price of admission. In fact, I would go so far as to say that for us, membership in CARM is a competitive advantage."

**Darren Wright**  
Owner, All Points Electric Ltd.



# Member-connectedness: Access to Key Industry News and CARM Updates

Stay in the know about what CARM is doing for members with CARM's quarterly newsletter, *Rural Report*. *Rural Report* highlights recent association events, includes announcements about upcoming training sessions, networking events, CARM Board decisions and office news, and keeps members informed about other key matters. Furthermore, CARM's annual publication, *Building Rural Manitoba*, showcases members' accomplishments, introduces new members, highlights key construction projects in which members have participated, and presents industry updates and information. The magazine by members and for members, *Building Rural Manitoba* shares members' anecdotes and inspiring stories. Got a project or crucial topic you'd like to see covered in *Rural Report* and/or *Building Rural Manitoba*? Contact [carm@carm.ca](mailto:carm@carm.ca) to let us know your thoughts!





## Your Membership Options at CARM

We have custom membership packages to suit every business need.

The Construction Association of Rural Manitoba Inc. offers three membership options to suit every need:

**ASSOCIATE MEMBERSHIP** – for those companies that are NON-construction related firms (i.e., banks, lawyers, accountants, hotels, etc.)

### Associate Members:

- Have access to CARM's industry-based learning opportunities.
- Receive CARM's quarterly newsletter, *Rural Report*.
- Receive the annual *Building Rural Manitoba* magazine.
- Are included in the annual *CARM Membership Directory and Buyers' Guide*.
- Are listed in the Membership Directory section of the CARM website.
- Have access to special discounted rates on wide-format photocopies and scanning service.
- Have access to CARM's industry-specific Group Benefits Program.
- Have access to the Commissioner for Oaths service, free-of-charge.
- Have access to CARM's reference material library.
- Enjoy interaction with peers through regularly scheduled social events such as the Annual Banquet, Golf Tournament and Mixed Funspiel.





Courtesy: Bruce Burnstorf/Brandon Sun

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Courtesy: Bruce Burnstorf/Brandon Sun

Courtesy: Michael Constantini

A variety of companies belong to the long list of CARM members. With different packages available to both construction- and non-construction-related businesses, there is something from which everyone can benefit.

**REGULAR MEMBERSHIP** – for construction companies and construction suppliers who wish to review and borrow hard copies of plans and specifications from the CARM office.

Regular Members enjoy all the benefits of Associate Membership, plus:

- Have access to CARM's in-house planroom, where you can borrow plans for projects that are open for tender.
- Receive CARM's weekly *Project News* email containing summary information about the projects available in the planroom.
- Access to list of general contractors who indicated their intention to bid and other industry-related information.
- Canadian Construction Association affiliate member privileges including national level advocacy and discount on CCA documents and seals. Please see the CARM website for full details at [www.carm.ca](http://www.carm.ca)

**ONLINE MEMBERSHIP** – for construction companies and construction suppliers who would like to view plans and specifications online and receive automated notifications on projects at any time of day.

Online Members enjoy all the benefits of Regular Membership, plus:

- Have unlimited, 24-hour access to CARM's online planroom.
  - Full access to all project information.
  - Customizable searching.
  - Ability to download all project documents.
  - Subscription for automatic notification of changes, such as addenda or notifications.
  - Opportunity matching to notify you of new projects of interest.
- Free online planroom training sessions and ongoing support.



Questions? We have answers.  
Suggestions? We welcome your  
thoughts and ideas.

Contact CARM today!

Unit B 950-10th Street  
Brandon, Manitoba  
R7A 6B5

Phone: (204) 727-4567  
Fax: (204) 727-1048  
Toll-free: 1-800-798-7483  
Email: [carm@carm.ca](mailto:carm@carm.ca)

[www.carm.ca](http://www.carm.ca)

